

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

Friday, May 6, 2016

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

Saturday, May 7, 2016

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

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

1. **Agenda**
2. **Schedule**
3. **Call Annual Meeting to Order**
Roll Call
Robert Baesler
Tanya Bell
Kathleen Cabello
David Campbell
Haley Gravely
Randall Minas
Edward Pease
Kimberly Smith
Jeff Taylor
4. **Remarks**
Faculty Senate Chairperson (Dr. MacDonald)
Staff Council Chairperson (Ms. Torrence)
Student Government Association President (Mr. Cheeks)
President of the ISU Foundation (Mr. Carpenter)
President of the University (Dr. Bradley)
Chairperson of the ISU Board of Trustees (Mr. Campbell)
5. **New Business Items**
 - 5a [For Passage, Approval of the February 19, 2016 Meeting Minutes and Certification of Executive Session](#) (Mr. Campbell)
 - 5b [Nominating Committee Report \(Mr. Baesler\)](#)
For Passage, Board of Trustees Officers for 2016-17 (Mr. Baesler)
 - 5c [For Passage, 2016-17 Board of Trustees Proposed Meeting Schedule \(Mr. Campbell\)](#)
 - 5d Finance Committee Report (Mr. Taylor)
 - 5d1 [For Passage, Operating Budgets \(Ms. McKee\)](#)
 - 5d2 [For Passage, Sycamore Towers Renovation – Phase III Financing \(Ms. McKee\)](#)
 - 5d3 [For Passage, Sycamore Towers Renovation – Phase IV \(Ms. McKee\)](#)
 - 5d4 [For Passage, Year-End Closing Authorization \(Ms. McKee\)](#)
 - 5e [For Passage, Candidates for Degrees](#) (Dr. Licari)
 - 5f [For Passage, New Program, Healthcare Analytics Certificate](#) (Dr. Licari)
 - 5g [For Passage, New Program Interior Architecture Design Minor](#) (Dr. Licari)
 - 5h For Passage, University Handbook Changes
 - 5h1 [For Publication, Proposed Modification of Policy 210 Mission and Values](#) (Dr. Licari)
 - 5h2 [For Passage, Revision of Policy 270 University Committees](#) (Dr. Bradley)
 - 5h3 [For Passage, Approval of Policy 460 Student Grievances](#) (Dr. Licari)
 - 5h4 [For Passage, Approval of Policy 502 Prohibition on Hostile or Intimidating Workplace Behavior](#) (Dr. Licari/Ms. McKee)
 - 5h5 [For Passage, Modification of Policy 246.13 Faculty Discipline and Dismissal, Policy 350.2.9.1.3 Deficient Performance, and Policy 501.2 Extraordinary Measures](#) (Dr. Licari)
 - 5h6 [For Passage, Revision and Approval of Policy 560 Staff Hiring, Performance, Promotion, and Transfer, Policy 562 Staff Discipline, Termination, and Resignation, and Policy 565 Staff Grievances](#) (Ms. McKee)

[5h7 For Passage, Revision of Policy 305.10.3 University Promotion and Tenure Oversight](#)

(Dr. Licari)

[5h8 For Passage, Modification of Policy 310 Faculty Duties and Responsibilities](#) (Dr. Licari)

[5h9 For Passage, Modification of Policy 345 Academic Administrator Performance Reviews](#)

(Dr. Licari)

[5h10 For Passage, Modification of Policy 351.3 Failed Departments](#) (Dr. Licari)

5i [For Passage, Resolution Honoring Vigo County School Corporation and City of Terre Haute](#)

(Dr. Bradley)

6. Items for the Information of the Trustees

6a [University Investments](#)

6b [Financial Report](#)

6c [Purchasing Report](#)

6d [Vendor Report](#)

6e [Faculty Personnel](#)

6f [Other Personnel](#)

6g [Grants and Contracts](#)

6h [Agreements](#)

6i [Board Representation at University Events](#)

6j [In Memoriam](#)

7. Old Business

8. Adjournment

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

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

3 Call to Order

Roll Call

Robert Baesler
Tanya Bell
Kathleen Cabello
David Campbell
Haley Gravely
Randall Minas
Edward Pease
Kimberly Smith
Jeff Taylor

4 Remarks

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

5 New Business Action Items

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

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

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

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

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

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

5b Nominating Committee Report

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

Chair:

Vice Chair:

Secretary:

Treasurer of the University:

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

5c Board of Trustees Proposed Meeting Dates

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

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

5d Finance Committee Report

5d1 Operating Budgets, 2016-17

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

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

INDIANA STATE UNIVERSITY 2016-17 Budgets

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

GENERAL FUND BUDGET

Revenues

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

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

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

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

Expenditures

I. Compensation

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

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

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

II. Departmental Supplies and Expense

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

III. Equipment and Other Capital

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

IV. Student Scholarships

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

The scholarship and fee remission budget consists of two components. The major portion (\$13,181,221) will be awarded directly to students through such programs as the President's Scholars and various other academic and need based scholarships as well as institutional fee remissions for undergraduate and graduate students. The second portion (\$200,000) of the budget accounts for matching funds needed for participation in federal student aid programs.

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

V. Reserves

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

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

STUDENT SERVICES BUDGET

The Student Services budget allocates a portion of student tuition to operating units within the Designated and Auxiliary fund groups to support student activities and related programs. These funds are primarily used to offset increased operating costs for those units supported by the Student Services budget. Included in the Student Services budget for 2016-17 is an increase of \$280,812 in the allocation of student tuition to support student activities and

related programs and a decrease of \$135,700 in Student Recreation Center fees resulting from a partial refinancing in 2014-15 of related facility debt service.

AUXILIARY AND OTHER OPERATIONS

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

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

LINE-ITEM APPROPRIATIONS

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

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

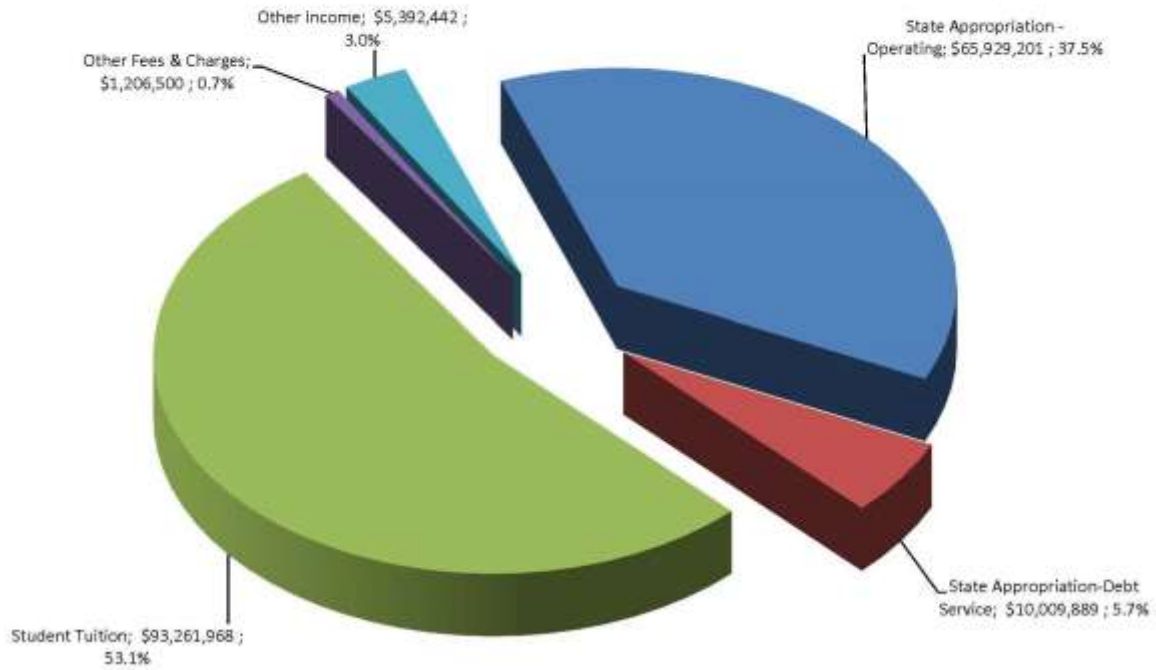
INDIANA STATE UNIVERSITY
General Fund Budget Summary

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

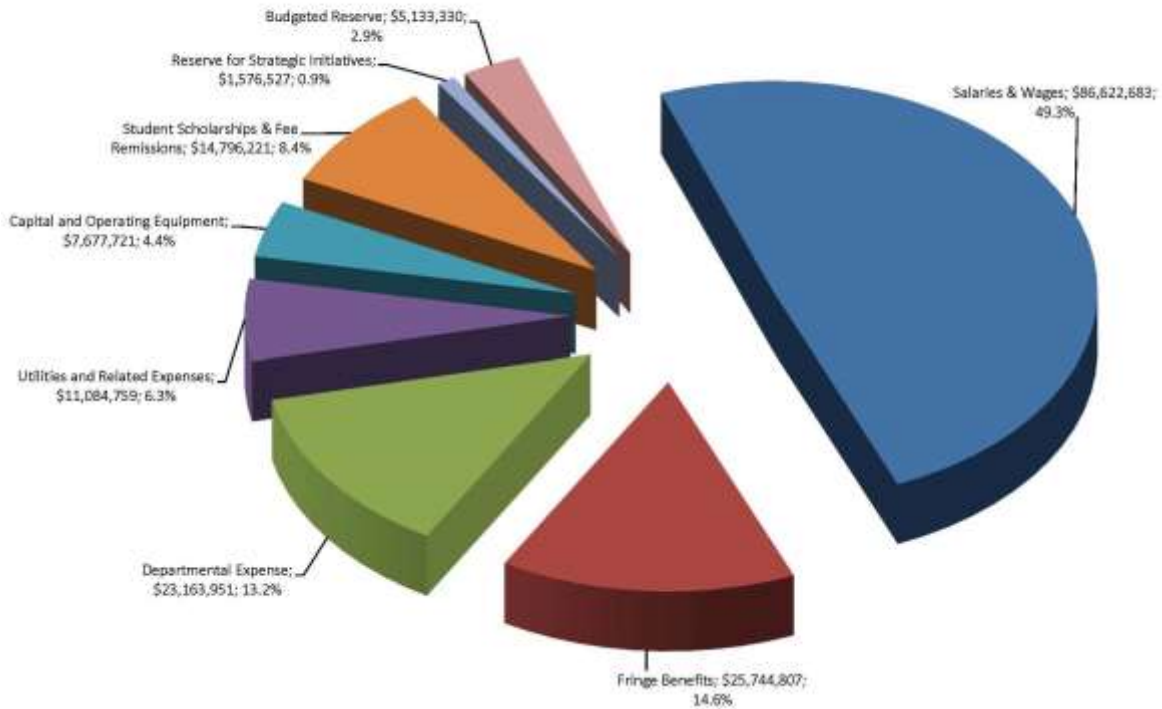
Footnotes:

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

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



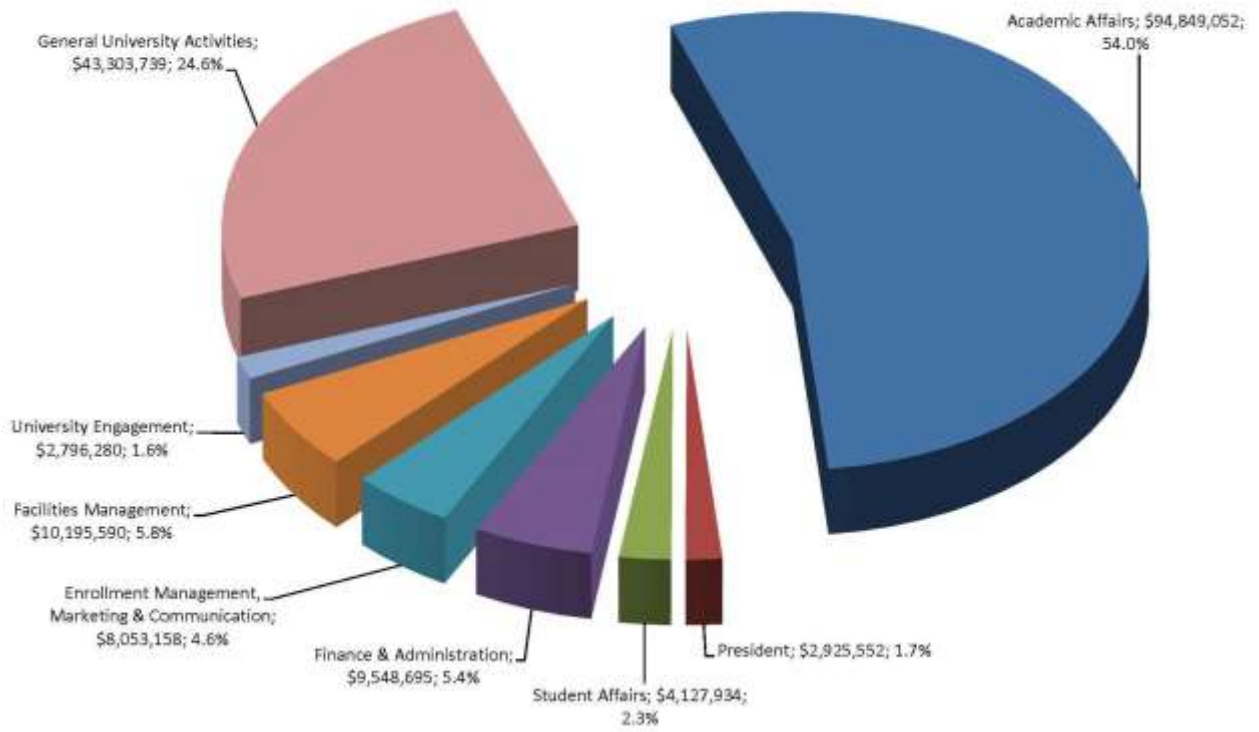
**INDIANA STATE UNIVERSITY
Budgeted Expenditures By Function - General Fund
Fiscal Year 2016-17**



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

| | <u>2015-16</u> <u>Budget</u> | <u>Proposed</u> <u>2016-17</u> <u>Budget</u> | | <u>2015-16</u> <u>Budget</u> | <u>Proposed</u> <u>2016-17</u> <u>Budget</u> |
|-----------------------------------|---------------------------------|--|---|---------------------------------|--|
| Academic Affairs | | | President | | |
| Salary and Wages | \$59,408,355 | \$61,133,080 | Salary and Wages | \$1,738,811 | \$1,877,532 |
| Fringe Benefits | 16,759,064 | 17,782,872 | Fringe Benefits | 505,377 | 446,335 |
| Student Wages | 1,812,084 | 1,864,275 | Student Wages | 31,160 | 89,219 |
| Supplies and Expenses | 8,491,699 | 7,756,296 | Supplies and Expenses | 460,381 | 668,979 |
| Repair and Maintenance | 2,846,370 | 3,196,568 | Repair and Maintenance | 10,960 | 9,980 |
| Capital | 2,510,491 | 3,115,961 | Capital | 33,527 | 33,527 |
| Total | \$91,828,063 | \$94,849,052 | Total | \$2,780,216 | \$2,925,552 |
| Student Affairs | | | Enrollment Management, Marketing & Communication | | |
| Salary and Wages | \$2,293,878 | \$2,589,815 | Salary and Wages | \$4,021,988 | \$4,092,380 |
| Fringe Benefits | 689,054 | 764,738 | Fringe Benefits | 1,306,564 | 1,339,774 |
| Student Wages | 228,404 | 232,971 | Student Wages | 298,779 | 304,754 |
| Supplies and Expenses | 412,089 | 484,089 | Supplies and Expenses | 2,133,617 | 2,248,617 |
| Repair and Maintenance | 6,172 | 6,172 | Repair and Maintenance | 26,732 | 26,732 |
| Capital | 50,149 | 50,149 | Capital | 40,901 | 40,901 |
| Total | \$3,679,746 | \$4,127,934 | Total | \$7,828,561 | \$8,053,156 |
| Finance and Administration | | | Facilities Management | | |
| Salary and Wages | \$5,941,677 | \$6,106,547 | Salary and Wages | \$5,589,681 | \$5,789,725 |
| Fringe Benefits | 2,063,075 | 2,099,513 | Fringe Benefits | 2,202,071 | 2,164,836 |
| Student Wages | 171,403 | 176,545 | Student Wages | 41,832 | 42,869 |
| Supplies and Expenses | 610,461 | 721,936 | Supplies and Expenses | 870,817 | 870,817 |
| Repair and Maintenance | 68,421 | 69,421 | Repair and Maintenance | 1,227,543 | 1,327,543 |
| Capital | 374,733 | 374,733 | Capital | \$9,911,944 | \$10,196,590 |
| Total | \$9,229,770 | \$9,548,696 | Total | | |
| University Engagement | | | General University Activities | | |
| Salary and Wages | \$1,097,453 | \$1,314,743 | Salary and Wages | \$806,197 | \$827,403 |
| Fringe Benefits | 328,897 | 366,739 | Fringe Benefits | 2,047,867 | 780,000 |
| Student Wages | 397,671 | 581,025 | Supplies and Expenses | 3,610,727 | 4,070,151 |
| Supplies and Expenses | 449,207 | 466,373 | Capital | 25,000 | 25,000 |
| Repair and Maintenance | 500 | 29,900 | Other Committed Expenses | 1,160,348 | 1,210,348 |
| Capital | 25,000 | 37,450 | Utilities and Related Expenses | 10,814,399 | 11,084,759 |
| Total | \$2,298,528 | \$2,796,280 | Student Scholarships and Fee Remissions | 13,118,844 | 13,381,221 |
| | | | Laptop Scholarships | 1,415,000 | 1,415,000 |
| | | | Reserve for Quality Enhancement | 2,050,000 | 1,576,527 |
| | | | Budgeted General Fund Reserve | 4,755,750 | 5,133,330 |
| | | | Reserve for Capital Improvements | 3,750,000 | 4,000,000 |
| | | | Total | \$43,554,152 | \$43,303,739 |
| | | | Grand Total | \$171,111,000 | \$175,800,000 |

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



INDIANA STATE UNIVERSITY
Student Services Budget

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

STUDENT SERVICES DIRECT ALLOCATIONS

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

INDIANA STATE UNIVERSITY
AUXILIARY AND OTHER OPERATIONS

| | <u>2015-16 Budget As Approved By Board of Trustees</u> | <u>Change</u> | <u>Proposed 2016-17 Budget</u> |
|----------------------------------|--|--------------------|--|
| SUMMARY TOTALS | | | |
| SUMMARY INCOME | <u>\$63,222,158</u> | <u>\$1,979,334</u> | <u>\$65,201,492</u> |
| SUMMARY EXPENDITURES | | | |
| Compensation | \$19,917,657 | \$630,020 | \$20,547,677 |
| Supplies and Expense | 29,765,093 | 1,348,318 | 31,113,411 |
| Debt Service | 6,490,000 | 1,200,000 | 7,690,000 |
| Repairs and Maintenance | 1,876,220 | (39,394) | 1,836,826 |
| Capital | 713,234 | (11,244) | 701,990 |
| Reserve for Capital Improvements | <u>4,459,954</u> | <u>(1,148,366)</u> | <u>3,311,588</u> |
| Total | <u>\$63,222,158</u> | <u>\$1,979,334</u> | <u>\$65,201,492</u> |
| <hr/> | | | |
| Hulman Center | | | |
| Income | | | |
| Student Service Allocation | \$897,381 | \$26,702 | \$924,083 |
| Rental and Other Income | <u>928,705</u> | <u>21,781</u> | <u>950,486</u> |
| Total | <u>\$1,826,086</u> | <u>\$48,483</u> | <u>\$1,874,569</u> |
| Expenditures | | | |
| Compensation | \$1,416,431 | \$25,057 | \$1,441,488 |
| Supplies and Expense | 354,655 | 23,426 | 378,081 |
| Repairs and Maintenance | 10,000 | 5,000 | 15,000 |
| Capital | <u>45,000</u> | <u>(5,000)</u> | <u>40,000</u> |
| Total | <u>\$1,826,086</u> | <u>\$48,483</u> | <u>\$1,874,569</u> |
| Residential Life | | | |
| Rental and Other Income | \$40,269,550 | \$997,880 | \$41,267,430 |
| Expenditures | | | |
| Compensation | \$8,695,133 | \$230,906 | \$8,926,039 |
| Supplies and Expense | 18,927,815 | 882,986 | 19,810,801 |
| Debt Service | 6,300,000 | 1,200,000 | 7,500,000 |
| Repairs and Maintenance | 1,356,224 | (119,132) | 1,237,092 |
| Capital | 530,424 | (48,514) | 481,910 |
| Reserve for Capital Improvements | <u>4,459,954</u> | <u>(1,148,366)</u> | <u>3,311,588</u> |
| Total | <u>\$40,269,550</u> | <u>\$997,880</u> | <u>\$41,267,430</u> |

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

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

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

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

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

**INDIANA STATE UNIVERSITY
Degree Link Budget**

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

**INDIANA STATE UNIVERSITY
Nursing Program Budget**

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

**INDIANA STATE UNIVERSITY
Dual Credit Budget**

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

**INDIANA STATE UNIVERSITY
Principal Leadership Institute**

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

5d2 Sycamore Towers Renovation – Phase III Financing

The Board of Trustees previously approved the renovation of Cromwell Residence Hall as Phase III of a comprehensive renovation of the Sycamore Towers complex. Funding for the project is from residence hall capital reserves of \$4,000,000 and bond proceeds not to exceed \$16,100,000 (inclusive of bond premium or net of discount) plus additional amounts for cost of issuance. Renovations will begin in May at the conclusion of the Spring

2016 semester to be complete for occupancy in August of 2017. All state approvals have been secured with the final plan of financing subject to approval of the Indiana Finance Authority and State Budget Director.

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

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

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

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

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

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

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

WHEREAS, Article III of the Indenture authorizes the issuance of additional series of Bonds by the University and the authentication and delivery of such additional series of Bonds by the Trustee under the conditions set forth in Article III, which conditions have been complied with (subject to any approvals as may be required from the State Budget Committee and the State Budget Director of the State of Indiana) so as to authorize the issuance, authentication and

delivery of an additional series of Bonds by the Trustee under the conditions set forth in Article III, to provide the funds required to finance all or a portion of the costs of the Project, as well as certain related costs incidental to the financing; and

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

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

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

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

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

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

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

Section 2. The issuance of the Series 2016 Bonds by the University on the terms and conditions set forth in the Sixth Supplemental Indenture is hereby authorized in the total principal amount not to exceed \$16,100,000, plus additional amounts needed for underwriter's discount as described below and original issue discount or bond premium, as permitted by law, capitalized interest (if any), costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance. The Series 2016 Bonds shall be designated the "Indiana State University Board of Trustees, Indiana State University Housing and Dining System Revenue Bonds, Series 2016". The true interest cost of Series 2016 Bonds shall not exceed 4.00%, with a maximum underwriter's discount of 1.00%, and with such serial or term maturities and redemption features as the executing officers shall approve. The final maturity of the Series 2016 Bonds shall not extend beyond April 1, 2036. The Series 2016 Bonds shall be sold pursuant to the Bond Purchase Agreement at negotiated sale to a managing underwriter and co-managing underwriter as selected and appointed pursuant to Section 12 below.

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

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

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

Section 6. The Bond Purchase Agreement is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if set forth fully herein. The Chair, Vice Chair and Treasurer, or any of them, are hereby authorized to execute and deliver the Bond Purchase Agreement in substantially the form submitted to the Board, with those changes in form or substance that the President and Treasurer, and the officers executing the Bond Purchase Agreement, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

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

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

Section 9. The Treasurer is hereby authorized to prepare the bond forms required for use in the issuance of the Series 2016 Bonds, on the terms and conditions set forth in the Sixth Supplemental Indenture, and to cause the same to be executed manually or by facsimile by the proper officers of the University as provided in the Sixth Supplemental Indenture and the Indenture. Upon execution of the Series 2016 Bonds, the Treasurer shall deliver the Series 2016 Bonds to the Trustee for authentication, and upon their authentication, the Treasurer is authorized and directed to

deliver the Series 2016 Bonds to the purchasers thereof on payment of the purchase price, which price shall reflect the underwriter's discount permitted by this Resolution and original issue discount or bond premium, if any, as permitted by law.

Section 10. The Chair, Vice Chair, President, Treasurer, Secretary and Assistant Secretary, or any of them acting singly or jointly, are hereby authorized and directed to do any and all further acts and things necessary underlying the execution and delivery of such additional or supporting agreements, documents or certificates as may be requested or necessary in order to complete the transactions contemplated by the Bond Purchase Agreement, the Sixth Supplemental Indenture, the Rebate Agreement, the Fifth Supplement to Undertaking Agreement and the Official Statement hereby authorized.

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

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

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

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

Dated: May 6, 2016

EXHIBIT A

The Project

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

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

5d3 Sycamore Towers Renovation – Phase IV

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

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

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

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

5d4Year-End Closing Authorization

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

Recommendation: Authorization of the Treasurer or designee to make all necessary year-end closing entries and distributions.

5e Candidates for Degrees May 2016

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

Candidates for Degrees
Certificate Graduate Level
5/7/2016

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

Candidates for Degree
Doctor of Philosophy
5/7/2016

Bailey, Nicole Danielle
Blake, Amy Sue
Chavez, Jack D.
Cobb, Susan
England, Ernest Scott
English, Patrick Stephen
French, Amy Elizabeth
Garletts, Donovan Michael
Grant, Gabriel Jonathan
Hanlon, Vincent John
Horta Martinez, Cynthia Martha
Kehrer, Brian Lee
Klemish, Jaimie Lynn
Korfhage, Jennifer
Lee, Jong Koo
Marrs, Suzanne Michelle
Mason, Stacy Lynn
Mathew, Zachariah
Mrozinske, Elena C.
Ragle, Cynthia Ann
Schilawski, John Todd
Smitherman, Casey
Southworth, John Brooks

Stiles, Rochelle
Swarens, Tamara Sue
Taylor, Ronda Denice
Teeter, James Jefferson
Trebley, Kyle N.
Yeom, Yeijin
Zarges, Bradford Paul

Candidates for Degree
Doctor of Psychology
5/7/2016

Bauer, Ashley
Thomas, Sarah Kelsey

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

McGuire, Nicole Ann

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

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

Candidates for Degree
Educational Specialist
5/7/2016

Bergren, Colleen Suzanne
Fessler, Keith Richard
Ingram, Tuere Chioneso
Jameson, James William
Jones, Andrew Jack
Laffoon, Kelly Denise
Larson, Christina Barbara
Laughner, Mark A.
McCabe, Amy Susan
Ross-Gilland, Doris Kathleen
Simpson, Ernie Lee
Watkins, Sam Edward
Whitaker, Anthony Arlie
Wildoner, Courtney Lee
Wood, Sandra Marie

Candidates for Degree
Master of Arts
5/7/2016
Alshammari, Derzi Meshal
Alshammari, Faten Naif
Arms, Zachary Nathaniel
Converse-Rath, Shelly Danielle
Cooley, Rachel Ann
Fatheree, Dustyn James
Foxworthy, Jessica L.
Harvey, Candelaria
Hein, George Travis
Hoffman, Sierra Beth
Jirgl, Ross Alan
Kaniuka, Polina
Kim, Eun Kyong
Lu, Meng
Mathison, Bryan Joseph
Miller, Norman Louis
Moafa, Alaa Mohmmad
Thomas, Carol Joan
Ware, Michael David
Zapor, Bobbie Jo

Candidates for Degree
Master Business Administration
5/7/2016

Roth, William Michael
Uslander, Ryan K.

Candidates for Degree
Master of Education
5/7/2016

Alqahtani, May M.
Beasley, Christine Mae
Bird, David Morgan
Burrows, Angelina Denise
Carter, Danielle Nicole
Cayon, Laura Patricia
Cotten, Zachary Jordan
Damman, Alisha Nicole
DeJarnatt-Walker, Susan
Fentress, Andrew Leon Edgar
Garrett, Erika Lynne
Hansel, Jeffrey Dwayne
Hart, Kelly Ann
Hassler, Megan Elyse

Homans, Abigail P.
Hrovat, Cindi Marie
Kerner, Nicholas Michael
Lemon, Michelle Ann
Linneweber, Ronelle Cathleen
Long, Ashlee E.
McPherson, Rebecca Delana
Mylin, Isaiah James
Ray, Joan Barbara
Reynolds, Megan Renee
Richmond, Bonnie Susanne
Roenbeck, Anita Jean
Rueger, Meredith Alexandra
Rutherford, MacKenzie Joan
Schott, Calli Brienne
Seifert, Charles Nicholas
Sims, George
Skinner, Karalyn Marie
Smith, Bradley Roger
Stone, Janise Xia
Taft, Robin Kay
Terrell, Julie Dawn
Wey, Rachel Colleen
Wilson, Kyle Richard

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

Cole, Sarah Louise
Yaw, Elaine Suzanne

Candidates for Degree
Master of Music
5/7/2016

Meeker, Derek Ray
Welborn, Katrina Gabrielle

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

Cioli, Christopher Ryan
Manuel, Robin Elizabeth
Reed, Brandon Eugene
Starkey, Rebecka Jean
Townsend, Christopher David

Candidates for Degree

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

Elms, Alicia Callie
Elwood, Chelsea Autumn
Essig, Jacob Wayne
Evans, Dustin
Finigan, Michael Kevin
Fink, Emily Robin
Fortney, Jenifer
Frazier, Marguerite
Gardner, Lucille M.
George, Kayla Marie
Gipson, Sherry
Gomolisky, Philip Erik
Gonzalez, Yelena
Gorman, Eryn Rae
Green, Toni
Gutridge, Tiffany Renee
Hagedorn, Daniel Adam
Halcomb, Stacy Lynn
Hamadeh, Amal Houssam
Hampton, Rochelle Me'Nika
Hancock, Dana Rene
Hanrahan, Carolyn L.
Harrison, Jerrod James
Heaslet, Aaron Toshi
Heera, Gursimran Kaur
Higginbottom, Shelby Dawn
Hill, Carlisia Elaine
Hill, Katherine Leigh
Hill, Rachel Anna
Hoesl, Christina M.
Hogan, Joanne Michelle
Hopkins, Kerria Lynn
Hopkins, Rachel Marie
Horn, Mary LeAnne
Hornaday, Jennifer Ann
Huebner, Desiree Kiyoko
Huffman, Evelyn M.
Hull, Courtney Nicole
Hunt, Margaret Dorean
Hurley, Fayeann
Jackson, Jordan T.
Jacobs, Tyler Anthony
Jarvis, Jenna Grace
Jastillano, Lynnaire Pama
Jett, Matthew Eric
Jeffries, Jacob Tyler
Johanns, Beth Ann
Jussome, Sherley
Jutzi, Waverly Lynn
Kashmoola, Abdullah Osamah Yousif
Kautz, Valerie Suzanne
Kellett, Natalie
Kendall, John C.
Kholyavka, Ekaterina Alksandrovna

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

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

Candidates for Degree
Master of Social Work

5/7/2016

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

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

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

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

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

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

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| Brother, Austin Charles | Bachelor of Science |
| Brown Snowden, Tynea Jean | Bachelor of Science |
| Brown, Devonte Devon | Bachelor of Science |
| Brown, Jamar Terrell | Bachelor of Science |
| Brown, Kenneth Jordan | Bachelor of Science |
| Brown, McKenzie Dior | Bachelor of Science |
| Brown, Tanner Christian | Bachelor of Science |
| Brown, Thomas Lewis, III | Bachelor of Science |
| Brummett, Kori Lynn | Bachelor of Science |
| Brush, Tucker Allen | Bachelor of Science |
| Bryant, Kelly Jean | Bachelor of Science |
| Bunch, Luke Lawson | Bachelor of Science |
| Bunch, Samuel Denton | Bachelor of Science |
| Burdette, Joshua Alan M | Bachelor of Science |
| Burdsall, Amanda Rose | Bachelor of Science |
| Burkman, Morgan Danielle | Bachelor of Science |
| Burnett, Brandon D | Bachelor of Science |
| Burns, Miya | Bachelor of Science |
| Burton, Brooklyn Teal | Bachelor of Science |
| Bush, Stephen Travis | Bachelor of Science |
| Buske, Logan Andrew | Bachelor of Science |
| Bussone, Kathryn | Bachelor of Science |
| Cable, Taylor Nicole | Bachelor of Science |
| Callan, Cameron Bates | Bachelor of Science |
| Callaway, Brooke Nicole | Bachelor of Science |
| Calloway, Kayleesha Dawn | Bachelor of Science |
| Calvert, Eric Scott | Bachelor of Science |
| Calvert, Katie Marie | Bachelor of Science |
| Calzaretta, Heather A | Bachelor of Science |
| Camp, Franklyn Kyle | Bachelor of Science |
| Campbell, Allena Lanai | Bachelor of Science |
| Campbell, Lani Marie | Bachelor of Science |
| Capper, Tyler Wade | Bachelor of Science |
| Capps, Daulton Skylar | Bachelor of Science |
| Carlisle, Kristin Marie | Bachelor of Science |
| Carpenter, Christopher W | Bachelor of Science |
| Carpenter, Mackenzie Shae | Bachelor of Science |
| Carr, Clayton Mitchell | Bachelor of Science |
| Carter, Mariesha Zyairra | Bachelor of Science |
| Carver, Chelsea Lynn | Bachelor of Science |
| Cassidy, Megan | Bachelor of Science |
| Castagnoli, Celso Louis | Bachelor of Science |
| Cates, Leslie Rose | Bachelor of Science |
| Caudill, Brandi Nicole | Bachelor of Science |
| Caudle, Brent Anthony | Bachelor of Science |

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

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

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

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|------------------------------|---------------------|
| Futrell, Shyann Larae | Bachelor of Science |
| Gabbard, Daniel L | Bachelor of Science |
| Gallagher, Gregory Paul | Bachelor of Science |
| Gambill, Jade M'Lyn | Bachelor of Science |
| Garcia, Eduardo Matthew | Bachelor of Science |
| Gardner, Jasmine Christine | Bachelor of Science |
| Gardner, Matthew R | Bachelor of Science |
| Garnes, Andrew Sandile | Bachelor of Science |
| Garretson, Shannon Michael | Bachelor of Science |
| Gary, Eboni Monique | Bachelor of Science |
| Gaston, Sadie L | Bachelor of Science |
| Gatlin, Stacy Rene | Bachelor of Science |
| Gentry, Ashley Jo | Bachelor of Science |
| Geyer, Dakota Lee | Bachelor of Science |
| Gher, Samantha L | Bachelor of Science |
| Gibbons, John Patrick | Bachelor of Science |
| Gibbons, Morgan A | Bachelor of Science |
| Gilbert, Breosha Lashari | Bachelor of Science |
| Gilbert, Nathan Levi | Bachelor of Science |
| Gillaspy, Sarah E | Bachelor of Science |
| Gillespie, Kate Elizabeth | Bachelor of Science |
| Gillette, Emily | Bachelor of Science |
| Gilmour, Stephanie Renae | Bachelor of Science |
| Gipson, Breanna Dwanette | Bachelor of Science |
| Girton, Nicholas J | Bachelor of Science |
| Glasscock, Sarah Marie | Bachelor of Science |
| Goble, Hunter Scott | Bachelor of Science |
| Godsown, Beloved Odinaka | Bachelor of Science |
| Goelz, Matthew Scott | Bachelor of Science |
| Gofourth, Sara Pauline Ridge | Bachelor of Science |
| Gonzales, Lauren | Bachelor of Science |
| Gonzalez, Rachael Lyn | Bachelor of Science |
| Goodman, Karl Wayne | Bachelor of Science |
| Goodwin, Julie A | Bachelor of Science |
| Goodwin, Zachary Ryan | Bachelor of Science |
| Gorin, Bailey Elizabeth | Bachelor of Science |
| Grant, Tavell Lawrence | Bachelor of Science |
| Gray, Emily Nicole | Bachelor of Science |
| Gray, Jared Ray | Bachelor of Science |
| Gregory, Mikaela Brianne | Bachelor of Science |
| Griffis, Katlin Louise | Bachelor of Science |
| Grimaldo, Jennifer Anne | Bachelor of Science |
| Griswold, Kelsey M | Bachelor of Science |
| Gronke, Lauren Mary Terese | Bachelor of Science |
| Grooms, Kassie J | Bachelor of Science |

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|-----------------------------|---------------------|
| Grooms, Sally Mackenzie | Bachelor of Science |
| Grunloh, Lena Marie | Bachelor of Science |
| Guell, Matthew Preston | Bachelor of Science |
| Guerin, Kasey Joanne | Bachelor of Science |
| Guillory, Jeannie E | Bachelor of Science |
| Hagan, Timothy A | Bachelor of Science |
| Hagedorn, Tyler W | Bachelor of Science |
| Hahn, Jordan Thomas | Bachelor of Science |
| Hale, Cody Robert | Bachelor of Science |
| Haley, Clair S | Bachelor of Science |
| Hall, Ethan Thomas | Bachelor of Science |
| Hall, Jessica Mae | Bachelor of Science |
| Hall, Morgan Kay | Bachelor of Science |
| Hall, Tori Lynn | Bachelor of Science |
| Haltom, Levi Clinton | Bachelor of Science |
| Hammad, Ammr Sami | Bachelor of Science |
| Hammond, Alexa A | Bachelor of Science |
| Hammond, Ivory Mae | Bachelor of Science |
| Hancock, Courtney Michelle | Bachelor of Science |
| Hancock, Ethan Robert | Bachelor of Science |
| Hannah, Tyler D | Bachelor of Science |
| Harpenau, Phillip Michael | Bachelor of Science |
| Harris, Akeem Joel | Bachelor of Science |
| Harris, Armon Lee | Bachelor of Science |
| Harris, Felicia Nicole | Bachelor of Science |
| Harris, Kyani | Bachelor of Science |
| Harris, Leigh Anne Halloran | Bachelor of Science |
| Harris, Shelby Lynn | Bachelor of Science |
| Hart, Alicia | Bachelor of Science |
| Hash, Jacob Owen | Bachelor of Science |
| Haskins, Kalliste Jenee' | Bachelor of Science |
| Hasty, Kara M | Bachelor of Science |
| Hathaway, Lisa M | Bachelor of Science |
| Hayslett, Stefanie Nicole | Bachelor of Science |
| Hazelrigg, Erin Nicole | Bachelor of Science |
| Head, Taylor Leon | Bachelor of Science |
| Heaton, Kylie Nicole | Bachelor of Science |
| Hedlund, Melissa Ann | Bachelor of Science |
| Heidorn, Clifford Eric | Bachelor of Science |
| Helton, Cole Brennen | Bachelor of Science |
| Hensley, Dillon James | Bachelor of Science |
| Henson, Kylee D | Bachelor of Science |
| Hernandez, Rita V | Bachelor of Science |
| Herndon, Tashara Briann | Bachelor of Science |
| Herrick, Derek Ross | Bachelor of Science |

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

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

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

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

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

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

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

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

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

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|---------------------------------|---------------------|
| Seger, Brittany Rose | Bachelor of Science |
| Senecal, Leif Andrew | Bachelor of Science |
| Seyfried, Kyla | Bachelor of Science |
| Shabanza, Armand | Bachelor of Science |
| Shahadey, Jordan Meridith | Bachelor of Science |
| Shaul, Blake Steven | Bachelor of Science |
| Shawhan, Haley Sue | Bachelor of Science |
| Sheehan, Amanda Danielle | Bachelor of Science |
| Sheler, Tyler Paul | Bachelor of Science |
| Shew, Stevie Ann | Bachelor of Science |
| Showecker, Abbie K | Bachelor of Science |
| Siener, Kayla Marie | Bachelor of Science |
| Sienicki, Daniel | Bachelor of Science |
| Sigler, Kaylynn M | Bachelor of Science |
| Sims-Bruno, Michaelangelo Allen | Bachelor of Science |
| Sizemore Jr, Ricky Wayne | Bachelor of Science |
| Skaggs, Austin Marion Wayne | Bachelor of Science |
| Slade Jr, William James | Bachelor of Science |
| Slaubaugh, Erin Marissa | Bachelor of Science |
| Sluboski, Haley Jean | Bachelor of Science |
| Sluyter, Erin E | Bachelor of Science |
| Smith, Adam Thomas | Bachelor of Science |
| Smith, Adriaunna N | Bachelor of Science |
| Smith, Alexa Renee | Bachelor of Science |
| Smith, Amanda Elaine Vansickle | Bachelor of Science |
| Smith, Chelsey Kayin | Bachelor of Science |
| Smith, Courtney Rae | Bachelor of Science |
| Smith, Kassandra Diane | Bachelor of Science |
| Smith, Khristian DeVaughn | Bachelor of Science |
| Smith, Lyndsey Erin | Bachelor of Science |
| Smith, Samantha Sue | Bachelor of Science |
| Smith, Sean Mathew | Bachelor of Science |
| Smith, Tyree | Bachelor of Science |
| Snyder, Brandon Matthew | Bachelor of Science |
| Solano, Daniel Richard | Bachelor of Science |
| Solono, Jessenia | Bachelor of Science |
| Solwold, Brock | Bachelor of Science |
| Souder, Alexa Ann | Bachelor of Science |
| Spaid, Justin Lloyd | Bachelor of Science |
| Spalding, Deja Amiee-Siah | Bachelor of Science |
| Spangler, Fredrick A | Bachelor of Science |
| Sparks, Nicholas A | Bachelor of Science |
| Sparks, Stephanie | Bachelor of Science |
| Spencer, Nicholas Robert | Bachelor of Science |
| Spicer, Mercedes Nichole | Bachelor of Science |

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

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|---|---------------------|
| Taylor, Leslie Marie | Bachelor of Science |
| Thacker, Ebony Rene | Bachelor of Science |
| Theriault, Holden Elliott | Bachelor of Science |
| Thomas, Alina Marie | Bachelor of Science |
| Thomas, Alyson N | Bachelor of Science |
| Thomas, Hillary Jane | Bachelor of Science |
| Thomas-Lee, Stariesha Labrittany-Jackee | Bachelor of Science |
| Thompson, Brian Keith | Bachelor of Science |
| Thompson, Nancy Jane | Bachelor of Science |
| Thorlton, Tori Nicole | Bachelor of Science |
| Thurston, Aryah Kristen | Bachelor of Science |
| Tillawi, Nadine | Bachelor of Science |
| Tipton, Whitney Monique | Bachelor of Science |
| Tislow, Evan Taylor | Bachelor of Science |
| Tobiqi, Anas Zaid | Bachelor of Science |
| Todd, Jacob Tyler | Bachelor of Science |
| Toliver, Ashley Nichole | Bachelor of Science |
| Toon, Alex James | Bachelor of Science |
| Totheroh, Adam Matthew | Bachelor of Science |
| Townsend, Aisha Shakur | Bachelor of Science |
| Traub, Emily Elizabeth | Bachelor of Science |
| Travioli, Hailee R | Bachelor of Science |
| Travioli, Karina M | Bachelor of Science |
| Treece, Angela R | Bachelor of Science |
| Trexler, Nicholas Grant | Bachelor of Science |
| Trobaugh, Sarah M | Bachelor of Science |
| Trunnell, Jesse Ray | Bachelor of Science |
| Tryon, Christopher S | Bachelor of Science |
| Tryon, Justin Max | Bachelor of Science |
| Turner, Britney L | Bachelor of Science |
| Turner, Elijah Albert Woodrow | Bachelor of Science |
| Turner, Tory Scott | Bachelor of Science |
| Tuttle, Kateri E | Bachelor of Science |
| Tyler, Emmitt Melvin, II | Bachelor of Science |
| Uebelhor, Olivia A | Bachelor of Science |
| Umphries, Sara Noel | Bachelor of Science |
| Underwood, Olivia Dawn | Bachelor of Science |
| Urbanczyk, Matthew Joseph | Bachelor of Science |
| Utterback, Eliot Martin | Bachelor of Science |
| Vallejo, Gregorio | Bachelor of Science |
| Van Meter, Zachary R | Bachelor of Science |
| Van Wijk, Cecilia Mae | Bachelor of Science |
| VanBergen, Kayla Chase | Bachelor of Science |
| Vander Woude, Bo Jordan | Bachelor of Science |
| Vaughan, Josh Robert | Bachelor of Science |

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

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

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

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|----------------------------------|------------------------------|
| Finch, Megan Jean O'Connor | Doctor of Nursing Prac. |
| Owegi, Robert Lyoshi | Doctor of Nursing Prac. |
| Potts, Jean Ann | Doctor of Nursing Prac. |
| Wiley, Georgena D | Doctor of Nursing Prac. |
| Alzahrani, Saadi Abdullah | Doctor of Philosophy |
| Bailey, Nicole Danielle | Doctor of Philosophy |
| Blake, Amy Sue | Doctor of Philosophy |
| Chavez, Jack D | Doctor of Philosophy |
| Cobb, Susan Seitz | Doctor of Philosophy |
| England, Ernest Scott | Doctor of Philosophy |
| English, Patrick Stephen | Doctor of Philosophy |
| French, Amy Elizabeth | Doctor of Philosophy |
| Garletts, Donovan Michael | Doctor of Philosophy |
| Grant, Gabriel Jonathan | Doctor of Philosophy |
| Hanlon, Vincent John | Doctor of Philosophy |
| Horta Martinez, Cynthia Martha | Doctor of Philosophy |
| Jiang, Yitong | Doctor of Philosophy |
| Jones, Shawntae Kalawn | Doctor of Philosophy |
| Kehrer, Brian Lee | Doctor of Philosophy |
| Klemish, Jaimie Lynn | Doctor of Philosophy |
| Korfhage, Jennifer | Doctor of Philosophy |
| Lee, Jong Koo | Doctor of Philosophy |
| Marrs, Suzanne Michelle | Doctor of Philosophy |
| Mason, Dynesha Dione | Doctor of Philosophy |
| Mason, Stacy Lynn | Doctor of Philosophy |
| Mathew, Zachariah | Doctor of Philosophy |
| McMichel, Francita Lynn | Doctor of Philosophy |
| Mrozinske, Elena C | Doctor of Philosophy |
| Newton, Whitney Harrison Long | Doctor of Philosophy |
| Ragle, Cynthia Ann | Doctor of Philosophy |
| Schilawski, John Todd | Doctor of Philosophy |
| Smitherman, Casey Patterson | Doctor of Philosophy |
| Southworth, John Brooks | Doctor of Philosophy |
| Stiles, Rochelle | Doctor of Philosophy |
| Swarens, Tamara Sue | Doctor of Philosophy |
| Taylor, Ronda Denice | Doctor of Philosophy |
| Teeter, James Jefferson | Doctor of Philosophy |
| Trebley, Kyle N | Doctor of Philosophy |
| Yeom, Yeijin | Doctor of Philosophy |
| Zarges, Bradford Paul | Doctor of Philosophy |
| Bauer, Ashley Sandvoss | Doctor of Psychology |
| Thomas, Sarah Kelsey | Doctor of Psychology |
| McGuire, Nicole Ann Webster | Doctorate of Health Sciences |
| Bergren, Colleen Suzanne Walters | Educational Specialist |
| Fessler, Keith Richard | Educational Specialist |

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|--------------------------------|---------------------------|
| Ingram, Tuere Chioneso | Educational Specialist |
| Jameson, James William | Educational Specialist |
| Jones, Andrew Jack | Educational Specialist |
| Laffoon, Kelly Denise | Educational Specialist |
| Larson, Christina Barbara | Educational Specialist |
| Laughner, Mark A | Educational Specialist |
| McCabe, Amy Susan Mitchell | Educational Specialist |
| Ross-Gilland, Doris Kathleen | Educational Specialist |
| Simpson, Ernie Lee | Educational Specialist |
| Watkins, Sam Edward | Educational Specialist |
| Whitaker, Anthony Arlie | Educational Specialist |
| Wildoner, Courtney Lee Rhode | Educational Specialist |
| Wood, Sandra Marie | Educational Specialist |
| Alshammari, Derzi Meshal | Master of Arts |
| Alshammari, Faten Naif | Master of Arts |
| Arms, Zachary Nathaniel | Master of Arts |
| Binhmed, Hend Abdulrahman | Master of Arts |
| Converse-Rath, Shelly Danielle | Master of Arts |
| Cooley, Rachel Ann | Master of Arts |
| Fatheree, Dustyn James | Master of Arts |
| Foxworthy, Jessica L | Master of Arts |
| Harvey, Candelaria | Master of Arts |
| Hein, George Travis | Master of Arts |
| Hoffman, Sierra Beth | Master of Arts |
| Jirgl, Ross Alan | Master of Arts |
| Kaniuka, Polina | Master of Arts |
| Kim, Eun Kyong | Master of Arts |
| Lu, Meng | Master of Arts |
| Mathison, Bryan Joseph | Master of Arts |
| Miller, Norman Louis | Master of Arts |
| Moafa, Alaa Mohmmad | Master of Arts |
| Thomas, Carol Joan Harding | Master of Arts |
| Ware, Michael David | Master of Arts |
| Roth, William Michael | Master of Business Admin. |
| Uslander, Ryan K | Master of Business Admin. |
| Alqahtani, May M | Master of Education |
| Beasley, Christine Mae | Master of Education |
| Bird, David Morgan | Master of Education |
| Burrows, Angelina Denise | Master of Education |
| Carter, Danielle Nicole | Master of Education |
| Cayon, Laura Patricia | Master of Education |
| Cotten, Zachary Jordan | Master of Education |
| Damman, Allisha Nicole | Master of Education |
| DeJarnatt-Walker, Susan | Master of Education |
| Fentress, Andrew Leon Edgar | Master of Education |

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

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

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|-----------------------------|-------------------|
| Evans, Dustin | Master of Science |
| Finigan, Michael Kevin | Master of Science |
| Fink, Emily Robin | Master of Science |
| Fortney, Jenifer | Master of Science |
| Frazier, Marguerite | Master of Science |
| Gardner, Lucille M | Master of Science |
| George, Kayla Marie | Master of Science |
| Gipson, Sherry Painter | Master of Science |
| Gomolisky, Philip Erik | Master of Science |
| Gonzalez, Yelena | Master of Science |
| Gorman, Eryn Rae | Master of Science |
| Green, Toni | Master of Science |
| Gutridge, Tiffany Renee | Master of Science |
| Hagedorn, Daniel Adam | Master of Science |
| Halcomb, Stacy Lynn | Master of Science |
| Hamadeh, Amal Houssam | Master of Science |
| Hampton, Rochelle Me'Nika | Master of Science |
| Hancock, Dana Rene | Master of Science |
| Hanrahan, Carolyn L | Master of Science |
| Harrison, Jerrod James | Master of Science |
| Heaslet, Aaron Toshi | Master of Science |
| Heera, Gursimran Kaur | Master of Science |
| Higginbottom, Shelby Dawn | Master of Science |
| Hill, Carlisia Elaine | Master of Science |
| Hill, Katherine Leigh | Master of Science |
| Hill, Rachel Anna | Master of Science |
| Hoesl, Christina M | Master of Science |
| Hogan, Joanne Michelle | Master of Science |
| Hopkins, Kerria Lynn | Master of Science |
| Hopkins, Rachel Marie Crowe | Master of Science |
| Horn, Mary LeAnne | Master of Science |
| Hornaday, Jennifer Ann | Master of Science |
| Huebner, Desiree Kiyoko | Master of Science |
| Huffman, Evelyn M | Master of Science |
| Hull, Courtney Nicole | Master of Science |
| Hunt, Margaret Dorean | Master of Science |
| Hurley, Fayeann | Master of Science |
| Jackson, Jordan T | Master of Science |
| Jacobs, Tyler Anthony | Master of Science |
| Jarvis, Jenna Grace | Master of Science |
| Jastillano, Lynnaire Pama | Master of Science |
| Jett, Matthew Eric | Master of Science |
| Johanns, Beth Ann | Master of Science |
| Jussome, Sherley | Master of Science |
| Jutzi, Waverly Lynn Simmons | Master of Science |

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

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

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

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

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

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

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|---------------------------------|---------------------|
| Duhne, Philip Ryan | Bachelor of Science |
| Elliott, Cristina | Bachelor of Science |
| Engle, Amanda Kristine | Bachelor of Science |
| Evans, Bobbie Jo | Bachelor of Science |
| Evans, Tyler De'Vonte | Bachelor of Science |
| Fagg, Dylan Raymond | Bachelor of Science |
| Farley, Vantrece Denise | Bachelor of Science |
| Farr, Kelcey Renee | Bachelor of Science |
| Feza Useni, Jessica | Bachelor of Science |
| Fife, Ashley Wray | Bachelor of Science |
| Fitzpatrick, Bailey Kassandra | Bachelor of Science |
| Flemming, Derrick Christopher | Bachelor of Science |
| Flick, Rebecca Lynn | Bachelor of Science |
| Foster, Nicholas Robert | Bachelor of Science |
| Fourez, Katelyn Jayne | Bachelor of Science |
| Franklin, Michele Kathleen | Bachelor of Science |
| Freeman, Jacob Aron | Bachelor of Science |
| Freitas, Artur | Bachelor of Science |
| Frempong, Asia Monique | Bachelor of Science |
| Fuller, Amanda Jane | Bachelor of Science |
| Garcia, Luis Emilio | Bachelor of Science |
| Gaudioso, Georgia Marie | Bachelor of Science |
| Gillett, Andrew | Bachelor of Science |
| Ginanni, Angela Jean | Bachelor of Science |
| Goebel, Evan Wade | Bachelor of Science |
| Goodsman, Jessica Christine | Bachelor of Science |
| Gregory, Joshua Robert | Bachelor of Science |
| Gremore, Joseph Louis | Bachelor of Science |
| Grogg, Rachel Marie | Bachelor of Science |
| Gutierrez, Andrew E | Bachelor of Science |
| Hampton, Khadijah Capri | Bachelor of Science |
| Hanft, Justin Douglas | Bachelor of Science |
| Hardimon, Latisha Donyea | Bachelor of Science |
| Hardin, Johnna H | Bachelor of Science |
| Harding, Breanna Nicole | Bachelor of Science |
| Harmon, Kurt M | Bachelor of Science |
| Harvey, Morgan Lynn | Bachelor of Science |
| Hawkey, Amelia Lenorah | Bachelor of Science |
| Hawkins, Trevor John | Bachelor of Science |
| Hayden, Jordan L | Bachelor of Science |
| Heath, Morgan A | Bachelor of Science |
| Heckstall-Rodenbaugh, Tori Anne | Bachelor of Science |
| Helal, Rayan Khaled | Bachelor of Science |
| Helms, Holly Jo Berry | Bachelor of Science |
| Hensen, Cari Lynn Bowman | Bachelor of Science |

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

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

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

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

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

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

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

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

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| Grubb, Ashley Nichole | Master of Social Work |
| Calvin, Emily Marie | Non-Degree |
| Engle, Amanda Kristine | Non-Degree |
| Jones-St Clair, Joshua N | Non-Degree |
| Jones, Debra Lucile | Pre Bachelor |
| Teal, Trevor Scott | Pre Bachelor |

5f New Program Healthcare Analytics Certificate

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

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

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

5g New Program Interior Architecture Design Minor

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

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

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

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

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

5h University Handbook Changes

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

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

Existing

210 Mission and Values

210.1 Mission.

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

210.2 Value Statements.

210.2.1 We value high standards for learning, teaching, and inquiry.

210.2.2 We provide a well-rounded education that integrates professional preparation and study in the arts and sciences with co-curricular involvement.

210.2.3 We demonstrate integrity through honesty, civility, and fairness.

210.2.4 We embrace the diversity of individuals, ideas, and expressions.

210.2.5 We foster personal growth within an environment in which every individual matters.

210.2.6 We uphold the responsibility of University citizenship.

210.2.7 We exercise stewardship of our global community.

Recommended

210 Mission, Vision and Values

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

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

210.2 Institutional Values.

Indiana State is Engaged.

Integrity
 Scholarship
 Inclusive Excellence
 Engagement

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

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

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

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| <p>270.2 All-University Court. The All-University Court serves as a body of original jurisdiction in the formal adjudication of violations of the Code of Student Conduct.</p> <p>270.2.1 Membership. Membership on the All-University Court includes six (6) faculty members from the professional colleges, six (6) students, and six (6) administrative/professional staff.</p> <p>270.2.2 Hearings. Three-person hearing panels are randomly selected from the Court to conduct hearings.</p> <p>270.2.3 Non-Voting Administrative Advisor. The Director of Student Judicial Programs or a designee is a non-voting administrative advisor to the Court.</p> <p>270.2.4 Appointments. Faculty and administrative appointments are for three-year staggered terms, with student members serving for the duration of their full-time academic career. The President of the Student Government Association</p> | <p>270.2 University Conduct Board. The University Conduct Board serves as a body of original jurisdiction in the formal complaint resolution process of alleged violations of the Code of Student Conduct.</p> <p>270.2.1 Membership. The University Conduct Board is composed of seven (7) regular faculty members (one from each college including the University College and the College of Graduate and Professional Studies), six (6) students, and six (6) exempt/non-exempt staff.</p> <p>270.2.2 Nominations. The Director of Student Conduct and Integrity or designee will inform each governance body and the Office of the President and the Provost of any vacancies that need to be filled. The Director will provide an application for anyone interested in serving as a hearing officer and will meet with each governing unit prior to a search commencing to ensure that the governance units have sufficient knowledge of the responsibilities of a University Hearing Officer. Interested persons should complete the application and submit it to the appropriate governance unit which will be responsible for screening and nominating individuals. The Faculty Senate shall submit two nominations to the University President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations of students in good conduct standing to the University President for each student vacancy. Nominations shall be submitted by May 15th of each year.</p> <p>270.2.3 Appointments. The University President makes all appointments to the University Conduct Board from the nominations provided by the governance units.</p> <p>270.2.4 Terms. The faculty and staff members serve staggered three-year terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve for the duration of their full-time academic career at Indiana State. Terms run from July 1 through June 30.</p> |

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| <p>nominates students from the applicants screened and recommended by the Student Justice Search Committee. The University President appoints all members of the Court.</p> | <p>270.2.5 Hearings. Three-person hearing boards are randomly selected from University Conduct Board members to conduct hearings. A hearing may proceed with two justices if unforeseen circumstances prevent three justices from serving only if the student agrees to proceed with two. If the student does not agree, the hearing will be rescheduled as soon as possible when a three-person board can convene.</p> <p>270.2.6 Insufficient Appointments. If an insufficient number of justices have been appointed, the Director has the discretion to utilize non-appointed employees in order to provide a timely complaint resolution process.</p> <p>270.2.7 Leadership and Oversight. The Director of Student Conduct and Integrity or a designee is a non-voting administrative advisor to the University Conduct Board. The Board reports to the President through the Vice President for Student Affairs and will provide an annual report to the Office of the President and the Provost by June 30th detailing the number of hearings conducted and participation by members of the Board in those hearings. Additional summary information may be provided at the discretion of the Director of Student Conduct and Integrity.</p> |
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| <p>270.3 Commencement Committee. The Commencement Committee is responsible for planning and completing arrangements for the commencement exercises. Commencement ceremonies are held at the close of the fall and spring semesters.</p> <p>270.3.1 Membership. The Committee is composed of two (2) faculty, 13 administrators and two (2) students (president and vice president of the Student Alumni Association). The University Grand Marshal serves as an ex-officio member.</p> | <p>270.3 Commencement Committee. The Commencement Committee is responsible for planning and completing arrangements for the Spring and Winter Commencement ceremonies.</p> <p>270.3.1 Membership. The Committee is composed of two (2) faculty members selected by the Grand Marshal in consultation with the Committee Chair, and individuals serving in the following roles: the Provost and Vice President for Academic Affairs, the Vice President for Student Affairs, the Executive Director of the Alumni Association, the Director of University Publications, the University Registrar, the Associate Registrar, the Associate Director of Bands, the Associate Dean of Students, a representative of the College of Graduate and Professional Studies, a representative of the Hulman Center staff, a representative of the Office of Public Safety, a representative of the University Bookstore, the Executive Assistant to the Provost, and the Administrative Assistant II in the Office of the President and the Provost. The University Grand Marshal serves as an ex-officio member.</p> <p>270.3.2 Nominations. The Grand Marshal shall confer with the Commencement Committee Chair (Provost and Vice President for Academic Affairs) to select two faculty members to serve on the Commencement Committee. All other appointments are by virtue of position held at the University.</p> <p>270.3.3 Voting. All members of the Committee, including ex-officio members, have voting rights.</p> <p>270.3.4 Leadership and Oversight. The Provost and Vice President for Academic Affairs will serve as Chair of the</p> |

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| | <p>Committee. The Committee reports to the President and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.</p> |
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| <p>270.4 Performing Arts Series Committee. The Convocations Committee advises on the selection of the all-University convocation program. It meets monthly from November until the convocation series for the coming academic year has been selected.</p> <p>270.4.1 Membership. There are eight (8) faculty, six (6) administrative/professional staff, one (1) member nominated by the Support Staff Council, five (5) student members as well as two (2) community representatives.</p> | <p>270.4 Performing Arts Series Committee. The Performing Arts Series Committee advises on the selection of the Performing Arts Series Programs. Its members also help promote the series and encourage campus and community participation.</p> <p>270.4.1 Membership. The Committee membership includes two (2) faculty, two (2) staff, two (2) students and two (2) community representatives. Ex-officio members include the Hulman Center Director and Assistant Director.</p> <p>270.4.2 Nomination. The Faculty Senate shall submit two nominations to the University President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations to the University President for each student appointment. Nominations shall be submitted by May 15th of each year.</p> <p>270.4.3 Appointments. The University President will make the faculty, staff and student appointments from the nominations submitted by the governance units. The community representatives will be selected by the President in consultation with the Vice President for University Engagement.</p> <p>270.4.4 Terms. Faculty, staff and community representatives will serve three-year staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve a one-year term and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30.</p> <p>270.4.5 Voting. All members of the Committee, including ex-officio members, have voting rights.</p> <p>270.4.6 Leadership and Oversight. The Hulman Center Director will serve as Chair of the Committee. The Committee reports to the President through the Vice President for University Engagement and will provide an annual report to the Office of the President and the Provost by June 30th of</p> |

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| | each year detailing its meetings, attendance of members, and matters acted upon or considered during the year. |
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| <p>270.5 Public Safety and Traffic Committee. The Personal Safety Committee advises on matters pertinent to the safety of persons and property. It provides a forum to address policy, procedure and program issues.</p> <p>270.5.1 Membership. The Committee membership includes four (4) faculty, six (6) administrative/professional staff, one (1) nominee of the Support Staff Council, and four (4) students appointed by the President of the Student Government Association. The Director of Public Safety and the Crime Prevention Officer are ex-officio members of the Committee.</p> | <p>270.5 Parking and Traffic Committee. The Parking and Traffic Committee handles appeals of parking violations and advises on parking-related issues including parking fees and fines, parking lot improvements, etc.</p> <p>270.5.1 Membership. The Committee membership includes two (2) faculty, two (2) staff, and two (2) students. Ex-officio members of the committee include the Director of Public Safety, the Assistant Director of Parking and Traffic, and a representative of Facilities Management.</p> <p>270.5.2 Nomination. The Faculty Senate shall submit two nominations to the Office of the President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations each year for each student vacancy. Nominations shall be submitted by May 15th of each year.</p> <p>270.5.3 Appointments. The University President will make the appointments from the nominations submitted by the governance units.</p> <p>270.5.4 Terms. The faculty and staff serve three-year, staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve one-year terms and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30.</p> <p>270.5.5 Voting. Ex-officio members are non-voting members of the Committee.</p> <p>270.5.6 Leadership and Oversight. The Chair of the Committee will be selected from the membership of the Committee by the Senior Vice President for Finance and Administration in consultation with the University President. The Committee reports to the President through the Senior Vice President for</p> |

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

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| | <p>270.6.5 Voting. All members of the Committee, including ex-officio members, have voting rights.</p> <p>270.6.6 Leadership. The Student Media Executive Director shall convene meetings and serve as Chair of the Committee. The Committee shall meet at least two times per year. The Student Media Executive Director shall prepare an agenda of items for each meeting, but committee members and the public may bring items before the Committee for consideration. The committee will report to the president through the Dean of the College of Arts and Sciences and will provide the Office of the President and the Provost with an annual report of its meetings, attendance, agendas, and matters acted upon by June 30 of each year.</p> |
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| <p>270.7 Teacher Education Committee.</p> <p>270.7.1 Charge. The Teacher Education Committee is charged with overall responsibility to assist in planning, approving, and coordinating the various changes in programs that prepare licensed educators for preschool through high school settings. The Committee shall make certain the University is in compliance with the regulations of the Indiana State Board of Education and with the standards of the Council for the Accreditation of Educator Preparation and other relevant accrediting bodies. All curricular and other academic items that would have a modifying effect on educator preparation at the University are the purview of the Teacher Education Committee.</p> <p>270.7.1.1 Process For Modification of Educator Preparation Program. Items that speak to a change in an educator preparation program offered by a specific department shall first be routed through the appropriate departmental and college committees and offices for action before they are forwarded to the Dean of the Bayh College of Education for submission to the Teacher Education Committee. This Committee may also initiate proposals on behalf of interdepartmental and extra-departmental programs that prepare licensed educators and proposals on such matters as admission and retention standards and the evaluation of students in educator preparation programs.</p> <p>270.7.1.2 Communication. The Teacher Education Committee (TEC) shall also serve as a forum for the communication of information and the coordination of efforts related to educator preparation at the</p> | <p>270.7 Teacher Education Committee. The Teacher Education Committee (TEC) is charged with overall responsibility to assist in planning, approving, and coordinating the various changes in programs which prepare licensed educators for preschool through high school settings. The Committee shall make certain the University is in compliance with the regulations of the Indiana Professional Standards Board and with the standards of the National Council for Accreditation of Teacher Education and other relevant accrediting bodies. All curricular and other academic items which would have a modifying effect on educator preparation at the University are the purview of the Teacher Education Committee.</p> <p>270.7.1 Process for Modification of Educator Preparation Program. Items which speak to a change in an educator preparation program offered by a specific department shall first be routed through the appropriate departmental and school committees and offices for action before they are forwarded to the Dean of the Bayh College of Education for submission to the Teacher Education Committee. This Committee may also initiate proposals on behalf of interdepartmental and extra-departmental programs which prepare licensed educators and proposals on such matters as admission and retention standards and the evaluation of students in educator preparation programs.</p> <p>270.7.2 Communication. The Teacher Education Committee shall also serve as a forum for the communication of information and the coordination of efforts related to educator preparation at the University whether or not policy decisions are</p> |

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| <p>University whether or not policy decisions are involved.</p> <p>270.7.2 Membership. The Dean of the Bayh College of Education shall designate from the list of the Teacher Education Faculty 18 voting members to serve staggered three-year terms on the Teacher Education Committee. No fewer than ten (10) and no more than eleven (11) members of the TEC shall be from the Bayh College of Education. The remaining members will be from the College of Arts and Sciences, Scott College of Business, College of Nursing, Health and Human Services, the College of Technology, and the College of Graduate and Professional Studies. Care should be taken in designating members to provide balanced representation in terms of elementary and secondary education, educational specialties and services, race, sex, rank, and experience. The Dean shall also designate as voting members an elementary or secondary teacher or school administrator, an undergraduate student who has been admitted to a teacher education program, and a graduate student who has been admitted to a graduate program coordinated by the Bayh College of Education. The University President or designee will confirm the membership of the TEC.</p> <p>270.7.2.1 Ex-Officio Members. Ex-officio members of the TEC will include the Dean of the Bayh College of Education, the Associate Dean from the Bayh College of Education, the Assistant Dean of Teacher Education and Community Outreach from the Bayh College of Education, the Licensing Advisor of Indiana State University, and an administrative representative from each school or college that is involved with the teacher education program of Indiana State University.</p> | <p>involved.</p> <p>270.7.3 Membership. The Teacher Education Committee includes twenty-one (21) voting members, 18 of whom are members of the Teacher Education Faculty, one (1) community member who is an elementary or secondary teacher or administrator, one (1) undergraduate student in a teacher education program, and one (1) graduate student in a teacher education program. Ex-officio members of the TEC will include the Dean of the Bayh College of Education, the Associate Dean of the Bayh College of Education, the Dean of the College of Graduate and Professional Studies, the Associate Dean of the College of Arts and Sciences, the Associate Dean of the College of Health and Human Services, the Associate Dean of the Scott College of Business, the Associate Dean of the College of Technology, and the Director of Education Student Services.</p> <p>270.7.4 Nomination. The Dean of the Bayh College of Education shall designate from the list of the Teacher Education Faculty 18 voting members to serve on the Teacher Education Committee. Eight (8) of those individuals will have been nominated by other academic deans: four (4) from the College of Arts and Sciences, one (1) from the Scott College of Business, one (1) from the College of Health and Human Services, one (1) from the College of Technology, and one (1) from the College of Graduate and Professional Studies. The remaining ten (10) shall come from the Bayh College of Education. Care should be taken in designating members to provide balanced representation in terms of elementary and secondary education, vocational education, educational specialties and services, race, sex, rank, and experience. The Dean shall also designate as voting members an elementary or secondary teacher or school administrator, an undergraduate student who is in good standing in a teacher education program, and a graduate student who is in good standing in a graduate program coordinated by the Bayh College of Education.</p> <p>270.7.5 Terms. The faculty members of the TEC shall serve three-year, staggered terms. The community representative and the students serve one-year terms. Individuals completing terms may be eligible for a second term of the same length. After serving two</p> |
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| | <p>terms, an individual is not eligible to be nominated for at least one year.</p> <p>270.7.6 Appointment. The University President shall confirm the membership of the TEC.</p> <p>270.7.7 Voting. Ex-officio members are non-voting members of the Committee.</p> <p>270.7.8 Leadership and Oversight. The Chairperson of the Teacher Education Committee is elected each March by the voting members of the TEC and serves for one academic year. The Parliamentarian and the Secretary are elected by the TEC membership during the September meeting and serve for one academic year. These individuals make up the Executive Committee, the duly authorized standing committee of the TEC. At least one of these voting members of the Executive Committee shall be from outside of the Bayh College of Education. If all three members are from within the Bayh College of Education, an additional member of the Executive Committee from outside of the Bayh College may be elected from the voting members of the TEC. No voting member of the Executive Committee shall serve for more than one consecutive term on the Executive Committee. Ex-officio, non-voting members of the Executive Committee are the Dean of the Bayh College of Education, and the Associate Dean of the Bayh College of Education. The Committee reports to the President through the Provost and Vice President for Academic Affairs and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.</p> |
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| <p>270.8 University Archives Committee. The University Archives Committee serves in an advisory capacity for the maintenance and organization of historical records of the University. Matters concerning the ongoing records management system of the University are also considered as these relate to statutory and other legal guidelines.</p> <p>270.8.1 Membership. Membership includes two (2) faculty members, five (5) administrative/ professional staff members—one from each of the major</p> | <p>270.8 University Archives Committee. The University Archives Committee serves in an advisory capacity for the maintenance and organization of historical records of the University and is responsible for making recommendations on policies and procedures related to these historical records as well as the University’s ongoing records management system in relationship to statutory and other legal guidelines and requirements.</p> |

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| <p>administrative divisions, and one (1) representative nominated by the Staff Council. The University Archivist is an ex-officio member.</p> | <p>270.8.1 Membership. Membership includes three (3) faculty, three (3) staff members, and one (1) student. Ex-officio members are the University Archivist, the Registrar, and a representative from the Office of Information Technology.</p> <p>270.8.2 Nomination. The Faculty Senate shall submit two nominations to the Office of the President and the Provost for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations each year to the Office of the President for the one student appointment. Nominations shall be submitted by May 15th of each year.</p> <p>270.8.3 Appointments. The University President will make the appointments from the nominations submitted by the governance units.</p> <p>270.8.4 Terms. The faculty and staff serve three-year, staggered terms with one faculty and one staff member's terms expiring each year. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve a one-year term and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30.</p> <p>270.8.5 Voting. All members of the Committee, including ex-officio members, have voting rights.</p> <p>270.8.6 Leadership and Oversight. The University Archivist shall serve as Chair of the Committee. The Committee will report to the President through the Dean of Library Services and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, agendas, and matters acted upon or considered during the year.</p> |
| <p>270.9 University Athletic Committee. The role of the University Athletic Committee is to serve in an advisory capacity to the President and the Director of Athletics in:</p> <p>a. The formulation of policy governing the University's compliance with the rules and regulations</p> | <p>270.9 University Athletic Committee. The University Athletic Committee serves in an advisory capacity to the President and the Director of Athletics in:</p> <ul style="list-style-type: none"> •The formulation of policy governing the University's compliance with the rules and regulations of the |

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| <p>of the NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference;</p> <p>b. The procedures for monitoring academic progress of student-athletes;</p> <p>c. Matters of intercollegiate athletic policy dealing with appointments and reappointments to all full-time head coaching positions;</p> <p>d. Recommendations on the appointment and reappointment of the faculty representative to the NCAA;</p> <p>e. Standards of conduct appropriate to student-athletes;</p> <p>f. The range and scope of intercollegiate sports for men and women at the University;</p> <p>g. University membership in national sports organizations and athletic conference affiliations;</p> <p>h. Procedures for selection and bestowing athletic awards;</p> <p>i. Procedures for determining eligibility of student-athletes within the rules and regulations offered by the NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference; and</p> <p>j. The procedures by which athletic grants-in-aid are awarded within the rules and regulations offered by the NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference.</p> | <p>NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference;</p> <ul style="list-style-type: none"> •The procedures for monitoring academic progress of student-athletes; •Matters of intercollegiate athletic policy dealing with appointments and reappointments to all full-time head coaching positions; •Recommendations on the appointment and reappointment of the faculty representative to the NCAA; •Standards of conduct appropriate to student-athletes; •The range and scope of intercollegiate sports for men and women at the University; •University membership in national sports organizations and athletic conference affiliations; •Procedures for selection and bestowing athletic awards; •Procedures for determining eligibility of student-athletes within the rules and regulations offered by the NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference; and •The procedures by which athletic grants-in-aid are awarded within the rules and regulations offered by the NCAA, the Missouri Valley Conference, and the Missouri Valley Football Conference. |
| <p>270.9.1 Athletics Appeals Committee. The University Athletics Committee will oversee the establishment of an appeals board (Athletics Appeals Committee) for student-athletes who wish to appeal the denial of permission to contact other schools, or for other matters not including financial aid issues or drug test results; and of a subcommittee to complete a self-study of the athletic academic support services every three years as required by the NCAA.</p> | <p>270.9.1 Athletic Appeals Committee. The University Athletics Committee will oversee the establishment of an appeals board (Athletics Appeals Committee) for student-athletes who wish to appeal the denial of permission to contact other schools, or for other matters not including financial aid issues or drug test results; and of a subcommittee to complete a self-study of the athletic academic support services every three years as required by the NCAA.</p> |
| <p>270.9.2 Membership. The Committee consists of 16 voting members appointed by the President of the University, being mindful of maintaining cultural diversity and gender balance. Seven (7) are members of the tenured or tenure-track faculty, including the faculty representative to the NCAA; three (3) are administrators (representing the Vice President for Student Affairs, Vice President for Enrollment Management, Marketing and Communications, University Treasurer); four (4) are students; one (1) is a member of the Staff Council; and one (1) is a graduate of the University.</p> | <p>270.9.2 Membership. The Committee consists of 20 voting members appointed by the President of the University, being mindful of maintaining cultural diversity and gender balance. Ten (10) are members of the regular, full-time teaching faculty, including the faculty representative to the NCAA; four (4) are administrators (representing the Vice President for Student Affairs, Senior Vice President for Enrollment Management, Marketing and Communications, the Senior Vice President for Finance and Administration, and the Vice President for University Engagement); four (4) are students; one (1) is a non-exempt staff member; and one (1) is a graduate of the University.</p> |

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| <p>270.9.2.1 Ex-Officio Members. In addition to the voting membership the Committee will include three (3) ex-officio members (without voting privileges): the Director of Intercollegiate Athletics, the University Registrar and the Vice President for Student Affairs.</p> | <p>Ex-officio members include the University President, the Director of Intercollegiate Athletics, the Senior Women’s Athletics Administrator, and the University Registrar.</p> |
| <p>270.9.2.2 Membership Selection. Membership will be recommended by the governing bodies of the University.</p> | <p>270.9.3 Nominations. The governing bodies will recommend to the President two members for each open position. Faculty membership will be guided by the following: Not more than two (2) faculty members from any one College may serve on the Committee at the same time. The NCAA Faculty Representative will not be figured in this count. Each representative will represent the role of their respective appointment, i.e. the College of Education representative will represent the College of Education, and so on. In addition to the NCAA Faculty Representative, nine (9) faculty members will be recommended for appointment to the Committee by the University Faculty Senate including one from each of the Colleges (Arts & Science, Business, Education, Health and Human Services, Technology), one from Library Services, and two (2) from the university at large. Student membership will include the President of the SGA, who will serve during his/her term as President; one (1) student nominated by the President of the SGA; and two (2) student-athletes (one male and one female) selected from students nominated by the Student Athlete Advisory Committee. The Staff Council representative will be one of two nominees recommended by the Staff Council. The Alumni representative will be one of two nominees (one woman and one man) recommended by the Alumni Association Board.</p> |
| <p>270.9.2.2.1 Faculty Membership. Faculty Membership will be guided by the following: Not more than two (2) faculty members from any one College may serve on the Committee at the same time. The NCAA Faculty Representative’s School or College status will not be figured in this count. Each representative will represent the role of their respective appointment, i.e. the Graduate Studies representative will represent the College of Graduate and Professional Studies, the Bayh College of Education representative will represent the Bayh College of Education, and so on. Nine (9) faculty members will be recommended for appointment to the Committee by the Chair of the University Faculty Senate. One from each of the Colleges (Arts & Science, Business, Education, Nursing Health & Human Services, Technology), one from Library Services, one from the College of Graduate and Professional Studies (This representative must have graduate faculty status), and two (2) from the university at large.</p> | <p>270.9.4 Appointments. The University President will make the appointments from the nominations submitted by the governance units, the Student Athletic Advisory Council, and the Alumni Association Board. Nominations are due by May 15th each spring for the following academic year.</p> |
| <p>270.9.2.2.2 Faculty Member Term. Faculty members will serve staggered, three-year appointment terms.</p> | <p>270.9.5 Terms. The faculty, staff and alumni representatives will serve three-year, staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. The student representatives will serve one-year</p> |
| <p>270.9.2.2.3 Student Membership. Student membership on the Committee will include the President of SGA, who will serve during his/her term as President; one (1) student nominated by the President of SGA; and, two (2) student-athletes, one (1) male and one (1) female, selected from students nominated by the Student Athlete Advisory Committee (SAAC).</p> | |
| <p>270.9.2.2.4 Student Member Term. Student members will serve one (1) year terms beginning the</p> | |

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| <p>first meeting of the Committee during an academic year.</p> <p>270.9.2.2.5 Staff Council Membership. The Staff Council member will be one (1) of three (3) nominees recommended by the Chair of the Council for appointment to the Committee by the President of the University.</p> <p>270.9.2.2.6 Staff Member Term. The Council representative will be Indiana State University Policies 270 University Committees Page 6 appointed on an annual basis.</p> <p>270.9.2.2.7 Alumni Membership. The Alumni representative will be one (1) of four (4) nominees—two (2) women and two (2) men— recommended by the Director of Alumni Affairs for appointment to the Committee by the President of the University.</p> <p>270.9.2.2.8 Alumni Member Term. The alumni representative will serve a three-year term.</p> | <p>appointments. Appointment run from July 1 to June 30.</p> <p>270.9.6 Voting. The ex-officio members are non-voting members of the Committee.</p> <p>270.9.7 Leadership and Oversight. The Chair is selected by the President in consultation with the Director of Intercollegiate Athletics. The Committee reports to the President through the Director of Intercollegiate Athletics and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.</p> |
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| <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;</p> | |

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| <p>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>270.10.1.1 Core Leadership Team. The following members of the Assessment Council will be members of the Core Leadership Team: The five (5) faculty members appointed from each College; the Library representative; the Associate Vice President for Academic Affairs; and the Director of Institutional Research and Assessment.</p> | |
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| <p>270.11 Student Success Council. Student success is a strategic priority of Indiana State University. Student retention and degree completion, while maintaining high academic standards and challenging classroom environments, serves our ultimate goals. To that end, the mission of the Student Success Council is (1) to focus attention and energy on key issues affecting undergraduate student success by raising and forwarding a thoughtful dialogue, (2) to provide oversight for and evaluation of the university's strategic retention and completion initiatives, (3) to advise and advocate regarding policy and resource allocation in support of student success, and (4) to expect the use of data in concert with a broad, university-wide perspective to inform decision making.</p> <p>270.11.1 Membership. The Student Success Council will be composed of 26 members. The members will be appointed as follows: The Associate Vice President for Student</p> | <p>270.11 Student Success Council. Student success is a strategic priority of Indiana State University. Student retention and degree completion, while maintaining high academic standards and challenging classroom environments, serves our ultimate goals. To that end, the mission of the Student Success Council is (1) to focus attention and energy on key issues affecting undergraduate student success by raising and forwarding a thoughtful dialogue, (2) to provide oversight for and evaluation of the University's strategic retention and completion initiatives, (3) to advise and advocate regarding policy and resource allocation in support of student success, and (4) to expect the use of data in concert with a broad, university-wide perspective to inform decision making.</p> <p>270.11.1 Membership. The Student Success Council will be composed of 26 members. The members are: the Associate Vice President for Student Success; the Dean (or their designee) of each College and the Library; a representative from the Center for Student Success appointed by the Associate Vice President for Student Success; the Director of New Student Programs; the Associate Vice President and Assistant Treasurer; two undergraduate students appointed</p> |

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| <p>Success; six (6) Assistant or Associate Deans, one appointed from each College and the Library; a representative from the Center for Student Success; the Director of New Student Programs; the Associate Vice President and Assistant Treasurer; two undergraduate students appointed by the Student Government Association; the Director of the African American Cultural Center; a representative from the University College; the faculty chair (or their designee) of the governing bodies of each College and the Library, excluding the Graduate Council; the Associate Vice President for Student Affairs; the Director of Financial Aid; the Registrar; the Executive Director of Residential Life and Housing; and the Executive Director of Career Services.</p> <p>270.11.2 Chair. The Associate Vice President for Student Success shall be the Chair of the Council.</p> <p>270.11.3 Committees. The Student Success Council may, at its discretion, establish committees. Committees will be populated with the faculty representatives and administrative representatives of the council in a fashion that respects the roles and responsibilities each have in fostering student success.</p> | <p>by the Student Government Association; the Director of the African American Cultural Center; the faculty chair (or his/her designee) of the governing bodies of each College and the Library, excluding the Graduate Council; the Associate Vice President for Student Affairs; the Director of Financial Aid; the Registrar; the Executive Director of Residential Life and Housing; and the Executive Director of Career Services.</p> <p>270.11.2 Nomination and Appointments. Appointments to the Student Success Council are primarily made based upon the position the member holds as an employee or as the leader of a governance unit. Therefore, a traditional nomination process is not utilized for the Council. All appointments will be confirmed by the University President.</p> <p>270.11.3 Terms. Individuals who are appointed by position serve as long as they hold that position. Individuals who are representing an area (Center for Student Success, University College, SGA) serve one-year terms and are eligible for additional one-year appointments.</p> <p>270.11.4 Committees. The Student Success Council may, at its discretion, establish committees. Committees will be populated with the faculty representatives and administrative representatives of the Council in a fashion that respects the roles and responsibilities each have in fostering student success.</p> <p>270.11.5 Leadership and Oversight. The Associate Vice President for Student Success shall be the Chair of the Council. The Committee reports to the President through the Provost and Vice President of Academic Affairs and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.</p> |
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| | <p>270.12 Health Benefits Advisory Committee. The Health Benefits Advisory Committee serves in an advisory capacity to review issues and make recommendations on policies and procedures related to the University's health benefits program.</p> <p>270.12.1 Membership. Membership includes two (2) faculty members selected from nominations from the Faculty Senate, one (1) staff member selected from nominations from the Staff Council, and one representative from each of the five divisions of the University. Ex-officio members are the Senior Vice President for</p> |

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| | <p>Finance and Administration, the Associate Vice President for Human Resources, the Assistant Vice President for Business Affairs and Director of Budgets and Payroll, the Chair of the Faculty Economic Benefits Committee, the Chair of the Staff Council Benefits Committee, and the Director of Benefits.</p> <p>270.12.2 Nomination. The Faculty Senate shall submit two nominations to the Office of the President and the Provost for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. Each Vice President shall nominate an individual to represent their Division. Nominations shall be submitted by May 15th of each year.</p> <p>270.12.3 Appointments. The University President will make the appointments from the nominations submitted by the governance and vice presidential units.</p> <p>270.12.4 Terms. The Faculty and Staff serve three-year, staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Terms run from July 1 through June 30.</p> <p>270.12.5 Voting. The ex-officio members are non-voting members of the committee.</p> <p>270.12.6 Leadership and Oversight. The Chair of the Committee will be selected from the membership of the committee by the Senior Vice President for Finance and Administration in consultation with the University President. The Committee reports to the President through the Senior Vice President for Finance and Administration and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.</p> |
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| | <p>270.13 University Budget Committee. The University Budget Committee provides advice and counsel to the President on budget policy and the determination of funding priorities including the establishment of budgetary guidelines consistent with the overall strategic plan of the University. Members will also assist in providing clear communication and feedback to the University community regarding budget actions being considered; and will encourage the University community to share ideas on ways to cut costs, operate more efficiently, increase revenue and more effectively fulfill the University's mission.</p> <p>270.13.1 Membership. Membership includes the University President, the Provost and Vice President for Academic Affairs; the Senior Vice President for Finance and Administration and University Treasurer; the Senior Vice President for Enrollment Management, Marketing and Communications; the Vice President for Student Affairs; the Vice President for University Engagement; the Chair, Vice Chair and Secretary of the Faculty Senate, the Chair of the Staff Council, and the President of the Student Government Association.</p> |

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| | <p>270.13.2 Terms. Individuals serving in the positions indicated in Policy 270.13.1 <i>Membership</i> will serve on the University Budget Committee as long as they retain those roles and responsibilities.</p> <p>270.13.4 Leadership and Oversight. The Chair of the Committee will be the University President. The Senior Vice President for Finance and Administration will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.</p> |
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The proposed changes to 270 which includes the creation of the University Budget Committee will necessitate the removal of 246.2.2.3 (University Budgets) and the renumbering of AACs duties as below:

246.2 Administrative Affairs Committee

- 246.2.2 Duties.** The purpose of this committee shall be to keep apprised of administrative policies and procedures and to fulfill the advisory functions of the University Faculty on such matters as:
 - 246.2.2.1 Administrative Services.** The organization and reorganization of administrative services.
 - 246.2.2.2 Administrative Officers.** Selection and removal of principal administrative officers having university-wide responsibilities as well as the creation or abolition of such offices.
 - 246.2.2.3 Campus Development and Physical Facilities.**
 - 246.2.2.4 The Academic Calendar.**
 - 246.2.2.5 Registration and Scheduling Procedures.**
 - 246.2.2.6 Public Relations.**
 - 246.2.2.7 University Publications.**

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| | <p>270.14 University Speakers Series. The University Speakers Series Committee advises on the selection of the University Speakers Series Programs. Its members also help promote the series and encourage campus and community participation.</p> <p>270.14.1 Membership. The Committee membership includes two (2) faculty, two (2) staff, two (2) students and two (2) community representatives. Ex-officio members include the Hulman Center Director and Assistant Director.</p> <p>270.14.2 Nomination. The Faculty Senate shall submit two nominations to the University President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations to the University President for each student appointment. Nominations shall be submitted by May 15th of each year.</p> <p>270.14.3 Appointments. The University President will make the faculty, staff and student appointments from the nominations submitted by the governance units. The community representatives will be selected by the President in consultation with the Vice President for University Engagement.</p> <p>270.14.4 Terms. Faculty, staff and community representatives will serve three-</p> |

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| | <p>year staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve a one-year term and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30.</p> <p>270.14.5 Voting. All members of the Committee, including ex-officio members, have voting rights.</p> <p>270.14.6 Leadership and Oversight. The Hulman Center Director will serve as Chair of the Committee. The Committee reports to the President through the Vice President for University Engagement and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, and matters acted upon or considered during the year.</p> |
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Recommendation: Approve the revision to Policy 270 University Committees and the revision to 246.2. Administrative Affairs Committee.

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

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

460 Student Grievances

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

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

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

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

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

460.1.1.4 Program Dismissals, Financial Aid Appeals, Residential Life Housing Decisions.

Appeals related to academic program dismissal, denial of financial aid, and residential life housing decisions will be handled in accordance with the policies and procedures required by the program, academic or operational department, or college.

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

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

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

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

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

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

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

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

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

460.4 Suspension or Retention of College-Level Policies and Procedures. The grievance procedures approved by the College of Health and Human Services on March 26, 2011 are suspended. Further, that section of the policy document entitled "Due Process, Faculty and Student Academic Related Appeals in the Bayh College of Education" approved by the Bayh

College of Education Congress on April 9, 2012 involving the “right to grieve a matter where the student feels that his or her rights have been impinged by a faculty member or supervisor” is suspended. The student grievance procedure in the Bayh College of Education for (a) denial of admission to a program, (b) course grading, (c) academic dismissal from the University, and (d) fulfillment of requirements for graduation are retained.

Recommendation: Approve the adoption of Policy 460 Student Grievances.

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

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

Proposed

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

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

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

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

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

502.4 Workplace Management.

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

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

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

502.7 Outcomes.

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

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

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

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

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

Revision to 246.13 Faculty Discipline and Dismissal Proceedings

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

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

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| <p>246.13.3 Suspension of the Faculty Member. Suspension of the faculty member during these proceedings shall be available to the Provost in accordance with Policy 501.2 Extraordinary Action.</p> | <p>246.13.3 Suspension of the Faculty Member. Suspension of the faculty member during the proceedings involving him/her is justified only if immediate harm to himself/herself or others is threatened by his/her continuance. Unless legal considerations forbid, any such suspension shall be with pay.</p> |
| <p>246.13.4 Faculty Discipline and Dismissal Hearing Committee. The committee of the faculty members to conduct the hearing and reach a decision shall be the Faculty Discipline and Dismissal Hearing Committee.</p> | <p>246.13.4 Faculty Dismissal Hearing Committee. The committee of the faculty members to conduct the hearing and reach a decision shall be the Faculty Dismissal Hearing Committee.</p> |
| <p>246.13.5 Committee Proceedings. The Faculty Discipline and Dismissal Hearing Committee shall proceed by considering the statement of grounds for discipline or dismissal already formulated and the faculty member's response submitted before the time of the hearing.</p> <p>246.13.5.1 No Request for a Hearing. If the faculty member has not requested a hearing, the Committee shall consider the case on the basis of the obtainable information and decide whether he/she should be removed; otherwise, the hearing shall go forward.</p> <p>246.13.5.2 Public or Private Hearing. The Committee, in consultation with the Provost and the faculty member, shall exercise its judgment as to whether the hearing should be public or private.</p> <p>246.13.5.3 Factual Dispute. If any facts are in dispute, the testimony of witnesses and other evidence concerning the grounds set forth in the University Provost's letter to the faculty member shall be received.</p> <p>246.13.5.4 Role of Provost. The Provost shall have the option of attendance during the hearing. He/she may designate an appropriate representative to assist in developing the case; but the Committee shall determine the order of proof, shall conduct the questioning of witnesses and, if necessary, shall secure the presentation of evidence important to the case.</p> <p>246.13.5.5 Right to Counsel. The faculty member shall have the option of assistance by counsel, whose functions will be similar to those of the representative chosen by the Provost.</p> <p>246.13.5.6 Procedural Rights. The faculty member shall have the additional procedural rights set forth in the 1940</p> | <p>246.13.5 Committee Proceedings. The Faculty Dismissal Hearing Committee shall proceed by considering the statement of grounds for dismissal already formulated and the faculty member's response submitted before the time of the hearing.</p> <p>246.13.5.1 No Request for a Hearing. If the faculty member has not requested a hearing, the Committee shall consider the case on the basis of the obtainable information and decide whether he/she should be removed; otherwise, the hearing shall go forward.</p> <p>246.13.5.2 Public or Private Hearing. The Committee, in consultation with the University President and the faculty member, shall exercise its judgment as to whether the hearing should be public or private.</p> <p>246.13.5.3 Factual Dispute. If any facts are in dispute, the testimony of witnesses and other evidence concerning the grounds set forth in the University President's letter to the faculty member shall be received.</p> <p>246.13.5.4 Role of University President. The University President shall have the option of attendance during the hearing. He/she may designate an appropriate representative to assist in developing the case; but the Committee shall determine the order of proof, shall conduct the questioning of witnesses and, if necessary, shall secure the presentation of evidence important to the case.</p> <p>246.13.5.5 Right to Counsel. The faculty member shall have the option of assistance by counsel, whose functions will be similar to those of the representative chosen by the University President.</p> <p>246.13.5.6 Procedural Rights. The faculty member shall have the additional procedural rights set forth in the 1940</p> |

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

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

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

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| <p>246.13.10.2 Final Decision. Announcement of the final decision shall include a statement of the Committee’s original action, if this has not previously been made known.</p> <p>246.13.10.3 Release to Public. Any release of information to the public shall be made through the Office of the President and shall take into consideration ISU policies and procedures and federal and state laws regarding personnel records.</p> | |

Revision to 350.2.9.1.3 Deficient Performance

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

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

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

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

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

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

350.2.9.1.3.6 Right of Rebuttal. A faculty member who receives a written admonishment, a notification of continued deficient performance, or other penalty imposed by the dean shall have five (5) working days to provide a written rebuttal with copies to the chairperson, the departmental personnel committee and the dean. The

departmental personnel committee may also submit one or more letters, in support of the chairperson's or dean's decision, or the faculty member's response.

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

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

Revision to 501.2 Extraordinary Action.

501.2 Extraordinary Action.

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

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

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

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

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

560 Staff Classifications, Performance, Promotion, and Transfer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

560.6.3 Expectations. Expectations include but are not limited to:

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

560.7 Promotions and Transfers.

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

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

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

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

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

Approval of Policy 562 Staff Discipline, Termination, and Resignation

562 Staff Discipline, Termination, and Resignation

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

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

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

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

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

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

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

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

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

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

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

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

562.4 Reduction in Staff.

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

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

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

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

Approval of Policy 565 Staff Grievances

565 Staff Grievance Policy

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

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

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

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

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

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

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

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

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

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

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

Existing

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

Recommended

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

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

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

| Current | Proposed |
|--|--|
| 310.1.1.2 Per Semester Credit Hour Limit. Teaching assignments shall not exceed 16 semester credit hours per semester or 6 semester credit hours in a summer term. The total summer assignment for a faculty member shall not exceed 12 semester credit hours or equivalent. | 310.1.1.2 Per Semester Credit Hour Limit. Teaching assignments shall not exceed 16 semester credit hours per semester or 12 semester credit hours in a summer. |
| 310.1.5.1 Change of Grade. To process a change in an assigned grade for an undergraduate student the faculty member must complete a Change of Grade form, have the form signed by both the department chairperson and academic dean, and return the form to the Registration and Records Office. Procedures for changing grades for graduate students are identical except the forms must be signed by the department chairperson and the Dean of the College of Graduate and Professional Studies. Complete details of the University grading system can be found in the ISU Undergraduate Catalog, ISU Graduate Catalog, and in the ISU Student Handbook. In the event that the instructor from whom students | 310.1.5.1 Change of Grade. Faculty members may request a change of grade using a process established by the Registrar. A Change of Grade must be approved signed by the department chairperson and academic dean. Change of grades for graduate students are approved signed by the department chairperson and the Dean of the College of Graduate and Professional Studies. Change of grades cannot be processed for students whose degrees have been conferred. In the event that the instructor from whom students receive an IN or an IP grade is no longer employed by Indiana State University, cannot be contacted or is incapable of performance due to medical conditions, the disposition |

| | |
|---|---|
| receive an IN or an NX grade is no longer employed by Indiana State University, cannot be contacted or is incapable of performance due to medical conditions, the disposition of students' eventual grades resides with the appropriate department chairperson. | of students' eventual grades resides with the appropriate department chairperson. |
|---|---|

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

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

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

Existing

345 Academic Dean Performance Reviews

345.1 Process for Review.

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

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

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

345.2 Standard of Review.

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

345.3 Findings.

At the conclusion of the review, the committee will present a written report to the Provost and meet with the Provost to discuss the findings. The Provost will communicate the findings of the review committee to the dean being reviewed and

inform the University Faculty Senate Executive Committee that the review has been completed. The dean's academic unit will be informed of the findings within the privacy and confidentiality guidelines of the University.

Recommended

345 Academic Administrator Performance Reviews

345.1 Process for Review.

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

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

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

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

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

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

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

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

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

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

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

351.3.1 Process of Recommendations

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

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

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

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

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

351.3.2 Departmental Receivership

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

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

consideration by the Executive Committee of the Faculty Senate, where they may be ratified over the Department's objection.

351.3.3 Return to Independence.

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

Recommendation: Approve the revisions to Policy 351.3 Failed Departments.

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

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

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

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

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

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

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

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

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

NOW, THEREFORE BE IT RESOLVED, that the Indiana State University Board of Trustees expresses its profound appreciation and gratitude to the Vigo County School Corporation, its current leaders including Superintendent Daniel

Tanoos and School Board President Paul Lockhart, and their predecessors; and to the City of Terre Haute, its current leaders including Mayor Duke Bennett and City Council President Todd Nation, and their predecessors;

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

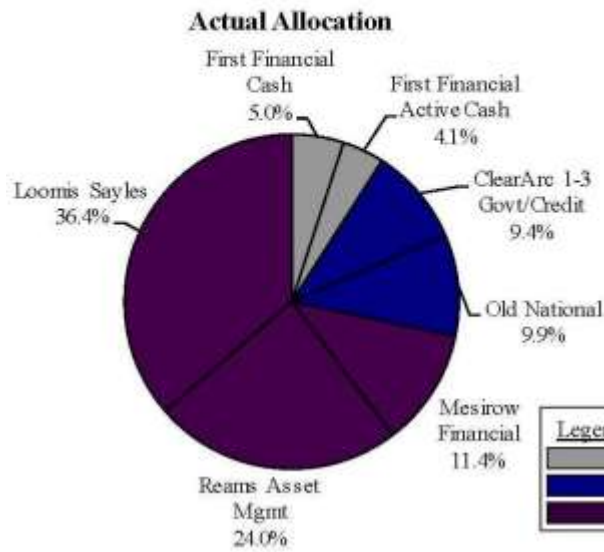
ADOPTED BY THE INDIANA STATE UNIVERSITY BOARD OF TRUSTEES THIS SIXTH DAY OF MAY, TWO THOUSAND SIXTEEN.

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

6a University Investments

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

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



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

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

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

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

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

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

INVESTMENT MANAGER RETURNS

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

Returns for Periods Ended March 31, 2016

Inception Date: October 1, 2010

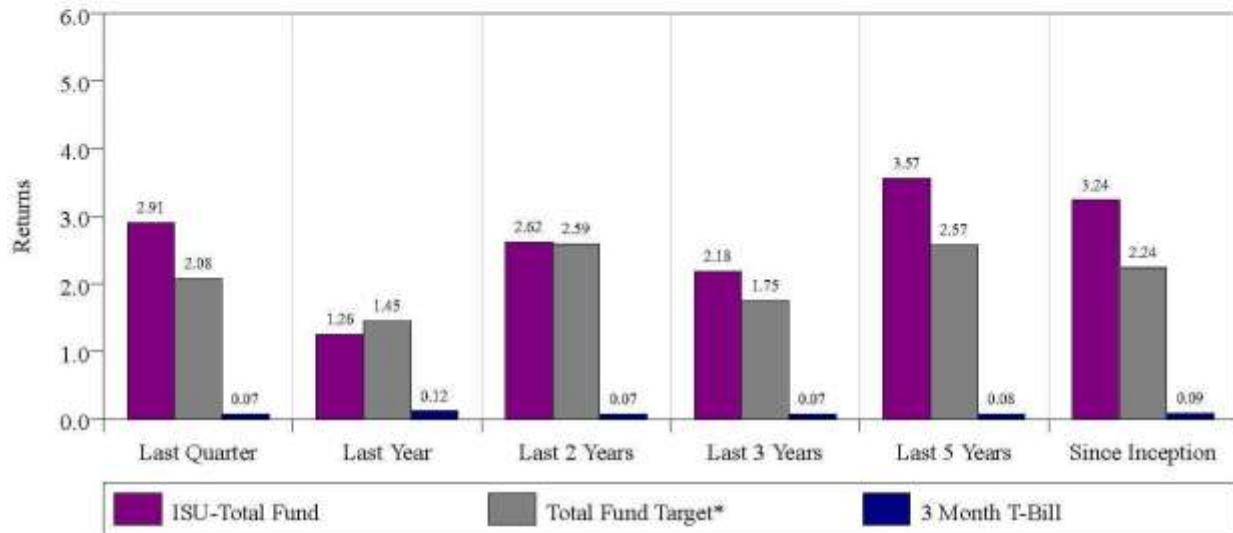
| | Last Quarter | Last Year | Last 2 Years | Last 3 Years | Last 5 Years | Since Inception |
|------------------------------|-----------------|-------------|-----------------|-----------------|-----------------|--------------------|
| ISU-Tier 1 | 0.12 | 0.39 | 0.40 | 0.37 | 0.41 | 0.40 |
| ISU-First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

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

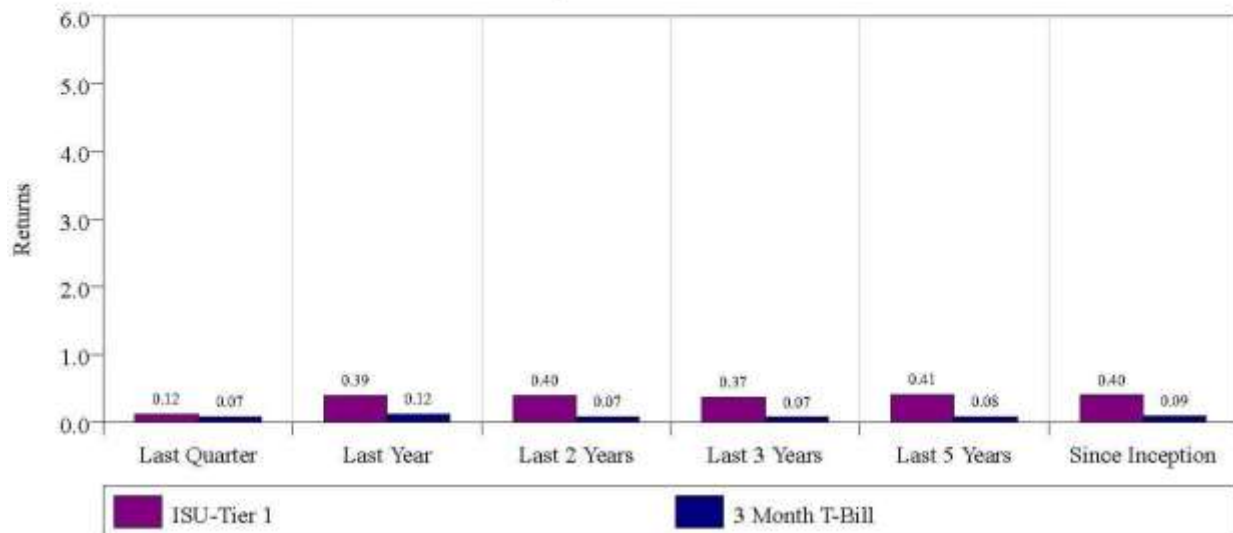
RETURN SUMMARY
PERIOD ENDED MARCH 31, 2016

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

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



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

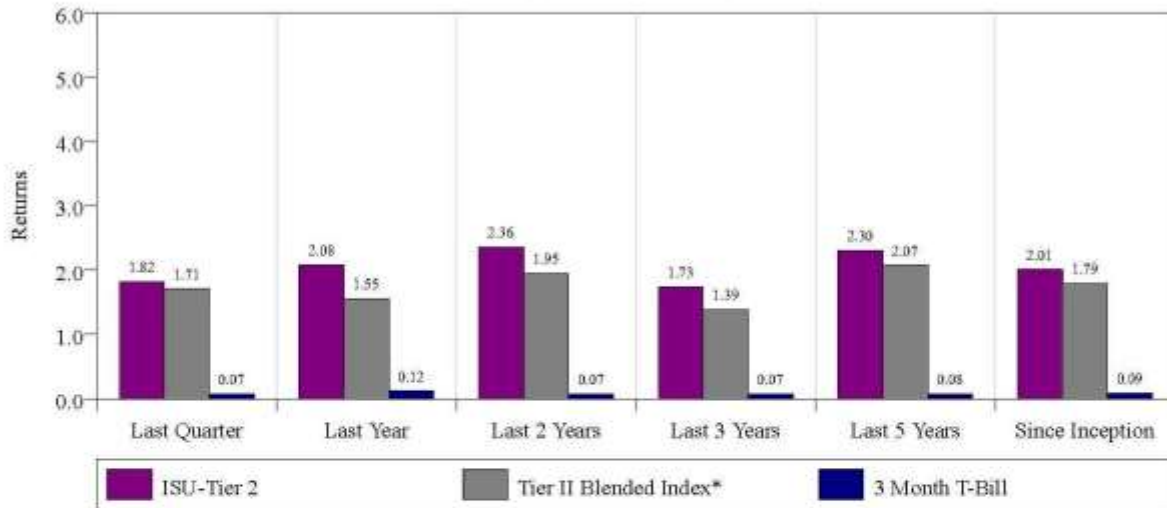


RETURN SUMMARY
PERIOD ENDED MARCH 31, 2016

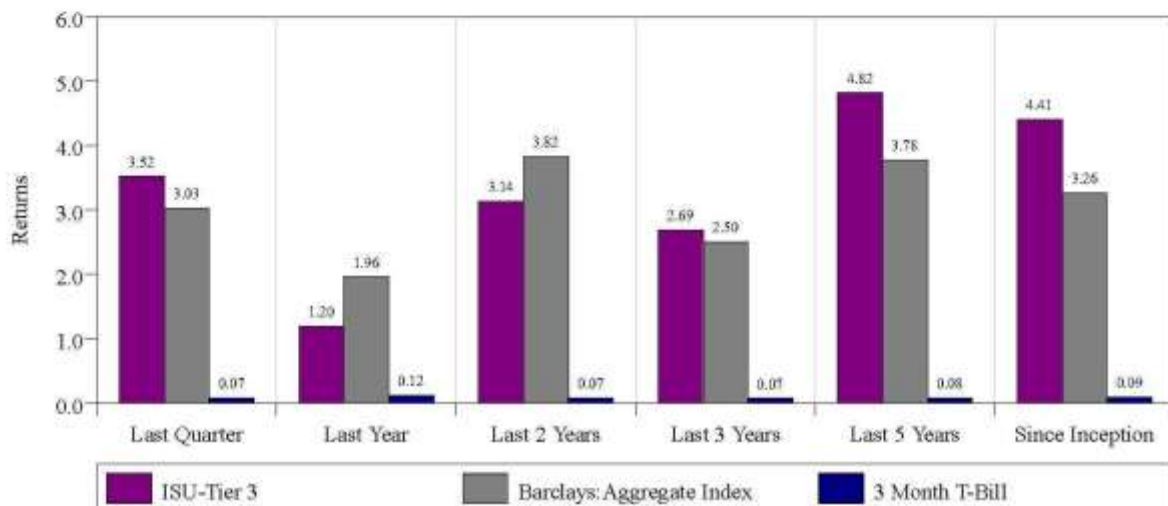
Total Fund Performance

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

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



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



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

6b Financial Report

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

Revenues

Student Tuition

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

Other Fees and Charges

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

Other Income

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

Reimbursements and Income Reappropriated from Other Sources

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

Expenses

Compensation

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

Departmental Expenses

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

Equipment and Other Capital

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

Utilities and Related Expenses

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

Student Scholarship and Fee Remissions

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

6c Purchasing Report

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

6d Vendor Report

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

6e Faculty Personnel

Appointments

(Effective August 1, 2016 unless otherwise noted)

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

Full-Time Appointments – 2016-2017 Academic Year

(Effective August 1, 2016 unless otherwise noted)

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

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

Temporary Part-Time Appointments – 2016 Spring Semester

(Effective January 1, 2016 unless otherwise noted)

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

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

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

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

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

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

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

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

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

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

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

Change of Status and/or Pay Rate

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Promotion to Librarian

(Effective July 1, 2016)

Karen Evans, Library Services

Promotion to Full Professor

(Effective August 1, 2016)

Phillip Cochrane, Department of Applied Engineering and Technology Management

Melissa Nail, Department of Teaching and Learning

Nancy Obermeyer; Department of Earth and Environmental Systems

Randell Peters, Department of Applied Engineering and Technology Management

Shawn Phillips; Department of Earth and Environmental Systems

Samory Rashid; Department of Political Science

Tenure

(Effective July 1, 2016)

Kirk Armstrong; Department of Applied Medicine and Rehabilitation

Tenure

(Effective August 1, 2016)

Carla Honselman; Department of Applied Health Sciences

Andrew Payne; Department of Built Environment

Promotion to Associate Professor and Tenure

(Effective July 1, 2016)

Jessica Nelson; Department of Baccalaureate Nursing Completion

Erik Southard; Department of Advanced Practice Nursing

Debra Vincent; Department of Advanced Practice Nursing

Promotion to Associate Professor and Tenure

(Effective August 1, 2016)

Avdi Avdija; Department of Criminology and Criminal Justice

Matthew Bergbower; Department of Political Science

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

Jeffrey Kinne; Department of Mathematics and Computer Science

Nathan Myers; Department of Political Science

Tina Newsham; Department of Applied Health Sciences

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

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

Elizabeth Lorenzen; Librarian, Library Services

Leave of Absence with Pay – 2016 Fall Semester

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

Matthew Bergbower; Assistant Professor, Department of Political Science

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

Robert Goldbort; Professor, Department of English

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

Steve Gruenert; Chairperson and Professor, Department of Educational Leadership

Michael Jackson; Associate Professor, Department of Theater

Karen Liu; Professor, Department of Teaching and Learning

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

Leave of Absence with Pay – 2017 Spring Semester

Michael Chambers; Professor, Department of Political Science

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

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

Debra Israel; Associate Professor, Department of Economics

Marylin Leinenbach; Associate Professor, Department of Teaching and Learning

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

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

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

Richard Fitch; Professor, Department of Chemistry and Physics

Retirements

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

Emeriti

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

Separations

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

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

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

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

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

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

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

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

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

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

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

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

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

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

6f Other Personnel

NON-EXEMPT

Appointments

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Separations

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

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

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

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

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

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

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

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

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

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

Retirements

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

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

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

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

Change in Status and/or Pay Rate

Promotion

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

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

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

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

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

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

Other

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

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

EXEMPT

Temporary Appointments

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

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

Appointments

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

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

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

Change of Status and/or Pay Rate

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

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

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

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

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

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

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

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

Separations

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

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

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

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

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

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

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

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

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

Retirements

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

ATHLETICS

Appointments

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

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

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

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

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

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

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

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

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

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

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

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

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

Change in Status and/or Pay Rate/Promotion

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

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

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

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

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

Separations

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

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

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

6g Grant and Contracts

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

6h Agreements

Performer/Entertainment Agreements

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

Affiliation Agreements

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

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

6i Board Representation at University Events

Events Requiring Board Representation

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

Optional Events Requiring Board Representation

Monday, May 9, 2016 President Scholars Golf Outing

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

6j In Memoriam

IN MEMORIAM: Ms. Judy Snyder Ross

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

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

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

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

IN MEMORIAM: Mrs. Mary Lou Timmons

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

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

WHEREAS, Mrs. Mary Lou Timmons had given loyal and devoted service to Indiana State University for over thirty one years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

IN MEMORIAM: Dr. Choong Han Kim

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

WHEREAS, Dr. Choong Han Kim had given loyal and devoted service to Indiana State University for twenty three years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Mrs. Shirley Ginger Garvey

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

WHEREAS, Mrs. Shirley Ginger Garvey had given loyal and devoted service to Indiana State University for over twenty four years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

IN MEMORIAM: Mr. Paul Earnest Selge

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

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

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

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

7 Old Business

8 Adjournment