



Indiana State University

Board of Trustees Agenda Meeting

May 9, 2025

State Room, Tirey Hall



Board of Trustees Agenda May 9, 2025

Meeting Agenda

1. Call Meeting to Order

1 Call Meeting to Order 4

2. Remarks

Faculty Senate Chairperson
Dr. James Gustafson

Staff Council Chairperson
Roxanne Torrence

Student Government Association President
Jaxson Zeis

President of the University
Dr. Mike Godard

Chairperson of the ISU Board of Trustees
Robert Casey

3. New Business

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3b Finance

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1.Call Meeting to Order – Board Chair Robert Casey

Roll Call:

Robert Casey
Rob Carter
Lori Danielson
Jon Ford
Cynthia Powers
John Pratt
Cheryl Roberson
Kate VanHyfte
Troy Woodruff

3a Minutes of February 28, 2025, Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 10:00 a.m. on Friday, February 28, 2025.

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, February 28, 2025, at 1:30 p.m.

Trustees present: Robert Casey, Rob Carter, Lori Danielson, Jon Ford, Cynthia Powers, John Pratt, Cheryl Roberson, and Kate VanHyfte.

Trustees absent: Troy Woodruff.

Recommendation: Approve the Board Minutes of the February 28, 2025 Meeting and Certification of Executive Session.

3b1 Financial Year-End Closing Authorization

Date Prepared: April 11, 2025
From: Dr. Mike Godard, President
Prepared by: Diann McKee, Senior Vice President Finance & Administration/Treasurer
Presented by: Diann McKee, Senior Vice President Finance & Administration/Treasurer
Presented at: May 9, 2025, Meeting of Board of Trustees
Subject: Financial Year-End Closing Authorization
Disposition: Item is for **Action**

Objective: Annually the Board of Trustees authorizes the Treasurer of the University to make all necessary year-end closing entries.

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

Funding Source: There is no funding need associated with this action item.

Supporting Reasons and Timing for the Recommendation: Authorization is needed to begin the year-end closing process prior to June 30, 2025.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:

No concerns.

Management Recommendation: Management recommends authorization of the University Treasurer to proceed with year-end closing entries as necessary for the 2024-25 fiscal year.

3b2 Policy 515 Vacation Modification

Date Prepared: April 11, 2025
From: Dr. Mike Godard, President
Prepared by: Diann McKee, Senior Vice President Finance & Administration/Treasurer
Presented by: Diann McKee, Senior Vice President Finance & Administration/Treasurer
Presented at: May 9, 2025, Meeting of Board of Trustees
Subject: Policy 515 Vacation Modification
Disposition: This item is for **Action**

Objective: Modification of Policy 515 Vacation to change the schedule of vacation days earned by non-exempt staff (presented below with mark-up). Change would be effective July 1, 2025.

515.1 Purpose

The University provides paid vacation leave to benefits-eligible employees based upon employee classification. Vacation will be earned each pay based upon the number of hours in a regular pay status. Vacation time will not be paid and may not be utilized during the initial three (3) months of employment.

515.2 Exempt Staff

515.2.1 Level 12 or Higher. Exempt Staff classified pay level 12 or higher earn 20 days of vacation per year.

515.2.2 Level 11 and Below. Exempt Staff classified pay level 11 and below earn vacation based upon 15 days of vacation during years one through four and 20 days during years five and above.

515.2.3 Employees Not Covered. Regular Faculty and Instructors (except librarians) are not covered by the vacation policy.

515.2.4 Coaching Staff. Any vacation allowances for eligible coaching staff will be administered by the Athletic Director's Office.

515.2.5 Librarians. Librarians earn 20 days of vacation per year.

515.3 Non-Exempt Staff

All full-time Non-Exempt Staff earn vacation based on the following schedule:

Vacation Earned During	Days
Year 1 through 3	10 12
Year 4 through 6	12 15
Year 7 through 10 and above	15 20
Year 11 and above	20

515.4 Non-Exempt Professional Staff

All full-time Non-Exempt Professional Staff earn vacation based upon 15 days of vacation during years one through four and 20 days of vacation during years five and above.

515.5 Vacation Accrual

The maximum accrual at any time shall be twice the annual allowance. After the maximum vacation allowance has been reached, no further vacation accumulation will occur until vacation time is used.

Background of Issue: To support the hiring and retaining of non-exempt staff the proposed modifications to Policy 515 Vacation create a more equitable schedule of earned vacation days between staff classifications. This change was proposed by the Staff Council Benefits Advisory Committee to help with attracting and retaining non-exempt employees.

Funding Source: There is no additional funding need associated with this action item.

Supporting Reasons and Timing for the Recommendation: Modification of Policy 515 Vacation needs to be approved prior to the beginning of the new fiscal year to update payroll systems to accommodate changes.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:

No concerns.

Management Recommendation: Management recommends approval of the modifications to Policy 515 Vacation effective July 1, 2025.

3b3 Disposition of Surplus Real Estate

Date Prepared: April 11, 2025
From: Dr. Mike Godard, President
Prepared by: Diann McKee, Senior Vice President Finance & Administration/Treasurer
J.D. Lux, General Counsel
Presented by: Diann McKee, Senior Vice President Finance & Administration/Treasurer
J.D. Lux, General Counsel
Presented at: May 9, 2025, Meeting of Board of Trustees
Subject: Transfer of Surplus Real Estate to the City of Terre Haute
Disposition: Item is for **Action**

Objective:

Disposal of University owned property is governed by IC 21-36-3. The Board of Trustees may give property to a political subdivision. IC 21-36-3-7. The approval of the transfer of property to a political subdivision must be approved by the Board in a resolution. A copy of which resolution is to be shared with the Governor of the State of Indiana.

Background of Issue:

The University wishes to dispose of certain parcels of off-campus property that it owns, listed in the attached Resolution. All of the subject parcels are located in Terre Haute, Indiana, and are generally within an area north of Sycamore Street, south of 3rd Avenue, west of 13th Street, and east of 9th Street. The Board has previously approved the disposition of this property as it is no longer needed or used by the University. The Senior Vice President of Finance and Administration and General Counsel recommends that the attached Resolution be approved and forwarded to the Governor of the State of Indiana. The Resolution authorizes and approves the transfer of the subject real estate to the City of Terre Haute through its Redevelopment Commission pursuant to the terms and conditions of the Real Estate Transfer Agreement entered into by the parties. The City would like to acquire the property for the purpose of having primarily owner-occupied, single-family homes constructed upon it.

Funding Source: Not applicable.

Supporting Reasons and Timing for the Recommendation: The parcels are located in an area that is no longer in the strategic interest of the University. Disposal of these properties would eliminate the cost of maintenance and upkeep. The proposed development by the City would be beneficial to the entire area which is in close proximity to the campus.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them: None

Management Recommendation: Approval of the Resolution as shown below.

RESOLUTION

WHEREAS, Indiana State University ("University") holds title in its own name to certain real estate in Terre Haute, Indiana consisting of one hundred and eleven (111) vacant lots as listed below (the "Real Estate"), and said Real Estate was not acquired by gift or devise.

<u>Parcel ID</u>	<u>Street Address</u>
84-06-22-177-001.000-002	1114 Sycamore Street
84-06-22-177-002.000-002	430 North 12 th Street
84-06-22-177-003.000-002	426 North 12 th Street
84-06-22-177-004.000-002	422 North 12 th Street
84-06-22-177-005.000-002	416 North 12 th Street
84-06-22-177-006.000-002	412 North 12 th Street
84-06-22-177-007.000-002	408 North 12 th Street
84-06-22-177-008.000-002	1122 Sycamore Street
84-06-22-177-009.000-002	1124 Sycamore Street
84-06-22-178-001.000-002	441 North 12 th Street
84-06-22-178-002.000-002	439 North 12 th Street
84-06-22-178-003.000-002	437 North 12 th Street
84-06-22-178-004.000-002	433 North 12 th Street
84-06-22-178-005.000-002	429 North 12 th Street
84-06-22-178-006.000-002	427 North 12 th Street
84-06-22-178-007.000-002	423 North 12 th Street
84-06-22-178-008.000-002	419 North 12 th Street
84-06-22-178-009.000-002	415 North 12 th Street
84-06-22-178-011.000-002	403 North 12 th Street
84-06-22-178-012.000-002	510 North 13 th Street
84-06-22-178-013.000-002	506 North 13 th Street
84-06-22-178-014.000-002	502 North 13 th Street
84-06-22-178-015.000-002	444 North 13 th Street
84-06-22-178-016.000-002	442 North 13 th Street
84-06-22-178-019.000-002	428 North 13 th Street
84-06-22-178-020.000-002	420 North 13 th Street
84-06-22-178-023.000-002	412 North 13 th Street
84-06-22-178-024.000-002	406 North 13 th Street
84-06-22-126-001.000-002	1001 Locust Street
84-06-22-126-002.000-002	1001 Locust Street
84-06-22-126-003.000-002	817 North 10 th Street
84-06-22-126-004.000-002	815 North 10 th Street
84-06-22-126-005.000-002	811 North 10 th Street
84-06-22-126-006.000-002	1006 Elm Street
84-06-22-126-007.000-002	1010 Elm Street
84-06-22-126-008.000-002	1010 Elm Street
84-06-22-126-009.000-002	1014 Elm Street
84-06-22-126-010.000-002	1016 Elm Street
84-06-22-126-011.000-002	1018 Elm Street
84-06-22-126-013.000-002	826 North 11 th Street
84-06-22-126-014.000-002	824 North 11 th Street
84-06-22-126-015.000-002	824 North 11 th Street
84-06-22-126-016.000-002	816 North 11 th Street
84-06-22-129-001.000-002	1007 Elm Street
84-06-22-129-002.000-002	1007 Elm Street
84-06-22-129-006.000-002	733 North 10 th Street

84-06-22-129-008.000-002	1011 Elm Street
84-06-22-129-015.000-002	1020 Tippecanoe Street
84-06-22-129-020.000-002	714 North 11 th Street
84-06-22-129-021.000-002	710 North 11 th Street
84-06-22-129-024.000-002	702 North 11 th Street
84-06-22-129-023.000-002	1024 Tippecanoe Street
84-06-22-127-002.000-002	1111 Locust Street
84-06-22-127-004.000-002	1117 Locust Street
84-06-22-127-005.000-002	827 North 11 th Street
84-06-22-127-006.000-002	821 North 11 th Street
84-06-22-127-007.000-002	821 North 11 th Street
84-06-22-127-008.000-002	813 North 11 th Street
84-06-22-127-009.000-002	811 North 11 th Street
84-06-22-127-010.000-002	807 North 11 th Street
84-06-22-127-011.000-002	803 North 11 th Street
84-06-22-127-012.000-002	1116 Elm Street
84-06-22-127-022.000-002	1118 Elm Street
84-06-22-127-014.000-002	834 North 12 th Street
84-06-22-127-016.000-002	824 North 12 th Street
84-06-22-127-017.000-002	820 North 12 th Street
84-06-22-127-018.000-002	816 North 12 th Street
84-06-22-127-020.000-002	806 North 12 th Street
84-06-22-130-001.000-002	735 North 11 th Street
84-06-22-130-002.000-002	729 North 11 th Street
84-06-22-130-003.000-002	1121 Elm Street
84-06-22-130-004.000-002	727 North 11 th Street
84-06-22-130-005.000-002	721 North 11 th Street
84-06-22-130-006.000-002	713 North 11 th Street
84-06-22-130-008.000-002	1104 Tippecanoe Street
84-06-22-130-009.000-002	1116 Tippecanoe Street
84-06-22-130-010.000-002	1116 Tippecanoe Street
84-06-22-130-011.000-002	1120 Tippecanoe Street
84-06-22-130-015.000-002	734 North 12 th Street
84-06-22-130-016.000-002	730 North 12 th Street
84-06-22-130-017.000-002	728 North 12 th Street
84-06-22-130-018.000-002	724 North 12 th Street
84-06-22-130-019.000-002	718 North 12 th Street
84-06-22-130-020.000-002	714 North 12 th Street
84-06-22-130-022.000-002	706 North 12 th Street
84-06-22-130-013.000-002	1128 Tippecanoe Street
84-06-22-130-014.000-002	1132 Tippecanoe Street
84-06-22-130-024.000-002	700 North 12 th Street
84-06-22-133-003.000-002	1119 Tippecanoe Street
84-06-22-133-004.000-002	1123 Tippecanoe Street
84-06-22-133-005.000-002	1125 Tippecanoe Street
84-06-22-133-006.000-002	1131 Tippecanoe Street
84-06-22-133-007.000-002	636 North 12 th Street
84-06-22-133-008.000-002	632 North 12 th Street
84-06-22-133-010.000-002	620 North 12 th Street
84-06-22-133-011.000-002	618 North 12 th Street
84-06-22-133-012.000-002	614 North 12 th Street
84-06-22-133-013.000-002	610 North 12 th Street
84-06-22-128-003.000-002	1209 Locust Street
84-06-22-128-007.000-002	811 North 12 th Street

84-06-22-128-008.000-002	801 North 12 th Street
84-06-22-131-002.000-002	725 North 12 th Street
84-06-22-131-003.000-002	721 North 12 th Street
84-06-22-131-004.000-002	721 North 12 th Street
84-06-22-131-005.000-002	711 North 12 th Street
84-06-22-131-006.000-002	707 North 12 th Street
84-06-22-131-007.000-002	703 North 12 th Street
84-06-22-134-004.000-002	621 North 12 th Street
84-06-22-134-007.000-002	607 North 12 th Street
84-06-22-134-009.000-002	1218 Spruce Street
84-06-22-134-011.000-002	634 North 13 th Street

WHEREAS, in a resolution approved at its December 13, 2024, meeting the Board of Trustees determined the said Real Estate is not needed for any of the purposes of the University, and that it would be advantageous for the University to give or sell said Real Estate; and

WHEREAS, the City of Terre Haute acting through its Redevelopment Commission (“City”) has requested the University donate the Real Estate to the City for the purpose of having primarily owner-occupied, single-family homes constructed upon the Real Estate which will be an improvement for the entire area which is in close proximity to the University campus; and

WHEREAS, the Board of Trustees is authorized under Indiana Code § 21-36-3-7 to give real estate to a political subdivision, such as the City, for any or no consideration, as determined by the Board of Trustees and the applicable political subdivision; and

WHEREAS, the University has negotiated with the City for the transfer of the Real Estate to the City, the terms of which are contained in a Real Estate Transfer Agreement subject to the approval of the Board of Trustees and the City’s Redevelopment Commission.

BE IT THEREFORE RESOLVED, that the Board of Trustees hereby authorizes the donation of the Real Estate to the City pursuant to IC 21-36-3-7; and

BE IT FURTHER RESOLVED, that the Board of Trustees do hereby authorize and direct the President, and/or the Treasurer, to execute necessary documents to convey the Real Estate to the City, pursuant to the terms and conditions of the Real Estate Transfer Agreement, after the documents have been reviewed and approved by the General Counsel; and

BE IT FURTHER RESOLVED, that a copy of this resolution shall be delivered to The Governor of the State of Indiana in accordance with IC 21-36-3-8.

Chair, Board of Trustees

ATTEST:

Secretary

3c Revision to PL 360 Institutional Research Compliance

Date Prepared: April 1, 2025
From: Faculty Senate
Prepared by: Susan Powers, Vice Provost Academic Affairs
Presented by: Christopher Olsen, Provost and Vice President Academic Affairs
Presented at: May 9, 2025, Board of Trustees Agenda Meeting
Subject: Revision to PL 360 Institutional Research Compliance
Disposition: Item is for **Action**

Objective:

To ensure human osteological materials are covered in policy.

Background of Issue:

University counsel and faculty experts in the field were consulted, and it was determined that the Institutional Review Board was the best fit to conduct any necessary reviews and compliance.

Funding Source:

No additional funding is necessary.

Supporting Reasons and Timing for the Recommendation:

To ensure compliance, it is important to address the issue.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:

No concerns

Management Recommendation: Approval

Proposed Language

360.1 Institutional Research Compliance

Indiana State University is committed to the responsible conduct of research in its pursuit of scientific inquiry. The responsible conduct of research fosters objective, safe, humane, and legally and ethically compliant practices and environments for scholarly activity. Faculty, students, and staff who conduct their work honestly, accurately, and objectively promote trust in the integrity of research and its value for the public good. Indiana State University acknowledges its responsibility to provide oversight in the responsible conduct of research and to comply with federal mandates.

The Chief Research Officer is the University official responsible for formal assurance and documentation of responsible research conduct and compliance in accordance with institutional and external guidelines. The areas of research oversight include: 1) avoidance of corruptive conflicts of interest, 2) protection of the confidentiality, well-being, and safety of human subjects and participants, 3) ensure the legal and ethical treatment of human osteological materials, 4) provision of humane treatment and environments for animal subjects, 5) adjudication of cases of research misconduct and 6) adjudication of data management and proprietary issues. The Chief Research Officer also serves as ISU's Institutional Official for state and federal grants.

ISU faculty, staff, and students who engage in research are subject to institutional approval and oversight of research activities and are expected to comply with University policies and procedures. Violations of this policy will be managed by the Chief Research Officer, who will publish procedures for investigation and resolution of research misconduct.

To ensure expert review of compliance in the various domains of research oversight, the University has established compliance committees to review institutional research practice, advise the Chief Research Officer, and oversee the filing of assurances to governmental and regulatory entities. The Chief Research Officer appoints the leadership of these compliance committees. The Chief Research Officer is responsible for responding to compliance inquiries by external agencies, in consultation with the relevant committee chair and the General Counsel.

- **360.1.1 Committee Approval.** Research projects requiring oversight from one or more of the compliance committees must receive approval through the review process before beginning to conduct the research. If a research project involves multiple domains of oversight, the project must simultaneously be reviewed by each appropriate committee.
- **360.1.2 Review Process.** When oversight is required, the review of a research project is conducted according to guidelines, rules, processes, and timeline developed by the relevant compliance committee and in accordance with responsible practice and federal guidelines. The review typically involves submission and evaluation of a research proposal, followed by committee action to exempt, approve, propose modifications, or reject the project. Once the approval has been granted, it is non-compliant to deviate from the approved protocol without again obtaining approval.

360.2 Human Subjects Research

The committee empowered by federal regulations to review, approve and monitor research involving human subjects, **as well as the review of activities that include human osteological materials**, in order to assure their protection and welfare is the Institutional Review Board (IRB). Prior to initiating research involving human subjects, project personnel must complete core training in Procedures for Human Subjects Protection. The IRB is responsible for the institutional record-keeping concerning human subjects projects, protocols, and committee business.

360.3 Research Involving Animal Care and Use

The committee empowered by federal regulations to review, approve, and monitor research, research training, experimentation, biological testing, educational or related activities, and facilities housing living, vertebrate animals (other than human beings) for research, is the Institutional Animal Care and Use Committee (IACUC). The IACUC provides oversight to ensure safety and humane treatment and conditions in vertebrate animal research. Prior to initiating research in the above areas, project personnel must complete core training in animal care and use. The IACUC is responsible for the institutional record-keeping concerning animal research projects, protocols, and committee business.

360.4 Research Involving Biohazards

The committee empowered by federal regulations to review, approve, and monitor research activities involving recombinant DNA, transgenic animals, human body fluids, human tissue or cells in culture, human pathogens, potential pathogen sources or other potentially infectious materials is the Institutional Biosafety Committee (IBC). The IBC provides oversight to ensure safety in biological and biomedical research. Prior to initiating research in the above areas, project personnel must complete core training in biosafety. The IBC is responsible for the institutional record-keeping concerning biosafety in projects, protocols, and committee business. Other compliance areas pertinent to the safety of research participants and environments, but not covered by the domains of these compliance committees, are overseen by the Office of Environmental Safety.

360.5 Other Research

Other research involving human subjects that may not satisfy the definition of “research” under 45 CFR 46.102(d), which is “...a systematic investigation, including research development, testing and evaluation, designed to develop or contribute to generalizable knowledge...” like quality improvement, action research and the scholarship of teaching and learning, and program evaluation are encouraged scholarly activities. There is no requirement under federal regulations for such activities to undergo review by an IRB. However, the IRB recommends individuals use available resources to assess their projects and ensure they in fact do not require IRB Review.

The IRB is also responsible for providing guidance and oversight for activities involving human osteological materials. The IRB, in collaboration with Anthropology Collections Management, evaluates and inventories all research, educational, and training activities involving human osteological materials.

3d 2026-2027 and 2027-2028 Academic Calendars

Date Prepared: April 1, 2025
From: Faculty Senate
Prepared by: Susan Powers, Vice Provost Academic Affairs
Presented by: Christopher Olsen, Provost and Vice President Academic Affairs
Presented at: May 9, 2025, Board of Trustees Agenda Meeting
Subject: 2026-2027 and 2027-2028 Academic Calendars
Disposition: Item is for **Action**

Objective:

Have future academic calendars online for planning.

Background of Issue:

The attached academic calendars continue the schedule that has been in place for the previous 6 years.

Funding Source:

No additional funding is necessary.

Supporting Reasons and Timing for the Recommendation:

Provides the next calendar(s) beyond 25-26 online

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:

No concerns

Management Recommendation: Approval.

Fall 2026	
August 16, Sunday	Convocation
August 17, Monday	Advisement and Late Registration for New Students, Donaghy Day
August 18, Tuesday	Fall Semester Begins; 16 and 1st 8 Week Classes Start
August 21, Friday	1st 8 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
August 24, Monday	16 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
September 7, Monday	Labor Day; University Closed
September 7-11, Monday-Friday	Three Week Attendance Reporting; Deadline is 4pm on Friday, Sept. 11
September 24-September 29, Thursday-Tuesday	Interim Grading; Grades due by 4 pm on Tuesday, September 29
September 25, Friday	1st 8 Week Classes: Last Day to Drop/Withdraw
October 8, Thursday	Last Day of 1st 8 Week Classes
October 9, Friday	Fall Break (No Day or Evening Classes)

October 5-13, Monday- Tuesday	1st 8 Week Classes: Final Grading Opens; Deadline is Noon on Tuesday, October 13
October 12, Monday	2nd 8 Week Classes Start
October 15, Thursday	2nd 8 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
TBD	Homecoming
November 2, Monday	16 Week Classes: Last Day to Drop/Withdraw
November 9-22, Monday-Sunday	Spring 2026 Priority Registration
November 19, Thursday	2nd 8 Week Classes: Last Day to Drop/Withdrawal
November 23, Monday	Spring 2026 Open Registration begins
November 23-27, Monday-Friday	Thanksgiving Break; No Day or Evening Classes
November 26-27, Thursday-Friday	University Closed
November 30, Monday	University Opens; Classes Resume
November 30- December 4, Monday-Friday	Study Week
December 4-15, Friday-Tuesday	Final Grading Begins; Deadline is Noon on Tuesday, December 15
December 4, Friday	Last Day of Fall Classes
December 7-11, Monday-Friday	Final Examinations
December 12, Saturday	Commencement
December 24 - Jan 4, Thursday-Monday	Winter Recess; University Closed
Spring 2027	
Date	Event
January 4, Monday	University Opens
January 7-8, Thursday-Friday	Advisement and Registration for New Students
January 11, Monday	Spring Semester Begins; 16 and 1st 8 Week Classes Start
January 14, Thursday	1st 8 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
January 18, Monday	Martin Luther King Jr. Day; University Closed
January 19, Tuesday	16 Week Classes: Last Day to Add/Register Drop/Withdraw with No Grade
February 1-5, Monday-Friday	Three Week Attendance Reporting; Deadline is 4 pm on Friday, February 5
February 11-16, Thursday-Tuesday	Interim Grading; Deadline is 4 pm on Tuesday, February 16
February 18, Thursday	1st 8 Week Classes: Last Day to Drop/Withdraw
March 1-9, Monday-Tuesday	1st 8 Week Classes: Final Grading Opens; Deadline is Noon on Tuesday, March 9
March 5, Friday	1st 8 Week Classes End
March 8-12, Monday-Friday	Spring Break (No Day or Evening Classes)
March 15, Monday	Classes Resume; 2nd 8 Week Classes Start
March 18, Thursday	2nd 8 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
March 29, Monday	16 Week Classes: Last Day to Drop/Withdraw
April 12-25, Monday-Sunday	Summer/Fall 2027 Priority Registration

April 22, Thursday	2nd 8 Week Classes: Last Day to Drop/Withdraw
April 26, Monday	Summer/Fall 2027 Open Registration begins
April 26- April 30, Monday-Friday	Study Week
April 30- May 11, Friday-Tuesday	Final Grading Begins; Deadline is Noon on Tuesday, May 11
April 30, Friday	Last Day of Spring Classes
May 3-7, Monday-Friday	Final Examinations
May 8, Saturday	Commencement
Summer 2027	
Date	Event
May 17, Monday	Summer Term Starts; 3 Week, 7 Week, and 11 Week Classes Start
May 17, Monday	3 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
May 19, Wednesday	7 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
May 21, Friday	11 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
May 31, Monday	Memorial Day; University Closed (No Day or Evening Classes)
June 1, Tuesday	University Opens; Classes Resume
June 1, Tuesday	3 Week Classes: Last Day to Drop/Withdraw
June 7, Monday	1st 4 Week and 8 Week Classes Start
June 8, Tuesday	1st 4 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
June 10, Thursday	8 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
June 18, Friday	Juneteenth Observance; University Closed
June 21, Monday	7 Week Classes: Last Day to Drop/Withdraw
June 25, Friday	1st 4 Week Classes: Last Day to Drop/Withdraw
July 2, Friday	1st 4 Week Classes End
July 5, Monday	Independence Day Observance; University Closed (No Day or Evening Classes)
July 6, Tuesday	University Opens; Classes Resume; 2nd 4 Week Classes Start
July 7, Wednesday	2nd 4 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
July 8, Thursday	11 Week Classes: Last Day to Drop/Withdraw
July 15, Thursday	8 Week Classes: Last Day to Drop/Withdraw
July 26, Monday	2nd 4 Week Classes: Last Day to Drop/Withdraw
July 30, Friday	Summer Terms End
August 3, Tuesday	Final Grading Deadline for all Summer courses is Noon on Tuesday, August 3
Fall 2027	
August 15, Sunday	Convocation

August 16, Monday	Advisement and Late Registration for New Students, Donaghy Day
August 17, Tuesday	Fall Semester Begins; 16 and 1st 8 Week Classes Start
August 20, Friday	1st 8 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
August 23, Monday	16 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
September 6, Monday	Labor Day; University Closed
September 6-10, Monday-Friday	Three Week Attendance Reporting; Deadline is 4pm on Friday, September 10
September 23-September 28, Thursday-Tuesday	Interim Grading; Grades due by 4 pm on Tuesday, September 28
September 24, Friday	1st 8 Week Classes: Last Day to Drop/Withdraw
October 7, Thursday	Last Day of 1st 8 Week Classes
October 8, Friday	Fall Break (No Day or Evening Classes)
October 4-12, Monday- Tuesday	1st 8 Week Classes: Final Grading Opens; Deadline is Noon on Tuesday, October 12
October 11, Monday	2nd 8 Week Classes Start
October 14, Thursday	2nd 8 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
TBD	Homecoming
November 1, Monday	16 Week Classes: Last Day to Drop/Withdraw
November 8-21, Monday-Sunday	Spring 2028 Priority Registration
November 18, Thursday	2nd 8 Week Classes: Last Day to Drop/Withdrawal
November 22, Monday	Spring 2028 Open Registration begins
November 22-26, Monday-Friday	Thanksgiving Break; No Day or Evening Classes
November 25-26, Thursday-Friday	University Closed
November 29, Monday	University Opens; Classes Resume
November 29- December 3, Monday-Friday	Study Week
December 3-14, Friday-Tuesday	Final Grading Begins; Deadline is Noon on Tuesday, December 14
December 3, Friday	Last Day of Fall Classes
December 6-10, Monday-Friday	Final Examinations
December 11, Saturday	Commencement
December 24 - Jan 3, Friday-Monday	Winter Recess; University Closed
Spring 2028	
January 4, Tuesday	University Opens
January 6-7, Thursday-Friday	Advisement and Registration for New Students
January 10, Monday	Spring Semester Begins; 16 and 1st 8 Week Classes Start
January 13, Thursday	1st 8 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
January 17, Monday	Martin Luther King Jr. Day; University Closed
January 18, Tuesday	16 Week Classes: Last Day to Add/Register Drop/Withdraw with No Grade

January 31- February 4, Monday-Friday	Three Week Attendance Reporting; Deadline is 4 pm on Friday, February 4
February 17-22, Thursday-Tuesday	Interim Grading; Deadline is 4 pm on Tuesday, February 22
February 17, Thursday	1st 8 Week Classes: Last Day to Drop/Withdraw
February 28-March 7, Monday-Tuesday	1st 8 Week Classes: Final Grading Opens; Deadline is Noon on Tuesday, March 7
March 3, Friday	1st 8 Week Classes End
March 6-10, Monday-Friday	Spring Break (No Day or Evening Classes)
March 13, Monday	Classes Resume; 2nd 8 Week Classes Start
March 16, Thursday	2nd 8 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
April 3, Monday	16 Week Classes: Last Day to Drop/Withdraw
April 10-23, Monday-Sunday	Summer/Fall 2028 Priority Registration
April 20, Thursday	2nd 8 Week Classes: Last Day to Drop/Withdraw
April 24, Monday	Summer/Fall 2028 Open Registration begins
April 24- April 28, Monday-Friday	Study Week
April 28- May 9, Friday-Tuesday	Final Grading Begins; Deadline is Noon on Tuesday, May 9
April 28, Friday	Last Day of Spring Classes
May 1-5, Monday-Friday	Final Examinations
May 6, Saturday	Commencement
Summer 2028	
May 15, Monday	Summer Term Starts; 3 Week, 7 Week, and 11 Week Classes Start
May 15, Monday	3 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
May 17, Wednesday	7 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
May 19, Friday	11 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
May 29, Monday	Memorial Day; University Closed (No Day or Evening Classes)
May 30, Tuesday	University Opens; Classes Resume
May 30, Tuesday	3 Week Classes: Last Day to Drop/Withdraw
June 5, Monday	1st 4 Week and 8 Week Classes Start
June 6, Tuesday	1st 4 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
June 8, Thursday	8 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
June 19, Monday	Juneteenth; University Closed
June 20, Tuesday	7 Week Classes: Last Day to Drop/Withdraw
June 23, Friday	1st 4 Week Classes: Last Day to Drop/Withdraw
June 30, Friday	1st 4 Week Classes End
July 4, Tuesday	Independence Day; University Closed (No Day or Evening Classes)
July 5, Wednesday	University Opens; Classes Resume; 2nd 4 Week Classes Start

July 5, Wednesday	2nd 4 Week Classes: Last Day to Add/Register & Drop/Withdraw with No Grade
July 6, Thursday	11 Week Classes: Last Day to Drop/Withdraw
July 13, Thursday	8 Week Classes: Last Day to Drop/Withdraw
July 21, Friday	2nd 4 Week Classes: Last Day to Drop/Withdraw
July 28, Friday	Summer Terms End
August 1, Tuesday	Final Grading Deadline for all Summer courses is Noon on Tuesday, August 1

3e Graduate policies on Admissions, Transfer, Graduation (and associated Course Validation), Course Load, and Graduate Faculty Training

Date Prepared: April 1, 2025
From: Faculty Senate
Prepared by: Susan Powers, Vice Provost Academic Affairs
Presented by: Christopher Olsen, Provost and Vice President Academic Affairs
Presented at: May 9, 2025, Board of Trustees Agenda Meeting
Subject: Graduate policies on Admissions, Transfer, Graduation (and associated Course Validation), Course Load, and Graduate Faculty Training
Disposition: Item is for **Action**

Objective:

Graduate Council has been working on various policies in the graduate catalog to ensure they offer best practices for student success and fully reflect the needs to current students.

Background of Issue:

The Student Success Council charged Graduate Council to consider its various policies for clarity and best practices.

Funding Source:

No additional funding is necessary.

Supporting Reasons and Timing for the Recommendation:

We will be able to place these revisions in the 25-26 Graduate Catalog, effective Fall 2025.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:

No concerns

Management Recommendation: Approval.

Graduation: Awarding of Two or More Graduate Degrees

No more than 30% of the coursework can be shared between simultaneous graduate degrees and the research and/or culminating experiences are unique. However, all credits completed as part of a certificate program can be counted toward a degree award.

~~Two or more graduate degrees or certificates may be granted simultaneously provided all requirements for the degrees have been completed, no more than 30% of the coursework is shared between the degrees, and the research and/or culminating experiences (if required) are unique. However, since many students may choose to pursue a certificate as well as a formal degree program, all credits completed as part of a certificate program can be counted toward a subsequent or simultaneous degree award.~~

Graduation: Second Master's Degree Requirements

~~A student with a master's degree from an accredited institution may apply for admission to a second master's degree program for the purpose of completing a new major area of graduate study. Students admitted to such programs are directed to the appropriate department chairperson or graduate program director who may accept up to 30% of the minimum credits required from the student's first master's degree program as transfer credit. All requirements for the master's degree program must be met; second master's degree programs must include a new research component or culminating experience, neither of which can be transferred from the first master's degree program.~~

Admission to Master's Degree Programs - ~~Conditional~~ Provisional Admission

~~Conditional~~ Provisional admission is intended for those students whose undergraduate record does not reflect their current capacity to do graduate work ~~or for those who are in process but have not yet successfully completed a baccalaureate degree~~. In those circumstances, ~~conditional~~ provisional admission status, upon the recommendation of the academic unit, may be granted. ~~Conditional~~ Provisional admission has a maximum time limit of one academic year. A final admission decision shall be reserved by the academic unit until an applicant's performance has been evaluated after one academic year of enrollment. ~~The~~ All of the following minimum requirements for ~~conditional~~ provisional admission ~~must be met~~ are that the applicant:

- ~~Hold~~ Earned or will have earned a baccalaureate degree granted by a regionally accredited institution (for international students, a degree granted by a recognized institution).*
- Has earned a minimum cumulative grade point average of 2.3 in all undergraduate course work; or has earned a minimum cumulative grade point average of 2.5 in the last 60 credits of undergraduate course work; or has earned a minimum grade point average of 2.5 in the applicant's major field of study; ~~or has earned a minimum grade point average of 2.5 in any graduate coursework.~~
- ~~Where required, submit scores in the General Test of the Graduate Record Examination (GRE) or, where applicable, other appropriate standardized measures in accordance with program standards.~~
- Satisfy and/or meet any and all additional admission requirements of the department/Programs where admission is sought.
- Submit to the Office of Admissions a fully completed Graduate Admission Application with a non-refundable admission application fee.

In order to move from ~~conditional~~ provisional admission to regular admission, the student must complete nine credits of undergraduate or graduate courses ~~and/or meet the provisions prescribed by the applicant's chosen academic unit at Indiana State University and achieve~~ with a minimum cumulative grade point average of 3.0 during the first academic year, ~~meet any provisions outlined in the admissions letter prescribed by the student's program, and/or provide evidence of successful~~

completion of the baccalaureate degree. If the student does not fulfill the expectations of provisional admission, admission can be terminated.

*Students applying from non-accredited institutions may not be granted regular admission status. However, ~~conditional~~ provisional admission status, upon the recommendation of the academic unit, may be granted.

Admission to Doctoral and Educational Specialist Degree Programs - ~~Conditional~~ Provisional Admission

~~Conditional~~ Provisional admission is intended for those students whose previous academic record does not reflect their current capacity to do doctoral/Ed.S. level work ~~or for those who are in process but have not yet successfully completed the minimum qualifications~~. In those circumstances ~~conditional~~ provisional admission status, upon the recommendation of the academic unit, may be granted.

~~Conditional~~ Provisional admission has a maximum time limit of one academic year. The academic unit shall reserve the final admission decision until the evaluation of an applicant's performance after completion of one academic year. The minimum requirements for ~~conditional~~ provisional admission are:

- Hold a master's degree granted by a regionally accredited institution (for international students, a degree granted by a recognized institution), unless applying to a department/program that accepts students with undergraduate degrees. In the latter case, an applicant must, at a minimum, meet the regular admission requirements for a master's candidate.
- Has earned a minimum cumulative grade point average of ~~3.0~~ 2.7 in all courses taken at the graduate ~~or undergraduate~~ level.
- ~~Where required, submit scores in the General Test of the Graduate Record Examination (GRE) or, where applicable, other appropriate standardized measures in accordance with program standards.~~
- Satisfy and/or meet any and all additional admission requirements of the department/Programs where admission is sought.
- Submit to the Office of Admissions a fully completed Graduate Admission Application with a non-refundable admission application fee.

In order to move from ~~conditional~~ provisional admission to regular admission, the student must complete nine credits ~~of undergraduate or graduate courses and/or meet the provisions prescribed by the applicant's chosen academic unit at Indiana State University and achieve~~ with a minimum cumulative grade point average of 3.0 during the first academic year, ~~meet any provisions outlined in the admissions letter prescribed by the student's program, and/or provide evidence of successful completion of the required qualifications~~. If the student does not fulfill the expectations of provisional admission, admission can be terminated.

*Students applying from non-accredited institutions may not be granted regular admission status. However, provisional admission status, upon the recommendation of the academic unit, may be granted.

Transfer Credit

~~Work taken for graduate credit at other institutions may be transferred in partial fulfillment of degree requirements under the following conditions:~~

Transfer credit hours, work taken for graduate credit at other institutions, appropriate to the degree plan at Indiana State University may be accepted for transfer at the recommendation of the department or program. Individual graduate programs may set limits on transfer credit and therefore students should consult with the department or program appropriate director or department chairperson for such information. Master's programs may accept a maximum of 15 transfer credits. Educational Specialist's programs may accept a maximum of 39 transfer credits. Doctoral programs may set their own limit to the maximum number of credits eligible for transfer. For all graduate degree programs, the culminating experience must be completed at Indiana State University. Courses must be approved in advance by the department or program and should be communicated in admissions decisions.

Transfer of credit will be considered for graduate work completed only at regionally accredited institutions or at nationally accredited institutions recognized by the Council for Higher Education Accreditation (CHEA). Graduate credit hours earned from an international college or university will be evaluated by the Admissions Office before being considered for transfer into an Indiana State University degree program.

~~Transfer credit requests for courses that are not part of a completed graduate degree, licensure, or post-bachelor's certificate program, and were taken outside of the time-to-degree completion guidelines, must be sent to the student's home academic college for consideration. Each department or program is responsible for evaluating the currency of the student's knowledge from courses presented for transfer.~~

Transfer credit hours approved at enrollment remain current within the specified time-to-degree completion period.

Credit may be transferred, but grades earned in courses taken at other institutions do not transfer.

The research or culminating experience requirement must be taken at Indiana State University.

~~Graduate credit hours appropriate to the degree taken at Indiana State University may be accepted for transfer at the recommendation of the department or program.~~

- ~~1. (seven years for masters, eight years for education specialists, and nine years for doctoral degrees).~~
- ~~2. Only graduate courses in which a student has earned a grade of B (or 3.0 on a 4.0 scale) or better may be considered for transfer.~~
- ~~3. Transfer work must meet the standards for the credits earned at Indiana State University. All transfer credits must be appropriate to the particular program in which the student is enrolled.~~
- ~~4. Graduate courses taken at another university on a credit/no credit, pass/fail, or satisfactory/unsatisfactory option are not accepted as transferable unless approved by the department or program.~~

Assessment of Credit for Prior Learning

The Credit for Prior Learning (CPL) program at Indiana State University is dedicated to recognizing and valuing the learning gained from students' diverse experiences outside the classroom. Through the University's commitment to excellence, we empower students, including those from professional and military backgrounds, to earn college-level academic credit toward their graduate degree goals as they embrace lifelong learning.

~~Select graduate programs may provide students with an opportunity to receive a limited amount of graduate credit as a result of an appropriate and rigorous assessment of prior learning which would ordinarily include the submission of documentary evidence such as a professional portfolio or a comprehensive examination.~~

Students must be enrolled at Indiana State University and have departmental consent to be eligible for CPL. Master's programs may accept a maximum of 15 CPL credits. Educational Specialist's programs may accept a maximum of 39 CPL credits. Doctoral programs may set their own limit to the maximum

number of credits eligible for CPL. However, when a student is seeking both transfer and CPL credit, no more than 21 credits for a Master's degree, 45 for an Educational Specialist's degree, will be eligible for CPL.

For all graduate degree programs, the culminating experience must be completed at Indiana State University and cannot be completed through CPL. ~~by assessment of prior learning. All associated testing fees are the responsibility of the student. If a student's performance on the departmental assessment meets or exceeds departmental standards, credit will be granted. Students who earn credit through an assessment of prior learning do not receive a letter grade.~~

~~No student may earn more than 30% of their total graduate credits through the assessment of prior learning. In addition, the combined total of transfer credit and assessment of prior learning may not exceed 30% of the total minimum credits required for the program. As such, Master's programs at Indiana State University will accept credits for transfer and/or prior learning that have been approved by the department and student's academic home college for a maximum of nine credits for programs less than 40 credits, 12 credits for programs that require 40-49 credits, and 15 credits for programs that require more than 49 credits. Departments with specialized programs may seek an exception to this policy by petitioning the Graduate Council. All associated testing fees, protocols, and related policies for the assessments are determined by the University Testing Office and approved by the University Board of Trustees. All students earning credit are additionally required to pay the standard credit by exam fee per hour earned as determined by the University Board of Trustees. All program proposals for a credit-bearing assessment of prior learning are to be approved by the Graduate Council.~~ Graduate and undergraduate credit for prior learning can be earned through the following assessments methods:

- American Council of Education (ACE) credit recommendations for military and industry training (not eligible for resident credit)
- Assessment of certificates and licensures awarded by other entities (not eligible for resident credit)
- Departmental challenge exam (eligible for resident credit)
- Portfolio assessment through the Prior Learning Assessment Form (eligible for resident credit)

Departmental Exams and Portfolio Assessments are charged 25% of the Undergraduate or Graduate Resident Fees in effect at the time of the exam/assessment. CPL may be awarded using a variety of criteria, which may be different for each department.

Guidelines

- Students must obtain their academic advisor's approval prior to registering for any examination or submitting a portfolio to ensure departmental standards are satisfied.
- Students do not receive a grade for credit earned through the exams and portfolio assessments.
- Students cannot receive duplicate credit, either for prior formal coursework or for coursework scheduled at Indiana State University. Therefore, it is important for students to plan their CPL and academic schedule with an academic advisor.

Examples of Documentation

Depending on the type of CPL required, the following examples of Prior Learning documentation may be useful to gather:

- Certificates and other credentials with their fulfillment criteria
- Curriculum vitae or resume
- Documentation of project management skills
- Documentation of skills consistent with those expected in the course being reviewed (e.g., an animated short film, a mobile application, an e-commerce website)
- Job descriptions
- Passing a comprehensive examination on the contents of the course
- Service to a nongovernmental organization or the government (e.g. a volunteer organization, the military, diplomatic corps)
- Report on funded and unfunded research projects
- Testimonials of course-related knowledge and skills acquisition
- Documentation of professional activities clarifying acquired knowledge and skills concerning the content and success criteria

Policies Related to Application to Graduation & Course Validation **Applying for Graduation**

Students who expect to complete a graduate degree or certificate during the academic year or subsequent summer must file an Application no later than October 1 for December (fall semester) graduation, or March 1 for May (spring semester) graduation, or June 1 for August (summer term) graduation. Only students who meet these deadlines can be assured of having their names appear in the commencement program. In order to qualify for a credential, the student must complete all academic program, college, and Indiana State University requirements. While degrees are conferred in May, August, and December, commencement ceremonies are held only in May and December. Participation in commencement is not required but it is encouraged as a memorable part of the university experience. Candidates for the doctoral and educational specialist degrees must have completed all degree requirements prior to participation in a commencement ceremony. Students who only have internships remaining may participate in the appropriate ceremony. Those attending the ceremony may purchase or rent the appropriate cap, gown, and hood from the University Bookstore.

Eligibility for Graduation

To be eligible for graduation, all students must meet the following requirements:

1. Earn a cumulative grade point average of at least 3.0 (or program-specific minimum).
2. Complete a program-specific minimum number of credits of graduate coursework with at least one-half of the work in courses numbered 600 or above.
3. Have no encumbrances on the student's records.
4. Complete all requirements within the identified timelines. **Transfer credit or prior credit earned at Indiana State University, accepted for inclusion at admissions, will be considered contemporary**

at entry and included as within the timeline for program completion. Out-of-date course work must be validated by the program and verified by the department chair and dean (or dean's proxy). In the event of a dissenting opinion, materials must be sent to Graduate Council for a final decision. All appeals of these decisions will be referred to the Director of Graduate Studies for a final decision. Possible validation activities include:

- i. Passing an examination specifically on the material or requisite subset of the material covered in a given course.
- ii. Passing a more advanced course in the same area that clearly builds upon the work of the lower level course.
- iii. Passing a comprehensive examination in which the student demonstrates substantial knowledge of content of a course.
- iv. Publishing scholarly work demonstrating substantial knowledge of the course content.
- v. Completion of an independent study to address any deficiencies.
- vi. Teaching the given course or one that is closely comparable.
- vii. Professional development activities and/or professional experiences that are documented by evidence such as examples of work related projects relevant to course content with an explanation for how they are applied "on the job."

~~No graduate credit will be counted toward degree requirements that was earned before these timelines. Students with nine or fewer credit hours of out-of-date coursework must submit course validation forms to the director of Graduate Studies for approval. Students with more than nine credit hours of out-of-date coursework must submit a petition with the appropriate course validations for consideration by the Graduate Student Appeals Committee. Ordinarily, if more than 50% of the coursework is out of date, all or a portion of the courses must be retaken.~~

5. For students in programs requiring a thesis or dissertation, maintain continuous enrollment in thesis or dissertation hours (e.g., 699 or 899) during the fall and spring semesters until all documents are submitted to and accepted by the student's home academic college.

Policies Related to Course Load

Class Load

A full-time course load is ~~considered to be nine credits during the fall and spring semesters and six credits during the summer semester.~~ A maximum course load is 18 credits. Students on academic warning should consult with their program director to establish a student success plan to resolve academic deficiencies and ensure their course load is reasonable to meet the goals of the plan. ~~During a regular semester, the maximum course load is 12 credits. In the summer terms, a student is allowed to earn no more than a total of 15 credits. However, upon the approval of a student's academic advisor, the department chairperson, and the dean of the student's home academic college a student may be permitted to enroll in additional credits beyond the limits indicated above. Full-time graduate assistants must maintain full-time enrollment as outlined in the Graduate Assistantship and Scholarship/Fee Waiver Award Guidelines. Except for unusual circumstances, a class load of 12 credits per semester will not be exceeded.~~

Policies Related to Graduate Faculty Training

315.1.1.5 Endorsement to Supervise or Chair Scholarly or Creative Projects, Theses, or Dissertations. ~~An endorsement to chair or supervise scholarly or creative projects, theses, or dissertations is granted separately from graduate faculty status by a vote of a departmental committee (if applicable), approval of the department chairperson and appropriate academic dean. To qualify for the endorsement to chair or supervise scholarly or creative projects, thesis, or dissertation committees graduate faculty members must work with a graduate faculty mentor appointed by their department, serve on scholarly or creative project, thesis, or dissertation committees, and complete training on the responsible conduct of research and online Graduate Research Training.~~

315.1.1.6 Review of Endorsement to Supervise or Chair Scholarly or Creative Projects, Theses, or Dissertations. ~~Review of the endorsement to supervise or chair scholarly or creative projects, theses, or dissertations may occur at the request of the department chair, college dean, program director or the Director of Graduate Studies and will be conducted by the Graduate Faculty Subcommittee of the Graduate Council.~~

Policies Related to Retention & Re-entry

Retention

A student whose grade point average drops below a 3.0 (or the program-specific minimum) will be placed on ~~probation~~ **academic warning**, ~~suspended from graduate study, or dismissed~~ **separated** from Indiana State University. The student's home academic college dean **is responsible for making these decisions; however, in accordance** ~~consultation~~ with the regulations of the student's academic department and program, **the dean may opt to adjust the warning or separation status to promote student success.**

In addition to academic standing, students may be removed from an academic program at the request of the program coordinator or department chairperson for failing to meet professional or licensure standards, or not meeting program-specific expectations outlined in the **program's** catalog or a student handbook. A student who is ~~suspended from graduate study or dismissed~~ **separated** may request a review of the case by ~~the applicable subcommittee of the Graduate Council.~~

Re-entry admission after Separation

Students who have been separated from the university ~~should expect to~~ must stay out of classes for one academic semester. **If the student wishes to re-enter the University (within 2-years of separation) and return to the same program, the student should consult with the program director to determine if a course of study, resulting in successful completion of the program, is achievable. Re-entry to the same program after separation within 2-years requires approval from the program director, the department chair, and the dean of their home college.**

Re-entry after separation, if beyond 2 years, requires re-application through the traditional admissions process. after which such students must reapply for admission and petition the dean of their home academic college to return to classes. The petition must be approved by the graduate program director and the department chair before it is forwarded to the dean.

~~The dean will retain the discretion to provide exception to NOT academically dismiss on a case-by-case basis. Some programs may have requirements above the minimum University retention standards.~~

3f Revision to Credit for Prior Learning in Undergraduate Catalog

Date Prepared: April 1, 2025
From: Faculty Senate
Prepared by: Susan Powers, Vice Provost Academic Affairs
Presented by: Christopher Olsen, Provost and Vice President Academic Affairs
Presented at: May 9, 2025, Board of Trustees Agenda Meeting
Subject: Revision to Credit for Prior Learning in Undergraduate Catalog
Disposition: Item is for **Action**

Objective:

To update policy to reflect best practice and recommendations from the state.

Background of Issue:

For the past 2 years, the Indiana Commission of Higher Education has operated a number of taskforces to help state institutions operationalize CPL. In Fall 2024, the BOT approved the creation of a Credit for Prior Learning Council with the charge to review and improve our processes and communication.

Funding Source:

No additional funding is necessary.

Supporting Reasons and Timing for the Recommendation:

We want to add it to the 25-26 Catalog effective Fall 2025.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:

No concerns

Management Recommendation: Approval

Credit for Prior Learning (Undergraduate Catalog)

The Credit for Prior Learning (CPL) program at Indiana State University is dedicated to recognizing and valuing the learning gained from students' diverse experiences outside the classroom. Through the University's commitment to excellence, we empower students, including those from professional and military backgrounds, to earn college-level academic credit toward their degree goals as they embrace lifelong learning.

~~Indiana State University offers opportunities for non-traditional adult students to earn credit toward a degree for knowledge they have acquired outside of the college classroom that is equal to college-level learning. Credit may or may not be awarded, dependent upon the outcome. If you are looking for information about transfer credit from another college please go [here](#).~~

~~Through these opportunities,~~

~~Students can earn up to 63 credit hours towards the baccalaureate degree and **up to one third 25%** percent of an undergraduate certificate. Students should discuss the applicability of the options below **CPL** with their advisor.~~

~~Advanced Placement (AP)~~

~~College Level Examination Program (CLEP)~~

~~Department Exams/Credit for Prior Learning~~

~~Military Credit for Prior Learning~~

~~Portfolio Assessment~~

~~Dantes Standardized Subject Tests (DSST)~~

~~Dual Credit~~

~~Excelsior College~~

~~Cambridge Assessment International Education~~

~~International Baccalaureate~~

~~Non-Native (Foreign) Language Placement~~

~~FAA-Airman Knowledge Testing~~

~~Credit earned this way counts toward graduation requirements, but does not count towards resident credit. Students cannot receive additional credit, **beyond transferred credits, for CPL previously awarded by another university** for of these types for courses for which they have already received credit.~~

Advanced Placement

~~Students must participate in Advanced Placement (AP) courses and testing at their high schools. Students are responsible for designating their AP scores be reported to Indiana State University Admissions Office.~~

~~Additional Information:~~

- ~~• Cost is \$96 per exam~~
- ~~• Equivalencies —~~

College Level Examination Program (CLEP)

~~CLEP The College Level Examination Program® (CLEP®) gives you the opportunity to earn college credit for what you already know with qualifying scores on one or more CLEP examinations. These exams test your knowledge of introductory college-level subjects. Most CLEP exams are designed to correspond to one-semester courses, although some correspond to full-year or two-year courses.~~

~~Additional Information:~~

- ~~• To Register for a CLEP go to the College Board website.~~
- ~~• The cost is \$89 per test with time limits of 90-120 minutes depending on the test.~~
- ~~• Most tests are online multiple choice with some numeric answers.~~

- ~~Scores are immediately available at the testing site. Score reports are available within 1 business day with the exception of written essays which may take up to 2-3 weeks and are mailed to the tester.~~
- ~~Students may send their scores to colleges/universities free of charge at the time of registration. After testing, student can order an official transcript for \$20.~~
- ~~CLEP Equivalencies~~

Department Exams, ~~Credit for Prior Learning~~ and ~~Portfolios Assessments~~

~~Departmental Exams and Prior Learning Portfolio Assessments are charged 25% of the Undergraduate or Graduate Resident Fees in effect at the time of the exam/assessment (except for Non-Native (Foreign) Language Placement). Prior Learning Credit CPL may be awarded using a variety of criteria, which may be different for each department.~~

~~Indiana State awards both g Graduate and undergraduate credit for prior learning can be earned through the following assessments methods:~~

~~American Council of Education (ACE) credit recommendations for military and industry training (not eligible for resident credit)~~

- ~~Departmental challenge exam~~
- ~~Assessment of certificates and licensures awarded by other entities (not eligible for resident credit)~~
- ~~Departmental challenge exam (eligible for resident credit)~~
- ~~Portfolio assessment through the **Prior Learning Assessment Form** (eligible for resident credit)~~

~~Departmental Exams and Prior Learning Assessments charge 25% of the Undergraduate or Graduate Resident Fees in effect at the time of the exam/assessment (except for Non-Native (Foreign) Language Placement). Prior Learning Credit may be awarded using a variety of criteria which may be different for each department.~~

~~Approved for Prior Learning~~

~~Guidelines for Credit Transfer~~

- ~~Students **must** obtain their academic advisor's approval prior to registering for any examination or submitting a portfolio to ensure departmental standards are satisfied.~~
- ~~Credit earned through the Credit by Exam Program may apply toward graduation or degree requirements or elective hours within individual programs.~~
- ~~Students do not receive a grade for credit earned through the exams and portfolio assessments inations (assessments).~~
- ~~No credit is awarded in a general examination/assessment area if the student has completed two or more college-level courses in that general examination/assessment area.~~
- ~~No credit is awarded in a subject examination/assessment area if the student has already earned college-level credit in that subject area.~~
- ~~Students cannot receive duplicate credit, either for prior formal coursework or for coursework scheduled at Indiana State University. Therefore, it is important for students to plan their CPL and academic schedule with an academic advisor.~~

~~Prior Learning Assessment~~

~~Indiana State awards both graduate and undergraduate credit for prior learning through the following assessments methods:~~

- American Council of Education (ACE) credit recommendations for military and industry training
- Departmental challenge exam
- Assessment of certificates and licensures

Get Started

- Contact your advisor as well as your department to find out if a Prior Learning Assessment is right for you.
- Complete the **Prior Learning Assessment Form** and follow the instructions on the form.
- Prepare for your department's method of assessment.

Examples of Prior Learning Documentation

Depending on the type of CPL Prior Learning Assessment your department requires, the following examples of Prior Learning documentation may be useful to gather for Portfolio assessment or assessment of certificates and licensures:

- Completion of recognized academic programs
- Certificates and other credentials with their fulfillment criteria
- Curriculum vitae or resume
- Documentation of project management skills
- Documentation of skills consistent with those expected in the course being reviewed (e.g., an animated short film, a mobile application, an e-commerce website)
- Job descriptions
- Passing a comprehensive examination on the contents of the course
- Service to a nongovernmental organization or the government (e.g., a volunteer organization, the military, diplomatic corps)
- Report on funded and unfunded research projects
- Syllabi of courses covering similar content
- Testimonials of course-related knowledge and skills acquisition
- Documentation of professional activities clarifying acquired knowledge and skills concerning the course's content and success criterias, such as developing a website for a community service organization, contributing to IT fair projects, mentorship, performance reviews, presenting or publishing scholarship, and producing a video

Military Credit for Prior Learning

Given the uniqueness of military training and occupations, credit can be awarded based upon what a student has learned within the military.

- Students must submit their Joint Services Transcript (JST) to the office of admissions
- Once the transcript is received and the student is admitted the military coursework is processed
 - The American Council on Education (ACE) Military Guide is used to help determine equivalencies for each course
 - The course evaluation will be conducted by each department involved
- If the student had any occupations in the military, the CPL Council taskforce will utilize the ACE Military Guide for assistance to determine if any CPL credit for prior learning will be assessed beyond the military courses listed on the JST.
 - If a determination is made that the student will receive credit for their occupation, it will be added to the student's record and documented in a Crosswalk Chart for future students

Portfolio Assessment

Bayh College of Education
College Equivalency Examinations

College Level Examination Program (CLEP)

CLEP The College-Level Examination Program® (CLEP®) gives you the opportunity to earn college credit for what you already know with qualifying scores on one or more CLEP examinations. These exams test your knowledge of introductory college-level subjects. Most CLEP exams are designed to correspond to one-semester courses, although some correspond to full-year or two-year courses.

Additional Information:

- To Register for a CLEP go to the College Board website.
- The cost is \$89 per test with time limits of 90-120 minutes depending on the test.
- Most tests are online multiple choice with some numeric answers.
- Scores are immediately available at the testing site. Score reports are available within 1 business day with the exception of written essays which may take up to 2-3 weeks and are mailed to the tester.
- Students may send their scores to colleges/universities free of charge at the time of registration. After testing, student can order an official transcript for \$20.
- CLEP Equivalencies

Students cannot receive residency credit for this type of CPL.

Dantes Standardized Subject Tests (DSST)

The DANTES Subject Standardized Tests (DSST) are standardized, college credit-granting exams maintained by Prometric. A form of prior learning assessment, DSSTs offer students a cost effective, time-saving way to use their knowledge acquired outside of the classroom (perhaps from reading, on-the-job training, or independent study) to accomplish their educational goals.

Additional Information:

- To Register for a DSST go to getcollegecredit.com
- The cost is \$120 per test. DSST time limits are 120 minutes per test.
- Most tests are online multiple choice with some numeric answers.
- Students may send their scores to colleges/universities by ordering an official transcript for \$30
- DSST Equivalencies

Students cannot receive residency credit for this type of CPL.

Cambridge Assessment International Education

Indiana State University accepts credit by exam from Cambridge Assessment International Education. Information about the Cambridge Assessment International Education exams can be found [here](#).

Additional Information

- Cost varies by exam.

Students cannot receive residency credit for this type of CPL.

College Course Work in High School

Advanced Placement

~~Students must participate in Advanced Placement (AP) courses and testing at their high schools.~~

Students are responsible for designating their Advanced Placement (AP) AP scores be reported to Indiana State University Admissions Office.

Additional Information:

- Cost is \$96 per exam
- Equivalencies

Students cannot receive residency credit for this type of CPL.

Dual Credit

Students who have earned dual credit from high school, another college or university must have a copy of their transcript sent to admissions@indstate.edu in order to receive credit. Dual credit is an excellent and affordable way for high school students to earn college credit that will count towards a degree and to experience college-level coursework. For more information about Indiana State's Dual Credit program, please visit ISU's College Challenge website.

Additional Information:

- Cost will vary by college attended
- Equivalencies can be found in Transferology

Students cannot receive residency credit for this type of CPL, unless courses were taken at Indiana State University.

International Baccalaureate Credit

The International Baccalaureate Program, or IB, is offered as a secondary program of study in high school throughout the United States and around the world in 150 countries. Upon completion of IB courses, students take written exams in each of the 6 major subject areas offered twice a year in November and May. Scores range from 1-7 in each subject area. Indiana State University accepts credit by exam from International Baccalaureate.

Additional Information

- Equivalencies
- Cost will vary by school

Students cannot receive residency credit for this type of CPL.

Excelsior College

~~Excelsior College will no longer offer UExcel exams after the Summer 2022 trimester. If you are interested in taking a UExcel exam(s), the deadline for registration is Thursday, June 30. The last day to take a UExcel exam is Sunday, August 21.~~

Cambridge Assessment International Education

~~Indiana State University accepts credit by exam from Cambridge Assessment International Education. Information about the Cambridge Assessment International Education exams can be found here.~~

~~Additional Information~~

- ~~• Cost varies by exam.~~

Non-Native (Foreign) Language Placement

~~Students who have satisfied the Foundational Studies non-native language requirement and who wish to take further course work in a language MUST take the **Language Placement Examination** in order to determine the level of language course work most appropriate for them. Depending upon the level of placement, students may receive credit for their knowledge of the language, some of which may count toward Foundational Studies Requirements. Indiana State University offers Language Placement Examinations in Latin, French, Japanese, German and Spanish. NOTE: The Language Placement Examination is NOT designed to be used as a test-out exam. The Language Placement Examination should be taken before attending State Orientation.~~

~~There is NO charge to take the Non-Native (Foreign) Language Placement. This is an online test which should take 30-60 minutes.~~

Instructions for Placement Test

Latin

~~To take the Latin Placement Test, [click here](#).~~

French, German, Spanish, and Japanese

- ~~• Instructions for French, German, Spanish, and Japanese Placement Test, [click here](#).~~
- ~~1. To get a test code and password to take the placement test, [click here](#).~~

2. After receiving your test code and password, take the placement test, [click here](#).

You may request a test code and password to take any of the language tests but are limited to taking each language test only once.

Students MUST take a Placement Exam in order to be eligible for the following credits.

- Student placed in 102 will be granted credit for 101 upon successful completion of 102, with C+ or better.
- Students placed into 201 who complete 201 with a C or better will earn 9 credits for 101, 102 and 201.
- Students placed into 202 who complete 202 with a C or better will earn 12 credits for 101, 102, 201 and 202
- Back credit will be processed the semester following completion of the course the student placed into via placement Test
- The student MUST take the placement exam and complete the course that the placement test recommends.

Avant PLACE SCORES FOR PLACEMENT IN FRENCH, GERMAN, SPANISH, and JAPANESE	SCORES FOR PLACEMENT IN LATIN
1 Place into 101	10-14 — place into 102
2-2* Place into 102	15-19 — place into 201
3-3* Place into 201	20-29 — place into 202
4-4* Place into 202	30 — place into 301
5 and above place into 300-level	-

FAA-Airman Knowledge Testing

University Testing Office offers a full range of Federal Aviation Administration Airman Knowledge Testing. FAA knowledge tests are available most days of the week to both ISU students and the general public.

To schedule an appointment for the Airman Knowledge Test, applicants must first establish an FAA Tracking Number (FTN) within IACRA before taking any FAA airman knowledge test. This identification number will be printed on the applicant's Airman Knowledge Test Report (AKTR) in replacement of the Applicant ID number. If you already have an FTN you may use it when registering. If you do not have an FTN, please register for an FTN in IACRA, applicants need to visit the IACRA Website by going [IACRA](#) and following the instructions provided.

You must register and schedule your exam thru PSI. Once you have your FAA Tracking Number (FTN), go to [PSI](#) to register and schedule your test or call toll free, to schedule with a customer service representative, at (800) 947-4228.

All FAA Exams are to be paid in advance of your scheduled appointment. To register and pay for your FAA exam.

Endorsements and Authorizations

It is the test candidates responsibility to have proper ID(s), authorizations, re-test authorizations, certificates, logbooks, and proof of residence if required. **Be sure to refer to your PSI instructions concerning specific requirements, and flight tools that you may bring to the testing site.** Before you schedule an exam, be sure to review the FAA guidelines for test authorization and be sure you have all the required documentation with you on your test date. Several exams require flight instructor endorsements. You can review the authorization requirements for your specific situation and exam by [viewing the FAA's official authorization requirements matrix](#).

NOTE: An applicant retesting AFTER FAILURE is required to submit the original failed test report indicating failure. Some tests require an endorsement from an authorized instructor who gave the

applicant the required additional training. The endorsement must certify the applicant is competent to pass the test. If you no longer possess the original test report, you may login to the PSI website to print a duplicate.

Candidates who do not meet authorization requirements will not be able to test and must reschedule. Before you make an appointment, please review the acceptable forms of identification below and be sure you have all the required documentation with you on your test date.

Acceptable forms of identification

ALL Applicants	U.S. Citizens and Resident Aliens	Non-U.S. Citizens
Identification information must be—	•Identification card issued by any U.S. state, territory or government entity	•Passport
•Valid	•(e.g. Driver permit or license, government identification card, or military identification card)	-
•Current	-	— AND
-	— OR	•Driver permit or license issued by a U.S. state or territory
Identification must include ALL of the following information	•Passport	-
•Photo	-	— OR
•Date of Birth	— OR	•Identification card issued by any government entity
•Signature	•Alien residency card	
•Physical residential address	-	

Get Started

- Contact your advisor as well as your department to find out if a Credit for Prior Learning CPL Assessment is right for you. They will inform you about the process and personnel who will support you in this appraisal of your prior learning.
- Complete the Prior Learning Assessment Form and follow the instructions on the form.
- Prepare for your department's method of assessment.

For more information on Credit for Prior Learning contact CreditforPriorLearning@indstate.edu or the Office of the Registrar at 812-237-2020 or registrar@indstate.edu.

Transfer and Award of Academic Credit (Undergraduate)

General Policy. Indiana State University acknowledges the importance of recognizing demonstrated student proficiencies. In addition to taking courses at Indiana State University, students may earn academic credits at another institution that may be applicable to degree requirements. Credits are awarded on a semester-hour basis and may be awarded by the following methods:

Advanced Placement and Prior Learning Credit Credit for Prior Learning. Indiana State University offers opportunities for students to earn credit toward a degree for knowledge and experience they have already acquired. Students can earn up to 63 credits towards a baccalaureate degree and up to one third 25% percent of an undergraduate certificate. Students can earn credit for prior learning through military and industry training, assessment of certificates and licensures awarded by other entities, departmental challenge exams, and portfolio assessment. Students may also be eligible for credit through college equivalency examinations and college coursework in high school. Credit earned this way counts toward graduation requirements but does not count towards resident credit. Students cannot receive this type of credit for courses where credit has already been earned. Fees associated with award of this credit are determined on a bi-annual basis by the Indiana State University Board of Trustees. The University Board of Trustees reserves the right to change fees at any time.

Placement Exam and Award of Back Credit. Indiana State University recognizes prior experiences in university-approved academic areas for students to earn back credit when exam results place them beyond the introductory level. Students must register [for](#) and pass the academic course with a specific letter grade for back credit to be awarded.

Non-Native (Foreign) Language Placement

Students who have satisfied the Foundational Studies non-native language requirement and who wish to take further course work in a language **MUST** take the **Language Placement Examination** in order to determine the level of language course work most appropriate for them. Depending upon the level of placement, students may receive credit for their knowledge of the language, some of which may count toward Foundational Studies Requirements. Indiana State University offers Language Placement Examinations in Latin, French, Japanese, German and Spanish. **NOTE:** The Language Placement Examination is **NOT** designed to be used as a test-out exam. The Language Placement Examination should be taken before attending State Orientation.

There is **NO** charge to take the Non-Native (Foreign) Language Placement. This is an online test which should take 30-60 minutes.

Instructions for Placement Test

Latin

To take the Latin Placement Test, [click here](#).

French, German, Spanish, and Japanese

- Instructions for French, German, Spanish, and Japanese Placement Test, [click here](#).
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Students MUST take a Placement Exam in order to be eligible for the following credits.

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- Back credit will be processed the semester following completion of the course the student placed into via placement Test
- The student **MUST** take the placement exam and complete the course that the placement test recommends.

Avant PLACE SCORES FOR PLACEMENT IN FRENCH, GERMAN, SPANISH, and JAPANESE	SCORES FOR PLACEMENT IN LATIN	
1 Place into 101	10-14	place into 102
2-2* Place into 102	15-19	place into 201
3-3* Place into 201	20-29	place into 202
4-4* Place into 202	30	place into 301

5 and above place into 300-level

Associate Degree Waivers. Undergraduates who earn an Associate of Arts (A.A.), Associate of Science (A.S.), or Associate of Applied Science (A.A.S.) degree, or have 75 or more transferable credit hours from an accredited institution will be eligible for applicable waivers to Indiana State University's Foundational Studies requirements.

Foundational Studies Requirement	A.A. or A.S.	A.A.S	ICC/GEC C	75-89.9 Transfer Hours	90+ Transfer Hours
Freshman Composition	✓	✓	✓	✓	✓
Junior Composition					
Communication	✓	✓	✓	✓	✓
Quantitative Literacy	✓	✓	✓	✓	✓
Health and Wellness	✓	✓		✓	✓
Science and Laboratory	✓	✓	✓	✓	✓
Social and Behavioral Sciences	✓	✓	✓	✓	✓
Literary Studies	✓		✓	✓	✓
Fine and Performing Arts	✓		✓	✓	✓
Historical Perspectives	✓		✓	✓	✓
Global Perspectives and Cultural Diversity	✓		✓		✓
Ethics and Social Responsibility			✓		
Upper-Division Integrative Elective					
High Impact Practice		✓		✓	✓

Individual Transfer Course Equivalencies. Undergraduates who complete course work at another accredited college or university may be eligible for earned transfer credit at Indiana State University if the following conditions are met:

- Course work must be completed at an accredited institution (recognized by CHEA) in the United States or at an officially recognized international institution.
- Course work must be college-level.
- Course work must reflect a final grade earned of C- or better (or equivalent).

Course equivalency means that a transfer course is a discipline-specific equivalent to a specific Indiana State University course or Foundational Studies requirement. Elective credit is assigned for courses that meet transfer requirements, but for which no equivalency is determined. If a student changes their program, the new academic area will review transfer work that applies to the program. Academic deans have final approval of the applicability of transfer credits to requirements within their college.

Military Credit. Credit will be granted by Indiana State University according to the guidelines of the American Council of Education (ACE). If ACE guidelines conflict with Indiana State University policies, the latter takes precedence. Students who have successfully completed college-level studies or DANTES exams while in the military may be eligible to receive credit if their official military transcript indicates attainment of college-level equivalency. Credit for military training and experience is granted based on official Joint Services Transcripts and/or discharge form (DD214). All service members qualify for 8-14 credits, based on completion of basic training and length of service as indicated on the

DD214. ~~Three~~ credits are awarded for physical education along with CRIM 298 and CRIM 498 with completion of basic training. Additional elective credit is granted for service time as follows: 2 credits for 12-15 months service; 3 credits for 16-17 months service; 4 credits for 18-19 months service; 5 credits for 20-21 months service; 6 credits for 22 months or more of service. ~~A maximum of 63 credits may be granted based on a combination of service, training, and education while in the military.~~ Credit from the Community College of the Air Force (CCAF) is applied per Indiana State University's individual transfer course equivalencies guidelines.

Process: Students should submit their Joint Services Transcript and all other transcripts to the Admission's Office. Once the coursework is entered into the Student Information System, ~~departments are notified to~~ the Office of the Registrar evaluates the course and ACE Military Guide recommendations for credit. ~~Departments will make their decision on what course equivalencies are given.~~ The Registrar's Office will enter this information into the Student Information System. The equivalencies will then be shown on a student's MySAM account showing their degree progress. Students are notified via email once the process is complete.

Program Articulations. These are agreements between Indiana State University and the respective institutions on pathways for students to transfer to Indiana State University. Students must complete the degree and meet the requirements outlined in the agreement. The Provost and Vice President for Academic Affairs or designee is the final signatory for these types of agreements.

Statewide Indiana Transfer Initiatives. Indiana State University supports transfer students by supporting the following State of Indiana Transfer Initiatives.

- **Core Transfer Library (CTL).** Students who successfully complete CTL courses at Indiana public and participating private institutions can transfer those courses to Indiana State University to meet determined course equivalencies.
- **Indiana College Core.** Successful completion of the Indiana College Core, previously named Statewide Transfer General Education Core, at an Indiana public institution of higher education transfers as a block of 30 earned credits towards completion of the Foundational Studies requirements at Indiana State University.
- **Transfer Single Articulation Pathway.** Transfer students who complete an eligible Transfer Articulation Pathway (TSAP) program and have been admitted to the corresponding baccalaureate program at Indiana State University are granted a block of 60 earned credits from the respective associate degree. TSAP's are degree completion programs that enable students to earn a baccalaureate degree after completing an additional 60 credits as required by the respective major.

Academic deans have approval on the applicability of academic credits to requirements within their college. Credit identified and awarded in the transfer and award of academic credit policy are excluded and do not count toward the 30 required hours of residence credit for graduation.

3g New Undergraduate Program: Certificate in Unmanned Systems

Date Prepared: April 1, 2025
From: Faculty Senate
Prepared by: Susan Powers, Vice Provost Academic Affairs
Presented by: Christopher Olsen, Provost and Vice President Academic Affairs
Presented at: May 9, 2025, Board of Trustees Agenda Meeting
Subject: New Undergraduate Program: Certificate in Unmanned Systems
Disposition: Item is for **Action**

Objective:

The curriculum required in the certificate prepares students to take the Federal Aviation Administration Remote Pilot (RPL) examination. It provides a fundamental understanding of drone usage in government and private industries. The certificate is 12 credit hours.

Background of Issue:

Academic units continue to study and identify opportunities for new degree programs that leverage the expertise of our faculty and meet a state need.

Funding Source:

No additional funding is necessary. The proposal repackages existing courses from Unmanned Systems major and the minor.

Supporting Reasons and Timing for the Recommendation:

Following the Board of Trustees approval, the proposal will go to the Academic Affairs & Quality Committee of the Indiana Commission of Higher Education for approval.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:

No concerns

Management Recommendation: Approval.

3h Candidates for Degrees Spring 2025

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

Graduate

SPRING

Cheng, Kara	Certificate Graduate Level
Fairbanks, Karoline	Certificate Graduate Level
Flynn, Amy	Certificate Graduate Level
Hasler, Brittany Lynne	Certificate Graduate Level
Jones, Cristian Robert	Certificate Graduate Level
Kershner, Rebecca	Certificate Graduate Level
Murphy, Kelly J	Certificate Graduate Level
Nix, Kristy	Certificate Graduate Level
Petrelli, Lydia Alexis	Certificate Graduate Level
Russell, Kara	Certificate Graduate Level
Santiago, Evelyn	Certificate Graduate Level
Smith, Katie Marie	Certificate Graduate Level
Taylor, Kristen Hope	Certificate Graduate Level
Thackery, Amy A	Certificate Graduate Level
White, Rachel	Certificate Graduate Level
Bhandari, Sanjaya	Doctor of Philosophy
Cook, Jonathan M	Doctor of Philosophy
Dande, Fredrick	Doctor of Philosophy
Davis II, Curtiss Larry	Doctor of Philosophy
Dunn, Kelly H	Doctor of Philosophy
Dutta, Nilasree	Doctor of Philosophy
Ejiofo, Lawrence	Doctor of Philosophy
Gidney, Charles Dexter	Doctor of Philosophy
Lemon, Todd J	Doctor of Philosophy
Makowski, Allison L	Doctor of Philosophy
Penn-Smith, Germaine M	Doctor of Philosophy
Riley, Lori Beth	Doctor of Philosophy
Robinson, Heidi Jean	Doctor of Philosophy
Rucker, Jacquelyn Renee	Doctor of Philosophy
Shilov, Mikhail	Doctor of Philosophy
Stone, Ryan Patrick	Doctor of Philosophy
Szekerczes, Julie Renee	Doctor of Philosophy
Thomas II, Rodney Gene	Doctor of Philosophy
Walker, Kale Wayne	Doctor of Philosophy
Walker, Morgan Lee	Doctor of Philosophy

Wildoner, Courtney Lee	Doctor of Philosophy
Wilhoit, Morgan	Doctor of Philosophy
Wills, T. J. John Petre'	Doctor of Philosophy
Woolston, Anne Elizabeth	Doctor of Philosophy
Armes, Dalton Lee	Doctor of Physical Therapy
Brown, Caleb M	Doctor of Physical Therapy
Burger, Zachary Caleb	Doctor of Physical Therapy
Callahan, Zachary	Doctor of Physical Therapy
Chlada, Alexis Mae	Doctor of Physical Therapy
Crites, Lydia M	Doctor of Physical Therapy
Daugherty, Collin Patrick	Doctor of Physical Therapy
Davis, Caleb D	Doctor of Physical Therapy
Gephart, Taylor Marie	Doctor of Physical Therapy
Gill, Liz A	Doctor of Physical Therapy
Hoogenboom, Lauren N	Doctor of Physical Therapy
Lonneman, Sarah Rose	Doctor of Physical Therapy
Myers, Bradley A	Doctor of Physical Therapy
Prickel, Christian	Doctor of Physical Therapy
Reifsteck, Blake Andrew	Doctor of Physical Therapy
Soto, Frank D	Doctor of Physical Therapy
Spears, Brett Logan	Doctor of Physical Therapy
Spriggs, Emily	Doctor of Physical Therapy
Sprinkle, Emma C	Doctor of Physical Therapy
Stauffer, Kyle R	Doctor of Physical Therapy
Stevens, Keegan Thomas	Doctor of Physical Therapy
Straddeck, Spencer G	Doctor of Physical Therapy
Strick, Benjamin G	Doctor of Physical Therapy
Sweda, Erin Elizabeth	Doctor of Physical Therapy
Trilling, Kendall M	Doctor of Physical Therapy
Trueblood, Hope Lynn	Doctor of Physical Therapy
VanBuskirk, Veronica S	Doctor of Physical Therapy
Wagner, Jack R	Doctor of Physical Therapy
Williams, Connor Charles	Doctor of Physical Therapy
Babcock, Tara	Doctorate in Athletic Training
Chiavetta, Alex Benje-Colvin	Doctorate in Athletic Training
Clifton-Gaw, Jan Marie	Doctorate in Athletic Training
Condrey, Kalynn M	Doctorate in Athletic Training
Gleason, Chris	Doctorate in Athletic Training
Gonser, Shelby Marie	Doctorate in Athletic Training
Laferriere, Zoe Elizabeth	Doctorate in Athletic Training
McCarn, Hallie Ruth	Doctorate in Athletic Training
Merrill, Andria	Doctorate in Athletic Training
Mondelli, Nicole Rose	Doctorate in Athletic Training

O'Sullivan, Matt Peter	Doctorate in Athletic Training
Packer, Ellie	Doctorate in Athletic Training
Yuan, Xiangru	Doctorate in Athletic Training
Alspach, Mandi Leigh	Educational Specialist
Black, Tom Thomas	Educational Specialist
Corwin, Amy Elizabeth	Educational Specialist
Cuevas-Gutierrez, Christina Ofelia	Educational Specialist
DeVooght, Tyler Don	Educational Specialist
Funkhouser, Amy Suzanne	Educational Specialist
Gerard, Kathryn Elizabeth	Educational Specialist
Hogue, Lauren Elizabeth	Educational Specialist
Lane-Hamilton, Skylar	Educational Specialist
Scheuneman, Misty Ann	Educational Specialist
Shaul, Mackenzie Lynn	Educational Specialist
Shayotovich, Jennifer Rebecca	Educational Specialist
Taylor, Matthew J	Educational Specialist
Tucker, Angie Kay	Educational Specialist
Afolabi, Lola Ibukun	Master of Arts
Banis, Jessi Marie	Master of Arts
Bryan, Basia Brzoska	Master of Arts
Conhoff, Rachel Anne	Master of Arts
England, Jared Thomas	Master of Arts
Govert, Lyndee	Master of Arts
Jones, Alice Scott	Master of Arts
Luna, Eeve Nicole	Master of Arts
Meadows, Miranda Nicole	Master of Arts
Mohammed, Abdalla Iddrisu	Master of Arts
Momo, Nusrat Jabin	Master of Arts
Thompson, Thomas Cole	Master of Arts
True, Brandt Matthew	Master of Arts
Uemura, Atsuko	Master of Arts
Valentine, Jared J	Master of Arts
Weber, Christopher E	Master of Arts
Wilson, Tony Anthony	Master of Arts
Adediran, Titus Taiye	Master of Business Admin.
Aglagal, Hanane	Master of Business Admin.
Alqutayfi, Haidar	Master of Business Admin.
Bagley Jr, Gary Lee	Master of Business Admin.
Berggren, Alec Nicholas	Master of Business Admin.
Cartwright, LaStacy Ann	Master of Business Admin.
Fox, Sean Fillenwarth	Master of Business Admin.
Fritz, Kristin Leigh	Master of Business Admin.
Glover, Paula Danielle	Master of Business Admin.

Hittle, Brenda	Master of Business Admin.
Johnson, Adam W	Master of Business Admin.
Kaur, Lakhwinder	Master of Business Admin.
Latta, Zane C	Master of Business Admin.
Maleachi, Kevin	Master of Business Admin.
Mensah, Joseph Bright	Master of Business Admin.
Milford, Kendrick von Kendrick	Master of Business Admin.
Peprah, Kingsley Nana	Master of Business Admin.
Peter, Jay Ryan	Master of Business Admin.
Prince, James Arthur	Master of Business Admin.
Randolph, Madison Richelle	Master of Business Admin.
Richardson Jr, Mark Kelvin	Master of Business Admin.
Sahy, Nathan Tyler	Master of Business Admin.
Schulte, Jonna Elyse	Master of Business Admin.
Smith, Nicolas William	Master of Business Admin.
Thames, Artiesha V	Master of Business Admin.
Turner, Jeremiah Quinn	Master of Business Admin.
Wiafe, Priscilla Asor	Master of Business Admin.
Woodfork, Evan J	Master of Business Admin.
Worster, Nathan Thomas	Master of Business Admin.
Yarmohammadi, Tahereh	Master of Business Admin.
Zellars, Courtney Ellen	Master of Business Admin.
Atterson, Amy Lynn	Master of Education
Bailey, Alyssa Ann	Master of Education
Bess, Adam Palmer	Master of Education
Bonczewski, Danielle Elizabeth	Master of Education
Booth, Natalye Dawn	Master of Education
Bosell, Zachary Louis	Master of Education
Brice, Isabelle Marie	Master of Education
Buck, Jennifer Lynne	Master of Education
Buckner, Madelyn Christine	Master of Education
Cannon, Hannah J	Master of Education
Coleman, Courtney Ann	Master of Education
Combs, Phillip	Master of Education
Cooper, Shana Nicole Erin	Master of Education
Earl, Elizabeth Ann	Master of Education
Farmer, Nathan Jack	Master of Education
Flynn, Josh Armsted	Master of Education
Gosnell, Dee Lynn	Master of Education
Govert, Gabby Nicole	Master of Education
Hedges, Emily Suzan	Master of Education
Highland, Grazielle Aparecida	Master of Education
Hilton, Trinity Nicole	Master of Education

Johnson, Katherine	Master of Education
Karrfalt, Madison L	Master of Education
Kelley, Kimberly Jane	Master of Education
Kim, Saenary	Master of Education
Klee, Erica Leigh	Master of Education
Lund, Jordan Elizabeth	Master of Education
Orth, Steven Michael	Master of Education
Perez, Brittany Marie	Master of Education
Price, Amy Elizabeth	Master of Education
Schmitt, Cassie Lynn	Master of Education
Siegelin, Jessica Rose	Master of Education
Sipkema, Matthew Scott	Master of Education
Smith, Marissa S	Master of Education
Smith, Rebecca Noel	Master of Education
Tate, Tony Curtis	Master of Education
Tucker, Sara Lynn	Master of Education
Whitmore, Jolie Mia	Master of Education
Williams, Erynn Lee'Ann	Master of Education
Williams, Erynn Lee'Ann	Master of Education
Simma-Martin, Chloe Rain	Master of Fine Arts
Conners, Rebecca Ann	Master of Public Admin
Dodson, Devin Darryll	Master of Public Admin
Graber, Marissa Lea	Master of Public Admin
Grable, Jessica Marie	Master of Public Admin
Newman, Matthew E	Master of Public Admin
Jones, Rajeni Johnice	Master of Public Health
Llamas, Alma Karina	Master of Public Health
Lomax, Nadia Lavon	Master of Public Health
Martin, Andrew William	Master of Public Health
Mayenga, Neema Marie	Master of Public Health
Ohnemus, Elizabeth J	Master of Public Health
Oner, Miah Cherrylle	Master of Public Health
Rankin, Jessi Rose	Master of Public Health
Saylor, Sofia Marie	Master of Public Health
Yoder, Alex Joseph	Master of Public Health
Abbasi, Sana	Master of Science
Ahmed, Maham	Master of Science
Allen, Jessika Ann	Master of Science
Amarneni, Durgashambavi	Master of Science
Ashley, Wyatt James	Master of Science
Awuku Amoako, Nathan	Master of Science
Ball, Ashlyn	Master of Science
Bartlett, Isaiah N	Master of Science

Beard, Alli M	Master of Science
Benito, Patrick Alexander	Master of Science
Bennie, Michael	Master of Science
Blair, Matthew	Master of Science
Blanton, Jenna Alyse	Master of Science
Blaylock, Lindsey A	Master of Science
Blount, Peyton Darnell	Master of Science
Boozer, Zane William	Master of Science
Brovont, Sam Lynn	Master of Science
Buchanan, Brooke Ann	Master of Science
Burns, Connor D	Master of Science
Cason, Xavier Lawrence	Master of Science
Chennam, Bhanu Venkat	Master of Science
Clawson, Annika Ulmstedt	Master of Science
Correll, Jeffrey Byrl	Master of Science
Dahl, Clara Ann	Master of Science
Davis, Grace Adele	Master of Science
Dean, Hailey Lynn	Master of Science
Denbo, Ethan Edward	Master of Science
Dilks, Andy Andrew	Master of Science
Dorsey, Ariel Kiara	Master of Science
Dougherty, Kathleen Mary	Master of Science
Dyer, Morgan Leigh	Master of Science
Eziefule, Anthony Ifeanyi	Master of Science
Farris, Chase E	Master of Science
Fenoglio, Lydia Louise	Master of Science
Francis, Christopher S	Master of Science
French, Phyllis Baaba	Master of Science
Gajjala, Giridhar Sai Krishna	Master of Science
Ganapathineedi, Prudhvi Sai Teja	Master of Science
Garrett, Giovonni Romia	Master of Science
Gates, Riann Katherine	Master of Science
Goekler, Robby L	Master of Science
Goekler, Robby L	Master of Science
Gonzalez Madrid, Adrian Alejandro	Master of Science
Gray, Taylor	Master of Science
Groothuis, Melody A	Master of Science
Gunupudi, Sarath Sai Krishna Babu	Master of Science
Halevy, Shawna	Master of Science
Hamlin, William Zeno	Master of Science
Hanna, Jared Owen	Master of Science
Hawkins, Madison Ann	Master of Science
Helm, Amberlee Dawn	Master of Science

Iwaya, Yoshiki	Master of Science
Johnson, Jordan Lane	Master of Science
Johnson, Matthew L	Master of Science
Johnson, Sunshine Iman	Master of Science
Jones, Cristian Robert	Master of Science
Jonnalagadda, Nikhitha	Master of Science
Jonnalagadda, Rudra Naga Sai	Master of Science
Kalavala, Harika	Master of Science
Kanate, Kady Marie Dominique	Master of Science
Keivanfard, Hamid	Master of Science
Kemp, Zach M	Master of Science
Kessilyas, Julianna	Master of Science
Kethireddy, Venkata Saketh Reddy	Master of Science
Khalid, Ramla	Master of Science
Kharsamble, Sanskriti Amol	Master of Science
Kimball, Koby W	Master of Science
Kirk, Andrew W	Master of Science
Koch, Shelby L	Master of Science
Kollipara, Vamsi Krishna	Master of Science
Koo, Karina S	Master of Science
Krishnamurthy, Aishwarya	Master of Science
Krutsch, Kevin Michael	Master of Science
Lika, Krisilda	Master of Science
Lumbu, Johanna Bahati	Master of Science
Maddipati, Varun Vikas	Master of Science
Martin, Perry Scott	Master of Science
Masden, Jalen L	Master of Science
Mclemore, Dominik Lamar	Master of Science
Medipally, Ranjith	Master of Science
Merryman, Skylar Noel	Master of Science
Metoyer Jr, Donald Allen	Master of Science
Meyer, Lance T	Master of Science
Mitchell, Alyssa Tashaun	Master of Science
Mohammed, Basit	Master of Science
Moore, John Harold	Master of Science
Moss, Terre	Master of Science
Mummalaneni, Madhu Chandana	Master of Science
Nagisettygari, Durga Dheeraj	Master of Science
Naineni, Hemanth	Master of Science
Orwig, Keith Michael	Master of Science
Pallapu, Sravya Lakshmi	Master of Science
Palreddy, Kirtana R	Master of Science
Parisien, Hayden Lane	Master of Science

Patel, Palak Rajendrakumar	Master of Science
Posener, Rachel L	Master of Science
Potts, Kelsey Nicole	Master of Science
Pruitt, Harlie Renee	Master of Science
Raistrick, Cindy Barski	Master of Science
Raj, Basundhara	Master of Science
Ramos, Edgar	Master of Science
Ravichandran, Gokul	Master of Science
Renfro, Jessica Cheyenne	Master of Science
Rievert, Carlee	Master of Science
Sarmadi, Cyrus	Master of Science
Schafer, Alyssa L	Master of Science
Senez, Lindi Kooke	Master of Science
Silcox III, Jerry Wade	Master of Science
Skibinski, Brandon	Master of Science
Smith, Peter E	Master of Science
Srihari, Phani Kumar	Master of Science
Staruszkiewicz, Elizabeth LiPinh	Master of Science
Stephens, Audrey E	Master of Science
Stevens, Grace Camille-Suzanne	Master of Science
Stokes, Alexis Taylor	Master of Science
Strong, Leah Elizabeth	Master of Science
Tadiboina, Sai	Master of Science
Tadlapalli, Saritha	Master of Science
Talari, Surendra	Master of Science
Tetmeyer, Cassidy Elizabeth	Master of Science
Thai, Tuong H	Master of Science
Thummalapudi, Vinith Kumar	Master of Science
Tomlin, Lauren Elizabeth	Master of Science
Toulet-Crump, Cassie M.	Master of Science
Trapp, Madelyn	Master of Science
Truex, Gina E	Master of Science
Tucker, Emma Nicole	Master of Science
Tymusz, Marisa Rose	Master of Science
Tyo, Dorothy Sue	Master of Science
Vo, Hoangthevinh	Master of Science
Voth, Joshua Nicholas	Master of Science
Vudumula, Rupa Reddy	Master of Science
Weber, Matthew Todd Paul	Master of Science
Wilhelm, Jordan	Master of Science
Wirfs, Allyson S	Master of Science
Witek, Will	Master of Science
Yacsko, Natasha Anna	Master of Science

Yost, Elizabeth	Master of Science
Zheng, Ying	Master of Science
Boller, Maddy Rachelle	Master of Social Work
Burk Jr, John R	Master of Social Work
Camfield, Sydney Leighann	Master of Social Work
Chitalo, Tamanda	Master of Social Work
Davis, Tasha L	Master of Social Work
Garcia, Darby Ruth	Master of Social Work
Harper, Adreana Renee	Master of Social Work
Hughel, Phoebe Clarice	Master of Social Work
Stanko, Monica Antoinette	Master of Social Work
Stinson, Shanisa Sherion	Master of Social Work

SUMMER

Adhikari, Sristika	Doctor of Philosophy
Denton, LaKeshia Rae	Doctor of Philosophy
Goli, Sri Harshini	Doctor of Philosophy
Lewis, Candyletta Shanta	Doctor of Philosophy
Peck II, Ray Graham	Doctor of Philosophy
Roberts, Raechel Brienne	Doctor of Philosophy
Stansifer, Casey N	Doctor of Philosophy
Williams, D'Andrea Lucille	Doctor of Philosophy
Christmas, Joanna Katherine	Doctor of Psychology
Krampe, Hunter Michele	Doctor of Psychology
Kroll, Amanda L	Doctor of Psychology
Lee, David Akitomo	Doctor of Psychology
Manis, Mike	Doctor of Psychology
Percifield, Christopher Scott	Doctor of Psychology
Piñˆa-Anastasiadis, Niko Noel	Doctor of Psychology
Thomas, Marcus Ray	Doctor of Psychology
Twitdy, Joseph Lee	Doctor of Psychology
Adams, Chiquita Tamu	Educational Specialist
Blossom, Joshua	Educational Specialist
Cleghorn, Abby Jo	Educational Specialist
Cook, Amy L	Educational Specialist
Guyer, Michele Elizabeth	Educational Specialist
Huff, Andrea	Educational Specialist
Jourdan, Tasha Leah	Educational Specialist
Meadows, Patty Inez	Educational Specialist
Myers, Wendy Marie	Educational Specialist
Salesman, Liz Anne	Educational Specialist
Salinas, Anthony Orlando	Educational Specialist
Tanoos, Ashlee Marie	Educational Specialist

Williams, Tammy Jo	Educational Specialist
Alexander, Maddie Elizabeth	Master of Business Admin.
Biddle, Noah C	Master of Business Admin.
Bolt, Noah Jonathon	Master of Business Admin.
Cavaligos, Michelle	Master of Business Admin.
Eslick, Chelsea Brooke	Master of Business Admin.
Famulak, Emma Grace	Master of Business Admin.
Gray, Nolan R	Master of Business Admin.
Herring, Shannon Michelle	Master of Business Admin.
King III, Trey Elliott	Master of Business Admin.
Mason, Caden W	Master of Business Admin.
Osafo, Tasha	Master of Business Admin.
Outlaw III, Stephen G	Master of Business Admin.
Peleck, Justin William John	Master of Business Admin.
Pinkham, Ashley	Master of Business Admin.
Ramirez, Rachel M	Master of Business Admin.
Roederer, Alex	Master of Business Admin.
Schulz, Melody Sue	Master of Business Admin.
Tambasco, Kara Jo	Master of Business Admin.
Torres, Zeke Pacheco	Master of Business Admin.
Wampler, Emily Dawn	Master of Business Admin.
Witsman, Kara K	Master of Business Admin.
Sanabria, Tony John	Master of Education
Zaiko, Sarah Emelia	Master of Education
Adepu, Soundarya	Master of Science
Cook, Terresa Ann	Master of Science
Hajduczyk-Wilson, Weronika Anna	Master of Science
Hey, Victoria Morgan Jean	Master of Science
Higgins, Hannah C	Master of Science
Kandora, Gabriela	Master of Science
Kendell, Ashton Sidney	Master of Science
Kerns, Will	Master of Science
Kidwell, Katelyn M	Master of Science
Legg, Destiny Starlynn Davis	Master of Science
Little, Esther S	Master of Science
Lopez, Whitney Blair	Master of Science
Malloy, Ann Burton	Master of Science
Matthews, Ashley Catherine	Master of Science
McCann, Morgan Allexis	Master of Science
McGivern, Samantha Ann	Master of Science
Paschal, Elaina Marie	Master of Science
Sandberg, Micah C	Master of Science
Shankarnarayan, Nandini	Master of Science

Dunham, Destiny M	Bachelor of Arts
Ferris, Haley Nicole	Bachelor of Arts
Frederick, Hannah Elizabeth	Bachelor of Arts
Freeman, Hannah Marie	Bachelor of Arts
Freeman-Svrcek, Colin Dawn	Bachelor of Arts
Gambill, Preston J	Bachelor of Arts
Greene, Arianna Ruth	Bachelor of Arts
Grimes, Jady N	Bachelor of Arts
Grimes, Michaela A	Bachelor of Arts
Hampson, Kadi Anne	Bachelor of Arts
Hargis, Kerrigan	Bachelor of Arts
Hayward, Kerri A	Bachelor of Arts
Heldt, Elijah J	Bachelor of Arts
Kelley, Amanda Victoria	Bachelor of Arts
King, Alyssa Ann	Bachelor of Arts
Kirsch, Anna Corinne	Bachelor of Arts
Major, Haley Leanne	Bachelor of Arts
Marcial Jr, Pedro Emanuel	Bachelor of Arts
Martinez, Alejandro Rosendo	Bachelor of Arts
McKinney, Carrie Lynne	Bachelor of Arts
Meyer, Michael Garrett	Bachelor of Arts
Monnett, Brent Michael	Bachelor of Arts
Montgomery, Timothy A	Bachelor of Arts
Morris, Anthony P	Bachelor of Arts
Nethery Jr, William Ralph	Bachelor of Arts
Purnell, Lacey Nicole	Bachelor of Arts
Rardin, Alexia Violet	Bachelor of Arts
Reisner, Rorie N	Bachelor of Arts
Robinson, Craig B	Bachelor of Arts
Schilawski, Jaima K	Bachelor of Arts
Scott III, Sanford Eugene	Bachelor of Arts
Spicer, Trenton Daniel	Bachelor of Arts
Stofferahn, Henry M	Bachelor of Arts
Sullivan, Corinne Marie	Bachelor of Arts
Summers, Cora Marie	Bachelor of Arts
Surface, Blake Riley	Bachelor of Arts
Swaim, Emma Grace	Bachelor of Arts
Telligman, Elsa J	Bachelor of Arts
Vera, Mazzy Marie	Bachelor of Arts
Wallace, Tyler David	Bachelor of Arts
White, Sydney Alise	Bachelor of Arts
Whyte, Thomas Rafferty	Bachelor of Arts
Gambill, Nicholas G	Bachelor of Fine Arts

Grider, Sierra M	Bachelor of Fine Arts
Kanizer, Erica Wisia Noelle	Bachelor of Fine Arts
Riley, Frankie Ann Renee	Bachelor of Fine Arts
Schneider, Jerrett Daniel	Bachelor of Fine Arts
Smith, Zoe Eileen	Bachelor of Fine Arts
Winegar, Lily Ann	Bachelor of Fine Arts
Aldridge, Alayna A	Bachelor of Music Education
Anderson, Stephen Alexander	Bachelor of Music Education
Cantwell, Josh Maury Keith	Bachelor of Music Education
Cissell, Tyler Adam	Bachelor of Music Education
Davenport, Ellys S	Bachelor of Music Education
Fortoso, Isaiah	Bachelor of Music Education
Hale, Hannah Brynn	Bachelor of Music Education
Kulik, Alicia Nicole	Bachelor of Music Education
Mumma, Alexis Nichole	Bachelor of Music Education
Seals, Clayton Thomas	Bachelor of Music Education
Swaby, Alden Mitchell	Bachelor of Music Education
Carter, Ka'Von Arieonshaye Demario	Bachelor of Public Health
Wilson, Olivia Lauryn	Bachelor of Public Health
Abhilasha, FNU	Bachelor of Science
Adams, Levon	Bachelor of Science
Adams, Morgan Renee	Bachelor of Science
Adebayo, Aishah Omobolanle	Bachelor of Science
Aimone, Michael Kelly	Bachelor of Science
Alcorn, Olivia L	Bachelor of Science
Alderson, Stephen Ryan	Bachelor of Science
Alexander, Kiran Dell	Bachelor of Science
Alexander, Lucius Elijah	Bachelor of Science
Allen, Brendan	Bachelor of Science
Allen, Savanah Lea	Bachelor of Science
Allen, Sawyer Drew	Bachelor of Science
Allison, David P	Bachelor of Science
Altamirano-Picache, Gafred	Bachelor of Science
Amankwah III, Edward B	Bachelor of Science
Amerman, Josie Lynn	Bachelor of Science
Ancil, Gavin A	Bachelor of Science
Anderson, Drake	Bachelor of Science
Antic, Tyler Blake	Bachelor of Science
Arivett, Caleb Austin	Bachelor of Science
Arnold, Hannah Lee	Bachelor of Science
Arnold, Jadeyn Faye	Bachelor of Science
Arora, Shreyansh	Bachelor of Science
Arthur, Haley Marie	Bachelor of Science

Ayele, Samson	Bachelor of Science
Babineaux, Blair Le'Nae	Bachelor of Science
Bailey, Daniel James	Bachelor of Science
Bailey, Joshua David	Bachelor of Science
Bailey, Sydney Elizabeth	Bachelor of Science
Bair, Brin R	Bachelor of Science
Baker, Evan Robert	Bachelor of Science
Balitewicz, Liam M	Bachelor of Science
Ballard, Lyndsey Symone	Bachelor of Science
Banasiak, Blake J	Bachelor of Science
Bapp, Lilith	Bachelor of Science
Barnett, Kevin Khyree	Bachelor of Science
Barr, Peyton Davis	Bachelor of Science
Barrett, Xander R	Bachelor of Science
Barton, Alexys Nykol	Bachelor of Science
Baudin, Hannah	Bachelor of Science
Beard, Kaitlyn Marie	Bachelor of Science
Beeler, Keegan R	Bachelor of Science
Belden, William Taylor	Bachelor of Science
Bement, Nicholas Hunter	Bachelor of Science
Bender, Addison Delaney	Bachelor of Science
Bender, Kirsten Bernice	Bachelor of Science
Benjamin, Noami Feven	Bachelor of Science
Bennett, Angelica	Bachelor of Science
Bennett, Celestia	Bachelor of Science
Bennett, Payton Kyle	Bachelor of Science
Berhanu, Michael	Bachelor of Science
Berry, Lindy J	Bachelor of Science
Besendorf IV, Andrew J	Bachelor of Science
Blacketer, Morgan S	Bachelor of Science
Blair, Daves Georgia	Bachelor of Science
Bland, Christopher Joeseeph	Bachelor of Science
Blievernicht, Elle Marie	Bachelor of Science
Bly, Jeffrey Allen	Bachelor of Science
Bolenbaugh, Jacob Dylan	Bachelor of Science
Bolinger, Brock L	Bachelor of Science
Bond, Emma M	Bachelor of Science
Bonnardi, Jeffrey Michael	Bachelor of Science
Borkowski Caldwell, Jace D	Bachelor of Science
Bowman, Brynna K	Bachelor of Science
Boyd, Madelynn I	Bachelor of Science
Boyed, Casey B	Bachelor of Science
Bradshaw, Kelsey Louise	Bachelor of Science

Branch, Naomi E	Bachelor of Science
Braner, Olivia Anne	Bachelor of Science
Bridges, Charles D	Bachelor of Science
Broerman, Jules A	Bachelor of Science
Bromm, Jacob Allan	Bachelor of Science
Brooks, Charles Reid	Bachelor of Science
Brooks, Jericho Richard	Bachelor of Science
Browning, Logan Wayne	Bachelor of Science
Bryant, Isaac Allen	Bachelor of Science
Bryant, Shelbie D	Bachelor of Science
Bukvic, Dorotea	Bachelor of Science
Bullock, Trista	Bachelor of Science
Burandt, Benjamin Dean	Bachelor of Science
Burkhart, Austin Reanne	Bachelor of Science
Burnett-Selesi, Robbin Denise	Bachelor of Science
Burns, Jason Richard	Bachelor of Science
Burroughs, Lily Brooke	Bachelor of Science
Burse Sr, Antonio L	Bachelor of Science
Busenbark, Kristin	Bachelor of Science
Buss, Brady John	Bachelor of Science
Butler-Lawson Jr, Ronshen Marquis	Bachelor of Science
Butterfield Jr, William J	Bachelor of Science
Byrne, Amanda Marie	Bachelor of Science
Campbell, DaQuinae Lanise	Bachelor of Science
Campbell, Eminence Symone	Bachelor of Science
Campbell, Taylor N	Bachelor of Science
Canull-Beauchamp, Abigail Louise	Bachelor of Science
Carden, Rachel Elizabeth	Bachelor of Science
Carnahan, Evelyn M	Bachelor of Science
Carson, Mackenzie Marie	Bachelor of Science
Carter, Aidan Riley	Bachelor of Science
Caschera, Brandon Lee	Bachelor of Science
Castrejon, Jonathan Jefferson	Bachelor of Science
Chambers, Ethan Hunter	Bachelor of Science
Chandler, Aarika D	Bachelor of Science
Chappell, Christopher	Bachelor of Science
Charpie, Kyle	Bachelor of Science
Cheatham II, Robert D	Bachelor of Science
Cheatham Jr, Corey L	Bachelor of Science
Cheesman, Jacob R	Bachelor of Science
Cheever, Nicholas Charles	Bachelor of Science
Cherreddy, Raja Reddy	Bachelor of Science
Chew, David	Bachelor of Science

Chiletz, Jaiden Josephine	Bachelor of Science
Choate, James Ian	Bachelor of Science
Clendenin, Atlantis	Bachelor of Science
Clevenger, Kyle Adam	Bachelor of Science
Cline, Allyson C	Bachelor of Science
Cline, Destiny F	Bachelor of Science
Coates, Trinity Michala	Bachelor of Science
Cockrell, Ally M	Bachelor of Science
Coffey, Daphne C	Bachelor of Science
Coffin, Ashten Taylor	Bachelor of Science
Cole, Rylan Tyree	Bachelor of Science
Colip, Olivia R	Bachelor of Science
Condon, Annily	Bachelor of Science
Conner, Megan L	Bachelor of Science
Conrad, Easton Allen	Bachelor of Science
Conto, Matthew David	Bachelor of Science
Cook, Rowan Robert	Bachelor of Science
Cooper, Allie	Bachelor of Science
Cornner Jr, Michael Anthony	Bachelor of Science
Cortner I, Kyle Scott	Bachelor of Science
Cotter, Alexandria Hope	Bachelor of Science
Coward, Moriah F	Bachelor of Science
Cox, Sarah Elizabeth	Bachelor of Science
Coy, Caleb M	Bachelor of Science
Creech, Meaghan Rose	Bachelor of Science
Crites, Kathryn Anne	Bachelor of Science
Crook, Shane Justin	Bachelor of Science
Cross, David Linn	Bachelor of Science
Crossley, Parker H	Bachelor of Science
Crowe, Emma Marie	Bachelor of Science
Crowson, Joshua Aaron	Bachelor of Science
Croy, Rebecca Grace	Bachelor of Science
Cunningham, Jacob E	Bachelor of Science
Daggy, Chandler Michael	Bachelor of Science
Daming, Drew Cain	Bachelor of Science
Dammann, Alexander M	Bachelor of Science
Daniels, Alisha Denise	Bachelor of Science
Das, Sreeparna	Bachelor of Science
Daugherty, Ezekiel Ray	Bachelor of Science
Daugherty, Katie Marie	Bachelor of Science
David, Kaitlyn E	Bachelor of Science
Davidson, Genny S	Bachelor of Science
Davidson, Zachary Ellis	Bachelor of Science

Davis Sr, Tipton Dean	Bachelor of Science
Davis, Elizabeth Janelle	Bachelor of Science
Davis, Marlon	Bachelor of Science
De La Cruz, Ercilio	Bachelor of Science
De Leon, Regch Rodriguez	Bachelor of Science
Dean, Kalene S	Bachelor of Science
Dean, Olivia Lynn	Bachelor of Science
DiRuzza, Olivia Ann	Bachelor of Science
Diaz Romero, Jaquelin	Bachelor of Science
Dickerson, Brelin Evon	Bachelor of Science
Dombrowski, Thomas C	Bachelor of Science
Dominguez, Mimi S	Bachelor of Science
Donald, Dasha DeNena	Bachelor of Science
Dorman, Brodie Allen	Bachelor of Science
Dosanjh, Arjan JT	Bachelor of Science
Dosch, Kelsie A	Bachelor of Science
Drake, Cheyenne M	Bachelor of Science
Drake, Tristan C	Bachelor of Science
DuBose, Lauryn Shane	Bachelor of Science
Dugger, Donovan Michael	Bachelor of Science
Duke, Braden Allen	Bachelor of Science
Duncan, Kristen Michelle	Bachelor of Science
Duncan, Olivia Raeshawn	Bachelor of Science
Dunnaway, Reagan Thomas	Bachelor of Science
Dunston, Daelyn A	Bachelor of Science
Dworak, Jason Benjamin	Bachelor of Science
Dwyer, Lacey	Bachelor of Science
Earley Jr, Deladeaye Lashwan Linwood	Bachelor of Science
Ebersoldt, Cole	Bachelor of Science
Edwards, Ethan Clay	Bachelor of Science
Edge, Kaylia Lauriane	Bachelor of Science
Eldred, Lance Geoffrey	Bachelor of Science
Eljahmi, Hashd	Bachelor of Science
Ellermann, Leah M	Bachelor of Science
Elliott, Emma Theresa	Bachelor of Science
Elpers, Olivia G	Bachelor of Science
England, Jaxson Storm	Bachelor of Science
Engledow, Kai B	Bachelor of Science
Enicks, Mitchell Corbin	Bachelor of Science
Erickson, Irene Bliss	Bachelor of Science
Eriks, Michael John	Bachelor of Science
Esters Jr, Curtis Demarco	Bachelor of Science
Evans, Riley M	Bachelor of Science

Evelo, Eli Joseph	Bachelor of Science
Everage, Justin Yates	Bachelor of Science
Farmer, Cami Renee	Bachelor of Science
Farmer, Torrence M	Bachelor of Science
Farro Sr, Chloe Gulcin	Bachelor of Science
Fasquelle, Lina Nao	Bachelor of Science
Ferency, Payton Nichole	Bachelor of Science
Fernandez, Steven F	Bachelor of Science
Fionda, Taylor Marie	Bachelor of Science
Firestone, MacKenzie A	Bachelor of Science
Fleck, Julian H	Bachelor of Science
Fletcher, Heather A	Bachelor of Science
Flores Pacheco, Patrick Dean	Bachelor of Science
Foddrill, Brianna Elizabeth	Bachelor of Science
Foradori, Mario Michael	Bachelor of Science
Fortner III, Paul Leon	Bachelor of Science
Fouty, William Conner	Bachelor of Science
Fowler, Landon Jacob	Bachelor of Science
Francis, Elizabeth G	Bachelor of Science
Frieden, Halle Renee	Bachelor of Science
Fultz, Danielle S	Bachelor of Science
Funk, Laura Elyssabeth	Bachelor of Science
Gadberry, Ian Samuel	Bachelor of Science
Gaffney, Brendan Tyler	Bachelor of Science
Gali, Mohith Krishna	Bachelor of Science
Gallegos Gonzalez, Javier Hiram	Bachelor of Science
Gamez, Nathan	Bachelor of Science
Garcia, Luke Hayden	Bachelor of Science
Garis, Keegan C	Bachelor of Science
Garza, Chelsie Marie	Bachelor of Science
Gaskin-Griffith, Kamille S	Bachelor of Science
Gasser, Wesam Ahmed	Bachelor of Science
Gaustad, Anna Marie	Bachelor of Science
Geha, Darik James	Bachelor of Science
Ghotra, Arsh Singh	Bachelor of Science
Gilbert, Jordan Elliott	Bachelor of Science
Gilbert, Laney Michelle	Bachelor of Science
Giles, Damien Cayne	Bachelor of Science
Giles, Landon E	Bachelor of Science
Gill, Draven Michael	Bachelor of Science
Girgis, Ramsis Arman	Bachelor of Science
Glass, Ahmond	Bachelor of Science
Glover, Wyatt David	Bachelor of Science

Goeppner, Daisy Therese	Bachelor of Science
Good, Breanna R	Bachelor of Science
Goodwin, Lilli R	Bachelor of Science
Goodwin, Reed Alan	Bachelor of Science
Gordon, Andrew Stuart	Bachelor of Science
Gorrie, Ella Evelyn	Bachelor of Science
Gossett, Coy Thomas	Bachelor of Science
Gossett, Madalynn Marie	Bachelor of Science
Gowdy, Enzo Simi	Bachelor of Science
Grayson, Raelynn D	Bachelor of Science
Greene, Brandon Christopher	Bachelor of Science
Greenwell, Grant Thomas	Bachelor of Science
Griffin, Hailey Michelle	Bachelor of Science
Griffin, Joyce	Bachelor of Science
Griggs, Emily Renee	Bachelor of Science
Grow, Andrew Wayne	Bachelor of Science
Gunn, Adejiona R	Bachelor of Science
Gunnell, Lauren Latrice	Bachelor of Science
Gustafson, Kaylen Ashley Marie	Bachelor of Science
Gwiazdowski, Lily Elizabeth	Bachelor of Science
Hadley, Jacalyn Mary	Bachelor of Science
Hall, Asharia R	Bachelor of Science
Hall, Layton Thomas Lee	Bachelor of Science
Hall, Tori R	Bachelor of Science
Haney, Shanice	Bachelor of Science
Harden, Kennady P	Bachelor of Science
Harris, Cedrica Tyyonna	Bachelor of Science
Harris, Stacye Nichole	Bachelor of Science
Harrison, Harley Makayla	Bachelor of Science
Hazelrigg, Allie Paige	Bachelor of Science
Heaton, Tiffany Starkey	Bachelor of Science
Helling, Maddie Viola	Bachelor of Science
Helton, Jordan Danielle	Bachelor of Science
Hemmen, Lily Frances	Bachelor of Science
Henderson Jr, Floyd Lee	Bachelor of Science
Henderson, Nora T	Bachelor of Science
Hendrickson, Ross A	Bachelor of Science
Hensley, Taylor Renee	Bachelor of Science
Herper, Alison	Bachelor of Science
Herrick, Audrey M	Bachelor of Science
Hess, Cale T	Bachelor of Science
Hickman, Ethan W	Bachelor of Science
Hicks, Gabriella R	Bachelor of Science

Higham, Jared A	Bachelor of Science
Hill, Erin Louise	Bachelor of Science
Hlawnceu, Nary Par	Bachelor of Science
Hobbs, Michael D	Bachelor of Science
Hochstetler, Hopelynn Michelle	Bachelor of Science
Hodge, Brittany J	Bachelor of Science
Homan, Adison Lee	Bachelor of Science
Homan, Nicholas E	Bachelor of Science
Hoopingarner, Dawson Lee	Bachelor of Science
Hoover, Jacoby	Bachelor of Science
Hoover, Steffen J	Bachelor of Science
Hopkins, Brook Marie	Bachelor of Science
Hopper, Jasmine Jade	Bachelor of Science
Horton Sr, Bailey D	Bachelor of Science
Hoskins, Matthew S	Bachelor of Science
Hubleby, Micah Ryan	Bachelor of Science
Hutchinson, Drew Anthony	Bachelor of Science
Hutchison, Lily K	Bachelor of Science
Hutte, Jaclynn M	Bachelor of Science
Ilupeju, Ali Ife'oluwa	Bachelor of Science
Issar, Rajendra Prasad	Bachelor of Science
Jackson, Elijah H	Bachelor of Science
Janeczko, Andrew	Bachelor of Science
Jenkins, Jordan R	Bachelor of Science
Jenkins, Taylor Aniston	Bachelor of Science
Jennings, Nathaniel D	Bachelor of Science
Jernigan, Carson Lee	Bachelor of Science
Jerozal, Kyle R	Bachelor of Science
Johnson II, Stacy Demarkus	Bachelor of Science
Johnson Jr, Zedrick Stephenson	Bachelor of Science
Johnson, Mahki M	Bachelor of Science
Johnson, Sawyer Michael	Bachelor of Science
Johnson, Tahj Rondell	Bachelor of Science
Jones III, William Joseph	Bachelor of Science
Jones, Camry Lenay	Bachelor of Science
Jones, Deja	Bachelor of Science
Jones, Kaylee I	Bachelor of Science
Jones, Lydia J	Bachelor of Science
Jones, Stephanie N	Bachelor of Science
Judson, Jaden T	Bachelor of Science
Kaba I, Ibrahim M	Bachelor of Science
Kaelin, Emma C	Bachelor of Science
Kahakui-Fernandez, Aukele	Bachelor of Science

Kallis, Abby Lynn	Bachelor of Science
Karczewski, Austin M	Bachelor of Science
Kendrick, Mary Ellen	Bachelor of Science
Kent, Mackenzie A	Bachelor of Science
Kern, Melody LeAnn	Bachelor of Science
Kethi Reddy, Praneeth Reddy	Bachelor of Science
Key, Alsace Jae	Bachelor of Science
Kieffaber, Stazia Marcia	Bachelor of Science
King, Kendarrius Ja'Sean	Bachelor of Science
Kistler, Jared Paul	Bachelor of Science
Kitchen, Melissa J	Bachelor of Science
Klenck, Edie Marie	Bachelor of Science
Kline, Braden Benjamin	Bachelor of Science
Klowetter, Kitana Rae	Bachelor of Science
Knott, Ethan L	Bachelor of Science
Koeske, Jonathan Michael	Bachelor of Science
Koontz, Dayne E	Bachelor of Science
Korenthal, Kevin D	Bachelor of Science
Kraemer, Katelyn Mae Elaine	Bachelor of Science
Krawiec, Grace Elizabeth	Bachelor of Science
Kuespert, Kirk Allen	Bachelor of Science
Lagunes, Alex	Bachelor of Science
Laird, Zac Nicholas	Bachelor of Science
Lamb, Vincent A	Bachelor of Science
Lansdell, Carissa Cathleen	Bachelor of Science
Laswell, Mason Paul	Bachelor of Science
Lawrence, Hailey Mae	Bachelor of Science
Lawson, Jordan Markus	Bachelor of Science
Lee, Mariah M	Bachelor of Science
Leonard, Paige Madison	Bachelor of Science
Lewis, Austin T	Bachelor of Science
Light, Cael W	Bachelor of Science
Liles, Zoe E	Bachelor of Science
Lister, William Joseph	Bachelor of Science
Logan, Delia J	Bachelor of Science
Logsdon, Zachary Ryan	Bachelor of Science
Lomeli, Alistair	Bachelor of Science
Longyear, Grace Marie	Bachelor of Science
Louis, Micah Caleb	Bachelor of Science
Lovell, Olivia Merrick	Bachelor of Science
Lovitt, Brandon Michael	Bachelor of Science
Lowry, MaKenzie Brooke	Bachelor of Science
Loyola, Rodolfo Lazaro	Bachelor of Science

Lyons, Frederick Earl	Bachelor of Science
Maag, Carson Joseph	Bachelor of Science
Maas, Daniel David	Bachelor of Science
Macha, Ana Elizabeth	Bachelor of Science
Mackey, Alexa J	Bachelor of Science
Mackey, Keegan R	Bachelor of Science
Magana Jr, Andres Rene	Bachelor of Science
Majerek, Mallory	Bachelor of Science
Majors, Daunte Matthew	Bachelor of Science
Mallory, James C	Bachelor of Science
Malloy, Kenny Allan	Bachelor of Science
Malone, Sabrina Nicole	Bachelor of Science
Mangold, John Kirk	Bachelor of Science
Marchand Sr, Allie Elizabeth	Bachelor of Science
Marcolini, Elizabeth Renee	Bachelor of Science
Marcum, Bethany Kaylee	Bachelor of Science
Mariano, Vincent Tyrell	Bachelor of Science
Marietta, Maxwell A	Bachelor of Science
Marlow, Melody Anne	Bachelor of Science
Martinez, Raygen Elizabeth	Bachelor of Science
Matherly, Gabriel Thomas	Bachelor of Science
Mathew, Kenny Joseph	Bachelor of Science
Mathis, Jacob J.	Bachelor of Science
Matthews, Marah J	Bachelor of Science
Maul, Skylar Renae	Bachelor of Science
McClellan Sr, Mercedes Lynn	Bachelor of Science
McCormick, Delaney Michelle	Bachelor of Science
McCoy, Jayden Lynn	Bachelor of Science
McCray, Charles Philip	Bachelor of Science
McDaniel IV, Madison Dionne	Bachelor of Science
McDonald, Michelle Remington	Bachelor of Science
McElravy, Allison Marie	Bachelor of Science
McFarland, Bella Joann	Bachelor of Science
McGuire, Brooke Evelyn	Bachelor of Science
McLaughlin, Amanda	Bachelor of Science
McLaughlin, Delbert Ian Adolfo	Bachelor of Science
McVicar, Kaylen Jo Lucas	Bachelor of Science
Mears, Nolan Robert	Bachelor of Science
Mershon, Kenzie S	Bachelor of Science
Midkiff, Reagan James	Bachelor of Science
Milbrooks, Victoria Ann	Bachelor of Science
Miller, Allison Shea	Bachelor of Science
Miller, Cydney Raelynn	Bachelor of Science

Miller, Justin Stanley	Bachelor of Science
Miller, Kadin Leigh	Bachelor of Science
Miller, Kenna Elaine	Bachelor of Science
Miller, Madeline Grace	Bachelor of Science
Miller, Shelley Kay	Bachelor of Science
Miller, Zach Ryne	Bachelor of Science
Mills, Garrett Keith	Bachelor of Science
Mitchell, Clay Allen	Bachelor of Science
Mitchell, Jacquelyn Kristan	Bachelor of Science
Mitchell, Killian T	Bachelor of Science
Moeller, Tucker William	Bachelor of Science
Montgomery, Eliza Rene	Bachelor of Science
Moore, Brianna	Bachelor of Science
Moore, Kaci Ann Marie	Bachelor of Science
Moore, Kyla N	Bachelor of Science
Moreland, Isaiah Richard	Bachelor of Science
Moriarity, Chase Allen	Bachelor of Science
Morris, Cody G	Bachelor of Science
Morris, Gavin Hunter	Bachelor of Science
Morrow, Bethany Autumn	Bachelor of Science
Moses II, Donnie R	Bachelor of Science
Mosier, Nick Nicholas Bronston	Bachelor of Science
Moss, Evan Timothy	Bachelor of Science
Mullen, Caitlin Marie	Bachelor of Science
Mushtaq, Mukarram UI	Bachelor of Science
Myer, Kasey R	Bachelor of Science
Myers, Rachel C	Bachelor of Science
Nashold, Jenna Eve	Bachelor of Science
Neal, Maggie Elizabeth	Bachelor of Science
Nelson, Abdul-Ghafar A	Bachelor of Science
Nelson, Christine Rae	Bachelor of Science
Neves, Nikki Lynn	Bachelor of Science
Newbanks, Cassi Lynn	Bachelor of Science
Newbold, Lauren Marie	Bachelor of Science
Newlin, Jess Morgan	Bachelor of Science
Newman, Allan Thomas	Bachelor of Science
Newman, Anthony William Joseph	Bachelor of Science
Norton, Nicole Catherine	Bachelor of Science
Novak, Paul Daniel	Bachelor of Science
Nunn, Riley Elizabeth	Bachelor of Science
Oberlerchner, Robbie John	Bachelor of Science
Olson, Heather Lynette	Bachelor of Science
Orozco, Erick Alonso	Bachelor of Science

Orta Castaneda, Daniela	Bachelor of Science
Owen, Tyler	Bachelor of Science
Owens, Megan L	Bachelor of Science
Page, Amaya S	Bachelor of Science
Palen, Jennifer Keiko	Bachelor of Science
Pankoke, Rose Catherine	Bachelor of Science
Parsons, Rose Kathryn	Bachelor of Science
Patel IV, Fenny Rupeshkumar	Bachelor of Science
Pearson, Ali Elizabeth	Bachelor of Science
Perkins, Emily E	Bachelor of Science
Petit, Catherine Marie	Bachelor of Science
Petro, Sophia Nicole	Bachelor of Science
Pfaff, Brooklyn Nicole	Bachelor of Science
Phillips, Mikah Elyjia Leandreu	Bachelor of Science
Pickett, Allijah Kay	Bachelor of Science
Pike, Alyssa D	Bachelor of Science
Piloni, Monica	Bachelor of Science
Pipkin, Alexander Marie	Bachelor of Science
Pitchford, Nakyjiah Ann-Marie	Bachelor of Science
Pitts, Danielle	Bachelor of Science
Pizano, Ariana Lizbeth	Bachelor of Science
Place, Caden Behem	Bachelor of Science
Plasse, Dylaney Nicole	Bachelor of Science
Pomfret, Julia Lauren	Bachelor of Science
Pommier, Avery M	Bachelor of Science
Pottorff, Kaleb A	Bachelor of Science
Potts, Kayla Marie	Bachelor of Science
Pryor, Isaac Glen	Bachelor of Science
Pryor, Randi Jo	Bachelor of Science
Puff, Wyatt Lee	Bachelor of Science
Purnell, Daniel Luke	Bachelor of Science
Quinn, Wyatt Thomas	Bachelor of Science
Raback-Schink, Jessica Nicole	Bachelor of Science
Ragland, Jazmine R	Bachelor of Science
Rains, Callie L	Bachelor of Science
Ramazani, Modeste Bushiri	Bachelor of Science
Ramirez, Kevin S	Bachelor of Science
Ramirez, Yadii Victoria	Bachelor of Science
Ramsey, Malea Hope	Bachelor of Science
Ramsey, Matthew S	Bachelor of Science
Randhawa, Ceerat	Bachelor of Science
Rebllon, Bryam Alberto	Bachelor of Science
Reidinger, Gray Emily	Bachelor of Science

Reinoehl, Peyton T	Bachelor of Science
Renn, Jonathan William	Bachelor of Science
Reutter, Ken	Bachelor of Science
Reynolds, Madison Rae	Bachelor of Science
Reynolds, Sydney E	Bachelor of Science
Rhoten, Reba Jo	Bachelor of Science
Rice, Hope Elizabeth	Bachelor of Science
Richards, Trevor Deon	Bachelor of Science
Richardson III, Marvin Dibble	Bachelor of Science
Rider, Karsen N	Bachelor of Science
Rieman, Shelby N	Bachelor of Science
Riggs, Erica Clara	Bachelor of Science
Riley, Timothy Stephen Philip	Bachelor of Science
Ritzheimer, Carter James	Bachelor of Science
Rivera-Davis, Aidan A	Bachelor of Science
Roberts III, James Thomas	Bachelor of Science
Roberts, Gabriel Matthew	Bachelor of Science
Roberts, Paul Michael	Bachelor of Science
Robertson, Courtney	Bachelor of Science
Robinson III, Damien Tyler	Bachelor of Science
Robinson, Caleb Michael	Bachelor of Science
Roesler, Carter James	Bachelor of Science
Rogers Jr, Brendan L	Bachelor of Science
Rolen, Chloe A	Bachelor of Science
Rosado, Miguel A	Bachelor of Science
Rose, Aaron James	Bachelor of Science
Rouse, Gregory Michael	Bachelor of Science
Royal, Eli F	Bachelor of Science
Runyon, Dominique Rosenoel	Bachelor of Science
Rusch, Adrienne Elyse	Bachelor of Science
Rush, Jaylen	Bachelor of Science
Russell, Brandi Symone	Bachelor of Science
Russell, Jace Isaac	Bachelor of Science
Sackett, Lauren D	Bachelor of Science
Salman Gonzalez, Carolina Monserrath	Bachelor of Science
Salsbury, Ethan Fredrick	Bachelor of Science
Sanchez, Jeremy	Bachelor of Science
Sanders, Stacy Lynn	Bachelor of Science
Schmidt, Hudson P	Bachelor of Science
Schmiedel, Gwendolyn Grace	Bachelor of Science
Schneider, Antjuan Jay	Bachelor of Science
Schumacher, Grace H	Bachelor of Science
Scott, Savahana Blaine	Bachelor of Science

Sears, Noah Darren	Bachelor of Science
Seeman, Carson J	Bachelor of Science
Seiler, Alexa Victoria	Bachelor of Science
Sellers, Sevyn Olivia	Bachelor of Science
Semler, Thomas Roy	Bachelor of Science
Shake, Keoni Holiday	Bachelor of Science
Shappard, Daniel Evan	Bachelor of Science
Sharpee, Allyssa Dawnn	Bachelor of Science
Shelby, Shila R	Bachelor of Science
Shelley, Henry Clay	Bachelor of Science
Sherrard, Andrew Dane	Bachelor of Science
Shew, Joey Ray	Bachelor of Science
Shillito, Austin Chase	Bachelor of Science
Shoffner, Brayden Morgan	Bachelor of Science
Shurtleff IV, Harold Arthur	Bachelor of Science
Siefert, Carter Carter	Bachelor of Science
Simmons, Cassie Sue	Bachelor of Science
Simon, Brian Gregory	Bachelor of Science
Simpson III, James Ervin	Bachelor of Science
Simpson, Benjamin Paul	Bachelor of Science
Sisil, Peyton Nicole	Bachelor of Science
Skinner, Leah Joan	Bachelor of Science
Skutt, Margaret Malia	Bachelor of Science
Slivkoff, Deborah	Bachelor of Science
Sloan, Carris M	Bachelor of Science
Smalley, Reagan Elizabeth	Bachelor of Science
Smiley, Emma Grace	Bachelor of Science
Smith, Jailon Money	Bachelor of Science
Smithson, Noah O	Bachelor of Science
Sneed, Jacob Kevin	Bachelor of Science
Snider, Maya R	Bachelor of Science
Snyder, Paige F	Bachelor of Science
Sopke, Alivia K	Bachelor of Science
Sosby, Patrick Samuel	Bachelor of Science
Spencer, Jacob L	Bachelor of Science
Staggs, Will Alan	Bachelor of Science
Steffy, Drew Marie	Bachelor of Science
Stofferahn, Stacy M	Bachelor of Science
Stone, Caylee Lynn	Bachelor of Science
Stone, Jaclyn Elaine	Bachelor of Science
Strain, Paige K	Bachelor of Science
Streible, Logan Elizabeth	Bachelor of Science
Strickland, Cielo Anahi	Bachelor of Science

Strickland, Evan Michael	Bachelor of Science
Strole, Devin Brandon	Bachelor of Science
Stubbs, Angela Nicole	Bachelor of Science
Suggs, Victoria Rose-Lynn	Bachelor of Science
Suhre, Storm Elizabeth	Bachelor of Science
Surati, Ethan V	Bachelor of Science
Sutherlin, Jayse	Bachelor of Science
Swaim, Skyla Brienne	Bachelor of Science
Swank, Kenzie Jayde	Bachelor of Science
Swartzentruber, Trista Faith	Bachelor of Science
Szekely, Zachary T	Bachelor of Science
Tarr, Michelle J	Bachelor of Science
Tarrh, Mindi Sue	Bachelor of Science
Taylor I, Zavion J	Bachelor of Science
Taylor, Anna	Bachelor of Science
Taylor, Dana William	Bachelor of Science
Taylor, Jackson D	Bachelor of Science
Teel, Samage Tremique	Bachelor of Science
Tesny, Chloe A	Bachelor of Science
Thadiboina, Lakshmi Venkata Durga Chaitanya	Bachelor of Science
Thluai, Ngun Cin	Bachelor of Science
Thomas, Bailey A	Bachelor of Science
Thomas, Jolisa Korrin	Bachelor of Science
Thompson, Clara B	Bachelor of Science
Thompson, Megan Annette	Bachelor of Science
Thompson, Trevor R	Bachelor of Science
Tickle, Cassidy Elizabeth	Bachelor of Science
Tillman, Bryce	Bachelor of Science
Tisinger, Mark Andrew	Bachelor of Science
Toles, Cameron	Bachelor of Science
Tomkins, Brooke E	Bachelor of Science
Troesch, Lauren	Bachelor of Science
Turner, Brandon Jay	Bachelor of Science
Turner, Chrysta E	Bachelor of Science
Turner, Jillian Rose	Bachelor of Science
Turner, Tyler D	Bachelor of Science
Tyler, Yasmin Aaliyah	Bachelor of Science
Underwood, Melanna June	Bachelor of Science
Urich, Shelby	Bachelor of Science
Utterback, Gretchen Ann	Bachelor of Science
Valdes, Jacquelyn R	Bachelor of Science
Valier, Jack Christopher	Bachelor of Science

VanHyfte, Katherine R.	Bachelor of Science
VanHyfte, Katherine R.	Bachelor of Science
Vana, Vanessa L	Bachelor of Science
Vanatta, Jessi Kaye	Bachelor of Science
Vangala, Suresh Reddy	Bachelor of Science
Vazquez-Gaytan, Emmanuel	Bachelor of Science
Vincent, Alivia R	Bachelor of Science
Wade, Darby	Bachelor of Science
Wagner, Nicholas Micheal	Bachelor of Science
Ward, Breanna Mackenzie	Bachelor of Science
Watson, Jordan Andrew	Bachelor of Science
Watterson, Ireland Rose	Bachelor of Science
Watts, Morgan Jael	Bachelor of Science
Weber, Tricia Carol	Bachelor of Science
Weddle, Brock D	Bachelor of Science
Weitzel, Danielle E	Bachelor of Science
Weston Sr, Quental Dewayne Lamar	Bachelor of Science
White, Evan N	Bachelor of Science
White, Giana Jo	Bachelor of Science
Wilds, Alex R	Bachelor of Science
Willett, Mallory D	Bachelor of Science
Williams, Courtney Elisabeth	Bachelor of Science
Williams, Madison Renee	Bachelor of Science
Wilson Jr, Travis B	Bachelor of Science
Wilson, Taylor Ann	Bachelor of Science
Windom II, Eric Donnell	Bachelor of Science
Wiser, Maxwell Joseph	Bachelor of Science
Woehler, Abigail Kennedy	Bachelor of Science
Woehler, Kiersten H	Bachelor of Science
Wolf, Cannen Kurtice	Bachelor of Science
Wood, Dominique Nerissa	Bachelor of Science
Wood, Ethan M	Bachelor of Science
Wood, Ryker Wells	Bachelor of Science
Woodford, Makayla Shea	Bachelor of Science
Woodring, Chloe D	Bachelor of Science
Woolwine, Lane Robert	Bachelor of Science
Workman, Brody M	Bachelor of Science
Worley, Sasha	Bachelor of Science
Wright, Kailin Starr	Bachelor of Science
Yarbrough, Leah Michelle	Bachelor of Science
Yeryar, Peyton Bryant	Bachelor of Science
You, Wentong	Bachelor of Science
Zable, James Walter	Bachelor of Science

Zeis, Jaxson Brian	Bachelor of Science
Zheng, Shirley	Bachelor of Science
Adenaya, Emmanuel	Bachelor of Science in Nursing
Bailiff, Allyson Jada	Bachelor of Science in Nursing
Bal, Satinder Kaur	Bachelor of Science in Nursing
Bechebuh, Rose	Bachelor of Science in Nursing
Biesecker, Nicole Marie	Bachelor of Science in Nursing
Bodine, Jennifer Anne	Bachelor of Science in Nursing
Brooks, Isabelle Paige	Bachelor of Science in Nursing
Candello, Christin	Bachelor of Science in Nursing
Cassell, Crystal	Bachelor of Science in Nursing
Cavness, Thadra T	Bachelor of Science in Nursing
Chapler, Chaya	Bachelor of Science in Nursing
Clark, Kiera	Bachelor of Science in Nursing
Clipp, Cassandra Kay	Bachelor of Science in Nursing
Coffey, Ella K	Bachelor of Science in Nursing
Condon, Reese G	Bachelor of Science in Nursing
Costa, Gabriella Alexis	Bachelor of Science in Nursing
Diongue, Mame Coumba	Bachelor of Science in Nursing
Drinkrow, Caroline Mary Grace	Bachelor of Science in Nursing
Duckett, Kylie Michele	Bachelor of Science in Nursing
Dungy, Davina	Bachelor of Science in Nursing
Esenowo, Nsikan M	Bachelor of Science in Nursing
Essandjo, Honorine Bombasatu	Bachelor of Science in Nursing
Evans, Sydney Elizabeth	Bachelor of Science in Nursing
Hartman, Julianna Nicole	Bachelor of Science in Nursing
Helms, Grace Marie	Bachelor of Science in Nursing
Johnson, Chelsea Renee	Bachelor of Science in Nursing
Kartal, Samantha J	Bachelor of Science in Nursing
Kellett, Jolee C	Bachelor of Science in Nursing
Love, Lindsey Ann	Bachelor of Science in Nursing
Lyttle, Kenzie Jo	Bachelor of Science in Nursing
Mace, Kristi Lynn	Bachelor of Science in Nursing
Mandone Mbou, Anaelle Nathacha	Bachelor of Science in Nursing
Miller, Madelyn Rae	Bachelor of Science in Nursing
Miller, Muriel Grace	Bachelor of Science in Nursing
Mong, Macey M	Bachelor of Science in Nursing
Morris, Brandi Marie	Bachelor of Science in Nursing
Noh, Seongeun	Bachelor of Science in Nursing
Orogun, Patience	Bachelor of Science in Nursing
Parish, Rachel Leeann	Bachelor of Science in Nursing
Pejsa, Taylor Lynn	Bachelor of Science in Nursing
Pesavento, Abigail Rose	Bachelor of Science in Nursing

Redlin, Hannah Paige	Bachelor of Science in Nursing
Schwenk, Aliyah M	Bachelor of Science in Nursing
Secrest, Elyssa Dianne	Bachelor of Science in Nursing
Southard, Lily A	Bachelor of Science in Nursing
Stauffer, Lisa	Bachelor of Science in Nursing
Suhr, Janel Lynn	Bachelor of Science in Nursing
Szadorski, Alexa N	Bachelor of Science in Nursing
Townsend, Keragan R	Bachelor of Science in Nursing
Waters, Bridgette Karen	Bachelor of Science in Nursing
Woody, Abigale Rose	Bachelor of Science in Nursing
Ball, Aubri A	Bachelor of Social Work
Dieckman, Anneliese Kennedy	Bachelor of Social Work
Followell, Madison S	Bachelor of Social Work
Foster, Casey M	Bachelor of Social Work
Gunter, Devin Lee	Bachelor of Social Work
Hayne, Emma Ruth	Bachelor of Social Work
James, Asia M	Bachelor of Social Work
Lomeli, Alistair	Bachelor of Social Work
Lynch, Angelica Dawn	Bachelor of Social Work
Maloney, Emily	Bachelor of Social Work
Martinez, Gianna Rose	Bachelor of Social Work
Moody, Elizabeth Anne	Bachelor of Social Work
Morgan, Imagin D	Bachelor of Social Work
Peare, Zoe Marie	Bachelor of Social Work
Pence, Jennifer M	Bachelor of Social Work
Raines, Kyia J	Bachelor of Social Work
Rodgers, Rebecca J	Bachelor of Social Work
Schneider, Gwendolyn Bree	Bachelor of Social Work
Smith, Erica Annette	Bachelor of Social Work
Adams, Levon	Certificate Undergraduate
Dominguez, Mimi S	Certificate Undergraduate
Dominguez-Jimenez, Victoria	Certificate Undergraduate
Donald, Dasha DeNena	Certificate Undergraduate
Drake, Cheyenne M	Certificate Undergraduate
Jones, Stephanie N	Certificate Undergraduate
Lovell, Olivia Merrick	Certificate Undergraduate
Loyola, Rodolfo Lazaro	Certificate Undergraduate
McKinney, Carrie Lynne	Certificate Undergraduate
Miller, Allison Shea	Certificate Undergraduate
Miller, Madelyn Rae	Certificate Undergraduate
Monnett, Brent Michael	Certificate Undergraduate
Mumma, Alexis Nichole	Certificate Undergraduate
Olson, Heather Lynette	Certificate Undergraduate

Pitts, Tee Ann	Certificate Undergraduate
Reisner, Rorie N	Certificate Undergraduate
Roesler, Carter James	Certificate Undergraduate
Swartzentruber, Trista Faith	Certificate Undergraduate
Tarrh, Mindi Sue	Certificate Undergraduate
Taylor I, Zavion J	Certificate Undergraduate
Thomas, Jolisa Korrin	Certificate Undergraduate

SUMMER

Koziol, Micah T	Bach of Science in Engineering
Badger, Jaden A	Bachelor of Arts
Berry-Potts, A'Laya Shar'Raye	Bachelor of Arts
Denham, Baya V	Bachelor of Arts
Fancher, Mason G	Bachelor of Arts
Ferguson, Katie Elizabeth	Bachelor of Arts
Fink, Emily Darlene	Bachelor of Arts
George, Robert L	Bachelor of Arts
Gibson, Jack David Lockhart	Bachelor of Arts
Harbison, Benjamin A	Bachelor of Arts
Holsapple, Michael Jeffrey	Bachelor of Arts
Mitchell, Saadiya Afrika Marie	Bachelor of Arts
Otte, Joe Scott Wayne	Bachelor of Arts
Salgado, Cheyenne Cheyenne	Bachelor of Arts
Somenzi, Mia Catherine	Bachelor of Arts
Dill, Hunter L	Bachelor of Fine Arts
Kendrick, Claire Marie	Bachelor of Fine Arts
Ray, Rilee E	Bachelor of Fine Arts
Freeman, Mya Nikole	Bachelor of Music Education
Evans, Niree Anyee Irulaun	Bachelor of Public Health
Thompson, Cheyenne Mone	Bachelor of Public Health
Adams, Anthony R	Bachelor of Science
Ahin, Trevor Kapukini	Bachelor of Science
Alapati, Aneesh K	Bachelor of Science
Anderson, Nathan Duane	Bachelor of Science
Anthony, Justin	Bachelor of Science
Barnes, Christopher Wayne	Bachelor of Science
Bauer, Tristen Rayanne	Bachelor of Science
Blanton III, Donald R	Bachelor of Science
Border, Levi N	Bachelor of Science
Bouret, Angelina	Bachelor of Science
Brigham, Kei'Anna R	Bachelor of Science
Brown Jr, Kalani K	Bachelor of Science
Burks, Kambri Danna	Bachelor of Science

Cano, Priscilla Nicole	Bachelor of Science
Casey, Tenina M	Bachelor of Science
Clark, Dustin Carroll	Bachelor of Science
Colasessano, Remington E	Bachelor of Science
Corea, Darren Tyler	Bachelor of Science
Dantzer, Carson Scott	Bachelor of Science
Davis, Colden Anthony	Bachelor of Science
de Buhr, Meg Kaylin	Bachelor of Science
DeAtley, Landon Harrison	Bachelor of Science
DeWeese, Cam Joseph	Bachelor of Science
Elkins, Madeline Sierra	Bachelor of Science
Elmore, Izzy M	Bachelor of Science
Fellure, John Edward	Bachelor of Science
Gage, Seth Oliver	Bachelor of Science
Gebhardt, Aaron Eli	Bachelor of Science
Gilmore, Patrick Gerard	Bachelor of Science
Grimes, Dante Julian	Bachelor of Science
Grimes, Tyler Edward	Bachelor of Science
Grimmie, Adam Elijah	Bachelor of Science
Harbaum, Chelsea Ann	Bachelor of Science
Harris, Cameron Christopher	Bachelor of Science
Harris, Paul James	Bachelor of Science
Harris-Higgins, Erin A	Bachelor of Science
Hennis, Paige E	Bachelor of Science
Herron, Jessica Nicole	Bachelor of Science
Hill, Cassie Lutrea	Bachelor of Science
Hurt, Elizabeth Nicole	Bachelor of Science
Ildefonso Jr, Jay T	Bachelor of Science
Jackson, Ian Michael	Bachelor of Science
Johnson, Jacob Michael	Bachelor of Science
Johnston, Kevin Robert	Bachelor of Science
Jones, Destiny Marguerite	Bachelor of Science
Jones, Zabri Tiana	Bachelor of Science
Ka, Lauren E	Bachelor of Science
Kelley, Nolan William	Bachelor of Science
King, Brandon Thomas	Bachelor of Science
Knapp, Nicolas	Bachelor of Science
Lechwar, Wiktor	Bachelor of Science
Lehr IV, Phil Martin	Bachelor of Science
Logan, Jadyynn Johnell	Bachelor of Science
Lopez, Neftali Gerardo	Bachelor of Science
Louis, Cludia	Bachelor of Science
Mager, Emily Dianne	Bachelor of Science

Mandel, Max Wyatt	Bachelor of Science
Martin, Javin Jahlannie	Bachelor of Science
Martinez Duran I, Yahaira	Bachelor of Science
Mayor, Madyson	Bachelor of Science
McEwen, Max T	Bachelor of Science
McIntosh, Breanna Marie	Bachelor of Science
Meadows, Khaleeyah Monay	Bachelor of Science
Miller, Jacob W	Bachelor of Science
Miller, Nolan D	Bachelor of Science
Moran I, Lillian Kate	Bachelor of Science
Noceda, Katelyn Marie	Bachelor of Science
Ostby, Morgan Rianne	Bachelor of Science
Otte, Faith Noelle	Bachelor of Science
Painter, Kristal Lyn	Bachelor of Science
Pena Jr, Carlos Valua	Bachelor of Science
Reed, Clayton Douglas	Bachelor of Science
Rees, Lance D	Bachelor of Science
Rivera, Michelle Silvestre	Bachelor of Science
Roberts, Spencer	Bachelor of Science
Robertson, Kyla M	Bachelor of Science
Robinson, Carter Wayne	Bachelor of Science
Rodrigues, Samuel Joseph	Bachelor of Science
Rose, Camden Joe	Bachelor of Science
Rothweiler, Kelsey A	Bachelor of Science
Ruiz, Sophia	Bachelor of Science
Safstrom, Delaney Grace	Bachelor of Science
Schertz, Robert Hamilton	Bachelor of Science
Schlaack, Matt Frank	Bachelor of Science
Schneider, Aariah Denise	Bachelor of Science
Scott, Brian Brian	Bachelor of Science
Scott, Caleigh Joann	Bachelor of Science
Simons, Catie Catherine	Bachelor of Science
Smith, Bridgette Ann	Bachelor of Science
Smith, Khalil C	Bachelor of Science
Smith, Killian Parker	Bachelor of Science
Smith, Lexi May	Bachelor of Science
Sopiarz III, Joseph Leon	Bachelor of Science
Sutherland, Nicholas A	Bachelor of Science
Swaim, Shelley K	Bachelor of Science
Sykes, Erica	Bachelor of Science
Tangen, Gabrielle J	Bachelor of Science
Thacker, Tori Lynn	Bachelor of Science
Thomas, Keegan Joseph	Bachelor of Science

Thorpe Jr, Jocqael Maurice	Bachelor of Science
Tuchfarber, Christopher Hansford	Bachelor of Science
Twesme, Ash T	Bachelor of Science
Vitaniemi, James Thomas	Bachelor of Science
Williams, Jaylen Eugene	Bachelor of Science
Williams, Laura Doris	Bachelor of Science
Williams-Sami, Tawanna	Bachelor of Science
Wolfbrandt, Emerson Grace	Bachelor of Science
Wonder, Lauren Alexandra	Bachelor of Science
Wyllie, Madelyn Rae	Bachelor of Science
Adebayo, Fareedah Omowunuola	Bachelor of Science in Nursing
Adekunle, Adeola	Bachelor of Science in Nursing
Agboghai, Victoria Omolara	Bachelor of Science in Nursing
Akers, Britney	Bachelor of Science in Nursing
Anderson, Melissa	Bachelor of Science in Nursing
Barlow, Braylen M	Bachelor of Science in Nursing
Bechtolt, Stephen Robert	Bachelor of Science in Nursing
Bedwell, Maura Jean	Bachelor of Science in Nursing
Benak, Andi	Bachelor of Science in Nursing
Bishop, Deborah Jean	Bachelor of Science in Nursing
Brown, Olivia Marie	Bachelor of Science in Nursing
Carter, Kierra S	Bachelor of Science in Nursing
Chansler, Makeilah Elyse	Bachelor of Science in Nursing
Cole, Brooke A	Bachelor of Science in Nursing
Corder, Barnabus	Bachelor of Science in Nursing
Cryer, Monica Marie-Clare	Bachelor of Science in Nursing
Edwards, Maurice Edgar	Bachelor of Science in Nursing
Ellette, Stacey Leigh	Bachelor of Science in Nursing
Enweremadu, Ogechi I	Bachelor of Science in Nursing
Fisher, Mickey	Bachelor of Science in Nursing
Flournoy, Clariss Ireal	Bachelor of Science in Nursing
Flynn, Crystal Deloise	Bachelor of Science in Nursing
Funkhouser, Sydney Paige	Bachelor of Science in Nursing
Gilman, Jennifer Renee	Bachelor of Science in Nursing
Guffie, Uriah L	Bachelor of Science in Nursing
Haddad, Lobna B	Bachelor of Science in Nursing
Harrell, Jersey Lynn	Bachelor of Science in Nursing
Hawana, Lauren Mohammed	Bachelor of Science in Nursing
Hector, Jaelle	Bachelor of Science in Nursing
Henderson, Kara Ann	Bachelor of Science in Nursing
Hennemann, Emilia Marie	Bachelor of Science in Nursing
Insley, Miranda Elizabeth	Bachelor of Science in Nursing
Jackson, Brooklyn Paige	Bachelor of Science in Nursing

Jackson, Josie Facia	Bachelor of Science in Nursing
Keplinger, Laurel	Bachelor of Science in Nursing
Leabo, Hope	Bachelor of Science in Nursing
Little, Erika Ann	Bachelor of Science in Nursing
Luan, Lucy Juan	Bachelor of Science in Nursing
Lugo Gutierrez, Adrian Ignacio	Bachelor of Science in Nursing
McClerkin, Katlynn Sharnnay Lynn	Bachelor of Science in Nursing
Newsome, Modesty	Bachelor of Science in Nursing
Nunnery, Ashly Ann	Bachelor of Science in Nursing
Perry, Lexi M	Bachelor of Science in Nursing
Peterson, Reesa Marie	Bachelor of Science in Nursing
Randall, Sierra	Bachelor of Science in Nursing
Reeves, Robert Matthew	Bachelor of Science in Nursing
Sainvil, Jacqueline	Bachelor of Science in Nursing
Sauvage, Wyatt	Bachelor of Science in Nursing
Schwiebert, Jocelyn Marie	Bachelor of Science in Nursing
Sherwood, Jessica	Bachelor of Science in Nursing
Shrestha, Dawn Victoria	Bachelor of Science in Nursing
Smith, Michelle Michelle	Bachelor of Science in Nursing
Smith, Sydney Michelle-Dekker	Bachelor of Science in Nursing
Spohn, Olivia Anne	Bachelor of Science in Nursing
St. John, Stephen Edward	Bachelor of Science in Nursing
Sta Ana, Omar Jason	Bachelor of Science in Nursing
Stephens, Lyndi S	Bachelor of Science in Nursing
Sulger, Jodi	Bachelor of Science in Nursing
Trettevik, Taylor Parks	Bachelor of Science in Nursing
Updyke, Rachel	Bachelor of Science in Nursing
Van Cleave, Logan Mickel	Bachelor of Science in Nursing
Vukusich, Andrea Beth	Bachelor of Science in Nursing
Zentz, Addison D	Bachelor of Science in Nursing
Edwards, Maurice Edgar	Certificate Undergraduate
Fancher, Mason G	Certificate Undergraduate
Painter, Kristal Lyn	Certificate Undergraduate
Salgado, Cheyenne Cheyenne	Certificate Undergraduate
Smith, Lexi May	Certificate Undergraduate

3i Conflict of Interest Disclosure Statement

Date Prepared: April 10, 2025
From: Mike Godard, President
Prepared by: J.D. Lux, General Counsel
Presented by: J.D. Lux, General Counsel
Presented at: May 9, 2025, Meeting of the Board of Trustees
Subject: Acceptance of Conflict of Interest Disclosure Statement
Disposition: Item is for **Action**

Objective:

Acceptance of Leslie Cordray's Conflict of Interest Disclosure Statement.

Background of Issue:

Indiana State's [Policy 912 Conflict of Interest](#) requires disclosure of conflicts of a pecuniary interest of \$250 or more to the Indiana State Board of Trustees in writing before any transaction takes place.

Leslie Cordray is an Instructor for the Community School of the Arts. She also creates stained glass awards mounted in wood. Ms. Cordray has been contacted by Indiana State to create such awards for various departments. Ms. Cordray charges \$40 per award which covers her time and supplies. The administration proposes that if the conflict is accepted, all purchases from Ms. Cordray will be approved by the Division of Finance and Administration.

Funding Source:

There is no current need for funding for this initiative.

Supporting Reasons and Timing for the Recommendation:

Annual conflict of interest disclosure statements are presented at the October Board of Trustees Meeting. Single transaction conflict of interest disclosure statements are presented throughout the year.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:

Management of conflicts of interest are addressed above. Indiana law allows the conflict to continue upon disclosure by the employee and approval of the Indiana State Board of Trustees.

Management Recommendation:

Acceptance of Leslie Cordray's conflict of interest disclosure statement.

3j Revision to PL 170 University Committees

Date Prepared: April 11, 2025
From: Dr. Mike Godard, President
Prepared by: J.D. Lux, University Legal Counsel
Presented by: J.D. Lux, University Legal Counsel
Presented at: May 9, 2025, Board of Trustees Agenda Meeting
Subject: Revision to PL 170 University Committees
Disposition: Item is for **Action**

Objective: Modification of Policy 170 University Committees to clarify the role of University President in establishing and managing University Committees.

Background of Issue: To clarify the role of University President in the administration and managerial functions of the University Committees.

Funding Source: No additional funding is necessary.

Supporting Reasons and Timing for the Recommendation: Provides University President the authority to establish, revise, and amend committees in a timely manner.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them: No concerns.

Management Recommendation: Approval

Proposed Language:

University committees may be established by the University President to deal with administrative policies, procedures, and issues pertaining to a variety of university-wide activities, programs, and services. Committee members are appointed by the University President, often based on counsel and advice from the appropriate vice president, and report to the president through that vice president. The committee membership is composed of administrators, faculty, staff, and students. The University President may modify, change, or disband any university committee as needed to ensure effective and efficient operation of the University. The University President shall provide an annual update to the Board of Trustees on the established committees and at any other time as requested by the Board.

Current Language:

170 University Committees

Authority: Approved by the Board of Trustees

University committees have been established to deal with administrative policies, procedures, and issues pertaining to a variety of university wide activities, programs, and services. Committee members are appointed by the University President, often based on counsel and

advice from the appropriate vice president, and report to him through that vice president. The committee membership is composed of administrators, faculty, staff, and students.

170.1 President's Council on Inclusive Excellence

The President's Council on Inclusive Excellence serves in an advisory capacity to the President on the development of policy related to diversity issues and development of recommended actions to promote and maintain a culture of inclusive excellence. In addition, the Council fulfills the statutory requirement for a "diversity committee" and is charged with completing the tasks required by IC 21-27-5-4, which are: 1) review and recommend faculty employment policies concerning cultural and intellectual diversity issues; 2) review faculty and administrative personnel complaints concerning cultural and intellectual diversity issues; 3) make recommendations to promote and maintain cultural and intellectual diversity among faculty members; and 4) make recommendations to promote recruitment and retention of minority and underrepresented students. The Council will also work collaboratively with offices and organizations across campus designed to serve underrepresented minorities including but not limited to the Charles Brown African American Cultural Center, Multicultural Services and Programs, the Center for Global Engagement, the Disability Services Advisory Committee, Veteran Services and various resource centers within Student Affairs such as the Women's Resource Center and the LGBTQ+ Student Resource Center, etc.

170.1.1 Membership. The Council's membership includes two (2) faculty, two (2) staff, one (1) undergraduate student, one (1) graduate student, one (1) community member, five (5) at-large appointments and one (1) representative from officially recognized affinity groups as maintained by the Office of Diversity, Equity and Inclusion. There are (4) four affinity groups (Asian Pacific/Islander Caucus, Black Faculty and Staff Caucus, Hispanic Organization for Leadership and Advocacy, and LGBTQ+ Faculty and Staff Caucus). Ex-officio members include the Associate Vice President for Inclusive Excellence, the Director for Equal Opportunity/Senior Deputy Title IX Coordinator, the Assistant to the President for Human Relations, a representative of the Office of Human Resources and a representative from University Communications.

170.1.2 Nomination. The Faculty Senate shall submit two nominations to the University President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations for the undergraduate student representative. The Graduate Student Association shall submit two nominations for the graduate student representative. Each affinity group shall submit two nominations for their representative when vacant. Nominations shall be submitted by May 15th of each year. Nominations, including self-nominations, from campus will be solicited for the at-large positions.

170.1.3 Appointments. The University President will make the faculty, staff and student appointments from the nominations submitted by the governance units and affinity groups. The community and at-large representatives will be selected by the President in consultation with the Associate Vice President for Inclusive Excellence.

170.1.4 Terms. Faculty, Staff, Affinity Group, and Community Representatives will serve three year staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve a one-year term and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30.

170.1.5 Voting. All members of the committee, including ex-officio members, have voting rights.

170.1.6 Leadership and Oversight. The Associate Vice President for Inclusive Excellence will serve as the Chair of the Council. Annually, the president will select a member of the Council to serve as vice chair. The president will select a member of the Council at its first meeting of the year. The Committee reports to the President and the Provost through the Associate Vice President for Inclusive Excellence and will provide an annual report to the Office of the President and the Provost no later than June 30th of each year detailing its meetings, attendance of members, matters acted upon or considered during the year, and the four items required by IC 21-27-5-4, as detailed above in Section 270.1.

170.2 University Conduct Board

The University Conduct Board serves as the adjudicatory body for alleged violations of the Code of Student Conduct. Conduct Board members are selected to serve at conduct hearings in the manner proscribed by the Code of Student Conduct.

170.2.1 Membership. The University Conduct Board is composed of seven (7) regular faculty members (one from each college including the University College and the College of Graduate and Professional Studies), six (6) students, and six (6) exempt/non-exempt staff.

170.2.2 Nominations. Before March 15 of each year upon notice of a vacancy, the Vice President for Student Affairs or designee will inform each governance body and the Office of the President and the Provost of any vacancies that need to be filled for the following year. The Vice President will provide an application for anyone interested in serving as a hearing officer and information to each governing unit about the responsibilities of a University Hearing Officer. Interested persons should complete the application and submit it to the appropriate governance unit which will be responsible for screening and nominating individuals. The Faculty Senate shall submit two nominations to the University President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations of students in good conduct standing to the University

President for each student vacancy. Nominations shall be submitted by May 15th of each year.

170.2.3 Appointments. The University President makes all appointments to the University Conduct Board from the nominations provided by the governance units.

170.2.4 Terms. The faculty and staff members serve staggered three year terms. Individuals who have completed one term of service may be eligible to be nominated for a second three year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve for a period of two years. Terms run from July 1 through June 30.

170.2.5 Insufficient Appointments. If an insufficient number of justices have been appointed to the University Conduct Board or if vacancies occur, the Vice President for Student Affairs has the discretion to make interim appointments until such time as the process in 170.2.2 can be followed.

170.2.6 Annual Report. The Vice President for Student Affairs will provide an annual report to the Office of the President by June 30th of each year summarizing the activities of the Board and participation by members in the Board activities.

The way in which the Board conducts itself will be covered in the Code.

170.3 Commencement Committee

The Commencement Committee is responsible for planning and completing arrangements for the Spring and Winter Commencement ceremonies.

170.3.1 Membership. The Committee is composed of two (2) faculty members selected by the Grand Marshal in consultation with the Committee Chair, and individuals serving in the following roles: the Provost and Vice President for Academic Affairs, the Vice President for Student Affairs, the Executive Director of the Alumni Association, the Director of University Publications, the University Registrar, the Associate Registrar, the President of the Alumni Association, the Associate Director of Bands, the Associate Dean of Students, a representative of the Hulman Center staff, a representative of the Office of Public Safety, the President and Vice President of the Student Alumni Association, the Executive Assistant to the Provost, and the Administrative Assistant II in the Office of the President and the Provost. The University Grand Marshal serves as an ex-officio member.

170.3.2 Nominations. The Grand Marshal shall confer with the Commencement Committee Chair (Provost and Vice President for Academic Affairs) to select two faculty members to serve on the Commencement Committee. All other appointments are by virtue of position held at the University.

170.3.3 Voting. All members of the Committee, including ex-officio members, have voting rights.

170.3.4 Leadership and Oversight. The Provost and Vice President for Academic Affairs will serve as Chair of the Committee. The Committee reports to the President and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.

170.4 Performing Arts Series Committee

The Performing Arts Series Committee advises on the selection of the Performing Arts Series Programs. Its members also help promote the series and encourage campus and community participation.

170.4.1 Membership. The Committee membership includes two (2) faculty, two (2) staff, two (2) students and two (2) community representatives. Ex-officio members include the Hulman Center Director and Assistant Director.

170.4.2 Nomination. The Faculty Senate shall submit two nominations to the University President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations to the University President for each student appointment. Nominations shall be submitted by May 15th of each year.

170.4.3 Appointments. The University President will make the faculty, staff and student appointments from the nominations submitted by the governance units. The community representatives will be selected by the President in consultation with the Vice President for University Engagement.

170.4.4 Terms. Faculty, staff and community representatives will serve three-year staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve a one-year term and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30.

170.4.5 Voting. All members of the Committee, including ex-officio members, have voting rights.

170.4.6 Leadership and Oversight. The Hulman Center Director will serve as Chair of the Committee. The Committee reports to the President through the Vice President for University Engagement and will provide an annual report to the Office of the President

and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.

170.5 Parking and Traffic Committee

The Parking and Traffic Committee handles appeals of parking violations and advises on parking related issues including parking fees and fines, parking lot improvements, etc.

170.5.1 Membership. The Committee membership includes two (2) faculty, two (2) staff, and two (2) students. Ex-officio members of the committee include the Director of Public Safety, the Assistant Director of Parking and Traffic, and a representative of Facilities Management.

170.5.2 Nomination. The Faculty Senate shall submit two nominations to the Office of the President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations each year for each student vacancy. Nominations shall be submitted by May 15th of each year.

170.5.3 Appointments. The University President will make the appointments from the nominations submitted by the governance units.

170.5.4 Terms. The faculty and staff serve three year, staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve one-year terms and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30.

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

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

170.6 Student Media Advisory Committee

The Student Media Advisory Committee's primary role is to advise the Student Media Executive Director and the Student Media professional staff on matters relating to the operation of the units within Student Media. The units are the Indiana Statesman, The Sycamore, WZIS-FM, WISU-FM, Sycamore Video, Syc Creations, the Indiana State Sports Network, and ISUstudentmedia.com. Other units that are created or units that are reconstituted by Student Media staff will fall under the purview of the Advisory Committee.

The Committee shall advise on matters related to the policies and practices of all units and shall assist in furthering the educational mission of Student Media. In addition to receiving regular reports on the operations within Student Media, whenever practical, the Committee shall be consulted on major initiatives and informed on financial matters, and when necessary, the Committee may be asked to consider complaints and grievances relating to Student Media units.

170.6.1 Membership. Advisory Committee membership shall include two (2) faculty, two (2) staff, two (2) students, and two (2) community representatives. The Student Media Executive Director is an ex-officio member.

170.6.2 Nomination. The Faculty Senate shall submit two nominations to the Office of the President and the Provost for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit three nominations to the University President for the two student appointments. The Dean of the College of Arts and Sciences, in consultation with the Student Media Executive Director, shall submit two nominations for each community member. Nominations shall be submitted by May 15 of each year.

170.6.3 Appointments. The University President will make the faculty, staff, community, and student appointments from the nominations submitted by the governance units and the dean.

170.6.4 Terms. Faculty, staff and community representatives will serve three year staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve a one year term and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30. Mid-term vacancies will be filled as soon as practical.

170.6.5 Voting. All members of the Committee, including ex-officio members, have voting rights.

170.6.6 Leadership. The Student Media Executive Director shall convene meetings and serve as Chair of the Committee. The Committee shall meet at least two times per year. The Student Media Executive Director shall prepare an agenda of items for each

meeting, but committee members and the public may bring items before the Committee for consideration. The committee will report to the president through the Dean of the College of Arts and Sciences and will provide the Office of the President and the Provost with an annual report of its meetings, attendance, agendas, and matters acted upon by June 30 of each year.

170.7 Teacher Education Committee

The Teacher Education Committee (TEC) is charged with overall responsibility to assist in planning, approving, and coordinating the various changes in programs that prepare licensed educators for preschool through high school settings. The Committee shall make certain the University is in compliance with the regulations of the Indiana Department of Education and with the standards of the Council for the Accreditation of Educator Preparation and other relevant accrediting bodies. All curricular and other academic items which would have a modifying effect on educator preparation at the University are the purview of TEC.

170.7.1 Process for Modification of Educator Preparation Program. Items which speak to a change in an educator preparation program offered by a specific department shall first be routed through the appropriate departmental and school committees and offices for action before they are forwarded to the Dean of the Bayh College of Education (BCOE) for submission to TEC. The Committee may also initiate proposals on behalf of interdepartmental and extra-departmental programs that prepare licensed educators and proposals on such matters as admission and retention standards and the evaluation of students in educator preparation programs.

170.7.2 Communication. TEC shall also serve as a forum for the communication of information and the coordination of efforts related to educator preparation at the University whether or not policy decisions are involved.

170.7.3 Membership. TEC includes twenty-two (22) voting members, nineteen (19) of whom are members of the Teacher Education Faculty, one (1) community member who is an elementary or secondary teacher or administrator, one (1) graduate student in a graduate program administered by the BCOE, and one (1) undergraduate student in a teacher education program. Ex officio members of the TEC will include the Dean of the BCOE, an Associate Dean of the College of Arts and Sciences, an Associate Dean of the College of Health and Human Services, an Associate Dean of the Bailey College of Engineering and Technology, the BCOE Accreditation and Assessment Director, and the Director of Education Student Services.

170.7.4 Nomination. Voting Committee members shall be members of the Teacher Education Faculty, whether in the BCOE or in other Colleges' departments, and shall be selected by their local oversight body (department, council, etc.) to ensure broad representation as follows: Elementary Education (2), Special Education (2), Secondary Education (2), Student Support/Related Service Professions (ACES) (2), K-12 Administration (EDLR) (2), English Teaching (1), Math Education (1), Science Education

~~(1), Social Studies Education (1), World Language Education (1), Art Education (1), Music Education (1), Technology Education (1), and Physical Education (1). The Dean of the BCOE shall also designate as a voting member one (1) elementary or secondary teacher or school administrator. At the first TEC meeting of the fall, the Committee will also nominate one (1) undergraduate student who is in good standing in a teacher education program and one (1) graduate student who is in good standing in a graduate program coordinated by the BCOE for inclusion as voting members of the Committee for the remainder of the academic year. Votes to confirm these final two members will take place at the second Committee meeting of the academic year. If a voting member is not able to be selected in any area, the position will remain unfilled, and that unfilled membership will not count toward the total voting members of TEC for that academic year. In the event that a duly appointed Teacher Education faculty member is unable to serve for a year or part of a year, that faculty member's local oversight body will choose a temporary replacement from its faculty to serve on TEC until the original Teacher Education faculty member is able to return. (If a selection is not made, then the seat will go unfilled for the duration of the absence, and the total voting membership of TEC will be reduced by one during the absence.) When possible, care should be taken in designating members to provide balanced representation in terms of race, sex, faculty rank, and experience.~~

~~170.7.5 Terms. The faculty members of TEC shall serve three year, staggered terms. The community representative and the students serve one year terms. Faculty members may be reappointed for additional terms at the pleasure of their home departments.~~

~~170.7.6 Appointment. The University President shall confirm the membership of TEC.~~

~~170.7.7 Voting. Ex officio members are non-voting members of the Committee.~~

~~170.7.8 Leadership and Oversight. The Chairperson of TEC is elected at the last meeting of each academic year by the voting members of the TEC and serves for one academic year. The Vice-Chair (who also serves as Parliamentarian) and the Recording Secretary are elected by the voting members of TEC during the first meeting of the academic year and also serve for one academic year. These individuals make up the Executive Committee, the duly authorized standing committee of the TEC. At least one of these voting members of the Executive Committee shall be from outside of the BCOE. If all three members are from within the BCOE an additional member of the Executive Committee from outside of the BCOE may be elected from the voting members of the TEC. The Dean of the BCOE or her/his designee will serve as an ex officio, non-voting member of the Executive Committee. The Committee reports to the President through the Provost and Vice President for Academic Affairs and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.~~

170.8 University Archives Committee

The University Archives Committee serves in an advisory capacity for the maintenance and organization of historical records of the University and is responsible for making recommendations on policies and procedures related to these historical records as well as the University's ongoing records management system in relationship to statutory and other legal guidelines and requirements.

170.8.1 Membership. Membership includes three (3) faculty, three (3) staff members, and one (1) student. Ex-officio members are the University Archivist, the Registrar, and a representative from the Office of Information Technology.

170.8.2 Nomination. The Faculty Senate shall submit two nominations to the Office of the President and the Provost for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations each year to the Office of the President for the one student appointment. Nominations shall be submitted by May 15th of each year.

170.8.3 Appointments. The University President will make the appointments from the nominations submitted by the governance units.

170.8.4 Terms. The faculty and staff serve three-year, staggered terms with one faculty and one staff member's terms expiring each year. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve a one-year term and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30.

170.8.5 Voting. All members of the Committee, including ex-officio members, have voting rights.

170.8.6 Leadership and Oversight. The University Archivist shall serve as Chair of the Committee. The Committee will report to the President through the Dean of Library Services and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, agendas, and matters acted upon or considered during the year.

170.9 University Athletic Committee

The University Athletic Committee serves in an advisory capacity to the President and the Director of Athletics in:

- The formulation of policy governing the University's compliance with the rules and regulations of the NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference;
- The procedures for monitoring academic progress of student-athletes;
- Matters of intercollegiate athletic policy dealing with appointments and reappointments to all full-time head coaching positions;

- Recommendations on the appointment and reappointment of the faculty representative to the NCAA;
- Standards of conduct appropriate to student athletes;
- The range and scope of intercollegiate sports for men and women at the University;
- University membership in national sports organizations and athletic conference affiliations;
- Procedures for selection and bestowing athletic awards;
- Procedures for determining eligibility of student athletes within the rules and regulations offered by the NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference; and
- The procedures by which athletic grants-in-aid are awarded within the rules and regulations offered by the NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference.

170.9.1 Athletics Appeals Committee. The University Athletics Committee will oversee the establishment of an appeals board (Athletics Appeals Committee) for student-athletes who wish to appeal the denial of permission to contact other schools, or for other matters not including financial aid issues or drug test results; and of a subcommittee to complete a self-study of the athletic-academic support services every three years as required by the NCAA.

170.9.2 Membership. The Committee consists of 20 voting members appointed by the President of the University, being mindful of maintaining cultural diversity and gender balance. Ten (10) are members of the regular, full-time teaching faculty, including the faculty representative to the NCAA; four (4) are administrators (representing the Vice President for Student Affairs, Senior Vice President for Enrollment Management, Marketing and Communications, the Senior Vice President for Finance and Administration, and the Vice President for University Engagement); four (4) are students; one (1) is a non-exempt staff member; and one (1) is a graduate of the University. Ex-officio members include the University President, the Director of Intercollegiate Athletics, the Senior Women's Athletics Administrator, and the University Registrar.

170.9.3 Nominations. The governing bodies will recommend to the President two members for each open position. Faculty membership will be guided by the following: Not more than two (2) faculty members from any one College may serve on the Committee at the same time. The NCAA Faculty Representative will not be figured in this count. Each representative will represent the role of their respective appointment, i.e. the College of Education representative will represent the College of Education, and so on. In addition to the NCAA Faculty Representative, nine (9) faculty members will be recommended for appointment to the Committee by the University Faculty Senate including one from each of the Colleges (Arts & Science, Business, Education, Health and Human Services, Technology), one from Library Services, and two (2) from the university at large. Student membership will include the President of the SGA, who will serve during his/her term as President; one (1) student nominated by the President of the SGA; and two (2) student-athletes (one male and one female) selected from students nominated by the Student Athlete Advisory Committee. The Staff Council representative will be one of two nominees recommended by the Staff Council.

The Alumni representative will be one of two nominees (one woman and one man) recommended by the Alumni Association Board.

170.9.4 Appointments. The University President will make the appointments from the nominations submitted by the governance units, the Student Athletic Advisory Council, and the Alumni Association Board. Nominations are due by May 15th each spring for the following academic year.

170.9.5 Terms. The faculty, staff and alumni representatives will serve three year, staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three year term. Upon completion of a second term, the individual cannot be nominated for at least one year. The student representatives will serve one year appointments. Appointment run from July 1 to June 30.

170.9.6 Voting. The ex officio members are non-voting members of the Committee.

170.9.7 Leadership and Oversight. The Chair is selected by the President in consultation with the Director of Intercollegiate Athletics. The Committee reports to the President through the Director of Intercollegiate Athletics and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.

170.10 Assessment Council

Purpose. The mission of the University Assessment Council is to guide and support assessment activities that improve student learning and student support services and promote the continuous improvement of the university's programs. The Council is charged with identifying assessment issues, developing policy recommendations, facilitating and monitoring assessment activities, and promoting the adoption of best practices in assessment. It undertakes these responsibilities in recognition that the primary responsibility for academic assessment belongs to the faculty.

170.10.1 Membership and Nomination. The Assessment Council will be composed of representatives of institutional units who will meet monthly during Fall and Spring semesters. A leadership team will serve as the executive group to provide general leadership to the Council as well as support and facilitate the work of the larger Council. The members of the Assessment Council will be appointed as follows:

- a faculty representative selected by each college and the library;—
- two faculty at large, selected by Faculty Senate;—
- two Associate Deans, selected by the Council of Deans;—
- one representative from Student Affairs, selected by the Vice President;—
- one representative from Enrollment Management, selected by the Vice Provost;—
- one representative from University Engagement, selected by the Vice President;—

- two student representatives, one undergraduate and one graduate student, selected by the Student Government Association and the College of Graduate and Professional Studies; –
- the Coordinator of Assessment and Accreditation; and –
- the Associate Vice President of Academic Affairs as an ex-officio, non-voting member. –

Each unit may appoint ex-officio, non-voting members to the Council when those faculty/staff perform assessment duties for the unit as a primary part of their position. –

170.10.1.1 Assessment Leadership Team. The following members of the Assessment Council will be members of the Assessment Leadership Team: The faculty members selected from the Colleges and the Library; the Associate Vice President for Academic Affairs; the Student Affairs representative; and the Coordinator of Assessment and Accreditation. The Assessment Leadership Team meets one to two times monthly, during Fall and Spring semesters. –

170.10.1.2 Terms of Office. Faculty and administrators will serve staggered, three-year terms. Those who have completed one term of service may be eligible to be selected for an additional three-year term. Students serve one-year terms and are eligible to be selected for additional terms as long as they retain full-time status. Terms run July 1 through June 30. –

It is expected that members attend and participate at meetings. Should other priorities regularly interfere with this commitment, the member is expected to consult with their representative body (e.g., college, division) to select a replacement. The Council chair may intervene with any member who is not fulfilling their commitment. –

170.10.1.3 Voting. Standing members of the Council may vote. A simple majority of members must be present to establish quorum to vote on any matter presented to the Council. This does not include projects assigned to ad-hoc committees for which they have been given the authority to make decisions without a Council vote (e.g., Provost's Award Committee recipient selection). –

170.10.1.4 Leadership and Oversight. Members of the Assessment Leadership Team will select a chair, vice chair, and secretary annually. The Committee reports to the President through the Provost and will provide them with an annual report of its meetings, attendance of members, agendas, and matters acted upon by June 30th of each year. –

170.11 Student Success Council

Student success is a strategic priority of Indiana State University. Student retention and degree completion, while maintaining high academic standards and challenging classroom environments, serves our ultimate goals. To that end, the mission of the Student Success Council is (1) to focus attention and energy on key issues affecting undergraduate student success by raising and forwarding a thoughtful dialogue, (2) to provide oversight for and

evaluation of the University's strategic retention and completion initiatives, (3) to advise and advocate regarding policy and resource allocation in support of student success, and (4) to expect the use of data in concert with a broad, university-wide perspective to inform decision making.

170.11.1 Membership. The Student Success Council will be composed of 26 members. The members are: the Associate Vice President for Student Success; the Dean (or their designee) of each College and the Library; a representative from the Center for Student Success appointed by the Associate Vice President for Student Success; the Director of New Student Programs; the Associate Vice President and Assistant Treasurer; two undergraduate students appointed by the Student Government Association; the Director of the African American Cultural Center; the faculty chair (or his/her designee) of the governing bodies of each College and the Library, excluding the Graduate Council; the Associate Vice President for Student Affairs; the Director of Financial Aid; the Registrar; the Executive Director of Residential Life and Housing; and the Executive Director of Career Services.

170.11.2 Nomination and Appointments. Appointments to the Student Success Council are primarily made based upon the position the member holds as an employee or as the leader of a governance unit. Therefore, a traditional nomination process is not utilized for the Council. All appointments will be confirmed by the University President.

170.11.3 Terms. Individuals who are appointed by position serve as long as they hold that position. Individuals who are representing an area (Center for Student Success, University College, SGA) serve one year terms and are eligible for additional one year appointments.

170.11.4 Committees. The Student Success Council may, at its discretion, establish committees. Committees will be populated with the faculty representatives and administrative representatives of the Council in a fashion that respects the roles and responsibilities each have in fostering student success.

170.11.5 Leadership and Oversight. The Associate Vice President for Student Success shall be the Chair of the Council. The Committee reports to the President through the Provost and Vice President of Academic Affairs and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.

170.12 Health Benefits Advisory Committee

The Health Benefits Advisory Committee serves in an advisory capacity to review issues and make recommendations on policies and procedures related to the University's health benefits program.

170.12.1 Membership. Membership includes two (2) faculty members selected from nominations from the Faculty Senate, one (1) staff member selected from nominations

from the Staff Council, and one representative from each of the five divisions of the University. Ex-officio members are the Senior Vice President for Finance and Administration, the Associate Vice President for Human Resources, the Assistant Vice President for Business Affairs and Director of Budgets and Payroll, the Chair of the Faculty Economic Benefits Committee, the Chair of the Staff Council Benefits Committee, and the Director of Benefits.

170.12.2 Nomination. The Faculty Senate shall submit two nominations to the Office of the President and the Provost for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. Each Vice President shall nominate an individual to represent their Division. Nominations shall be submitted by May 15th of each year.

170.12.3 Appointments. The University President will make the appointments from the nominations submitted by the governance and vice presidential units.

170.12.4 Terms. The Faculty and Staff serve three-year, staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Terms run from July 1 through June 30.

170.12.5 Voting. The ex-officio members are non-voting members of the committee.

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

170.13 University Budget Committee

The University Budget Committee provides advice and counsel to the President on budget policy and the determination of funding priorities including the establishment of budgetary guidelines consistent with the overall strategic plan of the University. Members will also assist in providing clear communication and feedback to the University community regarding budget actions being considered; and will encourage the University community to share ideas on ways to cut costs, operate more efficiently, increase revenue and more effectively fulfill the University's mission.

170.13.1 Membership. Membership includes the University President, the Provost and Vice President for Academic Affairs; the Senior Vice President for Finance and Administration and University Treasurer; the Senior Vice President for Enrollment Management, Marketing and Communications; the Vice President for Student Affairs; the Vice President for University Engagement; the Chair, Vice Chair and Secretary of the

Faculty Senate, the Chair of the Staff Council, and the President of the Student Government Association.

170.13.2 Terms. Individuals serving in the positions indicated in Policy 270.13.1 Membership will serve on the University Budget Committee as long as they retain those roles and responsibilities.

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

170.14 University Speakers Series Committee

170.14.1 Membership. The Committee membership includes two (2) faculty, two (2) staff, two (2) students and two (2) community representatives. Ex officio members include the Hulman Center Director and Assistant Director.

170.14.2 Nomination. The Faculty Senate shall submit two nominations to the University President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations to the University President for each student appointment. Nominations shall be submitted by May 15th of each year.

170.14.3 Appointments. The University President will make the faculty, staff and student appointments from the nominations submitted by the governance units. The community representatives will be selected by the President in consultation with the Vice President for University Engagement.

170.14.4 Terms. Faculty, staff and community representatives will serve three year staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve a one year term and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30.

170.14.5 Voting. All members of the Committee, including ex officio members, have voting rights.

170.14.6 Leadership and Oversight. The Hulman Center Director will serve as Chair of the Committee. The Committee reports to the President through the Vice President for University Engagement and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.

170.15 Student Grievance Committee

See Policy 460 Student Grievances

170.16 University Conduct Board

See Procedures under the Student Code of Conduct

170.17 Credit for Prior Learning Council

The mission of the Credit for Prior Learning (CPL) Council is to create and maintain consistency, transparency, and accessibility of prior learning assessment (PLA) processes across the institution. Specifically, the Council is charged to: establish baseline institutional procedures that create transparency and consistency for CPL; identify programs (current and proposed) that attract or have the potential to attract applicants seeking CPL; maintain a comprehensive list of established external credentials (licensures, certificates, etc.) and departmental examinations that count as CPL; establish and maintain the University standard for PLA by portfolio; regularly review best practices for fees associated with applications for PLA, compensation for reviewers, and administrative costs related to CPL; and ensure compliance with Indiana Commission for Higher Education (ICHE) policies on CPL.

170.17.1 Membership and Nomination. The CPL Council will be composed of representatives of institutional units who will meet monthly during Fall and Spring semesters. A leadership team will serve as the executive group to provide general leadership to the Council as well as support and facilitate the work of the larger Council. The members of the CPL Council will be appointed as follows:

- a faculty representative selected by each academic college and the Honors College;
- two faculty at large, selected by Faculty Senate;
- two Associate Deans, selected by the Provost;
- one representative from Enrollment Management, selected by the Vice President for Enrollment Management;
- the Coordinator of Assessment and Accreditation; and
- the Vice Provost for Academics, or proxy, as an ex-officio, non-voting member.

Each unit must identify new representatives no later than September 1 each year.

170.17.1.1 CPL Leadership Team. The following members of the CPL Council will be members of the CPL Leadership Team: the chair of the Degree Completion Council; the representative from Enrollment Management; one of the Associate Dean representatives; and the Coordinator of Assessment and Accreditation. The CPL Leadership Team meets one to two times monthly, during Fall and Spring semesters.

170.17.1.2 Terms of Office. Faculty and administrators will serve staggered, three-year terms. Those who have completed one term of service may be eligible to be selected for an additional three-year term. Terms run July 1 through June 30. It is expected that members attend and participate at meetings. Should other priorities regularly interfere

with this commitment, the member is expected to consult with their representative body (e.g., college, division) to select a replacement. The Council chair may intervene with any member who is not fulfilling their commitment.

170.17.1.3 Voting. Standing members of the Council may vote. A simple majority of members must be present to establish quorum to vote on any matter presented to the Council. This does not include projects assigned to ad hoc committees for which they have been given the authority to make decisions without a Council vote.

170.17.1.4 Leadership and Oversight. Members of the CPL Leadership Team will select a chair, vice chair, and secretary annually. The Committee reports to the President through the Provost and will provide them with an annual report of its meetings, attendance of members, agendas, and matters acted upon by June 30th of each year

3k Naming of Jack and Joyce Rentschler Athletic Administration Offices

Date Prepared: Friday, April 11, 2025
From: Andrea Angel, Nathan Christensen, Jeremiah Turner
Prepared by: Jeremiah Turner
Presented by: Andrea Angel, Vice President of University Advancement
Presented at: Friday, May 9, 2025, Board of Trustees Meeting
Subject: Naming of the Jack and Joyce Rentschler Athletic Administration Offices
Disposition: Item is for **Action**

Objective: This item requests the Board of Trustees approval to name the Indiana State University Athletic Administration Offices the Jack and Joyce Rentschler Athletic Administration Offices. The naming is in recognition of lifetime giving of \$1,000,000 by Jack and Joyce Rentschler.

Background of Issue: Jack and Joyce Rentschler are both proud alumni of Indiana State University. Jack graduated in 1955, and Joyce graduated in 1954. They were both active in Greek life as students - Jack as a member of Lambda Chi Alpha and Joyce as a member of Chi Omega. Jack even spent some time as a member of the baseball team. Jack and Joyce received the Distinguished Alumni Award in 2018, and the couple was selected as a recipient of the March On! Award in 2022, recognizing them for their philanthropic support of Indiana State University.

Jack started his career in sales and marketing with Standard Oil of Indiana in Indianapolis, spending nearly two decades with the company. In 1973, Jack and Joyce purchased Rentschler's Standard Truck Plaza, which they owned and operated for more than 20 years. During his career, Jack received the first Sioux Falls Chamber of Commerce Businessperson of the Year award and served as the organization's president. He also received the 1989 Agribusiness Person of the Year and the Outstanding Achiever Award. He has served on numerous state and national boards, including the Minnehaha County Commission, South Dakota Board of Regents, Federal Home Loan Bank Board of Des Moines, and the U.S. Chamber of Commerce Board of Directors. He also served for one term in the South Dakota State Legislature, was chairman of the National Truck Stop Association, was president of the South Dakota State Chamber of Commerce, and for 10 years on the Board of Trustees for the University of Sioux Falls. Joyce has served on the YWCA Board of Directors, Military Service Academy Placement Board, Meals on Wheels, Senior Citizens Board of Directors, and volunteers at McKennan Gift Shop and as a religious education instructor.

The Rentschlers have been avid supporters of Indiana State University, giving generously to Sycamore Athletics, the Alumni Association, and the Bayh College of Education, where Jack's brother Jim previously served as an assistant dean. Their love of Athletics often meant traveling to various places around the country to cheer on the Sycamores. In recognition of their previous athletics giving, the Rentschler Practice Field, utilized by the football and soccer teams, and the Rentschler Conference Room in the Athletic Administration Offices have been named in their honor. In 2024, Rentschler's lifetime giving to Indiana State surpassed \$1,000,000.

Funding Source: All gifts associated with this proposed naming have been provided by the donors and received by the Indiana State University Foundation.

Supporting Reasons and Timing for the Recommendation: The lifetime giving total for this naming was achieved by the donors in 2024 and the amount of the gift for this naming opportunity is consistent with the Indiana State University Naming Policy.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them: No known concerns.

Management Recommendation: Leadership recommends approval of the naming of the Jack and Joyce Rentschler Athletic Administration Offices.

3I Naming of Dipa Sarkar, M.D. Memorial Room

Date Prepared: April 10, 2025
From: Andrea Angel
Prepared by: Andrea Angel, Vice President of University Advancement
Presented by: Andrea Angel, Vice President of University Advancement
Presented at: Board of Trustees Meeting on May 9, 2025
Subject: Naming of the Dipa Sarkar, M.D. Memorial Room in the College of Health and Human Services (Room A-225)
Disposition: Item is for **Action**

Objective: To recognize Rumu Sarkar for a \$35,000 gift creating an endowed scholarship for students planning to attend medical school upon graduation from Indiana State University.

Background of Issue: The Donor, Dr. Rumu Sarkar, is naming this room and creating an endowed scholarship in memory of her mother, a well-respected gynecologist and pathologist. Dr. Sarkar grew up in Terre Haute and attended Terre Haute South High School. She earned her B.A. at Columbia University, her law degree (J.D.) from the Antioch School of Law, her Master of Law (LL.M.) degree, and her Ph.D. in Philosophy from Newnham College, Cambridge University.

Rumu's mother, Dr. Dipa Sarkar, moved to Terre Haute in 1969 when she and her husband became the first Indian American doctors in Terre Haute. Dr. Sarkar once said that her true career started upon her retirement in 1990 when she began her extensive and remarkable volunteer work with over fifty organizations in Terre Haute. In 1996, Dr. Sarkar received a letter of appreciation from President Bill Clinton, and in 2013, she received the first "Aspire Higher" award from Saint Mary of the Woods College. Mother (Saint) Teresa gave Dr. Sarkar a rosary for her dedicated work as a young medical student in Calcutta, helping patients in her leprosy clinic, which Dipa donated to St. Mary's in 2017. She was a devoted mother, wife, sister, friend, and doctor.

Funding Source: The gift has been funded by a cash gift of \$35,000.

Supporting Reasons and Timing for the Recommendation: The gift is in accordance with Indiana State University's naming policy. The donor and university leadership have completed the gift agreement, and the foundation has received the donation.

Potential Concerns Arising from the Recommendation and Steps Needed to Address Them:
None

Management Recommendation: The naming of room A-225 in the College of Health and Human Services the Dipa Sarkar, M.D. Memorial Room.

4a Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY							
For the Period Ending March 31, 2025							
	2024-25 Base Budget	2024-25 Adjusted Budget	YTD through 3/31/25*	Percent of Adjusted Budget	2023-24 Adjusted Budget	YTD through 3/31/24*	Percent of Adjusted Budget
Revenues							
State Appropriations							
Operational	\$ 77,960,326	\$ 77,960,325	\$ 58,470,244	75.0%	\$ 76,926,913	\$ 57,695,184	75.0%
Debt Service Appropriation	11,062,732	11,062,733	9,820,405	88.8%	11,058,684	9,099,205	82.3%
Sub-Total State Appropriations	89,023,058	89,023,058	68,290,649		87,985,597	66,794,389	
Student Tuition	68,096,109	68,096,109	61,776,058	90.7%	66,316,500	63,546,171	95.8%
Other Fees and Charges	2,400,500	2,400,500	1,686,836	70.3%	1,751,500	1,352,534	77.2%
Other Income and Transfers	7,076,333	7,076,333	5,629,680	79.6%	6,726,403	5,263,584	78.3%
Program Fees	900,000	925,107	925,107	100.0%	1,068,805	1,068,805	100.0%
One-Time Funding Transfer					1,925,000	1,925,000	100.0%
Total Budgeted Revenue	\$ 167,496,000	\$ 167,521,107	\$ 138,308,330		\$ 165,773,805	\$ 139,950,483	
Encumbrances and Carryforward		8,664,829	8,664,829		9,638,069	9,638,069	
Reimbursements and Income Reappropriated From Other Sources		2,014,186	2,014,186		2,004,611	2,004,611	
Total Revenues	\$ 167,496,000	\$ 178,200,122	\$ 148,987,345	83.6%	\$ 177,416,485	\$ 151,593,163	85.4%
Expenditures							
Compensation							
Salaries and Wages	\$ 78,160,005	\$ 78,174,429	\$ 56,447,549	72.2%	\$ 76,398,232	\$ 55,683,009	72.9%
Fringe Benefits	22,892,689	22,912,365	16,378,466	71.5%	22,475,861	16,556,832	73.7%
Sub-Total Compensation	101,052,694	101,086,794	72,826,015	72.0%	98,874,093	72,239,841	73.1%
Departmental Expenses							
Supplies and Related Expenses	13,968,190	16,136,283	12,963,534	80.3%	19,151,699	12,524,776	65.4%
Repairs and Maintenance	5,557,140	6,258,064	8,104,798	129.5%	6,359,315	8,111,510	127.6%
Other Committed Expenses	1,721,539	1,721,537	2,040,532	118.5%	2,036,110	1,888,000	92.7%
Sub-Total Departmental Expenses	21,246,869	24,115,884	23,108,864	95.8%	27,547,124	22,524,286	81.8%
Utilities and Related Expenses	9,964,556	9,964,556	7,623,262	76.5%	9,991,587	7,832,046	78.4%
Capital Improvements	4,000,000	3,954,737	2,704,327	68.4%	4,000,000	1,539,598	38.5%
Student Scholarship and Fee Remissions	16,361,149	16,622,928	19,128,230	115.1%	16,430,054	19,396,495	118.1%
Academic Debt Service	11,670,732	11,670,731	11,713,495	100.4%	11,666,684	11,646,936	99.8%
Budgeted Reserve	2,300,000	2,300,000	-	0.0%	2,300,000	-	0.0%
Transfers Out and Program Fees	900,000	5,227,231	5,105,789	97.7%	4,261,172	4,224,500	99.1%
Reserve for Revenue Shortfall	-	3,257,261	-	0.0%	2,345,771	-	0.0%
Total Expenditures	\$ 167,496,000	\$ 178,200,122	\$ 142,209,982	79.8%	\$ 177,416,485	\$ 139,403,702	78.6%
*Includes encumbrances and open commitments							

Revenues

State Operational Appropriation

State Operational Appropriation is above last year's amount by \$775,060 and overall has an increase of \$1,033,412.

Student Tuition

Fall Student Tuition of \$30.7 million is below budget by \$1.2 million. Spring tuition of \$28.1 million is below budget by \$0.3 million. Summer school has \$3.0 million recognized in this fiscal year with the remainder to be realized at the end of the fiscal year.

Other Fees and Charges

Other Fees and Charges are above last year's amount by \$334,302 due to the increase in Distance Delivery Fees that are recognized in the operating budget.

Other Income and Transfers

Other Income and Transfers are above last year's total by \$366,096. This reflects increased investment income and timing of the TH Med Ed reimbursement.

Program Fees

Program fees are down by \$143,698 due to reduced CHHS program fees from lower program enrollment.

Encumbrances and Carryforward

Encumbrances and Carryforward decreased by \$973,240, reflecting reduced budget carryforward from 2024 and lower encumbrances.

Reimbursements and Income Reappropriated from Other Sources

Reimbursements and Income Reappropriated from Other Sources remained steady for fiscal year 2025.

Expenses

Compensation

Total Compensation increased by \$586,174 in fiscal year 2025. Salaries and Wages are up by \$764,540 which is the result of increased student wages, instructional, administrative salaries, and overtime reduced by lower Graduate Assistantships. Benefit expense is below last year's amount by \$178,366 due to reduced retirement incentive payouts.

Departmental Expenses

Total Departmental Expenses increased by \$584,578. Supplies and Related Expenses grew by \$438,758 due to increased Library subscriptions, travel expense, and Lan/network equipment offset by reduced consultant and credit card processing fees. Other Committed Expenses increased \$152,532 reflecting increased insurance premiums.

Utilities and Related Expenses

Utilities and Related Expenses decreased by \$208,784. This is due to increased water, sewage, and natural gas offset by reduced electrical costs.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows a decrease of \$268,265. The budget for the Laptop scholarship was reappropriated into the overall scholarship budget designated for experiential learning grants. The overall budget shortfall for scholarships is estimated at \$1.9 million.

Budgeted Reserve

The Budgeted Reserve of \$2,300,000 will be used to cover the shortfall in tuition revenue and scholarships.

Transfers Out and Program Fees

Transfer Out and Program Fees increased by \$881,289, reflecting a transfer for marketing support and external enrollment administration. This was funded by the reserve for one-time strategic expenditures.

Reserve for Revenue Shortfall

Reserve for Revenue Shortfall budget increased due to a departmental tax of \$2,351,922 on 2024 carryforwards. This reserve is earmarked for one-time strategic expenditures.

4c Purchasing Report

Purchase Order Activity for the Period January 1, 2025 through March 31, 2025

Purchases Over \$50,000

Construction Manager as Constructor (CMc) Public Works Projects

Qualifications based Review of Proposals – Experience with Similar Types of Large and Complex Projects

C H Garmong and Son, Inc.	P0093958	Center for Technology Engineering & Design Project This is the Final Guaranteed Maximum Price (GMP)	\$ 53,000,000.00
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Lowest Bid that Met Specifications

Amazon Capital Services, Inc.	P0094296	Criminology Cyberlab Capital equipment Academic Affairs funding CSS Computers)	\$ 57,836.74
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Sole Sourced:

Cosmed USA Inc	P0094260	Body composition assessing equip and disposal of old equipment - Kinesiology, Rec & Sport	\$ 59,025.00
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Laerdal Medical Corp	P0094229	Active software usage required movement to cloud platform/update - Landsbaum Center	\$ 56,474.06
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Kelley Automotive Group	P0094224	2024 CHEVY TAHOE SUV 4X4 - Public Safety investigations vehicle	\$ 50,875.00
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Special Options for Policing

4d Vendor Report

The following vendors have accumulated purchases from the University for the time period January 1, 2025, to March 30, 2025 (Fiscal Year 2025) in excess of \$250,000:

Barnes & Thornburg LLP	\$ 251,374	Legal Retainer & Services
Clore Construction	\$ 255,000	Repairs to Student Recreation Center Pool
arcDESIGN	\$ 258,218	Design Services for Early Childhood Education Center Renovation
Thermo Electron North America LLC	\$ 263,000	Scientific Equipment, Software for Laboratory, Laboratory Equipment
JWF Specialty Co.	\$ 269,044	Workers Compensation
Turner Coaches Inc	\$ 271,106	Transportation for Athletic Teams and Other Student Activities
Amazon	\$ 286,656	Miscellaneous Purchases
Jen Spark dba Spark451 Inc	\$ 294,849	Predictive Modeling
Ebsco Subscription Services	\$ 316,516	Library Electronic Database Subscriptions
Metropolitan Life Insurance (HSA)	\$ 317,840	Health Savings Account
Sycamore Engineering Inc	\$ 321,111	Electrical Services Various Repairs & Small Projects
Freitag Weinhardt Inc	\$ 321,492	General HVAC & Plumbing Repairs
Shorts Travel Management Inc - NCAA	\$ 338,284	Transportation for Athletic Teams
Pacesetter Sports	\$ 344,352	Athletic Uniforms, Footwear
Ricoh USA Inc	\$ 352,211	Printing Costs (Per Copy Charges and Print Jobs)/Printer Purchases & Lease Payments
Johnson Controls Fire Protection LP	\$ 421,122	Fire Alarm/Sprinkler Maintenance/Repairs
CDW	\$ 651,810	Laptop Purchases & Other Computer Related Products
Associated Roofing Professionals Inc	\$ 797,639	Roof Replacement Landini Center Performing Arts, Facilities Management & Procurement Building

Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2025:

Earl C Rodgers and Associates Inc	\$ 260,577	Renovation for Esports Jones Hall
Elevate Technology Partners, LLC	\$ 263,880	Data Enterprise Storage
EAB Global Inc	\$ 267,074	Enrollment Solutions
Instructure Inc	\$ 289,227	Canvas Learning Management System Service
Otis Elevator	\$ 359,393	Maintenance Agreement for Campus Elevators; Elevator Repairs; HMSU Freight Elevator Upgrade
Crown Electric Inc	\$ 360,709	Exterior Lighting Renovations, MV Cable Replacement
Bell Techlogix Inc	\$ 363,176	Microsoft Maintenance Licenses and Software

NCAA	\$ 364,719	Men's Basketball NIT Host Payments
Rural Health Innovation Collaborative	\$ 370,198	Partner Contribution for Simulation Center Operational Expenses
Union Associated Physicians Clinic LLC	\$ 433,285	Student Health Center Services
Nalco Company	\$ 442,582	Water Purification Chemicals
CDI Inc	\$ 450,887	HMSU North ADA Ramp Renovation
Williams Aviation LLC	\$ 505,394	Maintenance & Repairs of Airplanes for Flight Academy
Bob McCloskey Insurance	\$ 506,250	Student Athlete Medical Insurance
De Lage Landen Financial Services Inc	\$ 544,151	Networking costs - Actual payment went to @00201485 Cisco
AAA Roofing Co Inc	\$ 572,430	Fairbanks Hall/Chestnut Building Roof Replacement
Ellucian Company LP	\$ 614,506	Banner Software Maintenance
Delta Dental Plan of Indiana	\$ 640,857	Dental Claims Reimbursements
Unum Life Insurance Company of America	\$ 681,344	Employee Life Insurance
HM Life Insurance Company	\$ 730,120	Employee Life Insurance
Indiana-American Water Company	\$ 779,689	Water Utility Payments
Computershare Trust Company	\$ 1,023,360	Monthly Lease 500 Wabash Student Housing
BP Energy Retail Co LLC	\$ 1,134,655	Natural Gas Purchases
AmWins/NEBCO Group Benefits	\$ 1,324,989	Retiree Insurance Coverage
Simpson Scarborough	\$ 1,406,816	Media Campaign
Epic Insurance Midwest	\$ 1,637,454	Commercial Property, Flight Academy Liability , Fine Arts, Media and Workman's Comp Overage Insurance Policies
City of Terre Haute	\$ 1,775,931	Sewage Utility Payments
C H Garmon and Son Inc	\$ 2,074,216	Technology Building Renovation
Ratio Architects LLC	\$ 2,305,500	Technology Building Renovation
Duke Energy	\$ 4,502,537	Electricity Utility Payments
CVS Pharmacy Inc	\$ 4,873,460	Prescription Drug Coverage
Strode Construction LLC	\$ 5,951,895	Early Childhood Center Renovation; University Apartments Washer/Dryer Infrastructure
TIAA CREF	\$ 6,827,574	Retirement Contributions
Sodexo Inc and Affiliates	\$ 7,236,294	Dining and Catering Services
Anthem Life Insurance Company	\$ 8,932,965	Health Care Benefits and Reimbursements of Medical Claims

4d Faculty Personnel

FACULTY

Appointments

Alexis Edwards; Assistant Professor, Department of Chemistry and Physics; Ph.D., Baylor University; salary \$62,000 per academic year; effective August 1, 2025.

Rebecka Hahnel; Assistant Professor, Department of Psychology; M.A., California State University - Fullerton; salary \$62,000 per academic year; effective August 1, 2025.

Grace Munoz; Assistant Professor, Department of Theater; M.F.A., University of Idaho; salary \$58,853 per academic year; effective August 1, 2025.

Jennifer Ostojski; Assistant Professor, Department of Political Science; Ph.D., Northeastern University; salary \$60,500 per academic year; effective August 1, 2025.

Ruqayyah Perkins-Williams; Assistant Professor, Department of Educational Leadership; Ph.D., University of Illinois; salary \$68,000 per academic year; effective August 1, 2025.

Courtney Wiesepepe; Assistant Professor, Department of Psychology; Psy.D., Indiana State University; salary \$64,000 per academic year; effective August 1, 2025.

Fangling Zhu; Assistant Professor, Department of Marketing and Operations; M.S., Old Dominion University; salary \$110,000 per academic year; effective August 1, 2025.

Instructor Appointments of 2-5 years – 2025-2026 Academic Year

Shawn Davis; Instructor, Department of Psychology; Ph.D., University of Houston; salary \$55,000 per academic year; effective August 1, 2025.

Natalie Isham-Dean; Instructor, Department of Biology; D.H.Sc., George Washington University; salary \$52,000 per academic year; effective August 1, 2025.

Sydney Sexson; Instructor, Department of Kinesiology, Recreation, and Sport; M.S., University of New Hampshire; salary \$45,000 per academic year; effective August 1, 2025.

Change of Status and/or Pay Rate

Arif Akgul; from Associate Professor, Department of Criminology and Security Studies and Chief Research Officer, Office of Sponsored Programs to Associate Professor, Department of Criminology and Security Studies; effective March 1, 2025.

Todd Alberts; from Senior Instructor, Department of Applied Engineering and Technology Management to Senior Instructor and Mechanical Engineering Technology Program Coordinator, Department of Applied Engineering and Technology Management; supplement of \$1,500 for the appointment period of January 1, 2025 through May 31, 2025.

Amy Ash; Professor, Department of English; ten percent promotion increase to the 2025-2026 base plus \$945 salary floor adjustment; salary \$84,465 per academic year; effective August 1, 2025.

Sean Bartz; Associate Professor, Department of Chemistry and Physics ten percent promotion increase to the 2025-2026 base; salary \$74,039 per academic year; effective August 1, 2025.

Lea Camp; Senior Instructor, School of Nursing ten percent promotion increase to the 2025-2026 base; salary \$66,701 per academic year; effective August 1, 2025.

Emily Cannon; Professor, School of Nursing; ten percent promotion increase to the 2025-2026 base; salary \$101,461 per academic year; effective August 1, 2025.

Kyu Hong Cho; Professor, Department of Biology; ten percent promotion increase to the 2025-2026 base; salary \$84,261 per academic year; effective August 1, 2025.

Courtney Coleman; from Instructor, Department of Applied Clinical and Educational Sciences to Instructor and Program Director of Human Development & Family Science, Department of Applied Clinical and Educational Sciences; for 2024-2025 academic year; no change in salary.

Candace deCourville; Senior Instructor, School of Nursing; ten percent promotion increase to the 2025-2026 base; salary 63,096 per academic year; effective August 1, 2025.

Christopher Drew; Professor, Department of English; ten percent promotion increase to the 2025-2026 base plus \$945 salary floor adjustment; salary \$84,465 per academic year; effective August 1, 2025.

Christian Gallagher; Associate Professor, School of Criminology and Security Studies; ten percent promotion increase to the 2025-2026 base; salary \$78,719 per academic year; effective August 1, 2025.

Robert Girod; Associate Professor, School of Criminology and Security Studies; ten percent promotion increase to the 2025-2026 base; salary \$78,719 per academic year; effective August 1, 2025.

Rusty Gonser; Chair and Professor, Department of Biology and Provost's Faculty Fellow, Academic Affairs to Chair and Professor, Department of Biology, Provost's Faculty Fellow, Academic Affairs, and Chief Research Officer, Office of Sponsored Programs; supplement of \$4,000 for the appointment period of March 1, 2025 through June 30, 2025.

James Gustafson; Professor, Department of History; ten percent promotion increase to the 2025-2026 base; salary \$85,868 per academic year; effective August 1, 2025.

Melissa Gustafson; Chair and Associate Professor, Department of Library Information Science to Chair and Associate Professor, Department of Library Information Science and Interim University Librarian, Library; supplement of \$2,000 per month; effective April 1, 2025.

Michael Jackson; Professor, Department of Theater; ten percent promotion increase to the 2025-2026 base; salary \$85,868 per academic year; effective August 1, 2025.

Frank Manderino; from Senior Instructor, Department of Aviation Technology to Senior Instructor and Professional Aviation Flight Technology Program Coordinator, Department of Aviation Technology; supplement of \$750 for the appointment period of January 1, 2025 through May 31, 2025.

Rachel Rasley; Senior Instructor, Department of Psychology; ten percent promotion increase to the 2025-2026 base; salary \$58,288 per academic year; effective August 1, 2025.

Bridget Roberts-Pittman; from Professor, Department of Applied Clinical and Educational Sciences to Professor and Counseling Clinic Director, Department of Applied Clinical and Educational Sciences; for 2024-2025 academic year; no change in salary.

Riem Rostom; from Assistant Professor, Department of Applied Engineering and Technology Management to Assistant Professor and Engineering Program Coordinator, Department of Applied Engineering and Technology Management; supplement of \$1,500 for the appointment period of January 1, 2025 through May 31, 2025.

Riem Rostom; Associate Professor, Department of Applied Engineering and Technology Management; ten percent promotion increase to the 2025-2026 base; salary \$87,133 per academic year; effective August 1, 2025.

Kristopher Schwab; Associate Professor, Department of Biology; ten percent promotion increase to the 2025-2026 base; salary \$81,123 per academic year; effective August 1, 2025.

Amanda Solesky; from Senior Instructor, Department of Applied Clinical and Educational Sciences to Senior Instructor, Communication Disorders Clinic Director, and Grosjean Clinic Director, Department of Applied Clinical and Educational Sciences; for 2024-2025 academic year; no change in salary.

Scott Sterling; Professor, Department of Languages, Literatures, and Linguistics; ten percent promotion increase to the 2025-2026 base plus \$945 salary floor adjustment; salary \$84,465 per academic year; effective August 1, 2025.

Michael Thompson; Senior Instructor, Department of Biology; ten percent promotion increase to the 2025-2026 base; salary \$61,294 per academic year; effective August 1, 2025.

Jan Weust; Professor, School of Nursing; ten percent promotion increase to the 2025-2026 base; salary \$105,600 per academic year; effective August 1, 2025.

Retirements

Robert Guell; Professor, Department of Multidisciplinary Studies; effective May 31 2025.

Paul Schikora; Professor, Department of Marketing and Operations; effective May 31, 2025.

William Warfel; Professor, Department of Accounting, Finance, Insurance and Risk Management; effective May 31, 2025.

Promotion to Professor

(Effective August 1, 2025, unless otherwise stated)

Amy Ash; Department of English

Emily Cannon; School of Nursing

Kyu Hong Cho; Department of Biology

Christopher Drew; Department of English

James Gustafson; Department of History

Michael Jackson; Department of Theater

Scott Sterling; Department of Languages, Literatures, and Linguistics

Jan Weust; School of Nursing

Promotion to Associate Professor and Tenure

(Effective August 1, 2025, unless otherwise stated)

Sean Bartz; Department of Chemistry and Physics

Christian Gallagher; School of Criminology and Security Studies

Robert Girod; School of Criminology and Security Studies

Riem Rostom; Department of Applied Engineering and Technology Management

Kristopher Schwab; Department of Biology

Promotion to Senior Instructor

(Effective August 1, 2025, unless otherwise stated)

Lea Camp; School of Nursing

Candace deCourville; School of Nursing

Rachel Rasley; Department of Psychology

Michael Thompson; Department of Biology

Leave of Absence Without Pay

James Gustafson, Associate Professor, Department of History; effective August 1, 2025 through December 31, 2025.

Leave of Absence with 60% Pay – Academic Year

Rebecca Addleman; Associate Professor, Department of Teaching and Learning; effective August 1, 2025.

Debra Israel; Professor, Department of Multidisciplinary Studies; effective August 1, 2025.

Leave of Absence with Pay – Fall 2025

Taylor Easum; Associate Professor, Department of History; effective August 1, 2025.

Hyosun Kim; Associate Professor, Department of Communication; effective August 1, 2025.

Leave of Absence with Pay – Spring 2026

James Gustafson; Associate Professor, Department of History; effective January 1, 2026.

Alyce Hopple; Associate Professor, Department of Applied Clinical and Educational Sciences; effective January 1, 2026.

Annie Liner; Associate Professor, Department of Applied Clinical and Educational Sciences; effective January 1, 2026.

Russell Lodge; Associate Professor, Department of Mathematical Sciences; effective January 1, 2026.

Lain Mathers; Associate Professor, Department of Multidisciplinary Studies; effective January 1, 2026.

Craig Morehead; Associate Professor, Department of Kinesiology, Recreation, and Sport; effective January 1, 2026.

Riem Rostom; Assistant Professor, Department of Applied Engineering and Technology Management; effective January 1, 2026.

Emeriti

Robert Guell; Professor, Department of Multidisciplinary Studies; effective May 31, 2025.

Paul Schikora; Professor, Department of Marketing and Operations; effective May 31, 2025.

William Warfel; Professor, Department of Accounting, Finance, Insurance and Risk Management; effective May 31, 2025.

Separations

Kristina Harrison; Assistant Professor, Department of Marketing and Operations; effective May 31, 2025.

Deetta Vance; Assistant Professor, School of Nursing; effective March 10, 2025.

Linda Walters; Professor, School of Nursing; effective April 6, 2025.

4e Other Personnel

NON-EXEMPT

Appointments

Name	Title	Department	Rate	Date
Allison, Brandon	Custodian I	Sycamore Housing	\$13.52	March 3, 2025
Bolinger, Misty	Teacher	Education Center	\$17.50	January 27, 2025
Burnett, Amanda	Accounting and Auditing Associate	Assoc VP University Controller	\$16.50	February 10, 2025
Duke, Braden	Cabling Infrastructure Technician	Office of Information Technology	\$20.17	February 3, 2025
Gallegos, Andrea	Lead Events Setup Technician	HMSU-Operations	\$13.94	March 24, 2025
Hargrove, Shelbie	Administrative Assistant II	Earth & Environmental Systems	\$16.39	February 3, 2025
Hernandez, Michael	Operator (Stationary Engineer)	Power Plant	\$19.45	March 17, 2025
Higgins, Maggie	Custodial Supervisor	Sycamore Housing	\$17.15	March 10, 2025
Mackay, Daniel	Custodian I	Custodians	\$13.52	April 7, 2025
Morgan, Rebecca	Custodian I	Custodians	\$13.52	March 18, 2025
Ramer, James	Dean's Assistant	Dean, College Health & Human Svcs	\$20.71	March 3, 2025
Scank, Augustus	Steam Plant Systems Operator	Power Plant	\$19.45	March 4, 2025
Smith, Mark	Custodian I	Custodians	\$13.52	March 25, 2025
Tinsley, Jason	Custodian I	Custodians	\$13.52	March 24, 2025
Wilson, Chastene	Custodian I	Reeve Hall Housing	\$13.52	March 10, 2025

Promotions / Transfers

Name	Title	Department	Rate	Date
Barabas, Robert	Senior Maintenance Mechanic - HMSU	HMSU-Operations	\$17.64	February 1, 2025
Booe, Kylie	Bursar Operations Specialist – Collections	Assoc VP University Controller	\$21.75	February 15, 2025
Dellion, Allison	Sponsored Programs Coordinator	Office of Sponsored Programs	\$20.80	February 15, 2025
Elliott, Matthew	Grounds Equipment Operator	Grounds	\$15.00	February 15, 2025
Gregg, Jeffery	Grounds Technician	Grounds	\$18.88	March 1, 2025
Herrick, Angela	Procurement Specialist	Office of Procurement	\$22.53	February 15, 2025
Kuhn, Karmon	Collections/3rd Party Sponsor Billing Specialist	Assoc VP University Controller	\$19.37	March 29, 2025
May, Daniel	Landscape Supervisor	Grounds	\$21.59	February 1, 2025
Piske, Andrew	Police Captain of Investigations	Public Safety Department	\$37.12	March 29, 2025

Title Changes

Name	Title	Department	Date
Larimer, Lynn	Executive Assistant	VP Enrollment Management Office	February 15, 2025

Out-of-Class**Pay****New**

Name	Title	Department	Rate	Date
Moseman, Holli	Library Resource Sharing Coordinator	Library Services	\$23.53	January 18, 2025

Changes in Status / Pay Rate

Name	Title	Department	Rate	Date
Boggs, Jennifer	Housing Operations Coordinator	Housing Facilities Operations	\$23.00	March 15, 2025
Long, Paula	Fiscal Operations Specialist	Assoc VP University Controller	\$23.00	February 15, 2025
Russell, Joy	Administrative Assistant II	Sycamore Housing	\$19.80	March 15, 2025
Sirois, Thomas	Equipment Operation Supervisor	Grounds	\$21.59	February 1, 2025

Retirements

Name	Title	Department	Date
Benjamin, David	Custodian I	Custodians	April 14, 2025
Bridgewater, Steve	Senior Maintenance Mechanic	Burford Housing	February 5, 2025
Cook, Joy	Administrative Assistant I	Dept of Art & Design	March 17, 2025
Hicks, David	Electrical Supervisor	Electrical	May 27, 2025

Separations

Name	Title	Department	Date
Ball, Tiffany	Custodian I	Sycamore Housing Community School of the Arts	February 4, 2025
Contri, Cathy	Administrative Assistant I	Public Safety	March 7, 2025
Fountain, Patrick	Parking Services Assistant	Department	March 25, 2025
Guerrero, Shamona	Admissions Processing Specialist	Admissions and High SchI Relations	February 21, 2025
Houghton, Corrine	Early Childhood Assistant Teacher	Early Childhood Education Center	February 21, 2025
Land, Sherry	Mail Services Assistant	Mail Room	March 28, 2025
Miles, Samantha	Administrative Assistant III	Career Center	February 7, 2025
Orth, Cassidy	Facility Operations Assistant - Student Recreation Center	Student Rec Center	March 5, 2025
Piper, David	Maintenance Mechanic	Maehling Terrace Univ Apartments	February 21, 2025
Siebenmorgen, Charles	Police Officer	Public Safety Department	February 13, 2025

NON-EXEMPT PROFESSIONAL**Appointments**

Name	Title	Department	Rate	Date
Hall, Brandon	IT Systems Technician	Office of Information Technology	\$21.54	March 31, 2025

Olson, Ryan	Assistant Development Officer - Sycamore Athletic Fund	Advancement	\$24.43	February 3, 2025
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Promotions / Transfers

Name	Title	Department	Rate	Date
Castleman, Benjamin	Research Assistant Director	ISU Foundation Operations	\$27.22	March 15, 2025
Emge, Mallory	Assistant Director for Campus Visit Experience Technical Services Budget/Allocation	Admissions and High Schl Relations	\$22.67	February 1, 2025
Moseman, Holli	Specialist	Library Services	\$24.79	March 15, 2025

Retirements

Name	Title	Department	Date
Leineweber, Jill	Research Assistant Director	ISU Foundation Operations	February 7, 2025

Separations

Name	Title	Department	Date
Divan, Nathan	Admissions Transfer Counselor	Admissions and High Schl Relations	March 11, 2025
Wheeler, Cameron	Product and Print Design Specialist	University Marketing	March 7, 2025

ATHLETICS

Appointments

Name	Title	Department	Rate	Date
Fink, Jordan	Athletics Marketing and Sponsorships Coordinator	Athletics-Administration	\$20.96	February 3, 2025
Stitzle, Derek	Athletic Facilities/Operations Manager	Athletic Operations	\$20.20	March 17, 2025

EXEMPT

Appointments

Name	Title	Department	Salary	Date
Denbo, Ethan	Network Engineer	Telecommunications	\$63,000	March 10, 2025

Ehrman, John	Athletic Trainer I - Requires Reappointment	Ctr for Sports Medicine & Perform University Student Success & Advising	\$50,000	March 17, 2025
Jones, Caiden	University Advisor	Success & Advising	\$40,000	March 17, 2025
Moore, Rondrell	Development Director Director of International and Graduate	Advancement	\$75,000	March 10, 2025
Nasir, Daing Nikolai, Samantha	Admissions Associate Provost for Online Education	Admissions and High Schl Relations	\$85,000	February 3, 2025
Staley, Ryan	Assistant Payroll Director Director of	VP and Provost Office Budget, Payroll & Risk Mgt	\$110,000	March 17, 2025
Tinsley, Joseph	Undergraduate Admissions Associate Provost for	Admissions and High Schl Relations	\$90,000	February 3, 2025
Wernert-Eighmy, Sean	Student Success and Advising	University Student Success & Advising	\$127,000	April 14, 2025

Promotions / Transfers

Name	Title	Department	Salary	Date
Overpeck, Barry	Associate Bursar Clinical Coordinator - PA	Assoc VP University Controller Physician Assistant Studies	\$62,843	March 15, 2025
Rees, Tamela	Program Education Abroad	Center for Education Abroad	\$48,000	March 8, 2025
Wurtz, Sarah	Assistant Director		\$55,000	April 1, 2025

Title Changes

Name	Title	Department	Date
Cohn, Susan	Residential Life Associate Director - Academic Initiatives and Community Development	Residential Life Programming	April 1, 2025

Stipends

New

Name	Title	Department	Monthly Salary	Date
Hanson, Cody	Sti Associate Dean	Dean, College of Arts & Sciences	\$1,157.25	January 1, 2025
Russell, Brittany	Sti Additional Duties	IU School of Medicine- Terre Haute	\$416.67	July 1, 2024
Wert, Adam	Sti Additional Duties	University Student Success & Advising	\$500	December 1, 2024

End

Name	Title	Department	Monthly Salary	Date
Ballard, Dennis	Sti Associate Dean	Dean, College of Arts & Sciences	\$750	January 31, 2025
Wert, Adam	Sti Additional Duties	University Student Success & Advising	\$500	April 11, 2025

Changes in Status / Pay Rate

Name	Title	Department	Salary	Date
Hanson, Cody	Intrm Assoc Dean & Assc Prof Blumberg Center Media	Dean, College of Arts & Sciences	\$91,113	January 1, 2025
Thomas, Dale	Producer	Blumberg Center	\$79,816	February 1, 2025

Retirements

Name	Title	Department	Date
McClintock, Patricia	Institutional Research Director	Office of Institutional Research	April 30, 2025
Menefee, Kenneth	Planned/Principal Gifts Executive Director	VP for Development	April 4, 2025
Welch, Margaret	Compensation and Benefits Director	Human Resources	April 8, 2025

Separations

Name	Title	Department	Date
Cole, Erika	Success Coach for Enrollment	Admissions and High Schl Relations	March 6, 2025
Oetjen, Victor	Desktop and Configuration Management Engineer	Office of Information Technology	March 14, 2025
Solano, Celia	Education Abroad Program Coordinator	Center for Education Abroad	March 28, 2025
Wible, Hope	Alumni Association Assistant Director - Alumni Programs & Outreach	Alumni Engagement Office	March 28, 2025
Xu, Mengqin	Therapist	Student Counseling Center	March 28, 2025

ATHLETICS

Appointments

Name	Title	Department	Salary	Date
Elson, David	Assistant Coach, Football	Athletics-Football	\$58,248	January 28, 2025

Flyger, Austin	Assistant Coach, Football	Athletics-Football	\$50,069	January 27, 2025
Funk, Darrell	Assistant Coach, Football	Athletics-Football	\$87,000	February 28, 2025
Warinner, Edward	Assistant Coach, Football	Athletics-Football	\$43,000	February 28, 2025

Changes in Status / Pay Rate

Name	Title	Department	Salary	Date
Elson, David	Assistant Coach, Football	Athletics-Football	\$90,000	March 1, 2025
Flyger, Austin	Assistant Coach, Football	Athletics-Football	\$60,000	March 1, 2025
Hale, Logan	Assistant Coach, Football	Athletics-Football	\$45,000	March 1, 2025
Henderson, Javian	Assistant Coach, Football	Athletics-Football	\$45,000	March 1, 2025
Seymour, Joseph	Assistant Coach, Football	Athletics-Football	\$43,000	March 1, 2025

Separations

Name	Title	Department	Date
Seymour, Joseph	Assistant Coach, Football	Athletics-Football	March 5, 2025
Wilson, Bradley	Assistant Coach, Football	Athletics-Football	February 7, 2025

4f Grants and Contracts

1. Indiana Lions Speech and Hearing, Inc., Fund No. 549412, Proposal 25-057
Additional appropriations in the amount of \$800.00 have been received from Indiana Lions Speech and Hearing, Inc. for the project entitled, "Clinic Materials," under the direction of Vicki Hammen, Department of Applied Clinical and Educational Sciences, for the period January 1, 2021, through December 31, 2025.

4g Agreements

Signed Contracts 2/1/25 - 4/10/25		
Document Title	Document Description	Signature date
Iroquois Memorial Hospital 2025	Affiliation Agreement	02/06/25
JEFFCO	Affiliation Agreement	02/10/25
DCS	Affiliation Agreement	02/11/25
WeeSpeak Therapy 2025	Affiliation Agreement	02/14/25
Children's TherAplay	Affiliation Agreement	02/17/25
Crawford Memorial Hospital	Affiliation Agreement	02/17/25
Applied Behavior Center 2025	Affiliation Agreement	02/20/25
Bartholomew Consolidated School Corporation	Affiliation Agreement	02/26/25
Kestrel Behavioral Health	Affiliation Agreement	02/28/25
Family Health Center	Affiliation Agreement	02/28/25
Balanced Life Therapy 2025	Affiliation Agreement	03/17/25
Orland School District 135	Affiliation Agreement	03/25/25
Heightened Potential Co 2025	Affiliation Agreement	03/31/25
ProgressiveHealth	Affiliation Agreement	04/01/25
GHS Program Addendum PT	Affiliation Agreement	04/01/25
Gunderson Health System 2025 Main Agreement	Affiliation Agreement	04/01/25
Wawasee Community Schools	Affiliation Agreement	04/02/25
Small Talk Pediatric Therapy	Affiliation Agreement	04/09/25

THIS AFFIRMATIVE ACTION PROGRAM IS EFFECTIVE FROM 10/1/2024 - 9/30/2025.

Affirmative Action Program

Indiana State University

STATEMENT OF PRIVILEGE

Copies of this Affirmative Action Program and all related appendices, documents and support data are made available on loan to the United States Government upon the request of said Government on the condition that the Government hold them totally confidential and not release copies to any person whatsoever. This Affirmative Action Program and its appendices and other supporting documents contain confidential information which may reveal, directly or indirectly, the Company's plans for business or geographical expansion or contraction. The Company considers this Affirmative Action Program, all portions thereof and all supporting material to be its private and confidential property and to be on loan to the Government only under specified conditions, including non-reproduction and non-distribution and to be exempt from disclosure under the Freedom of Information Act upon the grounds, inter alia, that such material constitutes: (1) personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy and are exempt from disclosure under 5 U.S.C. §552(b)(6); (2) confidential, commercial or financial information which is exempt from disclosure under 5 U.S.C. §522(b)(4); (3) investigatory records compiled for law enforcement purposes, the production of which would constitute an unwarranted invasion of personal privacy and are exempt from disclosure under 5 U.S.C. §552(b)(7); and (4) matters specifically exempted from disclosure by statute and are exempt from disclosure under 5 U.S.C. §522(b)(3). The Company will submit further detailed documentation supporting this claim of privilege if necessary.

NON-ADMISSION STATEMENT

It is understood that this Affirmative Action Program, or any part thereof, does not constitute an admission by the Company of any violation of Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, Title VII of the Civil Rights Act of 1964, or any federal, state or local law and has been developed to reaffirm the Company's policy of providing equal employment opportunity for all persons without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations. Goals have been established, where appropriate, to endeavor to meet affirmative action obligations. This program is not intended to and will not be used to discriminate against any applicant or employee because of race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.

**SECTION 503 OF THE
REHABILITATION ACT
AFFIRMATIVE ACTION PROGRAM**

AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH DISABILITIES

I. POLICY STATEMENT

Pursuant to our obligations under Section 503 of the Rehabilitation Act of 1973, the Company maintains and posts an Affirmative Action and Equal Employment Opportunity Policy Statement. The policy statement indicates the top U.S. executive's support for the Company's affirmative action program, provides for an audit and reporting system, and assigns overall responsibility for the implementation of affirmative action activities to the EEO Coordinator.

In addition, the policy statement proclaims that the Company will take steps to assure it recruits, hires, trains and promotes persons in all job titles and ensure that all other personnel actions are administered without regard to disability status, including ensuring that all employment decisions are based only on valid job requirements.

The policy statement also states that employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of section 503 or any other Federal, state or local law requiring equal opportunity for individuals with disabilities; (3) opposing any act or practice made unlawful by section 503 or its implementing regulations in this part or any other Federal, state or local law requiring equal employment opportunity for individuals with disabilities; or, (4) exercising any other right protected by section 503 or its implementing regulations.

II. REVIEW OF PERSONNEL PROCESSES

The Company will take steps to ensure its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees who are known individuals with a disability for job vacancies filled either by hiring or promotion and for all training opportunities offered or available. Furthermore, the Company will take appropriate steps to ensure its personnel processes do not stereotype individuals with a disability in a manner that limits their access to all jobs for which they are qualified. Finally, the Company will periodically review such processes and make any necessary modifications to ensure these obligations are carried out.

The Company has designed a procedure that facilitates a review of the implementation of its personnel processes. The Company most recently assessed its personnel processes in conjunction with the implementation of this Affirmative Action Program ("AAP"). The Company will reassess its personnel processes in conjunction with its next annual AAP cycle.

III. PHYSICAL AND MENTAL QUALIFICATIONS

The Company periodically reviews of all physical and mental job qualification standards to ensure that, to the extent qualification standards tend to screen out qualified individuals with a disability, they are job-related for the position in question and consistent with business necessity. In fact, the Company reviews the physical and mental job qualification standards each time a job opening is posted prior to recruiting for or promoting into a position.

Whenever the Company applies physical or mental qualification standards in the selection of applicants or employees for employment or other change in employment status, such as promotion, demotion or training, to the extent that qualification standards tend to screen out qualified individuals with a disability, the standards shall be related to the specific job or jobs for which the individual is being considered and consistent with business necessity.

IV. REASONABLE ACCOMMODATION

The Company will make reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability unless doing so would impose an undue hardship on the operation of its business. If an employee who is known to be an individual with a disability is having difficulty performing his or her job, and it is reasonable to conclude that the performance problem may be related to the known disability, the Company shall confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee responds affirmatively, the Company shall confidentially inquire whether the employee is in need of a reasonable accommodation.

V. HARASSMENT

The Company has developed and implemented procedures to ensure employees are not harassed because of their status as an individual with a disability.

VI. EXTERNAL DISSEMINATION

The Company will undertake appropriate outreach and positive recruitment activities reasonably designed to effectively recruit individuals with a disability. These activities may include:

- A. Enlisting the assistance and support of the following persons and organizations in recruiting and developing on-the-job training opportunities for individuals with disabilities, to fulfill the Company's commitment to provide meaningful employment opportunities for such individuals:
 1. The State Vocational Rehabilitation Service Agency (SVRA), State mental health agency, or State developmental disability agency in the area of the contractor's establishment;
 2. The Employment One-Stop Career Center (One-Stop) or American Job Center nearest the contractor's establishment;
 3. The Department of Veterans Affairs Regional Office nearest the contractor's establishment;
 4. Entities funded by the Department of Labor that provide recruitment or training services for individuals with disabilities, such as the services currently provided through the Employer Assistance and Resource Network (EARN);
 5. Local Employment Network (EN) organizations (other than the contractor, if the contractor is an EN) listed in the Social Security Administration's Ticket to Work Employment Network Directory;
 6. Local disability groups, organizations, or Centers for Independent Living (CIL) near the contractor's establishment;
 7. Placement or career offices of educational institutions that specialize in the placement of individuals with disabilities; and
 8. Private recruitment sources, such as professional organizations or employment placement services that specialize in the placement of individuals with disabilities.

- B. Considering taking the actions listed below, as appropriate, to fulfill its commitment to provide meaningful employment opportunities to individuals with a disability:
 - 1. Holding formal briefing sessions with representatives from recruiting sources. Such briefing sessions may include facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the Company's selection process, and recruiting literature.
 - 2. Incorporating special efforts to reach students who are individuals with disabilities.
 - 3. Participating in work-study programs for students, trainees, or interns with disabilities. Such programs may be found through outreach to State and local schools and universities, and through EARN.
 - 4. Making individuals with disabilities available for participation in career days, youth motivation programs, and related activities in their communities.
 - 5. Taking other positive steps deemed necessary to attract qualified individuals with disabilities not currently in the work force who have requisite skills and can be recruited through affirmative action measures. These individuals may be located through State and local agencies supported by the U.S. Department of Education's Rehabilitation Services Administration (RSA), local Ticket-to-Work Employment Networks, or local chapters of groups or organizations that provide services for individuals with disabilities.
 - 6. Considering applicants who are known to have disabilities for all available positions for which they may be qualified when the position(s) applied for is unavailable.
- C. The Company will send written notification of the policy related to its affirmative action efforts to subcontractors, including subcontracting vendors and suppliers, requesting appropriate action on their part.
- D. On an annual basis, the Company will review the outreach and recruitment efforts it has taken over the previous twelve months to evaluate its effectiveness in identifying and recruiting qualified individuals with a disability. If the Company concludes the totality of its efforts were not effective in identifying and recruiting qualified individuals with a disability, it shall identify and implement alternative efforts.
- E. The Company will document its outreach and recruitment activities and will retain this documentation for three (3) years.

VII. INTERNAL DISSEMINATION

In order to assure greater employee cooperation and participation in its efforts, the Company has communicated its policy to all employees and applicable union officials. Moreover, the Company may undertake, as appropriate, the following additional efforts to disseminate its policy internally:

- A. Inform all employees and prospective employees of its commitment to engage in affirmative action to increase employment opportunities for individuals with disabilities. The contractor should periodically schedule special meetings with all employees to discuss policy and explain individual employee responsibilities;
- B. Publicize it in the Company newspaper, magazine, annual report and other media;
- C. Conduct special meetings with executive, management and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the chief executive officer's support for the affirmative action policy;

- D. Discuss the policy thoroughly in both employee orientation and management training programs;
- E. Include articles on accomplishments of individuals with disabilities in Company publications; and
- F. When employees are featured in employee handbooks or similar publications for employees, include individuals with disabilities.

VIII. AUDIT AND REPORTING SYSTEMS

The EEO Coordinator has oversight responsibility for implementation of the AAP for individuals with a disability and an audit and reporting system that will measure the effectiveness of the program, indicate any need for remedial action, determine the degree to which our objectives are being met, determine whether known qualified individuals with a disability had the opportunity to participate in educational, training, recreational, and social activities, and measure our compliance with the program's obligations. Documentation of the Company's compliance with the program's obligation is included throughout this AAP.

The Company will be kept apprised of progress through reports as deemed appropriate.

IX. RESPONSIBILITY FOR IMPLEMENTATION

The EEO Coordinator has been assigned responsibility for implementing the Company's affirmative action activities under this part. The EEO Coordinator's identity appears on external and internal communications regarding the Company's affirmative action program. The EEO Coordinator has been given necessary senior management support and staff to manage and implement this affirmative action program.

X. TRAINING

The Company trains all personnel involved in the recruitment, screening, selection, promotion, disciplinary and related processes to ensure that the commitments in its affirmative action program are implemented.

XI. DATA COLLECTION

On an annual basis, the Company collects the following information pertaining to applicants and hires:

- A. The number of applicants who self-identified as individuals with a disability;
- B. The total number of job openings and the total number of jobs filled;
- C. The total number of applicants for all jobs;
- D. The number of applicants hired who self-identified as individuals with a disability; and
- E. The total number of applicants hired.

INDIVIDUALS WITH A DISABILITY DATA COLLECTION SUMMARY

	2021	2022	2023
Total # of Job Openings¹	858	573	490
Total # of Jobs Filled²	571	481	501
Total # of Applicants	3577	2387	2673
Total # of Disabled Applicants	300	241	288
Total # of Hires	338	352	358
Total # of Disabled Hires	20	48	29

1. Refers to the number of individual positions advertised as open in a job vacancy announcement or requisition.

2. Refers to all jobs the company filled by any means, be it through a competitive process or non-competitively.

**VEVRAA SECTION 4212
AFFIRMATIVE ACTION PROGRAM**

AFFIRMATIVE ACTION PROGRAM FOR PROTECTED VETERANS

I. POLICY STATEMENT

Pursuant to our obligations under the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Company maintains and posts an Affirmative Action and Equal Employment Opportunity Policy Statement. The policy statement indicates the top U.S. executive's support for the Company's affirmative action program, provides for an audit and reporting system, and assigns overall responsibility for the implementation of affirmative action activities to the EEO Coordinator.

In addition, the policy statement proclaims that the Company will take steps to assure it recruits, hires, trains and promotes persons in all job titles and ensure that all other personnel actions are administered without regard to protected veteran status, including ensuring that all employment decisions are based only on valid job requirements.

The policy statement also states that employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of VEVRAA or any other Federal, state or local law requiring equal employment opportunity for protected veterans; (3) opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part or any other Federal, state or local law requiring equal opportunity for protected veterans; or (4) exercising any other right protected by VEVRAA or its implementing regulations in this part.

II. REVIEW OF PERSONNEL PROCESSES

The Company will take steps to ensure its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees who are known protected veterans for job vacancies filled either by hiring or promotion and for all training opportunities offered or available. The Company will also take steps to ensure that when a protected veteran is considered for employment opportunities, it relies only on that portion of the individual's military record, including his or her discharge papers, relevant to the requirements of the opportunity in issue. Furthermore, the Company will take appropriate steps to ensure its personnel processes do not stereotype protected veterans in a manner that limits their access to all jobs for which they are qualified. Finally, the Company will periodically review such processes and make any necessary modifications to ensure that these obligations are carried out.

The Company has designed a procedure that facilitates a review of the implementation of its personnel processes. The Company most recently assessed its personnel processes in conjunction with the implementation of this Affirmative Action Program ("AAP"). The Company will reassess its personnel processes in conjunction with its next annual AAP cycle.

III. PHYSICAL AND MENTAL QUALIFICATIONS

The Company has developed a schedule for the periodic review of all physical and mental job qualification standards to ensure that, to the extent qualification standards tend to screen out qualified disabled veterans, they are job-related for the position in question and consistent with business necessity. In fact, the Company reviews the physical and mental job qualification standards each time a job opening is posted prior to recruiting for or promoting into a position.

Whenever the Company applies physical or mental qualification standards in the selection of applicants or employees for employment or other change in employment status, such as promotion, demotion or training, to the extent that qualification standards tend to screen out qualified disabled veterans, the standards shall be related to the specific job or jobs for which the individual is being considered and consistent with business necessity.

IV. REASONABLE ACCOMMODATION

The Company will make reasonable accommodation to the known physical or mental limitations of an otherwise qualified disabled veteran unless doing so would impose an undue hardship on the operation of its business. If an employee who is known to be a disabled veteran is having difficulty performing his or her job, and it is reasonable to conclude that the performance problem may be related to the known disability, the Company will confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee responds affirmatively, the Company will confidentially inquire whether the employee is in need of a reasonable accommodation.

V. HARASSMENT

The Company has developed and implemented procedures to ensure employees are not harassed because of their status as a protected veteran.

VI. EXTERNAL DISSEMINATION

The Company will undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit protected veterans. These activities may include:

- A. Enlisting the assistance and support of the following persons and organizations in recruiting and developing on-the-job training opportunities for protected veterans to fulfill the Company's commitment to provide meaningful employment opportunities for such veterans:
 - 1. The Local Veterans' Employment Representative in the local employment service office (i.e., the One-Stop) nearest the Company's establishment;
 - 2. The Department of Veterans Affairs Regional Office nearest the Company's establishment;
 - 3. The veterans' counselors and coordinators ("Vet-Reps") on college campuses;
 - 4. The service officers of the national veterans' groups active in the area of the contractor's establishment;
 - 5. Local veterans' groups and veterans' service centers near the Company's establishment;
 - 6. The Department of Defense Transition Assistance Program (TAP) or any subsequent program that, in whole or in part, might replace TAP; and
 - 7. Any organization listed in the Employer Resources section of the National Resource Directory or any future service that replaces or complements it.
- B. Considering taking the actions listed below, as appropriate, to fulfill its commitment to provide meaningful employment opportunities to protected veterans:
 - 1. Holding formal briefing sessions with representatives from recruiting sources. Such briefings may include facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the Company's selection process, and recruiting literature.
 - 2. Incorporating special efforts to reach students who are protected veterans.
 - 3. Participating in work-study programs with Department of Veterans Affairs rehabilitation facilities that specialize in training or educating disabled veterans.

4. Making protected veterans available for participation in career days, youth motivation programs, and related activities in their communities.
 5. Taking other positive steps deemed necessary to attract qualified protected veterans not currently in the work force who have requisite skills and can be recruited through affirmative action measures. These persons may be located through the local chapters of organizations of and for any of the classifications of protected veterans.
 6. Considering applicants who are known protected veterans for all available positions for which they may be qualified when the position(s) applied for is unavailable.
 7. Listing job openings with the National Resource Directory's Veterans Job Bank or any future service that replaces or complements it.
- C. The Company will also send written notification of the policy related to its affirmative action efforts to subcontractors, including subcontracting vendors and suppliers, requesting appropriate action on their part.
- D. On an annual basis, the Company will review the outreach and recruitment efforts it has taken over the previous twelve months to evaluate its effectiveness in identifying and recruiting qualified protected veterans. If the Company concludes the totality of its efforts were not effective in identifying and recruiting qualified protected veterans, it shall identify and implement alternative efforts.
- E. The Company will document its outreach and recruitment activities and will retain this documentation for three (3) years.

VII. INTERNAL DISSEMINATION

In order to assure greater employee cooperation and participation in its efforts, the Company has communicated its policy to all employees and applicable union officials. Moreover, the Company may undertake, as appropriate, the following additional efforts to disseminate its policy internally:

- A. Inform all employees and prospective employees of its commitment to engage in affirmative action to increase employment opportunities for protected veterans;
- B. Publicize it in the Company newspaper, magazine, annual report and other media;
- C. Conduct special meetings with executive, management and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the chief executive officer's support for the affirmative action policy;
- D. Discuss the policy thoroughly in both employee orientation and management training programs; or
- E. When employees are featured in employee handbooks or similar publications for employees, include disabled veterans.

VIII. AUDIT AND REPORTING SYSTEMS

The EEO Coordinator has oversight responsibility for implementation of the AAP for protected veterans and an audit and reporting system that will measure the effectiveness of the program, indicate any need for remedial action, determine the degree to which our objectives are being met, determine whether known qualified protected veterans had the opportunity to participate in educational, training, recreational, and social activities, and measure our compliance with the program's obligations. Documentation of the Company's compliance with the program's obligation is included throughout this AAP.

The Company will be kept apprised of progress through reports as deemed appropriate.

IX. RESPONSIBILITY FOR IMPLEMENTATION

The EEO Coordinator has been assigned responsibility for implementing the Company's affirmative action activities under this part. The EEO Coordinator's identity appears on external and internal communications regarding the Company's affirmative action program. The EEO Coordinator has been given necessary senior management support and staff to manage and implement this affirmative action program.

X. TRAINING

The Company trains all personnel involved in the recruitment, screening, selection, promotion, disciplinary and related processes to ensure that the commitments in its affirmative action program are implemented.

XI. DATA COLLECTION

On an annual basis, the Company collects the following information pertaining to applicants and hires:

- A. The number of applicants who self-identified as protected veterans;
- B. The total number of job openings and the total number of jobs filled;
- C. The total number of applicants for all jobs;
- D. The number of protected veteran applicants hired; and
- E. The total number of applicants hired.

XII. BENCHMARKS FOR HIRING

The Company has established a hiring benchmark for protected veterans equaling the national percentage of veterans in the civilian labor force, as published and updated annually on the OFCCP website.

PROTECTED VETERAN DATA COLLECTION SUMMARY

	2021	2022	2023
Total # of Job Openings¹	858	573	490
Total # of Jobs Filled²	571	481	501
Total # of Applicants	3577	2387	2673
Total # of Veteran Applicants	77	72	68
Total # of Hires	338	352	358
Total # of Veteran Hires	6	5	3

1. Refers to the number of individual positions advertised as open in a job vacancy announcement or requisition.

2. Refers to all jobs the company filled by any means, be it through a competitive process or non-competitively.

4i Board Representation at University Events

Events Requiring Board Representation

June 27, 2025

Board of Trustees Meeting

Optional Events

None at this time.

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

4j In Memoriam

IN MEMORIAM: Ms. Louise Clark

WHEREAS, Ms. Louise Clark, a retired Associate Professor/Media Specialist from the School of Education Department of Indiana State University, died on the 19th day of December two thousand and twenty-four;

WHEREAS, Ms. Louise Clark, had given loyal and devoted service to Indiana State University for 22-1/2 years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Ms. Judith Byrne

WHEREAS, Ms. Judith Byrne, a retired Associate Professor from the Family Consumer Sciences Department of Indiana State University, died on the 25th day of November two thousand and twenty-four;

WHEREAS, Ms. Judith Byrne, had given loyal and devoted service to Indiana State University for 17 years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. Steven Smidley

WHEREAS, Dr. Steven Smidley, a retired Assistant Professor from the Department of Kinesiology, Recreation & Sport of Indiana State University, died on the 18th day of December two thousand and twenty-four; and

WHEREAS, Dr. Steven Smidley, had given loyal and devoted service to Indiana State University for 34 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. Paul Horn

WHEREAS, Dr. Paul Horn, a retired Professor from the Department of Psychology of Indiana State University, died on the 11th day of December two thousand and twenty-four; and

WHEREAS, Dr. Paul Horn, had given loyal and devoted service to Indiana State University for 31 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. Richard Pierard

WHEREAS, Dr. Richard Pierard, a retired Professor from the Department of History of Indiana State University, died on the 24th day of February two thousand and twenty-five; and

WHEREAS, Dr. Richard Pierard, had given loyal and devoted service to Indiana State University for 36 and a half years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Mr. Kevin Runion

WHEREAS, Mr. Kevin Runion, retired Associate Vice President for Facilities Management, died on the 21st of December two thousand and twenty-four; and

WHEREAS, Mr. Kevin Runion had given loyal and devoted service to Indiana State University for 34 years and had gained the respect of students and colleagues who knew him;

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

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

IN MEMORIAM: Mrs. Nancy Rankin

WHEREAS, Mrs. Nancy Rankin, retired Administrative Assistant I in the Department of Psychology, died on the 24th of February two thousand and twenty-five; and

WHEREAS, Mrs. Nancy Rankin had given loyal and devoted service to Indiana State University for 10 years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

IN MEMORIAM: Mrs. Dorothy Chrisman

WHEREAS, Mrs. Dorothy Chrisman, retired Custodial Supervisor in Sandison Housing, died on the 1st of April two thousand and twenty-five; and

WHEREAS, Mrs. Dorothy Chrisman had given loyal and devoted service to Indiana State University for 22 years and had gained the respect and affection of those who knew her as a coworker and friend; and

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

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

IN MEMORIAM: Dr. Linda Walters

WHEREAS, Dr. Linda Walters, Professor from the School of Nursing, of Indiana State University, died on the 7th day of April two thousand and twenty-five;

WHEREAS, Dr. Linda Walters, had given loyal and devoted service to Indiana State University for 13 and one half years, and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

5 Old Business

No old business to report.