



Indiana State University

Board of Trustees Agenda Meeting Minutes

December 10, 2021

State Room, Tirey Hall



Board of Trustees Agenda Meeting - December 10, 2021 - Minutes

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Call Meeting to Order – Kathy Cabello

With a quorum being met Chair Trustee Kathy Cabello called the meeting to order at 2:30 p.m.

Report of the Faculty Senate Chairperson – Keri Yousif

Welcome to commencement weekend at Indiana State University. The faculty of Indiana State is thrilled to celebrate our winter 2021 graduates and all of the people: faculty, staff, family members, and friends, who help move our students to alumni.

Since I reported to you in October, faculty senate has approved two new academic programs: an accelerated Master's degree in Occupational Safety Management and a new Bachelor of Science in Data Science. We have also suspended, on the recommendation of multiple faculty committees, several programs in a continued effort to effectively balance students' needs, changes in the profession, and faculty resources. In a similar vein, the Academic Strategic Planning Committee has launched its call for program reports (due in January 2022), which will further the assessment of academic programs. The faculty and administration have worked closely on the Academic Strategic Planning Committee and will continue to do so to as we strive to strengthen the programs at Indiana State.

In terms of policy, the faculty senate has approved revised handbook language, expectations, and procedures for the review of graduate faculty. We also continue to make progress on the university conflict of interest policy. You will see many of these revisions in the board meetings to come in the spring. Please reach out to me if you have questions or comments.

Finally, I bring to your attention a vital issue for faculty, indeed for *all* employees, at Indiana State University. And this is the question of compensation. Faculty acknowledge the recent, across-the-board salary increase, as well as the current budget and enrollment climate. Nonetheless, they have communicated, in numerous forums, their concern that wages at Indiana State have stagnated, with no merit raises and no adequate adjustments for several years. I raise this issue as the representative of faculty at Indiana State University, who are concerned about the increasing difficulty in recruiting and retaining faculty at Indiana State, a problem equally manifest with the staff at ISU. As we move forward with the Indiana State Advantage, we must invest in the faculty and staff who make that promise a reality. The investment must not just be congratulatory, but equal in its compensation, compensation that is equitable and keeps pace with external factors, such as cost-of-living and inflation. We must invest in the employees of Indiana State University, the same employees who have weathered the pandemic and—importantly—are bringing us through the storm to firm ground, one graduate at a time.

Thank you

Report of the Staff Council Chairperson – Morgan Leek given by Secretary Roxanne Torrence

What a relief to make it to the end of yet another whirlwind year. Our PR committee has been super busy since October with the very successful t-shirt fundraiser and then followed by our ornament fundraiser. This year, we sold 158 ornaments and those that ordered the ornaments, will have them hand delivered this afternoon! To end the semester on a fun note, we will be hosting a virtual lunchtime bingo on 12/14. We have a few fun prizes for our winners and can't wait to have fun with everyone.

Staff Council, as a whole, has many projects that we will be putting a lot of effort into when we return from winter break. One of those projects will be revisions to our by-laws and a creation of an SOP manual. We are hopeful to get many things accomplished in the Spring to finish out our year strong.

On behalf of Staff Council, I would like to thank all of ISU's dedicated and hardworking staff for everything they have put into their careers over the last year and a half. While I know that we aren't in a perfect place of comfort and relaxation, I do hope that you all will have a restful and restorative break.

Have a happy holiday!

Report of the Student Government Association President – Austin Nettrouer

First, let me express that today is a day of celebration and reflection for the student body at Indiana State University as it is Friday of finals week. This semester presented multiple obstacles for great portions of our student body as represented in their engagement with university services. Although this was a semester of struggle for many, the student's actions decided that it be remembered as a semester of perseverance as they enter a well-deserved break.

For the Student Government Association, we also reflect on a semester of perseverance and resurgence.

I start by following up from my last report regarding student organizations on campus. Due to the extensive efforts of our cabinet and Senate, Student Government will assist in the funding of 37 student organizations for their programming in the Spring Semester. 37 for one semester as opposed to 5 total the previous year.

I am proud to report that the student body once again recognizes the opportunities and resources available for them with Student Government as seen this semester. Students are reaching out to our Academic Affairs Director for concerns in the classroom, student organizations are wanting to pair with us for Engagement, Health and Wellness, and Inclusive Excellence Initiatives/events, and individual students, not in SGA, are outreaching wanting to know what they can do to be involved in our initiatives, wanting to know what they can attribute.

Internally, our SGA Senate reflects the interests and demographics of the student body better than it has in recent time, truly reflecting a culmination of the varying sectors of student interests, identities, and perspectives on campus. I mean this when I say Student Government has developed an advantageous intimacy with the student body I have not witnessed in recent time.

We are excited to continue to exploit this opportunity and relationship in the spring semester as SGA itself will expand from a sole advisor as in previous years to the development of an inclusive advisory board with multiple individuals throughout Student Affairs and campus attributing to the development and prosperity of student government.

I affirm that the soul of the Student body at ISU is as strong as ever, and I conclude with this quote from Historian Thomas Carlyle which I believe encapsulates the sycamore student this semester: "Permanence, perseverance and persistence in spite of all obstacles, discouragements, and impossibilities: It is this, that in all things distinguishes the strong soul from the weak.

Thank you.

Report of the Vice President for Advancement and CEO of the ISU Foundation – Andrea Angel

Good afternoon trustees, President Curtis, my campus colleagues, and distinguished guests. As we celebrate our newest alumni this evening and tomorrow, our division and campus has had a celebratory feel since November. On Friday, November 5 we held the inaugural President's Dinner celebrating Distinguished Alumni and transformational philanthropy. Thank you to all that were able to attend this incredible evening celebrating our donors and alumni that have a positive impact on our students and university.

We continued our festivity into November and December with the delivery of our recognition boxes to new endowment donors, members of the 1865 society, and Book and Torch society honorees. Goodies and awards filled these boxes but the most important element was a video card with appreciation videos from students and faculty that were personally impacted by the donor's philanthropy. We have received a great deal of positive feedback from our donors regarding these boxes. Coming later this month are recognition for our President's Society donors, Dale McKee Society donors that have given consecutively to the university for 5, 10, or 25 years and appreciation gifts to our dynamic foundation board of directors. As we all know, cultivating donors and raising funds is paramount for our division but equally as important is showing our sincere gratitude to those who give back.

In closing, I am pleased to report our development results through the first five months of our current fiscal year. Gifts to Indiana State University totaled \$8.3 million dollars through five months. A few important trends reflected in this overall number include:

- 8 new endowed funds created
- 559 donors have given at the President's Society level or above
- \$2.8 million in giving to the ISU Endowment

Thank you again for allowing me to report on our important work.

Happy Holidays everyone!

Report of the University President – Deborah Curtis

Commencement

Good day. I would like to begin by congratulating our nearly 700 undergraduate and graduates who will be earning degrees this weekend. Many thanks go out to our skillful grounds and facilities colleague. This is always a beautifully maintained campus but in preparation for a big weekend like this they worked tirelessly to make sure this campus is magnificent and it is. Commencement is our favorite time of the year and it is best evidence that we fulfill our mission by forever transforming these students lives through the benefits earning a college degree will bring. Thank you to our faculty and staff for all of their efforts in helping these students reach this milestone achievement.

Honoring of 1977 Gymnastics Team

Last weekend, we had the honor of recognizing Indiana State's 1976-77 men's gymnastics team which won the 1977 NCAA National Championship led by the late Kurt Thomas. The team was inducted into the ISU's Athletic Hall of Fame in 1999. The team members had a private reunion reception Friday evening and were recognized on the court at halftime of the men's basketball game on Saturday. In addition to receiving their well-deserved and long overdue championship rings, a new banner commemorating their national title was unveiled in Hulman Center.

Many thanks go out to Athletic Director Sherard Clinkscales, athletics, advancement and events colleagues for a great job that was done to honor these special sycamore alumni and welcome them back to Indiana State.

Update on Provost Search

Earlier this week, the campus community interviewed the first of two candidates for Provost and Vice President for Academic Affairs. Dr. Marie T. Mora currently serves as the associate vice chancellor for strategic initiatives at the University of Missouri-St. Louis.

Next week, Dr. Christopher Olsen, our current interim provost and vice president for academic affairs and dean of the ISU College of Arts and Sciences, will be completing the same multi-session, two-day interview process.

Senior Vice President Diann McKee has done an excellent job in chairing the 12-person search committee of faculty, staff and student representation. We look forward to a successful conclusion of this very important search.

Update on Strategic Plan KPIs

In December, it has been my practice to report on the key performance indicators for the University's strategic plan. This year's report is unusual due to the transition of closing out the There's More to Blue Strategic Plan which ran from 2016 to 2021 and the start of the Focusing on our Future Together plan which the trustees endorsed this Spring.

I will begin by sharing the final KPI report for the previous plan.

Goal 1: Student Success and Degree Completion

- Much of this KPI data is impacted by changes in enrollment. It is important to note that it takes a while to impact some of the data once enrollment drops as those smaller classes have to work their way through the system.
- The four-year graduation rate for all students increased over the life of this plan from 26% to 30%, however, the increase was lower for Pell-eligible students. Narrowing this achievement gap is a major component of the new plan, one which will be greatly aided by funding from the Lilly Endowment.
- Another area to note is the significant increase (43%) in distance degrees awarded, increasing from 468 in 2016 to 669 in 2021. This will continue to be a focus in the new plan as well.

Goal 2: High Impact Academic Programs built upon a Foundation of Experiential Learning and Career Readiness

- We were pleased to see our placement rate reach 99% in 2020 for the class of 2019 meaning that virtually all of our graduates reported being full employed, pursuing graduate studies or in full-time military service within 6 months of graduation. Despite the impact of the pandemic on the class of 2020, which is reported in 2021, our placement rate remained at a robust 92%. Initial reports on the Class of 2021 are also looking very positive.
- The pandemic also impacted the availability of internships for our students, and we anticipate that KPI will begin growing as we move forward.

Goal 3: Community Engagement and Effective Partnerships

- In goal 3, we recognize that the hours of community service completed were impacted by the pandemic but we were pleased to see that documented faculty community engagement increased dramatically from 2016 to 2021.
- Student voting also grew significantly with students voting in federal elections increasing from 44 to 58.7% and students voting in midterm elections more than doubling from 12% to 29%.

Goal 4: Institutional Vitality and Momentum

- In addition to maintaining our favorable bond ratings, the Goal 4 focus on institutional vitality and momentum is best illustrated with our significant success in increasing private support for the University and growing our endowment. I will have more to say on this point when we talk about the new strategic plan.

Goal 5: Employee Success

- In a moment, you will hear more details on our efforts to advance inclusive excellence. This set of key performance indicators reflects progress on diversifying our faculty and staff even as the overall number of positions has declined.

This campus worked very hard to produce results for There's More to Blue strategic plan which was midway in progress when I arrived in 2018. With a few small tweaks we leaned in on accomplishing these target objectives from that plan. It is my assessment that this prior plan was a success in putting us in good standing to develop the focusing on our future together plan. Next December at this time, my report will focus completely on the analysis of the initial implementation of this new project.

Moving on to our new Focusing on Our Future Together Strategic Plan, I would just like to remind you of the baseline measures and targets established earlier this year.

In a few instances, we have actual data for year 1 as fundraising runs on a fiscal year basis and enrollment is based on fall numbers.

This four-year plan focuses in on the areas of most importance as we come out of this pandemic. We are optimistic that the Indiana State Advantage initiative along with several other projects will move our enrollment efforts in the right direction.

It is my pleasure again to lift up the significant growth made in our fundraising efforts under the leadership of Vice President Andrea Angel. Our entire advancement team is working to keep this momentum going as is once again evidenced by items on your agenda today.

A little later in our agenda, we will acknowledge the generosity of several alumni and friends of the university, but right now I want to express appreciation to the Hulman George Family for their multi-generational long-standing giving and continued support in Indiana State University. George Brattain, their family attorney, is here with us today and we would ask you to communicate to the family how very sincerely grateful we are for this long-term commitment and generosity to Indiana State University.

Today at Indiana State University we are working diligently to tell our story more effectively and thereby enhance the awareness and reputation of this great University.

I am looking forward to December 2022 when we will have one full year of completed activity under the new strategic plan. Actions in progress right now are already moving the needle on several key performance indicators.

Report of the President's Council on Inclusive Excellence

Returning trustees will recall that the President's Council on Inclusive Excellence annually presents to the trustees a report on Diversity, Equity and Inclusive excellence initiatives as part of a statutory requirement of Indiana law.

I would like to invite Dr. Rana Johnson, associate vice president for inclusive excellence and strategic initiatives, to provide highlights from this year's report.

Dr. Johnson reported out on the 13th annual report.

Thank you, Dr. Johnson. We would like to also express our thanks to all those on campus who are working toward advancing these important goals.

Spring 2022 COVID-19 Protocols

As announced earlier this semester, the University will be implementing the Sycamore Community Health Care Initiative in January as part of our continued efforts to keep campus safe as a learning, working and living environment for our students, faculty and staff.

We continue to base our decisions on guidance from local, state, and federal health officials. In keeping with that advice, students and employees will have the choice in January of uploading proof of vaccination or participating in weekly COVID testing. The testing costs for the spring semester will be covered through the use of federal stimulus dollars for COVID-related expenditures.

We will be utilizing existing policies and procedures to address any issues of non-compliance. More specific information on the processes for students, faculty, and staff is available on the University's website.

With that said we continue to urge members of our university community to get vaccinated. This is our path to having as normal a semester as possible with spring face-to-face instruction, experiential learning opportunities, performances, athletic competitions and events that provide the robust campus life experience for which we are known. Many thanks go out to our shared governance leadership for their input and council as we consider these processes. I want to express my heartfelt appreciation for the cooperation and understanding that our faculty, staff, and students have demonstrated repeatedly throughout this pandemic. It has truly been a community effort and we have accomplished much.

Thank you to everyone.

Chairperson Cabello this concludes my report.

Report of the Board Chairperson – Kathy Cabello

Thank you, President Curtis for your remarks and for your continued leadership in addressing the health and safety of our students and employees. Also, for the updates on the university goals and strategic initiatives.

I would also like to thank the Faculty Senate for their efforts in working on strengthening our existing programs and adding new programs.

To our staff council for all of your fundraising efforts and the support that you provide on campus.

To our student Government association for really the resurgence of the engagement on campus and that is really exciting to hear.

And our advancement and ISU Foundation for the continued success in advancement we greatly appreciate that and the support that provides for our students and our campus.

Today I also would like to thank the entire Hulman George Family and their representative here for your long-standing support of Indiana State University and to the impact that you are making to our students and community. Thank you very much.

We're coming off a season of gratitude and concluding this semester...and as the Chair of the Board of Trustees, I would like to thank all of the faculty, staff and students for your efforts in maintaining a safe and healthy environment on campus. That is no small feat and we appreciate that.

You have worked tirelessly to make this semester a success and the Sycamore Community Health Initiative will allow us to continue this success.

The Sycamore Community Health Initiative follows existing university policies and procedures and therefore, requires no trustee action however, as Board Chair I would like to voice support for this effort and the intentional thought that went into its development. It is greatly appreciated.

Thank you to everyone's efforts to maintain a safe and healthy campus.

This weekend it truly is a special time of the year as we celebrate Winter Commencement.

We are pleased to recognize all that our students have accomplished. For the second time this year, we are able to have an *in-person* Commencement ceremony and we are graduating over 700 students at the commencement ceremony and they will be able to walk across the stage in full pomp & circumstance and believe me that is a great achievement for us all.

A special "Thank you" to our entire Sycamore community for getting us to this moment and to this weekend and **Congratulations** to all of our students who are graduating!

May everyone have a wonderful, joyous holiday season.

And with that, we'll move on to our order of business.

Let's have a fun, safe, and healthy weekend—Go Sycamores!

3a Minutes of the October 22, 2021 Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 12:30 p.m. on Friday, October 22, 2021.

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.

The Trustees met in a regularly scheduled meeting on Friday, October 22, 2021 at 2:30 p.m.

Trustees present: Mrs. Cabello, Mr. Casey, Ms. Collins, Mr. Minas, Mrs. Powers, Mr. Pratt, Mrs. Smith and Mr. Woodruff.

Trustees absent: Mrs. McKinzie.

Recommendation: Approve the Board Minutes of the October 22, 2021 Meeting and Certification of Executive Session.

Motion made by: Troy Woodruff

Motion seconded by: Cynthia Powers

The recommendation was approved.

3b1 2020-21 Audited Financial Statements

The 2020-21 audited financial statements received an unmodified audit opinion from the Indiana State Board of Accounts reflecting the FY21 financial statements were presented fairly, in all material respects, in accordance with generally accepted accounting principles.

Recommendation: Acceptance of the 2020-21 Audited Financial Statements.

Finance Committee Chairperson Trustee Kim Smith recommends accepted.

The recommendation was approved.

3c1 Proposed Modifications to Policy 850 Email as Official Communication to Students (rename Official University Communication)

Rationale:

As part of the three-year policy review cycle, the administration has identified the need to clarify current practices regarding ISU email as the official communication for all university employees and not just for students related to work and activities.

Proposed Modifications:

(Proposed additions appear in red and deletions appear in strikethrough.)

Proposed New Name: Policy 850 Official University Communication

850.1 Purpose

Email provides a convenient, timely, efficient, cost-effective, and environmentally-aware means of delivering information and communication to students. The University has a compelling business interest in establishing a policy that ensures that all students have access to an electronic form of communication and that such means are used as a standardized channel by faculty and ~~other College~~ staff as needed. There is an increasing need for electronic communication with students. The University intends to establish email as an official communication mechanism with students. To that end, students, faculty, and staff must be provided with an appropriate formal notification (by way of policy adoption) that ~~all~~ formally designates email as an official means of communication with students.

850.2 Applicability

This policy applies to all students enrolled at Indiana State University and all employees of Indiana State University.

850.3 Definitions

850.3.1 Email. Email is the transmission of computer-based messages over telecommunication technology. The term email is used synonymously with the terms such as e-mail and electronic mail.

850.3.2 Official University Email Address. The Official University Email Address is the email account that is provided to each student, staff and faculty member free of charge and which resides on a University owned, specified, and operated email server with the Internet designation of 'indstate.edu' domain ~~and that is provided for the purpose of supporting student mail.~~ The university email address will be maintained in the official university email directory for each student, faculty and staff.

850.4 Statement of Policy

Email is a valid mechanism for official communication with students at Indiana State University. The University has, and hereby exercises, the right to send official communications to students

by email. The University has, and hereby exercises, the right to expect that students will receive email and will read email in a timely fashion.

850.4.1 Official University ~~Email Address Assigned~~Communication. ~~All students will be assigned an official university email address.~~ University communications may be sent to this official university email address with the expectation that such communication is formal and official and with no additional requirement to use other means of communication to accomplish student notification. ~~This official university email address will be maintained in the official university email directory for each student. Students, faculty or staff shall not use a private email account to correspond with one another as it relates to University business.~~

850.4.2 Forwarded Email; Failure to Read Email. The University may, at its discretion, provide a mechanism that allows a student to have email forwarded from the official university email address to another email address of the student's choice. However, students who choose to have email forwarded to another email address do so at their own risk. The University is not responsible for email forwarded to any other email address. A student's failure to receive or read in a timely manner official university communications sent to the student's official email address does not absolve the student from knowing and complying with the content of the official communication.

850.4.3 Encompasses All Communication; Course-Related Communications. This policy encompasses all official communication between the University and the student whether that communication is related to course-related academic, non-course related academic, or non-academic purposes. Faculty and staff may assume that a student's official university email is a valid mechanism for communicating with a student. Faculty ~~may, at their choice, use email for communicating with students registered in their classes~~ shall use their official university email address for communicating with students registered in their classes. Students receiving course related communications from their course instructors through the official university email will be responsible for compliance with course requirements.

850.5 No Exceptions

There are no exceptions to this policy.

Recommendation: Approval of the proposed modifications to Policy 850 Email as Official Communication to Students (rename Official University Communication).

Motion made by: Bob Casey

Motion seconded by: Kim Smith

The recommendation was approved.

3c2 Proposed Modifications to Policy 905 Whistleblowers (Rename: Reporting Whistleblower Protection)

Rationale:

As part of the three-year policy review cycle, the administration has identified the need to clarify current practices with current information on who is obligated to report and how to make a report.

Proposed Modifications:

(Proposed additions appear in red and deletions appear in strikethrough.)

Proposed New Name: Whistleblower Protection

905.1 General

Individuals are expected to abide by local, state and federal laws and regulations, as well as University policies. An Indiana State University employee cannot be compelled by a supervisor or other University official to violate a law or University policy.

905.2 Reporting

Individuals who have knowledge of specific acts that are reasonably believed to violate the law or University policy ("Wrongdoing") may disclose those acts to any appropriate University official, and any employment supervisor is obligated to report specific acts that are reasonably believed to be Wrongdoing. Anonymous reports may be made using the ISU Ethics and Compliance Hotline.

905.3 No Retaliation

This Policy prohibits retaliatory academic or employment action because an individual makes a good faith report of Wrongdoing.

905.4 ~~Supplementation of Law and Policy~~Other Reporting Obligations.

~~This policy supplements the existing Indiana state statute, IC 21-39-3 applicable to State Educational Institutions, and also supplements other University policies under which reporting may also be required, like the Policy on Minors. This policy supplements Indiana law under which employees and students may have an obligation to report possible criminal activity, including abuse or neglect of a minor. ISU employees, including student employees, may be required to report violations of ISU policy, and employees are obligated to be familiar with these reporting responsibilities.~~

905.5 Development of Procedures

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

Recommendation: Approval of the proposed modifications to Policy 905 Whistleblowers (rename: Whistleblower Protection).

Motion made by: Cynthia Powers

Motion seconded by: Troy Woodruff

The recommendation was approved.

3c3 Proposed Modifications to Policy 570 Personnel Files

Rationale:

As part of the three-year policy review cycle, the administration has identified the need to clarify current practices regarding the files that should be maintained in personnel files. The proposed modifications also provide the rights of an employee to have access to their personnel file and address specific legal obligations for law enforcement personnel records.

Proposed Modifications:

(Proposed additions appear in red and deletions appear in strikethrough.)

570.1 Content of Personnel Files.

Personnel files are maintained in the Office of Human Resources, with faculty related information maintained by the Office of Academic Affairs, and are subject to the retention and disposal requirements of Policy 925 Record Retention. The personnel files include application form, resume, reference checks, emergency contact information, offer of employment, resignation letters, and documents relating to termination of employment. Additional records could include acknowledgement of organizational directives, job descriptions, training records, performance reviews, attendance records, goals and objectives, commendations and awards, disciplinary documents, and other performance related documents. Additionally, a W-4 form, authorization for direct deposit, forms related to employee benefits, and other compensation documents are also considered personnel records maintained by the appropriate administrative office.

Complaints concerning sexual harassment, discrimination, or other violations of federal and state law or University policy, may result in a decision resulting in discipline and are not included in the personnel file but will be maintained in the Equal Employment Opportunity/Title IX Office.

570.1.1 Excluded Information. A personnel file does not include records and documents containing medical information including those requesting accommodations under the Americans with Disabilities Act and leave under the Family Medical Leave Act. These and similar records containing medical information will be maintained in a separate file in the Office of Human Resources with access limited only to those with a need to know that information. Form I-9s are forms required by the United States Citizen and Immigration Service to verify legal authorization of employees to work in the United States. These verification documents, which are required for all employees, are kept in a separate file in the Office of Human Resources. If and when the University receives an unsolicited paper, the author of which requests confidentiality, the paper will be returned to the sender with the notation that the University does not retain unsolicited confidential statements about its faculty or staff members. Anonymously composed letters will be destroyed by the administrator who receives them. Unsolicited oral reports received by an administrator about a faculty or staff member will not be recorded and retained.

570.1.2 Response.

Employees have the right to respond in writing to any material in the personnel file and to have the response made a part of the file.

570.2 Public Disclosure of Personnel Records.

As a public university, Indiana law requires limited disclosure of employee information. The information required to be disclosed includes:

- Name, compensation, job title, business address, business telephone number, job description, education and training background, previous work experience, or dates of first and last employment;
- Information relating to the status of any formal charges against the employee; and
- Factual basis for disciplinary action in which final action has been taken and resulted in the employee being suspended, demoted, or discharged.

570.2.1 Law Enforcement Records. Under Indiana Law, records concerning a law enforcement officer employed by a university police department are defined as public records subject to disclosure upon proper request to Indiana State University. Disclosure of name, compensation, job title, business address and phone number, job description, education, training and background, previous work experience, or dates of first and last employment of the law enforcement officer, information related to status of any formal charges against the law enforcement officer, and a factual basis for any disciplinary action in which final action has been taken and has resulted in the officer being suspended, demoted, or discharged. Additionally, before hiring a person as a law enforcement officer, a hiring department or agency is required to contact every law enforcement department or agency that employed or currently employs the applicant and request a complete and unredacted copy of all findings and orders related to disciplinary or internal investigations involving the officer, and a copy of the applicant's entire employment file (excepting medical records or information). I.C. 36-8-2-2, Indiana State University's compliance with these requests is required by Indiana law.

570.3 Departmental Files.

The official University personnel file located in the Provost and Vice President for Academic Affairs Office or the Office of Human Resources should be a cumulative file of all materials upon which decisions are based at those levels. However, it is recognized that decisions are made in the offices of department chairpersons, deans, and appropriate administrators and that unofficial personnel files will be kept in those places to support such decisions; therefore, cumulative personnel files in those offices shall also be open to employees on the same basis (though not necessarily by identical procedures) as are the official personnel files in the offices of the Provost and Vice President for Academic Affairs and the Office of Human Resources. The appropriate administrator at each level will be charged with supervising correct application of the personnel files policy.

~~**570.1.1 Faculty.** Official personnel files for all faculty members are maintained in the Provost and Vice President for Academic Affairs Office.~~

~~**570.1.2 Executive, Administrative, Professional and Support Staff.** Executive/administrative/professional staff and support staff official personnel files are located in the Human Resources Office.~~

~~**570.1.3 Official Documents.** All official documents concerning personnel actions are to be deposited in the official personnel files.~~

570.42 Review

570.2.1 Faculty. A faculty member may review the materials in his/her/their personnel file by requesting a convenient time for that review in the Provost and Vice President for Academic Affairs Office.

570.2.2 Executive, Administrative, Professional, and Support Staff. A member of the ~~executive/administrative/professional staff or support staff~~ may review the materials in his/her/their personnel file by requesting a convenient time for that review in the Office of Human Resources Office.

570.2.3 Confidentiality. ~~The materials in the official personnel file are confidential in nature and thus may be reviewed only by the faculty or staff member, by appropriate review committees, and by appropriate administrative and supervisory staff.~~

570.3 Response

~~Faculty and staff members have the right to respond in writing to any material in the personnel file and to have the response made a part of the file.~~

570.4-5 Removal of Contents

570.4.1 Request for Removal. ~~Other than law enforcement officers employed by Indiana State University, A~~any person wishing to request that any particular item in his/her/their official personnel file be removed and destroyed may request such action in writing to the University President. The University President will answer all such requests in writing. If the request is approved by the University President, the request and the written approval will be included in the personnel file.

570.4.2 Expungement. ~~Other than law enforcement officers employed by Indiana State University, m~~Materials in personnel files will be expunged if the contents violate the employee's civil liberties and if such materials have the potential for inappropriate consideration in future personnel actions. Expunction will occur only upon request of the faculty or staff member and after review and action on the request by the University President.

570.5 Personnel Files Contents

~~All reports, evaluations, assessments, and recommendations will be added to a faculty or staff member's personnel file only with his/her knowledge of that action. A faculty or staff member may examine each and all additions to his/her official personnel file by arranging a convenient time to do so as set forth above.~~

570.5.1 Unsolicited Papers. ~~If and when the University receives an unsolicited paper, the author of which requests confidentiality, the paper will be returned to the sender with the notation that the University does not retain unsolicited confidential statements about its faculty or staff members.~~

570.5.2 Anonymously Composed Letters. ~~Anonymously composed letters will be destroyed by the administrator who receives them.~~

570.5.3 Unsolicited Oral Reports. ~~Unsolicited oral reports received by an administrator about a faculty or staff member will not be recorded and retained.~~

~~**570.5.4 Departmental Files.** The official University personnel file located in the Provost and Vice President for Academic Affairs Office or the Human Resources Office should be a cumulative file of all materials upon which decisions are based at those levels. However, it is recognized that decisions are made in the offices of department chairpersons, deans, and appropriate administrators and that unofficial personnel files will be kept in those places to support such decisions; therefore, cumulative personnel files in those offices shall also be open to employees on the same basis (though not necessarily by identical procedures) as are the official personnel files in the offices of the Provost and Vice President for Academic Affairs and Human Resources. The appropriate administrator at each level will be charged with supervising correct application of the personnel files policy.~~

570.6 Filing Procedures

~~**570.6.1 General.** All personnel records will be in writing and may include electronic records. Materials in the personnel file will be recorded on a register of documents contained in the file. The register will contain:~~

- ~~a. Date on which documents are added to or taken from the file;~~
- ~~b. Title or label of each document;~~
- ~~c. Number of pages comprising each document and any attachments thereto;~~
- ~~d. Source of each document; and~~
- ~~e. Initials of the person making the register entry.~~

~~**570.6.2 Notification.** Faculty and staff members will be informed by their supervisor or other administrator whenever documents are placed in their personnel files. Documents which indicate copy to personnel file satisfy this requirement. Faculty and staff members have the right to respond in writing to any material in their file; said response shall be attached to the document in question.~~

570.7.6 Access by Others Privacy of Records

Access to ~~faculty~~ personnel files shall be on a demonstrable need-to-know basis for persons formally charged with judging the performance of faculty members in such matters as annual evaluations, promotions, and/or tenure.

~~**570.7.1 Limitations on Access.** Unless subject to disclosure under Indiana Access to Public Records Act or as to other documents required by law tThe responsible administrator shall limit access to personnel files to appropriate administrators and to those persons serving on official personnel committees within the University as attested to by memoranda prepared by an official representative of each such committee.~~

~~**570.7.2 Official Record.** The responsible administrator will maintain an official record of all persons who view the contents of faculty and staff personnel files. The following information about the reader of each file shall be recorded on a log of readers to be kept in each faculty and staff member's file:~~

- ~~a. Name and position of the reader;~~
- ~~b. Hour and date that the reader received and returned the file;~~

~~c. Purpose for which the file was read; and~~

~~d. Signature of the reader.~~

Recommendation: Approval of the proposed modifications to Policy 570 Personnel Files.

Motion made by: John Pratt

Motion seconded by: Kimmie Collins

The recommendation was approved.

3c4 Proposed Modifications to Policy 950 Drug-Free Campus

Rationale:

As part of the three-year policy review cycle, the administration has identified the need to clarify current practices and to ensure the policy meets legal requirements. The policy modifications include clarifications about application and administration of the policy.

Proposed Modifications:

(Proposed additions appear in red and deletions appear in strikethrough.)

950.1 Introduction.

Indiana State University recognizes the health risks connected with illegal use of or abuse of a controlled substance and is dedicated to supporting employees and students who pursue treatment for substance abuse issues. The Higher Education Act of 1965, as amended by the Drug-Free Schools and Communities Act Amendments of 1989, and the Drug-Free Workplace Act of 1988 require that each institution of higher education receiving federal funds implement a drug prevention program on its campus and certify its compliance with the law to the Secretary of Education. The Aact requires clear delineation of standards of conduct for employees and students, available educational programs and related materials ~~which are to be available to them,~~ and sanctions which will apply for failure to meet expectations.

950.1.2 Policy Prohibition on Use

~~Indiana State University policy prohibits t~~he unlawful manufacture, distribution, dispensation, possession, or use of controlled substances, or the unapproved use of or alcohol in any part of the University or at any University activity by ISU employees, students, and visitors is prohibited. Legal use of alcohol may be permitted ~~on~~at campus events only if approved by the University President or designee or as set forth in Policy 435 Alcohol Policy for Student-Related Events.

950.1.2.1 Violations of Policy.

Any employee or student who is in violation of University policy or is convicted of a drug ~~statute violation~~related crime arising out of conduct occurring ~~in the workplace on~~ ISU's campus or at a University activity will be subject to any one or a combination of the following:

- a. A verbal warning;
- b. A written warning;
- c. ~~Disciplinary probation (students)~~Referral to the Office of Student Conduct and Integrity for disciplinary action (students);
- d. Referral to the Employee Assistance Program for evaluation, assessment, and counseling for possible treatment (employees);
- e. Required participation in a drug or alcohol rehabilitation program;
- f. Suspension from duty and/or enrollment; and/or
- g. Termination of employment under standard University procedures.

Visitors may be trespassed from University property by the ISU Police Department, consistent with the General Orders.

~~950.1.2 Treatment. Any employee or student referred for treatment or other rehabilitation will be required to complete the prescribed treatment as a condition of continued employment or enrollment.~~

~~950.1.22.2 Further Information~~**Other Legal Sanctions.** Further information concerning legal sanctions under state and federal law may be secured from the ~~University Legal Affairs~~Office of the General Counsel~~Office.~~

~~950.1.42.3 Notification Requirement for Employees.~~ Any ~~faculty or staff member~~employee convicted of a drug violation arising out of conduct occurring on ISU's campus or at an ISU activity in the workplace must notify either the Office of Human Resources ~~Office~~ or the appropriate vice president of the conviction no later than five (5) days after the conviction.

~~950.1.52.4 Grant or Contract Employees.~~ Certain grants and contracts awarded by federal, state, or local agencies or other grantors may require notification of the conviction. If the convicted employee is working under a grant or contract subject to the Drug-Free Workplace Act, ISU shall notify the grantor of the award of the employee's conviction within ten (10) calendar days of receipt of such notice either from the employee or as otherwise received.

Recommendation: Approval of the proposed modifications to Policy 950 Drug-Free Campus.

Motion made by: Bob Casey

Motion seconded by: John Pratt

The recommendation was approved.

3c5 Proposed Modifications to Policy 960 Communicable Diseases

Rationale:

As part of the three-year policy review cycle, the administration has identified the need to update the policy. Specifically, the policy modifications a) reorganize portions of the policy for readability b) fill out policy to reflect current practice for all communicable diseases, including measles, mumps, rubella, meningitis, or other diseases c) defines “communicable disease” based on Indiana law d) include policy statements about infection control requirements required by the Indiana State Department of Health or other health officials and e) addresses confidentiality of medical records, and provides updated enforcement mechanisms for failure to comply with the policy.

Proposed Modifications:

(Proposed additions appear in red and deletions appear in strikethrough.)

960.1 Policy

~~It is the intent of Indiana State University to assure that all reasonable steps will be taken to discourage the spread of communicable diseases within the University community, especially those diseases which may be considered life-threatening. Within the communicable diseases category are a wide variety of infectious illnesses which range from the common cold to the Acquired Immune Deficiency Syndrome (AIDS). Such diseases vary greatly in mode and ease of transmission, the seriousness of effects and in the means to prevention and treatment.~~

960.1 Prevention Requirements.

A “communicable disease”, as defined by Indiana law, is an illness due to a specific infectious agent or its toxic products that arises through transmission of that agent or its toxic products from an infected person, animal, vector, plant or inanimate environment to a susceptible host, either directly or indirectly. Indiana State University will take reasonable steps to discourage the spread of communicable diseases within the University community, especially those diseases which may be considered life-threatening. This may include implementing infection control guidelines to stop or slow the spread of infectious diseases. Requirements may include required immunizations, the use of protective equipment, behavioral guidelines or directives, isolation and quarantine protocols, and cleaning and disinfecting guidance and directives. These requirements will vary significantly depending on the infectious disease and the ease of its transmission. Within the communicable diseases category are a wide variety of infectious illnesses, which vary greatly in mode and ease of transmission, the seriousness of effects and in the means of prevention and treatment. Any employee, student or visitor may be requested to provide proof of immunization or vaccination records as required or allowed by Indiana law or University policy or directive.

960.24.1 Responsibility of University Community.

All units of the University have the responsibility to promote sound health practices through educational programs, to assist persons who may have health problems to receive proper attention, ~~and~~ to exercise special care when communicable diseases are suspected of being present, ~~and to conform to Indiana health laws and regulations and orders of the Vigo County~~

Board of Health concerning the reporting, testing, immunization, and documentation of the current immunization status of employees, students or visitors.

960.4.23 Special Dangers of Contagion.

If there are occasions when special dangers of contagion require unusual actions including removal from campus activities or facilities by any part of the University, such actions will be as a result of recommendations by the Vigo County Board of Health, the Director of the ISU Student Health Center or other local, state or federal public health officials. The President or the President's designee may take such action as may be necessary to address special dangers of contagion. Individuals who have, or suspect that they have, a communicable disease are encouraged to seek and to follow the best medical advice available. ~~The Student Health Center will observe professional practices of care and confidentiality in regard to patients served and will comply with the reporting requirements of all public health agencies. If there are occasions when special dangers of contagion require unusual actions by any part of the University, such actions will be as a result of recommendations by the Director of the Student Health Center appropriate officials of the University.~~

960.4.34 Education and Awareness.

The University seeks to discourage the spread of communicable diseases through programs of education and awareness, prevention and early detection, and special care. ~~The privacy, rights and confidentiality of all individuals will be respected, and the University will comply with all federal, state and municipal regulations.~~

960.5 Confidentiality.

The confidentiality of medical records of students and employees who seek information about, obtain testing for, or receive treatment for communicable diseases or otherwise in the possession or control of Indiana State University is protected by state and federal law. ISU will cooperate with local, state and federal officials as to the reporting of information as required by law.

960.6 Enforcement.

Students in violation of this policy will be referred to the Office of Student Conduct and Integrity for appropriate disciplinary action. Employees in violation of this policy will be referred to the Office of Human Resources who will consult with the appropriate Vice President for possible disciplinary action.

960.7 Beyond Scope of Policy. This Policy is not meant to be exhaustive of all diseases or situations that might possibly threaten the University community or what actions may be taken in response to those threats, but it is a general guide for assessment and corresponding necessary steps to take when the University operations are effected by communicable diseases.

960.2-8 Bloodborne Pathogens Exposure Control Plan

~~The University has developed a program to protect faculty, staff and students who have occupational exposure to blood and other potentially infectious materials. This program, t~~The ISU Bloodborne Pathogens Exposure Control Plan, complies with the requirements of the OSHA Bloodborne Pathogens Standard, 29 CFR 1910.1030 and, the Indiana Administrative

Code 410 IAC 1-4 and identifies procedures to eliminate or reduce the risk of contracting a bloodborne disease at in the workplace/SU facilities and activities. A copy of the Bloodborne Pathogens Exposure Control Plan is available in the Environmental Safety Office.

960.82.1 Application. The Bloodborne Pathogens Exposure Control Plan applies to all employees of Indiana State University, including part-time and temporary staff, who may as a part of their employment come into contact with blood, infected lab animals, or other potentially infectious material. The Office of Environmental Safety is responsible for development and implementation of this plan.

~~**960.2.2 Health Care and Laboratory Employees.** Health care and laboratory employees whose work may involve the risk of exposure to blood or other potentially infectious materials may include, but are not limited to, the following: physicians, nurses, nurse's aides, physician assistants, phlebotomists, medical technologists, therapists, research laboratory personnel, research scientists, and animal laboratory personnel.~~

~~**960.2.3 Other Employees.** Others whose positions may include some occupational exposure tasks include employees in law enforcement, custodial/ housekeeping services, laundry services, maintenance, child care, equipment technicians, transportation service workers, or couriers involved in delivery and transport of potentially infectious materials.~~

~~**960.2.4 University Precautions.** Universal precautions refer to approaches to infection control in which all human blood and certain human body fluids are treated as if known to be infectious for HIV, HBV, HCV or other bloodborne pathogens. Using this assumption when dealing with infectious materials eliminates the need for decision making to determine the extent of actual or potential disease hazards. The approach establishes minimum standards for contamination control that will effectively control bloodborne pathogens if present. Universal precautions shall be observed to prevent contact with blood or other potentially infectious materials. In situations where differentiation between body fluid types is difficult or impossible (i.e., uncontrolled or emergency situations), all body fluids shall be considered potentially infectious.~~

~~**960.2.5 Additional Information.** Additional information is available in the Environmental Safety Office or the Human Resources Office.~~

Recommendation: Approval of the proposed modifications to Policy 960 Communicable Diseases.

Motion made by: Troy Woodruff
Motion seconded by: Kimmie Collins

The recommendation was approved.

3d Candidates for Degrees December 2021

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

Motion made by: Kimmie Collins

Motion seconded by: Cynthia Powers

The recommendation was approved.

Doctor of Philosophy

Al Ghamdi, Rehab Ghorm
Conway-Stefanko, Melissa Q.
Fahmi, Tazin
Frink, Dorothy E.
Ha, Hung Quang
Hineman, Jon Welker
Kaniuka, Polina
Kirkland, David Phillip
Koudsia, Samer Marwan
Kump, Andrew Joseph
Latomski, Kara E.
Mickens, Aaron Lee
Mourad, Rula Elaine
Paige, Jazlynn Janay
Van Buskirk, Candida Elisha
Williams, Yolanda Vivian

Doctor of Psycholog

Keane, Jennifer Erin

Educational Specialist

Cowper Jr, Don H.
Gerbers, Christopher W.
Gordon, Katie Renee
Jones, Brian Anthony
Miller, Michael William
Owney, Aaron M.
Ricca, Ashley Breanna

Master of Arts

Alotaibi, Ayidh Baraki
Burton, Zachary L.
Campbell, Robert Dean
Jimenez, Aurora Jackelin

Leonard, Eric
Morton-Bentley, Daniel William
Sadoski, James Anthony
Stefancik, John Jordan

Master Business Administration

Hunter, Jeffery Steven
Larkin, Zachary E
Lumbu, Justia Nonga
Lumbu, Styve Baruani
Lunsford, Hunter Henry
Majouar, Khalil
Niroula, Anuja
Palmer, Daniel T.
Sims, Leslie Marie

Master of Education

Atkins, Caryn Lynn
Ball, Ashlyn
Evans, Elizabeth Ann
Fillmore, LaKeshia Nicole
Isbell, Kristen Gayle
Moore, Crystal Anne
O'Brien, Kelly Marie
Pohlar, Terre Christina
Schoolcraft, Caitlyn S.
Spear, Jason Henry

Master of Public Administration

Burke, Starr M.
Byers, Jacob Shawn
Johnson, Anna Grace
Pena, Anais
Shiba, Katherine
Tamayo, Brandon Lee
Wright Jr, Kenneth William

Master of Science

Alizadeh, Mitra
Anders, Grace Ann
Anderson, Meredith Jo
Berrios, Bethzabeth
Buffington, Miranda J.
Cameron, Samantha Jo
Campbell, Gregory Michael
Cherry, Jordan Broadway
Corradino-Curry, Natalia Angelica

Cunningham, Sadie Jayne
Dawkins, Johnathan Thomas
Dora, Cedric Derell
Ellis, Jeremy Scott
Espinosa, Ayrielle Kristin
Fields, Jordan Adrian
French, Emme
Friday, Samuel Morgan
Fry, Dillon Craig
Gale, Sierra Nicole
Granda, Paxton Danielle
Gross, Ryan J.
Harker, Paige O.
Harris, Charisma Renee
Hauger, Sheryl Kay
Hetrick, Trevor
Higgins, Alexis Mariah
Ho, Otis
Hodges, Jeremy Patrick
Hoppe, Katherine Ann
Horrall, Gabrielle E.
Hudson, LaTonya Jovelle
Hulsey, Katherine Elisabeth
Johns, Brittany
Johnson, Sheila M.
Kammaing, Katelyn Michelle
Karpov, Hannah Grace
Keesari, Sai Sharath Reddy
Kempf, Mary Elizabeth
Knott, Rita Kay
Komaragiri, Sriman Narayana
Lannan, Taylor Jade
LeDocq, Jade Jalisa
Lee, Alexis Tierra
Lessentine, Austin David
Limper, Haley
Martins, Murilo
May, Bridgett Megan
McCartney, Katherine
McFarland, Carlee Raye
Mikell, Travis Nathaniel
Miller, Emilee Logan
Mitchell, Kailin N.
Moffatt, Patricia Margaret
Mondal, Niladri
Moody, David Eugene
Munoz, Marco A.
Nara, Nutan
Ninalowo, Kazeem Ishola
Nolte, Michael William
Ogle, Sydney D.

Ohene-Mawusi, Elinam
Outwater, Jordan Isaiah
Parmar, Krupali Bharatkumar
Patton, Aaron E.
Pickens, Samuel J.
Pleninger, Daniel R.
Poleselli, Melanie Alyssa
Posey, Leslie Richard
Prakash, Gopi Krishna
Prakash, Karthik Satya
Price, Kristine
Rader, Joshua Michael
Rafidison, Harivola Fidisoa
Rambert II, Cedric Von
Reynolds, Clay Weston
Roman, Krystal Georganne
Sagesse, Wendy
Schefke, Joshua Dean
Scott IV, Samuel Logan
Sellers, Benjamin Michael
Selzer, Alan Michelmore
Shah, Shashwat Chetankumar
Sharma, Pooja
Siddons, Sadie Belle
Smallwood, Nicole A.
Snapp, Kelsie Marie
Spann, Kawandrea D.
Tekverk, Paul E.
Thompson, Anthony William
Thompson, Rachel Leanne
Upadhyayula, Sai Ram
Wadsworth, Kira
Workman, Morgan
Wraight, Michael Jeremiah
Ziegler, Taylor Marie

Master of Nursing

Blair, Jorden Elizabeth
Blevins, Anna Marie
Britanyak, Abigail Dawn
Carter, Kevin Douglas
Flinn, Kevin Braun
Ghant, Aleaha A.
Hansman, Stephanie A.
Hensley, Dillon James
Hesquijarosa, Liza M.
Johanns, Zoe Elizabeth
Lee, Sheena Marie
Lively, Miranda L.
Lopez, Marissa Ann

Makris, Nefeli Maria
Mason, Britnie Denise
Nyuguto, Charity
Philpot, Karli Katherine
Pleimann, Zandro Paul
Presley, Danielle
Scott, Sara Lynette
Shidler, Braxton Reed
Stearns, Lani Beth
Sullivan, Katherine Ann
Throop, Elisabeth Ann
Wilson, Kara Jean

Graduate Certificates

Desmangles, Richardson
Dixon, Jennifer Leigh
Harper, Kaletta Mychelle
McCormick, Chelsea Elizabeth
Pleninger, Daniel R.

Undergraduate Degrees

Abraham, Junior	Bachelor of Science
Abraham, Sherly	Bachelor of Science in Nursing
Acklin, Sarah Leeann	Bachelor of Science
Adams, Avery Mitchell	Bachelor of Science
Afuta Kapajika, Ernest	Bachelor of Science
Alanazi, Mohammed Raja	Bachelor of Science
Alanazi, Thamer	Bachelor of Science
Alaufi, Khalid Hamed	Bachelor of Science
Alexander, Miles Cameron	Bachelor of Science
Al-Hassan, Mohammed Abdullah A	Bachelor of Science
Alkhalidi, Abdulrahman Mohammed M	Bachelor of Science
Allen, Jillian E	Bachelor of Science
Almansoori Jr, Mohamed Obaid	Bachelor of Science
Alshammari, Sumayhan Sarhan	Bachelor of Science
Alshantiti, Moayad	Bachelor of Science
Alvarez, Pranee Ashley	Bachelor of Science
America, Jacob Robert	Bachelor of Science
Anderson, Lance Vaniel	Bachelor of Science
Archer, Michael D	Bachelor of Science
Arthur, Jade M	Bachelor of Science
Asaolu, Opeyemi O	Bachelor of Science
Atchley, Courtney Lin	Bachelor of Science
Atkinson, Grace Mitchell	Bachelor of Science

Austin, Alison Marie	Bachelor of Science
Aviles, Emily L	Bachelor of Science
Bailey, Mark Edward	Bachelor of Science
Bakare, Habeeb Toyin	Bachelor of Science
Baker, Kaitlynn Mackenzie Ann	Bachelor of Science
Bales, Zackary	Bachelor of Science
Banks, Breana Kathryn	Bachelor of Science
Barber, Kelly Marie	Bachelor of Science
Barrett Jr, Joseph Patrick	Bachelor of Science
Barrett, Nicholas Lee	Bachelor of Science
Bartak, Christopher J	Bachelor of Science
Bartak, Madison Nichole	Bachelor of Science
Batchelor, Ravyn Carlene	Bachelor of Science
Bates, Shana	Bachelor of Science in Nursing
Bauer, Jessica Rayann	Bachelor of Science
Beck, Dalynn	Bachelor of Science
Bedwell, Taylor Nicole	Bachelor of Science in Nursing
Bell, Janea Res'e	Bachelor of Science
Bell, Sha'keyah Lanea	Bachelor of Science in Nursing
Bennett, Tylor Cole	Bachelor of Science
Bergner, Cara	Bachelor of Science in Nursing
Best, Cory Michael	Bachelor of Science
Blumer III, William Gene	Bachelor of Science
Bock, Joseph Samuel	Bachelor of Science
Bonilla-Sanchez, Samuel	Bachelor of Arts
Booker, Jordyn L	Bachelor of Science
Boor, Dalyn A	Bachelor of Science
Bourn, Mariah Lashae'	Bachelor of Science
Branson, Luke Edward	Bachelor of Science
Bray, NaKayla Jordan	Bachelor of Science
Brinkman, Madelyn Maureen	Bachelor of Science
Briscoe, Jacob Javon	Bachelor of Science
Brown, Lauren Delyce	Bachelor of Science
Brown, Sierra Nicole	Bachelor of Science
Brunette, Catherine L	Bachelor of Science
Bryant, Caleb David	Bachelor of Arts
Buckallew, Kaylee Renee	Bachelor of Science
Buckles, Heather Rena	Bachelor of Science in Nursing
Buell, Christina Rea	Bachelor of Science
Bugle, Chad M	Bachelor of Arts
Bursley, Dylan Michael	Bachelor of Arts
Cannon, Mark A	Bachelor of Science
Cao, Zhiyang	Bachelor of Science
Carlisle, Connor James	Bachelor of Science

Carmichael, Brice	Bachelor of Science
Caron, Jedidiah Patrick	Bachelor of Science
Carr, Delaney Katherine	Bachelor of Science
Carr, Robert Lee, III	Bachelor of Science
Casey, Makenzie Kimberly	Bachelor of Science in Nursing
Caton, Dakota Michael	Bachelor of Science
Cazel, Morgan Elizabeth	Bachelor of Science
Chambers, Keleigh Panhui	Bachelor of Science
Chew, Michelle Brianne	Bachelor of Science
Chipman, Abby Louise	Bachelor of Science
Christy, Sarah Marie	Bachelor of Science
Chumley, Carlotta Ann Gobin	Bachelor of Science
Chupp, Spencer Elliot	Bachelor of Science
Clampet, Brady D	Bachelor of Science
Clayton, Kyra M	Bachelor of Science
Clouse, Abigail Leigh	Bachelor of Arts
Cobb, Jacqueline R	Bachelor of Science
Cobbs, Jennifer Dawn	Bachelor of Science
Coffing, Samantha Erin	Bachelor of Arts
Coleman II, Montez Lashun	Bachelor of Science
Coleman, Patrick Michael	Bachelor of Science
Conde, Oscar	Bachelor of Science
Conrad, Brenna Renee	Bachelor of Science
Cook, Katelyn E	Bachelor of Science
Cooke, William D	Bachelor of Science
Cooksey, Lacey J	Bachelor of Science in Nursing
Coons, Lydia Maegwen	Bachelor of Science in Nursing
Cooper, Karlee Jo	Bachelor of Science in Nursing
Copley, Matthew	Bachelor of Arts
Cotharn, Chayne	Bachelor of Science
Cottrell, Wesley Dakota	Bachelor of Science
Cox, Joshua David	Bachelor of Science
Crapo, Macy L	Bachelor of Science
Crawford, Jonathan	Bachelor of Science
Crispin, Cole Emerson	Bachelor of Science
Cronin, Kelsey Ann	Bachelor of Science
Crothers, Tara June	Bachelor of Science
Dale, Rainey Jane	Bachelor of Science
Daniel, Gregory Adewunmi	Bachelor of Science
Davis Jr, Antonio A	Bachelor of Science
Davis, Ciara Amyre	Bachelor of Science
Davis, Noah M	Bachelor of Science
Dehne, Stephanie Michelle	Bachelor of Science
DeLPup, Daniel	Bachelor of Science

Denney, Lauryn Madison	Bachelor of Arts
Denny, Robert James	Bachelor of Science
Deter, Michaelyn Elizabeth	Bachelor of Science
Diehl, Landon Austin	Bachelor of Science
Dietzen, Aleksas Marie	Bachelor of Science in Nursing
Doedtman, Amanda Kaye	Bachelor of Science
Donica, Mary Kathryn Elizabeth	Bachelor of Science
Douglas III, James Horace	Bachelor of Science
Douglas, Bailee Renee	Bachelor of Science
Douthitt, Samantha Sue	Bachelor of Science
Doyle, Meghan K	Bachelor of Science
Dozier, Rachel Nicole	Bachelor of Science
Dragon, Trisha N	Bachelor of Science
Drake, Brayden R	Bachelor of Science
Duffy, Sarah Dawn Howard	Bachelor of Science
Duncan, Danielle F	Bachelor of Science
DuPriest II, Corey DeSean	Bachelor of Science
Eaton, Madelyn Elizabeth	Bachelor of Science in Nursing
Eckert, Emily N	Bachelor of Science
Elder, Amy M	Bachelor of Science in Nursing
Elder, Kisha N	Bachelor of Science
Elsbury, Kaylee Malynn	Bachelor of Science in Nursing
Enamorado, Alejandro Enrique	Bachelor of Science
England, Tatum Madeleigh	Bachelor of Science
Eschenfelder, Tyler Patrick	Bachelor of Science
Espitia Mora, John Javier	Bachelor of Science
Essex, Jackson Douglas	Bachelor of Science
Estrada, Daniel	Bachelor of Science
Evans, Coy Joseph	Bachelor of Science
Fabricius, Frederik Hejbol	Bachelor of Science
Fahler, Nicholas Jack	Bachelor of Science
Faux, Andrew Michael	Bachelor of Science
Felemban, Abdulmajeed Khaled	Bachelor of Science
Feller, Austin James Lee	Bachelor of Science
Ferres, Marley M	Bachelor of Science in Nursing
Ferris, Kiley Morgan	Bachelor of Science
Fields, Mallory KayAnne	Bachelor of Science
Fisher, Tia Marie	Bachelor of Science
Fleck, Summer Raye	Bachelor of Science
Fleming, Darnell L	Bachelor of Science
Ford, Amanda Rajean	Bachelor of Science in Nursing
Ford, Shaina Celine	Bachelor of Science
Fossi, Claire Elizabeth	Bachelor of Science
Foster, Andruu J	Bachelor of Science

Foster, Nicholas Robert	Bachelor of Science
Frederick, Brittany Dawn	Bachelor of Science
Frye, Haley Ann	Bachelor of Science
Fulk, Alexis Mae	Bachelor of Science
Gaines, Ravin Aaron Ray	Bachelor of Science
Galvez, Juan M	Bachelor of Science
Garris, Noah Foster	Bachelor of Science
Gephart, Taylor Marie	Bachelor of Science
Getz, Nicole	Bachelor of Science in Nursing
Gilbert, Shelby	Bachelor of Science
Gill, Aubrey N	Bachelor of Music Education
Gill, Christian	Bachelor of Science
Glasper Jr, Darondoraus Demetrius	Bachelor of Arts
Glessner, Kara Jean	Bachelor of Science
Godinez Nava, Mayra	Bachelor of Arts
Godinez Nava, Mayra	Certificate Undergraduate
Gonzalez, Angel DeJesus	Bachelor of Science
Gonzalez, Yesel	Bachelor of Science
Goodar, Jeanelle N	Bachelor of Science
Goodman, Merissa A	Bachelor of Science
Graber, Brian D	Bachelor of Science
Green II, Deandre D	Bachelor of Science
Green, Lauren Emmie	Bachelor of Science
Green, Melinda Sue	Bachelor of Science in Nursing
Greer, Ashley R	Bachelor of Science
Grimes, Marissa	Bachelor of Science in Nursing
Grimmett, Seth Samuel	Bachelor of Arts
Guernsey, Hannah Grace	Bachelor of Science
Guevara, Taylor Alexis	Bachelor of Science
Guisse, Shania C	Bachelor of Science
Gulick, Kendl Thomas	Bachelor of Science
Haehner, Alexander Carl	Bachelor of Science
Hakami, Ali Mohammed	Bachelor of Science
Haney, Bryan J	Bachelor of Science
Hardig, Jeremiah Damion	Bachelor of Science
Hardin, Bryson Michael	Bachelor of Science
Harmon, Tanya M	Bachelor of Science
Harris, Alexander Charles	Bachelor of Science
Harris, Cheyenne Summer	Bachelor of Science
Harris, Joseph Scott	Bachelor of Science
Harvey, Jason M	Bachelor of Science
Hazelwood, DeAndre Mikhail	Bachelor of Science
Heck, Annie Marie	Bachelor of Science
Heck, Loren	Bachelor of Arts

Hellard, David J	Bachelor of Science
Helms, Cassidy Tayler	Bachelor of Science
Herman, Faith Daniel	Bachelor of Arts
Hernandez, Brisa	Bachelor of Science
Herrera, Shelby Kathleen	Bachelor of Science in Nursing
Hershberger, Jerry M	Bachelor of Science
Higgins Jr, Frank James	Bachelor of Science
Hill, Hunter James	Bachelor of Arts
Hilton, Trinity Nicole	Bachelor of Science
Hoesman, Chase Elden	Bachelor of Science
Holmes, Ali Marie	Bachelor of Science
Holvey, Katherine Elise	Bachelor of Science in Nursing
Horn-Chalkley, Jenay Leigh	Bachelor of Science
Houser, Brooke Renee	Bachelor of Science
Howard III, Michael R	Bachelor of Science
Howard, Damon Edward	Bachelor of Science
Howerton, Carter Scott	Bachelor of Science
Humphrey, Conner Jacob	Bachelor of Science
Hunter, Jill Yvonne	Bachelor of Science
Hutchison, Lane M	Bachelor of Science
Hutton, Teresa Renee'	Bachelor of Science in Nursing
Ikwala, Noeim	Bachelor of Science
James, Carson Daniel	Bachelor of Science
James, Hunter H	Bachelor of Science
Jochem, Molly R	Bachelor of Science
John, Gavin Lee	Bachelor of Science
Johnson, Alexander	Bachelor of Science
Johnson, Jessica Lorraine	Bachelor of Science in Nursing
Johnson, Josh	Bachelor of Science
Johnson, Marietta Grace	Bachelor of Science
Jones, Jasmine Chiquita	Bachelor of Science
Jones, Jessica Taylor	Bachelor of Science
Jones, Nadia A	Bachelor of Science in Nursing
Kaba I, Ibrahim M	Bachelor of Science
Keating, Shawnee	Bachelor of Science
Kelp, Victoria Jane	Bachelor of Science
Kelp, Victoria Jane	Bachelor of Science
Kelsey, Connor Dallas Gene	Bachelor of Science
Kelsheimer, Trevor E	Bachelor of Science
Kennedy, Emilee Rebekah	Bachelor of Science
Kerlegrand, Peterson M	Bachelor of Science
Kerns, Paul Ellsworth	Certificate Undergraduate
Kersey, Makaylah R	Bachelor of Science
Kiarie, Raymond Kamau	Bachelor of Science

Kiefer, Jared Scott	Bachelor of Science
Kigin, Samuel Jo	Bachelor of Arts
Kime, Alexis R	Bachelor of Science
Kirkwood, Kamilah Janelle	Bachelor of Science
Kittle, Addie	Bachelor of Science
Kline, Timothy Adam	Bachelor of Science
Knuckles, Seth Gregory	Bachelor of Science
Kollins, Sydney G	Bachelor of Science in Nursing
Kratky, Benjamin	Bachelor of Science
Kumbhani, Ayush Anil	Bachelor of Science
Kunkel, Jack Basil	Bachelor of Science
Kurtz, Michael Thomas	Bachelor of Science
Lafayette, Brady James	Bachelor of Science
Lambert, Cory	Bachelor of Science
Lane, Divine Ne'Colle	Bachelor of Science
Lane, Kevin Michael	Bachelor of Science
Lankford, Aubrey Anne	Bachelor of Science
Leake, Kahli Allena	Bachelor of Science
Lee, Sherita Lachelle	Bachelor of Science
Lentz, Anthony Richard	Bachelor of Science
Lesko, Wesley R	Bachelor of Science
Lewis, Erika Destiny	Bachelor of Science
Lewis, Mary Hannah Rothschild	Bachelor of Science in Nursing
Leyerle, Addison Ann	Bachelor of Science
Littrel, Elizabeth Ashley	Bachelor of Science
Lloyd, Tamara Deva	Bachelor of Science
Loehmann, Jacob Connor	Bachelor of Science
Long, Brandy Alexandria	Bachelor of Science
Lonneman, Sarah Rose	Bachelor of Science
Lowery, Ashley Melissa	Bachelor of Science in Nursing
Lows, Jasmine Makinzie	Bachelor of Arts
Lyon, Emma G	Bachelor of Science
Lyons, Emma Rose	Bachelor of Science
Madden, Amber Marie	Bachelor of Science
Magill, Charles Nicolas	Bachelor of Science in Nursing
Mair, Megan Aurora	Bachelor of Science
Mann, Laurel Evelyn	Bachelor of Music Education
Mann, Laurel Evelyn	Certificate Undergraduate
Manson, Devion Lajuan	Bachelor of Science
Margheim, Jensen M	Bachelor of Science
Mathis, Denise	Bachelor of Science in Nursing
Mathis, Gwendolyn Grace	Bachelor of Science
Maue, Cecilia A	Bachelor of Science
Maus, Brennen David	Bachelor of Arts

McClure, Matthew	Bachelor of Science
McCormack, Kristine	Bachelor of Science
McCullough, Clarissa M	Bachelor of Music
McCullough, Ellissa L	Bachelor of Music
McCurty, Dai-yja Monae'	Bachelor of Science
McDonald, Sidney Georganne	Bachelor of Music Education
McPherron, Cassandra Jane	Bachelor of Science
Mead, Tanner Alan	Bachelor of Science
Medina, Derek Luciano	Bachelor of Science
Meeks, Kailyn Mae	Bachelor of Science
Melendez, Adrian Emmanuel	Bachelor of Science
Mendiville, Andrianna	Bachelor of Science in Nursing
Mendoza, Cade Aaron Matthew	Bachelor of Arts
Merriam, Kristen Nicole	Bachelor of Science
Merriman, Devynn Rene	Bachelor of Science
Messer, Darynne Alexandria	Bachelor of Science
Miles, Bruce	Bachelor of Science
Miley, Paige N	Bachelor of Science
Millard, Nathan Thomas	Bachelor of Science
Millen, Lucas James	Bachelor of Science
Miller, Elizabeth	Bachelor of Science in Nursing
Miller, Emily Louise	Bachelor of Science
Mills, Amanda Rose	Bachelor of Science
Monaco, Katie Anne	Bachelor of Science in Nursing
Montague, Nehemiah John	Bachelor of Science
Mooday, Benjamin Christopher	Bachelor of Arts
Moreno, Javier Jose	Bachelor of Science
Morge, Eric Michael	Bachelor of Science
Morris, Brandon Jefferson	Bachelor of Science
Morris, Jackson Andrew Walker	Bachelor of Science
Morrison, Alissa Ann	Bachelor of Science
Mosteller, Wendell A	Bachelor of Science
Murrmann, Noah Monti	Bachelor of Science
Musick, Jared	Bachelor of Science
Myers, Michelle Leigh	Bachelor of Science
Narain, Abhijit	Bachelor of Science
Nemeth, Logan A	Bachelor of Science
Nemeth, Logan A	Certificate Undergraduate
Nett, Taylor David	Bachelor of Science
Newton, Justin Michael	Bachelor of Science
Nickolaus, Stephanie Elyse	Bachelor of Arts
Nicoson, Rashawn Desmond	Bachelor of Arts
Norris, Jessalyn Michele	Bachelor of Science
Novack, Lynn Chanel	Bachelor of Science

Novack, Lynn Chanel	Certificate Undergraduate
Nowicki, Alexis Anita	Bachelor of Science
Nunez, Nicole Loren	Bachelor of Science
Nuttall, Jacob R	Bachelor of Science
O'Brien, Kenneth Wayne	Bachelor of Arts
O'Bryan, Hunter James	Bachelor of Science
Odorhean, Camelia Ioana	Bachelor of Science in Nursing
Ogle, Kirsten Nichole	Bachelor of Music Education
Ologun, Faith Damilola	Bachelor of Science
Ondash, Zachary John	Bachelor of Science
Orbin, Jacob Keith	Bachelor of Science
Ortman, Ethan Matthew	Bachelor of Science
Ortman, Ethan Matthew	Certificate Undergraduate
Osborn, Stephanie Marie	Bachelor of Applied Science
O'Sullivan, Chloe	Bachelor of Science
Otomewo, Onome Sandra	Bachelor of Science
Otto, Wesley E	Bachelor of Science
Overstreet, Alexis Marie	Bachelor of Science
Overstreet, Sarah Nicole	Bachelor of Science
Owen, Arthur James	Bachelor of Science
Owen, Stephen Hunter	Bachelor of Science
Parrish, Brett Keith	Bachelor of Science
Patel, Ripun M	Bachelor of Science in Nursing
Patterson, Molly Elizabeth	Bachelor of Science
Pearson, Devin James	Bachelor of Science
Perisho, Ethan S	Bachelor of Science
Perisho, Ethan S	Bachelor of Science
Perry, Zachary Thomas	Bachelor of Science
Petrillo, Melanie Ann	Bachelor of Arts
Petro, Samuel R	Bachelor of Science
Pike, Sydney H	Bachelor of Science
Ping, Bart Lee	Bachelor of Science
Pirtle, Charles Austin	Bachelor of Science
Pirtle, Reagan E	Bachelor of Science in Nursing
Pizano, Gloria A	Bachelor of Science
Pringle, Josiah M	Bachelor of Science
Raab, Samuel Edward	Bachelor of Science
Rader, Lauren E	Bachelor of Science in Nursing
Ragle, Kristopher Ray	Bachelor of Science
Ramirez, Yadira Victoria	Bachelor of Science
Rasnake, Hannah Nicole	Bachelor of Science
Renteria, Felicia Maria Lynn	Bachelor of Science
Renz, Liza Jane	Bachelor of Science
Rice, Jonathan Christian	Bachelor of Arts

Richardson, Patrice Nicole	Bachelor of Science
Rix, Rachel Jean Ley	Bachelor of Science
Roberson, Tyrell R	Bachelor of Science
Robertson, Megan	Bachelor of Arts
Robinson, Destineigh Dawn	Bachelor of Arts
Rohrbach, Jacob Ray	Bachelor of Science
Roles, Zachary Justin	Bachelor of Science
Rolle, Shaynea Ashleigh Nicole	Bachelor of Science
Romero, Sarah Ann	Bachelor of Science
Rosentreter, Katie Ruth	Bachelor of Science
Ross, Kaitlyn Elizabeth	Bachelor of Science
Ruebusch, Brianna Nicole	Bachelor of Science
Ruehl, Jake Turner	Bachelor of Arts
Runner, Alex Dale	Bachelor of Science
Samkari, Mohammad Ateya	Bachelor of Science
Sanders, Alison Nicole	Bachelor of Science
Sandschafer, Walker James	Bachelor of Science
Sannan, Abdulmajeed	Bachelor of Science
Sapp, Alexandra N	Bachelor of Science
Scheffer, Randi	Bachelor of Arts
Schmidt, Hudson P	Bachelor of Science
Scott Jr, Brandon Leigh	Bachelor of Science
Seawood Jr, Michael	Bachelor of Science
See, Austin Gunnar	Bachelor of Science
Senne, Casey Jo	Bachelor of Science
Sermersheim, Madison S	Bachelor of Science in Nursing
Shaub, Matthew G	Bachelor of Science
Sheese, Joseph Eugene	Bachelor of Science
Shelton, Jordynne Olivia	Bachelor of Science
Shepherd, Hannah E	Bachelor of Science
Sherrill, Alexis L	Bachelor of Science in Nursing
Shirk, Nicholas Steven	Bachelor of Science
Shlyakhov, Patricia	Bachelor of Science
Short, Dakota Michael	Bachelor of Science
Shuler, Hannah Roschelle	Bachelor of Science
Simmons, Dustin Paul	Bachelor of Science in Nursing
Simpson, Madison Lynn	Bachelor of Science
Sims, Shelby Rae Elin	Bachelor of Arts
Sims, Tessa Faye	Bachelor of Science
Singer, Trevor	Bachelor of Science
Siwek, Alexandra R	Bachelor of Science in Nursing
Smith, Anthony Mario	Bachelor of Science
Smith, Davon Jakari	Bachelor of Science
Snider, Brooke Ann	Bachelor of Science

Snyder, William B	Bachelor of Science
Solorio, Gabriela	Bachelor of Science
South, Shay Lee	Bachelor of Science
Spencer, Brody	Bachelor of Science in Nursing
Sprott, Dan	Bachelor of Science
Stamper, Haley Noel	Bachelor of Science in Nursing
Stanley, Kaitlyn Storm	Bachelor of Science
Stano, Keirstin Renee	Bachelor of Science
Starks, Takeira Rashay	Bachelor of Science
Starks, Thomas Edward	Bachelor of Science
Stetler, Mattison L	Bachelor of Science in Nursing
Stevens, Breanna R	Bachelor of Science
Stewart, Jennifer Leigh	Bachelor of Science
Stewart, Michael Patrick	Bachelor of Science
Stokes, James	Bachelor of Science
Story, William	Bachelor of Science
Strange, Devin Thomas	Bachelor of Science
Stroia, Timothy James	Bachelor of Science
Stuckemeyer, Margeaux R	Bachelor of Science
Stull, Jessica Marie	Bachelor of Science
Sung, Hniang Khun	Bachelor of Science
Szumski, Joseph M	Bachelor of Science
Taylor, Jamison Marie	Bachelor of Science
Terry, Bennett Andrew	Bachelor of Science
Tevebaugh, Jessica Leigh	Bachelor of Science in Nursing
Tharp-Phillips, Shanelle Reann	Bachelor of Science
Thiemann, Benjamin Paul	Bachelor of Arts
Thoman, William Frederick	Bachelor of Music Education
Thomas, Alexandria Taylor	Bachelor of Science
Thomas, Bailey Madison	Bachelor of Science in Nursing
Thomas, Benjamin Scott	Bachelor of Science
Thomas, Ethan	Bachelor of Science
Thomas, Heather Kay	Bachelor of Science
Thompson Jr, Carlos D	Bachelor of Science
Thompson, Cyndal O	Bachelor of Science in Nursing
Thompson, Thomas Cole	Bachelor of Arts
Thurmond, Olivia Nonette	Bachelor of Science
Ticen, Rachel E	Bachelor of Science in Nursing
Tina, Jaxon Evan	Bachelor of Science
Tisson, Andre	Bachelor of Science
Titus, Tina Marie	Bachelor of Science
Todd, Robert Alexander	Bachelor of Science
Tooley, Meghan D	Bachelor of Arts
Truitt, Michael Anthony	Bachelor of Science

Tucker, Seraphina Marie Autumn	Bachelor of Science
Tyner, Brigitta Ellen	Bachelor of Arts
Uhles, Joshua	Bachelor of Science
Upchurch, Lilly Nicole	Bachelor of Arts
Urias, Josue H	Bachelor of Science
Utterback, Payton Paul Noble	Bachelor of Science
Valentine, Samuel Thomas	Bachelor of Science
Vanosdol, Noah Alexander	Bachelor of Arts
Vazquez-Dennison, Alycia Gabriele	Bachelor of Science
Vischak, Stanley Edward	Bachelor of Science
Waggoner, Willard Cole	Bachelor of Science
Waghela, Mahimakunwarba Ajaysinh	Bachelor of Science
Wagner, Garrett A	Bachelor of Science
Waldrop, Adam Stewart	Bachelor of Science
Walker, Antionette Ziaraya-Jarquereey	Bachelor of Science in Nursing
Walker, Christian Thomas	Bachelor of Science
Walker, Eric Matthew	Bachelor of Science in Nursing
Walton, Allie Michelle	Bachelor of Science
Walton-Weirs, Claire	Bachelor of Science
Ward, Grant Michael	Bachelor of Science
Ward, Jessica Leigh	Bachelor of Science in Nursing
Ward, Ronald Kirk	Bachelor of Science
Warfuel, Thomas Robert	Bachelor of Science
Wasnidge, Logan Matthew	Bachelor of Science
Waters, Andrew Scott	Bachelor of Science
Watkin, Anna Marie Bentley	Bachelor of Science
Watson, Connor Jeffrey	Bachelor of Science
Watson, Jadelyn Rose	Bachelor of Science
Weathers, Coleman Alan	Bachelor of Science
Webster II, Stephen Marc	Bachelor of Science
Weddle, Josh David	Bachelor of Science
Weise, Isabel M	Bachelor of Arts
Wells, Audrianna Regina Latoi	Bachelor of Science
West, Angela V	Bachelor of Science
West, Romasia Dorothy Darlene	Bachelor of Science
Weyler, Abbye Rose	Bachelor of Science
Wheelock, Rebecca	Bachelor of Science
Whitaker, Braden	Bachelor of Science
White, Jennifer Lee	Bachelor of Science in Nursing
Wilhelm, Eva Lynn Francine	Bachelor of Science
Williams II, Phillip Rilius	Bachelor of Science
Williams, Deveon K	Bachelor of Music Education
Williams, Madeline Scarbrough	Bachelor of Science
Williamson, Ashley Rose	Bachelor of Science in Nursing

Wilson, Tanner	Bachelor of Science
Winger, Leylah M	Bachelor of Science
Wiseman, Blake Scott	Bachelor of Science in Nursing
Wittenmyer, Kali Lyn	Bachelor of Arts
Wojciechowski, Nathan Leonard	Bachelor of Science
Wood, Mickey Major-Wiley	Bachelor of Music Education
Woods, Kaitlin Grace	Bachelor of Science
Woods, Kaitlin Grace	Certificate Undergraduate
Worsham, Lakdhar Shakyra	Bachelor of Science
Wracker, Todd	Bachelor of Science
Wyre III, Bertran	Bachelor of Science
Yamafuji, Kory	Bachelor of Science
Young, Mackaella Bri-Ann	Bachelor of Arts
Young, Tirone De'Aundre	Bachelor of Science

3e Naming of the RQAW Engineering Classroom

This item requests Board of Trustee approval of the naming of Room 212 in the Myers Technology Center as the RQAW Engineering Classroom in recognition of a gift of \$101,000 from RQAW to endow the RQAW Civil Engineering Endowed Scholarship to support students studying Civil Engineering Technology and Engineering with a Civil Concentration in the College of Technology at Indiana State University.

RQAW is an Indianapolis-based architecture and engineering firm specializing in services relating to architecture, engineering, construction inspection, transportation, environmental services and water infrastructure. The CEO and President of RQAW is Mr. Troy Woodruff, trustee and alum of Indiana State University. The team at RQAW was inspired to support civil engineering programs at Indiana State after hiring ISU graduates and experiencing the value they bring to the company and to their profession in Indiana. RQAW, like the State of Indiana, recognizes the need for more qualified, college-educated engineers to meet the growing workforce demands of the State. RQAW wants to encourage ISU students to achieve their goals of becoming Civil Engineers and becoming highly skilled professionals in the workforce.

Recommendation: As the contribution by the donor is consistent with the requirements of the Indiana State University Naming Policy, management recommends approval of the naming of room 212 in Myers Technology Center as the RQAW Engineering Classroom.

Motion made by: Cynthia Powers

Motion seconded by: Randy Minas

Abstention: Troy Woodruff

The recommendation was approved.

3f Naming of the Benny E. Woodruff Research Lab

This item requests Board of Trustee approval of the naming of Room 209 in the Science Building as the Benny E. Woodruff Research Lab in recognition of a gift of \$100,000 from Trustee Troy Woodruff and his wife Melissa.

Troy and Melissa Woodruff want to build on the foundational gift from Rich and Robin Porter in establishing the Rich and Robin Porter Cancer Research Center at Indiana State University. The Woodruffs have experienced the reality of cancer and are pledging their support of the Porter Cancer Research Center in honor of Troy's father, Benny E. Woodruff, who passed away from cancer in 2018.

The Porter Cancer Research Center pushes the boundaries of cancer research at ISU and transforms the university into a premier training center for the next generation of cancer researchers. The Center pursues this goal by recruiting the best and brightest graduate students from around the world. These Porter Fellows are provided the financial support to work year-round on cancer-related research with ISU faculty.

Recommendation: As the contribution by the donor is consistent with the requirements of the Indiana State University Naming Policy, management recommends approval of the naming of room 209 of the Science Building as the Benny E. Woodruff Research Lab.

Motion made by: Cynthia Powers

Motion seconded by: John Pratt

Abstention: Troy Woodruff

The recommendation was approved.

3g Reaffirm the Naming of Hulman Center

WHEREAS on October 27, 1973 the ISU Board of Trustees approved the naming of the Hulman Civic-University Center in honor of Mr. And Mrs. Anton Hulman Jr., as principal benefactors of Indiana State University;

WHEREAS the Hulman Civic-University Center name was later shortened to Hulman Center,

WHEREAS the generosity of the Hulman family to financially support the original construction of the Hulman Center has allowed Hulman Center to serve ISU and the Terre Haute community as a place for community events and gatherings, graduations, concerts, and as home of the ISU Men's and Women's Basketball teams.

WHEREAS the Hulman-George family has been a significant benefactor for generations to Indiana State University and the Terre Haute community through its continued philanthropic support of both University and community activities;

WHEREAS the ISU Board of Trustees wishes to recognize the contributions of the Hulman-George family by reaffirming the name of the building located at 200 N. 8th Street, Terre Haute, Indiana "Hulman Center".

Now therefore be it resolved that the ISU Board of Trustees reaffirms the name of the building located at 200 N. 8th Street, Terre Haute, Indiana as Hulman Center, subject to Policy 665 Indiana State University Naming as may be modified by the ISU Board of Trustees.

Recommendation: Approval of the resolution that reaffirms the Naming of Hulman Center.

Motion made by: Kim Smith

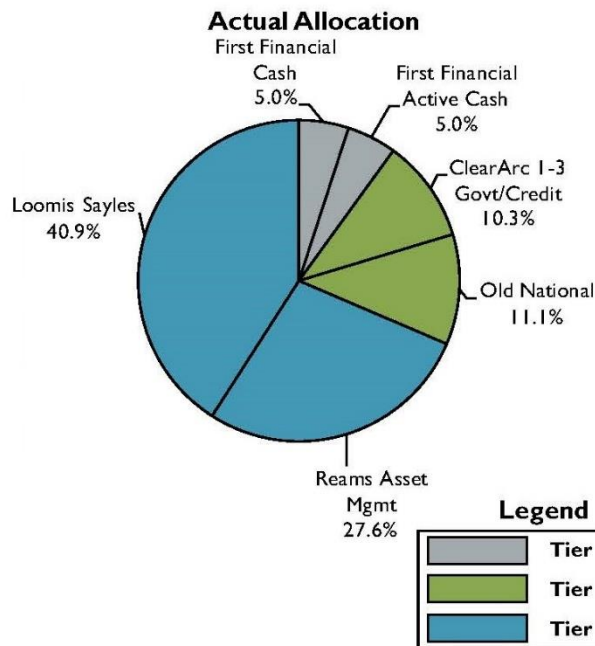
Motion seconded by: Bob Casey

The recommendation was approved.

4a 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 September 30, 2021.

Indiana State University Operating Funds Plan Summary Period Ended September 30, 2021



Manager	Market Value
ISU-First Financial Cash	\$7,615,974
ISU-First Fincl. Active Cash	\$7,606,929
ISU-ClearArc	\$15,778,670
ISU-Old National	\$16,933,149
ISU-Reams Asset Mgmt.	\$42,144,314
ISU-Loomis Sayles	\$61,597,965
ISU-Total Fund	\$151,677,001

September 30, 2021			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$7,615,974	5.0%	\$10mm - \$25mm
First Financial Active Cash	\$7,606,929	5.0%	
	\$15,222,903	10.0%	
Tier II			
ClearArc 1-3 Year Govt/Credit	\$15,778,670	10.4%	\$25mm - \$30mm
Old National Intermediate	\$16,933,149	11.2%	
	\$32,711,819	21.6%	
Tier III			
Reams Asset Management Core	\$42,144,314	27.8%	Remaining Balance
Loomis Sayles Core Plus	\$61,597,965	40.6%	
	\$103,742,279	68.4%	
	\$151,677,001	100.0%	

QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

CURRENT QUARTER ENDED SEPTEMBER 30, 2021

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$7,617,409	(\$3,377)	\$1,942	\$7,615,974
ISU-First Fincl. Active Cash	\$7,607,875	(\$3,138)	\$2,192	\$7,606,929
ISU-ClearArc	\$15,769,815	(\$6,551)	\$15,407	\$15,778,670
ISU-Old National	\$16,953,553	(\$10,177)	(\$10,227)	\$16,933,149
ISU-Reams Asset Mgmt.	\$42,205,998	(\$35,762)	(\$25,923)	\$42,144,314
ISU-Loomis Sayles	\$61,557,592	(\$60,267)	\$100,640	\$61,597,965
ISU-Total Fund	\$151,713,243	(\$119,273)	\$83,032	\$151,677,001

CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

FISCAL YEAR TO DATE ENDED SEPTEMBER 30, 2021

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$7,617,409	(\$3,377)	\$1,942	\$7,615,974
ISU-First Fincl. Active Cash	\$7,607,875	(\$3,138)	\$2,192	\$7,606,929
ISU-ClearArc	\$15,769,815	(\$6,551)	\$15,407	\$15,778,670
ISU-Old National	\$16,953,553	(\$10,177)	(\$10,227)	\$16,933,149
ISU-Reams Asset Mgmt.	\$42,205,998	(\$35,762)	(\$25,923)	\$42,144,314
ISU-Loomis Sayles	\$61,557,592	(\$60,267)	\$100,640	\$61,597,965
ISU-Total Fund	\$151,713,243	(\$119,273)	\$83,032	\$151,677,001

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 September 30, 2021

Inception Date: October 1, 2010

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years	Since Inception
ISU-Tier 1	0.03	0.14	1.27	1.21	1.00	0.81	0.78
ISU-First Financial Cash	0.03	0.19	1.14	1.16	0.94	0.74	0.69
3 Month T-Bill	0.01	0.07	1.18	1.16	0.87	0.63	0.58
ISU-First Fincl. Active Cash	0.03	0.12	1.51	1.28	1.10	0.93	0.91
FTSE:Treas BM OTR 1 Yr	0.03	0.18	1.88	1.48	1.18	0.91	0.89
ISU-Tier 2	0.02	(0.13)	3.83	2.40	2.44	2.19	2.21
ISU-ClearArc	0.10	0.46	3.10	2.21	2.02	1.76	1.73
ClearArc:1-3 Yr G/C Comp	0.09	0.43	3.09	2.19	1.96	1.75	1.73
Blmbg:Gov/Cred 1-3 Yr	0.09	0.30	2.87	1.89	1.71	1.47	1.45
ISU-Old National	(0.06)	(0.67)	4.54	2.57	2.84	2.60	2.68
Old Nat'l: Interm Comp	(0.06)	(0.67)	4.59	2.63	2.93	2.76	2.79
Blmbg:Intmtd Gov/Credit	0.02	(0.40)	4.63	2.60	2.74	2.52	2.60
ISU-Tier 3	0.09	0.84	6.86	4.33	4.17	4.46	4.49
ISU-Reams Asset Mgmt.	(0.01)	(0.24)	7.54	4.32	4.25	4.09	4.10
Reams:Core Comp	0.02	(0.78)	8.23	4.73	4.49	4.23	4.28
Blmbg:Aggregate	0.05	(0.90)	5.36	2.94	3.26	3.01	3.21
ISU-Loomis Sayles	0.16	1.60	6.59	4.57	4.27	5.00	5.01
Loomis:Core Plus Comp	0.20	1.42	6.72	4.57	4.29	5.01	5.01
Blmbg:Aggregate	0.05	(0.90)	5.36	2.94	3.26	3.01	3.21
ISU-Total Fund	0.07	0.56	5.47	3.51	3.45	3.52	3.48
ISU-Total Fund-Net	(0.01)	0.24	5.13	3.18	3.12	3.19	3.16
Total Fund Target*	0.05	(0.47)	4.09	2.41	2.52	2.27	2.39

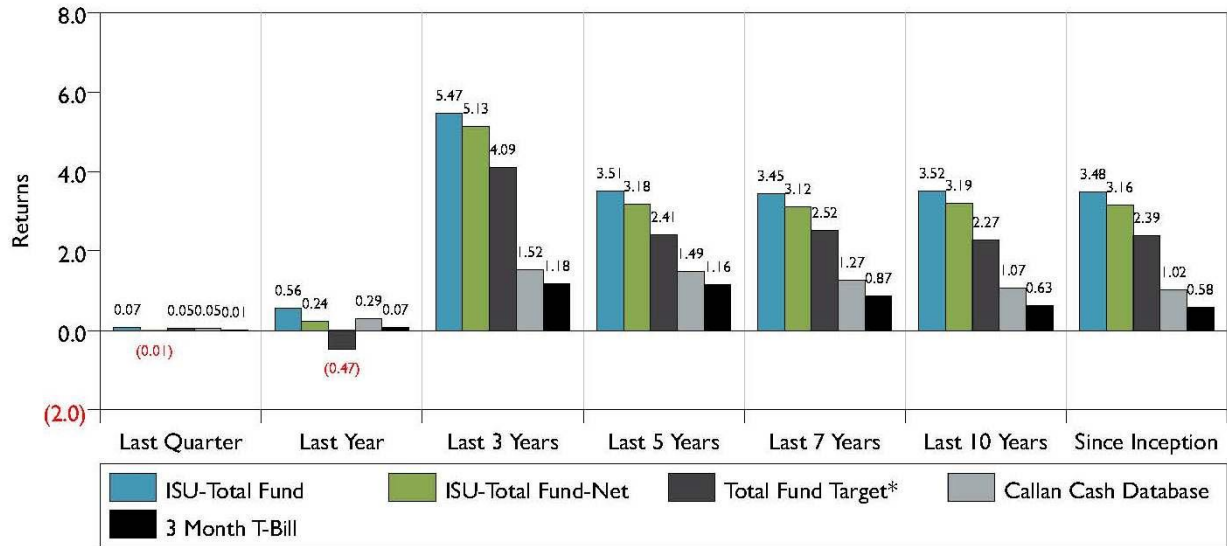
Total Fund Target* = 19% 90 Day T-Bill, 19% Bloomberg Govt/Credit 1-3 Year Index, 62% Bloomberg Aggregate Index

RETURN SUMMARY PERIOD ENDED SEPTEMBER 30, 2021

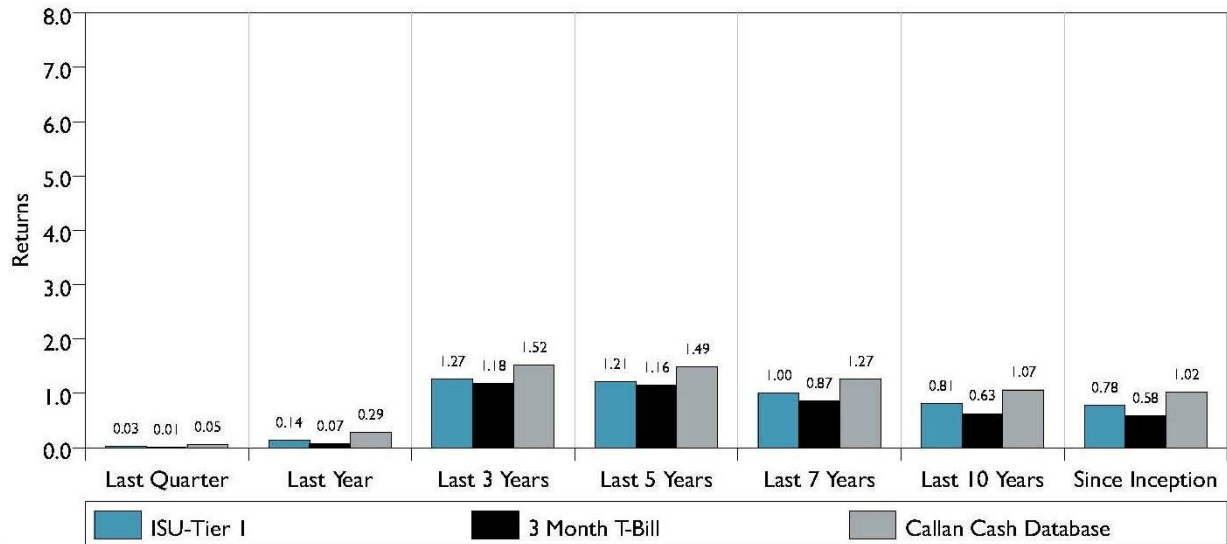
Total Fund Performance

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 September 30, 2021
Inception Date: October 1, 2010



ISU Tier I Returns
for Various Time Periods
Current Quarter Ending September 30, 2021
Inception Date: October 1, 2010

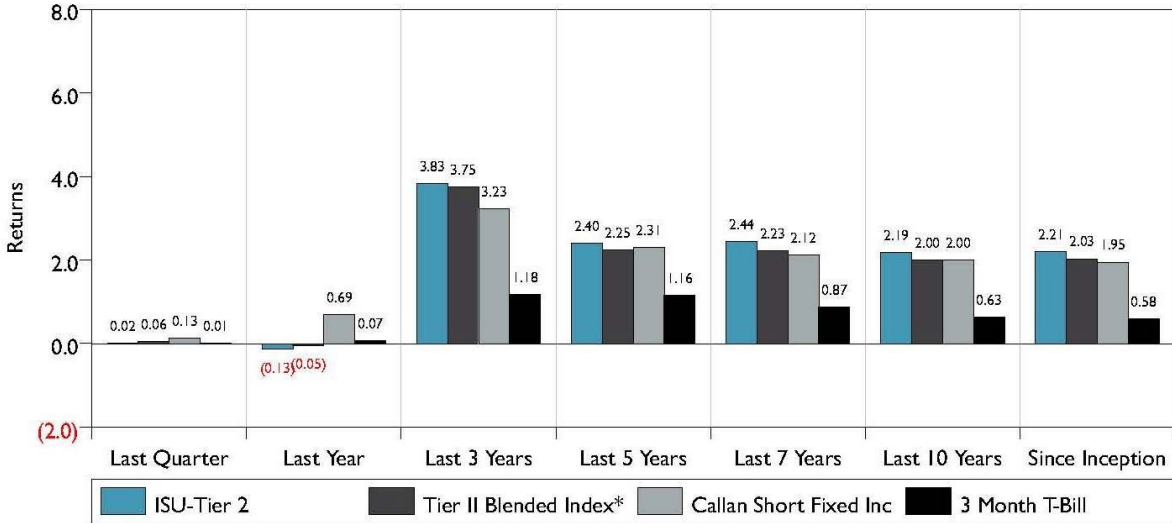


RETURN SUMMARY PERIOD ENDED SEPTEMBER 30, 2021

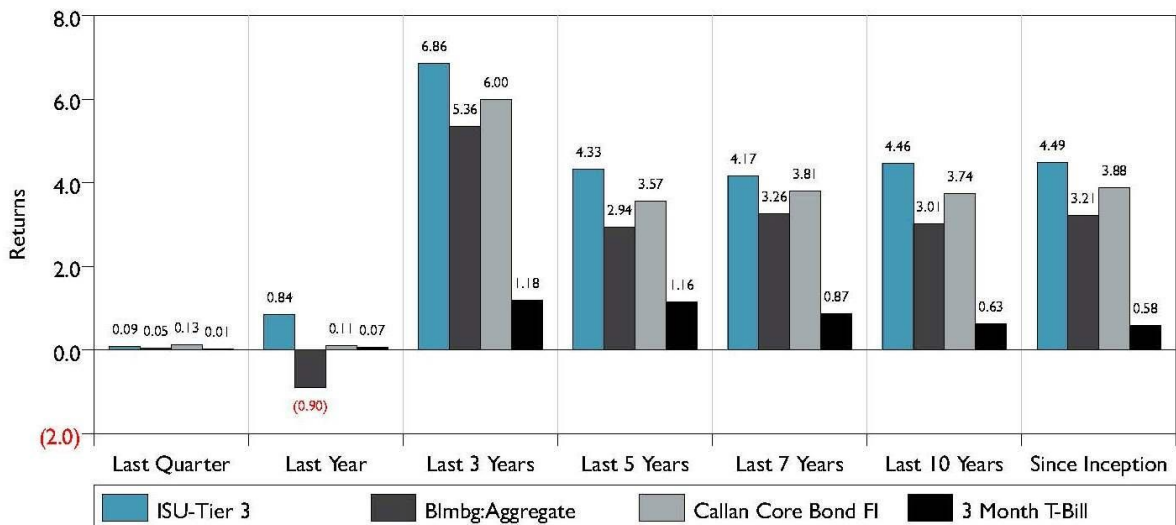
Total Fund Performance

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 September 30, 2021
Inception Date: October 1, 2010



ISU Tier 3 Returns
for Various Time Periods
Current Quarter Ending September 30, 2021
Inception Date: October 1, 2010



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

4b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY							
For the Period Ending September 30, 2021							
	2021-22 Base Budget	2021-22 Adjusted Budget	YTD through 9/30/21*	Percent of Adjusted Budget	2020-21 Adjusted Budget	YTD through 9/30/20*	Percent of Adjusted Budget
Revenues							
State Appropriations							
Operational	\$ 72,063,968	\$ 72,063,968	\$ 18,015,993	25.0%	\$ 72,063,968	\$ 16,754,873	23.3%
Debt Service Appropriation	11,044,480	11,044,480	-	0.0%	13,934,387	-	0.0%
Sub-Total State Appropriations	83,108,448	83,108,448	18,015,993		85,998,355	16,754,873	
Student Tuition	83,030,362	83,030,363	38,026,441	45.8%	91,271,096	44,600,944	48.9%
Other Fees and Charges	1,398,903	1,398,903	471,090	33.7%	1,387,903	497,878	35.9%
Other Income and Transfers	6,618,287	6,618,286	4,373,597	66.1%	6,749,046	4,489,937	66.5%
Program Fees	900,000	900,000	569,387	63.3%	900,000	552,095	61.3%
Total Budgeted Revenue	\$ 175,056,000	\$ 175,056,000	\$ 61,456,508		\$ 186,306,400	\$ 66,895,727	
Encumbrances and Carryforward		13,687,010	13,687,010		12,195,145	12,195,145	
Reimbursements and Income Reappropriated From Other Sources		724,666	724,666		976,982	976,982	
Total Revenues	\$ 175,056,000	\$ 189,467,676	\$ 75,868,184	40.0%	\$ 199,478,527	\$ 80,067,854	40.1%
Expenditures							
Compensation							
Salaries and Wages	\$ 81,816,438	\$ 81,711,599	\$ 18,237,636	22.3%	\$ 87,490,644	\$ 19,652,519	22.5%
Fringe Benefits	24,479,924	24,487,985	5,528,705	22.6%	25,678,458	5,870,621	22.9%
Sub-Total Compensation	106,296,362	106,199,584	23,766,341	22.4%	113,169,102	25,523,140	22.6%
Departmental Expenses							
Supplies and Related Expenses	15,754,042	18,456,085	5,620,540	30.5%	20,113,646	4,289,698	21.3%
Repairs and Maintenance	4,656,735	5,832,929	5,682,729	97.4%	5,400,594	5,252,142	97.3%
Other Committed Expenses	1,558,372	1,558,372	708,482	45.5%	1,408,372	619,260	44.0%
Sub-Total Departmental Expenses	21,969,149	25,847,386	12,011,751	46.5%	26,922,612	10,161,100	37.7%
Utilities and Related Expenses	10,064,556	10,066,040	3,588,276	35.6%	11,019,178	3,247,317	29.5%
Equipment and Other Capital							
Operating Equipment	1,091,882	2,915,216	360,055	12.4%	2,593,804	282,414	10.9%
Capital Improvements	3,000,000	3,000,000	52,598	1.8%	4,604,411	210,916	4.6%
Sub-Total Equipment & Other Capital	4,091,882	5,915,216	412,653	7.0%	7,198,215	493,330	6.9%
Student Scholarship and Fee Remissions	16,081,571	16,181,423	9,417,193	58.2%	16,176,028	9,865,214	61.0%
Academic Debt Service	11,652,480	11,652,480	10,167,528	87.3%	14,542,387	13,309,972	91.5%
Budgeted Reserve	4,000,000	4,000,000	-	0.0%	4,000,000	-	0.0%
Transfers Out and Program Fees	900,000	3,306,110	2,393,761	72.4%	3,442,983	2,587,473	75.2%
Reserve for Revenue Shortfall	-	6,299,437	-		3,008,022	-	0.0%
Total Expenditures	\$ 175,056,000	\$ 189,467,676	\$ 61,757,503	32.6%	\$ 199,478,527	\$ 65,187,546	32.7%
*Includes encumbrances and open commitments							

Revenues

Student Tuition

Student Tuition is below last year by \$6.6 million. Fall tuition is below budget by \$3.7 million. The loss of tuition is offset by a budgeted reserve of \$4.0 million.

Other Fees and Charges

Other Fees and Charges are below last year's amount by \$26,788. This is due to reduced college challenge and deferment fees.

Other Income and Transfers

Other Income and Transfers are down from the prior year by \$116,340 due to reduced transcript fees and indirect cost recovery, and timing of administrative chargebacks.

Program Fees

Program fees are up \$17,92 due to NHHS program fees increases.

Encumbrances and Carryforward

Encumbrances and Carryforward increased by \$1.4 million due to an increase of \$1.1 million of open commitments in 2021 and \$0.3 million increase in carryforward. The University has reserved \$6.3 million to cover revenue shortfall for 2022 including \$5.0 million from the 2021 carryforward with the remaining \$1.3 million left from the 2020 carryforward.

Reimbursements and Income Reappropriated from Other Sources

Reimbursements and Income Reappropriated from Other Sources is down \$252,316 due to lower lab fees and RHIC salary reimbursement recorded in a designated fund.

Expenses

Compensation

Total Compensation is below last year's total by \$1,756,799. Salaries and Wages are down \$1,414,883 which is the result of reduced administrative, support staff, and instructional employee headcount/FTE while student and graduate assistant wages increased. Benefit expense is below last year's amount \$341,916 due to reduced medical insurance, retirement, and FICA charges. This is partially offset by increased retirement incentive payouts.

Departmental Expenses

Total Departmental Expenses increased by \$1,850,651. Supplies and Related Expenses grew by \$1,330,842 as the result of increased travel, media, and timing of business line charges and transportation services. Repairs and Maintenance increased \$430,587 due to increased software maintenance.

Utilities and Related Expenses

Utilities and Related Expenses increased by \$340,959 due to increased electricity and sewage costs while natural gas costs reduced.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows a decrease of \$448,021 due to lower enrollment. The expected overall scholarship shortfall is projected to be \$1,492,542.

Academic Debt Service

Academic Debt Service includes fee replacement for academic facilities that are funded by the State of Indiana and the non-fee replaced debt service that is funded by interest income. The decrease of \$3,142,444 reflects the balloon payment for Series P made in 2021.

Budgeted Reserve

The Budgeted Reserve of \$4,000,000 will be used to cover tuition revenue shortfalls.

Transfers Out and Program Fees

Transfers Out and Program Fees decreased by \$193,712 to reflect reduced lab fees.

Reserve for Revenue Shortfall

Reserve for Revenue Shortfall reflects \$6,299,437 set aside to help offset lost revenues.

4c Purchasing Report

Purchase Order Activity for Period September 30, 2021 to November 16, 2021			
Purchases over \$50,000			
Sole Source-Compatibility with Existing Equipment			
Luminex Corp	P0089742	Cytometry Machine for Biology	\$75,599.48
State Contract # 1291, EDS # D20-3-12921			
Network Solutions Inc	P0089768	Campus LAN Refresh	\$105,914.62
Sole Source-Items are Unique and Less Expensive from Original Manufacturer			
Nadler Modular	P0089779	60'x24' custom modular unit for Athletics	\$127,266.00
Sole Source-Compatibility with Existing Equipment			
Leach & Russell Mechanical Contractor	P0089777	Chiller plant condenser tube replacement	\$134,985.00
State Contract # 1291, EDS # D20-3-12921			
Network Solutions Inc	P0089695	Campus LAN Refresh	\$224,600.00
Lowest Bid to Meet Specifications			
Carnegie Dartlet LLC	P0089776	ISU Website Development	\$488,775.00
Sole Source-Compatibility with Existing Equipment			
Daktronics Incorporated	P0089671	Scoreboard Installation at Hulman Ctr	\$1,902,234.43

4d Vendor Report

The following vendors have accumulated purchases from the University for the time period October 1-31, 2021 (Fiscal Year 2022) in excess of \$250,000:

Delta Dental Plan of Indiana	\$ 268,032	Dental Claims Reimbursements
EDF Energy Services LLC	\$ 278,019	Natural Gas Purchases
Freitag Weinhardt Inc	\$ 306,618	Gillum Hall HVAC; IU School of Medicine Cage Washer Installation
Lincoln Life Assurance Co of Boston	\$ 319,934	Life and Long Term Disability Insurance
Sodexo Inc and Affiliates	\$ 412,839	Dining and Catering Services
Borshoff Inc	\$ 586,998	University Advertising Media Buy & Management

Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2022:

Blackboard Inc	\$ 269,651	Blackboard Software Maintenance & Storage
Strode Construction LLC	\$ 285,320	Community Engagement Renovation; University Apartments Window Replacement
Otis Elevator	\$ 302,061	Maintenance Agreement for Campus Elevators; Elevator Repairs
NRK Inc	\$ 379,433	High Voltage Replacement
Elucian Company LP	\$ 380,918	Banner Software Maintenance
Key Government Finance Inc	\$ 407,000	Networking Software Maintenance Agreement
500 Wabash Housing LLC	\$ 511,780	500 Wabash Lease Payments
M S I Construction Inc	\$ 525,341	Science Plaza Restoration
AmWins/NEBCO Group Benefits	\$ 552,355	Retiree Insurance Coverage
City of Terre Haute	\$ 636,438	Sewage Utility Payments; Campus Fire Protection; Campus Bus Services
CIM Audio Visual Inc	\$ 749,791	Audio/Visual Classroom Equipment/Upgrades
Dell Inc	\$ 840,063	Laptop Scholarships; General Campus Computer Equipment
CVS Pharmacy Inc	\$ 1,587,041	Prescription Drug Coverage
Network Solutions Inc	\$ 2,337,166	Networking Equipment and Software Maintenance & Licenses; Network Infrastructure Upgrades
Duke Energy	\$ 2,457,560	Electricity Utility Payments
TIAA CREF	\$ 2,819,544	Retirement Contributions
Anthem Life Insurance Company	\$ 4,050,961	Health Care Benefits and Reimbursements of Medical Claims
Hannig Construction Inc	\$ 4,564,002	Hulman Center Renovation; Dreiser Hall Renovation

4e Faculty Personnel

FACULTY

Change of Status and/or Pay Rate

Kimberly Campbell; Instructor, Department of Management, Information Systems and Business Education; extended appointment effective January 1, 2022 through May 31, 2022.

Jason James; from Instructor, School of Criminology & Security Studies, to Assistant Professor, School of Criminology & Security Studies; salary \$62,500 per academic year, prorated from the effective date of January 1, 2022.

Heather Lennox; Instructor, Department of Aviation Technology; extended appointment effective January 1, 2022 through May 31, 2022.

Retirement

Lloyd Benjamin; President Emeritus & Trustee Professor, Department of Art & Design; effective December 31, 2021.

Robin Burden; Associate Professor, Department of Teaching & Learning; effective December 31, 2021.

Carroll Graham; Professor; Department of Human Resource Development and Performance Technologies; effective May 31, 2022.

Emeriti

Lloyd Benjamin; President Emeritus & Trustee Professor, Department of Art & Design; effective January 1, 2022.

Robin Burden; Associate Professor, Department of Teaching & Learning; effective January 1, 2022.

Carroll Graham; Professor; Department of Human Resource Development and Performance Technologies; effective May 31, 2022.

Separations

Jon Iftikar; Assistant Professor, Department of Educational Leadership; effective May 31, 2022.

Kevin Jordan; Assistant Professor; Department of Psychology; effective December 31, 2021.

Lee Luttrell; Senior Instructor, Department of Applied Clinical & Education Services; effective October 6, 2021.

Larry Pritchett; Full-Time Lecturer; Department of Electronics and Computer Engineering Technology; effective December 31, 2021.

Donna Purviance; Assistant Professor, School of Nursing; effective December 31, 2021.

Amy Wotring; Assistant Professor; Department of Applied Health Sciences; effective May 31, 2022.

4f Other Personnel

NON-EXEMPT Appointments

Michael Blackburn; Groundskeeper, Grounds; \$11.40 per hour; effective November 1, 2021.

Madalynn Elliott; Early Childhood Asst Teacher, Early Childhood Education Center; \$12.34 per hour; effective October 26, 2021.

Matthew Elliott; Groundskeeper, Grounds; \$11.40 per hour; effective October 18, 2021.

Rachel Eversole-Jones; Administrative Assistant I, Languages, Literatures, Linguistics; \$14.83 per hour; effective October 18, 2021.

Lawrence Flynn, III; Custodian I, Custodians; \$11.40 per hour; effective November 22, 2021.

Micky Harney; Groundskeeper, Grounds; \$11.40 per hour; effective October 25, 2021.

Josef Kash; Technical Services Assistant, Hulman Center; \$14.51 per hour; effective November 5, 2021.

Patrick Lewis; Lead Telecommunications Tech, Telecommunications; \$16.89 per hour; effective November 3, 2021.

Alice Osburn; Administrative Assistant II, Doctor of Physical Therapy; \$15.00 per hour; effective November 8, 2021.

Temporary Appointments

Rosalind Chandler; Blumberg Ctr Data Coord/Schedu, Blumberg Center; \$28.76 per hour; effective October 1, 2021 through September 30, 2022.

Jenifer Pollom; Blumberg Center Budg Oper Spec, Blumberg Center; \$16.41 per hour; effective October 1, 2021 through September 30, 2022.

Roxanne Toner; Blumberg Center Budg Oper Spec, Blumberg Center; \$16.45 per hour; effective October 1, 2021 through September 30, 2022.

Promotions/Transfers

Tracy McDaniel; Administrative Assistant II, Biology to Administrative Assistant III, Library Services; \$22.33 per hour; effective November 8, 2021.

Marti Mix; from Administrative Assistant III to Dean's Assistant, Dean, College of Technology; \$22.02 per hour; effective November 15, 2021.

Cathy Nutter; from Administrative Assistant I to Administrative Assistant II, Aviation Technology; \$16.77 per hour; effective October 4, 2021.

Adam Rust; Custodian II, Custodians to Custodial Supervisor, Campus Recreation; \$15.07 per hour; effective November 22, 2021.

Separations

Miranda Barton; Admin Asst II Req Reapt, Center for Student Success; effective October 22, 2021.

Taylor Bayless; Administrative Assistant II, Kinesiology Recre & Sport; effective October 29, 2021.

Kelli Brian; Communications Officer, Public Safety Department; effective November 4, 2021.

Pamela Chamberlain; Events Specialist, Conference Activities; effective November 19, 2021.

Aaron Chancy, Grounds Technician, Grounds; effective November 12, 2021.

Kelly Cook; Custodian I, Custodians; effective October 6, 2021.

Haylee Dicus; Custodian I, Custodians; effective October 29, 2021.

Kimberly Larsen; Lab Research Supervisor – IUSM, IU School of Medicine-Terre Haute; effective October 15, 2021.

Hilary Maldonado; Administrative Assistant III, ISU Equity Diversity Inclusion; effective November 9, 2021.

Kaeli Rodriguez; Custodian I, Sycamore Housing; Effective October 19, 2021.

John Solmon; Senior Maintenance Mechanic, Reeve Hall Housing; effective October 29, 2021.

Leslie Taylor-Drake; Administrative Assistant II, Mathematics & Computer Science; effective October 19, 2021.

Debora Tindal; Administrative Assistant III, Office of Information Technology; effective October 15, 2021.

Leanne Walker; Custodian II, Student Rec Center; effective September 28, 2021.

NON-EXEMPT PROFESSIONAL Appointments

Kasy Long; Web Content Writer, University Marketing; B.A., Ohio Northern University; \$20.30 per hour; effective November 1, 2021.

Temporary Appointments

Felicia Houston; IEP Proj Asst Dir Dig Med&Oper, Blumberg Center; \$24.62 per hour; effective October 1, 2021 through September 30, 2022.

Change in Status and/or Pay Rate Promotion/Transfers

Martha Vaughn; from Administrative Specialist to Budget Specialist, Office of Information Technology; \$19.71 per hour; effective October 16, 2021.

Joey Weber; Research Associate – Bats, Biology; \$21.00 per hour; effective November 1, 2021.

Kelly Wright; from Dean's Assistant, Dean, College of Health & Human Svcs to Personnel Coordinator, VP and Provost Office; \$24.32 per hour; effective November 1, 2021.

Separations

Madeline Riley; Simulation Coordinator, Dean, College Health & Human Svcs; effective October 29, 2021.

ATHLETICS Separations

Kara McKinney; Ath Events & Sponsorship Coord, Athletics-Administration; effective October 29, 2021.

EXEMPT

Appointments

Robyn James; Advancement Services Dir, ISU Foundation Operations; M.B.A., Webster University; salary \$75,000 per fiscal year; effective November 15, 2021.

Madison Marshall; Mentoring Coordinator, Dean, Scott College of Business; B.S., Indiana University; salary \$40,000 per fiscal year; effective November 8, 2021.

Temporary Appointments

Matthew Johnson; IEPRC Project Coordinator, Blumberg Center; salary \$82,737 per fiscal year; effective October 1, 2021 through September 30, 2022.

Patrick McGinley; IEPRC Research Director, Blumberg Center; salary \$74,734 per fiscal year; effective October 1, 2021 through September 30, 2022.

Angela McKinney; Blumberg Center Project Coord, Blumberg Center; salary \$73,131 per fiscal year; effective October 1, 2021 through September 30, 2022.

Jennifer Mesanovic; Blumberg Center Project Coord, Blumberg Center; salary \$60,000 per fiscal year; effective October 1, 2021 through September 30, 2022.

Kathryn Mosley; IEPRC Project Coordinator, Blumberg Center; M.Ed., Indiana State University; salary \$70,000 per fiscal year; effective October 25, 2021 through September 30, 2022.

Jolly Piersall; Blumberg Center Proj Director, Blumberg Center; salary \$110,690 per fiscal year; effective October 1, 2021 through September 30, 2022.

Lisa Poff; Blumberg Center Project Coord, Blumberg Center; salary \$67,181 per fiscal year; effective October 1, 2021 through September 30, 2022.

Gail Ringwalt; Blumberg Ctr Compli/Instr Spec, Blumberg Center; salary \$83,019 per fiscal year; effective October 1, 2021 through September 30, 2022.

Mark Suiter; Blumberg Ctr Technology Coord, Blumberg Center; salary \$77,048 per fiscal year; effective October 1, 2021 through September 30, 2022.

Dale Thomas; Blumberg Center Media Producer, Blumberg Center; salary \$90,325 per fiscal year; effective October 1, 2021 through September 30, 2022.

Carol Wetherell; Blumberg Center Director, Blumberg Center; salary \$91,905 per fiscal year; effective October 1, 2021 through September 30, 2022.

Marcee Wilburn; IN IEP Resource Ctr Assc Dir, Blumberg Center; salary \$78,000 per fiscal year; effective October 1, 2021 through September 30, 2022.

Promotion/Transfers

Ardell Sanders; from Residential Education Director to Ex Dir for Res Life Housing, Residential Life Programming; salary \$100,000 per fiscal year; effective November 2, 2021.

Title Change

Jacob Jenkins; from Academic Advisor – BNC to Academic Advisor – Nursing, School of Nursing; effective October 1, 2021.

Marcus Roberts; from Programmer/Analyst to Business Intelligence Analyst, Office of Information Technology; effective October 1, 2021.

Retirements

Teresa Exline; Chief of Staff, President's Office; effective February 28, 2022.

Linda Ferguson; IR Assc Dir- Report & Data Mgt, Office of Institutional Research; effective March 31, 2022.

Sherry O'Neal; Risk Manager, Budget, Payroll & Risk Mgt; effective January 31, 2022.

Judith Price; Hulman Center TAF Asst Dir, Hulman Center; effective March 1, 2022.

Separations

Sarah Froderman; Student Fin Aid Assc Dir, Student Financial Aid; effective November 19, 2021.

Camilla Hoffman-Patrick; OIT Resource Manager, Office of Information Technology; effective January 3, 2022.

Jacob Jenkins; Academic Advisor – Nursing, School of Nursing; effective November 17, 2021.

Sara Julian; Staff Psychologist/Coordinator, Student Counseling Center; effective November 12, 2021.

Stipend

Dennis Ballard; Sti Associate Dean, Dean, College of Arts & Sciences; stipend of \$625 per month; effective October 1, 2021 through June 30, 2022.

Christopher Fischer; Sti Associate Dean, Dean, College of Arts & Sciences; stipend of \$625 per month; effective October 1, 2021 through June 30, 2022.

Jamie Hays; Sti Staff Council Treasurer, Dean, College of Arts & Sciences; stipend of \$500 per fiscal year for additional duties; effective June 1, 2021 through May 31, 2022.

Morgan Leek; Sti Staff Council Chair, Office of Registration & Records; stipend of \$1,000 per fiscal year for additional duties; effective June 1, 2021 through May 31, 2022.

Katherine Lugar; Sti Staff Council Vice Chair, Honors College; stipend of \$750 per fiscal year for additional duties; effective June 1, 2021 through May 31, 2022.

Christina Pitts; Sti Staff Council Griev Liaiso, Economics; stipend of \$500 per fiscal year for additional duties; effective June 1, 2021 through May 31, 2022.

Jessica Starr; Intrm Community Engagement Dir, Center for Community Engagement; stipend of \$1,500 per month; effective January 3, 2022 through May 31, 2022.

Elizabeth Tomlinson; Sti Staff Council Parliamentar, Office of Registration & Records; stipend of \$500 per fiscal year for additional duties; effective June 1, 2021 through May 31, 2022.

Roxanne Torrence; Sti Staff Council Secretary, Dean, College of Arts & Sciences; stipend of \$500 per fiscal year for additional duties; effective June 1, 2021 through May 31, 2022.

Martha Vaughn; Sti Staff Council Comm Officer, Office of Information Technology; stipend of \$500 per fiscal year for additional duties; effective June 1, 2021 through May 31, 2022.

Joey Weber; Stipend, Biology; stipend of \$666.67 per month for additional duties; effective November 1, 2021 through March 31, 2022.

Alex Whitmore, Sti Additional Duties, Center for Community Engagement; stipend of \$500 per month; effective January 3, 2022 through May 31, 2022.

Paulina Young; Sti Staff Council Elec Coord, School of Criminology & Security St; stipend of \$500 per fiscal year for additional duties; effective June 1, 2021 through May 31, 2022.

ATHLETICS

Promotion/Transfers

Christina Lee; from Athletic Marketing Coordinator to Asst Ath Dir, Mkt/Partnerships, Athletics-Administration; salary \$50,000 per fiscal year; effective November 1, 2021.

Change in Pay Rate

Jeffrey Kastl; Asst Coach, Football, Athletics-Football; salary \$79,110 per fiscal year; effective December 1, 2021.

Michael Switzer; Asst Coach, Football, Athletics-Football; salary \$60,000 per fiscal year; effective December 1, 2021.

Stipends

Christina Lee; Stipend for Additional Duties, Athletics-Administration; stipend of \$1,700 per month; effective October 1, 2021 through October 31, 2021.

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4g Grants and Contracts

1. Indiana Economic Development Corporation, Fund No. 549370, Proposal No. 22-014
Additional appropriations in the amount of \$56,314.29 have been received from Indiana Economic Development Corporation for the project entitled, “West Central Small Business Development Center CARES Act Supplemental Funding,” under the direction of Courtney Chipol, West Central Indiana Small Business Development Center, for the period April 1, 2020 through March 31, 2022.
2. U.S. Department of Education, Fund No. 549440, Proposal 22-013
An agreement in the amount of \$469,281.00 has been received from U.S. Department of Education for the project entitled, “Strengthening Institutions Program for Indiana State University: A S.M.A.R.T. Initiative for Student and New Faculty Mentoring,” under the direction of Bailey Bridgewater, Office of Student Success, for the period October 1, 2021 through September 30, 2022.
3. Indiana Collegiate Action Network, Fund No. 549443, Proposal 22-012
An agreement in the amount of \$5,047.00 has been received from Indiana Collegiate Action Network for the project entitled, “COVID Ready Health and Safety Supplies,” under the direction of Alicia Miller, Office of the Vice President for Student Affairs, for the period October 1, 2021 through June 30, 2022.
4. Indiana Department of Family and Social Services, Fund No. 549444, Proposal 22-020
An agreement in the amount of \$115,542.00 has been received from Indiana Department of Family and Social Services for the project entitled, “Build, Learn, Grow Stabilization Grant – Infant and Toddler,” under the direction of Holly Curtsinger, Department of Early Childhood Education Center, for the period January 1, 2020 through September 30, 2023.
5. Indiana Department of Family and Social Services, Fund No. 549445, Proposal 22-021
An agreement in the amount of \$121,579.00 has been received from Indiana Department of Family and Social Services for the project entitled, “Build, Learn, Grow Stabilization Grant - Pre-School,” under the direction of Holly Curtsinger, Department of Early Childhood Education Center, for the period January 1, 2020 through September 30, 2023.

4h Agreements

Date	Contract Type	Name	State
11/19/2021	Performers, Speakers and Entertainers	ISU & Annette Breaux Speaker Agreement.	IN
11/11/2021	Performers, Speakers and Entertainers	ISU & Basics Innovations Group, Jason Kilmer, Speaker Agreement.	IN
11/08/2021	Performers, Speakers and Entertainers	ISU & LEAD, Jarrod Benjamin, Speaker Agreement.	IN
10/19/2021	Performers, Speakers and Entertainers	ISU & Wiley Blevins, Speaker Agreement.	IN
10/19/2021	Performers, Speakers and Entertainers	ISU & Frank Serafini, Speaker Agreement.	IN
10/19/2021	Performers, Speakers and Entertainers	ISU & Zaner-Bloser, Inc. Speaker Agreement.	IN
10/15/2021	Performers, Speakers and Entertainers	ISU & Kristopher J. Childs, Speaker Agreement.	IN
10/15/2021	Performers, Speakers and Entertainers	ISU & Kindergarten Smorgasboard, Speaker Agreement.	IN
10/15/2021	Performers, Speakers and Entertainers	ISU & Jennifer Bay-Williams, Speaker Agreement.	IN
10/15/2021	Performers, Speakers and Entertainers	ISU & CampuSpeak, Speaker Agreement.	IN
10/15/2021	Performers, Speakers and Entertainers	ISU y Graham Fletcher, Speaker Agreement.	IN
11/16/2021	Clinical Affiliation Agreement	ISU & Baptist Healthcare System	IN
11/16/2021	Clinical Affiliation Agreement	ISU & Inspira Health Network	NJ
11/16/2021	Clinical Affiliation Agreement	ISU & Whitman Hospital & Medical Clinics	WA
11/12/2021	Clinical Affiliation Agreement	ISU & Premiere Health	OH
11/12/2021	Clinical Affiliation Agreement	ISU & Marquis Companies	OR
11/12/2021	Clinical Affiliation Agreement	ISU & Vibra Hospital of Denver, LLC	CO
11/12/2021	Clinical Affiliation Agreement	ISU & The Trustees of Indiana University	IN
11/11/2021	Clinical Affiliation Agreement	ISU & Regional Hospital	IN
11/11/2021	Clinical Affiliation Agreement	ISU & University of Kansas Health System	KS
11/10/2021	Clinical Affiliation Agreement	ISU & Hawai'i Pacific Health	HI
11/09/2021	Clinical Affiliation Agreement	ISU & Northern Light Mercy Hospital	ME
11/09/2021	Clinical Affiliation Agreement	ISU & Conemaugh Memorial Medical Center	PA
11/09/2021	Clinical Affiliation Agreement	ISU & Beacon Orthopedics & Sports Medicine	OH
11/05/2021	Clinical Affiliation Agreement	ISU & Adventist Health Care Shady Grove Medical Center	MD

11/01/2021	Clinical Affiliation Agreement	ISU & Community Medical Associates, Inc.	KY
10/29/2021	Clinical Affiliation Agreement	ISU & Vibra Rehab Hospital of Southern Indiana	IN
10/27/2021	Clinical Affiliation Agreement	ISU & Strong Memorial Hospital	NY
10/15/2021	Clinical Affiliation Agreement	ISU & Northern Light Health	ME
10/11/2021	Clinical Affiliation Agreement	ISU & Pediatric Therapy Specialties	IN
10/08/2021	Clinical Affiliation Agreement	ISU & White River Junction VA	VT
10/06/2021	Clinical Affiliation Agreement	ISU & IU Health	IN
10/06/2021	Clinical Affiliation Agreement	ISU & SSM Health	MO/WI
10/06/2021	Clinical Affiliation Agreement	ISU & George Junior Republic in Indiana	IN
10/06/2021	Clinical Affiliation Agreement	ISU & Vigo County Juvenile Center	IN

4i Board Representation at University Events

Events Requiring Board Representation

February 17-18, 2022 Board of Trustees Meeting

Optional Events

January 21, 2022 Martin Luther King, Jr. Dinner

February 2, 2022 Founders Day

Additional information on University events is available at the following link:

<http://www.indstate.edu/all-events>

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

4j In Memoriam

IN MEMORIAM: Mr. Dan Watson

WHEREAS, Mr. Dan Watson, retired Broadcast Engineer from Video Services Group, died on the sixth day of October, two thousand and twenty one and;

WHEREAS, Mr. Dan Watson, had given loyal and devoted service to Indiana State University for 20 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

IN MEMORIAM: Dr. Robert Williams

WHEREAS, Dr. Robert Williams, retired Dean of the School of Education of Indiana State University, died on the 19th day of October, two thousand and twenty one; and

WHEREAS, Dr. Robert Williams 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 condolences 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.

IN MEMORIAM: Mr. Phillip Bertolino

WHEREAS, Mr. Phillip Bertolino, retired Utility Worker II from Facilities Management - Utility, died on the twenty seven day of October, two thousand and twenty one and;

WHEREAS, Mr. Phillip Bertolino, had given loyal and devoted service to Indiana State University for 35 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

IN MEMORIAM: Dr. Willie Grissom

WHEREAS, Dr. Willie Grissom, retired Professor in Physical Education died on the 10th day of November, two thousand and twenty one;

WHEREAS, Dr. Willie Grissom had given loyal and devoted service to Indiana State University for 30 years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees.

Old Business

No old business to report.

Adjournment

The Indiana State University Board of Trustees adjourned at 3:27 p.m.

The next Board of Trustees Meeting will take place on February 18, 2022