

Indiana State University
Board of Trustees
Schedule of Activities
December 16-17, 2016

Friday, December 16, 2016

- 9:30 a.m. Finance Committee, State Room, Tirey Hall
- 10:30 a.m. Seminar: Updated Master Plan, State Room, Tirey Hall
- 11:30 a.m. Executive Session and Lunch, Heritage Lounge, Tirey Hall
- 1:00 p.m. Seminar: Annual Report from President's Council on Inclusive Excellence, State Room, Tirey Hall
- 1:30 p.m. Seminar: Annual Update on Strategic Planning, State Room, Tirey Hall
- 2:15 p.m. Break
- 2:30 p.m. Agenda meeting, State Room, Tirey Hall
- 4:00 p.m. Reception with Faculty Senate Members, HMSU 9th Floor
- 6:00 p.m. Board Dinner with President & First Lady Bradley, Trustees and Spouses

Saturday, December 17, 2016

- 9:30 a.m. Commencement Brunch, Condit House
- 11:15 a.m. Robing, Hulman Center
- 12:00 p.m. Commencement Ceremony, Hulman Center

AGENDA
Friday, December 16, 2016, 2:30 p.m.
Meeting of the Indiana State University Board of Trustees
State Room, Tirey Hall, Terre Haute, Indiana

1. Agenda

2. Schedule

3. Call Meeting to Order

4. Remarks

Faculty Senate Chairperson (Dr. Hawkins)
Staff Council Chairperson (Ms. Torrence)
Student Government Association President (Mr. Velazquez)
Vice President for Development and CEO of the ISU Foundation (Mr. Carpenter)
President of the University (Dr. Bradley)
Chairperson of the ISU Board of Trustees (Mr. Campbell)

5. New Business Items

- 5a For Passage, Approval of the September 30, 2016 Meeting Minutes and Certification of Executive Session (Mr. Campbell)
- 5b For Information, Sycamore Spotlight: Bayh College of Education (Dr. Licari)
- 5c Finance Committee Report (Mr. Taylor)
 - 5c1 For Passage, University Benefits Plan for 2017 (Ms. McKee)
 - 5c2 For Passage, Change of Schedule Fee/Late Registration Fee (Ms. McKee)
 - 5c3 For Passage, Housing & Dining (Ms. McKee/Dr. Licari)
 - 5c4 For Passage, Proposed Sale of Property (Ms. McKee)
 - 5c5 For Acceptance, 2015-16 Audited Financial Statements (Ms. McKee)
- 5d For Passage, Candidates for Degrees December 2016 (Dr. Licari)
- 5e For Passage, New Program Bachelor of Science Degree in Engineering (BS), (Dr. Licari)
- 5f For Acceptance, Campus Master Plan Update – 2016 (Ms. McKee)
- 5g For Passage, Modification of Policy 210 Mission, Values, and Vision (Dr. Bradley)
- 5h For Passage, Modification of Policy 310 Faculty Duties and Responsibilities (Dr. Licari)
- 5i For Passage, Modification - Addition to Policies 515, 535, 545, 560, 575, 745 (Dr. Licari)
- 5j For Passage, Modification to Policy 350 (Dr. Licari)
- 5k For Passage, Modification to Policy 270 (Dr. Licari)
- 5l For Passage, ISU Child Care Center Name Change (Dr. Licari)
- 5m For Acceptance, 2015-2016 Report from the President's Council on Inclusive Excellence (Dr. Bradley)
- 5n For Passage, Modification of Policy 922.4 Title IX Director (Dr. Licari)
- 5o For Passage, Modification of Policies 923 and 920 (Dr. Licari)

6. Items for the Information of the Trustees

- 6a Investment Report
- 6b Financial Report
- 6c Purchasing Report
- 6d Vendor Report
- 6e Faculty Personnel
- 6f Other Personnel
- 6g Grants and Contracts
- 6h Agreements
- 6i Other Information
- 6j Board Representation at University Events
- 6k In Memoriam

7. Old Business

8. Adjournment

The next Agenda Meeting of the Board of Trustees will take place on campus Thursday and Friday, February 23 & 24, 2017.

AGENDA
Friday, December 16, 2016, 2:30 p.m.
Meeting of the Indiana State University Board of Trustees
State Room, Tirey Hall, Terre Haute, Indiana

3 Call to Order

4 Remarks

Faculty Senate Chairperson (Dr. Hawkins)
Staff Council Chairperson (Ms. Torrence)
Student Government Association President (Mr. Velazquez)
Vice President for Development and CEO of the ISU Foundation (Mr. Carpenter)
President of the University (Dr. Bradley)
President of the ISU Board of Trustees (Mr. Campbell)

5 New Business Items

5a Approval of the Minutes of the September 30, 2016 Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 3:30 p.m. on Thursday, September 29, 2016 in the State Room, Tirey Hall.

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 September 30, 2016.

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

Trustees absent: Mrs. Cabello

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

5b Sycamore Spotlight: Bayh College of Education

5c1 University Health Benefits Plan for 2017

Employee Health Coverage: Medical claims of the University's self-insured medical plan for 2016 have increased 15 percent over the same time period of 2015. The University through its Benefits Consultant, AON, and in concurrence with the University Employee Health Benefits Review Committee has researched a claims processor with deeper discounts than those offered by the current administrator. A change in claims processor/administrator is estimated to save \$1.8 million for 2017. It is recommended that the University's self-insured medical plan be administered by Anthem with one minor plan design change to bring hospitalization and outpatient surgery under the current deductible.

Since the June 26, 2015 action by the United States Supreme Court, same-sex couples have the constitutionally protected right to marry. Therefore provisions of benefits for unmarried same-sex domestic partners will be phased out. Employees with same-sex partners participating in the plan have been notified the University medical coverage and other benefits will cease effective December 31, 2016.

Prescription Drug Coverage: It is recommended that the University continue to utilize the State of Indiana Aggregate Prescription Purchasing Program (IAPPP) administered by Express Scripts. For 2017, it is also recommended that the plan enroll in Care Value programs to help employees better manage their illnesses and assist in controlling the costs of prescriptions for the following: inflammatory treatments, diabetes care and other market event situations. There is no additional cost for these programs.

Dental Coverage: It is recommended that the University's dental coverage continue to be administered by Delta Dental of Indiana with no change in coverage or rates.

Retirees Over Age 65: It is recommended the fully-insured medical and prescription drug plan for eligible retirees who are age 65 or over be continued with AmWINS with no change in carriers or coverage. Eligible retirees under age 65 will be covered by the Anthem Plan until they attain age 65.

Specific Stop Loss: The \$250,000 individual stop loss deductible policy is recommended to be placed with Anthem effective January 1, 2017.

Administrative Fees: The monthly per capita administrative fees (including medical administrative services fees, dental and reinsurance costs) are listed below:

	2016 Cigna Rates <u>Plan Year</u>	2017 Proposed Anthem Rates <u>Plan Year</u>
Active/Early Retiree	\$41.06	\$40.00
Specific Stop Loss	\$32.09	\$35.75
Dental	\$3.15	\$3.15

Contribution Rates - Employee Coverage: For 2017, rates are once again based on wellness participation. Participation of employees on the coverage provides a \$30 per month rate discount during 2017. Spouses covered on the plan who participate will be provided with an additional \$20 per month rate discount. There is also a \$50 per month tobacco surcharge per employee and an additional \$50 surcharge per month for spouses who are tobacco users. Employees /spouses may agree to participate in a tobacco cessation program to avoid the surcharge for up to two years only.

The University will continue to offer a voluntary subsidy program for employees whose household income is less than 200 percent of the 2016 Federal Poverty Guidelines. This program provides a subsidized rate that is substantially less than normal rates.

Claims experience and medical inflation trend factors are considered in establishing proposed health coverage rates. Medical claims for the past 12 month period have significantly increased over the prior year. The overall rate increase is projected at 7.3 percent.

For active employees, the following premium rates are recommended, effective January 1, 2017. The rates as shown below are inclusive of medical, prescription drug, and dental coverage. Health coverage rates for 2016 are also included for comparative purposes.

Proposed 2017 ISU Health Coverage Monthly Rates

Employee Rates		
	2017 Standard Rate*	2016 Standard Rate*
Employee	\$234.00	\$213.00
Employee/Child(ren)	\$433.00	\$395.00
Employee/Spouse	\$566.00	\$516.00
Employee/Dependents	\$620.00	\$565.00

Employees Below 200% of Federal Poverty Level		
	2017 Standard Rate*	2016 Standard Rate*
Employee	\$170.00	\$155.00
Employee/Child(ren)	\$303.00	\$276.00
Employee/Spouse	\$381.00	\$347.00
Employee/Dependents	\$419.00	\$382.00

2017 Wellness Incentive & Tobacco Surcharge - Monthly Rate Adjustments		
	Wellness Incentive	Tobacco Surcharge
Employee**	(\$30.00)	\$50.00
Spouse**	(\$20.00)	\$50.00

2016 Wellness Incentive & Tobacco Surcharge - Monthly Rate Adjustments		
	Wellness Incentive	Tobacco Surcharge
Employee	(\$30.00)	\$50.00
Employee/Child(ren)	(\$30.00)	\$50.00
Employee/Spouse***	(\$50.00)	\$50.00
Employee/Dependents***	(\$50.00)	\$50.00

- * Standard rate assumes employee does not use tobacco and has not received wellness incentive.
- ** Employee and spouse each receive separate discount or surcharge for participation.
- *** Employee and spouse must both participate to receive discount or avoid surcharge.

Contribution Rates - Over Age 65 Retiree Coverage: Rate increases in the fully insured retiree medical coverage and Part D prescription drug program of \$7.00 per month per person on Option 1 and \$13.53 per month per person for Option II are recommended. Option II provides retirees with an expanded Part D prescription drug program.

Medical and Prescription Plan (with self-insured Dental)	Current 2016 Cost (Per Person Per Month)	Proposed 2017 Cost (Per Person Per Month)
Option #1	\$104.00	\$111.00
Option #2 (enhanced prescription plan coverage)	\$197.47	\$211.00

Recommendation: Approval of the health coverage and rates as presented effective January 1, 2017.

5c2 Change of Schedule Fee/Late Registration Fee

The University is currently working to implement the Banner base-line fee assessment process, which is scheduled to go live effective with the 2017 Summer term. As part of this initiative, many aspects tied to course characteristics, assessment processes, etc., have been examined and changed to better address current needs and to take advantage of efficiencies when possible. Current amounts and processes associated with change of schedule and late registration fee assessments have been in place since at least 2003 and utilize a tiered concept for each of the respective fees with varied initial assessment dates. It is proposed to move to a streamlined concept for each fee type, with the change of course fee being assessed once per day and the late registration fee being assessed once per semester/term, with the initial assessment of each fee beginning with the first day of a given semester/term. Because of multiple start and end dates for summer terms, it is also proposed to eliminate the assessment of the late registration fee during summer terms. Proposed fees follow:

<i>Fee / Assessment Period</i>	<i>Current Amount</i>	<i>Proposed Amt.</i>
Change of Schedule Fee – academic yr. semester	\$10/\$30 per transaction	\$30 per day
Change of Schedule Fee – summer term	\$10 per transaction	\$30 per day
Late Registration Fee – academic yr. semester	\$30/\$100	\$100
Late Registration Fee – summer term	\$30	Eliminated

Recommendation: Approval of the change of schedule/late registration fee assessment process and amounts as outlined above, effective with the change of schedule/late registration fee assessment period for the 2017 Summer term.

5c3 ISU Housing and Dining Rates for 2017-18

On Campus Housing

As the University continues to invest in improving student housing, rates are reviewed annually to ensure student housing remains affordable and that residence hall rooms are categorized strategically. For 2017-18, all rooms offered to students will be air conditioned which provides greater flexibility in how rooms are categorized. Room types for 2017-18 will include Standard, Traditional and Premium rooms.

The proposed rate increase for a Standard residence hall room and a Standard meal plan represents a 1.0 percent increase for 2017-18. The Standard room type will be assigned to Lincoln Quad and house upper level students. Traditional rooms will be an additional \$500 per year as these residence halls are more recently upgraded and offer students more amenities than a Standard room. Freshman students will be housed in residence halls assigned to the Traditional room category. Premium rooms will be an additional \$1,000 per year. Premium housing will include one upgraded facility, Hines Hall, that will be assigned only to upper level students and offer additional privacy. Rooms within Reeve Hall with private baths will also be assigned to the Premium room category.

The Non-Flex meal plan rates, first offered in 2013-14, are included with the housing rate options. The Non-Flex meal plan offers a reduced rate from the Standard meal plan. Students utilizing this reduced rate plan do not have the flexibility to roll meal plan credits from week to week or have the availability of commons cash.

It is also recommended that, at the discretion of Residential Life, students not be billed the higher room rate if they are required to move to a more expensive room type during the year at the request of Residential Life staff. Students who request to move to more expensive room types would still be charged the higher room rate.

The recommended 2017-18 rates for on campus housing are listed below and include additional room accommodation options and meal plan options. The 2016-17 housing and dining rates are included with this item for comparative purposes.

2017-18 Residential Life Proposed Room & Board Rates - On Campus Housing

Breakdown by Hall						
Hall	2016-17 Room Type	2016-17 Rates Standard Board Plan	2016-17 Rates Non-Flex Board Plan	2017-18 Room Type	2017-18 Rates Standard Board Plan	2017-18 Rates Non-Flex Board Plan
Lincoln Quad	Standard	\$9,785.20	\$9,401.00	Standard	\$9,883.00	\$9,498.80
Hines (upper level students only)	Standard	\$9,785.20	\$9,401.00	Premium	\$10,883.00	\$10,498.80
Jones	Standard	\$9,785.20	\$9,401.00	Traditional	\$10,383.00	\$9,998.80
Burford	Premium	\$10,295.20	\$9,911.00	Traditional	\$10,383.00	\$9,998.80
Erickson	Premium	\$10,295.20	\$9,911.00	Traditional	\$10,383.00	\$9,998.80
Pickerl	Premium	\$10,295.20	\$9,911.00	Traditional	\$10,383.00	\$9,998.80
Sandison	Premium	\$10,295.20	\$9,911.00	Traditional	\$10,383.00	\$9,998.80
Mills	Premium	\$10,295.20	\$9,911.00	Traditional	\$10,383.00	\$9,998.80
Blumberg	Premium	\$10,295.20	\$9,911.00	Traditional	\$10,383.00	\$9,998.80
Cromwell	---	---	---	Traditional	\$10,383.00	\$9,998.80
Reeve (Double with Shared Bath)	Premium	\$10,295.20	\$9,911.00	Traditional	\$10,383.00	\$9,998.80
Reeve (Single Room with Shared Bath)	Premium - Single	\$12,845.20	\$12,461.00	Traditional - Single	\$12,933.00	\$12,548.80
Reeve (Double Room with Private Bath)	Premium Plus - Double	\$11,315.20	\$10,931.00	Premium - Double	\$10,883.00	\$10,498.80
Reeve (Single Room with Private Bath)	Premium Plus - Single	\$13,865.20	\$13,481.00	Premium - Single	\$13,433.00	\$13,048.80

Supplemental Room Proposed Rates						
Accommodations	2016-17 Room Type	2016-17 Rates Standard Board Plan	2016-17 Rates Non-Flex Board Plan	2017-18 Room Type	2017-18 Rates Standard Board Plan	2017-18 Rates Non-Flex Board Plan
Lounges, Common Areas	Economy/Standard	\$7,421.86	\$7,037.66	Standard	\$8,010.52	\$7,626.32
Lounges, Common Areas	Traditional	---	---	Traditional	\$8,360.52	\$7,976.32
Lounges, Common Areas	Premium	\$8,285.80	\$7,901.60	Premium	\$8,710.52	\$8,326.32

Additional Accommodation Options						
Accommodations	2016-17 Room Type	2016-17 Rate		2017-18 Room Type	2017-18 Rate	
Single Room	Economy/Standard	\$1,700.00		Standard	\$1,700.00	
Single Room	Premium/Premium +	\$2,550.00		Traditional/Premium	\$2,550.00	
Triple Room	All	(\$1,000.00)		All	(\$1,000.00)	
Break Access Contract Add-On		\$600.00			\$600.00	

Additional Meal Options - Annual Amount Above Standard Plan					
	Meal Plan	2016-17 Rate			2017-18 Rate
	Flex 10/204	\$204.00			\$204.00
	Flex 10/306	\$408.00			\$408.00
	Best Flex 12/102	\$149.60			\$149.60
	Best Flex 12/204	\$353.60			\$353.60
	Best Flex 12/306	\$557.60			\$557.60
	High Flex 14/102	\$244.80			\$244.80
	High Flex 14/204	\$448.80			\$448.80
	High Flex 14/306	\$652.80			\$652.80

2018 Summer Housing Rates - ISU Students						
Room Type	Accommodations	2017 Weekly Rate	2017 Daily Rate		2018 Weekly Rate	2018 Daily Rate
Standard	Double Room	\$182.00	\$26.00		\$183.58	\$26.23
Traditional	Double Room	---	---		\$198.28	\$28.33
Premium	Double Room	\$197.00	\$28.14		\$212.99	\$30.43
Standard	Single Room Additional Amount		\$7.14			\$7.14
Traditional/Premium	Single Room Additional Amount		\$10.71			\$10.71
All - Early Arrival Student Groups/Break Housing	On Campus		\$14.00			\$14.00

500 Wabash & University Apartments

The proposed rates for 2017-18 for student rooms at 500 Wabash & University Apartments represent a 2.0% increase. An optional meal plan will be offered to students living at University Apartments and 500 Wabash.

In an effort to create student friendly housing packages for off campus housing, the University offers both full year and academic year contracts at 500 Wabash and University Apartments. The rates for 500 Wabash and the furnished University Apartments units are a per student rate billed by the semester. The unfurnished family units at University Apartments are a per unit rate.

The recommended 2017-18 rates for University Apartments and 500 Wabash are listed below and include additional room accommodation and meal plan options. The 2016-17 housing and dining rates are included with this item for comparative purposes.

University Apartments*

Family Apartments (Unfurnished)				
Room Type	2016-17 Academic Year	2016-17 Full Year	2017-18 Academic Year	2017-18 Full Year
One Bedroom	\$6,690.00	\$8,028.00	\$6,820.00	\$8,184.00
Two Bedroom	\$7,720.00	\$9,264.00	\$7,870.00	\$9,444.00
Three Bedroom	\$8,490.00	\$10,188.00	\$8,660.00	\$10,392.00

Single Apartments (Furnished)				
Room Type	2016-17 Academic Year	2016-17 Full Year	2017-18 Academic Year	2017-18 Full Year
SYE Shared One Bedroom	\$6,170.00	n/a	\$6,290.00	n/a
SYE Shared One Bedroom with Study	\$7,200.00	n/a	\$7,340.00	n/a
Single One Bedroom	\$7,720.00	\$9,264.00	\$7,870.00	\$9,444.00
Single Shared One Bedroom w/ Study	\$7,200.00	\$8,640.00	\$7,340.00	\$8,808.00
Single Three Bedroom (Large)	\$7,200.00	\$8,640.00	\$7,340.00	\$8,808.00
Single Three Bedroom (Medium)	\$5,150.00	\$6,180.00	\$5,250.00	\$6,300.00
Single Three Bedroom (Small)	\$4,120.00	\$4,944.00	\$4,200.00	\$5,040.00

500 Wabash*

Room Type	2016-17 Contract Rate	2017-18 Contract Rate
One Bedroom - 12 Month Contract	\$10,188.00	\$10,392.00
One Bedroom - 9 Month Contract	\$8,334.00	\$8,505.00
One Bedroom - 3 Month Summer	\$2,778.00	\$2,835.00

* Rates listed are for housing only and do not include a meal plan. A Sodexo meal plan is optional.

Additional Accommodation Options			
Accommodations	2016-17 Daily Rate	2017-18 Daily Rate	
Early Arrival Student Groups/Break Housing - Off Campus	\$14.00	\$20.00	

Optional Meal Plan - University Apartments & 500 Wabash			
Meal Plan	2016-17 Academic Year Rate	2017-18 Academic Year Rate	
5 Meals per Week & \$100 Commons Cash per Semester	\$1,472.20	\$1,516.40	

Recommendation: Approval of the proposed 2017-18 Housing and Dining rates.

5c4 Proposed Sale of Property

Various parcels of University owned property located in Terre Haute, Indiana were previously declared surplus by the Indiana State University Board of Trustees. As required by IC-21-36-3-6, three appraisers appointed by the Governor of the State of Indiana appraised such property for sale. Sealed bids were solicited by a public notice to bidders. Two bids were received for the parcels. The highest bid in the amount of \$337,500 was submitted by Vermillion Acquisitions, LLC.

<u>Parcel ID</u>	<u>Street Address</u>
84-06-16-481-012	933 North 6 th Street
84-06-16-481-013	933 North 6 th Street
84-06-16-481-014	931 North 6 th Street

84-06-16-481-015	929 North 6 th Street
84-06-16-481-016	927 North 6 th Street
84-06-16-481-017	925 North 6 th Street
84-06-16-481-018	921 North 6 th Street
84-06-16-481-037	650 Lafayette Ave.
84-06-16-481-038	644 Lafayette Ave
84-06-16-481-039	644 Lafayette Ave.
84-06-16-481-042	628 Lafayette Ave.
84-06-16-481-043	626 Lafayette Ave.
84-06-16-481-044	622 Lafayette Ave.

Recommendation: Approval of sale of real estate as listed above to Vermillion Acquisitions, LLC for the bid price of \$337,500 with conveyance of property subject to certain deed restrictions.

5c5 2015-16 Audited Financial Statements

The 2015-16 audited financial statements received an unmodified audit opinion from the Indiana State Board of Accounts reflecting the FY16 financial statements were presented fairly, in all material respects, in accordance with generally accepted accounting principles.

The Indiana State University 2015-16 Financial Report is available at: [Financial Report FY16.pdf](#)

Recommendation: Acceptance of the 2015-16 Audited Financial Statements.

5d Candidates for Degree December 2016

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

Doctor of Philosophy

Akinleye, Sheila Ruth
 Alajmi, Hadi Salem
 Alasmi, Maha A.
 Bonomo, Janel Leigh
 Case, Aaron James
 Comer, Brent M.
 Dascanio, Michael
 Deadman, Robert Charles
 DeRossett, Woodrow Garry
 Eltz, Jeremy N.
 Hanlon, Vincent John
 Hart, Brannon Walsmith
 Hopple, Alyce Michelle
 Martinez-Lebron, Cristina
 Newton, Whitney

Papa, Jeffrey Lynn
Rivera, Schvalla Rameil
Schuttler, Robert Donald
Smith, Cormac James
Steward, Irene A.
Terhune, Charles Lloyd
Townsend, Grant Ray
Wang, Jun

Doctor of Health Sciences

McInerney, Mark Christopher

Educational Specialist

DuBois, Catherine Mary
Haughey, Ryan D.
Nailon Jr, Willard Todd
Shepherd, Morgan Kelly
Thomas II, Rodney Gene
Vore, Steven Anthony
Whitaker, Anthony Arlie

Master of Arts

Alzahrani, Mona Ahmed
Fisher, Joshua Christopher
Gibson, Mark David
Hamilton, William Ryan Stuart
Hawsawi, Huda Abdullah
Kolberg, Holly Ann
Koll, Kristopher Mathew
Kwon, Sanghee
Mathison, Bryan Joseph
Nabous, May Hamed
Snoderly, Theresa Marie

Master Business Administration

Butkiewicz, John Michael
Chakour, Salma
Gard, Dara Jade
Reddy, Sandesh Gavva
Simmons, William Dustin
Smith, Thomas Parker
Sqalli Houssaini, Meryem
Zaher, Ahmad Saad

Master of Education

Alzahrani, Abdulelah Saeed
Gulick, Jennifer Elizabeth
Hassler, Megan Elyse

Li, Tzuhan
Phillips, Amy Lee
Titus, Jacquallynn Anne

Master of Music

Seo, Inkyoung

Master of Public Administration

Barrett, Alexander Fredrick
Miller, Monet Joan
Nickolaus, Nathan M.
Slaton, Michael Holland
White, Tiffany Nicole

Master of Science

Adepu, Kiran Kumar
Akinbo, Jodie Mae
Al-Abbas, Muntzar Mossa
Alashwi, Boshra Ali
Alharthi, Enshirah Fawaz I.
Alkahtani, Asem Hamad
Alkahtani, Norah
Almarri, Jaber Nasser
Alqahtani, Ahmed Fahad
Alqahtani, Bandar Hamad, III
Alshehri, Mohammed Dhafer
Ampatzoglou, Faidon
Anderson, Erica Lynn
Antonio, Maria K.
Bait Said, Musallam Ali
Bannigan, Angela
Barger, Rebecca Kay
Bates-Bingham, Constance Monique
Beasley, Benjamin Robert
Beck, Chatel Anne
Beresford, April Diane
Bifulco, Danielle
Bland, Michael W
Blankespoor, Mitchell Taylor
Bremer, Jessica Ann
Bundy, Kenneth D.
Busby, Lauren
Buse, Sierra Jean
Carter, Rachelle Patrice
Casey, Johnny T.
Castillo, Ariane Nicole
Chandler, Jacqueline
Chikka, Bhargav

Chiluka, Sai Rohan Reddy
Chintalachervu, Srikar
Chiu, Vincent Francis
Cohen, Elizabeth Ann
Coleman, Elizabeth Maria
Coleman, Shervon Monic
Cooke, Marlana Ann
Cooper, Brittany K.
Cornett, Chelsea Monet
Criste, Amanda Sarah
Crowder, Jessica Lynn
Currier, Krista Elizabeth
Dammalapati, Nagesh
Dause, Chelsea R.
Davis, Danielle Losh
Dora, Cedric Derell
Dzakpasu, Mary Exi
Engle, Karen Ann Williams
Eversole, Chelsea Nicole
Fallert, Stacia Ann
Fateel, Hassan Taofiq
Fisher, Cassandra Elizabeth
Franklin, Jennifer Lee
Frassetto, Michael Joseph
Gadde, Venkat Hemanth
Gamble, Catherine
Garlanka, Siva Srinivasa Prasad
Glasgow, Deana Marguerite
Goglucci, Clemenza Charles
Gogula, Surya Priya
Grimlie, Samantha Jo
Guth, Eric Franklin
Hall, Kelly Annette
Hammel, Blayne Hale
Haney, Joseph Ryan
Harmon, Loriann Ranee
Hemingway, Marshall Lemond
Henderson, Stephanie Diane
Hoesli, David Joe
Holcomb, Miriam
Holder, Alyssa AnnMarie
Hopp, Courtney Lorraine
Hopper, Jaime May
Huffman, Emilee J.
Hughes, Titus Daniel
Humphries, Terry Lynn
Hunnicut, Breck Ann
Hurley, Fayeann
Ice, Kelsea Meghan

Jatczak, Terrence Joseph
Jena, Christopher Ryan
Jones, Linda Maria
Jordan, Kelsey
Jussome, Sherley
Kalb, Macy Renee
Kalupski, Daniel E.
Katta, Saikiran
Keith, Jennine Denise
Kemen, Rebecca Elizabeth
Kim, JinKyung Jana
Kirkland, Bethany A.
Klein, Brock Robert
Kodarapu, Praneeth
Komera, Samuel
Kommaraju, Saikrishna
Kooistra, Millie Marie
Kopparthi, Sessa Keerthi Nandan
Korapati, Ravi Chandra
Kuhn, Ryan Michael
Lambertus, Samantha Christine
Lanier, Amanda Ruth
Lee, Carley Beth
Leege, Lauren Kay
Lemperis, Pamela
Lim, Leilani
Lindsay, Sarah Jane
Llama, Alejandro
Lutz, Heather Lynn
Madireddy, Shashidhar Reddy
Magnani, Nikita Maheshbhai
Mannem, Nithin Kumar Reddy
Manthana, Srinivas Varma
Maridi, Kalyan Chakravarthi
Marousek, Alexandria Nicole
Matcha, Ramya Sree
Mathews, Jason Daniel
Mayfield, Amber Jean
Mbe, Quinta Abo
McCarty, Emily L.
McCollough, Tamara Frances
Medavarapu, Vaibhav Srikar
Meduri, Sai Kiran
Mensa, Margaret Akua
Militello, Michael Jason
Morales Colmenares, Carolina Del Carmen
Morgan, Joshua Adam
Morris, Amy Marie
Mourad, Rania

Murphy, Sue M.
Nadella, Chandrakanth
Nadimpally, Vyshnavi
Ndusha, Adonis Ndushaband
Neal, Daniel Wayne
Norsen, Victoria D.
Ondobo, Charles Henri Mbala
Ortiz, Audrey M.
Owen, Dakota James
Parmer, Mary Elizabeth
Parvathapuram, Manideep
Patterson, Elizabeth A.
Peeramsetty, Naveen Kumar
Perkins, Frances Randell
Peterson, Daniel Albert
Piepmeyer, Corinne Marie
Pinnoju, Harini
Poe, Elann Faye
Pothumanchi, Vishal Raj
Price, Emily Nicole
Pronzato, Christie Lynne
Quartero, Kelli Jean
Raini, Sharath Chandra
RamirezVega, Wilmarie
Ramsey-Ford, Marian Kay
Ravi, Harish
Roberts, DeAnne Elizabeth
Robison, Molly
Roman, Alaina Marie
Romano, Kara Michelle
Rowe, Mindi
Rumple, Christina Marie
Ryan, Renee
Ryley, Jordan Nichole
Salinetto, Ashlee Marie
Sandoe, Jordan Gabriel
Schau, Kristina Marion
Scheblo, Thea Lorraine
Sciscoe, Cayla Colleen
Scott, Tabbitha Eve
Seela, Pranay
Sevier, Laura Ann
Shaffer, Franklin Scot
Shanafelt, Emily L.
Shazor, Muhammad
Sheganti, Tejaswini
Shetti, Praneetha
Shyamala, Bhavyatulasi
Simmonds, Donna Jean

Stagnetta, Donato J, Jr.
Steiner, Nicholas Ronald
Stokes, Katie Margaret
Sutton, Regina Sue
Talluri, Lakshmi Prasanna
Taylor, LaCree Alesia
Tharigopula, Pavani
Thomas, Laura Ashley
Thompson, Abby LeAnn
Tizaf, Abdessamad
Tokala, Dhanunjaya
Toth, Jessica
Trueba, Devan Lynn
Van Dyke, John Stanley
Vargas, Jennifer M.
Vasquez, Jennifer M.
Veerepalli, Divya
Verga II, Samuel Anthony
Viehdorfer, Lindsie
Vinson, Erica Danielle
Vinton, Neijia Kate
Walters, Jennifer Lynn
Wengerd, Kirsten N.
Wierman, Stacey Elizabeth
Winner, Linda Kay
Yeluka, Durga Dinesh

Azbill, Jessica L	Bachelor of Applied Science
Borden, Amy Melissa	Bachelor of Applied Science
Chavez, Jami N	Bachelor of Applied Science
Francis, Candy Kay	Bachelor of Applied Science
Adkins, Kylie Michelle	Bachelor of Arts
Connolly, Daniel James	Bachelor of Arts
Dewell, Reagan Karl	Bachelor of Arts
Gesiakowski, Scott	Bachelor of Arts
Jennermann, Alexander Bauer	Bachelor of Arts
Kutza, Emilse Camacho	Bachelor of Arts
Martell, Jennifer Jane	Bachelor of Arts
Plunkett, Abbie Nicole	Bachelor of Arts
Pruiett, Kena Rae	Bachelor of Arts
Rios, Maria Teresa	Bachelor of Arts
Scott, Madison E	Bachelor of Arts
Shaw, Bria Monet	Bachelor of Arts
Myers, Tashiyana M	Bachelor of Fine Arts
Ramion, Savannah Brianne	Bachelor of Fine Arts
Cress, Brittany Ann	Bachelor of Music Education
Hamilton, Kelsey Lynn	Bachelor of Music Education

Moody, Matthew David	Bachelor of Music Education
Steele, James D	Bachelor of Music Education
Whitehurst, Morgan Louise	Bachelor of Music Education
McElheny, Katie Mae	Bachelor of Science
AL-shokur, Abdulaziz Ahmed	Bachelor of Science
Abram, Tayler M J	Bachelor of Science
Abrom, Adrian La'Mar	Bachelor of Science
Acton, Austin William	Bachelor of Science
Aginam, Obiageri Constance	Bachelor of Science
Al Hashim, Mustafa Yehyah	Bachelor of Science
Al-Dbab, Abdulhakeem Solomon	Bachelor of Science
Al-Mosallam, Mohammed Khalifa	Bachelor of Science
AlZuraig, Mishari Zayed S	Bachelor of Science
Alalyani, Abdulrahman Abdullah	Bachelor of Science
Alameri, Musallem Suhail	Bachelor of Science
Alameri, Obaid Hamad Mohammed Binjathwa	Bachelor of Science
Alameri, Suhail Salem	Bachelor of Science
Alaradi, Mohammed Habib	Bachelor of Science
Albamonte, Haley Victoria	Bachelor of Science
Albouq, Musab Ahmed	Bachelor of Science
Albuhayri, Ali Ahmed	Bachelor of Science
Aldawsari, Turki Majed	Bachelor of Science
Alderei, Abdulla Maayouf	Bachelor of Science
Aldossari, Abdulhadi Rashed	Bachelor of Science
Aldossary, Nasser Nabil	Bachelor of Science
Aldrich, Marcy Marie	Bachelor of Science
Aldurra, Jamal	Bachelor of Science
Alefari, Abdulla Suhail	Bachelor of Science
Alessa, Mohammad	Bachelor of Science
Alexander, Amanda	Bachelor of Science
Alfaleh, Athar	Bachelor of Science
Alfaleh, Turki Amin	Bachelor of Science
Alhajeri, Hmoud F	Bachelor of Science
Alhawsawi, Ziyad	Bachelor of Science
Alheraiji, Faiz Fahad	Bachelor of Science
Alismail, Hossam Abdulrahman	Bachelor of Science
Alkhaldi, Mohammad Mubarak N	Bachelor of Science
Allmazrouei, Ahmed Kkhlfan	Bachelor of Science
Almari, Hamad Nasser	Bachelor of Science
Almarri, Dhaidan Saad	Bachelor of Science
Almarri, Waleed Mohammad	Bachelor of Science
Almatrafi, Abdullah Saadi	Bachelor of Science
Almubayydh, Bader Abdullah	Bachelor of Science
Almutairi, Abdulmajid Shaddad	Bachelor of Science

Almutairi, Abdulwahab Shadad	Bachelor of Science
Alohali, Abdullah Nasser	Bachelor of Science
Alomomen, Mariya	Bachelor of Science
Alotaibi, Maha Hadi	Bachelor of Science
Alotaibi, Muteb Theeb Sr	Bachelor of Science
Alqahtani, Abdullah Ali	Bachelor of Science
Alqahtani, Mohammed Rashed	Bachelor of Science
Alqerbi, Omar Harafi	Bachelor of Science
Alshaikhi, Abdullah Hussain	Bachelor of Science
Alshammari, Bander	Bachelor of Science
Alshareedah, Abdulaziz	Bachelor of Science
Alsubeiai, Eid Mohammed K	Bachelor of Science
Altamimi, Abdulaziz	Bachelor of Science
Althuwaiqeb, Abdullah Khalil	Bachelor of Science
Alyami, Ahmed Jafer	Bachelor of Science
Alzeer, Abdulaziz Salah	Bachelor of Science
Amare, Abrha Gebrelibanos	Bachelor of Science
Amos, Andrew Scott	Bachelor of Science
Anchrum, Anthony Deon	Bachelor of Science
Anderson, Bailey Michelle	Bachelor of Science
Anderson, Luke Daniel	Bachelor of Science
Anslinger, Elizabeth Carol	Bachelor of Science
Anthony, Charlie	Bachelor of Science
Arroyo, Rosario	Bachelor of Science
Artz, Brandon Scott	Bachelor of Science
Arvin, Devan Marie	Bachelor of Science
Ash, Kathleen Kay Ruth	Bachelor of Science
Ashu Ebude, Sophia	Bachelor of Science
Austin, Amanda Rachel Doolittle	Bachelor of Science
Axe, Joshua Quentin	Bachelor of Science
Bacon, Michael Dominicke	Bachelor of Science
Bahrt, Cassandra Jaye	Bachelor of Science
Bailey, Ariel Deshay	Bachelor of Science
Baker, David Micheal	Bachelor of Science
Balogun, Rashidat T	Bachelor of Science
Banda, Luciano	Bachelor of Science
Barber, McKenzie Kay	Bachelor of Science
Barron, Brandon Michael	Bachelor of Science
Bates, Kelsie	Bachelor of Science
Bathory, Murielle	Bachelor of Science
Baumgart, Benjamin James	Bachelor of Science
Bayazeed, Saeed Khalid	Bachelor of Science
Bayazid, Abdulgader	Bachelor of Science
Beadle, Ashley Renee	Bachelor of Science
Beighley, Calli Jo	Bachelor of Science

Beirl, Lauren Nicole	Bachelor of Science
Bell, Brandy Lee	Bachelor of Science
Beller, Laura K	Bachelor of Science
Belt, Derek Eugene	Bachelor of Science
Benitez, Viridiana	Bachelor of Science
Bennett, Alysia Renee	Bachelor of Science
Bernard, Stephanie Michelle	Bachelor of Science
Berry, Hali Ann	Bachelor of Science
Beverstock, Isaac Thomas	Bachelor of Science
Biggs, Justin M	Bachelor of Science
Binney, Samantha Nicole	Bachelor of Science
Bishop, Andrea	Bachelor of Science
Blackburn, Brandon C	Bachelor of Science
Blakemore, Laura Lee	Bachelor of Science
Ble Koidio, Yann Emmanuel Yves Alain	Bachelor of Science
Blount, Steven Anthony	Bachelor of Science
Boaz, Hannah Nicole	Bachelor of Science
Bokamba, Angelique	Bachelor of Science
Bolding, Aric Dean	Bachelor of Science
Boubshait, Norah	Bachelor of Science
Boxell, Allison RaeAnn	Bachelor of Science
Bradley, Christopher Anthony	Bachelor of Science
Brana, Michael Paul	Bachelor of Science
Bray, Colleen Elizabeth	Bachelor of Science
Bredeweg, Lydia Jade Irene	Bachelor of Science
Brendle, Adam	Bachelor of Science
Bridges, Garland Barry	Bachelor of Science
Briggs, Erika L	Bachelor of Science
Brooks, Amanda Nicole	Bachelor of Science
Brown, Bonita Shanee	Bachelor of Science
Brown, Danyel Lavon	Bachelor of Science
Brown, Devin Stephen	Bachelor of Science
Brown, Ki'Ara Andrene'	Bachelor of Science
Brown, Nykara Rose	Bachelor of Science
Brown, Shaun Hunter	Bachelor of Science
Brown, Tyler James	Bachelor of Science
Buck, Kimberly	Bachelor of Science
Bucklin, Jessica Nicole Deal	Bachelor of Science
Buechele, Heather Renea	Bachelor of Science
Buhlaigah, Ayad Mohammed	Bachelor of Science
Bunch, Bonnie J	Bachelor of Science
Bunch, Samuel Denton	Bachelor of Science
Bunton, Elizabeth Lauren	Bachelor of Science
Burnette, Sandra Marie	Bachelor of Science
Burns, Stephanie Anne	Bachelor of Science

Byerly, Kayla Elizabeth	Bachelor of Science
Calbert, Deron	Bachelor of Science
Campbell, Mary A Szymanski	Bachelor of Science
Campbell, Shelby Nicole Jonell	Bachelor of Science
Canas, Alicia Franchesca	Bachelor of Science
Canavan, Ryan Christopher	Bachelor of Science
Carbin, Laporsha Marsha	Bachelor of Science
Carls, Ethan Christopher	Bachelor of Science
Carrington, Jerica Nicole	Bachelor of Science
Carson, Xavier Nigel, Jr	Bachelor of Science
Caskey, Jerry, II	Bachelor of Science
Cassidy, Conlan William	Bachelor of Science
Chambers, Daylan Reid	Bachelor of Science
Chatman, Jordan Phillip	Bachelor of Science
Cheek, Ryan Harris	Bachelor of Science
Cheeks, Vernon Pierre'	Bachelor of Science
Chiles, Cameron Matthew	Bachelor of Science
Christjansen, Jon	Bachelor of Science
Clark, Cornelius	Bachelor of Science
Cole, Matthew Robert	Bachelor of Science
Cole, Taylor Lasha	Bachelor of Science
Coleman, Kristofer Deondre	Bachelor of Science
Collier, Preston Scott	Bachelor of Science
Collins, Darrell Major	Bachelor of Science
Collins, Lauren Nicole	Bachelor of Science
Combs, Ian	Bachelor of Science
Connors, James Scot	Bachelor of Science
Cooper, Chloe L	Bachelor of Science
Cooper, Leeah Antonia	Bachelor of Science
Corbin, Mercedes Sherice	Bachelor of Science
Cowan, Sacha O	Bachelor of Science
Cox, Kate Emily	Bachelor of Science
Coyle, Justin Alexander	Bachelor of Science
Cripps, Courtney Sue	Bachelor of Science
Cripps, Ryley Lynn	Bachelor of Science
Curry, Dontice Jamar	Bachelor of Science
Curtis, James Mathew	Bachelor of Science
Dakheel, Mohamed Ahmed	Bachelor of Science
Dancler, Sebastian D	Bachelor of Science
Daniels, Prestina Danyelle	Bachelor of Science
Daugherty, Shontele Marie	Bachelor of Science
David, Oluwafemi Olasode	Bachelor of Science
Davidson, Jwan	Bachelor of Science
Davis, Austin James	Bachelor of Science
Davis, Gregory Russell	Bachelor of Science

Davis, Meghan	Bachelor of Science
Davison, Johnathan Lee	Bachelor of Science
Davison, Marianne Noelle	Bachelor of Science
Dawson, Michael Andrew	Bachelor of Science
Dayton, Taylor Alissa	Bachelor of Science
De Jesus Castillo, Andy	Bachelor of Science
Dela Pena, Mikaella L	Bachelor of Science
Dickerson, Dijah Chave'	Bachelor of Science
Dickerson, Ryan C	Bachelor of Science
Dollar, Leslie Ann Ostgard	Bachelor of Science
Donaldson, Breshae Nichele	Bachelor of Science
Donnar, Kevin B	Bachelor of Science
Douglas, Darys Jennae	Bachelor of Science
Dowell, Austin Jay	Bachelor of Science
Drexler, Tanner Eric	Bachelor of Science
Duncan, Jacob Thomas	Bachelor of Science
Dyer, Damian Douglas	Bachelor of Science
Echegaray, Katherine Nicolle	Bachelor of Science
Edington, Allison Webster	Bachelor of Science
Edington, Charity L	Bachelor of Science
Ehrlisch, Dayton Louis	Bachelor of Science
English, Robert Chad	Bachelor of Science
Enteman, David Lee	Bachelor of Science
Erlenbaugh, Courtney Kae	Bachelor of Science
Evans, Tyler De'Vonte	Bachelor of Science
Evens, Ezekiel L	Bachelor of Science
Fardulis, Kayla R	Bachelor of Science
Farrar, Nicholas Tyler Lee	Bachelor of Science
Fife, Ashley Wray	Bachelor of Science
Fileger, Valerie B	Bachelor of Science
Finley, Andrew Wayne	Bachelor of Science
Firanek, Brian Daniel	Bachelor of Science
Fisher, Michael Thomas	Bachelor of Science
Fitzgerald, Zachary Philip	Bachelor of Science
Flaurr, Jayden Daniel	Bachelor of Science
Fleming, Sabrina Leigh	Bachelor of Science
Flippo, Emily Michelle	Bachelor of Science
Flodder, Jonathan Robert	Bachelor of Science
Foltz, Camasia M	Bachelor of Science
Forrestall, Alexander Michael	Bachelor of Science
Forston, Shelby C	Bachelor of Science
Foster, Nicholas Robert	Bachelor of Science
Galeener, Stephanie Noel	Bachelor of Science
Galloway, Whitney Elizabeth	Bachelor of Science
Garcia, Luis Emilio	Bachelor of Science

Garrett, Kegan Alan Vaughn	Bachelor of Science
Garrison, Bradley F	Bachelor of Science
Gaston, Brandon Joel	Bachelor of Science
Gaudioso, Georgia Marie	Bachelor of Science
Gazvoda, Abigail, Anne	Bachelor of Science
Gee, Donnie Ray	Bachelor of Science
Genesy, Roland Bernard, Jr	Bachelor of Science
Giesler, Dane B	Bachelor of Science
Gilbert, Austin Chanllor	Bachelor of Science
Godoy, Izak Antonio	Bachelor of Science
Goebel, Evan Wade	Bachelor of Science
Goen, Evan Michael	Bachelor of Science
Gough, Tiffany	Bachelor of Science
Grigsby, Cameron Gabriel	Bachelor of Science
Gross, Madisaun Kailann	Bachelor of Science
Gunter, Brittney Noelle	Bachelor of Science
Gurley, Kaitlyn Marie	Bachelor of Science
Gutierrez, Andrew E	Bachelor of Science
Halawani, Seraj Omar	Bachelor of Science
Hall, Catherine Lyn	Bachelor of Science
Hall, Morgan Kay	Bachelor of Science
Halter, Decoda J	Bachelor of Science
Hamid, Deanna Marie	Bachelor of Science
Hammonds, Heather Marie	Bachelor of Science
Hancock, Ethan Robert	Bachelor of Science
Harder, Adam M	Bachelor of Science
Hardiek, Dillon	Bachelor of Science
Hardimon, Latisha Donyea	Bachelor of Science
Harper, Patara Dawn	Bachelor of Science
Hartsock, Morgan Kay	Bachelor of Science
Harvey, Shelby Jade	Bachelor of Science
Havens, Trevor Dean	Bachelor of Science
Haviland, Megan E	Bachelor of Science
Hayes, Dania Janell	Bachelor of Science
Hayslip, Rachel Elena	Bachelor of Science
Hayton, Joshua Jack	Bachelor of Science
Heimansohn, Hillary Lynne	Bachelor of Science
Hernandez, Anthony Michael	Bachelor of Science
Hetrick, Courtney Evelyn Marie	Bachelor of Science
Hetzler, Ross M	Bachelor of Science
Hilty, Alyse Marie	Bachelor of Science
Hiteman, Mary Persephany	Bachelor of Science
Hobbs, Kelsey	Bachelor of Science
Holland, Rylee M	Bachelor of Science
Hollifield, Luke Mathews	Bachelor of Science

Hollingshed, Rolanda Denise	Bachelor of Science
Hornung, Shaun	Bachelor of Science
Horstman, Christian Thomas	Bachelor of Science
Howard, Chelsea Lee	Bachelor of Science
Hunter, Dustin Brian	Bachelor of Science
Hurt, Claire Gray	Bachelor of Science
Ike, Stella Chioma	Bachelor of Science
Ingram, James R	Bachelor of Science
Jablonski, Andrew Douglas	Bachelor of Science
Jaeger, Charles Edward	Bachelor of Science
Jang, Min Jun	Bachelor of Science
Jelks, Johnathan	Bachelor of Science
Jemison, Jack Nathaniel	Bachelor of Science
Jerome, Jason	Bachelor of Science
Johnson, Clayton D	Bachelor of Science
Johnson, Colby Frances	Bachelor of Science
Johnson, Daniel Jacob	Bachelor of Science
Johnson, Ridge Austin	Bachelor of Science
Jones Jr., Steven Curtis	Bachelor of Science
Jones, Brett Michael	Bachelor of Science
Jones, Kenya Renee	Bachelor of Science
Joyce, Maxine Takita Lynn	Bachelor of Science
Kail, Sydney Leigh	Bachelor of Science
Kamps, Micaela F	Bachelor of Science
Kaplan, Bryce Marie	Bachelor of Science
Kearschner, Shelby Nikole	Bachelor of Science
Keith, Cogan James	Bachelor of Science
Keith, Shayla R	Bachelor of Science
Kellett, Torin Shea	Bachelor of Science
Keys, Jasmine Richelle	Bachelor of Science
Kiefer, Mikinzi Marie	Bachelor of Science
Killey, Emily Justine	Bachelor of Science
Klein, Kenneth Stephen	Bachelor of Science
Kloeck, Nathan Raymond	Bachelor of Science
Knies, Lauren C	Bachelor of Science
Ko, Hyeln	Bachelor of Science
Koon, Aiyana	Bachelor of Science
Kurdziolek, Carl	Bachelor of Science
Landrey, Corda Kathleen	Bachelor of Science
Lanthier, Jaclyn	Bachelor of Science
Larimer, Jessica L	Bachelor of Science
Lay, Rockland Isaiah	Bachelor of Science
Leach, Amanda Rose	Bachelor of Science
Lee, Jessica	Bachelor of Science
Lee, Se Hyun	Bachelor of Science

Legett, Elizabeth M	Bachelor of Science
Leister, Mercedes Raney	Bachelor of Science
Lewis, Breanna Christina	Bachelor of Science
Lewis, Shamere	Bachelor of Science
Likens, Jennifer Ann	Bachelor of Science
Little, Amber Mae	Bachelor of Science
Loffredo, Kyle Robert	Bachelor of Science
Lopez, Samantha J	Bachelor of Science
Lorance, Brandon Scott	Bachelor of Science
Louden, Lucas Eugene	Bachelor of Science
Loveless, Amy Sue	Bachelor of Science
Lovell, Patricia Claire	Bachelor of Science
Maciel, Crystal	Bachelor of Science
Mack, Zachary	Bachelor of Science
Majrashi, Yahia Hassan	Bachelor of Science
Malesky, Katelyn M	Bachelor of Science
Malm, Kyle P	Bachelor of Science
Malooley, Eli J	Bachelor of Science
Mann, Kathleen Denise	Bachelor of Science
Mansaray-Colbert, Isatu	Bachelor of Science
Maples, Ciera Elizabeth	Bachelor of Science
Mappes, Mallory B	Bachelor of Science
Marshall, Brianna Arielle	Bachelor of Science
Martell, Jennifer Jane	Bachelor of Science
Martin, Paige Elizabeth	Bachelor of Science
Masney, Alexandra L	Bachelor of Science
Mason Jr, James A	Bachelor of Science
Mason, Nickolas Edward	Bachelor of Science
Masoud, Ghufan	Bachelor of Science
Matboli, Abdulelah Tariq	Bachelor of Science
Mathis, Jake Kenneth	Bachelor of Science
Maxwell, Anastasia L	Bachelor of Science
Mayberry, Nadia Danae	Bachelor of Science
Mbah, Cullet Engonwei	Bachelor of Science
McAllister, Ryan P	Bachelor of Science
McCarter, Barry Israel	Bachelor of Science
McFaul, Geena D	Bachelor of Science
McGlone, Amanda D	Bachelor of Science
McKanna, Cassidy Diane	Bachelor of Science
McKanna, Kasi Rachelle	Bachelor of Science
McKinney, Tracy Ann	Bachelor of Science
McNeil, Alexis Marie	Bachelor of Science
Meade, Jana Michelle Scaggs	Bachelor of Science
Meadors, Jessie Elaine	Bachelor of Science
Mendoza, Salena Nicole	Bachelor of Science

Merritt, Douglas Todd	Bachelor of Science
Michelfelder, Julie L	Bachelor of Science
Mier, Benedict David	Bachelor of Science
Miller, Allison Audrey	Bachelor of Science
Miller, Allison Nicole	Bachelor of Science
Miller, Marisa Rae	Bachelor of Science
Mills, Jordan Thomas	Bachelor of Science
Milton, Jasmine	Bachelor of Science
Minick, Derick	Bachelor of Science
Mishler, Madalaine Grace	Bachelor of Science
Modesitt, Garrett Wayne	Bachelor of Science
Mohamed, Deena	Bachelor of Science
Montague, Samantha Caitlin	Bachelor of Science
Montgomery, Adam Brian	Bachelor of Science
Moore, Lakeisha	Bachelor of Science
Moore, Sherece	Bachelor of Science
Morgan, Jessica Ashby	Bachelor of Science
Morgan, Joshua Jack	Bachelor of Science
Mosier, William Nicholas Bronston	Bachelor of Science
Muhammad, Kenya Jasmine	Bachelor of Science
Munsey, Stefan Andrew	Bachelor of Science
Myers, James Allen	Bachelor of Science
Myers, Mariah Ann	Bachelor of Science
Nasser, Molly Lynn	Bachelor of Science
Nasser, Storm Allen	Bachelor of Science
Nawrocki, Cara Joyce Louise	Bachelor of Science
Neel, Whitney Irene	Bachelor of Science
Newbury, Katherine M	Bachelor of Science
Newlin, Abigail Joy	Bachelor of Science
Ngomora, Mirindi	Bachelor of Science
Nichols, Alexandra Jane	Bachelor of Science
Nicoson, Emma A	Bachelor of Science
Nicoson, Emma A	Bachelor of Science
Nordhoff, Hannah C	Bachelor of Science
Nurse, Kyle Andrew	Bachelor of Science
Olinger, Nicole Alexandra	Bachelor of Science
Orman, Janet Marie	Bachelor of Science
Oshun, Kehinde	Bachelor of Science
Overstreet, Jesica L	Bachelor of Science
Overton, Christopher DeShon	Bachelor of Science
Page, Presley A	Bachelor of Science
Painter, Leah Anne	Bachelor of Science
Parducci, Daniella Santina	Bachelor of Science
Patel, Rima Kumarie	Bachelor of Science
Patrick, Sierra Michele	Bachelor of Science

Pearson, Abigail LueRenda	Bachelor of Science
Peck, Nathaniel S	Bachelor of Science
Peters, Lindsey P	Bachelor of Science
Peterson, Garrett Alan	Bachelor of Science
Pickrell, Adam Alexander	Bachelor of Science
Pierick, Bryan	Bachelor of Science
Pittman, Porsha Jill	Bachelor of Science
Polgar, Zachary McQuern	Bachelor of Science
Pollock, William James	Bachelor of Science
Pond, Jared Daniel	Bachelor of Science
Porter, Zachariah Michael	Bachelor of Science
Portwood, Cory A	Bachelor of Science
Pounds, Ellie Christine	Bachelor of Science
Powers, Rogers	Bachelor of Science
Prendergast, Liltina Teneze	Bachelor of Science
Pressley, Lauren Marie	Bachelor of Science
Priest, Haley Renae	Bachelor of Science
Proimos, Sophia Konstance	Bachelor of Science
Pupilli, Jennifer Kathleen	Bachelor of Science
Qahtani, Nawaf	Bachelor of Science
Qasim, Maan Abdulaziz	Bachelor of Science
Quandt, Kirstyn Marie	Bachelor of Science
Quintero, Martin	Bachelor of Science
Radford, Tierra Symone	Bachelor of Science
Ramirez, Marcus John	Bachelor of Science
Rattray, Blake Adam	Bachelor of Science
Reed, Brooke E	Bachelor of Science
Reedy, Aaron Wesley	Bachelor of Science
Reifsteck, Devin Keith	Bachelor of Science
Resiak, Anna Leigh	Bachelor of Science
Rhodes, Jerod Douglas	Bachelor of Science
Rhoten, Lara Suzanne Hendrix	Bachelor of Science
Rhymes, Maerobyn Andrea	Bachelor of Science
Richards, Rex A	Bachelor of Science
Richey, Zachary	Bachelor of Science
Rigdon, Emily Nichole	Bachelor of Science
Riggs, Elizabeth G	Bachelor of Science
Rissler, Morgan Carol	Bachelor of Science
Roberts, Alexis J	Bachelor of Science
Robinson, Jasmine Ty'Shun	Bachelor of Science
Robinson, Tasha Lynn	Bachelor of Science
Rodriguez, Yahzmine Nydia	Bachelor of Science
Rogers, Leslie Allyn	Bachelor of Science
Rohr, Dalton M	Bachelor of Science
Romine, Kaitlin Marie	Bachelor of Science

Rooks, Antonique Dejanaye	Bachelor of Science
Rosado, Anthony R	Bachelor of Science
Rose, Megan D	Bachelor of Science
Rosenblum, Sarah Michelle	Bachelor of Science
Roush, Brad W	Bachelor of Science
Rudisel, Jayme Lee	Bachelor of Science
Ruffner, Courtney Marie	Bachelor of Science
Rumple, Morgan A	Bachelor of Science
Rund, Bradley Michael	Bachelor of Science
Rutledge, Jessica Marie	Bachelor of Science
Sabla, Erin E	Bachelor of Science
Sackers, Ann Marie	Bachelor of Science
Sam, India M	Bachelor of Science
Sanders, Kristi Nicole	Bachelor of Science
Saunders, Xavier	Bachelor of Science
Schenewerk, Andrew Blake	Bachelor of Science
Schlatter, Sara Elizabeth	Bachelor of Science
Schmeck, Glen A	Bachelor of Science
Schnabel, Clarice K	Bachelor of Science
Schneid, Mallory Rene	Bachelor of Science
Schneider, Morgan E	Bachelor of Science
Schneider, Sarah Jessica	Bachelor of Science
Schunk, Josiah	Bachelor of Science
Scott, Hannah Marie	Bachelor of Science
Seeley, Morgan Taylor	Bachelor of Science
Selbe, John	Bachelor of Science
Selby, Sarah Rochelle	Bachelor of Science
Seman, Mihaela	Bachelor of Science
Senesac, Preston B	Bachelor of Science
Shabanza, Armand	Bachelor of Science
Shaffner, Savannah Jean	Bachelor of Science
Shahar, Asaf	Bachelor of Science
Shamblin, Margaret Lauren	Bachelor of Science
Shaw, Debra D	Bachelor of Science
Sheikh, Rayyan	Bachelor of Science
Shepard, Dennis Lee	Bachelor of Science
Shields, Jennifer Lynn	Bachelor of Science
Shoemaker, Scott Thomas	Bachelor of Science
Shushlyakova, Natalya	Bachelor of Science
Sibley, Jordan Genea	Bachelor of Science
Sims, Cameron Timothy	Bachelor of Science
Singh, Salesni Devi	Bachelor of Science
Sipes, Courtney Allison	Bachelor of Science
Sirilla, Alexander J	Bachelor of Science
Smiddy, Robin Louise	Bachelor of Science

Smith, Amber	Bachelor of Science
Smith, Erika Lee	Bachelor of Science
Smith, Matthew Bentley	Bachelor of Science
Smith, Natalie Jean	Bachelor of Science
Smith, Rylan Weber	Bachelor of Science
Smith, Sabrina	Bachelor of Science
Smith, Tyree	Bachelor of Science
Smith-Finks, Clifford Miles	Bachelor of Science
Snyder, Brandon Matthew	Bachelor of Science
Solano, Daniel Richard	Bachelor of Science
Spencer, Donald	Bachelor of Science
Stallings, Thomas Anthony	Bachelor of Science
Steigmeyer, Leslie Erin	Bachelor of Science
Steiner, Marcus William	Bachelor of Science
Stewart, Ethan Wayne	Bachelor of Science
Stone, Christopher Jackson	Bachelor of Science
Stott, Dmitry Joseph	Bachelor of Science
Stout, Chelsea Marie	Bachelor of Science
Strahle, Jerry I	Bachelor of Science
Studdard, Tevin Deon	Bachelor of Science
Stultz, Nicholas Alexander	Bachelor of Science
Sullivan, Brandyn J	Bachelor of Science
Summers, Tara Marie	Bachelor of Science
Sutherlin, Samantha Jo	Bachelor of Science
Tan, Luyao	Bachelor of Science
Tank, Mackenzie K	Bachelor of Science
Tatum, Britney LaShawn	Bachelor of Science
Taylor, Demetria	Bachelor of Science
Taylor, Erica Rene	Bachelor of Science
Temples, Kaitlin Diane	Bachelor of Science
Thompson, Brittany Ruth Ann	Bachelor of Science
Tipton, Whitney Monique	Bachelor of Science
Tonika, Frank William	Bachelor of Science
Tooker, Leeana Danielle	Bachelor of Science
Tran, Thanh M	Bachelor of Science
Travioli, Breanna Katelyn	Bachelor of Science
Trinidad, Nelson William	Bachelor of Science
Trout, Matthew C	Bachelor of Science
Truax, Rachel	Bachelor of Science
Tryon, Brandon Cody	Bachelor of Science
Tucker, Matthew Joseph	Bachelor of Science
Tudor, Tanya Lee	Bachelor of Science
Turpin, Jamie L	Bachelor of Science
Underhill, Sara Beth	Bachelor of Science
Vair, Lacey R	Bachelor of Science

Vair, Lindsay M	Bachelor of Science
Valadez, Brenda	Bachelor of Science
Van Houten, Nicholas	Bachelor of Science
Vasquez, Lorena C	Bachelor of Science
Vaughn, Heather Marie	Bachelor of Science
Verduzco, Maria A	Bachelor of Science
Vermillion, Dakota L	Bachelor of Science
Vitaniemi, Samantha L	Bachelor of Science
Vite, Amber Nichole	Bachelor of Science
Volkert, Kalli Fay	Bachelor of Science
Vonderheide, Keevan Bryant	Bachelor of Science
Vukelich, Renee	Bachelor of Science
Wagstaff, Shamell	Bachelor of Science
Wales, Michael Dewayne	Bachelor of Science
Wallace, Christopher	Bachelor of Science
Waller, Tyshon Demetri	Bachelor of Science
Walls, Kelsi M.	Bachelor of Science
Wang, Yihe	Bachelor of Science
Watkins, Daniel	Bachelor of Science
Wells, Griffin Patrick	Bachelor of Science
Wenglikowski, Jared	Bachelor of Science
Werskey, Jared	Bachelor of Science
Wesley, Aaron Christopher	Bachelor of Science
West, Brandi	Bachelor of Science
West, Landon Avery	Bachelor of Science
West, Nathan R	Bachelor of Science
Wethington, Troy Michael	Bachelor of Science
Wheeler, Shawn S, II	Bachelor of Science
White, Jessica Marie	Bachelor of Science
Whitted, Mariah Marie	Bachelor of Science
Williams, Hannah Marie	Bachelor of Science
Williams, Ishaiah Lechelle	Bachelor of Science
Williams, Terrence T'Rel	Bachelor of Science
Williamson, Robert I	Bachelor of Science
Willis, Cassandra Nicole	Bachelor of Science
Wilson, Anna Louise	Bachelor of Science
Wilson, Mackenzie Lynn	Bachelor of Science
Wilson, Tyler Jacob	Bachelor of Science
Wilson, William Lewis	Bachelor of Science
Windsor, Payton Joseph	Bachelor of Science
Wininger, Taylor Jayne	Bachelor of Science
Wise, Katie M	Bachelor of Science
Wise, Katrina Gayle Keller	Bachelor of Science
Wittmann, Zach	Bachelor of Science
Wolfenbarger, Steven Dwayne Jr	Bachelor of Science

Wolfgang, Rheanna Leigh	Bachelor of Science
Wonders, Shelby	Bachelor of Science
Wood, Christopher Michael	Bachelor of Science
Wright, Brent Adam	Bachelor of Science
Wright, Jade G	Bachelor of Science
Wyman-Young, Kasey Sawyer	Bachelor of Science
Yanes Godoy, Fredy Antonio	Bachelor of Science
Yochum, Tanya Jolene	Bachelor of Science
Yoder, Austin Alexander	Bachelor of Science
Yoder, Whitney Nicole	Bachelor of Science
York, Karson	Bachelor of Science
Zdrojewski, Cayla M	Bachelor of Science
Zebrowski, Lea R	Bachelor of Science
Hendrix, Amanda	Bachelor of Science
Canas, Alicia Franchesca	Certificate Undergraduate
Daugherty, Shontele Marie	Certificate Undergraduate
Echegaray, Katherine Nicolle	Certificate Undergraduate
Gilbert, Austin Chanllor	Certificate Undergraduate
Mappes, Mallory B	Certificate Undergraduate
Marshall, Brianna Arielle	Certificate Undergraduate
Modesitt, Garrett Wayne	Certificate Undergraduate
Muhammad, Kenya Jasmine	Certificate Undergraduate
Pounds, Ellie Christine	Certificate Undergraduate
Robinson, Jasmine Ty'Shun	Certificate Undergraduate
Smith, Sabrina	Certificate Undergraduate
Wells, Griffin Patrick	Certificate Undergraduate
Benson, Kendra Renee	Pre Bachelor
Thompson, Anna Elizabeth	Pre Bachelor

5e Bachelor of Science Degree in Engineering (BS)

As our society and economy have become far more technological, ISU and the College of Technology have matured as necessary to meet the demands of the workforce in Indiana and beyond. Our successful engineering technology programs serve well the needs of our constituents. However, there is a growing demand for engineering professionals for which ISU is uniquely positioned. The Bachelor of Science Degree in Engineering (BS) with three concentration options of civil, industrial, and mechanical, will assist in fulfilling this need. In addition the BS in Engineering will attract new and different students to ISU. The BS in Engineering will enhance and complement the engineering technology programs already established.

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

Recommendation: That the Bachelor of Science Degree in Engineering (BS), in the College Technology, be approved effective Fall 2017, pending approval by the Indiana Commission of Higher Education.

5f Campus Master Plan Update - 2016

In consultation with Ratio Architects, the University has developed an updated campus master plan with a multi-year planning horizon. The master plan builds upon previous campus master plans developed in 1986, 1996, and 2009. The 2016 master plan calls for the renovation of several existing academic facilities, student housing, and athletic venues.

Recommendation: Acceptance of the 2016 updated campus master plan.

5g Modification of Policy 210 Mission, Values, and Vision

Rationale: As part of the strategic planning process, the campus community agreed upon modified mission, vision, and values statements. As a result of the revisions, the administration recommends approval of the modification below to be reflected in the ISU Handbook.

210.1 Mission. Indiana State is dedicated to teaching and the creation of knowledge while maintaining its longstanding commitment to inclusiveness, community and public service, and access to higher education. We integrate teaching, research, and creative activity in an engaging, challenging, and supportive learning environment to prepare productive citizens of the world.

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

210.3 Core Values.

- Diversity
- Scholarship
- Equity

- Inclusion
- Excellence

Recommendation: Approve modifications to Policy 210 Mission, Vision, and Core Values.

5h Modification of Policy 310 Faculty Duties and Responsibilities

Rationale: During the spring 2016 semester, Faculty Senate approved a number of modifications to Policy 310 Faculty Duties and Responsibilities, and the Board of Trustees approved the changes. Due to a clerical error, the policy modifications below were not included on the May 2016 agenda. The administration recommends approval of the modifications to Policy 310 as listed below.

Current Language	Recommended Language
<p>310.1.7 “N” (No Grade) Policy. An “N” (no grade) is assigned in all situations during the first four (4) weeks of a semester to denote insufficient attendance to receive a grade; the “N” is not recorded on the transcript. The “N” is given from the fifth through the ninth week if the student is passing at the time he/she leaves the course. The “N” is also given during the second through the fourth week of a summer term. An “N” means the student does not receive credit for the course under any circumstances without re-enrollment in the course.</p> <p>310.1.7.1 Process for “N” Assignment. Faculty members are to sign and date the official drop-add electronic form. The date the form is processed by the student becomes the official date of withdrawal. Drop-add forms are available from the Office of Registration and Records.</p> <p>310.1.7.2 Exceptions to the “N” Policy. Any exception to the “N” policy must be approved by the academic dean.</p>	Delete without replacement
<p>310.1.10 Student Academic Services Center Entering first year students and transfer students with fewer than 64 earned credit hours who choose not to declare a major initially may choose to be open preference students in the Student Academic Services Center. Open preference students are advised by a staff of professional advisors who help them to complete beginning Foundational Studies requirements and provide guidance in selecting a major.</p> <p>310.1.10.1 Academic Opportunity Program. Entering first year students and transfer students with fewer than 64 earned credit hours who are deemed to be academically at risk because of</p>	Delete without replacement

<p>prior academic performance are assigned to the Academic Opportunity Program. Such persons are advised by a staff of professional advisors and are required to sign a contract with the Program which outlines the services (mentoring, tutoring, study halls) in which they are required to participate.</p>	
<p>310.1.11 Declaration of Major All Student Academic Services Center students are encouraged to declare majors when they have achieved at least 32 earned credit hours and are in good academic standing. All are required to declare majors by the time they have earned 64 credit hours.</p> <p>310.1.11.1 College of Arts and Sciences. Students who declare majors in the College of Arts and Sciences are assigned for advising to faculty in the departments that offer the major program. Entering freshmen who indicate an interest in pre-professional programs in the College are assigned for advising to the pre-professional advisor, who assists these students in selecting a major, which they are encouraged to do before the end of their second semester. The pre-professional advisor serves as an ongoing resource for students who intend to pursue a professional degree following graduation, providing assistance with practice testing, application preparation, and up-to-date information about specific professional school requirements and admission practices.</p> <p>310.1.11.2 Scott College of Business. Students on four-year programs are advised through the Dean’s Office until completion of the sophomore year. Juniors and seniors are assigned to faculty advisors in their major fields of study. All students near the end of their junior year receive a senior checkout to assist them in meeting requirements for graduation.</p> <p>310.1.11.3 Bayh College of Education. Responsibility for coordinating the academic advisement of early childhood, kindergarten-primary, elementary, junior high/middle school, special education, and speech-language pathology majors lies with the coordinator of advisement for the Dean of the Bayh College of Education. However, students on all-grade and secondary teaching curricula are advised in the departments of their major teaching areas, including</p>	<p>Delete without replacement.</p>

the teaching majors in the professional colleges and the College. After these students are admitted to the teacher education program (in the sophomore or junior year), they enter into a joint advising relationship between their major subject departments and the Student Advisement Services Office in the Bayh College of Education.

310.1.11.4 College of Nursing, Health and Human Services. Under the guidance of the Dean, students are assigned major advisors in the freshman year. Teaching majors receive certification guidance and teaching preparation through the Bayh College of Education during their junior and senior years.

310.1.11.4.1 Nursing Majors. Nursing non-designated majors are advised by the professional staff in the College’s Affairs Office in consultation with the chairperson of the appropriate department. Students admitted to the baccalaureate degree nursing major or the baccalaureate degree track for registered nurses are assigned an advisor who is a faculty member in the appropriate academic department. In consultation with the department chairperson, students in the Nursing graduate program are assigned an advisor who is a faculty member with graduate faculty status.

310.1.11.6 College of Technology. Technology students are assigned major advisors under the guidance of the coordinator of advisement in the Dean’s Office. Teaching majors enter a joint advising relationship with the Bayh College of Education.

310.1.14 Class Attendance and Reports
Faculty members are expected to assume the following responsibilities:

- a. Publish attendance requirements to each class and inform students of consequences of absences from class.
- b. Give students an opportunity to meet class obligations, based upon the faculty member’s evaluation of the student’s reason for absences.
 - 1. Excuse absences that are a consequence of civic or other mandates (e.g. jury duty, court subpoena, military obligations) or, when appropriate documentation is provided, absences associated with academic requirements of other departments (e.g.

310.1.14 Class Attendance and Reporting
Faculty members are expected to assume the following responsibilities:

- a. Publish attendance requirements to each class and inform students of consequences of absences from class.
- b. Give students an opportunity to meet class obligations, based upon the faculty member’s evaluation of the student’s reason for absences.
 - 1. Excuse absences that are a consequence of civic or other mandates (e.g. jury duty, court subpoena, military obligations) or, when appropriate documentation is provided, absences associated with academic requirements of other departments

<p>participation in a conference) or university-sponsored athletic events in which the student is a participant (faculty should expect that other departments will consider the impact on other faculty's class when requiring absences).</p> <p>2. Make arrangements with students who request them to accept graded assignments that are or will be missed. Faculty may require that assignments be turned in prior to any excused, planned absence; faculty may deduct attendance or participation points from students' whose absence is not excused.</p> <p>c. Permit only those students who are officially enrolled to attend class.</p> <p>d. Keep students on class listings unless officially dropped; retain sufficient record of performance to assign grade to any student who drops a class after the "no grade assigned" period.</p> <p>e. Report nonattendance of any student as required by institutional policy and state/ federal regulations (e.g., 3-week attendance reports; interim or final grade reports).</p>	<p>(e.g. participation in a conference) or university-sponsored athletic events in which the student is a participant (faculty should expect that other departments will consider the impact on other faculty's class when requiring absences).</p> <p>2. Make arrangements with students who request them to accept graded assignments that are or will be missed. Faculty may require that assignments be turned in prior to any excused, planned absence; faculty may deduct attendance or participation points from students' whose absence is not excused.</p> <p>c. Permit only those students who are officially enrolled to attend class.</p> <p>d. Keep students on class listings unless officially dropped/ withdrawn; retain sufficient record of performance to assign grade to any student who ceases attending but does not officially drop/ withdraw from the course.</p> <p>e. Report nonattendance of any student as required by institutional policy and state/ federal regulations (e.g., 3-week attendance reporting; interim or final grade reporting). Last date of attendance will be required for any failing or incomplete/ in progress grade.</p>
<p>310.1.15 Field Trips</p> <p>Field trips can be an integral part of the course requirements and may enhance students education. To avoid undue conflicts and interruptions in other classes, faculty members are urged to follow procedures:</p> <p>a. Inform the students of the field trip(s) early in the semester so that they may plan for their absence(s).</p> <p>b. Provide students with forms containing destinations, purpose of the trip, dates, hours leaving from and returning to the campus, and the faculty member's signature.</p> <p>c. Send list of students' names with the information in #2 above to the appropriate dean and insert information concerning the field trip in "Academic Notes" at least one (1) week before the trip.</p> <p>d. It is further suggested that faculty members should not arrange a field trip during the last five (5) class days of the semester or during finals week. Students on field trips are not excused from assigned work in other courses and are responsible for consulting with faculty members before the planned trip.</p>	<p>310.1.15 Field Trips</p> <p>Field trips can be an integral part of the course requirements and may enhance students' education. To avoid undue conflicts and interruptions in other classes, faculty members are urged to follow procedures:</p> <p>a. Inform the students of the field trip(s) early in the semester so that they may plan for their absence(s).</p> <p>b. Provide students with forms containing destinations, purpose of the trip, dates, hours leaving from and returning to the campus, and the faculty member's signature.</p> <p>c. Send list of students' names with the information in b. above to the appropriate dean and publicize information concerning the field trip at least one (1) week before the trip.</p> <p>d. It is further suggested that faculty members should not arrange a field trip during the last five (5) class days of the semester or during finals week. Students on field trips are not excused from assigned work in other courses and are responsible</p>

	for consulting with faculty members before the planned trip.
<p>310.1.17 Telephone/Email To facilitate their academic duties, ISU provides all faculty members with email and telephone access. Faculty are encouraged to inform students of their preferred method of communication. During academic terms in which they are under contract, faculty are expected to respond to inquiries by students or others in a timely fashion except on weekends, university holidays, or when other duties (e.g. contracted reassignment or leave, university-recognized travel) or exceptional circumstances prevent. When they are not under contract, faculty shall relay inquiries relating to their professional duties to the Chair or other designee as soon as feasible (unless they choose to respond themselves).</p>	<p>310.1.17 Telephone/Email To facilitate their academic duties, ISU provides all faculty members with email and telephone access. Faculty are encouraged to inform students of their preferred method of communication. Faculty shall use their official University email address when conducting official ISU business. During academic terms in which they are under contract, faculty are expected to respond to inquiries by students or others in a timely fashion except on weekends, university holidays, or when other duties (e.g. contracted reassignment or leave, university-recognized travel) or exceptional circumstances prevent. When they are not under contract, faculty shall relay inquiries relating to their professional duties to the Chair or other designee as soon as feasible (unless they choose to respond themselves).</p>

Recommendation: Approve the proposed modification to Policy 310 Faculty Duties and Responsibilities.

5i Modification/Addition to Policies 515, 535, 545, 560, 575, 745

Rationale: Changes to the Fair Labor Standards Act (FLSA), effective December 1, 2016, have resulted in the creation of a new classification for those employees who no longer meet the salary threshold and/or duties test required by FLSA to be considered exempt. The new classification, Non-Exempt Professional, extends the same retirement plan and contribution rates, vacation accrual, and other benefits of Exempt employees to this group.

The following addition to Policy 515 Vacation is proposed:

Current Language	Recommended Language
	<p>515.3 Non-Exempt Professional Staff.</p> <p>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.</p>

The following modification to Policy 535 Retirement Benefits is proposed:

Current Language	Recommended Language
<p>535.1.1 General.</p> <p>Indiana State University has participated in a Teachers Insurance and Annuity Association retirement program since 1937. The Indiana State</p>	<p>535.1.1 General.</p> <p>Indiana State University has participated in a Teachers Insurance and Annuity Association retirement program since 1937. The Indiana State</p>

<p>University Board of Trustees approved a Teachers Insurance and Annuity Association - College Retirement Equities Fund (TIAA-CREF) Revised Retirement Plan effective July 1, 1967. All new Regular Faculty and Exempt Staff, are required to participate in the TIAA-CREF Retirement Plan upon eligibility.</p>	<p>University Board of Trustees approved a Teachers Insurance and Annuity Association - College Retirement Equities Fund (TIAA-CREF) Revised Retirement Plan effective July 1, 1967. All new Regular Faculty, Exempt Staff, and Non-Exempt Professional Staff are required to participate in the TIAA-CREF Retirement Plan upon eligibility.</p>
<p>535.1.2 Eligibility for Immediate Participation.</p> <p>Regular Faculty and Exempt Staff are eligible to participate in the TIAA-CREF Retirement Plan immediately upon employment.</p>	<p>535.1.2 Eligibility for Immediate Participation.</p> <p>Regular Faculty, Exempt Staff, and Non-Exempt Professional Staff are eligible to participate in the TIAA-CREF Retirement Plan immediately upon employment.</p>
<p>535.4 TIAA-CREF Tax-Deferred Annuities.</p> <p>Regular Faculty and Regular Exempt Staff may be eligible to apply additional retirement contributions to their regular TIAA-CREF retirement program (RA) as a tax-deferred annuity contribution. Such contributions are subject to Internal Revenue Code maximums.</p>	<p>535.4 TIAA-CREF Tax-Deferred Annuities.</p> <p>Regular Faculty and Regular Staff, may be eligible to apply additional retirement contributions to their regular TIAA-CREF retirement program (RA) as a tax-deferred annuity contribution. Such contributions are subject to Internal Revenue Code maximums.</p>
<p>535.5 Supplemental Tax-Deferred Annuities.</p> <p>All Regular Faculty and Regular Exempt Staff are authorized to participate in supplemental tax-deferred annuities by requesting a reduction of salary equal to the amount to be forwarded to selected TIAA/CREF contracts. The University does not contribute to these programs.</p>	<p>535.5 Supplemental Tax-Deferred Annuities.</p> <p>All Regular Faculty, Regular Exempt Staff, and Non-Exempt Professional Staff are authorized to participate in supplemental tax-deferred annuities by requesting a reduction of salary equal to the amount to be forwarded to selected TIAA/CREF contracts. The University does not contribute to these programs.</p>
<p>535.8 Post Retirement Life and Health For Employees Hired Prior to January 2, 2005.</p> <p>The following benefits will be available to Regular Faculty, Regular Exempt Staff, and Regular Non-Exempt Staff retirees who have a minimum of 20 years of service at ISU and who retire after age 62 or who have retired under the disability insurance plan at any age with at least 20 years of service.</p>	<p>535.8 Post Retirement Life and Health For Employees Hired Prior to January 2, 2005.</p> <p>The following benefits will be available to Regular Faculty, Regular Exempt Staff, Non-Exempt Professional Staff, and Regular Non-Exempt Staff retirees who have a minimum of 20 years of service at ISU and who retire after age 62 or who have retired under the disability insurance plan at any age with at least 20 years of service.</p>

The following modifications to Policy 545 FMLA Leave is proposed:

Current Language	Recommended Language
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<p>545.1.4.1 Integration of FMLA with Leave for Childbirth or Adoption.</p> <p>Faculty, and executive/administrative/professional staff may elect to take leave without pay in addition to leave with pay as described under the sick leave policy for childbirth or adoption, if applicable. For faculty, this election may extend to all or part of two (2) semesters, counting the semester during which childbirth/adoption occurs as one of the two (2) semesters.</p>	<p>545.1.4.1 Integration of FMLA with Leave for Childbirth or Adoption.</p> <p>Faculty, Exempt Staff, and Non-Exempt Professional Staff may elect to take leave without pay in addition to leave with pay as described under the sick leave policy for childbirth or adoption, if applicable. For faculty, this election may extend to all or part of two (2) semesters, counting the semester during which childbirth/adoption occurs as one of the two (2) semesters.</p>
<p>545.1.4.3 Other.</p> <p>Faculty or executive/administrative/professional staff who otherwise qualify for special leave will not be denied such leave because of pregnancy/childbirth.</p>	<p>545.1.4.3 Other.</p> <p>Faculty, Exempt Staff, or Non-Exempt Professional Staff who otherwise qualify for special leave will not be denied such leave because of pregnancy/childbirth.</p>
<p>545.1.5 Support Staff</p>	<p>545.1.5 Non-Exempt Staff</p>
<p>545.1.5.1 Integration of FMLA with Leave for Childbirth or Adoption.</p> <p>A support staff member may elect to take a total of three (3) months leave for childbirth/adoption. The staff member may use sick leave, if applicable, for the period of time deemed unable to work by the physician. The remainder of the three-month leave will be charged to accumulated vacation time or leave of absence without pay if all vacation time has been used. Leave without pay will be granted only on request to the Human Resources Office with the approval of the appropriate vice president. The employee will be reinstated in the same or similar position immediately following the three-month leave. FMLA time includes the time specified in the family leave policy.</p>	<p>545.1.5.1 Integration of FMLA with Leave for Childbirth or Adoption.</p> <p>Non-exempt staff member may elect to take a total of three (3) months leave for childbirth/adoption. The staff member may use sick leave, if applicable, for the period of time deemed unable to work by the physician. The remainder of the three-month leave will be charged to accumulated vacation time or leave of absence without pay if all vacation time has been used. Leave without pay will be granted only on request to the Human Resources Office with the approval of the appropriate vice president. The employee will be reinstated in the same or similar position immediately following the three-month leave. FMLA time includes the time specified in the family leave policy.</p>
<p>545.1.6.1.1 Full-Time, Non-Temporary Staff.</p> <p>Faculty, executive/administrative/professional and support staff are eligible to take unpaid FMLA leave if employed by ISU for at least twelve (12) months and have worked for at least 1,250 hours during the twelve-month period before the leave. Salaried employees who have worked at least twelve (12) months are presumed to have met the 1,250 hour requirement.</p>	<p>545.1.6.1.1 Full-Time, Non-Temporary Staff.</p> <p>Faculty, Exempt Staff, Non-Exempt Professional Staff, and Non-Exempt staff are eligible to take unpaid FMLA leave if employed by ISU for at least twelve (12) months and have worked for at least 1,250 hours during the twelve-month period before the leave. Salaried employees who have worked at least twelve (12) months are presumed to have met the 1,250 hour requirement.</p>

The following modification to Policy 560 Staff Classifications, Performance, Promotion, and Transfer is proposed:

Current Language	Recommended Language
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<p>560.4.2 Review Period.</p> <p>The appraisal period begins on April 1 and ends on March 31 of the following year for non-exempt staff and begins May 1 and ends April 30 of the following year for exempt staff. Performance appraisals may be completed on a more frequent basis at the discretion of the supervisor. The completed and signed forms are to be forwarded to the Office of Human Resources and will be placed in the employee's personnel file.</p>	<p>560.4.2 Review Period.</p> <p>The appraisal period begins on April 1 and ends on March 31 of the following year for non-exempt staff and begins May 1 and ends April 30 of the following year for non-exempt professional and exempt staff. Performance appraisals may be completed on a more frequent basis at the discretion of the supervisor. The completed and signed forms are to be forwarded to the Office of Human Resources and will be placed in the employee's personnel file.</p>
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The following modification to Policy 575 Immigration Compliance is proposed:

Current Language	Recommended Language
<p>575.3.1 Completion of I-9.</p> <p>Each newly hired faculty member, executive/administrative/professional staff, support staff, graduate assistants/fellows and student employees are required to complete an Employment Eligibility Verification Form (Form I-9) on their first day of work. Acceptable forms of identity include, but are not limited to, driver's license with photograph or an identification card issued by a state agency which includes a photograph. Proof of work authorization includes a Social Security card or a U.S. birth certificate. Documents which establish both identity and authorization to work include a passport, certification of citizenship or naturalization, a Resident Alien Card containing a photograph, or a non-U.S. passport bearing an endorsement of permission to work.</p>	<p>575.3.1 Completion of I-9.</p> <p>Each newly hired faculty member, exempt staff, non-exempt professional staff, and non-exempt staff, graduate assistants/fellows and student employees are required to complete an Employment Eligibility Verification Form (Form I-9) on their first day of work. Acceptable forms of identity include, but are not limited to, driver's license with photograph or an identification card issued by a state agency which includes a photograph. Proof of work authorization includes a Social Security card or a U.S. birth certificate. Documents which establish both identity and authorization to work include a passport, certification of citizenship or naturalization, a Resident Alien Card containing a photograph, or a non-U.S. passport bearing an endorsement of permission to work.</p>

The following modification to Policy 745 Motor Vehicle, Parking and Other Traffic Regulations is proposed:

Current Language	Recommended Language
<p>745.2.2.2 Staff.</p> <p>Faculty, executive/administrative/professional, support staff, non-student temporary employees, and full-time residence hall directors and assistant directors shall be defined as staff for purposes of vehicle registration.</p>	<p>745.2.2.2 Staff.</p> <p>Faculty, exempt staff, non-exempt professional staff, non-exempt staff, non-student temporary employees, and full-time residence hall directors and assistant directors shall be defined as staff for purposes of vehicle registration.</p>

Recommendation: Approve the proposed modifications to Policy 515 Vacation, Policy 535 Retirement Benefits, Policy 545 FMLA Leave, Policy 560 Staff Classifications, Performance, Promotion, and Transfer, Policy 575 Immigration Compliance, Policy 745 Motor Vehicle, Parking, and Other Traffic Regulations.

5j Modification to Policy 350

Rationale: Faculty Senate has approved the following modification to Policy 350.2.9.1.3.3, which includes the addition of 350.2.9.1.3.3.1 to include admonishment of faculty for repeated failures to report faculty data. The modified or added language is in red below. The administration supports this modification and recommends its approval.

Recommended Language

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

350.2.9.1.3.3.1 Required Faculty Reporting. Repeated deficient performance related to required faculty reporting (i.e., 3-week attendance, interim grading, final grades) shall result in written admonishment.

Recommendation: Approve the proposed modifications to Policy 350.2.9.1.3.3 and the addition of Policy 350.2.9.1.3.3.1.

5k Modification to Policy 270

Rationale: Faculty Senate has approved the following modification to Policy 270.10, which provides for the creation and operation of the Assessment Council. The language has been updated to reflect current the current needs for assessment at ISU. The administration supports this modification and recommends its approval.

Current Language	Recommended Language
<p>270.10 Assessment Council. Recognizing the need for organized and ongoing assessment of student academic achievement, Indiana State University (ISU) has developed and adopted an assessment plan. The ultimate responsibility for academic assessment belongs to the faculty; the responsibility for assessment of non- academic units resides with the administrators and managers. The Assessment Council is charged with the responsibility of developing, monitoring and guiding the ongoing institutional assessment activities to assure a process of continuous improvement exists with the ultimate goal of improving learning and student support services.</p> <p>270.10.1 Membership. The Assessment Council will be composed of 20 members. An eight-member core leadership team will serve as the executive group to provide general leadership to the Council as well as support and facilitate the work of the larger Council membership. The members of the Assessment Council will be appointed as follows: Five (5) Faculty representatives appointed by each College; two (2) faculty-at-large appointed by Faculty Senate; One (1) Library representative; the Associate Vice President of Academic Affairs; the Director of Institutional Research and Assessment; two (2) Associate Deans, which will be subject to annual rotation with 2 year renewable, staggered terms; two (2) student representatives, one undergraduate and one graduate student, both to be appointed by the Student Government Association, two (2) representatives from Student Affairs; one (1) representative from Business Affairs; one (1) representative from Enrollment Management; one (1) representative from Graduate and Professional Studies; and one (1) assessment coordinator, which shall be an ex-officio representative with a speaking role.</p>	<p>270.10 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.</p> <p>270.10.1 Membership and Nomination. The Assessment Council will be composed of 19 members who will meet monthly. An eleven-member 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:</p> <ul style="list-style-type: none"> • eight faculty representatives, each nominated by their respective college and the library; • two faculty-at-large, appointed by Faculty Senate; • two Associate Deans, appointed by the Council of Deans; • one representative from Student Affairs, appointed by the Vice President; • one representative from Student Success, appointed by the Provost; • one representative from Enrollment Management, appointed by the Vice President; • two student representatives, one undergraduate and one graduate student, appointed by the Student Government Association;

	<ul style="list-style-type: none"> • the Associate Vice President of Academic Affairs; and • the Coordinator of Assessment and Accreditation. <p>270.10.1.1 Assessment Leadership Team. The following members of the Assessment Council will be members of the Assessment Leadership Team: The eight (8) faculty members appointed 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 twice monthly.</p> <p>270.10.1.2 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 nominated for a second three-year term. Students serve one-year terms and are eligible to be nominated for additional terms as long as they retain full-time status. Terms run July 1 through June 30.</p> <p>270.10.1.3 Voting. All members of the committee have voting rights.</p> <p>270.10.1.4 Leadership and Oversight. Members of the Assessment Leadership Team will select a chair and vice chair 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.</p>
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Recommendation: Approve the proposed modification to Policy 270.10 Assessment Council.

51 ISU Child Care Center Name Change

Historically, ISU operated two programs for young children, the ISU Child Care Center and ISU Nursery School. The Nursery School (part of the Lab School) closed, and more recently we opened a new program - ISU Early Childhood Education Center Infant Toddler Program.

Legally, our older program is still called ISU Child Care Center, but we would like to submit paperwork to the State to be known as ISU Early Childhood Education Center Preschool Program.

Recommendation: Allow the Director of the ECEC to submit paperwork to the State of Indiana FSSA to legally change the name of the program located at 200 Farrington Street to ISU ECEC (Early Childhood Education Center) Preschool Program.

5m 2015-2016 Report from the President's Council on Inclusive Excellence

Public Law 167, an amendment to the Indiana Code in 2007, required the formation of a diversity committee at each public higher education institution in Indiana. The committee is charged with reviewing and recommending faculty employment policies concerning diversity issues, reviewing faculty and administration personnel complaints concerning diversity issues, making recommendations to promote and maintain cultural diversity among faculty members, and making recommendations to promote recruitment and retention of minority students. The law requires the committee to create an annual report of its findings, conclusions, and recommendations and provide it to the Board of Trustees. The Trustees designated the President's Council on Diversity as the institution's diversity committee.

Recommendation: Acceptance of the 2015-16 Report of the President's Council on Diversity.

5n Modification of Policy 922.4 Title IX Director

Rationale: The modification to Policy 922.4 is recommended to correctly identify the title and office location of the Title IX Director.

922.4 Title IX ~~Coordinator~~ Director.

The designated Title IX ~~Coordinator~~ Director is:

~~Director~~ Assistant Vice President of Equal Opportunity and Title IX ~~Coordinator~~ Director
Equal Opportunity and Title IX Office
~~223 Parsons Hall~~ Rankin Hall, Room 426
Indiana State University
Terre Haute, Indiana 47809
(812) 237-8954
Equalopportunity-titleIX@indstate.edu

Recommendation: Approve modifications to Policy 922.4 by deletion of the stricken text and insertion of the underlined text to correct the title and office location of the Title IX Director.

5o Modification of Policies 923 and 920

Rationale: The modification to Policy 923 is recommended to update the policy to include all protected categories identified by the EEOC and to distinguish that gender identity or expression are not a subgroup of sexual orientation. The modification to Policy 920.3 is recommended so both non-discrimination policies are the same.

923 Non-Discrimination Policy

~~Indiana State University does not discriminate on the basis of: sex, race, age, national origin, sexual orientation, including gender identity or expression, religion, disability, or veteran status. In line with its commitment to equal opportunity, the University will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications meeting established criteria.~~

Indiana State University does not discriminate on the basis of: age, disability, genetic information, national origin, pregnancy, race/color, religion, sex, gender identity or expression, sexual orientation, veteran status, or any other class protected by federal and state statutes.

Indiana State University is committed to providing equal opportunity in education and employment for all. Discrimination based upon any protected class is strictly prohibited.

All complaints of discrimination should be directed to:

Assistant Vice President of Equal Opportunity and Title IX Director

Equal Opportunity and Title IX Office

Rankin Hall, Room 426

Indiana State University

Terre Haute, Indiana 47809

(812) 237-8954

Equalopportunity-titleix@indstate.edu

920.3 Non-Discrimination.

~~Indiana State University prohibits discrimination based on arbitrary considerations of such characteristics as age, color, disability, ethnicity, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status.~~

Indiana State University does not discriminate on the basis of: age, disability, genetic information, national origin, pregnancy, race/color, religion, sex, gender identity or expression, sexual orientation, veteran status, or any other class protected by federal and state statutes.

Indiana State University is committed to providing equal opportunity in education and employment for all.

Discrimination based upon any protected class is strictly prohibited.

All complaints of discrimination should be directed to:

Assistant Vice President of Equal Opportunity and Title IX Director

Equal Opportunity and Title IX Office

Rankin Hall, Room 426

Indiana State University

Terre Haute, Indiana 47809

(812) 237-8954

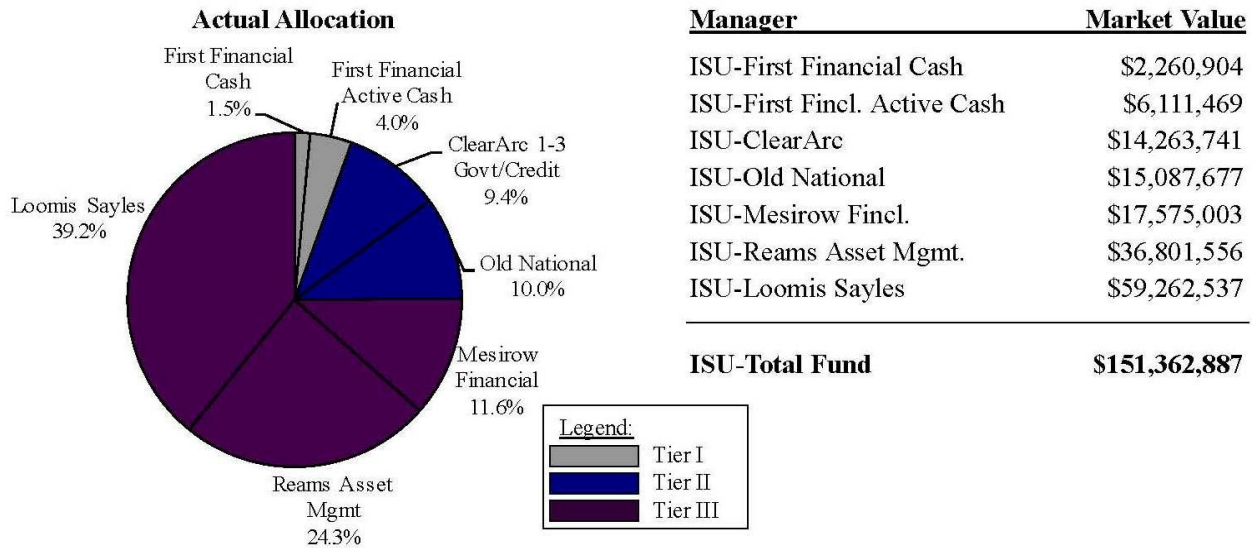
Equalopportunity-titleix@indstate.edu

Recommendation: Approve modifications to Policies 923, and 920.3 by deletion of the stricken text and insertion of the underlined text.

6a University Investments

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending September 30, 2016.

Indiana State University Operating Funds Plan Summary Period Ended September 30, 2016



September 30, 2016			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$2,260,904	1.5%	\$10mm - \$25mm
First Financial Active Cash	\$6,111,469	4.0%	
	\$8,372,373	5.5%	
Tier II			
ClearArc 1-3 Year Govt/Credit	\$14,263,741	9.4%	\$25mm - \$30mm
Old National Intermediate	\$15,087,677	10.0%	
	\$29,351,418	19.4%	
Tier III			
Mesirow Core Total Return	\$17,575,003	11.6%	Remaining Balance
Reams Asset Management Core	\$36,801,556	24.3%	
Loomis Sayles Core Plus	\$59,262,537	39.2%	
	\$113,639,096	75.1%	
	\$151,362,887	100.0%	

QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/Loss	Ending Market Value
ISU-First Financial Cash	\$3,257,781	(\$1,002,119)	\$5,241	\$2,260,904
ISU-First Fincl. Active Cash	\$2,810,391	\$3,297,912	\$3,167	\$6,111,469
ISU-ClearArc	\$14,251,368	(\$6,287)	\$18,660	\$14,263,741
ISU-Old National	\$14,760,827	\$291,281	\$35,569	\$15,087,677
ISU-Mesirow Fincl.	\$17,506,246	(\$16,033)	\$84,790	\$17,575,003
ISU-Reams Asset Mgmt.	\$34,783,754	\$1,969,138	\$48,664	\$36,801,556
ISU-Loomis Sayles	\$56,488,497	(\$56,219)	\$2,830,259	\$59,262,537
ISU-Total Fund	\$143,858,864	\$4,477,673	\$3,026,350	\$151,362,887

**CHANGE IN MARKET VALUE BY INVESTMENT MANAGER
FISCAL YEAR TO DATE ENDED SEPTEMBER 30, 2016**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/Loss	Ending Market Value
ISU-First Financial Cash	\$3,257,781	(\$1,002,119)	\$5,241	\$2,260,904
ISU-First Fincl. Active Cash	\$2,810,391	\$3,297,912	\$3,167	\$6,111,469
ISU-ClearArc	\$14,251,368	(\$6,287)	\$18,660	\$14,263,741
ISU-Old National	\$14,760,827	\$291,281	\$35,569	\$15,087,677
ISU-Mesirow Fincl.	\$17,506,246	(\$16,033)	\$84,790	\$17,575,003
ISU-Reams Asset Mgmt.	\$34,783,754	\$1,969,138	\$48,664	\$36,801,556
ISU-Loomis Sayles	\$56,488,497	(\$56,219)	\$2,830,259	\$59,262,537
ISU-Total Fund	\$143,858,864	\$4,477,673	\$3,026,350	\$151,362,887

INVESTMENT MANAGER RETURNS

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

Returns for Periods Ended September 30, 2016

Inception Date: October 1, 2010

	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Since Inception
ISU-Tier 1	0.15	0.47	0.49	0.39	0.41	0.41
ISU-First Financial Cash	0.33	0.55	0.39	0.31	0.31	0.30
3 Month T-Bill	0.10	0.27	0.15	0.11	0.10	0.11
ISU-First Fincl. Active Cash	0.12	0.54	0.63	0.53	0.58	0.61
Citigroup:US Treas 1 Yr	0.04	0.56	0.43	0.38	0.35	0.39
ISU-Tier 2	0.19	2.79	2.55	2.33	1.97	2.06
ISU-ClearArc	0.13	1.71	1.54	1.36	1.31	1.32
ClearArc:1-3 Yr G/C Comp	0.12	1.44	1.41	1.29	1.32	1.34
BB Barclays:Gov/Cred 1-3Y	0.02	1.31	1.25	1.09	1.05	1.09
ISU-Old National	0.25	3.83	3.53	3.28	2.62	2.77
Old Nat'l: Interm Comp	0.25	3.89	3.68	3.47	2.89	2.92
BB Barclays:Int Gov/Cred	0.16	3.52	3.10	2.80	2.45	2.60
ISU-Tier 3	1.22	7.02	3.77	4.49	4.59	4.62
ISU-Mesirow Fincl.	0.48	5.61	3.93	4.18	3.47	3.67
Mesirow:Core Comp	0.49	5.58	4.01	4.21	3.54	3.77
BB Barclays:Aggregate Idx	0.46	5.19	4.06	4.03	3.08	3.44
ISU-Reams Asset Mgmt.	0.23	4.70	4.08	3.89	3.87	3.91
Reams:Core Comp	0.32	4.91	3.91	3.60	3.75	3.91
BB Barclays:Aggregate Idx	0.46	5.19	4.06	4.03	3.08	3.44
ISU-Loomis Sayles	2.09	8.99	3.52	4.98	5.43	5.39
Loomis:Core Plus Comp	2.17	9.11	3.60	4.94	5.45	5.36
BB Barclays:Aggregate Idx	0.46	5.19	4.06	4.03	3.08	3.44
ISU-Total Fund	0.97	5.70	3.28	3.58	3.52	3.45
ISU-Total Fund-Net	0.88	5.37	2.96	3.26	3.20	3.15
Total Fund Target*	0.31	3.51	2.78	2.72	2.13	2.36

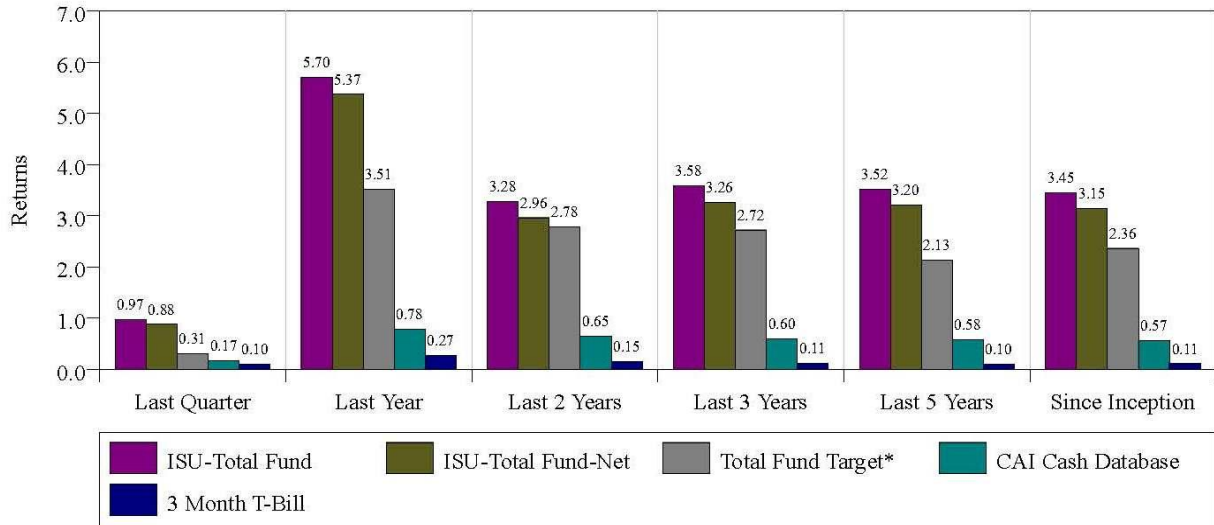
Total Fund Target* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit 1-3 Year Index, 62% Barclays Aggregate Index

RETURN SUMMARY
PERIOD ENDED SEPTEMBER 30, 2016

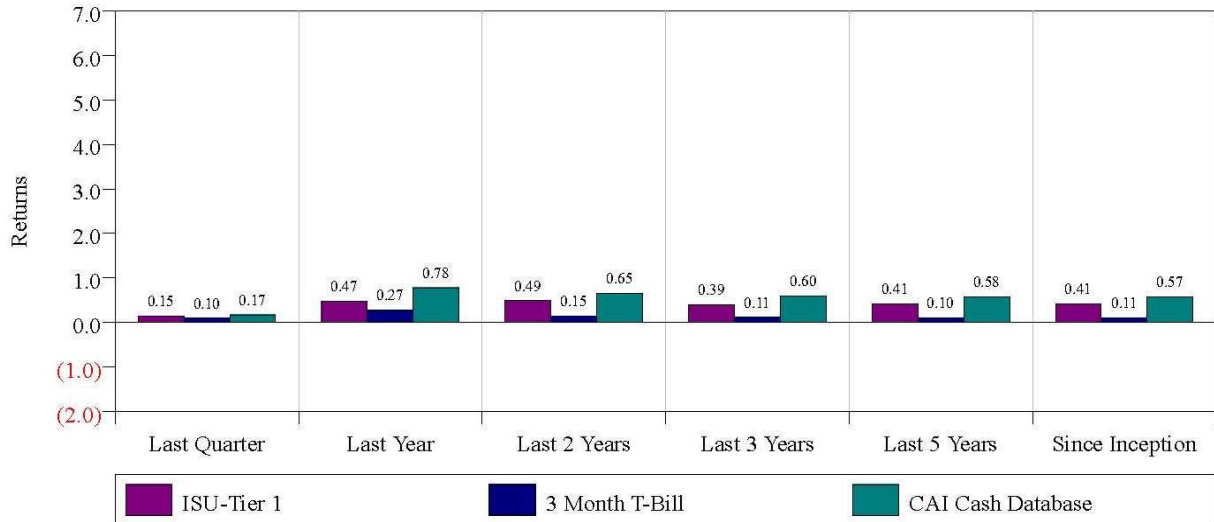
Total Fund Performance

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

ISU Total Fund Returns
for Various Time Periods
Current Quarter Ending September 30, 2016
Inception Date: October 1, 2010



ISU Tier 1 Returns
for Various Time Periods
Current Quarter Ending September 30, 2016
Inception Date: October 1, 2010

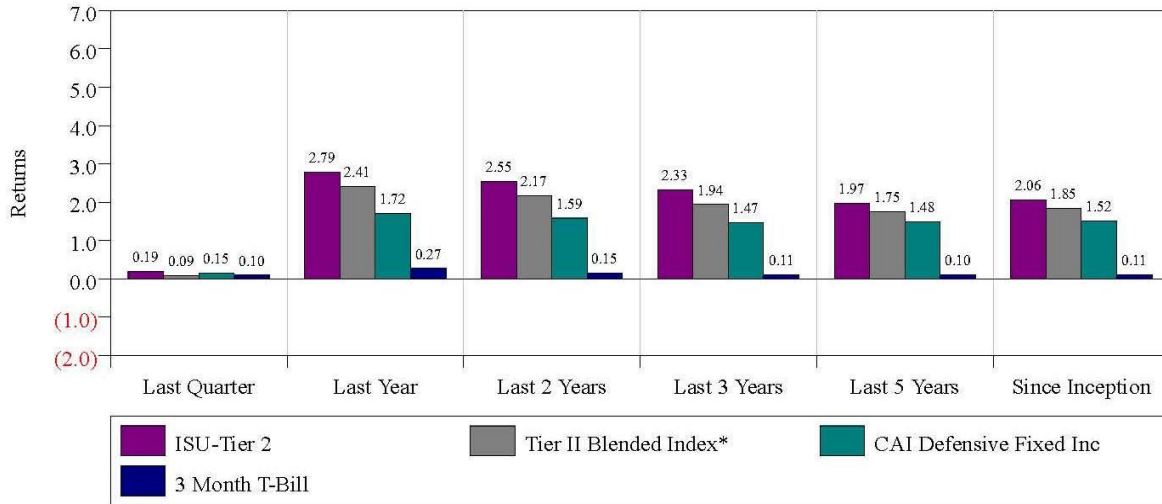


RETURN SUMMARY
PERIOD ENDED SEPTEMBER 30, 2016

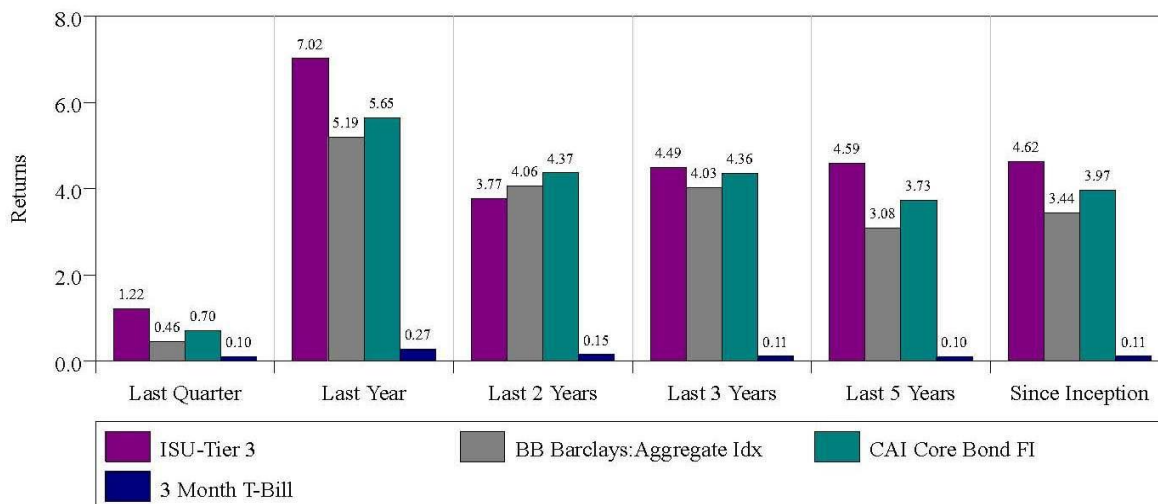
Total Fund Performance

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

ISU Tier 2 Returns
 for Various Time Periods
 Current Quarter Ending September 30, 2016
 Inception Date: October 1, 2010



ISU Tier 3 Returns
 for Various Time Periods
 Current Quarter Ending September 30, 2016
 Inception Date: October 1, 2010



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

6b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING BUDGET REVENUE AND EXPENSE SUMMARY							
For the Period Ending September 30, 2016							
	2016-17 Base Budget	2016-17 Adjusted Budget	YTD through 9/30/16*	Percent of Adjusted Budget	2015-16 Adjusted Budget	YTD through 9/30/15*	Percent of Adjusted Budget
Revenues							
State Appropriations							
Operational	\$ 65,929,201	\$ 65,929,201	\$ 16,482,300	25.0%	\$ 66,194,030	\$ 16,548,507	25.0%
Debt Service Appropriation	10,009,889	10,009,889	-	0.0%	7,530,475	-	0.0%
Sub-Total State Appropriations	75,939,090	75,939,090	16,482,300		73,724,505	16,548,507	
Student Tuition	93,261,968	93,261,968	48,037,012	51.5%	91,035,303	48,743,871	53.5%
Other Fees and Charges	1,206,500	1,206,500	511,406	42.4%	1,210,500	631,950	52.2%
Other Income	5,392,442	5,392,842	4,207,146	78.0%	5,140,692	3,867,403	75.2%
Total Budgeted Revenue	\$ 175,800,000	\$ 175,800,400	\$ 69,237,864		\$ 171,111,000	\$ 69,791,731	
Encumbrances and Carryforward		12,453,744	12,453,744		14,166,053	14,166,053	
Reimbursements and Income Reappropriated From Other Sources		1,892,701	1,892,701		3,170,252	3,170,252	
Total Revenues	\$ 175,800,000	\$ 190,146,845	\$ 83,584,309	44.0%	\$ 188,447,305	\$ 87,128,036	46.2%
Expenditures							
Compensation							
Salaries and Wages	\$ 86,622,683	\$ 87,763,392	\$ 21,388,880	24.4%	\$ 85,846,763	\$ 21,033,921	24.5%
Fringe Benefits	25,744,807	25,785,058	5,641,654	21.9%	26,034,611	5,887,672	22.6%
Sub-Total Compensation	112,367,490	113,548,450	27,030,534	23.8%	111,881,374	26,921,593	24.1%
Departmental Expenses							
Supplies and Related Expenses	17,287,258	23,767,722	8,292,603	34.9%	23,881,888	7,528,853	31.5%
Repairs and Maintenance	4,666,346	5,448,362	4,290,227	78.7%	5,863,633	5,603,179	95.6%
Other Committed Expenses	1,210,348	1,210,348	469,761	38.8%	1,160,348	537,678	46.3%
Sub-Total Departmental Expenses	23,163,952	30,426,432	13,052,591	42.9%	30,905,869	13,669,710	44.2%
Utilities and Related Expenses	11,084,759	11,084,758	3,953,856	35.7%	10,814,399	3,931,937	36.4%
Equipment and Other Capital							
Library Acquisitions	1,610,729	1,628,708	217,971	13.4%	1,705,225	111,120	6.5%
Operating Equipment	2,066,992	3,837,385	249,290	6.5%	2,660,979	235,020	8.8%
Capital Improvements	4,000,000	5,681,263	-	0.0%	7,466,110	149,768	2.0%
Sub-Total Equipment & Other Capital	7,677,721	11,147,356	467,261	4.2%	11,832,314	495,908	4.2%
Student Scholarship and Fee Remissions	13,381,221	12,895,922	7,773,933	60.3%	13,151,948	7,730,943	58.8%
Laptop Scholarship Program	1,415,000	1,415,000	1,692,000	119.6%	1,507,526	1,624,000	107.7%
Reserve for Strategic Initiatives	1,576,527	1,490,227	-	0.0%	1,138,774	-	0.0%
Budgeted Reserve	5,133,330	5,133,330	-	0.0%	4,755,750	-	0.0%
Transfers Out		3,005,370	2,963,989		2,459,351	2,197,980	
Total Expenditures	\$175,800,000	\$190,146,845	\$ 56,934,164	29.9%	\$188,447,305	\$ 56,572,071	30.0%

Revenues

Student Tuition

Student tuition is below the 2016 amount by \$706,859. This reflects a small decline in Fall enrollment from the previous year.

Other Fees and Charges

Other Fees and Charges decreased \$120,544 due to reduction in deferment fees and undergraduate admission fees.

Other Income

Other Income is ahead of last year's total by \$339,743 which reflects an additional \$165,375 of utility reimbursement from Residential Life and a timing difference in the recognition of construction project management fees.

Reimbursements and Income Reappropriated from Other Sources

Reimbursements and Income Reappropriated from Other Sources reflects a decrease of \$1,277,551 which represents prior year transfers for University marketing activities, IT fiber upgrade, and a timing difference on transfer of new student orientation fee.

Expenses

Compensation

Compensation expense is above last year's amount by \$108,941. Growth in administrative salaries was offset by reduction of life insurance and medical expense for retirees that are being reimbursement at 100% from the VEBA trust.

Departmental Expenses

Departmental Expenses includes an increase of \$763,750 of Supplies and Related Expenses. This is a result of increased expenditures for advertising, consultants, and office supplies. Repairs and Maintenance reflects a decrease of \$1,312,952 that reflects expense to upgrade IT fiber in various campus buildings that occurred in 2015-16.

Utilities and Related Expenses

Utilities and Related Expenses shows a modest increase of \$21,919 due to growth in electricity, water, and sewage while miscellaneous gas has decreased.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions and the Laptop scholarship program remained constant with last year's number reflecting a small decline in enrollment.

Transfers Out

Transfers Out increased \$766,009 reflecting timing differences on budgeted transfers occurring earlier in 2017.

6c Purchasing Report

Purchase Order Activity for Period September 19, 2016 to December 1, 2016				
Purchases Over \$50,000				
Sole Source				
	Faegre Baker Daniels LLP	P0080866	Services for Networks Financial Institute	\$90,000.00

6d Vendor Report

The following vendors have accumulated purchases from the University for the time period September 1, 2016 through November 30, 2016 (Fiscal Year) in excess of \$250,000:		
Guy Brown Management LLC	\$ 259,404	Office Supplies
Indiana-American Water Company	\$ 266,924	Water Utility Payments
ST Construction Inc	\$ 284,017	Lincoln Quad Courtyards; Dede Corridor East Exit
Sycamore Engineering Inc	\$ 314,923	Parsons/Rankin/Tirey Fire Alarm
Barnes & Noble Booksellers	\$ 318,024	Textbook Scholarships
Razmus Demolition Services	\$ 327,818	Former Sherwin Williams Building and Toney Petroleum Building Demolition
Browning Chapman LLC	\$ 350,294	Memorial Stadium Concrete Repairs
Martin Cohen and Gail Chandler Cohen	\$ 373,622	Purchase of Property at 1st and Cherry Streets
T2 Systems Inc	\$ 376,269	Parking Services Computer Equipment Maintenance/Repair
SoftChoice Corporation	\$ 381,250	Maintenance on EES System and Licensing Software
Delta Dental Plan of Indiana	\$ 386,270	Dental Claims Reimbursements
500 Wabash Housing LLC	\$ 400,500	Monthly Housing Expenses
Symetra Life Insurance Company	\$ 426,395	Life and Long Term Disability Insurance
Indiana Department of Corrections	\$ 444,894	Academic Courses
Otis Elevator	\$ 479,318	Maintenance Agreement for Campus Elevators; Gillum Hall Elevator Replacement
City of Terre Haute	\$ 481,799	Sewage Utility Payments; Fire and Emergency Medical Protection for Campus
EDF Energy Services LLC	\$ 483,874	Natural Gas Purchases
CDI Inc.	\$ 589,201	Utility Tunnel Renovation and Science Building Roof
Network Solutions	\$ 676,903	Annual Smarnet Maintenance; Residential Life Networking Equipment
Previously Reported Vendors with Purchases Exceeding \$250,000		
Rural Health Innovation Collaborative	\$ 284,697	Partner Contribution for Simulation Center Operational Expenses
Butler Woodcrafters Inc	\$ 287,056	Blumberg Hall Case Goods
Evan and Ryan Electrical Contractors	\$ 318,134	African American Cultural Center Renovations; Gillum Hall 2nd Floor Renovations
Office Works	\$ 343,053	Blumberg Hall Case Goods
Lenovo Inc	\$ 421,170	Computer Equipment Purchases
Blakley Corporation	\$ 649,991	Hines and Jones Masonry Restoration
AmWins/NEBCO Group Benefits	\$ 871,130	Retiree Insurance Coverage
ONI Risk Partners Inc	\$ 955,792	Athletic Medical, Flight Academy, Workers Compensation, and Commercial Property Insurance Policies
Ratio Architects Inc	\$ 1,303,352	College of HHS Renovations; Hulman Center Renovations; Rhoads Hall Renovations
Medco Health Solutions	\$ 1,433,825	Prescription Drug Coverage
Technology Integration Group	\$ 1,822,711	Computer Equipment Purchases (Laptop Scholarships)
Duke Energy	\$ 2,927,757	Electricity Utility Payments
TIAA CREF	\$ 3,953,715	Retirement Contributions
Sodexo Inc and Affiliates	\$ 5,272,869	Dining and Catering Services
CIGNA Health Care	\$ 8,198,090	Medical Claim Payments
Hannig Construction Inc	\$ 14,750,970	Blumberg Hall Renovation; Cromwell Hall Renovation; Science Lab Renovations; CNNHS Renovation

6e Faculty Personnel

FACULTY

Temporary Part-Time Appointments – 2016 Fall Semester

(Effective August 1, 2016 unless otherwise noted)

Mark Keilman; Part-Time Lecturer, Department of Applied Medicine and Rehabilitation; Doctor of Pharmacy, Purdue University; three hours; salary \$6,000.

Jessica Murphy; Part-Time Lecturer, Department of Earth and Environmental Systems; M.S., Indiana State University; three hours; salary \$3,060.

Temporary Part-Time Appointments – 2017 Spring Semester

(Effective January 1, 2017 unless otherwise noted)

Matthew Bird; Part-Time Lecturer, University Honors; M.L.S., Indiana University; three hours; salary \$3,075.

Tevis Boulware; Part-Time Lecturer, Department of Mathematics and Computer Science; M.S., University of Oregon; three hours; salary \$3,060.

Jennifer Cain; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S.N., Indiana Wesleyan University; four hours; salary \$8,000.

Daniel Cleveland; Part-Time Lecturer, Department of Psychology; Pharm D., Purdue University; three hours; salary \$4,590.

Candace deCourville; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; eight hours; salary \$17,313.

Anna Farrugia; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S.N., University of Phoenix; three hours; salary \$6,000.

Paula Frank; Professor Emerita, Department of Baccalaureate Nursing Completion; Ph.D., University of Utah; four hours; salary \$8,657.

Elizabeth Gavin; Part-Time Lecturer, Department of Psychology; M.S., Indiana State University; three hours; salary \$3,186.

Tara Heglund; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; three hours; salary \$6,600.

Amy Joy; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; three hours; salary \$6,000.

Devon Kinne; Part-Time Lecturer, Department of Mathematics and Computer Science; M.S., Indiana State University; six hours; salary \$6,120.

Kara Kish; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; B.S., Indiana State University; three hours; salary \$3,264.

Carrie Lewis; Part-Time Lecturer, Department of Psychology; M.S., Indiana State University; three hours; salary \$3,186.

Tresa Makosky; Part-Time Lecturer, Department of Theater; M.F.A., University of Iowa; nine hours; salary \$9,551.

Scott Molander; Part-Time Lecturer, Department of Management, Information Systems, and Business Education; M.B.A., Indiana State University; three hours; salary \$3,000.

May Nabous; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; B.A., University of Benghazi; three hours; salary \$3,000.

Jamie Oberste-Vorth; Part-Time Lecturer, Department of Mathematics and Computer Science; M.A., University of South Florida; six hours; salary \$6,000.

Tammy Pearson; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; two hours; salary \$4,329.

Rachel Rasley; Part-Time Lecturer, Department of Psychology; M.A., Indiana State University; nine hours; salary \$9,558.

James Sanchez; Part-Time Lecturer, Department of Mathematics and Computer Science; M.S., Indiana State University; nine hours; salary \$12,159.

Michael Sanford; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; B.A., University of Southern California; two hours; salary \$2,081.

Lisa Tinchler; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S., Indiana State University; four hours; salary \$8,657.

Kyle Walsh; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; M.S., Indiana State University; two hours; salary \$2,000.

Change of Status and/or Pay Rate

Nandini Bhowmick; Instructor, Department of Mathematics and Computer Science; supplemental instructional stipend of \$2,000 for teaching an additional three hours; for the appointment period of October 1, 2016 through December 31, 2016.

Matthew Blaszkowski; Assistant Professor, Department of Kinesiology, Recreation, and Sport; stipend of \$3,000, prorated for the appointment period of September 15, 2016 through December 31, 2016, for additional duties as Program Director – Graduate Education Sport Management, Department of Kinesiology, Recreation, and Sport.

Kimberly Bodey; Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$1,125 for teaching an additional three hours; for the appointment period of September 28, 2016 through November 11, 2016.

Christopher Fischer; Associate Professor, Department of History; stipend of \$2,141 for additional duties as University College Council President; for the appointment period of August 1, 2016 through December 31, 2016.

Richard Harden; Instructor, Department of Mathematics and Computer Science; supplemental instructional stipend of \$2,000 for teaching an additional three hours; for the appointment period of October 1, 2016 through December 31, 2016.

Diana Hews; Professor, Department of Biology; stipend of \$2,291 per month for additional duties as Interim Chairperson, Department of Biology; for the 2016-2017 academic year.

Paula Jarrard; Assistant Professor, Department of Applied Medicine and Rehabilitation; supplemental instructional stipend of \$1,000 for teaching an additional one hour; for the fall semester of the 2016-2017 academic year.

Robert Johnson; Associate Professor, Department of Mathematics and Computer Science; supplemental instructional stipend of \$2,000 for teaching an additional three hours; for the appointment period of October 1, 2016 through December 31, 2016.

Jeffrey Kinne; Assistant Professor, Department of Mathematics and Computer Science; stipend of \$1,000 as Faculty Fellow, College of Graduate and Professional Studies; for the appointment period of October 16, 2016 through October 31, 2016.

Jennifer Mullen; Instructor, Department of Communication; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2016-2017 academic year.

Malissa Muyumba; Full-Time Lecturer; Department of Communication; stipend of \$1,000 for additional duties as Faculty Senate Temporary Faculty Advocate; for the 2016-2017 academic year.

Robert Perrin; Chairperson and Professor, Department of English; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2016-2017 academic year.

Donna Selman; from Chairperson and Professor, Department of Multidisciplinary Studies, to Associate Dean for Graduate Programs, College of Graduate and Professional Studies, and Professor, Department of Multidisciplinary Studies; surrenders chairperson supplement of \$12,000 per academic year; salary \$127,600 per fiscal year, prorated from the effective date of November 1, 2016.

Jeanne Sowers; Associate Professor, Department of Applied Medicine and Rehabilitation; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the fall semester of the 2016-2017 academic year.

Chad Witkemper; Assistant Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$1,125 for teaching an additional three hours; for the appointment period of September 28, 2016 through November 11, 2016.

Retirements

Deborah Barnhart; Associate Professor, Department of Baccalaureate Nursing Completion; effective December 31, 2016.

Noble Corey; Professor, Department of Teaching and Learning; effective December 31, 2016.

Thomas Derrick; Professor, Department of English; effective December 31, 2016.

Gaston Fernandez; Professor, Department of Political Science; effective May 31, 2017.

Feng-Qi Lai; Professor, Department of Teaching and Learning; effective December 31, 2016.

Emeriti

Deborah Barnhart; Associate Professor Emerita of Nursing; Department of Baccalaureate Nursing Completion.

Noble Corey; Professor Emeritus of Mathematics and Sciences; College of Arts and Sciences.

Thomas Derrick; Professor Emeritus of English; Department of English.

Gaston Fernandez; Professor Emeritus of Political Science, Department of Political Science.

Leave of Absence With Pay – September 6, 2016 through May 31, 2017

Quang DuongTran; Professor, Department of Social Work

Long-Term Disability

Elizabeth Lorenzen; Librarian, Library Services; effective September 1, 2016.

Separations

Cecil Nelson; Professor Emeritus, Department of Languages, Literatures, and Linguistics; effective December 31, 2016.

Brian Pike; Instructor, Department of Kinesiology, Recreation, and Sport; effective May 31, 2017.

Kimberly Tucker; Part-Time Lecturer, Department of Educational Leadership; effective October 26, 2016.

6f Other Personnel

NON-EXEMPT

Appointments

Patrick Dugan; Library Resource Sharing Associate, Library Services; \$13.25/hr; effective October 17, 2016.

Sharon Ellis; Administrative Assistant I, Student Media; \$13.07/hr; effective November 28, 2016.

Marvin Elmore; Enrollment Management Specialist, Admission and High School Relations; \$12.88/hr; effective October 17, 2016.

Megan Foster; Telecommunications Technician Requires Reappointment, Telecommunications; \$15.00/hr; effective November 29, 2016.

Denise Love; Administrative Assistant III, Associate Vice President Student Affairs; \$18.00/hr; effective September 6, 2016.

Hanna Mills; Communications Officer, Public Safety; \$16.44/hr; effective October 17, 2016.

Yanli Newport; Accounting and Auditing Associate, Associate VP University Controller; \$14.50/hr; effective November 28, 2016.

Taylor Sisson; Administrative Assistant II, Applied Medicine & Rehabilitation; \$14.00/hr; effective October 10, 2016.

Patricia Yeager; Dean's Assistant, College of Graduate and Professional Studies; \$16.55/hr; effective October 31, 2016.

Kelsey Zehner; Administrative Assistant I, IU School of Medicine – Terre Haute; \$13.07/hr; effective November 14, 2016.

Separations

John Anderson; Events Setup Technician II, Hulman Center; effective October 31, 2016.

Crystal Cox; Student Services Assistant I, Admissions and High School Relations; effective November 16, 2016.

Belinda Danner; Custodian I, Sycamore Housing; \$11.73/hr; effective November 4, 2016.

Theresa Franklin; Custodian I, Sycamore Housing; effective September 21, 2016.

Joshua Weeden; Athletics Assistant, Intercollegiate Athletics; effective November 18, 2016.

Retirements

Kaye Blackburn; Administrative Assistant I, Communications & Marketing; effective January 31, 2017.

Ivie Taylor; Executive Assistant, President's Office; effective November 30, 2016.

Tonia Tucker; Dispatch Coordinator, Public Safety; effective September 9, 2016.

Change in Status and/or Pay Rate

Promotion

Rhonda Beecroft; from Administrative Assistant II, Bureau of School Services; \$15.37/hr to Administrative Assistant III, Student Success; \$17.62/hr; effective October 22, 2016.

Joshua Clifford; from Police Officer, Public Safety; \$20.61/hr to Police Corporal, Public Safety; \$21.76/hr; effective September 12, 2016.

Melinda Grindle; from Custodian II, Facilities Management; \$12.43/hr to Custodial Supervisor, Facilities Management; \$14.50/hr; effective December 3, 2016.

Naomi Van Sickel; from Administrative Assistant I, IU School of Medicine – Terre Haute; \$12.88/hr to Blumberg Center Design & Training Specialist, Blumberg Center; \$15.75/hr; effective October 1, 2016.

Transfers

Frances Martha Reed; from Administrative Assistant I, Career Center; \$16.95/hr to Administrative Assistant I, Multicultural Services and Programs; \$16.95/hr; effective November 16, 2016.

Reclassification

Marcie Bays; from Communications Assistant; \$15.67/hr to Stewardship & Donor Relations Coordinator; \$17.61/hr; ISU Foundation Operations; effective October 1, 2016.

Julie Dininger; from Administrative Assistant II; \$16.27//hr to Administrative Assistant III; \$18.21/hr; Applied Medicine & Rehabilitation; effective November 5, 2016.

Krista Divan; title change from Lead Gift Specialist, \$16.83/hr to Gift Processor; \$16.83/hr; ISU Foundation Operations; effective October 1, 2016.

Other

Samuel Might; skill assessment from Police Officer; \$18.52/hr to Police Officer; \$19.25/hr; Public Safety; effective November 6, 2016.

Aaron Sloan; skill assessment from Police Officer; \$18.52/hr to Police Officer; \$19.25/hr; Public Safety; effective November 6, 2016.

NON-EXEMPT PROFESSIONAL

Appointments

Kaitlin Diel; Meis Student Development Center Assistant Director, Meis Student Development Center; M.B.A., Indiana State University; salary \$16.98 per hour; for the appointment period of January 1, 2017, through May 31, 2017.

Lauren Perish; Enrollment Management Reporting Specialist, Admissions & High School Relations; B.A., Western Michigan University; salary \$17.44 per hour; effective November 28, 2016.

Courtney Prather; Marketing Assistant Requires Reappointment, Communications and Marketing; B.S., Saint Mary-of-the-Woods College; salary \$18.98 per hour; for the appointment period of September 19, 2016, through Jun 30, 2017.

Change in Status and/or Pay Rate Reclassification

Cary Burch; Advancement Services Assistant Director; \$21.35/hr to Advancement Services Assistant Director; \$23.07/hr; ISU Foundation Operations; effective October 1, 2016.

Hilary Duncan; ISU Alumni Association Assistant Director; \$20.79/hr to Alumni Engagement Assistant Director – Communications; \$20.79/hr; Alumni Affairs; effective November 19, 2016.

Jennifer Forbes; Advancement Services Coordinator; \$17.79/hr to Gift Services Assistant Director; \$20.30/hr; ISU Foundation Operations; effective October 1, 2016.

Benjamin Kappes; ISU Alumni Association Assistant Director; \$23.41/hr to Alumni Engagement Assistant Director – Outreach; \$23.41/hr; Alumni Affairs; effective November 19, 2016.

Bradley Lone; Enrollment Management Systems Coordinator; \$17.79/hr to Financial Aid Systems Coordinator; \$17.79/hr; Student Financial Aid; effective October 22, 2016.

Jade Rakes; from Graphic Designer – ISU Foundation, Advancement; \$12.56/hr to Graphic Designer, Communications & Marketing; \$15.55/hr; effective date October 22, 2016.

Separations

Ashley Poff; Hulman Center and Event Services Marketing Coordinator, Hulman Center; effective November 21, 2016.

ATHLETICS

Appointments

Alexander Kight; Digital Media Coordinator; \$18.21/hr; effective September 19, 2016.

Timothy McCaughan; Media Relations Coordinator; \$19.44/hr; effective September 23, 2016.

EXEMPT

Appointments

Kelly Alexander; Rehabilitation Specialist; Physical Therapy and Sports Rehabilitation Clinic; M.S., University of Colorado, Colorado Springs; salary \$47,500 per fiscal year, prorated from the effective date of September 27, 2016.

Crysta Crum, Career Services Coordinator, Career Center, M.S., University of Houston; salary \$36,000 per fiscal year, prorated from the effective date of November 9, 2016.

Gregory Halls, Development Officer, Development, M.S., Indiana State University, salary \$60,000 per fiscal year; prorated from the effective date October 3, 2016.

Todd LaComba, Development Officer, Development, M.S., Saint Mary-of-the Woods College, salary \$65,000 per fiscal year; prorated from the effective date October 17, 2016.

Temporary Appointments

Michelle Bennett; from Program Coordinator, Dean Extended Learning to Osher Program Coordinator, Dean Extended Learning; no change in salary or paygrade; effective September 1, 2016.

Tonia Brewer; Blumberg Center Compliance/Instructional Specialist, Blumberg Center; M.A., Roosevelt University; salary \$73,185 per fiscal year; for the appointment period of October 1, 2016 through September 30, 2017.

Peter Downey; IEPRC Site Manager, Blumberg Center; M.Ed., Indiana University Fort Wayne; salary \$106,641 per fiscal year; for the appointment period of October 1, 2016 through September 30, 2017.

Matthew Johnson; IEPRC Project Coordinator, Blumberg Center; M.S., Walden University; salary \$78,147 per fiscal year; for the appointment period of October 1, 2016 through September 30, 2017.

Angela McKinney; Blumberg Center Project Coordinator, Blumberg Center; Ph.D., Indiana State University; salary \$69,073 per fiscal year; for the appointment period of October 1, 2016 through September 30, 2017.

Lisa Poff; Blumberg Center Project Coordinator, Blumberg Center; J.D., Indiana University; salary \$63,453 per fiscal year; for the appointment period of October 1, 2016 through September 30, 2017.

Gail Ringwalt; Blumberg Center Compliance/Instructional Specialist, Blumberg Center; Ed.D., Indiana University; salary \$78,413 per fiscal year; for the appointment period of October 1, 2016 through September 30, 2017.

Mark Suiter; Blumberg Center Technology Coordinator, Blumberg Center; B.S., Western Governors University; salary \$72,774 per fiscal year; for the appointment period of October 1, 2016 through September 30, 2017.

Robin Thoma; Blumberg Center Project Coordinator, Blumberg Center; salary \$58,500; for the appointment period of October 1, 2016 through September 30, 2017.

Dale Thomas; Blumberg Center Media Producer, Blumberg Center; B.S., Ball State University; salary \$85,313 per fiscal year; for the appointment period of October 1, 2016 through September 30, 2017.

Marcee Wilburn; IEPRC Project Coordinator, Blumberg Center; M.S., Ball State University; salary \$59,150 per fiscal year; for the appointment period of October 1, 2016 through September 30, 2017.

Change of Status

Yihua Bai; Academic Programmer Analyst, Office of Information Technology; position reclassified from pay grade 10, to pay grade 11; salary \$58,381 per fiscal year, prorated from the effective date of November 1, 2016.

James Bell; Programmer Analyst, Office of Information Technology; position reclassified from pay grade 10, to pay grade 11; salary \$62,775 per fiscal year, prorated from the effective date of November 1, 2016.

Casey Burk; Programmer Analyst, Office of Information Technology; position reclassified from pay grade 10, to pay grade 11; salary \$55,255 per fiscal year, prorated from the effective date of November 1, 2016.

Robert English; from Dean, College of Technology and Professor, Department of Electronics and Computer Engineering Technology, to Professor, Department of Electronics and Computer Engineering Technology; on transitional leave effective July 1, 2017 through December 31, 2017; no change in salary.

Cynthia Evans; from University College Adviser, University College, to Graduation Specialist, Student Success; salary \$53,839 per fiscal year, prorated from the effective date of November 1, 2016.

Jon Glick; from Assistant Bursar, Office of the Associate Vice President for Finance and Assistant Treasurer to Non-Traditional/Special Programs Accountant, Office of the Associate Vice President for Finance and Assistant Treasurer; no change in salary or paygrade; effective October 1, 2016.

Kelly Hall; from Program Coordinator, IU School of Medicine – Terre Haute, to Clinical Coordinator, IU School of Medicine – Terre Haute; no change in salary; effective October 1, 2016.

Kelly Hartzler; from non-exempt Student Services Assistant II, Department of Applied Medicine and Rehabilitation, to exempt position as Contract Coordinator, Department of Applied Medicine and Rehabilitation; salary \$36,000 per fiscal year, prorated from the effective date of November 1, 2016.

Russell Harwood; Programmer Analyst, Office of Information Technology; position reclassified from pay grade 10, to pay grade 11; salary \$58,019 per fiscal year, prorated from the effective date of November 1, 2016.

Steven Hayward; Senior Software Engineer, Office of information Technology; change in salary to \$72,881 per fiscal year, prorated from the effective date of November 1, 2016.

Roger Mangin; Programmer Analyst, Office of Information Technology; position reclassified from pay grade 10, to pay grade 11; salary \$53,478 per fiscal year, prorated from the effective date of November 1, 2016.

Jessica Meuser; Academic Advisor, Dean, College of Technology; change in salary to \$37,869 per fiscal year, prorated from the effective date of November 1, 2016.

Lisa Moore; from Communications and Marketing Executive Director to Internal Communications Director; Communications and Marketing; \$60,913 per fiscal year; effective date of November 14, 2016.

Benjamin Patterson; Programmer Analyst, Office of Information Technology; position reclassified from pay grade 10, to pay grade 11; salary \$53,478 per fiscal year, prorated from the effective date of November 1, 2016.

Amy L. Roman, from Special Events Assistant Director, ISU Foundation, to Special Events Director, Office of the President and the Provost; salary \$53,703 per fiscal year; prorated from the effective date of October 1, 2016.

Amy Sears, from Advancement Services Director to Advancement Services Systems Administrator, ISU Foundation Operations, \$75,013 per fiscal year; prorated from the effective date of October 1, 2016.

Nikki Simpson, from Development Officer President Society, Advancement; to Advancement Services and Stewardship Executive Director, Development, \$74,250 per fiscal year; prorated from the effective date of October 1, 2016.

Corry Smith; from Admissions Counselor, Admissions and High School Relations to Testing Coordinator, Testing; salary \$36,000 per fiscal year; prorated from effective date of November 15, 2016.

David Smith; Programmer Analyst, Office of Information Technology; position reclassified from pay grade 10, to pay grade 11; salary \$53,478 per fiscal year, prorated from the effective date of November 1, 2016.

Kale Walker; from Director Human Resources, VP for Development; to Human Resources Generalist, Staff Benefits; salary \$52,320 per fiscal year, prorated from the effective date October 1, 2016.

Carol Wiemuth; Programmer Analyst, Office of Information Technology; position reclassified from pay grade 10, to pay grade 11; salary \$53,984 per fiscal year, prorated from the effective date of November 1, 2016.

Separations

Scott Bailey; Graphic Designer, Office of Information Technology; effective September 30, 2016.

Kantaylieni Hill-Clarke; Dean and Professor, Bayh College of Education; effective January 4, 2017.

Robert Moffett; Senior Database Administrator, Office of Information Technology; effective November 30, 2016.

Caroline Savage; Program Director, Institute for Community Sustainability; effective September 23, 2016.

Qian Song, International Recruiting Coordinator; Admissions and High School Relations; effective October 21, 2016.

Christine Strong; Center for Global Engagement Study Abroad Program Director, Center for Global Engagement; effective October 13, 2016.

ATHLETICS

Separations

Morgan Allee; Assistant Coach, Softball; resignation effective October 31, 2016.

6g Grants and Contracts

1. Indiana University, Fund No. 549056, Proposal No. 17-024

Additional appropriations in the amount of \$12,989.00 have been received from Indiana University for the project entitled, “Area Health Education Centers Point **of Service Maintenance** and Enhancement,” under the direction of Eliezer Bermudez, College of Health and Human Services, for the period September 1, 2015 through August 31, 2016.

2. Indiana Arts Commission, Fund No. 549004, Proposal No. 16-116

Additional appropriations in the amount of \$2,500.00 have been received from Indiana Arts Commission for the project entitled, “The Big Picture – Literacy Through Art,” under the direction of Petra Nyendick, Community School of the Arts, for the period March 20, 2015 through February 28, 2017.

3. Old Dominion University Research Foundation, Fund No. 549134, Proposal 16-130

An agreement in the amount of \$10,000.00 has been received from Old Dominion University Research Foundation for the project entitled, “Airport Expansion and Land Use: A 20-Year Response of Endangered Indiana Bats to Proactive Mitigation,” under the direction of Timothy Divoll, Department of Biology, for the period September 1, 2016 through September 1, 2017.

4. Indiana Department of Education, Fund No. 549130, Proposal 16-150

An agreement in the amount of \$2,500,000.00 has been received from the Indiana Department of Education for the project entitled, “The Effective and Compliant IEP Resource Center,” under the direction of Jolly Piersall, Blumberg Center, for the period October 1, 2016 through September 30, 2017.

5. US Department of Education, Fund No. 549120, Proposal No. 16-128

An agreement in the amount of \$330,091.00 has been received from the US Department of Education for the project entitled, “Student Support Services at Indiana State University,” under the direction of Rita Worrall, Student Support Services, for the period September 1, 2016 through August 31, 2017.

6. U.S. Fish and Wildlife Service, Fund No. 548823, Proposal No. 17-009

Additional appropriations in the amount of \$11,202.00 have been received from the U.S. Fish and Wildlife Service for the project entitled, “Estimating Occupancy of Indiana Bats on Northern Districts of the Cherokee National Forest,” under the direction of Joy O’Keefe, Department of Biology, for the period January 1, 2013 through December 31, 2017.

7. Indiana University, Fund No. 549135, Proposal No. 17-034

A sub agreement under the Indiana Department of Child Services in the amount of \$74,286.00 has been received from Indiana University for the project entitled, “Continuation Proposal for BSW and MSW Education Through the Indiana Child

Welfare Education and Training Partnership,” under the direction of Dianna Cooper-Bolinskey, Department of Social Work, for the period July 1, 2016 through July 30, 2017.

8. The NEA Foundation, Fund No. 549136, Proposal No. 16-140

An agreement in the amount of \$5,000.00 has been received from The NEA Foundation for the project entitled, “Learning & Leadership Grant – 3D Project,” under the direction of Yong Joon Park, Department of Teaching and Learning, for the period September 15, 2016 through September 15, 2017.

9. Purdue University, Fund No. 549097, Proposal No. 16-104

A sub agreement under the National Aeronautics and Space Administration (NASA) through the Indiana Space Grant Consortium in the amount of \$12,000.00 has been received from Purdue University for the project entitled, “Indiana Space Grant Fellowship Program 2015-2018,” under the direction of Robert Arndt, Department of Biology, for the period May 17, 2016 through May 16, 2017.

10. Arts Illiana, Fund No. 549128, Proposal No. 16-087

An agreement in the amount of \$4,925.00 has been received from Indiana Arts Commission and Arts Illiana for the project entitled, “Rock Camp!,” under the direction of Petra Nyendick, Community School of the Arts, for the period July 1, 2016 through June 30, 2017.

11. Indiana University, Fund No. 549139, Proposal No. 17-027

A sub agreement under the Department of Health and Human Services Health Resources and Services Administration (HRSA) in the amount of \$83,950.00 has been received from Indiana University for the project entitled, “Area Health Education Centers Point of Service Maintenance and Enhancement,” under the direction of Eliezer Bermudez, College of Nursing, Health and Human Services, for the period September 1, 2016 through August 31, 2017.

12. U.S. Fish and Wildlife Service, Fund No. 549141, Proposal No. 17-015

An agreement in the amount of \$100,842.00 has been received from the U.S. Fish and Wildlife Service for the project entitled, “Monitoring an Indiana Bat Colony Near the Indianapolis Airport,” under the direction of Joy O’Keefe, Department of Biology, for the period September 15, 2016 through September 30, 2019.

13. U.S. Department of Justice, Fund No. 549137, Proposal No. 16-105

An agreement in the amount of \$341,575.00 has been received from the U.S. Department of Justice for the project entitled, “Next Step 2 Healthy Families Project,” under the direction of Robyn Lugar, Department of Social Work, for the period October 1, 2016 through September 30, 2019.

6h Agreements

Performer, Lecturer & Entertainment Agreements

Bass/Schuler Entertainment: Daniel Martin

Chair Massage on the Go, LLC dba Campus Spa

James Bond III

Miss Indiana Scholarship Pageant, Inc.

New Age Media Ventures LLC dba All American Entertainment: Clayborne Carson

Leadershape

Affiliation Agreements

Better Healthcare – Mahopac, NY
DeKalb Health – Auburn, IN
International Neuro Rehab Institute – Lutherville, MD
Kiel High School – Kiel, WI
Novant Health – Winston-Salem, NC
NuMotion – Brentwood, TN
Oregon State University – Corvallis, OR
OSF St. Joseph (Peoria, IL)
Presence Saint Joseph; Diamond Headache Inpatient Unit – Chicago, IL
Putnam County Hospital – Greencastle, IN
Saint Joseph's College – Rensselaer, IN
Schneck Medical Center – Seymour, IN
Southern Indiana Rehab Hospital – New Albany, IN
Southside Special Services of Marion County – Indianapolis, IN
SSOR Sports Spec & Ortho Rehab – Overland Park, KS
St. Vincent Hospital (Indy) – Indianapolis, IN
University of North Dakota – Grand Forks, ND

6i Modification of Policy 265 Constitution of the Indiana State University Student Government Association

The Student Government Association approved the following modifications to its Constitution, which have been approved by the President on November 29, 2016. This information is provided to the ISU Board of Trustees pursuant to Policy 265.8 Article VIII: Amendments.

265.1.4 Qualifications for Office. To be eligible to be elected or appointed for any position within the SGA, a student must be in good academic and conduct standing and must maintain such requirements during tenure in office. To hold the office of President, Vice President, Chief of Staff, Chief Justice, Associate Justice, Speaker, or any paid positions within the SGA, an undergraduate student must also be enrolled in the Fall and Spring semesters for twelve (12) credit hours; all other students must also be enrolled for nine (9) semester credit hours. To hold the office of President or Vice President, a student must also have and maintain a 2.5 cumulative grade point average or be in their first semester at Indiana State University (ISU). To hold the any other elected or appointed position in the SGA, a student must have and maintain a cumulative grade point average of 2.25 or be in their first semester at ISU. A student must consent to the release of Academic Eligibility and Conduct Standing to the University. A student must have at least one year of experience with Student Government Association (the Legislative Branch, the Executive Branch, or the Judicial Branch). If a student has no SGA experience, then a petition of fifty signatures of the student body must be provided in order to run for President or Vice President.

265.5.1 Time of Elections. There shall be two regular SGA elections each year. The Spring Election shall be held on the last first consecutive Tuesday and Wednesday of March. The Fall Election shall be held on the last consecutive Tuesday and Wednesday of September. If needed, runoff elections shall be held one calendar week from the date of the original election. The Senate may set a different date for a particular election. The Senate shall officially start its term at the first meeting after the Fall Election. If at any time the number of vacant seats in the Senate shall reach one less than half of the total number, then a special election shall immediately be called for all vacant Senate seats.

6j Board Representation at University Events

Events Requiring Board Representation

February 23-24, 2017 Board Trustees Meetings, State Room, Tirey Hall

Optional Events

January 20, 2017 Martin Luther King, Jr. Dinner, Sycamore Banquet Center, HMSU
January 30, 2017 Speaker Series, Elizabeth Smart Guest Speaker, Tilson Music Auditorium, Tirey Hall

Please find a full listing of University events at the following link:

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

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

6k In Memoriam

IN MEMORIAM: Dr. Torsten K. Alvager

WHEREAS, Dr. Torsten K. Alvager, Professor Emeritus of Physics of Indiana State University, died on the twenty-eighth day of September two thousand and sixteen; and

WHEREAS, Dr. Torsten K. Alvager had given loyal and devoted service to Indiana State University over thirty four years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. Myong-Ku Ahn

WHEREAS, Dr. Myong-Ku Ahn, Professor Emeritus of Chemistry of Indiana State University, died on the fifteenth day of October two thousand and sixteen; and

WHEREAS Dr. Myong-Ku Ahn had given loyal and devoted service to Indiana State University over thirty three years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Betty J. King

WHEREAS, Betty J. King, retired Custodial Worker I for Facilities Management, died on the sixth day of November two thousand and sixteen; and

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

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

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

IN MEMORIAM: William C. Scott

WHEREAS, William C. Scott, Professor Emeritus of Management and Finance of Indiana State University, died on the twenty-ninth day of November two thousand and sixteen; and

WHEREAS, William C. Scott had given loyal and devoted service to Indiana State University over seventeen years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. Alice Jane Schollaert

WHEREAS, Dr. Alice Jane Schollaert, Associate Professor Emeritus of Elementary and Early Childhood Education of Indiana State University, died on the fourth day of December two thousand and sixteen;

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

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

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

7 Old Business

8 Adjournment