



Indiana State University
Board of Trustees Agenda Meeting

May 7, 2021

State Room, Tirey Hall

3:30 p.m.



Board of Trustees Agenda Meeting, May 7, 2021

MEETNG AGENDA

1. Call Meeting to Order

Call Meeting to order
Mr. Taylor

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2. Remarks

Faculty Senate Chairperson
Dr. Brown

Staff Council Chairperson
Mr. LaComba

Student Government Association President
Mr. Tamayo

Vice President for Advancement and CEO of the ISU
Foundation
Mrs. Angel

President of the University
Dr. Curtis

Chairperson of the ISU Board of Trustees
Mr. Taylor

3. New Business Items

3a Minutes of the February 19, 2021, Meeting and
Certification of Executive Session
Mr. Taylor

For Action

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3b Finance Committee Report
Mrs. Smith

3b1 Year-End Closing Authorization
Mrs. McKee

For Action

Page 7

3b2 Online MBA Course Fee Waiver
Mrs. McKee

For Action

Page 8

3b3 Sodexo Services Management Agreement
Amendment
Mrs. McKee

For Action

Page 9

3c Policies

3c1 Proposed Modifications to Policy 921 Americans with Disability Dr. Olsen	For Action	Page 12
3c2 Proposed Modifications to Policy 210 Admissions 210.1 General Policy and Section 210.2 Requirements Dr. Olsen	Information	Page 15
3c3 Proposed Modifications to Policy 215 Undergraduate Transfer and Award of Academic Credit Dr. Olsen	Information	Page 26
3c4 Proposed Modifications to Policy 220 Academic Renewal Dr. Olsen	Information	Page 30
3c5 Policy 360 Sponsored Programs and Institutional Research Compliance (renamed Institutional Research Compliance) Dr. Olsen	Information	Page 32
3c6 Policy 625 (New) Externally Funded Grants and Contracts Mrs. McKee	Information	Page 37
3c7 Proposed Modifications to Policy 901 Programs Involving Minors Ms. Butwin	Information	Page 39
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3d Candidates for Degrees May 2021 Dr. Olsen	For Action	Page 52
3e Academic Calendar for 2022-23 and 2023-24 Dr. Olsen	For Action	Page 94
3f New Minors in the Sport Management Program Dr. Olsen	For Action	Page 101
3g New Program, Undergraduate Certificate in Professional Communication Dr. Olsen	For Action	Page 102
3h New Programs, Economic Public Policy Certificate and Minor Dr. Olsen	For Action	Page 103
3i New Programs, Graduate Certificates in Communication.docx Dr. Olsen	Approval	Page 104

3j Naming of the Dr. Robert and Carolyn Steinbaugh Endowed Professor of Business Mrs. Angel	For Action	Page 105
3k Focusing on Our Future Together, A Strategic Plan for Indiana State University, 2021-2025 Dr. Curtis	For Endorsement	Page 106
3l Presidential Contract Extension Mr. Taylor	For Action	Page 107
3m Appointment of Nominating Committee Mr. Taylor	Information	Page 108

4. Items for the Information of the Trustees

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4i Board Representation at University Events		Page 135
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5. Old Business

6. Adjournment

1 Call Meeting to Order -- Board Chair Jeff Taylor

Roll Call:

Kathleen Cabello
Robert Casey
Tanya McKinzie
Randall Minas
Edward Pease
Casey Phillips
Cynthia Powers
Kimberly Smith
Jeff Taylor

3a Minutes of the February 19, 2021, Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 8:30 a.m. on Friday, February 19, 2021 via electronic means.

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

The Trustees met in a regularly scheduled meeting on Friday, February 19, 2021 at 11:00 a.m. via electronic means.

Trustees present: Mrs. Cabello, Mr. Casey, Mrs. McKinzie, Mr. Minas, Mr. Pease, Mr. Phillips, Mrs. Powers, Mrs. Smith and Mr. Taylor.

Trustees absent: None

Recommendation: Approve the Board Minutes of the February 19, 2021, Meeting and Certification of Executive Session.

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello
Robert Casey
Tanya McKinzie
Randall Minas
Edward Pease
Casey Phillips
Cynthia Powers
Kimberly Smith
Jeff Taylor

3b1 Year-End Closing Authorization

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

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

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello
Robert Casey
Tanya McKinzie
Randall Minas
Edward Pease
Casey Phillips
Cynthia Powers
Kimberly Smith
Jeff Taylor

3b2 Online MBA Course Fee Waiver

In both February 2011 and 2017, the University Board of Trustees approved recommendations to assess a \$129 per credit hour MBA course fee to a number of Scott College of Business courses. The intent of the fee was to provide necessary funding for student co-curricular activities and development, program and curriculum development, and program marketing and recruitment efforts. The course fees were not to be assessed to students enrolled in the Professional MBA Program which is an off-site program. The Scott College of Business will begin offering an Online MBA Program effective with the fall 2021 semester, and in like manner, is proposing that the \$129 per credit hour MBA course fee not be assessed students enrolled in the Online MBA Program as those students will also be remote to campus.

Recommendation: Approval of the proposal to not assess the \$129 per credit hour MBA course fee to students enrolled in the Online MBA Program, effective with fall semester 2021 enrollments.

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello
Robert Casey
Tanya McKinzie
Randall Minas
Edward Pease
Casey Phillips
Cynthia Powers
Kimberly Smith
Jeff Taylor

3b3 Sodexo Services Management Agreement Amendment

Indiana State University entered into a Management Agreement with Sodexo Services of Indiana Limited Partnership on February 22, 2011 to provide campus dining services. The contract has subsequently been amended from time to time to reflect additional investments by Sodexo in campus dining operations to complete desired facilities/equipment renovations and to update resident dining rates.

The proposed amendment shown below provides a meal plan cost to ISU based on a sliding scale of actual meal plan participants measured as of the fourth Friday of each semester rather than a flat minimum number as is currently required. This allows flexibility based on enrollment and housing occupancy.

On an annual basis as resident dining rates may change, Sodexo requests amendments to the services agreement to reflect Board approved rates. To expedite future amendments of Section 6.3 Resident Dining Rates, it is recommended delegation of approval be given to the Treasurer of the University. Any amendment of Section 6.3 Resident Dining Rates for other items would require Board of Trustee approval.

Recommendation: Approval of the proposed amendment to the Sodexo Services Management Agreement, effective July 1, 2021, and delegation to the Treasurer to execute further amendments of Section 6.3 Resident Dining Rates as outlined above.

AMENDMENT

INDIANA STATE UNIVERSITY BOARD OF TRUSTEES

AND

SODEXO SERVICES OF INDIANA LIMITED PARTNERSHIP

THIS AMENDMENT, dated April 19, 2021, is between INDIANA STATE UNIVERSITY BOARD OF TRUSTEES ("ISU") and SODEXO SERVICES OF INDIANA LIMITED PARTNERSHIP ("Sodexo").

WITNESSETH:

WHEREAS, ISU and Sodexo entered into a certain Management Agreement, dated February 22, 2011, as amended ("Agreement"), whereby Sodexo manages and operates ISU's Food Service operation in Terre Haute, Indiana;

WHEREAS, the parties now desire to further amend the aforesaid Agreement;

NOW, THEREFORE, in consideration of the promises herein contained and for other good and valuable consideration, the parties hereto agree as follows:

1. Section 6.3 is deleted in its entirety and the following substituted therefor:

"6.3 Resident Dining Rates. The following resident dining rates are in effect commencing with the 2021-2022 resident dining calendar. Such rates shall be subject to an annual adjustment to reflect, at a minimum, increases in the U.S. Department of Labor Consumer Price Index - Food Away From Home, averaged for the prior twelve (12) month period ("CPI"):

From	To	Flex 10/102 (Standard Plan)	Flex 10/204	Best Flex 12/204	High Flex 14/204	Hall Staff	Athletics	Off Campus Meal Plan - UA & 500 Wabash Only
2,497	2,546	\$102.82	\$109.15	\$113.64	\$116.88	\$102.86	\$97.83	\$45.30
2,547	2,596	\$101.05	\$107.31	\$111.77	\$114.91	\$101.17	\$96.26	\$44.39
2,597	2,646	\$99.33	\$105.53	\$109.96	\$113.01	\$99.53	\$94.74	\$43.52
2,647	2,696	\$97.69	\$103.83	\$108.22	\$111.19	\$97.97	\$93.28	\$42.68
2,697	2,746	\$96.10	\$102.18	\$106.55	\$109.43	\$96.45	\$91.87	\$41.87
2,747	2,796	\$94.56	\$100.56	\$104.96	\$107.76	\$95.01	\$90.50	\$41.06
2,797	2,846	\$93.09	\$99.05	\$103.37	\$106.09	\$93.58	\$89.19	\$40.33
2,847	2,896	\$91.66	\$97.57	\$101.86	\$104.50	\$92.21	\$87.92	\$39.61
2,897	2,946	\$90.28	\$96.14	\$100.40	\$102.97	\$90.90	\$86.70	\$38.90
2,947	2,996	\$88.94	\$94.75	\$98.99	\$101.49	\$89.62	\$85.51	\$38.22
2,997	3,046	\$87.65	\$93.41	\$97.62	\$100.06	\$88.38	\$84.36	\$37.56

Rates for the above Meal Plans are for each resident dining patron for each week during the thirty four (34) week calendar.

Billing for weekly meal plans will be based on the number of actual meal plan participants per plan as of the fourth Friday of each semester. At the beginning of the fifth (5th) week of each Fall and Spring Semesters, the number of plan participants billed will be set and fixed for the remaining weeks in the semester.

Commencing July 1, 2022 and annually thereafter, the meal plan rates and other meal plan rates shall be increased by the percentage increase in the U.S. Department of Labor Consumer Price Index - Food Away From Home, averaged for the prior twelve (12) month period ("CPI")."

2. Section 10.8, first Notice to Sodexo is deleted in its entirety with the following substituted therefor:

"To Sodexo: Sodexo Services Of Indiana Limited Partnership
Attention: Cal Thetford
COO, Universities North America, East
9859 Flower Bonnet Avenue, N.W.
Concord, North Carolina 28027"

3. This Amendment is effective July 1, 2021, and thereafter, unless amended. All other terms and conditions contained in the Agreement shall remain unchanged and in full force and effect, except by necessary implication.

IN WITNESS WHEREOF, the duly authorized officers of the parties have executed this Amendment, as of the date indicated in the first paragraph of this Amendment.

INDIANA STATE UNIVERSITY BOARD OF TRUSTEES

By: _____
Diann McKee
Senior Vice President
of Finance and Administration and University Treasurer

SODEXO SERVICES OF INDIANA LIMITED PARTNERSHIP
By: SODEXO MANAGEMENT, INC., its General Partner

By: _____
Amy R. Buratti
Senior Vice President

3c1 Proposed Modifications to Policy 921 Americans With Disabilities (renamed Policy 921 Disability Accommodation)

Rationale:

As part of the three-year policy review cycle, policy administrators are updating policies and procedures with current information. ISU has been in the process of revamping its disability services, forms and procedures. The policy modifications ensure that proper practices are implemented, proper departments are contacted and proper documentation is obtained.

Proposed Modifications:

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

Policy 921 ~~Americans With Disabilities~~ Disability Accommodation

921.1 Policy

~~Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, the Indiana Civil Rights Act, and this policy prohibits discrimination in employment and educational programs against qualified individuals with disabilities. It is the policy of Indiana State University to provide reasonable accommodations or academic adjustments for its employees and students upon documentation of the disability and making known the type of accommodation needed. These accommodations and adjustments shall be made in a timely manner and on an individualized and flexible basis, and shall be the result of the dialogue between the requesting individual and designated representatives of the institution.~~

~~**921.1.1 Individual Responsibility.** It is the responsibility of individual students, staff and faculty to identify themselves as individuals with a disability when seeking an accommodation or adjustment. It is also the responsibility of individual students, staff and faculty to document their disability from an appropriate licensed professional, and to demonstrate how the disability limits their ability to complete the essential functions of their job or limits students' participation in programs or services of the university. Medical documentation will be kept confidential as the law permits.~~

~~**921.1.2 Institutional Standards of Performance.** Students, staff and faculty must maintain institutional standards of performance.~~

921.1 Policy Statement. The Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation, the Indiana Civil Rights Act and Indiana State University Policy 923 Non-Discrimination and Anti-Harassment ~~policy~~ prohibit discrimination against qualified individuals with disabilities in employment and educational programs.

Indiana State University is committed to enabling students and employees with disabilities to participate in and benefit from University programs and activities by providing reasonable accommodations, academic adjustments and modifications to policy or procedures unless the modification would fundamentally alter the nature of a University program or activity. These accommodations, adjustments and modifications shall be made in a timely manner and on an individualized and flexible basis, and shall be the result of interactive dialogue between the requesting individual and designated representative of the University.

Indiana State University is committed to providing a campus environment free of both physical barriers and barriers of attitude.

Indiana State University is committed to maintaining websites accessible to individuals with disabilities.

921.2 Requesting an Accommodation. It is the responsibility of individual students, staff and faculty to identify themselves as an individual with a disability when seeking an accommodation, adjustment or modification. It is also the responsibility of individual students, staff and faculty to document their disability from an appropriate licensed professional, and to demonstrate how the disability limits their ability to complete the essential functions of their job or limits participation in programs or services of the University. Medical documentation will be kept confidential consistent with legal requirements and ISU policy.

921.3 Standards of Performance. Students, staff, and faculty members must maintain institutional standards of performance.

921.4 Student Procedures and Resources. Students seeking information regarding accommodations, academic adjustments or other modifications should contact [Accessibility Resource Office](#) to begin the interactive process.

921.5 Employee Procedures and Resources. Faculty, staff, volunteers, and applicants for employment seeking information regarding accommodations should contact the [Office of Human Resource](#) to begin the interactive process.

921.6 Questions about Policy. Questions regarding this Policy should be directed to the University ADA/Section 504 Coordinator, who oversees the University's efforts to comply with the ADA and Section 504 of the Rehabilitation Act:

Students

Dean, University College
Coordinator, Foundational Studies
207 Normal Hall
Indiana State University
Terre Haute, Indiana 47809
(812) 237-3940

Employees

Executive Director, Human Resources
Rankin Hall Room, 300
Indiana State University
Terre Haute, Indiana 47809
(812) 237-4114

921.7 Appeals of Accommodations Decisions.

Appeals of decisions regarding accommodations should be directed to the following:

Students

University College
207 Normal Hall
Indiana State University

Terre Haute, Indiana 47809
(812) 237-3940
Linda.Maule@indstate.edu

Employees
Executive Director, Human Resources
Rankin Hall Room, 300
Indiana State University
Terre Haute, Indiana 47809
(812) 237-4114
Tami.Weinzapfel-Smith@indstate.edu

921.8 Reports of Discrimination

Reports of disability discrimination should be directed to:

Office of Equal Opportunity and Title IX
Indiana State University
Rankin Hall, Room 426
210 North 7th Street
Terre Haute, Indiana 47809
(812) 237-8954

[Policy 923 Non-Discrimination and Harassment Report Form](#)

Recommendation: Approval of the proposed modifications to Policy 921 Americans with Disability (renamed Disability Accommodations).

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello
Robert Casey
Tanya McKinzie
Randall Minas
Edward Pease
Casey Phillips
Cynthia Powers
Kimberly Smith
Jeff Taylor

3c2 Proposed Modifications to Policy 210 Admissions

Section 210.1 General Policy and Section 210.2 Requirements

Rationale: Update the policy on admissions to reflect best practice and remain competitive to attract transfer students.

As part of a Strategic Enrollment Management initiative, Indiana State University engaged with the Association of American of Collegiate Registrars and Admissions Officers (AACRAO) Consulting to review ISU's transfer policies and processes. AACRAO Transfer consultants have broadly identified areas of concern, when compared to best practices.

To make an impact on our enrollment numbers of transfer students for Fall 2021, we need to quickly address our policy deficiencies so other changes can be considered.

AACRAO's Identified Concerns:

Current ISU 210 Admissions Policy:

- ISU's current policy is heavily embedded with procedures
- Inability for ISU to be nimble and react to market
- Course equivalencies should be determined based on discipline, not a student's program of study; change of major should not change transfer course equivalencies (degree requirement exceptions should be processed through MySAM)
- Only accepting course transfer equivalencies with a letter grade of C or better; it's common to allow an acceptance of a D letter grade if limiting the number allowed and applying them only to elective credit.
- Admissions policy requires student with less than 24 hours to submit a HS transcript (see Foundational Studies Non-Native Language concern below)
- Turn departmental/college level policies into university level policies

Structure:

- Too many areas are involved in the articulation process, causing inconsistencies and delays
- Lacking professional development and cross-training to ensure consistency and efficiencies
- Impact of Foundational Studies Non-Native Language on transfer students with a need for HS transcripts (Admissions Policy)

Proposed Solutions

To address the above concerns, the current Policy 210 has been revised and broken into three separate policy proposals: Admissions, Transfer and Award of Academic Credit, and Academic Renewal.

Proposed Modifications:

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

Current Language:

210.1 General Policy

Indiana State University, in affirming its commitment to excellence, recognizes the value of a student population reflecting academic achievement, cultural diversity, and special talents. The University's admissions policies allow for the individual consideration of each applicant and help service a student population with these characteristics.

The primary criterion for admission is evidence that a candidate is prepared to succeed in a degree program. Admission standards are stated in terms of traditional school and college grading systems. For applicants whose records include either a high proportion of nontraditional grades, or a subject pattern which departs markedly from that normally associated with university study, additional evidence of academic potential in support of their applications, such as entrance examinations, interviews, and letters of recommendation, may be requested. Individuals may seek exceptions to any of the requirements below by petitioning the Admissions Committee to consider additional factors that may indicate college potential. A limited number of students may be admitted on condition that they agree to follow a prescribed course of study and advisement.

210.2 Application Procedures

To be considered for admission, candidates must submit a completed admission application, \$25 non-refundable application processing fee, and have official transcripts sent directly from all secondary and post-secondary institutions (see the Required Transcripts section) to the Office of Admissions. Applications must be submitted electronically. Visit the University's Web site and follow the links to the Office of Admissions page.

210.3 Admission to Academic Programs

Admission to Academic Programs. Admission to the University does not guarantee admission to a given academic program or enrollment in specific courses. Applicants are asked to designate their intended major area of study on the application. The academic divisions of the University which may have additional admission requirements will notify applicants of these standards. See appropriate Catalog sections under academic departments and the professional colleges for further details regarding program admission criteria.

210.4 Application Priority Dates.

Applications for freshman admission may be filed after the student has completed the junior year in high school. Transfer applicants may apply as early as one academic term in advance of their intended semester of enrollment. Application closing dates for international students may vary. Please refer to Admissions International Application Web page for updated information.

Fall Semester	June 1
Spring Semester	December 1
Summer Session	May 1

Early application is encouraged for scholarship consideration.

210.5 Admission Requirements—All Students.

210.5.1 Required Transcripts.

Students must submit official transcripts from all institutions at which college course work has been attempted. Applicants for admission or readmission are required to disclose registration at any college or university and to submit official transcripts documenting that registration as a condition for admission or readmission. Failure to disclose attempted course work at other colleges or universities constitutes fraud upon the University.

210.5.2 Transfer Students.

Transfer students who have earned 24 or more transferable semester credits need not ordinarily submit a high school transcript. However, transfer students who have not completed non-native language study at their transfer institution, but did complete a minimum of four courses in high school in a single or multiple non-native language, including American Sign Language (with a grade of C or better), should have their high school transcript sent to the Office of Admissions where the completion of the non-native language requirement will be recorded. To be official, all transcripts must be sent directly from the registrar's office of the schools previously attended to the Office of Admissions at Indiana State University. Electronic transcripts can be issued from Indiana secondary schools utilizing the Commission of Higher Education sponsored Parchment Program. All such documents must be received by the above closing dates to ensure consideration.

210.5.3 Test Scores.

SAT and ACT test scores are optional for applicants except those with a high school grade point average of less than 2.5. The SAT or ACT will still be required for certain merit-based scholarships and for advanced placement. Applicants with a high school grade point average of less than 2.5 will be required to submit SAT/ACT scores and meet any other requirements for conditional admission.

210.6 Admission Requirements—Freshman.

210.6.1 High School Curriculum. Indiana State University currently recommends the following high school course curriculum. Students who graduate from high school in 1998 or after are expected to complete the Indiana Core 40 curriculum (or equivalent for non-Indiana high school graduates) to qualify for unconditional admission.

210.6.2 Academic Achievement. Freshmen candidates applying directly from high school are expected to complete a rigorous college preparatory curriculum (Core 40 curriculum for Indiana residents) and maintain a competitive grade point of 2.5 or higher on a 4.0 scale. (A limited number of students who do not meet these requirements may be admitted conditionally.) Additional consideration will be given to standardized test scores, the rigor of the high school curriculum, grades earned in academic subjects, and other evidence of academic potential. Students completing high school equivalency diplomas (such as the GED) are given admission consideration based upon test results and standardized test scores (SAT or ACT).

210.6.3 New Student Orientation. Newly admitted Freshmen and transfer students are required to attend New Student Orientation prior to the start of the semester/term. Students are not allowed to register for coursework outside New Student Orientation unless approved by the Director.

210.6.4 Mathematics Placement Test. In order to correctly place new students in mathematics courses at ISU, all new students are required to take a mathematics placement examination. The test can be taken on-line in less than an hour and must be completed before attending New Student Orientation prior to course registration. There is no charge to take the mathematics placement test. For specific information regarding the on-line mathematics test, refer to the University Testing site.

210.7 Admission Requirements—Transfer Students

The following are general admission standards for transfer students:

1. Be in good standing at last accredited institution attended.
2. Have a high school record that meets the entrance requirements of freshmen admitted to Indiana State University.
3. Have earned 2.0 cumulative grade point average (GPA) in all college level studies.

NOTE: Transferable hours are restricted to courses in which the applicant earned a grade of C or higher, and courses at the 100-level (and above) from accredited colleges and universities. Credit from non-accredited colleges and universities will not transfer.

NOTE: Some programs require higher standards for admission. Students should consult the section of this Catalog that describes the academic program they wish to enter.

210.8 Transfer of Credit Evaluation

Academic deans determine the applicability of transfer credits to requirements within their colleges. Transfer credit will be re-evaluated if a transfer student changes their degree program.

210.8.1 Transferability.

1. The following guidelines govern transfer of courses:
2. Only transfer credits earned in college-level courses (typically numbered 100 or higher) from an accredited college or university will be assigned credit. Credit from non-accredited colleges and universities will not transfer.
3. Only transfer courses in which a grade of C or higher was earned will be assigned credit; courses with a grade of C- or below will not be assigned credit.
4. A maximum of 90 transfer credits may be assigned toward a bachelor's degree.
5. Transfer credits are assigned only for college-level courses.
6. The dean of the college may determine which of the courses taken by the student more than seven years prior to graduation may be applicable to a baccalaureate degree.

210.8.2 Applicability.

Application of transfer credits depends on the student's choice of degree program. Transfer credit will be re-evaluated if transfer students change their degree program. Transfer credit may be assigned as course equivalency or as elective credit as described below:

1. Course equivalency means that a transfer course is equivalent to a specific Indiana State University course in the major, minor, or Foundational Studies Program by the appropriate department/academic unit. Some course equivalencies have been established through existing agreements between Indiana State University and other colleges and universities; other equivalencies will be determined on an individual basis.
2. Elective credit is assigned for courses that meet transfer requirements, but for which no equivalency is determined. Elective credit is usually applied toward total earned credits and may also apply to the major, minor, or Foundational Studies Program. The decision to apply transfer elective credit in a program is made by the appropriate academic unit. Students who have been offered admission and have submitted official transcripts from accredited colleges or universities to the Indiana State University Office of Admissions should review their degree audit report after admission to Indiana State to identify the status of each course and the total number of credits transferred to Indiana State University. After reviewing the degree audit report, students may

request a reconsideration of their transfer credit evaluation from the academic dean's office in the college of the student's intended major. Students access the degree audit report through the MyISU Portal.

210.9 Articulated Programs and General Education Core

Indiana State University has established articulation agreements with several colleges and universities that allow students to complete a specific associate degree program at another institution and receive up to 90 credits toward a specific bachelor degree program at Indiana State University. Each articulation agreement will stipulate the Indiana State University courses needed to complete the bachelor degree program and any requirements or guidelines that govern a particular agreement (for example, course and cumulative grade point requirements that differ from the University's general requirements). Students should review the articulation requirements presented by the appropriate Indiana State University College or by their chosen program at the institution from which they intend to transfer.

The Office of Registration and Records maintains current listings of articulated programs and course equivalencies between Indiana State University and other colleges and universities. Interested students should consult the Catalog. Students who successfully complete the Statewide Transfer General Education Core (STGEC) at an Indiana public institution of higher education, can transfer that coursework as a block of 30 credit hours towards completion of Foundation Studies requirements at Indiana State University.

210.10 Online Undergraduate Programs

Indiana State offers online programs to students who have an articulated associate of science (A.S.) degree, or associate of applied science (A.A.S.) degree, or who have transferable credits from regionally accredited colleges or universities. For more information, visit Indiana State On-line or call 812-237-2345.

210.11 Undergraduate Admission Requirements—International Students.

Because of the variety of educational systems throughout the world, there are broad admission requirements for international students. An evaluation is made of all credentials associated with the academic qualifications and intended field of study of the applicants. Indiana State University accepts credential evaluation reports from select members of the National Association of Credential Evaluation Services.

International applicants are expected to demonstrate evidence of academic potential. In addition to evidence of academic potential, international students must demonstrate financial responsibility and English language proficiency. Please refer to the Admissions site for English Proficiency requirements and exceptions.

International students should apply early to be assured of timely completion of the admission process. They should contact the United States Consulate concerning the time required to process the education visa, and wait for official notice of admission before traveling to the United States for attendance at Indiana State University. Once admission has been granted and an I-20 visa issued, it is the responsibility of the applicant to make all the necessary arrangements for entrance into the United States and for residence in the State of Indiana throughout the duration of study at the University.

210.11.1 Requirement for International Admissions–Freshmen

Applicants normally receive a response within four to six weeks of receipt of all application materials, including:

1. Completed application
2. Application fee: \$65 (U.S.) non-refundable
3. Official transcripts or a credential evaluation. The credential evaluation process can take several weeks to complete, and we strongly urge you to begin the process as early as possible.
4. Affidavit of financial support
5. Original current bank statement
6. Required English Language Scores. Official Interlink, TOEFL (code 1322), IELTS, or ELS scores (unless exempt) must be sent directly from the testing center to Indiana State University.
7. Copy of passport. If studying in the United States an I-94 card, F-1 or J-1 visa, and I-20 or DS2019 are also required. If currently in the United States but not studying, a copy of the applicable visa must also be submitted.

210.11.2 Requirement for Admissions–Transfers.

Applicants normally receive a response within four to six weeks of receipt of all application materials, including:

1. Completed application
2. Application fee: \$65 (U.S.) non-refundable
3. Official transcripts or a credential evaluation. The credential evaluation process can take several weeks to complete, and we strongly urge you to begin the process as early as possible.
4. Affidavit of financial support
5. Original current bank statement
6. Required English Language Scores. Official Interlink TOEFL (code 1322), IELTS, or ELS scores (unless exempt) must be sent directly from the testing center to Indiana State University.
7. Copy of passport. If studying in the United States an I-94 card, F-1 or J-1 visa, and I-20 or DS2019 are also required. If currently in the United States but not studying, a copy of the applicable visa must also be submitted.

210.11.3 Financial Support.

1. Applicants need to show financial support to cover educational expenses before admission is granted and the I-20 is issued.
2. I-20 verification is issued by the Center for Global Engagement.
3. All applicants should supply an affidavit of financial support and original bank statement with current information.
4. Government sponsored applicants must provide an official or certified copy of the award, specifying validity for Indiana State University, listing the expenses and fees covered by the award, beginning and ending dates of study covered, the level/field of study, and the length of the award. The address for billing must also be included.
5. Those applicants who are academically eligible yet fail to prove adequate financial documentation will receive a letter explaining that admission is delayed until the University can be assured of the student's financial support. Some applicants may be requested to deposit funds in an account with the Indiana State University Office of the Controller prior to admission.

210.11.4 Transfer of Credit for International Students.

Academic deans determine the applicability of transfer credits to requirements within their colleges. Transfer credit will be re-evaluated if transfer students change their degree program. Transfer credits are restricted to college-level courses from institutions accredited by the ministry of higher education in the home country and must meet a minimum standard grade deemed equivalent to a C or higher in the United States higher education system. The total number of credits which may be applied from a foreign university is assessed in terms of the level of accreditation granted to the institution by the ministry of higher education in the country of origin. The total number of credits that may be applied to an Indiana State University baccalaureate degree cannot exceed 90. Students transferring from institutions of higher education abroad with which Indiana State University has developed program articulations will receive transfer credit in accordance with the provisions of the articulated program agreement.

210.12 Readmission of Former Students.

Former Indiana State University students who have interrupted their studies for more than two calendar years must apply for readmission through the Office of Admissions. Applicants for readmission are required to disclose registration at any college or university and to submit official transcripts documenting that registration as a condition for readmission. Failure to disclose attempted course work at other colleges or universities constitutes fraud upon the University.

210.12.1 Unconditional Readmission.

Students who have maintained at least a 2.0 cumulative grade point average at the other institutions and left Indiana State University in good academic standing are eligible for unconditional readmission.

210.12.2 Readmission on Probation.

Applications from students who were academically dismissed from Indiana State University will be reviewed in the Office of Admissions and by the academic dean of the college of the student's intended major. Former degree-seeking students cannot enroll as non-degree students if they are on academic probation or have been academically dismissed. No student may be readmitted if academically dismissed three times. Applications from students who left ISU in good standing, but experienced academic difficulty at a different institution will also be reviewed by the academic dean of the college of the student's intended major. Students readmitted on academic probation are expected to earn the required minimum grade point average in their first return term or are subject to academic dismissal.

210.12 Academic Renewal

Indiana State University provides Academic Renewal as an option to returning student applicants who have been out of school for a significant period of time and whose previous academic performance is not indicative of the academic work of which they are now capable. Academic Renewal recognizes that such students are often hampered by a previous, low grade point average, and it offers them the opportunity to use only those classes, taken after readmission, in the computation of their Indiana State University grade point average. The following conditions apply:

1. Five or more years must have passed between the student's previous ISU enrollment and the current term of readmission and the student must not have earned a degree from ISU;
2. Academic Renewal is granted only after completion of a minimum of 12 credits with a grade point average of 2.0 or higher;

3. Academic Renewal can occur only once, and it is irreversible.
 4. Students' Indiana State University transcripts will indicate that Academic Renewal has been granted. All courses and grades will remain on the transcript.
 5. If Academic Renewal is granted, students' cumulative grade point average will be computed from courses taken since readmission. (To determine graduation with honors, however, classes before readmission will still be included in grade point average calculation.)
 6. All academic requirements in place at the time of readmission must be met.
 7. Students' academic dean will review students' previous Indiana State University transcripts and determine the applicability of Indiana State University courses that carry a grade of C or higher to the current degree program. These credits will count toward the students' total earned credits but will not be calculated in students' grade point average.
 8. Students must complete at least 30 credits of Indiana State University course work after readmission to earn a degree.
- To apply for Academic Renewal, students should consult their academic dean.

210.13 Continuing Student Taking Courses outside ISU.

Continuing students who attempt additional course work at colleges or universities other than Indiana State are required to promptly submit official transcripts documenting those attempts. Failure to disclose attempted course work at other colleges or universities constitutes fraud upon the University.

The University welcomes those who wish to enroll without intending to pursue a degree program at ISU. While such individuals are expected to satisfy admission requirements, they are not ordinarily asked to provide academic credentials from high school or previous colleges. Non-degree students needing to enroll in a course that has a pre-requisite requirement must submit official transcripts indicating successful completion of prerequisite course.

Non-degree students must complete the on-line application for non-degree study before the beginning of each term of their intended enrollment. Non-degree students may complete registration on-line. Registration is determined upon a space available basis. The Office of Admissions may require high school or college transcripts from individuals who repeatedly enroll as non-degree students if continued enrollment suggests the pursuit of a degree program. International students seeking non-degree admission must submit an official academic transcript(s), English proficiency, and a copy of a visa or passport. Students are limited to no more than six semester credits for any given term while in non-degree status. Non-Degree students must apply for admission each term in which they wish to enroll. Non-degree students are not eligible for federal financial aid consideration.

Credits earned in non-degree status may later be applied to a degree program, but the University cannot guarantee their applicability until such students have been admitted to the University. Consequently, persons wishing to pursue degree programs as part-time students must complete a regular admission application and submit official transcripts from schools and colleges previously attended.

Proposed New Language:

Proposed Name: Undergraduate Admission

210.1 General Policy

Indiana State University, in affirming its commitment to excellence, recognizes the value of a student population reflecting academic achievement, cultural diversity, and special talents. The primary criterion for admission is evidence that a candidate is prepared to succeed in an academic program.

All application reviews and admission decisions are made by the Office of Admissions. Indiana State University may admit students on a conditional basis with specific requirements for a proscribed course of study and advisement. Applicants may seek exceptions to any of the admission requirements by petitioning the Admissions Committee to consider additional factors that may indicate college potential.

Admission to the University does not guarantee admission to a given academic program or enrollment in specific courses. Omissions or misrepresentations on an application for admission may be grounds for invalidating the admission application and preventing admission to Indiana State University.

Indiana State University's Strategic Enrollment Management Council influences admission priorities and goals; therefore, admission requirements are reviewed annually and are subject to change.

210.2 Requirements

210.2.1 Freshman Applicant. A freshman, or first-time, undergraduate applicant is defined as a student that has not earned college-level credits after high school graduation or equivalent.

- a. **Academic Achievement.** Freshmen applicants are expected to complete a rigorous college preparatory curriculum (Core 40 curriculum for Indiana residents) and maintain a competitive grade point of 2.5 or higher on a 4.0 scale. A limited number of students who do not meet these requirements may be admitted conditionally.
- b. **Program Specific Requirements.** Some Indiana State University programs require higher standards and/or additional requirements for admission. Admission to the University does not guarantee admission to a given academic program or enrollment in specific courses.
- c. **Required Application and Payment.** An electronic application and non-refundable application processing fee must be submitted for admission consideration.
- d. **Required Transcripts.** Applicants for admission must submit official transcripts from all high school and post-secondary institutions at which course work has been attempted and/or credentials have been earned.
- e. **Test Scores.** Standardized test scores (SAT and ACT) are not required for undergraduate applicants. The SAT and ACT are still required for certain merit-based scholarships.
- f. **International-Only Requirements.** Due to the variety of educational systems throughout the world, there are broad admission requirements for international students. An affidavit of financial support and original current bank statement, acceptable scores on university-recognized English Language Proficiency exams, and passport copy are required documents for admission.

210.2.2 Transfer Applicant. A transfer applicant is defined as an undergraduate student who has earned college credit after high school graduation or equivalent. If a student has earned fewer than 12 or more college-level credits, the student must meet the freshman applicant criteria.

- a. **Academic Achievement.** Transfer applicants for admission should be in good academic standing at the last accredited institution attended and have earned at least a 2.0 cumulative grade point average (GPA) on a 4.0 scale in all college-level studies.
- b. **Program Specific Requirements.** Some Indiana State University programs require higher standards and/or additional requirements for admission. Admission to the University does not guarantee admission to a given academic program or enrollment in specific courses.
- c. **Required Application and Payment.** An electronic application and non-refundable application processing fee must be submitted for admission consideration.
- d. **Required Transcripts.** Applicants for admission must submit official transcripts from all post-secondary institutions at which course work has been attempted and credentials have been earned.
- e. **International-Only Requirements.** Because of the variety of educational systems throughout the world, there are broad admission requirements for international students. An affidavit of financial support and original current bank statement, acceptable scores on university-recognized English Language Proficiency exams, and passport copy are required documents for admission.

210.2.3 Former ISU Student Applicant. Former Indiana State University students who have interrupted their studies for more than two calendar years must apply for readmission.

- a. **Required Application.** An electronic application must be submitted for admission consideration.
- b. **Required Transcripts.** Applicants for readmission must submit official transcripts from all post-secondary institutions at which course work has been attempted and/or credentials have been earned.

210.2.3.1 Unconditional Readmission. Former ISU applicants who have maintained at least a 2.0 cumulative grade point average at the other institutions and left Indiana State University in good academic standing.

210.2.3.2 Readmission on Probation. Former ISU applicants who were academically dismissed from Indiana State University or applicants who left Indiana State University in good standing, but experienced academic difficulty at a different institution. No student may be readmitted if academically dismissed three times at Indiana State University. Students readmitted on academic probation are expected to earn the required minimum grade point average in their first return or are subject to academic dismissal.

210.2.4 Non-degree Applicant. Indiana State University welcomes those who wish to enroll without intending to pursue a degree program. Non-degree admission is for applicants who wish to enroll in undergraduate courses pertaining to their personal interest, continuing education and licensure needs, and other credentials that do not intend to work toward a formal undergraduate degree at Indiana State University. ISU does not issue visas for non-degree students.

- a. **Academic Achievement.** Applicants should have sufficient educational background to qualify for the courses or courses in which enrollment is sought.
- b. **Required Application and Payment.** An electronic application and non-refundable application processing fee must be submitted for admission consideration.
- c. **International-Only Requirements.** International applicants whose native language is not English must provide acceptable scores on university-recognized English Language Proficiency exams and a passport copy.
- d. **Non-degree Admission Restrictions.** Acceptance in this category does not constitute acceptance to a degree-granting program at Indiana State University; credits earned as a non-degree student may or may not be applicable to a specific degree program at Indiana State University.

Recommendation: This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the June 2021 meeting of the ISU Board of Trustees.

3c3 Proposed Modifications to Policy 215 Undergraduate Transfer and Award of Academic Credit

Rationale: Remove the current transfer credit requirements out of Policy 210: Undergraduate Admission and consolidate award of academic credit and/or academic requirement waivers into one policy. Update the policy to reflect best practices and remain competitive to attract students.

As part of a Strategic Enrollment Management initiative, Indiana State University engaged with the Association of Collegiate Registrars and Admissions Officers (AACRAO) Consulting to review ISU's transfer policies and processes. AACRAO Transfer consultants have broadly identified areas of concern, when compared to best practices.

To make an impact on our enrollment numbers of transfer students for Fall 2021, we need to quickly address our policy deficiencies so other changes can be considered.

AACRAO's Identified Concerns:

Current ISU 210 Admissions Policy:

- ISU's current policy is heavily embedded with procedures
- Inability for ISU to be nimble and react to market
- Course equivalencies should be determined based on discipline, not a student's program of study; change of major should not change transfer course equivalencies (degree requirement exceptions should be processed through MySAM)
- Only accepting course transfer equivalencies with a letter grade of C or better; it's common to allow an acceptance of a D letter grade if limiting the number allowed and applying them only to elective credit.
- Admissions policy requires student with less than 24 hours to submit a HS transcript (see Foundational Studies Non-Native Language concern below)
- Turn departmental/college level policies into university level policies

Structure:

- Too many areas are involved in the articulation process, causing inconsistencies and delays
- Lacking professional development and cross-training to ensure consistency and efficiencies
- Impact of Foundational Studies Non-Native Language on transfer students with a need for HS transcripts (Admissions Policy)

Proposed Solutions

To address the above concerns, the current Policy 210 has been revised and broken into three separate policy proposals: Admissions, Transfer and Award of Credit, and Academic Renewal.

Proposed New Language:

Proposed Name: Undergraduate Transfer and Award of Academic Credit

215.1 General Policy

Indiana State University acknowledges the importance in recognizing demonstrated student proficiencies. In addition to taking courses at Indiana State University, students may earn

academic credits that may be applicable to degree requirements. Credits are awarded on the semester-hour basis and may be awarded by the following methods:

- Advanced Placement and Prior Learning Credit
- Placement Exam and Award of Back Credit
- Associate Degree Waivers
- Individual Course Equivalencies
- Military Credit
- Program Articulations
- Statewide Indiana Transfer Initiatives

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

215.2 Advanced and Prior Learning Credit Requirements

Indiana State University offers opportunities for students to earn credit toward a degree for knowledge they have already acquired. Students can earn up to 63 credits towards a baccalaureate degree and 25 percent of an undergraduate certificate. Credit earned this way counts toward graduation requirements but does not count towards resident credit. Students cannot receive this type of credit for courses where credit has already been earned.

- Advanced Placement (AP) Examinations
- College-Level Examination Program (CLEP)
- Dantes Standardized Subject Tests (DSST)
- Departmental Exams/Assessment of Prior Learning
- Dual Credit
- Excelsior College Examinations
- International Baccalaureate (IB)

215.3 Placement Exam and Award of Back Credit

Indiana State University recognizes prior experiences in university approved academic areas for students to earn back credit when exam results place them beyond the introductory level. Students must register and pass the academic course with a specific letter grade for back credit to be awarded.

- Non-Native (Foreign) Language Placement

215.4 Associate Degree Waivers Requirements

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

215.5 Individual Transfer Course Equivalencies Requirements

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

- Course work must be completed at an accredited institution in the United States or at an officially recognized international institution.
- Course work must be college-level.

- Course work must reflect a final grade earned of C- or better (or equivalent).

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

215.6 Military Credit Requirements

Credit will be granted by Indiana State University according to the guidelines of the American Council of Education (ACE). IF ACE guidelines conflict with Indiana State University policies, the latter takes precedence.

Students who have successfully completed college-level studies or DANTES exams while in the military may be eligible to receive credit if their official military transcript indicates attainment of college-level equivalency.

Credit for military training and experience is granted based on official Joint Services

Transcripts and/or discharge from (DD214). All service members qualify for 2-8 credits, based on completion of basic training and length of service as indicated on the DD214.

Two credits are awarded for physical education with completion of basic training. Additional elective credit is granted for service time as follows:

- 2 credits for 12-15 months service.
- 3 credits for 16-17 months service.
- 4 credits for 18-19 months service.
- 5 credits for 20-21 months service.
- 6 credits for 22 months or more of service.

A maximum of 63 credits may be granted based on a combination of service, training, and education while in the military. Credit from the Community College of the Air Force (CCAF) is applied per Indiana State University's individual transfer course equivalencies guidelines.

215.7 Program Articulation Agreement Requirements

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

215.8 Statewide Indiana Transfer Initiatives

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

- **Core Transfer Library (CTL).** Students who successfully complete CTL courses at Indiana public and participating private institutions can transfer those courses to Indiana State University to meet determined course equivalencies.
- **Statewide Transfer General Education Core.** Successful completion of the Statewide Transfer General Education Core at an Indiana public institution of higher education

transfers as a block of 30 earn credits towards completion of the Foundational Studies requirements at Indiana State University.

- ***Transfer Single Articulation Pathway.*** Transfer students who complete an eligible Transfer Articulation Pathway (TSAP) program and have been admitted to the corresponding baccalaureate program at Indiana State University are granted a block of 60 earned credits from the respective associate degree. TSAP's are degree completion programs that enable students to earn a baccalaureate degree after completing an additional 60 credits as required by the respective major.

Recommendation: This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the June 2021 meeting of the ISU Board of Trustees.

3c4 Proposed Modifications to Policy 220 Academic Renewal

Rationale: Remove Academic Renewal out of Policy 210: Undergraduate Admission into a stand-alone policy.

As part of a Strategic Enrollment Management initiative, Indiana State University engaged with the Association of Collegiate Registrars and Admissions Officers (AACRAO) Consulting to review ISU's transfer policies and processes. AACRAO Transfer consultants have broadly identified areas of concern, when compared to best practices.

To make an impact on our enrollment numbers of transfer students for Fall 2021, we need to quickly address our policy deficiencies so other changes can be considered.

AACRAO's Identified Concerns:

Current ISU 210 Admissions Policy:

- ISU's current policy is heavily embedded with procedures
- Inability for ISU to be nimble and react to market
- Course equivalencies should be determined based on discipline, not a student's program of study; change of major should not change transfer course equivalencies (degree requirement exceptions should be processed through MySAM)
- Only accepting course transfer equivalencies with a letter grade of C or better; it's common to allow an acceptance of a D letter grade if limiting the number allowed and applying them only to elective credit.
- Admissions policy requires student with less than 24 hours to submit a HS transcript (see Foundational Studies Non-Native Language concern below)
- Turn departmental/college level policies into university level policies

Structure:

- Too many areas are involved in the articulation process, causing inconsistencies and delays
- Lacking professional development and cross-training to ensure consistency and efficiencies
- Impact of Foundational Studies Non-Native Language on transfer students with a need for HS transcripts (Admissions Policy)

Proposed Solutions

To address the above concerns, the current Policy 210 has been revised and broken into three separate policy proposals: Admissions, Transfer and Award of Credit, and Academic Renewal.

Proposed New Language:

Proposed Name: Academic Renewal Proposal

220.1 General Policy

Indiana State University provides Academic Renewal as an option to returning undergraduate degree-seeking students who have been out of school for a significant period of time and whose previous academic performance is not indicative of the academic work of which they are now capable. Academic Renewal recognizes that such students are often hampered by a previous,

low grade point average, and it offers them the opportunity to use only those classes, taken after readmission, in the computation of their Indiana State University grade point average. Academic Renewal can occur only once, and it is irreversible.

220.2 Requirements

The following conditions apply for eligibility:

1. Five or more years must have passed between the student's previous ISU enrollment and the current term of readmission;
2. Student must not have earned a degree from ISU;
3. Student must be degree-seeking;
4. Only after completion of a minimum of 12 credits with a grade point average of 2.0 or higher; will the student be granted academic renewal.
5. All academic requirements in place at the time of readmission must be met.
6. Students must complete at least 30 credits of Indiana State University course work after readmission to earn a degree.

Recommendation: This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the June 2021 meeting of the ISU Board of Trustees.

3c5 Proposed Modifications to Policy 360 Sponsored Programs and Institutional Research Compliance (Rename Institutional Research Compliance)

Rationale:

This policy is a part of the three year annual policy review. The proposed changes are intended to reorganize the section on research compliance, develop an explanation of the purpose of compliance, describe the role of the Chief Research Officer, and identify the domains and organizations that conduct compliance reviews.

Proposed Modifications:

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

Current Language:

360.1 Grants and Contracts Externally Funded

The University encourages faculty and professional staff to seek external support for research and creative projects. External sponsors often provide support for release time, personnel, equipment, travel, and expendable supplies. Because such activities affect the department and often require naming the University as the applicant, rather than the faculty member, all proposals submitted to external agencies or individuals must be approved by University departments/offices affected by the proposed project.

360.1.1 Process for Proposal Approval. Approvals are obtained by routing the proposal electronically through the Office of Sponsored Programs' online system, available on the Sponsored Programs website. This procedure assures coordinated effort and consistent reporting once the proposal is funded. At a minimum, proposal routing must include a grant narrative (sometimes called a Statement of Work) and a detailed budget, including any university funds committed to the project.

360.1.2 Process for Development and Submission of Proposals. To facilitate the development and submission of proposals for external funds, the following procedural steps have been established:

360.1.2.1 Sponsored Programs Office. Faculty members contemplating the preparation of proposals should contact the Sponsored Programs Office. This Office provides valuable information about funding opportunities and has a proposal development specialist to assist with the writing and a specialist to assist with the budget. Seeking assistance while writing early drafts may eliminate potential problems in the routing process once the final draft is completed. It is also important for faculty and staff to discuss ideas with supervisors and any colleagues who might be involved with or affected by the project.

360.1.2.2 Format of Proposal. The prescribed format will usually be set forth in the agency's guidelines and application materials, and some agencies request special forms. The Sponsored Programs Office can aid in the preparation of a

targeted, well-organized, well-written, specific proposal and provide assistance and institutional information needed to complete sponsor forms.

360.1.2.3 Routing Process. Completed proposals should be routed through the Sponsored Programs' online grant system at least ten (10) days prior to the anticipated date of proposal submission.

360.1.2.3.1 Approvals. These materials are to be circulated in the order listed below under "University Compliance Committees" or other applicable compliance committees; chairpersons of all departments affected by the proposed project; deans of all colleges affected by the project; and the Office of Sponsored Programs and Chief Research Officer for final review and approval.

360.1.2.4 Signature Authority. Signature authority for grant and contract proposals, award documents, and sub-agreements vests with the Chief Research Officer, in accordance with [Policy 620 Contract Approval, Signatory and Reporting Policy](#).

360.1.2.5 Submission of the Proposal. When all approvals have been obtained, the Sponsored Programs Office will work with the faculty or staff member to submit the proposal to the funding agency.

360.1.3 Payments. Externally funded or contracted projects will be in an amount agreed upon by the University and the sponsoring agency.

360.1.3.1 Salary of Faculty Member. Time spent on contract research or sponsored instructional activities will be reimbursed to the University out of contract funds, and the faculty and/or staff member will normally be paid no more than his/her established University salary during the academic or fiscal year. Salary amounts charged to state and federally funded projects will always be based upon the individual's institutional base salary.

360.1.3.2 Institutional Base Salary (IBS). The annual compensation paid by the University for an individual's appointment, whether that individual's time is spent on research, instruction, administration, or other activities. IBS does not include extra service pay, consulting, one-time payments or incentive pay. Additionally, IBS does not include payments from other organizations or income that individuals are permitted to earn outside of their University responsibilities, such as consulting.

360.2 Institutional Research Compliance Committees

Indiana State University acknowledges its responsibility to assure scientific and ethical research and to comply with federal mandates. The University has established compliance committees and filed appropriate assurances with the U. S. Department of Health and Human Services. These committees include: Institutional Review Board for the Protection of Human Subjects, Institutional Animal Care and Use Committee, Radiological Control Committee, Institutional Biosafety and Recombinant DNA Committee.

360.2.1 Committee Approval. Proposals requiring special approval from one or more of these committees should be routed to the chairperson of the respective committee(s)

for approval prior to routing to the department chairperson(s). Further information on these committees is available on the Sponsored Programs website.

360.3 Human Subjects Research

Research projects involving the use of human subjects must be approved by the college in which the research project is located.

360.3.1 Approval by Institutional Review Board. The ISU Institutional Review Board for the Protection of Human Subjects must review and deem exempt or approve all projects involving the use of human subjects before the research begins. Once approval has been granted, it is unacceptable to deviate significantly from the approved protocol without again obtaining approval.

360.3.1.1 Confidentiality. It is also improper to violate the confidentiality of a human subject without the subject's approval.

360.3.1.2 Manual. A manual, "Policies and Procedures for the Review of Research Involving Human Subjects", has been prepared to assist all members of the University community in complying with the stated policy of ISU with respect to external and internal research involving human subjects. The attention of the researcher is especially drawn to the code of ethics adopted by the various behavioral sciences professional organizations.

Proposed New Language:

360.1 Institutional Research Compliance

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

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

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

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

360.1.1 Committee Approval.

Research projects requiring oversight from one or more of the compliance committees must receive approval through the review process before beginning to conduct the research. If a research project involves multiple domains of oversight, the project must simultaneously be reviewed by each appropriate committee.

360.1.2 Review Process.

When oversight is required, the review of a research project is conducted according to guidelines, rules, processes, and timeline developed by the relevant compliance committee and in accordance with responsible practice and federal guidelines. The review typically involves submission and evaluation of a research proposal, followed by committee action to exempt, approve, propose modifications, or reject the project. Once the approval has been granted, it is non-compliant to deviate from the approved protocol without again obtaining approval.

360.2 Human Subjects Research

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

360.3 Research Involving Animal Care and Use

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

360.4 Research Involving Biohazards

The committee empowered by federal regulations to review, approve, and monitor research activities involving recombinant DNA, transgenic animals, human body fluids, human tissue or cells in culture, human pathogens, potential pathogen sources or other potentially infectious

materials is the Institutional Biosafety Committee (IBC). The IBC provides oversight to ensure safety in biological and biomedical research. Prior to initiating research in the above areas, project personnel must complete core training in biosafety. The IBC is responsible for the institutional record-keeping concerning biosafety in projects, protocols, and committee business. Other compliance areas pertinent to the safety of research participants and environments, but not covered by the domains of these compliance committees, are overseen by the Office of Environmental Safety.

Recommendation: This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the June 2021 meeting of the ISU Board of Trustees.

3c6 Policy 625 Externally Funded Grants and Contracts

Rationale:

This policy is a part of the three year policy review. Removing this section from Policy 360 Sponsored Programs and Institutional Research because it deals specifically with financial amounts that are of externally funded grants and contracts.

Proposed New Policy:

Policy 625 Externally Funded Grants and Contracts

Proposed Language:

Faculty and professional staff are encouraged to obtain external funding to support institutional activities such as research projects, creative projects, and academic programs that are funded from external sources. These sources include federal, state and local government agencies, nonprofit agencies, universities, professional organizations and foundations. Faculty and staff, who pursue grant or other sponsored program opportunities must consult with the Office of Sponsored Programs (OSP) prior to proposal submission for pre-award assistance and approval processing. The grant/contract agreement authorizing funding of a sponsored program is between the institution and the funder. A full-time faculty or professional staff serves as the Principal Investigator (PI) or Program Director (PD) and is responsible to carry out the activities of the grant/contract agreement. ISU faculty and staff pursuing a sponsored program are required to ensure compliance with institutional research obligations in Policy 360 Institutional Research Compliance. Once the grant agreement or contract has been approved and signed by all parties, the agreement/contract is sent to the Office of Contracts and Grants, for post-award financial administration of the external funds.

625.1 Payments. Externally funded or contracted projects will be in an amount agreed upon by the University and the sponsoring agency.

625.1.2 Salary of Faculty Member. Time spent on externally funded activities will be reimbursed to the University out of contract funds, and the faculty and/or staff member will normally be paid no more than his/her established University salary during the academic or fiscal year. Salary amounts charged to externally funded projects will always be based upon the individual's institutional base salary.

625.1.3 Institutional Base Salary (IBS). The annual compensation paid by the University for an individual's appointment, whether that individual's time is spent on research, instruction, administration, or other activities. IBS does not include extra service pay, consulting, one-time payments or incentive pay. Additionally, IBS does not include payments from other organizations or income that individuals are permitted to earn outside of their University responsibilities, such as consulting.

625.2 Signature Authority. Signature authority for grant and contract proposals, award documents, and sub-agreements vests with the Chief Research Officer, in accordance with Policy 620 Contract Approval, Signatory and Reporting Policy.

Recommendation: This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the June 2021 meeting of the ISU Board of Trustees.

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello
Robert Casey
Tanya McKinzie
Randall Minas
Edward Pease
Casey Phillips
Cynthia Powers
Kimberly Smith
Jeff Taylor

3c7 Proposed Modifications to Policy 901 Programs Involving Minors

Rationale:

The proposed modifications provide for updates consistent with best practices and guidance from the United States Department of Education on the applicability of Title IX to programs involving minors.

Proposed Modifications:

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

901.1 General

Indiana State University, as part of its educational mission, has many university programs that include minors (defined as individuals under the age of 18), and also allows external organizations to use University facilities for programs that include minors.

901.1.1 Purpose. This policy is designed to present clear instructions and protocols in the event that persons may become aware of any child abuse or neglect exhibited toward minors who are on our campus or in our programs, and to protect against inappropriate behaviors toward such minors; this Policy applies to all University programs and to all users of University facilities, whether a contract for such facility use has been executed or not, unless such use or program is excluded below.

901.1.2 Exclusions. This Policy does not apply to the following activities:

901.1.1.2. Public Events.

901.1.1.2. Minors who are enrolled as students of the University.

901.1.1.3 Minors on campus as part of a group, one-time day visit supervised by an organization (e.g., field trips for the purpose of attending a performance or a campus tour.)

901.1.1.4 Minors who are accompanied by their parent/legal guardian.

901.1.1.2.5 Off-campus programs not administered or supervised by ISU that may utilize ISU faculty, students, or staff in any capacity.

901.1.3-2 Whether an activity is covered by one or more of the exclusions listed above or not, anyone who has reason to believe that a child is a victim of child abuse or neglect has an affirmative duty to make an oral report to Child Protective Services (1-800-800-5556) or to local law enforcement, including the ISU Police Department (812-237-5555).

901.2 Background Checks

Unless there is an exception provided in procedures promulgated under this Policy, programs involving minors must ensure that all faculty, staff, students, volunteers or other personnel who will work with minors have been subject to a criminal background check and sex offender registry check within the last four years, and will comply with procedures under this Policy.

901.2.1 A program shall not allow the participation in the program of anyone whose criminal background check and/or sex offender registry check includes a record of sexually based offenses or crimes against children.

901.2.2 If criminal background checks include a record of other offenses, then programs shall consult with Human Resources to determine if those offenses should preclude participation.

901.3 List of Programs; Notification Requirements.

Units sponsoring programs that include minors and units responsible for University facilities that are used by programs that include minors must maintain an up-to-date list of such programs, and ensure that the ISU Director of Public Safety has been provided notice of an event to occur on campus within a reasonable time before the event takes place.

All programs involving minors will provide notice to participants and parents that Title IX prohibits sex discrimination (including sexual harassment or sexual abuse) against participants in any of the University's education programs or activities.

901.4 Contracts

Contractual agreements concerning personnel or facilities related to programs that include minors must include compliance with this Policy as a term of the contract.

901.5 Ensuring Compliance Reporting Requirements

Academic and administrative supervisors are responsible for ensuring that programs are in compliance with this policy and related notifications-

901.5.1 Indiana law requires any person who has reason to believe that a child is a victim of child abuse or neglect has an affirmative duty to make an oral report to Child Protective Services (1-800-800-5556) or to local law enforcement, including the ISU Police Department.

901.5.2 Both Indiana law and this Policy require that faculty, staff, students, volunteers, and other university personnel report any suspected abuse of minors to the ISU Police Department (812-237-5555). The ISU Police Department will then report such suspected abuse to Child Protective Services, which will then conduct an investigation.

901.5.3 Complaints of sexual harassment or sexual abuse made by a participant or parent must also be reported to the Equal Opportunity and Title IX Office.

901.6 Supplements Other Requirements

This policy supplements, but does not supersede, any other legal requirements (e.g., child care or teacher licensure requirements). It also supplements [Policy 905 Whistleblowers](#) and Indiana law concerning whistleblowing.

901.7 Procedures

The University President shall direct that procedures be developed to comply with this Policy.

901.8 Training

All individuals who have interactions with minors that are covered under this Policy shall undergo training as established by the University Office of Risk Management and by procedures promulgated under this Policy.

Recommendation: This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the June 2021 meeting of the ISU Board of Trustees.

3c8 Proposed Modifications to Policy 923 Non-Discrimination and Anti-Harassment

Rationale: On May 6, 2020, the Department of Education finalized regulations under Title IX of the Education Amendments of 1972. The regulations address an educational institution's obligation to investigate and promptly respond to allegations of sexual harassment. ISU adopted and updated Policy 923 Non-Discrimination and Anti-Harassment in July 2020. Since that time, ISU personnel have continued to monitor federal guidance and best practices.

As a result, the proposed policy was developed as an update to the July 2020 policy. Major changes include: the addition of a definition section, additional clarity on conduct that would be considered discrimination or prohibited harassment; clarification that Title IX sexual harassment will follow the mandated Title IX hearing procedures while other types of discrimination and prohibited harassment, including other sexual misconduct, will be adjudicated by the investigator, and use of a Title IX hearing committee within Title IX sexual harassment hearings.

923.1 Policy of Nondiscrimination.

Indiana State University prohibits discrimination on the basis of: age, disability, genetic information, national origin, pregnancy, race/color, religion, sex, gender identity or expression, sexual orientation, veteran status, or any other class protected by federal and state statutes. Discrimination based upon any protected class is strictly prohibited in ISU programs and activities or that interferes with the educational or workplace environment. ISU recognizes that discrimination and harassment may take many forms, and it is our collective commitment to respond promptly and vigorously to discriminatory or harassing behavior.

923.2 Definitions

- A. Complainant: An individual who is alleged to be the victim of conduct that could constitute discrimination or harassment.
- B. Consent: Knowing, voluntary, and clear mutual agreement to engage in sexual activity. Consent must be freely and actively given and communicated by clearly and mutually understandable words or actions to participate in each form of sexual activity. Consent may be withdrawn at any time. Consent to some sexual contact cannot be presumed to be consent for other sexual activity including previous consent or the existence of a current or previous relationship. Silence or the absence of resistance is not the same as consent. Lack of consent means:
 - 1. The person has not given consent;
 - 2. The person is incapable of giving consent because of mental, developmental, or physical disability;
 - 3. Force is used or threatened;
 - 4. The person is incapable of giving consent because of judgment-inhibiting intoxication without regard to the intoxicant;
 - 5. The person is not sufficiently conscious to provide consent; or
 - 6. The person is not old enough to give consent. In Indiana, any person who has reason to believe that a child is a victim of child abuse or neglect has a duty to make a report to Child Protective Services or to the police.

- C. **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- D. **Domestic Violence:** A felony or misdemeanor crime of violence committed by (i) a current or former spouse or intimate partner of the victim; (ii) a person with whom the victim shares a child in common; (iii) a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (iv) a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; (v) any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the state of Indiana.
- E. **Education Programs or Activities:** All the operations of the University, including, but not limited to, in-person and online educational instruction, employment, research activities, extracurricular activities, athletics, residence life, dining services, and community engagement and outreach programs. The term applies to all activity that occurs on campus or on other property owned or occupied by the University. It also includes off-campus locations, events, or circumstances over which the University exercises substantial control over the Respondent and the context in which the alleged misconduct occurs, including conduct occurring in any building owned or controlled by a student organization that is officially recognized by the University.
- F. **Respondent:** An individual who has been reported to be the perpetrator of conduct that could constitute discrimination or harassment.
- G. **Sexual Assault:** Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent, and includes the sex offenses of rape, attempted rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape as defined in 20 U.S.C. §1092(f)(6)(A)(v). The definition of sexual assault encompasses:
1. The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim and regardless of the gender of the individuals.
 2. The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
 3. Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 4. Sexual intercourse with a person who is under the statutory age of consent.

- H. Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for the person's safety or the safety of others or (ii) suffer substantial emotional distress.

For the purposes of this definition, course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

923.3 Categories of Prohibited Conduct

923.3.1 Discrimination.

Discrimination means treating someone differently because of their membership in a protected class (or a perception that someone is a member of a protected class) in matters of admissions, employment, housing, services, or any other educational programs or activities of the University. Disparate treatment discrimination occurs when there has been an adverse impact on the individual's work or educational environment, individuals outside of the protected class have received more favorable treatment, and there is no legitimate, non-discriminatory reason for the action. Disparate impact discrimination occurs when a University policy or practice adversely impacts persons in a protected class even though the policy or practice is neutral on its face.

923.3.2 Prohibited Harassment.

Prohibited Harassment may be categorized as hostile environment harassment or *quid pro quo* harassment. Hostile environment harassment is defined as unwelcome verbal or physical conduct directed toward an individual because of their membership in a protected class (or a perception that someone is a member of a protected class) that has the purpose or effect of substantially interfering with the individual's educational or work performance, or creating an intimidating, hostile or offensive working or academic environment. A person's subjective belief that behavior is intimidating, hostile, or offensive does not make that behavior harassment. The behavior must create a hostile environment from both a subjective and objective perspective and must be so severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives a member of the community of the ability to participate in or to receive benefits, services, or opportunities from the University's education or employment programs and/or activities. In determining whether a hostile environment exists, the University examines the context, nature, scope, frequency, duration, and location of incidents, as well as the relationships of the persons involved.

Quid pro quo harassment occurs where submission to or rejection of prohibited conduct is used, explicitly or implicitly, as the basis for decisions adversely affecting an individual's education, employment, or participation in a University program or activity.

Examples of Prohibited Harassment include offensive jokes, slurs, name calling, intimidation, ridicule, mockery, or displaying or circulating offensive objects and pictures that are based on a protected class. Prohibited Harassment may also include unwelcome sexual advances, requests for sexual favors, physical conduct and other verbal or physical conduct of a sexual nature that falls outside the scope of Title IX Sexual Harassment.

923.3.3 Title IX Sexual Harassment.

Title IX Sexual Harassment is conduct on the basis of sex that constitutes *quid pro quo* harassment, Title IX Hostile Environment Sexual Harassment, sexual assault, domestic violence, dating violence, or stalking and that occurs in the United States and within the University's Education Programs or Activities.

"Title IX Hostile Environment Sexual Harassment" is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person access to the University's Education Programs or Activities.

923.3.4 Sexual Misconduct.

Sexual Misconduct is sexual assault, domestic violence, dating violence, or stalking that occurs off-campus, in a private setting, and/or outside the scope of the University's Education Programs or Activities.

923.4 Other Harassing, Intimidating, or Physically Abusive Conduct.

Conduct that seeks to intimidate or harass or constitutes unwelcome or abusive physical contact but is not discriminatory is also prohibited by [Policy 410 Code of Student Conduct](#), [Policy 502 Prohibition on Hostile or Intimidating Workplace Behavior](#) and other ISU policies as may be adopted from time to time.

923.5 Commitment to Freedom of Expression and Academic Freedom.

ISU values the principles of freedom of expression and academic freedom, even when speech or academic discourse is uncomfortable and challenging. However, speech that is discriminatory and harassing is not protected and will be subject to investigation and possible disciplinary action.

923.6 Reporting Discrimination and Harassment.

All ISU employees are expected to report discrimination and harassment to the Equal Opportunity and Title IX Office. Those individuals who act in a supervisory capacity or who serve as faculty/staff advisors to ISU student organizations should be especially mindful of the obligation to report discrimination and harassment promptly. Reports of discrimination or harassment should be directed to:

Equal Opportunity and Title IX Office
Rankin Hall, Room 426
Indiana State University
Terre Haute, Indiana 47809
(812) 237-8954
ISU-equalopportunity-titleix@mail.indstate.edu

923.6.1 Confidential Reporting.

ISU has designated certain employees to be confidential resources to students and employees. These confidential resources may be found on the Equal Opportunity and Title IX website.

923.6.2 Review of Reports of Discrimination and Harassment.

ISU has designated the Equal Opportunity and Title IX Office to review all reports of discrimination and harassment. Upon receipt of a report, the Director of Equal Opportunity/Title IX Coordinator will undertake a continuing assessment to determine the form of discrimination or harassment at issue and which adjudication procedures are applicable.

In all matters where the Complainant's identity is known, the Title IX Coordinator will promptly contact the Complainant to discuss the availability of supportive measures; to discuss and consider the Complainant's wishes with respect to supportive measures; to inform the Complainant about the availability of supportive measures with or without filing a formal complaint; and to explain the process for filing and pursuing a formal complaint. The Complainant will also be provided options for filing complaints with the local police and information about resources that are available on campus and in the community.

923.6.3 Filing of Formal Complaints.

Upon receipt of a report of discrimination or harassment, the Director of Equal Opportunity/Title IX Coordinator will contact the Complainant, if their identity is known, and explain the process for filing a formal complaint. A formal complaint is submitted by the Complainant to the Office of Equal Opportunity and Title IX in person, by mail, or by email. The formal complaint must contain the Complainant's physical or digital signature, or otherwise indicate that the Complainant is the person filing the formal complaint. At the time of filing a formal complaint of Title IX Sexual Harassment, a Complainant must be participating in or attempting to participate in the University's Education Programs or Activities.

The Director of Equal Opportunity/Title IX Coordinator has discretion to file a formal complaint even if the Complainant chooses not to, and even if the Complainant chooses not to participate in the investigation or adjudication process. In general, the Director of Equal Opportunity/Title IX Coordinator will seek to respect the Complainant's wishes not to file a formal complaint.

The Director of Equal Opportunity/Title IX Coordinator will file a complaint on behalf of the University in limited circumstances involving serious or repeated conduct or where the alleged perpetrator may pose a continuing threat to the University community. Factors the Director of Equal Opportunity/Title IX Coordinator may consider in deciding whether to file a complaint include (but are not limited to): (a) was a weapon involved in the incident; (b) were multiple assailants involved in the incident; (c) is the accused a repeat offender; and (d) does the incident create a risk of occurring again.

923.6.4 Required Dismissal of Title IX Sexual Harassment Complaints.

At any time during the handling of a formal complaint, the Director of Equal Opportunity/ Title IX Coordinator will dismiss a formal complaint of Title IX Sexual Harassment if it is determined that:

- The conduct alleged in the formal complaint would not constitute Title IX Sexual Harassment if proved;
- The conduct alleged in the formal complaint did not occur in the University's Educational Programs or Activities; or
- The conduct alleged in the formal complaint did not occur against a person in the United States.

The parties will be notified in writing that the allegations of Title IX Sexual Harassment must be dismissed and the reason for dismissal. If the behavior at issue would still, as alleged, constitute Discrimination, Prohibited Harassment, or Sexual or Gender-Based Misconduct, the allegations will continue to be addressed under this Policy and the applicable adjudication procedures.

If a formal complaint of Title IX Sexual Harassment is dismissed for one of the above reasons, the parties may appeal that dismissal using the appeal process described in Section 923.12.

923.6.5 Other Dismissal and Closure.

In addition to the dismissal of a formal complaint for Title IX purposes, the Director of Equal Opportunity/Title IX Coordinator may dismiss a formal complaint if at any time:

- The Complainant notifies the Director of Equal Opportunity/Title IX Coordinator in writing that the Complainant would like to withdraw their formal complaint;
- The Respondent is no longer a student of or employed by the University, as applicable; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination on the underlying allegations of the formal complaint.

If a formal complaint is dismissed pursuant to this section, the parties may appeal that dismissal using the appeal process described in Section 923.12.

923.7 Reports of Other Misconduct.

Reports of misconduct other than discrimination or harassment will be referred by the investigator to the Office of Human Resources for Staff, the appropriate Dean for faculty, or the Office of Student Conduct and Integrity for students, including student employees.

923.8 Alternative Resolution.

The University offers voluntary alternative resolution for complaints of discrimination and harassment, except where the Respondent is a non-student employee accused of committing Title IX Sexual Harassment against a student. Information about alternative resolution can be found in the Complaint Resolution and Investigation Procedures.

923.9 Complaint Resolution and Investigation Procedures; Guiding Principles.

The Director of Equal Opportunity/Title IX Coordinator is responsible for conducting the investigation or assigning an investigator to investigate the complaint of discrimination. The Director of Equal Opportunity/Title IX Coordinator will publish Complaint Resolution and

Investigation Procedures, approved by the President, for all investigations of discriminatory conduct, including sexual harassment. When substantive changes to the procedures are proposed, the Director of Equal Opportunity/Title IX Coordinator or the General Counsel will consult with the officers of the shared governance units about the proposed changes.

The Complaint Resolution and Investigation Procedures will comply with the Guiding Principles for the investigation of discriminatory behavior set forth below:

1. The Investigator will remain fair, objective, and impartial throughout the investigation process and will not have a conflict of interest or bias.
2. ISU will ensure that the Title IX Coordinator, investigators, decision-makers, and any individual who facilitates alternative resolution will receive appropriate training.
3. The investigator will provide sufficient notice to the Respondent and appropriate time to prepare a response before an interview, consistent with the Complaint Resolution and Investigation Procedures.
4. The Director of Equal Opportunity/Title IX Coordinator, in consultation with appropriate university officials, may remove a student Respondent from an education program or activity, including student employment, on an emergency basis if ISU determines that an immediate threat to the physical health or safety of any student, faculty member, staff member or visitor exists arising from the allegations of sexual harassment. The Respondent will be given notice and an opportunity to challenge the decision immediately following removal.
5. Non-student employees may be reassigned consistent with [Policy 501 Principles of Conduct for Faculty and Staff, Section 501.2 Extraordinary Action](#).
6. The Respondent will be presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the adjudication process.
7. ISU, not the Complainant or Respondent, is responsible for gathering information sufficient to reach a determination that Respondent violated the policy.
8. Complainants and Respondents will have an equal opportunity to have a support person or advisor present at interviews, consistent with the Complaint Resolution and Investigation Procedures.
9. Complainants and Respondents will have an equal opportunity to present witnesses, including fact and expert witnesses, and other evidence, consistent with the Complaint Resolution and Investigation Procedures.
10. Complainants and Respondents will have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations in the formal complaint, consistent with the Complaint Resolution and Investigation Procedures.
11. The investigation and determination will be completed reasonably promptly.
12. The investigator will produce a report that will be available to both Complainant and Respondent in a manner consistent with the Complaint Resolution and Investigation Procedures.

923.10 Standard of Evidence.

The standard of evidence in all discrimination matters is preponderance of evidence. The investigator or Hearing Panel (as applicable) will determine whether it is more likely than not that the Respondent violated this policy.

923.11 Determinations of Discriminatory Behavior

The specific procedures for adjudicating prohibited conduct depend upon the nature of the Respondent's relationship to the University, and when a Respondent is an employee or a third party, on the type of prohibited conduct at issue.

923.11.1 Determinations of Discriminatory Behavior.

In all investigations except those involving allegations of Title IX Sexual Harassment, Prohibited Harassment (sexual) with a student Respondent, or Sexual Misconduct with a student Respondent, the assigned investigator will make a determination about whether or not it is more likely than not that discrimination or harassment prohibited by this policy has occurred.

The final investigation report, including the determination, will be provided to the appropriate Cabinet Member(s). The Cabinet Member to whom the Respondent reports will make a determination about disciplinary action or sanctions, if warranted. The appropriate Cabinet Member may take disciplinary action against a Respondent based on the contents of the investigation report and the determination of discrimination.

923.11.2 Determinations of Title IX Sexual Harassment.

Formal complaints of Title IX Sexual Harassment will be adjudicated by a Hearing Panel after the conclusion of the fact-gathering investigation. The Hearing Panel will hold a live hearing that is governed by the Guiding Principles set forth in Section 923.11.6 and conducted in accordance with Hearing Procedures approved by the President. The Hearing Panel will make the determination about whether it is more likely than not that the Respondent engaged in Title IX Sexual Harassment as defined by Section 923.3.3.

923.11.2.1 Disciplinary Outcomes in Title IX Sexual Harassment Determinations.

If the Hearing Panel determines that the Respondent engaged in Title IX Sexual Harassment, federal law requires the Hearing Panel to include the sanction within its written determination. Disciplinary outcomes for students may include, but are not limited to, a conduct warning, conduct probation, mandated assessments, educational requirements, and/or temporary or permanent separation from Indiana State University in accordance with the Code of Student Conduct. Disciplinary outcomes for faculty and staff will be consistent with University policies and procedures related to employee discipline.

923.11.3 Determinations of Prohibited Harassment (Sexual) or Sexual Misconduct (Students).

Formal complaints of Prohibited Harassment (sexual) or Sexual Misconduct involving student Respondents will be adjudicated by a Hearing Panel after the conclusion of a fact-gathering investigation. The Hearing Panel will hold a live hearing that is governed by the Guiding Principles set forth in Section 923.11.6 and conducted in accordance with Hearing Procedures approved by the President. The Hearing Panel will make the determination about whether or not it is more likely than not that the Respondent engaged in Prohibited Harassment, as defined by Section 923.3.2, or Sexual Misconduct, as defined in Section 923.3.4.

923.11.4 Other Misconduct.

In cases where the final investigation report identifies misconduct other than discriminatory conduct, the Cabinet member may refer the matter for further review or take disciplinary action based on the contents of the investigation report. All such disciplinary action will be consistent with ISU policy.

923.11.5 Allegations of more than one form of discrimination.

If more than one form of discrimination is alleged, the investigator will make the determination regarding all allegations of discrimination or harassment that would not otherwise be determined by a Hearing Panel pursuant to this policy.

923.11.6 Hearing Procedures; Guiding Principles.

The Director of Equal Opportunity/Title IX Coordinator will publish Hearing Procedures, approved by the President, for all adjudications of Title IX Sexual Harassment, Prohibited Harassment (sexual), and Sexual Misconduct. When substantive changes to the procedures are proposed, the Director of Equal Opportunity/Title IX Coordinator or the General Counsel will consult with the officers of the shared governance units about the proposed changes.

The Hearing Procedures will comply with the following Guiding Principles:

1. The Hearing Panel will remain fair, objective, and impartial throughout the investigation process and will not have a conflict of interest or bias.
2. ISU will ensure that the Hearing Panel and Advisors provided by ISU will receive appropriate training.
3. All Complainants and Respondents will be entitled to have an Advisor present during the hearing, and the Advisor will have the opportunity to question witnesses, the investigator, and the other party. The Complainant and Respondent may choose the Advisor, or, at the request of the Complainant or Respondent, ISU will provide the Advisor. No party will be allowed to ask questions of any witness, the investigator, or the other party.
4. All Complainants and Respondents will be entitled to have a support person, subject to the Hearing Procedures.
5. The hearing may, at the request of any party, be conducted in separate areas, and connected to the hearing using technology resources.
6. The Respondent will be presumed not responsible for the alleged conduct until a determination regarding responsibility is made final.
7. Complainants and Respondents will have an equal opportunity to present information to the Hearing Panel, consistent with the Hearing Procedures.

923.11.7 Notification to Complainant and Respondent.

In all investigations of discriminatory conduct, both the Complainant and the Respondent will be notified in writing of the determination and, where appropriate, the disciplinary outcome.

923.12 Appeal.

Either party may appeal the determination to the President on the following grounds:

1. Procedural irregularity that affected the outcome.

2. New evidence, not reasonably available at the time of determination or dismissal was made, that could reasonably affect the outcome.
3. Conflict of interest or bias that affected the outcome of the hearing.

The Director of Equal Opportunity/Title IX Coordinator will publish Appeal Procedures, approved by the President, for all investigations of discriminatory conduct, including sexual harassment. When substantive changes to the procedures are proposed, the Director of Equal Opportunity/Title IX Coordinator or the General Counsel will consult with the officers of the shared governance units about the proposed changes.

The President's decision on the merits of the appeal will be final.

923.13 Retaliation.

Retaliation against participation in the reporting, investigation, or determination of discriminatory or harassing conduct is prohibited and will constitute a separate violation of this policy.

923.14 Campus Notifications.

The Director of Equal Opportunity/Title IX Coordinator will cooperate with the ISU Chief of Police on any notifications to the campus about health and safety emergencies that might arise because of a report of a violation of this policy.

923.15 Privacy.

All reports of discrimination will be treated with the maximum possible privacy.

923.16 Training.

Those individuals involved in investigation, adjudication, and appeal of allegations of discrimination and harassment will be provided appropriate training and education. The President may require training or education of all employees and students on this policy.

Recommendation: This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the June 2021 meeting of the ISU Board of Trustees.

3d Candidates for Degrees May 2021

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

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello
Robert Casey
Tanya McKinzie
Randall Minas
Edward Pease
Casey Phillips
Cynthia Powers
Kimberly Smith
Jeff Taylor

Candidates for Degrees

Doctor of Athletic Training

Arredondo, Sam Garrett
Barnes, Precious Nicole
Barter, Eliza Watkins
Benedict, Jennifer Elizabeth
Biggs, Lindsey Nicole
Colletti, Benjamin Joseph
Collins, Megan Marie
Cruze, Elizabeth Marie
Dobrowolski, Daniel Joseph
Fendrick, Kylie Janeen
Hofmann, Dyllan Wayne
Holmes, Karen Leigh
Jackson, Oliva June
James, Brittany Ann
Lee, Nicole Marie
Lozano, Micaela Erin
Meskimen, John Dale
Roberts, Jodee Michelle
Stanton, Brea Marie
Waterman, Daniel Charles, Jr.
Wright, Shannon Maree
Young, Justin

Doctor of Health Science

Pfrank, Heather Lynn

Doctor of Nursing Practice

Butler, MacKenzie Dawn
Carey, Dominyse Na'Cha
Gamble, Catherine
Hargis, Heather Lynn
Hartman, Monica Lynne
Hudlun, Nancy Victoria
Johnson, Stacey Ann
Pappas, Jenny Dawn
Shaner, Lauren Elle
Sperry, Marietta V.
Walker, Samantha Elaine
Wilson, Amber Star

Doctor of Philosophy

Anderson, Tierney Frances
Ash, Gregory James
Bowsman, Donnie L.
Carilli, James Francis
Crooks, Lea Anne
Evan, Aimee Joy
Evans, Tara Suzanne
Frey, Susan Mary
Hurst, Cynthia Lee
Jones, Abbie Laurie
Krieg, Timothy Ryan
Lee, Gary Wayne, Jr.
Paige, Jazlynn Janay
Pfrank, Heather Lynn
Schoene, Lynlie Ann
Scott, Sarah Elizabeth
Siegel, Katie Marie
Weddle, Trudy Ann
Wilfong, RaShella S.

Doctor of Physical Therapy

Adams, Laurel Elisabeth
Arney, Sarah Michelle
Beisiegel, Megan
Bretz, Devon Thomas
Cavanaugh, Jackson Tobin
Clark, Nicholas Andrew
Clevenger, Andrew Carlton

Cook, Victoria Trang
Cribbin, Shannon Noreen
Gross, Seth William
Imgrund, Kathryn
Larsen, McKenna
Ledford, Cheyenne
Lee, Maeve
Love, Kyler
Mabaga, Jhelsin Gocotano
Mariano, Trisha Anne
McBride, Kalib Luke
McCormack, Nathan Daniel
Meador, Madison Grace
Montgomery, Braden
O'Neal, Carley M.
Pierce, Emilee Anne
Sapal, Charlene Ann
Schlosser, Jacob Ryan
Thiel, Nicholas James
Williams, Daniel M.
Zaknoun, Megan J.
Zamane, Adam Joseph

Educational Specialist

Biggs, Donna Lynn
Gasaway, Michael Thomas
Hempstead, Cody Allen
Jones, Jessica L.
Lickey, Katherine Claire
Miller, Angela Marie
Peters, Eliza Jo
Stuckey, Teresa Renee
Switzer, Sharlene Sue
Tutterow, Kyle Kathleen
Whitaker, Jobie David

Master of Arts

Alexis, Samson
Allen, Skyla Christian
Alotaibi, Ayidh Baraki
Bosstick, Harold James Robert
Brady, Emily Rose
Burton, Jacob Arthur
Davis, Jewelea Taylor
Fincher, Isaiah Tyran
Frizzi, Gabriella V.
Harcourt, Eric

Hartwig, Allison Janelle
Higdon, Hannah Rose
Long, Jason Lowell
Lowery, Craig James
Ma, Yumeng
Middleton, Robin Lynn
Neff, Jacob Spencer
Outwater, Jordan Isaiah
Rose, Mary K.
Sato, Rina
Schlemmer, Lincoln Stone Jackson
Smith, Shane Alan
Stinson, Amber Rose
Strand, Ashley Nicole
Smolarczyk, Tristyn Cheyne

Master Business Administration

Alangari, Abdullah
Lamrabet, Majda
Marashli, Amar Bashar

Master of Education

Barnett, Kenneth Holman
Barrett, Kyra Elizabeth
Bess, Tonya Lynn
Brown, Megan Mable
Cavanaugh, Kayla Morgan
DuVall, Emily S.
Frank, Zachary Todd
Fritz, Samuel Carl
Grimes, Drew Robert
Harting, Bradley David
Hazlett, Darcey Lynn
Hensley, Taylor Rae
Hyatt, Brandy Ann
Kelso, Kelsey Lynne
Lutz, Andrea Nicole
McCartt, Collin Blake
McGaughey, Angela Kay
Meadows, Garrett M.
Meyers, Tamara J.
Newton, Sarah Elaine
Norris, Melissa Ann
Omoto, Makoto
Rezaei, Nahid
Schalk, Allison Brooke
Schmit, Sydney Elizabeth

Setliff, Laurie Ann
Stout, Mariah Caroline
Wenzel, Billie Joann
Wilhoyte, Lindsay Rae
Wilkins, Candice Ann
Wilkinson, Kara Denise

Master of Fine Art

Hall, Sarah M.
Sullivan, Shawn P.

Master of Music

Cook, Sean Michael

Master of Public Administration

Borton, Kendra
Chen, Kehan
Churchill, Marisa Renae
Ethell, Erik E.
Gambill, Stephannie Marie
Hale, Haley Jo
Kachman, David Lawrence
Karazsia, Brianne Kathleen
Myers, Leah A.
Swearingen, Brison Tyler

Master of Public Health

Antony, Darcie Jo
Watson, Anne Grace

Master of Science

Alfahaid, Nasser Mohammed N.
Alvanos, Mary Virginia
Anderson, Victoria Winter
Baillieul, Charlene Elizabeth
Banstola, Shanta
Bard, Lindsey Marie
Baxter, Megan Michelle
Beverluis, Marissa G.
Black, Marquise Allonte
Boppudi, Bindu

Bourassa, Keely N.
Bradbeer, Geoffrey Thomas
Bradley, Frederick J.
Brand, Christopher Jason
Broom, David Yedlin
Bruner, Shelby Renee
Budd, Destiny W.
Chittamsetty, Sai Teja
Combs, Marisa A.
Coulter, Kacie J.
Cox, Matthew R.
Davidson, Bryan Richard
Davis, DesiRee
Dela Cruz, Jacinta Marie
Dora, Cedric Derell
Ebarb, Catherine A.
Ebrahimi, Sana
Ellis, Jeremy Scott
Evans, Jeffrey Alan
Exoo, Kevin William
Falana, Roland D.
Faulkner, Ann
Ferguson, Belinda Claire
Ferrari, Brittany Marie
Filipski, Jessica Ilish
Frazier, D'Andre Jalen
Frazier, Dylan S.
Fry, Deanna Patricia
Gaydos, Anton Jeffrey
Genovy, Caitlin Alexandra
Giebudowski, Traci L.
Girod, Amber Marissa
Glaspie, Tricia Lynn
Gonzalez, Agustin
Gorantla, Harika
Gregory, Lakeisha
Hanes, Shelby Lynn
Hansen, Cami Joann
Haque, Razoanul
Hargis, Randal Dean
Harris, Charisma Renee
Harvey, Amie Shayne
Harvey, Bailey Michelle
Hatfield, Kaitlyn Marie
Healy, Nicholas Patrick
Hefferan, Shannon A.
Heuzard, Arthur
Higginbottom, Shelby Dawn
Hile, Peighton Jo-Ann Rose
Hochgesang, Luke James
Howard, John Thomas

Hulsey, Katherine Elisabeth
Hussain, Aun
Jacobson, Jazmin Hope
Jenkins, Tyler
Jochem, Hannah Rose
Johnston, Jacob Donald
Kidwell, Destiny Marie
Kim, Hayley
Kodhati, Hemanth Kumar
Kotch, Sienna
Kumar, Akit
Kwon, Sanghee
Lakkanahalli Shanmukhappa, Meghana
Leggieri, Kathryn Raquel
Lester, Jeremiah Ander
Lieb, Kelli Ann
Lorusso, Jordan M.
Luster, Quinn Tyese
Lyczynski, Amy L.
Madrigal Cortes, Karla Ivette
Mallon, Bailey
Malone, Brian Philip
Manley, Cody Dale
Martin, Sara Elizabeth
McDaniel, Johna Quin Ja Ve'a La Rea
McGovern, Melissa Irene
McKeon, Thomas Jude
McKinley, Elizabeth Anne
Michael, Perry Jo
Minton, Kerstin M.
Mitchell, James Antonio, Jr.
Mitchell, Jordan
Moats, Megan Nicole
Moody, Abby Lee
Morgan, Dean
Morris, Madyson M.
Mosteter, Laura
Muller, Heidi Marie
Munoz, Kay Elizabeth
Murphy, David Joseph
Myers, Connor Edward
Nanjo, Rika
Narlock-Targett, Sharayah
Natt, Courtney M.
Nazar, Dallas Alberto
Newsome, Chad Richard
Nickle, Bailey Addison
Ogar, Nsor Kolly
O'Rourke, Daniel Edward
Orozco, Lindsey Renee
Ortiz, Jocelyn Janel

Parsell, Dawn Marie
Patel, Janki
Patterson, Erica Lynn
Phillips, Isaac T.
Pickens, DeShawn Devell
Ploskonka, Lindsey Taylor
Rambert, Cedric Von, II
Ray, Jacob Anthony
Reyes, Jenin Blair
Rhea, Alexander W.
Roderick, Abby Sue
Saunders, Kaitlyn Marie
Scott, Delaney D.
Seegmiller, Emily A.
Simervil, Esdras Elie
Slover, Jacklyn Paige
Smiddy, Audrey Paige
Smith, Gabrielle Alyse-Rache'
Smith, Taylor Marie
Spade, Erica
Spellman, Justin S.
Sreeghakollapu, Naga Deepika
Srivastava, Prakhar
Stanton, Erin Shay
Steebs, Kayla Johana
Storm, Kayla Ann
Suttle, Robert
Tadikonda, Harshavardhan
Talakokkula, Madhavi
Todd, Brianna Marie
Tompkins, Jada L.
Tran, Cindy
Treece, Angela R.
Tummanapally, Madhumitha
Turner, Antonio Demontre, Jr.
Turner, Hannah Jayne
Twitdy, Joseph Lee
Utterback, Lucille Lynn
VanMeter, Lincoln Ellis
Visconti, Victoria A.
Walker, Regina Rene
Walter, Aidan L.
Ward, Sydney Ray
Webb, Kaitlin Christine
Whipple, Dominique Louise
Whitaker, Shawn Terenthus
White, Samuel Alan
Wilson, Grace Elizabeth
Wilson, Rebecca Lynn
Worley, Jason Kyle
Zhao, Yuelang

Master of Nursing

Acker, Jessica Lynn
Alasal, Ebthal Gbr
Blondell, Lugenia D.
Brown, Jayci ReAnn
Bumgarner, Jessica Raye
Drake, Jessica Elizabeth
Everett, Cindy Marie
Fletcher, Bristol
Hauger, Shannon Nicole
Hoang, Sara Phuong Thi Ha
Jones, Sara Marie
Keidel, Heather Marie
Krupka, Teresa Marie
McCarley, Allison Marie
McMillan, Keiko
Miller, Liang Lu
Momoh, Olufunke Patience
Munns, Erika
Nabadda-Metz, Elizabeth
Napier, Sarah Linn
Nickles, Courtney Rose
Norris-Fagg, Allie Jo
Orfanos, Jiori
Padgett, Heidi
Patel, Naynil H.
Pizarro, Lauren Marie
Powers, Kimberly RaeNell
Protaziuk, David
Raderstorf, Kenneth F., III
Robinson, Jennifer Marie
Roe, Megan R.
Romero, Jamie
Romero-Escobar, Carlos Arnoldo, Jr.
Smith, Marianne Louise
Weglinski, Arlene Lucanas
Wilson, Dara Elizabeth

Master of Social Work

Aidoo, Augustina
Alexis, Janelle Maxine
Bailey, Laura Elizabeth
Campbell-Miller, Nichelle Delaina
Garland, Jill Louise
Henderson, Emily Theresa
House, Allyson Marie

Jenkins, Megan Renee
Johnson, Stephen Mark
Jones, Dana Arlene
McIntosh, Desiree N.
Parker, Misty Lynn
Simons, Kristina Eve
Smith, Elizabeth Marie
Solana, Kendra Renee Madison
Zhou, Jiali

Graduate Certificates

Beyers, Rebecca Elaine
Dixon, Lori Ann
Edington, Erin Lynn Bailey
Johnson, Lucinda Katherine
McClish, Christina
Schurtz, Stacy Lynn
Snyder, Angela Joyce
Trusler, Carrie Lynn
Davis, Rochelle Dinese
Fisher, Sara Jane
Woody, Alecia A.

Undergraduate

Araiza, Austin Acedo	Bach of Science in Engineering
Buraconak, William John	Bach of Science in Engineering
Few, Jeffre William	Bach of Science in Engineering
Hutchinson, Nicholas James	Bach of Science in Engineering
Light, Joseph Benjamin	Bach of Science in Engineering
Prather, Alexander Michael	Bach of Science in Engineering
Wilson, Da'Jon Lee	Bach of Science in Engineering
Kwecinski Jr, Robert William	Bachelor of Applied Science
Nau, Simone Joseph	Bachelor of Applied Science
Roland, Gregory James	Bachelor of Applied Science
Smith, Derek D	Bachelor of Applied Science
Ahmer, Aria N	Bachelor of Arts
Albamonte, Anthony John	Bachelor of Arts
Albright, Alyssa	Bachelor of Arts
Angell-Guire, Dorian S	Bachelor of Arts
Anthony, Allyssa Louise	Bachelor of Arts
Arnold, Kylie B	Bachelor of Arts
Ayers, Hope Elaine	Bachelor of Arts
Bahus, Adam George	Bachelor of Arts
Bass, Tayler Catherine	Bachelor of Arts

Batts-Ford, Maci Sue	Bachelor of Arts
Belt, Patrick Kevin	Bachelor of Arts
Benson, Destiny A	Bachelor of Arts
Capehart, Ivy Mae	Bachelor of Arts
Carr, Zoey Marie	Bachelor of Arts
Carter, Jazzmiere Denise	Bachelor of Arts
Cassidy, Tara Ann	Bachelor of Arts
Cole, Justin Cordel	Bachelor of Arts
Comment, Kirstin Renee	Bachelor of Arts
Cornett, Haley	Bachelor of Arts
Craig, Arielle Kahja	Bachelor of Arts
Decker, Hannah Alexa	Bachelor of Arts
Donovan, Emily Grace	Bachelor of Arts
Drake, Katya Capri	Bachelor of Arts
Ellis, Alexandria Grace	Bachelor of Arts
Feldhake, Sydney Alexandria	Bachelor of Arts
Fleener, Ty Andrew	Bachelor of Arts
Fleming, Catherine E	Bachelor of Arts
Ford, Jenna M	Bachelor of Arts
Gasper, Amy C	Bachelor of Arts
Glaziner, Luke Evan	Bachelor of Arts
Goff, Connor Scott	Bachelor of Arts
Gofourth, Dorothy Grace	Bachelor of Arts
Goodman, Jessica Kay	Bachelor of Arts
Gwin, Ryan Gregory	Bachelor of Arts
Hall, Orion Antonio	Bachelor of Arts
Hamil, Lexie Nichole	Bachelor of Arts
Hanna II, Ellison Keven	Bachelor of Arts
Harman, Lillian Irene	Bachelor of Arts
Hart, Joshua E	Bachelor of Arts
Hazard, Haley B	Bachelor of Arts
Hebble, Claudia Sophia	Bachelor of Arts
Hemmen, Abigail Elizabeth	Bachelor of Arts
Hill, Hunter James	Bachelor of Arts
Hinkle, Hannah	Bachelor of Arts
Hinton, Olivia Anne	Bachelor of Arts
Hittel, Madeline Claire	Bachelor of Arts
Hodge, Kayla Lynne	Bachelor of Arts
Hoosier, Wykhia Asha	Bachelor of Arts
Howder, Sara Elizabeth	Bachelor of Arts
James, Lauren N	Bachelor of Arts
James, McKenna Vadamarie	Bachelor of Arts
Jenkins, Eryn Aujahnee	Bachelor of Arts
Johnson, Chania Denise	Bachelor of Arts

Jones Jr, Johnathan Todd	Bachelor of Arts
Jones, Rajeni Johnice	Bachelor of Arts
Kigin, Samuel Jo	Bachelor of Arts
Kindley, Sarah M	Bachelor of Arts
Kirkley, Sierra Rose Marie	Bachelor of Arts
Knight, Kaylei Marie	Bachelor of Arts
Lara, Louisa Nicole	Bachelor of Arts
Llewellyn, Elaina K	Bachelor of Arts
Marrs, Ashlyn Marie	Bachelor of Arts
McGinty, Kyle James	Bachelor of Arts
McNinch, Blake A	Bachelor of Arts
McQueary, Sydney Ann	Bachelor of Arts
McSwain, Victoria	Bachelor of Arts
Morton, Shannon Chante	Bachelor of Arts
Mount, Zane Nathaniel	Bachelor of Arts
Nickolaus, Stephanie Elyse	Bachelor of Arts
Owens, Lexi Elise	Bachelor of Arts
Pappas, Tabitha Rose	Bachelor of Arts
Patel, Deep Kumar	Bachelor of Arts
Postma, Alexander Kenneth	Bachelor of Arts
Roberts, Julia Elizabeth	Bachelor of Arts
Roembke, Camden K	Bachelor of Arts
Rogers, Shenel Jo	Bachelor of Arts
Rupska, Jenna Michelle	Bachelor of Arts
Saadatullah, MD Nihaid	Bachelor of Arts
Shroyer, Rachel J Riley	Bachelor of Arts
Siders, Aaron Lee	Bachelor of Arts
Smith, Maria Gabrielle	Bachelor of Arts
Smith, McKenzie Nicole	Bachelor of Arts
Speitel, Krysta Renee	Bachelor of Arts
Stachewicz, Margaret L	Bachelor of Arts
Stinson, Emily	Bachelor of Arts
Stokes, Deavian David	Bachelor of Arts
Thiemann, Benjamin Paul	Bachelor of Arts
Thomas II, Michael Raymond	Bachelor of Arts
Thompson, Tucker Paul	Bachelor of Arts
Townsend, Mitchell Ryan	Bachelor of Arts
Tribble, Justin T	Bachelor of Arts
Triplett, Divine Alexandria	Bachelor of Arts
Vlcek, Kyle L	Bachelor of Arts
Walker, Pasheon Eugena	Bachelor of Arts
Weaver, Alison Christine	Bachelor of Arts
Weaver, Carlie R	Bachelor of Arts
Weaver, Tristan E	Bachelor of Arts

Wilder, Harli Maria	Bachelor of Arts
Williams, Kennedy Anne	Bachelor of Arts
Charara, Sabrien Ali	Bachelor of Fine Arts
Franco, Justice Symone	Bachelor of Fine Arts
Glasgow, Kaylee Nicole	Bachelor of Fine Arts
Lipscomb, Sarah Patrice	Bachelor of Fine Arts
Marks, Aubrey Michelle	Bachelor of Fine Arts
Mason, Colleen Nicole	Bachelor of Fine Arts
Morgan, Shelby Marie	Bachelor of Fine Arts
Ness, Victoria Elena	Bachelor of Fine Arts
Weathers, Spencer Austin	Bachelor of Fine Arts
Wells, Grantley James	Bachelor of Fine Arts
Williams, Alivia Emani Denise	Bachelor of Fine Arts
Downing, Robert D	Bachelor of Music
Ellis, Chandler Richard	Bachelor of Music
Roach, Blake	Bachelor of Music
Stearley, Ethan S	Bachelor of Music
Washam, John Robert	Bachelor of Music
Allender, Jonathon Dennis	Bachelor of Music Education
Aylsworth, Angelina Maria	Bachelor of Music Education
Buchanan, William Shaw	Bachelor of Music Education
Jones, Mattyson J	Bachelor of Music Education
LaFond, Jared	Bachelor of Music Education
Mahoney, Victoria Kristine	Bachelor of Music Education
Nichols, Andrea Gabrielle	Bachelor of Music Education
Riley, Jacob Stephen	Bachelor of Music Education
Thomas, Brittney Nicole	Bachelor of Music Education
Tortorice, Gabriella Maria	Bachelor of Music Education
Woolery, Amelia G	Bachelor of Music Education
Batch, Brielle Leigh	Bachelor of Public Health
Henderson, Te'Angela Lajoy	Bachelor of Public Health
Ibe-Ohanebo, Chinwe Phebe	Bachelor of Public Health
Miller, Skyler T	Bachelor of Public Health
Thompson, Hayley Lynn	Bachelor of Public Health
Abernathy, Jasmine	Bachelor of Science
Abernathy, Mary Diane	Bachelor of Science
Abraham, Haley J	Bachelor of Science
Adams, Ashleigh Lauren	Bachelor of Science
Adams, Connor Timothy	Bachelor of Science
Adams, Travis William	Bachelor of Science
Adcock, Austin J	Bachelor of Science
Adejayan Sr, Sunmisola Oloyede	Bachelor of Science
Adu-Akorsah, Sydney	Bachelor of Science
Akers, Ian Lee Wayne	Bachelor of Science

Akers, Lexie Kay	Bachelor of Science
Al Jader, Ali Ibrahim	Bachelor of Science
Al-Hassan, Mohammed Abdullah A	Bachelor of Science
Al-Rawas, Aminah Abdullah	Bachelor of Science
Alaufi, Khalid Hamed	Bachelor of Science
Albers, Brian C	Bachelor of Science
Alhajri, Mubarak	Bachelor of Science
Alhamoud, Hussain Ibrahim	Bachelor of Science
Alharbi, Faisal	Bachelor of Science
Allen, Essence Earlena	Bachelor of Science
Allen, Spencer T	Bachelor of Science
Allen, Vickie Lynn Parrish	Bachelor of Science
Almaiweed, Dalal Khalid	Bachelor of Science
Almarri, Rahaf Hamad	Bachelor of Science
Almutairi, Aminah Ateeq F	Bachelor of Science
Almuwallad, Abdulsalam Mohammed O	Bachelor of Science
Alsharari, Alwaleed Sulaiman S	Bachelor of Science
Alvarez, Dillon Wayne	Bachelor of Science
Alvarez, Pranee Ashley	Bachelor of Science
Ames, Kaison D	Bachelor of Science
Amusan, Oluwatobi	Bachelor of Science
Anderson, Ashley Nicole	Bachelor of Science
Anderson, Jennifer Joi	Bachelor of Science
Anderson, Lance Vanier	Bachelor of Science
Anderson, Riley Christine	Bachelor of Science
Andrick, Gage Michael	Bachelor of Science
Angel, Colton Riley	Bachelor of Science
Archer, Michael D	Bachelor of Science
Armes, Samuel Christopher	Bachelor of Science
Armstrong, Jenna Elizabeth	Bachelor of Science
Ashbaugh, Madelyne Grace	Bachelor of Science
Atkins, Madalyn Latrice	Bachelor of Science
Atkinson, Christian McKenzie	Bachelor of Science
Ayers, Dawson Robert	Bachelor of Science
Babcock, Nicole Ashley	Bachelor of Science
Bacote, Cameron	Bachelor of Science
Bailey, Meranda Lynn	Bachelor of Science
Baker, Bailey Elizabeth	Bachelor of Science
Baker, Devin S	Bachelor of Science
Baker, Peyton B	Bachelor of Science
Bakotic, Abigail M	Bachelor of Science
Balbach, Malareah Claire	Bachelor of Science
Ball, Dashawn Kareem	Bachelor of Science
Bannick, Madison Lynn	Bachelor of Science

Barber, Clayton Edward	Bachelor of Science
Barger, Charlotte Ann	Bachelor of Science
Barker, Marcellus Agape	Bachelor of Science
Barley, Mamie Florence	Bachelor of Science
Barley, Morgan R	Bachelor of Science
Barnard, Austin Allen	Bachelor of Science
Barnard, Emma Taylor	Bachelor of Science
Barndt, Henrik Kjeldbjerg	Bachelor of Science
Barnes, Jordan Livingston	Bachelor of Science
Barnes, Joseph Melvin	Bachelor of Science
Barr, Austin Andrew	Bachelor of Science
Barrett Jr, Joseph Patrick	Bachelor of Science
Barrett, Nicholas Lee	Bachelor of Science
Barrow, Mitchell Gregory	Bachelor of Science
Bartel, Conner David	Bachelor of Science
Bastin, Taylor	Bachelor of Science
Battle, Charles D	Bachelor of Science
Battles, Justin S	Bachelor of Science
Batts-Ford, Madison Lee	Bachelor of Science
Baumgartner, Eric Thomas	Bachelor of Science
Becherer, Abigail Rose	Bachelor of Science
Beck, Aaron Michael	Bachelor of Science
Becker, Alexander Michael	Bachelor of Science
Belden, Joshua Michael	Bachelor of Science
Bell, Janea Res'e	Bachelor of Science
Bell, Kortnee H	Bachelor of Science
Belleau, James Paul	Bachelor of Science
Beltran Jr, Emerito	Bachelor of Science
Bennett, Michael Jay	Bachelor of Science
Bentz, Isaac	Bachelor of Science
Berry, Alex Matthew	Bachelor of Science
Bianchi, Tyler L	Bachelor of Science
Bibat, Samuel B	Bachelor of Science
Bicking, Paige Danyelle	Bachelor of Science
Bicknell, Tyler Alan	Bachelor of Science
Bieker, Conner	Bachelor of Science
Bijonowski, Sydney Margaret	Bachelor of Science
Bingham, Paul Scott	Bachelor of Science
Binkley, Hailey Ann	Bachelor of Science
Birkofer, Maralee Jane	Bachelor of Science
Bishop Jr, Todd Allen	Bachelor of Science
Blankenship, Arielle Elaine	Bachelor of Science
Block, Jessica F	Bachelor of Science
Bloomer, Kaylee Diane	Bachelor of Science

Bolbot, Jeffrey	Bachelor of Science
Bolinger, Kyle Cordell	Bachelor of Science
Bond Jr, Terrell M	Bachelor of Science
Bontjes, Jillian Kay	Bachelor of Science
Booker, Jordyn L	Bachelor of Science
Borden, Amanda Rae	Bachelor of Science
Bose, Kyle Addison	Bachelor of Science
Boss, Timothy William	Bachelor of Science
Bowen, Courtney Lynn	Bachelor of Science
Bowers, Lisa Marie	Bachelor of Science
Bowling, Logan Casey	Bachelor of Science
Bowman, Alexander J	Bachelor of Science
Bowman, Mikayla	Bachelor of Science
Bowman, Ryan Phillip Simpson	Bachelor of Science
Boyd, Kathleen Marie	Bachelor of Science
Boylan, Alexandra Hope	Bachelor of Science
Bradford, Andrea J	Bachelor of Science
Bradshaw, Erin Paige	Bachelor of Science
Bradshaw, Jacob Connor	Bachelor of Science
Brady, Jacob Kyle	Bachelor of Science
Brewer-Newkirk, Shalynn Lee	Bachelor of Science
Bridges, Keontae Markel	Bachelor of Science
Bridgwater, Emilee Anne	Bachelor of Science
Brieske, Taylor A	Bachelor of Science
Brinegar, Luke Andrew	Bachelor of Science
Brinkley, Benjamin Joseph	Bachelor of Science
Briscoe, Jacob Javon	Bachelor of Science
Britt Jr, Trashawn	Bachelor of Science
Brittingham, Lexus Danielle	Bachelor of Science
Bromm, Nathan J	Bachelor of Science
Brown, Andrew Louis	Bachelor of Science
Brown, Delaney Rose	Bachelor of Science
Brown, Gabrielle A	Bachelor of Science
Brown, Gideon Michael	Bachelor of Science
Brown, Lauren Delyce	Bachelor of Science
Brown, Taporía	Bachelor of Science
Brown, Taylor Marie	Bachelor of Science
Broyles, Macy L	Bachelor of Science
Bryan, Payton E	Bachelor of Science
Bryant, Jasmine	Bachelor of Science
Buechler, Holly Jo	Bachelor of Science
Buesing, Hayley Renee	Bachelor of Science
Buhrmann, Elijah J	Bachelor of Science
Burchett, Michaella Ruth	Bachelor of Science

Burgess, Jacob David	Bachelor of Science
Burgholzer, Stephanie Jeanine	Bachelor of Science
Burton, Chase Ramsey	Bachelor of Science
Burton, Jordan Taylor	Bachelor of Science
Burton, Mitchell Lee	Bachelor of Science
Burton, Nicholas William	Bachelor of Science
Byers, Eric Ryan	Bachelor of Science
Byrd, Allison Jane	Bachelor of Science
Campbell, Caroline Jane	Bachelor of Science
Campbell, Konner Alden	Bachelor of Science
Campbell, MacKenzie Nicole	Bachelor of Science
Campbell, Sarah Jo-Beth	Bachelor of Science
Cannarella, Samuel Aaron	Bachelor of Science
Cannon, Jordan Drake	Bachelor of Science
Cannon, Joshua D	Bachelor of Science
Cantalupo, Samuel Joseph	Bachelor of Science
Carlisle, Breeann Lynn	Bachelor of Science
Carlisle, Trevion C	Bachelor of Science
Caron, Jedidiah Patrick	Bachelor of Science
Carpenter, Brittany Alyece	Bachelor of Science
Carprue, Shantavia Nequoa	Bachelor of Science
Carr, Alec William	Bachelor of Science
Carrera, Nicholas Chandler	Bachelor of Science
Carrington, Felicity M	Bachelor of Science
Carter, Alexes Catrina	Bachelor of Science
Carter, Payton Taylor	Bachelor of Science
Casey, Jack Michael	Bachelor of Science
Casey, Nicholas Anton	Bachelor of Science
Cassidy, Sara S	Bachelor of Science
Castro, Austin Elliott	Bachelor of Science
Catoe, Jeremy	Bachelor of Science
Celis, Omar	Bachelor of Science
Chattin, Graham Lucas	Bachelor of Science
Chickadaunce, Eric Morgan	Bachelor of Science
Chilton, Mackensie Ray	Bachelor of Science
Chudina, Brett J	Bachelor of Science
Chupp, Spencer Elliot	Bachelor of Science
Churchill, Audrey Lane	Bachelor of Science
Clady, Grant McConnell	Bachelor of Science
Clark, Emani E	Bachelor of Science
Clary, Meleesha Queenla	Bachelor of Science
Clay, Devyn A	Bachelor of Science
Clayton, Kyra M	Bachelor of Science
Cline, Christian Michael	Bachelor of Science

Cline, Connor William	Bachelor of Science
Clothier, Kaitlyn Grace	Bachelor of Science
Coe Jr, William McGee	Bachelor of Science
Colclasure, Stephanie Michelle	Bachelor of Science
Cole, Baylie Elizabeth	Bachelor of Science
Cole, Roshanna Simone	Bachelor of Science
Collins, Claire L	Bachelor of Science
Collins, Renee Michele	Bachelor of Science
Cook, Dylan Ray	Bachelor of Science
Cooney, Kelsey Rae	Bachelor of Science
Cooper, Jaelyn Denise	Bachelor of Science
Cooper-Flores, Denisha	Bachelor of Science
Cordes, Alexander John	Bachelor of Science
Corn, Chandler Monroe	Bachelor of Science
Cornwell, Carley June	Bachelor of Science
Cortrin, Janessa Christine	Bachelor of Science
Coryea, Jacob Ryan	Bachelor of Science
Cottrell, Dana Nicole	Bachelor of Science
Cox, Megan Christine	Bachelor of Science
Cox, Noah D	Bachelor of Science
Cox, Taylor Lloyd	Bachelor of Science
Cox, Taylor Nicole	Bachelor of Science
Cox, Tyler Christopher	Bachelor of Science
Cozadd, Claudia Kathryn	Bachelor of Science
Craft, Ciera N	Bachelor of Science
Crandall, Lauren E	Bachelor of Science
Creech, Andrew Michael	Bachelor of Science
Crick, Nathan Andrew	Bachelor of Science
Crigler, Von'Sha Rose	Bachelor of Science
Crisler, Mylesha T	Bachelor of Science
Cross, Austin Layne	Bachelor of Science
Crossley, Emma Olivia	Bachelor of Science
Crouch, Emily Ann	Bachelor of Science
Crowder, Kennedy Ann	Bachelor of Science
Crowell, Benjamin John	Bachelor of Science
Cunningham Jr, Kenneth P	Bachelor of Science
Cunningham, Adriana Michelle	Bachelor of Science
Cunningham, Davis C	Bachelor of Science
Curley Jr, Michael Patrick	Bachelor of Science
Curry, Madison Nicole	Bachelor of Science
Cusumano, Dominic John	Bachelor of Science
Daly, Gregory James	Bachelor of Science
Daniels, Kindall Nicole	Bachelor of Science
Daniels, Molly Kristine	Bachelor of Science

Dankert, Amber	Bachelor of Science
Darden, Imani Desiree'	Bachelor of Science
Darrow, Shane Morris	Bachelor of Science
Daugherty, Michael Macke	Bachelor of Science
Davenport, Darian Nichole	Bachelor of Science
Davidson, Derek	Bachelor of Science
Davidson, Stone Michael	Bachelor of Science
Davidson, Taylor Marie	Bachelor of Science
Davis, Aja R	Bachelor of Science
Davis, Austin James	Bachelor of Science
Davis, Jacob	Bachelor of Science
Davis, Jacob Scott	Bachelor of Science
Davis, Jordyn Marie	Bachelor of Science
Davis, Kaitlyn Elizabeth	Bachelor of Science
Davis, Larry Lee	Bachelor of Science
Davis, Quenn Symone	Bachelor of Science
Dawkins, Brendan Paul	Bachelor of Science
Dawson, Montanasha Onta-Shea	Bachelor of Science
De Leon, Eliza Mercedes	Bachelor of Science
DeCraene, Katelin Marie	Bachelor of Science
DeRosa, Mikayle Rayann	Bachelor of Science
DeSantis, David Anthony	Bachelor of Science
Decker, Kayla Marie	Bachelor of Science
Del Valle, Nicholas Daniel	Bachelor of Science
Denker, Noah A	Bachelor of Science
Denoyer, Alexandria Renee	Bachelor of Science
Depoister, Hailey N	Bachelor of Science
Derrick, Josephine Mon'She	Bachelor of Science
DiTommaso, Kamille Anya	Bachelor of Science
Dickhut, Kurt A	Bachelor of Science
Dickison, Paul W	Bachelor of Science
Dickison, Whitney Lynn	Bachelor of Science
Diemer, Evan Michael	Bachelor of Science
Dillion, Olivia Adair	Bachelor of Science
Diveley, Hunter Allan	Bachelor of Science
Dixon, Autumn Lynn	Bachelor of Science
Dolder, Dominic Nathan	Bachelor of Science
Doll, Brianna N	Bachelor of Science
Domeika Ponsot, Brenda L	Bachelor of Science
Donald, Zaria JaNeace	Bachelor of Science
Donica, Mary Kathryn Elizabeth	Bachelor of Science
Donovan, Chase Allan	Bachelor of Science
Dosch, Katherine Grace	Bachelor of Science
Dow, Risha Renee	Bachelor of Science

Dowell, Kiara Dawshae	Bachelor of Science
Dowell, Tyra Lanine	Bachelor of Science
Downs, Rose	Bachelor of Science
Drake, Emmie L	Bachelor of Science
Drogich Jr, Michael D	Bachelor of Science
DuBois, Courtney Lynn	Bachelor of Science
Duffala, Nina Marlo	Bachelor of Science
Dunnivan, Destini Diana	Bachelor of Science
Duranleau, Laney Elizabeth	Bachelor of Science
Durham-Lange, Courtney Leigh	Bachelor of Science
Dye, Consuella N	Bachelor of Science
Dye, Kayla Christina-Elaine	Bachelor of Science
Dykes, Alexandra Kaylee	Bachelor of Science
Eberhart, Akilah Samara	Bachelor of Science
Eby, Faith A	Bachelor of Science
Echi, Leandra Gloria Anne	Bachelor of Science
Edmond, Darrilyn Denise	Bachelor of Science
Edwards, Shelby Nicole	Bachelor of Science
Edwards, Sydney Marie	Bachelor of Science
Edwards, Torreon L	Bachelor of Science
Efenti, Moammer	Bachelor of Science
Egan, Natalie Kay	Bachelor of Science
Eggers, Dylan L	Bachelor of Science
El-Alami, Majd Zacharya	Bachelor of Science
Elliott, Wyatt A	Bachelor of Science
Enochs, Leah Jo	Bachelor of Science
Erst, Alexis Chenele Dawn	Bachelor of Science
Ertel, Katelyn	Bachelor of Science
Espinda, Kirsten Paige	Bachelor of Science
Espino, Monserrath	Bachelor of Science
Evans, Brandon Blake	Bachelor of Science
Evans, Coy Joseph	Bachelor of Science
Everly, David Michael	Bachelor of Science
Farrell, Tyler Andrew	Bachelor of Science
Fathallah, Ali	Bachelor of Science
Feaster, Jacob P	Bachelor of Science
Ferris, Kiley Morgan	Bachelor of Science
Field, Sydney Shay	Bachelor of Science
Finch, Isabella R	Bachelor of Science
Fischer, Abigail Rose	Bachelor of Science
Fisher, Samantha Laine	Bachelor of Science
Fisher, Tia Marie	Bachelor of Science
Fitzgerald, Madeline Margaret	Bachelor of Science
Fitzgerald, Tiara Michelle	Bachelor of Science

Fleck, Summer Raye	Bachelor of Science
Fleig, Nathaniel Lawrence	Bachelor of Science
Fluker, Jaelyn Cierra	Bachelor of Science
Fluker, Jocelyn Alexis	Bachelor of Science
Foddrill, Aubrey Michelle	Bachelor of Science
Ford, Samantha J	Bachelor of Science
Forte, Madeline Kathleen	Bachelor of Science
Fortune, Kelsey A	Bachelor of Science
Foster, Andruu J	Bachelor of Science
Foster, Cameron Paige	Bachelor of Science
Foster, Imari Inez	Bachelor of Science
Foster, Klevete U'Netra	Bachelor of Science
Foster, Rachel	Bachelor of Science
Fowle, Alyssa Taylor	Bachelor of Science
Fox, Robert O	Bachelor of Science
Fraker, Michael A	Bachelor of Science
France, Hayden R	Bachelor of Science
Franchville, Taya Ann	Bachelor of Science
Freeman, Andrew L	Bachelor of Science
French, Emily Dawn	Bachelor of Science
Frey, Zach Wells	Bachelor of Science
Friis, Tyler C	Bachelor of Science
Fritz, Isaiah	Bachelor of Science
Fromm, Isabel N	Bachelor of Science
Fulk, Carter Rex	Bachelor of Science
Furnivall, Lerris E	Bachelor of Science
Fuson, Heidi N	Bachelor of Science
Gaines, Ravin Aaron Ray	Bachelor of Science
Gair, Tara Leigh	Bachelor of Science
Gale, Anna Teresa	Bachelor of Science
Gambrill, Jackson Victor	Bachelor of Science
Gant, Joshua Erroll	Bachelor of Science
Garcia Jr, Carlos	Bachelor of Science
Garno-Foote, Kendall Lauren	Bachelor of Science
Garris, Noah Foster	Bachelor of Science
Gay, Lucy Catherine	Bachelor of Science
Gaydusek, Mackenzie Jane	Bachelor of Science
Gerau, Kristen Lynn	Bachelor of Science
Gerber, Camille Rose	Bachelor of Science
Gettinger, John Wyatt	Bachelor of Science
Gher, Della Dorsay	Bachelor of Science
Giacchetti, Taylor C	Bachelor of Science
Gibson, Jonathan	Bachelor of Science
Gibson, Timothy G	Bachelor of Science

Gilbert, Michael Anthony	Bachelor of Science
Gilbert, Taylor L	Bachelor of Science
Gildon, Simone D	Bachelor of Science
Gill, Kendall L	Bachelor of Science
Gillespie, Rachel Noel	Bachelor of Science
Gilman, Skyler Danielle	Bachelor of Science
Givens, Hunter	Bachelor of Science
Glidewell, Logan Myles	Bachelor of Science
Godare, Makayla	Bachelor of Science
Goddard, Ryan Thomas	Bachelor of Science
Goetsch, Luke Edward James	Bachelor of Science
Golden, Alexia Brooklynn	Bachelor of Science
Goodman, Jonathan	Bachelor of Science
Goodwin, Connor	Bachelor of Science
Gorrell, Joshua David	Bachelor of Science
Graf, Felicity Dawn	Bachelor of Science
Graham, Walter John	Bachelor of Science
Grandstaff, Bailey Nicole	Bachelor of Science
Granger, Isaac Darrin	Bachelor of Science
Graves, Taylor Ray	Bachelor of Science
Gray, Joshua	Bachelor of Science
Green, Bradley George	Bachelor of Science
Green, Daisha'Nay Nicole	Bachelor of Science
Green, Zane Cavan	Bachelor of Science
Greenberg, Corinne Maddison	Bachelor of Science
Griffith, Nicole Marie	Bachelor of Science
Grimaldo, Frida Nicole	Bachelor of Science
Grimes, Jacob Alexander	Bachelor of Science
Gross, Lauren Nicole	Bachelor of Science
Guercio, Amanda Marie	Bachelor of Science
Guevara, Taylor Alexis	Bachelor of Science
Guilbeaux, Terry J	Bachelor of Science
Gunn Jr, Alvin	Bachelor of Science
Hacker, Jose A	Bachelor of Science
Hacker, Marissa Darlene	Bachelor of Science
Hagemeier, Dylan C	Bachelor of Science
Hall, Richard	Bachelor of Science
Halladay, Andrew Michael	Bachelor of Science
Halsey, Ashley Danielle	Bachelor of Science
Hamblen, Caleb Edward	Bachelor of Science
Hamblen, Joseph Thomas	Bachelor of Science
Hamblen, Lauren Elizabeth	Bachelor of Science
Hamilton, Casey A	Bachelor of Science
Hampton, Randi D	Bachelor of Science

Hanebutt, Emma Kathleen	Bachelor of Science
Hannaford, Ryan Michael	Bachelor of Science
Hardin, Auhsha Brandi Lynn	Bachelor of Science
Harmon, Avery W	Bachelor of Science
Harpenau, Beau Michael	Bachelor of Science
Harrington, Mallory Ann	Bachelor of Science
Harris, Ciera Alyse	Bachelor of Science
Harris, Emma Lorraine	Bachelor of Science
Harris, Joseph Scott	Bachelor of Science
Harrison Jr, Mark J	Bachelor of Science
Harrison, Emma Kay	Bachelor of Science
Harrod, Spencer Riley	Bachelor of Science
Hassfurther, Rachel Ann	Bachelor of Science
Hawn, Dustin L	Bachelor of Science
Hayes, John T	Bachelor of Science
Haynes, Tracy Lee	Bachelor of Science
Hayward, Ryan A	Bachelor of Science
Haza, Nathan	Bachelor of Science
Hazelwood, DeAndre Mikhail	Bachelor of Science
Head, Caleb Martin	Bachelor of Science
Hedden, Holly June	Bachelor of Science
Heide, Haley Sueann	Bachelor of Science
Helms, Cassidy Tayler	Bachelor of Science
Helt, Madison	Bachelor of Science
Hemphill, Ki'Jana Sharice	Bachelor of Science
Hempstead, Mackenzie Melvie Jean	Bachelor of Science
Henderson, Jacob Ashton	Bachelor of Science
Hendricks, Johnathan Tyler	Bachelor of Science
Hendricks, TiOnna Aliyah	Bachelor of Science
Hendrix, Ashlyn Grace	Bachelor of Science
Hendrix, Dante	Bachelor of Science
Hennessee, Cheyenne L	Bachelor of Science
Henning, Patrick Joseph	Bachelor of Science
Hensley, Madison Nicole	Bachelor of Science
Hernandez, Brisa	Bachelor of Science
Herrick, Brooke Nichole	Bachelor of Science
Herring, Ashiley A	Bachelor of Science
Herron, Dearis Laquan	Bachelor of Science
Hertel, Wyatt Adam	Bachelor of Science
Hertel, Wyatt Adam	Bachelor of Science
Hetrick, Garrett Michael	Bachelor of Science
Hiatt, Stephanie Marie	Bachelor of Science
Hickerson, Daniel Lee	Bachelor of Science
Hicks, Grace Elaine	Bachelor of Science

Hicks, Macey Lynn	Bachelor of Science
Higginbotham, Kathryn Ann	Bachelor of Science
Higgins, Elizabeth A	Bachelor of Science
High, Noah Andrew	Bachelor of Science
Hilbert, Madison	Bachelor of Science
Hiles, Jessica Lynn	Bachelor of Science
Hill, Devon Lee	Bachelor of Science
Hoene, Kirstin Lynn	Bachelor of Science
Hoffman, Jeri Anna	Bachelor of Science
Hogg, Noah Alexander	Bachelor of Science
Holder, Brittany Michelle	Bachelor of Science
Holdridge, Douglas L.	Bachelor of Science
Hollinden, Kyle Walter	Bachelor of Science
Holsapple, Whitney Lee	Bachelor of Science
Holt, Zachary R	Bachelor of Science
Honaker, Erica L	Bachelor of Science
Hoopingarner, Brayton Lee	Bachelor of Science
Hooten, Katelyn Dawn	Bachelor of Science
Hopper, Justin E	Bachelor of Science
Horn-Chalkley, Jenay Leigh	Bachelor of Science
Horner, Kary Nicole	Bachelor of Science
Horvath, Gracie Jean	Bachelor of Science
Hosfield, Maggie	Bachelor of Science
Howie, Lexi Dianne	Bachelor of Science
Hudson, Jasmine Lanai'	Bachelor of Science
Huffman, Noah Riley	Bachelor of Science
Hughett III, John Melton	Bachelor of Science
Hunt, Taylor Madison	Bachelor of Science
Hunter, Tramauryia Marie	Bachelor of Science
Hurda, Alexis Conner	Bachelor of Science
Hutte, Meagan Elise	Bachelor of Science
Hutzel, Joseph Ives	Bachelor of Science
Ice, Noah Edward	Bachelor of Science
Ilemobayo, Oluwatobi	Bachelor of Science
Irish, Makayla Nicole	Bachelor of Science
Jacka, Nathaniel Marmaduke	Bachelor of Science
Jackson III, Robert	Bachelor of Science
Jackson, Alan Russell	Bachelor of Science
Jackson, Alexandria Symone	Bachelor of Science
Jackson, Kya Xandra	Bachelor of Science
Jackson, Tatiana Kristian	Bachelor of Science
Jacobs, Kendall Elizabeth	Bachelor of Science
Jamal, Abdullah Talal	Bachelor of Science
James, Jody Marie	Bachelor of Science

Jenkins, Megan Nicole	Bachelor of Science
Johns, Nicole	Bachelor of Science
Johnson, Cameron Aric	Bachelor of Science
Johnson, Darrin David	Bachelor of Science
Johnson, Griffin Michael	Bachelor of Science
Johnson, Joshua Isaiah	Bachelor of Science
Johnson, Paige Uriah	Bachelor of Science
Jones, Jasmine Chiquita	Bachelor of Science
Jones, Kaitlyn Elizabeth	Bachelor of Science
Jones, Samantha Odell	Bachelor of Science
Jones-Martin, Jada	Bachelor of Science
Jordan, Kenneth William	Bachelor of Science
Jordan, Tatyanna Dashia	Bachelor of Science
Jusevitch, Hunter E	Bachelor of Science
Kaczmarek, Erin Ruth	Bachelor of Science
Kaiser, Maggie	Bachelor of Science
Kane, Macie Elizabeth	Bachelor of Science
Kapp, Matthew	Bachelor of Science
Karambiri, Abiba Zeinab	Bachelor of Science
Karas, Megan Ann	Bachelor of Science
Kauffman, Brittney Mae	Bachelor of Science
Kauffman, Clayton M	Bachelor of Science
Kay, Ellei Ryann	Bachelor of Science
Keller, Cory Mitchell	Bachelor of Science
Keller, Eric J	Bachelor of Science
Keller, Thomas W	Bachelor of Science
Kelley, Benjamin Michael	Bachelor of Science
Kelley, Mackenzie Rachelle	Bachelor of Science
Kelley, Makayla Ann	Bachelor of Science
Kelly, Kristen Louise	Bachelor of Science
Kelsheimer, Abigail Lynn	Bachelor of Science
Kemp, Brian Scot	Bachelor of Science
Kerlegrand, Peterson M	Bachelor of Science
Key, Tyreke D	Bachelor of Science
Khalil, Ziad C	Bachelor of Science
Kibler, Kole Stephenson	Bachelor of Science
King, Quiarra Cheyenne	Bachelor of Science
King, Sarah Elizabeth	Bachelor of Science
King, Sharron Ann	Bachelor of Science
Kingery, Dillon A	Bachelor of Science
Kirchoff, Dakota Michael	Bachelor of Science
Kleindorfer, Landon Ray	Bachelor of Science
Kline, Timothy Adam	Bachelor of Science
Klockow, Grant August	Bachelor of Science

Kluender, David Luke	Bachelor of Science
Kolb, Luisa Maria	Bachelor of Science
Kommi Reddy, Nitin	Bachelor of Science
Kosha, Kyle Michael	Bachelor of Science
Koziar, Dave	Bachelor of Science
Kramer, Ross Jordan	Bachelor of Science
Kreisher, Logan Robert	Bachelor of Science
Kritikou, Paraskevi	Bachelor of Science
Kruzel, Abigail Katherine	Bachelor of Science
Kuberski, Dylan	Bachelor of Science
Kublank, Corinne Rose	Bachelor of Science
Kudrna, Dodge Daniel	Bachelor of Science
Kyle, Jacob Cole	Bachelor of Science
LaBree, Tyson Wayne	Bachelor of Science
Lado, Juan Carlos	Bachelor of Science
Lampkin, Tanearria Shanta	Bachelor of Science
Lanagan-Townsend, Chase Alexander	Bachelor of Science
Landor, Zacharia Talitha-Cumi	Bachelor of Science
Landry, Rylee Austin	Bachelor of Science
Lane, Kevin Michael	Bachelor of Science
Lankford, Daniel David	Bachelor of Science
Laseter, Kayla Tenai	Bachelor of Science
Lashley, Reagan Sabryn	Bachelor of Science
Laslie, Whitney J	Bachelor of Science
Laster, Carnisa Lynn	Bachelor of Science
Lawhorn, Chase A	Bachelor of Science
Lawson, Ciara N	Bachelor of Science
Lawson, Kasia Arielle	Bachelor of Science
LeMaster, Kolan	Bachelor of Science
LeMasters, Emily Karen	Bachelor of Science
Lee, Briara	Bachelor of Science
Lee, Kiara Janai	Bachelor of Science
Lee, Patricia Lorraine	Bachelor of Science
Lee, Renee Nichele	Bachelor of Science
Lenihan, Jessica Ann	Bachelor of Science
Lennox, Brant	Bachelor of Science
Leopard, Johnathan Dakota	Bachelor of Science
Lessentine, Peyton Allen	Bachelor of Science
Lewis, Brock M	Bachelor of Science
Lewis, Mariah A	Bachelor of Science
Lewis, Mark Anthony	Bachelor of Science
Lewis, Michelle Lynn	Bachelor of Science
Lewis, Szechiriah I M	Bachelor of Science
Leyden, Bryan Lawrence	Bachelor of Science

Liana, Zo Sang	Bachelor of Science
Licari, Daniel Michael	Bachelor of Science
Lichtenberger, Gregory David	Bachelor of Science
Likens, Caleb Marc	Bachelor of Science
Limcaco, Savannah Rae	Bachelor of Science
Lindsay, Natalie Paige	Bachelor of Science
Lindsey, Faith Gabrielle	Bachelor of Science
Lionberger, Logan David	Bachelor of Science
Litherland, Clarissa Renee	Bachelor of Science
Littlejohn, Josie	Bachelor of Science
Lkhider, Mohamed Yassine	Bachelor of Science
Llamas, Alma Karina	Bachelor of Science
Lloyd, Logan Tyler	Bachelor of Science
Lockwood, Jurnee Lynn	Bachelor of Science
Long, Francesca Diana	Bachelor of Science
Long, Linda M	Bachelor of Science
Love, Jessica Ann	Bachelor of Science
Love, Krystal Maria	Bachelor of Science
Lowder, Jonathan Daniel	Bachelor of Science
Luebbers, Emily Kay	Bachelor of Science
Lumsey, Toni Monique	Bachelor of Science
Lund, Derek	Bachelor of Science
Lusk, Eric	Bachelor of Science
Luttrell, Ross Matthew	Bachelor of Science
Lyon, Emma G	Bachelor of Science
Mace, Megan K	Bachelor of Science
Magee, Emma Drew	Bachelor of Science
Mager, Angela R	Bachelor of Science
Mahoney, Patrick John	Bachelor of Science
Maisonneuve, Cory Martin	Bachelor of Science
Malibari, Loaloah Mohammad A	Bachelor of Science
Mansker, Caitlin Marie	Bachelor of Science
Manuel, Icess Armoni	Bachelor of Science
Manyam, Sreekar Raj	Bachelor of Science
Maras, Alexandria Nicole	Bachelor of Science
Marciano, Amanda M	Bachelor of Science
Marinucci, Cameron	Bachelor of Science
Markowski, Abby Joann	Bachelor of Science
Marnell, Sarah E	Bachelor of Science
Marquez, Rebecca Rose	Bachelor of Science
Marshall, Corbin Avery James	Bachelor of Science
Marsicek, Mallory Rose	Bachelor of Science
Martin Jr, Lionell Romeo	Bachelor of Science
Martin, Jezel Shereka	Bachelor of Science

Martin, Julie Ann	Bachelor of Science
Martindill, Anna	Bachelor of Science
Martinez, Jazlyn Leia	Bachelor of Science
Mateja, Johnathan Jacob	Bachelor of Science
Maue, Rebekah Ruth	Bachelor of Science
Mbaku, Elie K	Bachelor of Science
McArthur, Lyric M	Bachelor of Science
McArthur, Maiya E	Bachelor of Science
McCaleb, Cierra Seymon'e	Bachelor of Science
McCollum, Jeremy John	Bachelor of Science
McCormick, Moriah Mendoza	Bachelor of Science
McCoskey, Mia KayAnne	Bachelor of Science
McCoy, Cale M	Bachelor of Science
McCoy, Titus Reid	Bachelor of Science
McCullough, Alexis Mae	Bachelor of Science
McCurty, Dai-yja Monae'	Bachelor of Science
McDonald, Dorothy Anne Kyker	Bachelor of Science
McEwen, Benett Joseph	Bachelor of Science
McFadden, Ryne	Bachelor of Science
McFerrin, Bradley Alan	Bachelor of Science
McGee, Katherine Michelle	Bachelor of Science
McGlone, John D	Bachelor of Science
McHardy, Kareem Deangelo	Bachelor of Science
McHargue, Lauren E	Bachelor of Science
McKeeman, Erin Nicole	Bachelor of Science
McKinney, Maggie May	Bachelor of Science
McNeill, Ashley Nicole	Bachelor of Science
McPherron, Cassandra Jane	Bachelor of Science
McQuillan, Ethan Anaknijuan	Bachelor of Science
McVey, Kyle Nelson	Bachelor of Science
Mendoza-Gomez, Brenda Estafani	Bachelor of Science
Merriman, Elijah S	Bachelor of Science
Mersman, Brooke M	Bachelor of Science
Merz, Jason Robert	Bachelor of Science
Messer, Darynne Alexandria	Bachelor of Science
Metcalf, Seth J	Bachelor of Science
Meyer, Adrea Arlene	Bachelor of Science
Meyer, Sydney Grace	Bachelor of Science
Miles, Dakota Lee Allan	Bachelor of Science
Miles, Emoni Mikel	Bachelor of Science
Miley, Johnathan Donald	Bachelor of Science
Millen, Lucas James	Bachelor of Science
Miller, Klarissa Renee	Bachelor of Science
Miller, Madison Lynn	Bachelor of Science

Miller, Sarah A	Bachelor of Science
Mills, Chandler L	Bachelor of Science
Milner, Dane Bradley	Bachelor of Science
Milner, Michael Stephen	Bachelor of Science
Minger, Colton Adam	Bachelor of Science
Minick, Keaton Matthew	Bachelor of Science
Miranda, Grecia J	Bachelor of Science
Mitchell, Casey Allen	Bachelor of Science
Moga, Taylor Nicole	Bachelor of Science
Montague, Nehemiah John	Bachelor of Science
Moore, Anojah Faye	Bachelor of Science
Moore, Bethany Michelle	Bachelor of Science
Moore, Jared Earl	Bachelor of Science
Moore, LaDasia S	Bachelor of Science
Moore, Lindsey Grace	Bachelor of Science
Moore, Naomi	Bachelor of Science
Moore, Samantha Kay	Bachelor of Science
Moore, Sierra Dawn	Bachelor of Science
Morgan, Ashley Margaret	Bachelor of Science
Morgan, Rontrez Leonard	Bachelor of Science
Morgan-Elliott, Maxwell William	Bachelor of Science
Morge, Eric Michael	Bachelor of Science
Morin, Nora Lee	Bachelor of Science
Morland, Sarnaya LaShawn	Bachelor of Science
Morris, Jackson Andrew Walker	Bachelor of Science
Mosby, Makenli J	Bachelor of Science
Mosier, Austin Ronald	Bachelor of Science
Mosley, Christiana Nicole	Bachelor of Science
Mrdja, Dawson Louis	Bachelor of Science
Muehl, Abigail Anna	Bachelor of Science
Mundorf, Emily Nicole	Bachelor of Science
Munoz, Katherine Nicole	Bachelor of Science
Murphy, Chyanne Elaine	Bachelor of Science
Murphy, Nicholas Michael	Bachelor of Science
Murrieta-Gregorio, Claudia Yasmin	Bachelor of Science
Myers, Alex Wayne	Bachelor of Science
Myers, Winnona Irene	Bachelor of Science
Nagle, Brian	Bachelor of Science
Nail, McKenzie DeAnn	Bachelor of Science
Nash, Taylor Jordan	Bachelor of Science
Nasuta, Alexis Lee	Bachelor of Science
Natalie, Megan Roxann	Bachelor of Science
Ndjambe Edimo, Samuel	Bachelor of Science
Neeley, Sheldon John	Bachelor of Science

Nehls, Emily Anne	Bachelor of Science
Neuman, Nicholas Ryan	Bachelor of Science
Nevins, Alison N	Bachelor of Science
Newcomb, Blake Dylan Roy	Bachelor of Science
Newell Jr, Mario	Bachelor of Science
Newman, Kaelub	Bachelor of Science
Nicholas, Marissa Joan	Bachelor of Science
Nicholas, Wayne D	Bachelor of Science
Nickens, Steven	Bachelor of Science
Nobbe, Madalyn Rose	Bachelor of Science
Nobles, Alton Rashawn	Bachelor of Science
Noblit, Dalton Kyle	Bachelor of Science
Noel, Wayne Pierce	Bachelor of Science
Noer, Alexandra Ysabel Josephine	Bachelor of Science
Nonte, Marcella J	Bachelor of Science
Norman, Courtney N	Bachelor of Science
Norwood, Jasnee' Devine	Bachelor of Science
Nowicki, Alexis Anita	Bachelor of Science
Nunn, Hannah Caroline	Bachelor of Science
Nunn, Imari Danye	Bachelor of Science
O'Sullivan, Nicole E	Bachelor of Science
Odusola, Rebecca	Bachelor of Science
Oetjen, Victor M	Bachelor of Science
Ohnemus, Elizabeth J	Bachelor of Science
Olds, Iyliana	Bachelor of Science
Ologun, Faith Damilola	Bachelor of Science
Orbin, Jacob Keith	Bachelor of Science
Oskins, Kassie Jo	Bachelor of Science
Otomewo, Onome Sandra	Bachelor of Science
Ottersbach, Peyton Danyel	Bachelor of Science
Oyler, Christine A	Bachelor of Science
Palla, Brittany Nicole	Bachelor of Science
Palmer, Erica Ann	Bachelor of Science
Paluczak, Stephanie	Bachelor of Science
Panka, Ashley Rose	Bachelor of Science
Parker, Braxton Dale	Bachelor of Science
Parkes, Caleb Benjamin	Bachelor of Science
Parrish, Brett Keith	Bachelor of Science
Parvin, Cameron Alexander	Bachelor of Science
Patberg, Jessica A	Bachelor of Science
Patel, Alish Bharat	Bachelor of Science
Patel, Parth	Bachelor of Science
Pavelka, Matthew Martin	Bachelor of Science
Pavlu Lewin, Marlene Beatrice	Bachelor of Science

Payne, Samantha	Bachelor of Science
Payton, Benjamin Lee	Bachelor of Science
Pearson Jr, Michael Todd	Bachelor of Science
Peele, Evan Wayne	Bachelor of Science
Peelman, Cody Dean	Bachelor of Science
Peleck, Justin William John	Bachelor of Science
Pelnarsh, Amanda Ann	Bachelor of Science
Perez, Janel Ivana	Bachelor of Science
Perisho, Ethan S	Bachelor of Science
Perrelle, Michelle L	Bachelor of Science
Perry, Zachary Thomas	Bachelor of Science
Pesavento, Taylor Elizabeth	Bachelor of Science
Peters, Nazeer Rahman Hakim	Bachelor of Science
Peterson, Sara Elizabeth	Bachelor of Science
Petry, Thomas Michael	Bachelor of Science
Phillips, Anastasia Lee	Bachelor of Science
Phillips, Bobby Lee	Bachelor of Science
Phillips, Casey James	Bachelor of Science
Pickens, Donovan Latrell	Bachelor of Science
Pieratt, Connor Joseph	Bachelor of Science
Pierce, Alexis	Bachelor of Science
Pierce, Breanna Marie	Bachelor of Science
Pierce, Taylor Alexandra	Bachelor of Science
Piggee, Marc Alan	Bachelor of Science
Pilman, Brennen L	Bachelor of Science
Pingel, Riley James	Bachelor of Science
Pinnell, Kimbra Elizabeth	Bachelor of Science
Pishon, Joshua Emmett	Bachelor of Science
Pitts, Brooklyn Deandra	Bachelor of Science
Plegge, Walter J	Bachelor of Science
Plummer, Mckenzie Alexandria	Bachelor of Science
Plunkitt, Mckynzie Alexis	Bachelor of Science
Pohlen, Angela Marie	Bachelor of Science
Polley, Triston Matthew	Bachelor of Science
Pommier, Wyatt Henry	Bachelor of Science
Pongonis, Tyler Richard	Bachelor of Science
Pool, Damian Michael	Bachelor of Science
Potts, Precianna Brijae	Bachelor of Science
Powers Jr, Scott Jon	Bachelor of Science
Prado Jr, Miguel	Bachelor of Science
Pratt, Bryce Anthony	Bachelor of Science
Price, Sha'Keem	Bachelor of Science
Pride, Olivia A	Bachelor of Science
Pugh, Keith Michael	Bachelor of Science

Purtee, Quinn Ireland	Bachelor of Science
Purtee, Tyler Robert	Bachelor of Science
Putman, Dylan Remington	Bachelor of Science
Quiles, Jocelyn R	Bachelor of Science
Radcliff, Ethan Celvester	Bachelor of Science
Rafidison, Anjara Mamisoa	Bachelor of Science
Ragle, Trevor Paul	Bachelor of Science
Ramazani, Cynthia Emeraude Amani	Bachelor of Science
Ramirez, Yadira Victoria	Bachelor of Science
Ramseyer, Alexis Kristin	Bachelor of Science
Rankin, Dalton Allan	Bachelor of Science
Ransom, Amir Taiymn	Bachelor of Science
Ratliff, Abigail Marie	Bachelor of Science
Raymann, Bailey Reanne	Bachelor of Science
Raymond, Robert E	Bachelor of Science
Redenbarger, Isaac T	Bachelor of Science
Redington, Mitchell Ryan	Bachelor of Science
Reed, Grant Maxwell	Bachelor of Science
Reed, Mark W, Jr	Bachelor of Science
Reedy, Caleb Eric	Bachelor of Science
Reid Jr, Kris J	Bachelor of Science
Reid, Sarah Asli	Bachelor of Science
Reifsteck, Blake Andrew	Bachelor of Science
Reynolds, Keirra Denee	Bachelor of Science
Rhodes, Alexis Marie	Bachelor of Science
Ricci, Samantha Aliece	Bachelor of Science
Rice, Nicholas	Bachelor of Science
Richardson, Thomas Jay	Bachelor of Science
Ricketts, Gabrielle Christine	Bachelor of Science
Ritenour, Sean Michael	Bachelor of Science
Rivera, Miguel Louis	Bachelor of Science
Rix, Rachel Jean Ley	Bachelor of Science
Roach, Collin Lee	Bachelor of Science
Roberts, Jaden Paulette	Bachelor of Science
Roberts, Katelyn Jo	Bachelor of Science
Roberts, Melanie A	Bachelor of Science
Roberts, Molly Campbell	Bachelor of Science
Robertson, Breanna Michelle	Bachelor of Science
Robertson, Sam James	Bachelor of Science
Robinson, Andrew Kane	Bachelor of Science
Robinson, Hailey Alexia	Bachelor of Science
Robinson, Montel Tyree	Bachelor of Science
Roell, Josie E	Bachelor of Science
Rogers, Richard D	Bachelor of Science

Romero, Eric Daniel	Bachelor of Science
Rose, Adam Clayton	Bachelor of Science
Rose, Sloane Amelia	Bachelor of Science
Rosenbrock, Britney Joy	Bachelor of Science
Ross, Savannah Ruth	Bachelor of Science
Roten, Samuel Jacob	Bachelor of Science
Roush, Gabriel Connor	Bachelor of Science
Rowell, Summer Brooke	Bachelor of Science
Royalty, Andrew Paul	Bachelor of Science
Ruckoldt Jr, Christopher Allen	Bachelor of Science
Ruckoldt Jr, Christopher Allen	Bachelor of Science
Ruffin, R'Quiya	Bachelor of Science
Russell, Clarissa Renee	Bachelor of Science
Russell, Jeanna Renee	Bachelor of Science
Russell, Mara J	Bachelor of Science
Ryan, Madison Renee	Bachelor of Science
Saddig, Gilbert Charles	Bachelor of Science
Sanders, Bethany Marie	Bachelor of Science
Sanders, Corneesha Lamonica	Bachelor of Science
Sapp, Alexandra N	Bachelor of Science
Sauve, Adam	Bachelor of Science
Saylor, Sofia Marie	Bachelor of Science
Scamihorn, Benjamin David	Bachelor of Science
Scamihorn, Paige A	Bachelor of Science
Schaal, Deidra Ann	Bachelor of Science
Schable, Ashleigh K	Bachelor of Science
Schade, Megan Theresa	Bachelor of Science
Scherry, Sydney R	Bachelor of Science
Schilling, Coriden Renee	Bachelor of Science
Schitter, Tyler Steven	Bachelor of Science
Schmidt, Marisa Leigh	Bachelor of Science
Schmitt, Faith A	Bachelor of Science
Schmucker, Keleigh M	Bachelor of Science
Schnaiter, Gabriella Noel	Bachelor of Science
Schnell, Adam Lee	Bachelor of Science
Schnepp, Matthew K	Bachelor of Science
Schroering, Alexander Daniel	Bachelor of Science
Schuck, Madeline D	Bachelor of Science
Schuetz, Justine Renee	Bachelor of Science
Schultz, Nicholas J	Bachelor of Science
Schumacher, Carol Ann	Bachelor of Science
Scofield, Michael Grayson	Bachelor of Science
Scott, Shandrya Lasonia	Bachelor of Science
Scott, Sydnee Nichol	Bachelor of Science

Seber, Andrew Thomas	Bachelor of Science
Secondino, Amy Rose	Bachelor of Science
Seibert, Kylie Nichole	Bachelor of Science
Senteney, Kaylee S	Bachelor of Science
Settles, Aniya B	Bachelor of Science
Seventy, Sierra Nicole	Bachelor of Science
Shake, Cody Michael	Bachelor of Science
Sharp, Benjamin Taylor	Bachelor of Science
Shaw, Jordyn Marie	Bachelor of Science
Shelton, Emily Noelle	Bachelor of Science
Shepherd, Coby Allen	Bachelor of Science
Shepherd, Samantha Mackenzie	Bachelor of Science
Sherer, Ian Christofer	Bachelor of Science
Short, Glenn	Bachelor of Science
Shukla, Akanksha	Bachelor of Science
Simpson, Andrea N	Bachelor of Science
Sims, Tessa Faye	Bachelor of Science
Singer, Trevor	Bachelor of Science
Singh, Hartaj	Bachelor of Science
Sirk, Michael Shay	Bachelor of Science
Sizemore, Brooklynn Nichole	Bachelor of Science
Smith Jr, Morris Kenneth	Bachelor of Science
Smith, Albertine Renee'	Bachelor of Science
Smith, Allison Elizabeth	Bachelor of Science
Smith, Derrick James	Bachelor of Science
Smith, Jairus Trevonte'	Bachelor of Science
Smith, Justin Avery	Bachelor of Science
Smith, Katelyn Marie	Bachelor of Science
Smith, Kiara Ferrice	Bachelor of Science
Smith, Michael A	Bachelor of Science
Smith, Nijah T	Bachelor of Science
Smith, Rayshawnda Maraya	Bachelor of Science
Smith, Sarah Rae	Bachelor of Science
Smith, Tyler Jermaine	Bachelor of Science
Smock, Cameron	Bachelor of Science
Smolinske, Abby Ann	Bachelor of Science
Snowden, JeLisa Maria	Bachelor of Science
Snyder, Kayla Lee Ann	Bachelor of Science
Snyder, Neeyah Felicia	Bachelor of Science
Socks, Jeanette Marie	Bachelor of Science
Solesky, Aaron Arthur	Bachelor of Science
Solomon, Micah	Bachelor of Science
Sonntag, Jacob M	Bachelor of Science
Sonntag, Jordan Ryan	Bachelor of Science

Soriano, Wilson Wilfredo	Bachelor of Science
Spannagel, Renae Elizabeth	Bachelor of Science
Sparks, Jennifer M	Bachelor of Science
Sparks, Shane Gregory	Bachelor of Science
Spartz, Adam Patrick	Bachelor of Science
Spencer, Lydia Rose	Bachelor of Science
Spencer, Makenzie Raye	Bachelor of Science
Spencer, Nicolle	Bachelor of Science
Spiller, Nia Lee	Bachelor of Science
Springfield, Kiara	Bachelor of Science
Squires, Laura Anne	Bachelor of Science
St. John, Stephen Edward	Bachelor of Science
Stallings, Hunter Jacob	Bachelor of Science
Staniszewski, Rebecca Lynn	Bachelor of Science
Stanley, Ashlea Marie	Bachelor of Science
Stapleton, Elisabeth Ann	Bachelor of Science
Starks, Thomas Edward	Bachelor of Science
Steele, Brittany Diane	Bachelor of Science
Steiner, Reed H	Bachelor of Science
Stephens Jr, Ryan Patrick	Bachelor of Science
Stephens, Cari Lynn	Bachelor of Science
Stetler, Raymond Carl	Bachelor of Science
Stevenson, LaMarkis DuBree	Bachelor of Science
Stewart, Jeffrey Dann	Bachelor of Science
Stewart, Jennifer Leigh	Bachelor of Science
Stibbs, Kierstyn A	Bachelor of Science
Stice, Shelbie Lee-Ann	Bachelor of Science
Stickford, Dawson	Bachelor of Science
Stidham Jr, Joseph	Bachelor of Science
Stilianos, Dylan Charles Hall	Bachelor of Science
Stockman, Shannon David	Bachelor of Science
Stone, Cheyenne Michelle	Bachelor of Science
Stone, Rachel M	Bachelor of Science
Stone, Sara Michelle	Bachelor of Science
Stone, Trenton J	Bachelor of Science
Strahan, Jordyn Veronica	Bachelor of Science
Strange, Devin Thomas	Bachelor of Science
Strayer, Dru Anthony	Bachelor of Science
Stredwick, Shawna Nicole	Bachelor of Science
Sumling, Stanley Marcus	Bachelor of Science
Sung, Biak Ci	Bachelor of Science
Sung, Van Hnem	Bachelor of Science
Svoboda, Anne Marie	Bachelor of Science
Swanson, Peter Riley	Bachelor of Science

Swanson, Raycia Monique	Bachelor of Science
Sweeney, Kressa M	Bachelor of Science
Sweitzer, Dylan Jacob	Bachelor of Science
Swenski, Quinton	Bachelor of Science
Tall, Dakyla Tishani	Bachelor of Science
Tally, Dwayne Glenn	Bachelor of Science
Tandy, Ally Elisabeth	Bachelor of Science
Tanoos, Alec Kenneth	Bachelor of Science
Tapia, Zaul	Bachelor of Science
Tate, Rachel Danielle	Bachelor of Science
Taylor, Avery Maurice	Bachelor of Science
Taylor, Blake Christian	Bachelor of Science
Tebben, Jenna Marie	Bachelor of Science
Tepe, Kerry A	Bachelor of Science
Tetidrick, Rebecca Michelle	Bachelor of Science
Thomas, Liam J	Bachelor of Science
Thomas, Santiara Danae	Bachelor of Science
Thompson, Crystal Marie	Bachelor of Science
Thompson, Miles Richard	Bachelor of Science
Tillery, Kathryn Jean	Bachelor of Science
Tingley, Wesley	Bachelor of Science
Tirado, Juan Carlos	Bachelor of Science
Tomlin, Sahara Michelle	Bachelor of Science
Torres, Karen Yailin	Bachelor of Science
Tracy, Zachery S	Bachelor of Science
Truitt, Jordan Renee	Bachelor of Science
Truitt, Michael Anthony	Bachelor of Science
Turner, Alexis Lauren	Bachelor of Science
Tuttle, Emma Carol	Bachelor of Science
Underwood, Christopher Bryan	Bachelor of Science
Urigo, Mary Rita	Bachelor of Science
Urias, Josue H	Bachelor of Science
Usinger, Danielle Nicole	Bachelor of Science
Vaclavik, Morgan Faye	Bachelor of Science
Vail, Corey Alan	Bachelor of Science
Vale, Dawn E	Bachelor of Science
Vallier, Nolan	Bachelor of Science
Van Dyne, Harrison Hance	Bachelor of Science
Van de Velde, Amy Nicole	Bachelor of Science
VanGilder, Joshua Dean	Bachelor of Science
VanVickle, Alexandra R	Bachelor of Science
Vander Zee, Kayla M	Bachelor of Science
Vaughn, Ian Patrick	Bachelor of Science
Vaughn, Shaylen Page	Bachelor of Science

Vazquez-Dennison, Alycia Gabriele	Bachelor of Science
Velasquez, Lissette	Bachelor of Science
Vickery, Bryan Christopher	Bachelor of Science
Victory, Caleb Lamar	Bachelor of Science
Vigar, Brady Alan	Bachelor of Science
Villarreal Jr, Sergio	Bachelor of Science
Villarreal, Joseph Tal	Bachelor of Science
Vogel, Trevor Michael	Bachelor of Science
Voss, Cammie Denise	Bachelor of Science
Wagner, Benjamin LaMar	Bachelor of Science
Walker, Ashley A	Bachelor of Science
Walker, Jaelyn Kendall	Bachelor of Science
Walker, Katelynn Nicole	Bachelor of Science
Wallen, Alistair M.	Bachelor of Science
Walsh, Austin J	Bachelor of Science
Walton, Allie Michelle	Bachelor of Science
Walton-Weirs, Claire	Bachelor of Science
Wanninger, Samantha J	Bachelor of Science
Warburton, Charles Logan	Bachelor of Science
Ward, Kaylynn Marie	Bachelor of Science
Warm, Yancy R	Bachelor of Science
Warren, Azalyah Renee	Bachelor of Science
Warren, Miyoko A	Bachelor of Science
Warren, Seth Evan	Bachelor of Science
Washburn, Allison Hope	Bachelor of Science
Waterman, Sarah Alice	Bachelor of Science
Watson, Connor Jeffrey	Bachelor of Science
Watson, John David	Bachelor of Science
Weathers, Cole Alan	Bachelor of Science
Weaver, Luke T	Bachelor of Science
Webb, Ryne Jeffrey	Bachelor of Science
Weber, Alec Neal	Bachelor of Science
Weidman, Clarissa	Bachelor of Science
Welch, Caitlin A	Bachelor of Science
Welch, Riley Elizabeth	Bachelor of Science
Wellman, Logan Joel	Bachelor of Science
Wells, Audrianna Regina Latoi	Bachelor of Science
Werner, Emily Margaret	Bachelor of Science
Wernert, Jordan Taylor	Bachelor of Science
Wertz, Kylie Shea	Bachelor of Science
West, Cameron Lee	Bachelor of Science
Westman, Abigail Taylor	Bachelor of Science
Wheeler, Michael Phillip	Bachelor of Science
White, Dominique Raquel	Bachelor of Science

White, Logan Ryley	Bachelor of Science
Whiteside, Jalen	Bachelor of Science
Whitney, Danielle Donna	Bachelor of Science
Wiesmann, Kayleigh Alexis	Bachelor of Science
Wiggins, Aaron Blake	Bachelor of Science
Wilhite, Haylie V	Bachelor of Science
Wilkin, Elijah Shay	Bachelor of Science
Willett, Hannah Marie	Bachelor of Science
Williams II, Phillip Rilius	Bachelor of Science
Williams, Christian Michael	Bachelor of Science
Williams, Garrison Lee	Bachelor of Science
Williams, Jameesha	Bachelor of Science
Williams, Jayla T	Bachelor of Science
Williams, Kaitlin	Bachelor of Science
Williams, Nicholas Paul	Bachelor of Science
Williams, Olivia Marie	Bachelor of Science
Williams, Rose Elizabeth	Bachelor of Science
Williams, Sarah Jean	Bachelor of Science
Williams, Tynan Andrew	Bachelor of Science
Williamson, Hannah Marie	Bachelor of Science
Williamson, Kennedy Anne	Bachelor of Science
Wilson, Abigail Suzanne	Bachelor of Science
Wilson, Elizabeth s	Bachelor of Science
Wilson, Jacob Tymothy	Bachelor of Science
Wilson, Josiah Keith	Bachelor of Science
Wilson, McKenzie Elizabeth	Bachelor of Science
Wims, Nehemiah DaVaughn	Bachelor of Science
Winslow, Ashley Nicole	Bachelor of Science
Winstonbatts, Shelbi	Bachelor of Science
Wojciechowski, Nathan Leonard	Bachelor of Science
Wolf, Lindsay Marie	Bachelor of Science
Wolf, Mykala Breann	Bachelor of Science
Wolfe, Adam Ryan	Bachelor of Science
Wood, Miranda Faith	Bachelor of Science
Woods Jr, Keith Evan	Bachelor of Science
Worthey, Kayli Madison	Bachelor of Science
Wright, Jason Devyn	Bachelor of Science
Wright, Monica Jean	Bachelor of Science
Wright, Olivia	Bachelor of Science
Wright, Shelby Eileen	Bachelor of Science
Wynkoop, Jack Allen	Bachelor of Science
Yamafuji, Kory	Bachelor of Science
Yeo, Kevin Paul	Bachelor of Science
Yoder, Lauren	Bachelor of Science

Young, Breosha M	Bachelor of Science
Young, Cariana	Bachelor of Science
Young, Joshua Lee	Bachelor of Science
Young, Sonya Gibbons	Bachelor of Science
Youngdahl, Erika Dawn	Bachelor of Science
Yowell, Gabrielle Elizabeth	Bachelor of Science
Zehr, Leanna Nicole	Bachelor of Science
Zeigler, Heidi D	Bachelor of Science
Albertin, Morgan Michelle	Bachelor of Science in Nursing
Alfieri, Megan Ashley	Bachelor of Science in Nursing
Anderson, Krysteena Danielle	Bachelor of Science in Nursing
Anderson, Stephanie Laurine	Bachelor of Science in Nursing
Barton, Elizabeth Renae	Bachelor of Science in Nursing
Bates, Shana	Bachelor of Science in Nursing
Beck, Brody E	Bachelor of Science in Nursing
Beck, Jonathan L	Bachelor of Science in Nursing
Bemis, Emily Paige	Bachelor of Science in Nursing
Bernier, Alexandra Diane	Bachelor of Science in Nursing
Birmingham, Grace Ann	Bachelor of Science in Nursing
Blacketer, Morgan Nicole	Bachelor of Science in Nursing
Blanton, Jennifer S	Bachelor of Science in Nursing
Boykins, Sirena Renee	Bachelor of Science in Nursing
Burkhart, Katlyn Erin	Bachelor of Science in Nursing
Burns, Jessica Belle	Bachelor of Science in Nursing
Campbell, Danina	Bachelor of Science in Nursing
Carrero, Emily Marie	Bachelor of Science in Nursing
Castanon, Anthony George	Bachelor of Science in Nursing
Cesnik, Janet R S	Bachelor of Science in Nursing
Chao, Kara Hinh	Bachelor of Science in Nursing
Cheron, Cassandre	Bachelor of Science in Nursing
Chow, Joshua Arkung	Bachelor of Science in Nursing
Concepcion, Kristina Renee	Bachelor of Science in Nursing
Coon, Kendra Lynn	Bachelor of Science in Nursing
Copeland, Cinthya Casas	Bachelor of Science in Nursing
Corenflos, Ethan Coy	Bachelor of Science in Nursing
Couch, Renita	Bachelor of Science in Nursing
Cuba, Madison Mae	Bachelor of Science in Nursing
Davis, Jenissa Pearl	Bachelor of Science in Nursing
DeGrafft, Camryn	Bachelor of Science in Nursing
Donahue, Peyton E	Bachelor of Science in Nursing
Ewing, Melinda Lynn	Bachelor of Science in Nursing
Falls, Lisa Rebecca	Bachelor of Science in Nursing
Farrington, Mary Kate	Bachelor of Science in Nursing
Fowler, Tamara Marie	Bachelor of Science in Nursing

Frentz, Lauren Alexandra	Bachelor of Science in Nursing
Gale, Ambrea Crashon	Bachelor of Science in Nursing
Gamble, Carla Jean	Bachelor of Science in Nursing
Garren, Victoria Rease	Bachelor of Science in Nursing
Gonczarow, John Edward	Bachelor of Science in Nursing
Gonzalez, Jacob Edward	Bachelor of Science in Nursing
Gurule, Nicole Jacqueline	Bachelor of Science in Nursing
Harris, Jasmine Ylaine	Bachelor of Science in Nursing
Harte, Alexis Heidel	Bachelor of Science in Nursing
Hassan, Hena	Bachelor of Science in Nursing
Hine, Madison G	Bachelor of Science in Nursing
Hirt, Indre Ruta	Bachelor of Science in Nursing
Hobson, Tamika LaShaun	Bachelor of Science in Nursing
Hoffman, Heather Mae	Bachelor of Science in Nursing
Householder, Ashlyn Elizabeth	Bachelor of Science in Nursing
Humphrey, Candace F	Bachelor of Science in Nursing
Hunt, Jennifer Carol	Bachelor of Science in Nursing
Ingall, Sutherland Marie	Bachelor of Science in Nursing
Jenkins, Erykah J	Bachelor of Science in Nursing
Jones, Deanna R	Bachelor of Science in Nursing
Jones, William C	Bachelor of Science in Nursing
Kaur, Harjot	Bachelor of Science in Nursing
Kaur, Jaskiran	Bachelor of Science in Nursing
Kehinde, Tolulope Ayodeji	Bachelor of Science in Nursing
Kennedy, Bailee Lynn	Bachelor of Science in Nursing
Keppy, Breeze Amber	Bachelor of Science in Nursing
King, Erin Lynn	Bachelor of Science in Nursing
King, Tammy Harris	Bachelor of Science in Nursing
Kirumba, Anne W	Bachelor of Science in Nursing
Kline, Maggie Rachel	Bachelor of Science in Nursing
Kyllo, Sara Jane	Bachelor of Science in Nursing
Lawson, Karen Lynn	Bachelor of Science in Nursing
Lovin, Katie M	Bachelor of Science in Nursing
Martinez, Sahara Lauren	Bachelor of Science in Nursing
Menth, Ashley Anna	Bachelor of Science in Nursing
Merriman, April Michelle	Bachelor of Science in Nursing
Miles, C. Sunflower	Bachelor of Science in Nursing
Miller, Joshua Benjamin	Bachelor of Science in Nursing
Nakimera, Florence Luk	Bachelor of Science in Nursing
Nash, Rachelle	Bachelor of Science in Nursing
Nead, Serenity Dawn	Bachelor of Science in Nursing
Nelson, Grace Elizabeth	Bachelor of Science in Nursing
Newhard, Allison	Bachelor of Science in Nursing
Nussel, Madison Grace	Bachelor of Science in Nursing

Oakley, Angelica Maria	Bachelor of Science in Nursing
Olakanmi, Folasade	Bachelor of Science in Nursing
Oppelt, Kailyn Grace	Bachelor of Science in Nursing
Phillips, Heather Bernice	Bachelor of Science in Nursing
Phillips, Justina Nkem	Bachelor of Science in Nursing
Phillips, Sarah Ellaine	Bachelor of Science in Nursing
Pierce, Quentin Isiah	Bachelor of Science in Nursing
Richardson, Addias	Bachelor of Science in Nursing
Rickman, Jacqueline R	Bachelor of Science in Nursing
Riddell, Brylie N	Bachelor of Science in Nursing
Root, Karsen Taylor	Bachelor of Science in Nursing
Sabovich, Nicole M	Bachelor of Science in Nursing
Salahuddin-Williams, Naseera Ayesha	Bachelor of Science in Nursing
Sanders, Princess Monique	Bachelor of Science in Nursing
Sartain, Janet Smith	Bachelor of Science in Nursing
Sensi, Kathryn Michelle	Bachelor of Science in Nursing
Shrader, Carleigh E	Bachelor of Science in Nursing
Steffen, Alina Marie	Bachelor of Science in Nursing
Stern, Margaret Green	Bachelor of Science in Nursing
Stone, Cecily	Bachelor of Science in Nursing
Straub, Alesha Loiusa	Bachelor of Science in Nursing
Tescar, Bianca Lavinia	Bachelor of Science in Nursing
Traylor, Kimberly Jean	Bachelor of Science in Nursing
Tucker, Julia Marie	Bachelor of Science in Nursing
Urabe, Elaine Frances	Bachelor of Science in Nursing
Varner, Danielle Rae	Bachelor of Science in Nursing
Walker, Eric Matthew	Bachelor of Science in Nursing
Wanyoike, Rahab W	Bachelor of Science in Nursing
Warning, Nicole Elizabeth	Bachelor of Science in Nursing
Way, Corrinne Whitney	Bachelor of Science in Nursing
Weisenbach, Mollie Nicole	Bachelor of Science in Nursing
Whitlow, Nzingha M	Bachelor of Science in Nursing
Willey, Nicole	Bachelor of Science in Nursing
Williams, Kathryn Ann	Bachelor of Science in Nursing
Williams, Konica Monique	Bachelor of Science in Nursing
Williams, Shawnii Marie	Bachelor of Science in Nursing
Wilson, Briana L	Bachelor of Science in Nursing
Wilson, Tyrie-Ann Olivia	Bachelor of Science in Nursing
Woodson, Diamond Pearl	Bachelor of Science in Nursing
Wright, Mckendra Kay	Bachelor of Science in Nursing
Yagelski, Danielle Nicole	Bachelor of Science in Nursing
York, Jade Lenae	Bachelor of Science in Nursing
Burns, April Christina	Bachelor of Social Work
Dudley, Hannah M	Bachelor of Social Work

Edwards, Mena C	Bachelor of Social Work
Fanton, Amanda Dawn	Bachelor of Social Work
Givens, Jamela Lenee	Bachelor of Social Work
Hawker, Jarom D	Bachelor of Social Work
Hedrick, Chad Steven	Bachelor of Social Work
Hudak, Taylor Christine	Bachelor of Social Work
Hunter, Erin BethAnn	Bachelor of Social Work
Hutchinson, Jordan Ayjiana	Bachelor of Social Work
Inman, Madison Leigh	Bachelor of Social Work
Isler, Sydney Ann	Bachelor of Social Work
Kimpan, Jennifer Rose	Bachelor of Social Work
LaFon, Allyson Nichole	Bachelor of Social Work
Lett, Paige Jo-Ann	Bachelor of Social Work
Magill, Rachel Elizabeth	Bachelor of Social Work
Martin, Jessi	Bachelor of Social Work
Maurer, Amberleigh Morgan	Bachelor of Social Work
McNeely, Chloe R	Bachelor of Social Work
Murray, Aisha Nicole	Bachelor of Social Work
Musgrove, Savanna Nicole	Bachelor of Social Work
Schultheis, Kasey Marie	Bachelor of Social Work
Searcy, Nijjah	Bachelor of Social Work
Sollars, Alyssa Grace	Bachelor of Social Work
Williams, Whitney Elizabeth Lavon	Bachelor of Social Work
Bahus, Adam George	Certificate Undergraduate
Bailey, Meranda Lynn	Certificate Undergraduate
Batch, Brielle Leigh	Certificate Undergraduate
Bowers, Lisa Marie	Certificate Undergraduate
Bromm, Nathan J	Certificate Undergraduate
Evans, Coy Joseph	Certificate Undergraduate
Holt, Zachary R	Certificate Undergraduate
Kelly, Kristen Louise	Certificate Undergraduate
McCoy, Titus Reid	Certificate Undergraduate
McSwain, Victoria	Certificate Undergraduate
Milner, Dane Bradley	Certificate Undergraduate
Rosenbrock, Britney Joy	Certificate Undergraduate
Rupska, Jenna Michelle	Certificate Undergraduate
Stearley, Ethan S	Certificate Undergraduate
Varner, Danielle Rae	Certificate Undergraduate
Walker, Pasheon Eugena	Certificate Undergraduate
Cochran, Kathrine Mary	Pre Bachelor
Garcia, Kristina M	Pre Bachelor
Hubbard, Mark William	Pre Bachelor

3e Academic Calendar for 2022-23 and 2023-24

The academic calendars below continue the schedule that has been in place for the previous 4 years.

Recommendation: Approve the academic calendars for 2022-23 and 2023-24

Motion made by:

Motion seconded by:

Roll Call Vote:

- Kathleen Cabello
- Robert Casey
- Tanya McKinzie
- Randall Minas
- Edward Pease
- Cynthia Powers
- Kimberly Smith
- Jeff Taylor

FALL 2022

August 14, Sunday	Convocation
August 15, Monday	Advisement and Late Registration for New Students Donaghy Day
August 16, Tuesday	Fall Semester Begins; 16 and 1st 8 Week Classes Start
August 19, Friday	1 st 8 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
August 22, Monday	16 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
September 5, Monday	Labor Day; University Closed (No Day or Evening Classes)
September 5-9, Monday-Friday	Three Week Attendance Reporting; Deadline is 4pm on Friday, September 9
September 22-27, Thursday-Tuesday	Interim Grading; Grades due by 4 pm on Tuesday, September 27
September 23, Friday	1st 8 Week Classes : Last Day to Drop/Withdrawal
October 3-11, Monday-Tuesday	1st 8 Week Classes: Final Grading Opens; Deadline is Noon on Tuesday, October 11
October, 10, Monday	2nd 8 Week Classes Start
October 13, Thursday	2nd 8 Week Classes : Last Day to Add/Register & Drop/Withdrawal with No Grade
October 14, Friday	Fall Break (No Day or Evening Classes)
October, 17, Monday	Classes Resume
TBD	Homecoming
October 31, Monday	16 Week Classes: Last Day to Drop/Withdrawal
November 7-20, Monday-Sunday	Spring 2023 Priority Registration
November 17, Thursday	2nd 8 Week Classes : Last Day to Drop/Withdrawal
November 21-25, Monday-Friday	Thanksgiving Break; No Day or Evening Classes
November 21, Monday	Spring 2023 Open Enrollment begins
November 24-25, Thursday-Friday	University Closed
November 28, Monday	University Opens; Classes Resume

November 28-December 2, Monday-Friday	Study Week
December 2-13, Friday- Tuesday	Final Grading Opens; Deadline is Noon on Tuesday, December 13
December 2, Friday	Last Day of Fall Classes
December 5-9, Monday-Friday	Final Examinations
December 10, Saturday	Commencement
Dec 23-January 2, Friday- Monday	Winter Recess; University Closed

SPRING 2023

January 3, Tuesday	University Opens
January 5-6, Thursday-Friday	Advisement and Registration for New Students
January 10, Tuesday	Spring Semester Begins; 16 and 1st 8 Week Classes Start
January 13, Friday	1st 8 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
January 16, Monday	Martin Luther King Jr. Day; University Closed
January 17, Tuesday	16 Week Classes : Last Day to Add/Register & Drop/Withdrawal with No Grade
January 30-February 3, Monday-Friday	Three Week Attendance Reporting; Deadline is 4pm on Friday, February 3
February 16-21, Thursday-Tuesday	Interim Grading; Deadline is 4 pm on Tuesday, February 21
February 17, Friday	1st 8 Week Classes : Last Day to Drop/Withdrawal
February 27-March 7, Monday-Tuesday	1st 8 Week Classes: Final Grading Opens; Deadline is Noon on Tuesday, March 7
March 3, Friday	1st 8 Week Classes End
Mar 6-10, Monday-Friday	Spring Break (No Day or Evening Classes)
March 13, Monday	Classes Resume; 2nd 8 Week Classes Start
March 16, Thursday	2nd 8 Week Classes : Last Day to Add/Register & Drop/Withdrawal with No Grade
April 3, Monday	16 Week Classes: Last Day to Drop/Withdrawal
April 10-23, Monday-Sunday	Summer/Fall 2023 Priority Registration
April 20, Thursday	2nd 8 Week Classes : Last Day to Drop/Withdrawal
April 24, Monday	Summer/Fall 2023 Open Registration begins
April 24-28, Monday-Friday	Study Week
April 28-May 9, Friday-Tuesday	Final Grading Opens; Deadline is Noon on Tuesday, May 9
April 28, Friday	Last Day of Spring Classes
May 1-5, Monday-Friday	Final Examinations
May 6, Saturday	Commencement

SUMMER 2023

May 22, Monday	Summer Term Begins; 3 Week, 7 Week, and 11 Week Classes Start
May 22, Monday	3 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
May 24, Wednesday	7 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
May 26, Friday	11 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
May 29, Monday	Memorial Day; University Closed (No Day or Evening Classes)
May 30, Tuesday	University Opens; Classes Resume
June 5, Monday	3 Week Classes : Last Day to Drop/Withdrawal
June 12, Monday	1st 4 Week and 8 Week Classes Start
June 13, Tuesday	1st 4 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
June 15, Thursday	8 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
June 26, Monday	7 Week Classes : Last Day to Drop/Withdrawal
June 30, Friday	1st 4 Week Classes : Last Day to Drop/Withdrawal
July 4, Tuesday	Independence Day Observance; University Closed (No Day or Evening Classes)
July 5, Wednesday	University Opens; Classes Resume
July 10, Monday	2nd 4 Week Classes Start
July 11, Tuesday	2nd 4 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
July 13, Thursday	11 Week Classes : Last Day to Drop/Withdrawal
July 20, Thursday	8 Week Classes : Last Day to Drop/Withdrawal
July 28, Friday	2nd 4 Week Classes : Last Day to Drop/Withdrawal
August 4, Friday	Summer Terms End
August 8, Tuesday	Final Grading Deadline for all Summer courses is Noon on Tuesday, August 8

FALL 2023

August 20, Sunday	Convocation
August 21, Monday	Advisement and Late Registration for New Students; Donaghy Day
August 22, Tuesday	Fall Semester Begins; 16 and 1st 8 Week Classes Start
August 25, Friday	1st 8 Week Classes : Last Day to Add/Register & Drop/Withdrawal with No Grade
August 28, Monday	16 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
September 4, Monday	Labor Day; University Closed
September 11-15 Monday-Friday	Three Week Attendance Reporting; Deadline is 4pm on Friday, September 15
September 28-October 3, Thursday-Tuesday	Interim Grading; Grades due by 4 pm on Tuesday, October 3
September 29, Friday	1st 8 Week Classes : Last Day to Drop/Withdrawal
October 6, Friday	Fall Break (No Day or Evening Classes)
October 9-17, Monday-Tuesday	1st 8 Week Classes: Final Grading Opens; Deadline is Noon on Tuesday, October 17
October 16, Monday	2nd 8 Week Classes Start
October 19, Thursday	2nd 8 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
TBD	Homecoming
November 6, Monday	16 Week Classes: Last Day to Drop/Withdrawal
November 13-December 3, Monday-Sunday	Spring 2024 Priority Registration
November 20-24, Monday-Friday	Thanksgiving Break; No Day or Evening Classes
November 23-24, Thursday-Friday	University Closed
November 27, Monday	University Opens; Classes Resume
November 30, Monday	2nd 8 Week Classes : Last Day to Drop/Withdrawal
December 4, Monday	Spring 2024 Open Registration begins
December 4-8, Monday-Friday	Study Week
December 8-19, Friday-Tuesday	Final Grading Begins; Deadline is Noon on Tuesday, December 19
December 8, Friday	Last Day of Fall Classes
December 11-15, Monday-Friday	Final Examinations
December 16, Saturday	Commencement
December 22 - January 1, Friday-Monday	Winter Recess; University Closed

SPRING 2024

January 2, Tuesday	University Opens
January 11-12, Thursday-Friday	Advisement and Registration for New Students
January 15, Monday	Martin Luther King Jr. Day; University Closed
January 16, Tuesday	Spring Semester Begins; 16 and 1st 8 Week Classes Start
January 19, Friday	1st 8 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
January 22, Monday	16 Week Classes: Last Day to Add/Register Drop/Withdrawal with No Grade
February 5-9, Friday-Friday	Three Week Attendance Reporting; Deadline is 4 pm on Friday, February 29
February 22-27, Thursday-Tuesday	Interim Grading; Deadline is 4 pm on Tuesday, February 27
February 23, Friday	1st 8 Week Classes: Last Day to Drop/Withdrawal
March 4-12, Monday-Tuesday	1st 8 Week Classes: Final Grading Opens; Deadline is Noon on Tuesday, March 12
March 8, Friday	1st 8 Week Classes End
March 11-15, Monday-Friday	Spring Break (No Day or Evening Classes)
March 15, Monday	Classes Resume; 2nd 8 Week Classes Start
March 21, Thursday	2 nd 8 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No
April 8, Monday	16 Week Classes: Last Day to Drop/Withdrawal
April 15-28, Monday-Sunday	Summer/Fall 2024 Priority Registration
April 25, Thursday	2nd 8 Week Classes: Last Day to Drop/Withdrawal
April 29, Monday	Summer/Fall 2024 Open Registration begins
April 29-May 3, Monday-Friday	Study Week
May 3-14, Friday-Tuesday	Final Grading Begins; Deadline is Noon on Tuesday, May 14
May 3, Friday	Last Day of Spring Classes
May 6-10, Monday-Friday	Final Examinations
May 11, Saturday	Commencement

SUMMER 2024

May 20, Monday	Summer Term Begins; 3 Week, 7 Week, and 11 Week Classes Start
May 20, Monday	3 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
May 22, Wednesday	7 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
May 24, Friday	11 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
May 27, Monday	Memorial Day; University Closed (No Day or Evening Classes)
May 28, Tuesday	University Opens; Classes Resume
June 3, Monday	3 Week Classes : Last Day to Drop/Withdrawal
June 10, Monday	1st 4 Week and 8 Week Classes Start
June 11, Tuesday	1st 4 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
June 13, Thursday	8 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
June 24, Monday	7 Week Classes : Last Day to Drop/Withdrawal
June 28, Friday	1st 4 Week Classes : Last Day to Drop/Withdrawal
July 4, Thursday	Independence Day Observance; University Closed (No Day or Evening Classes)
July 5, Friday	University Opens; Classes Resume
July 8, Monday	2nd 4 Week Classes Start
July 9, Tuesday	2nd 4 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
July 11, Thursday	11 Week Classes : Last Day to Drop/Withdrawal
July 18, Thursday	8 Week Classes : Last Day to Drop/Withdrawal
July 26, Friday	2nd 4 Week Classes : Last Day to Drop/Withdrawal
August 2, Friday	Summer Terms End
August 6, Tuesday	Final Grading Deadline for all Summer courses is Noon on Tuesday, August 6

3f New Programs, Sport Management Minors in Sport Facility & Event Management, Sport Marketing and Revenue Generation, Sport Administration and Commerce, Sport for Recreation, and Athletic Team Management

These minors allow for specialization by students in sports management fields. These minors are all 15 credits hours, with the exception of the Sport Marketing and Revenue Generation minor which is 18 credit hours. These minors can be taken by students in any other major field as well without prerequisites.

Recommendation: Approval of the 5 sports management minors, effective Fall 2021.

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello
Robert Casey
Tanya McKinzie
Randall Minas
Edward Pease
Casey Phillips
Cynthia Powers
Kimberly Smith
Jeff Taylor

3g New Program, Undergraduate Certificate in Professional Communication

This online certificate provides knowledge and practice of essential skills such as problem-solving, adaptability, teamwork, conflict management, executive functions, and leadership. The program includes courses related to interpersonal, group, and organizational communication.

This program will be available online only. Approval by the Indiana Commission of Higher Education is required.

Recommendation: Approval of the certificate program, effective Fall 2021.

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello
Robert Casey
Tanya McKinzie
Randall Minas
Edward Pease
Casey Phillips
Cynthia Powers
Kimberly Smith
Jeff Taylor

3h New Programs, Economic Public Policy Certificate and Minor

These 2 programs provide further study economics relevant to public policy issues. The certificate is 12-15 credits and the minor is 18 credits. Both will be available online and open to students in any field. The certificate can be completed by non-degree seeking students. The certificate will require approval from the Indiana Commission of Higher Education.

Recommendation: Approval of the minor and certificate in Economic Public Policy, effective Fall 2021.

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello
Robert Casey
Tanya McKinzie
Randall Minas
Edward Pease
Casey Phillips
Cynthia Powers
Kimberly Smith
Jeff Taylor

3i New Programs, Graduate Certificates in Communication

These 4 programs provide specialization in communication studies at the graduate level for degree seeking and non-degree seeking students. The programs will be available online and on-campus. Each certificate is 15 credits, and a student cannot complete more than 1.

Certificate in Public Advocacy Communication
Certificate in Health Communication
Certificate in Digital Media Communication
Certificate in Communication Leadership

The certificates will require approval from the Indiana Commission of Higher Education.

Recommendation: Approval of the 4 graduate certificates in communication, effective Fall 2021.

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello
Robert Casey
Tanya McKinzie
Randall Minas
Edward Pease
Casey Phillips
Cynthia Powers
Kimberly Smith
Jeff Taylor

3j Naming of the Dr. Robert and Carolyn Steinbaugh Endowed Professor of Business

This item requests the Board of Trustees to approve naming of an endowed professorship, the Dr. Robert and Carolyn Steinbaugh Endowed Professor of Business in the Scott College of Business in recognition of a \$1,010,530 gift from Carolyn Steinbaugh.

Dr. Robert Steinbaugh was a faculty member at ISU from 1957 until his retirement in 1991. He earned his B.S., M.A., and Ph.D. from The Ohio State University. Prior to joining the business faculty at ISU, he was a professor at Miami University in Ohio from 1953 to 1955 and at The Ohio State University from 1955 to 1957.

During his 34-year career at Indiana State, Dr. Steinbaugh taught business courses in management and finance. He served as department chair from 1957 to 1984 and was active in faculty government. Dr. Steinbaugh is remembered by former students as demanding but fair. He was a teacher and scholar who recognized and appreciated engaged students eager to learn and equally eager to meet high standards. He is remembered as a generous and engaged colleague who worked collaboratively with faculty to expand curriculum and meet the shifting needs of students and their future employers during a dynamic period.

Prior to his death, Dr. Steinbaugh and Carolyn provided financial support to the College of Business and was especially supportive of its relocation to Federal Hall. The couple made previous gifts to name the Dr. Robert P. Steinbaugh Faculty Resource Library in Federal Hall.

During more than three decades, Dr. Steinbaugh was integrated into the ISU campus as a teacher, scholar, colleague, and advocate – someone who influenced the lives and careers of countless students, was valued by his peers in the academic community, and deeply committed to the future of Indiana State University. It is fitting that a career of such impact and influence be remembered in perpetuity by Mrs. Steinbaugh's generous gift and by the enduring recognition of the importance of teaching by this designation.

Recommendation: Because the amount of the gift for this naming opportunity is consistent with the University's policy, leadership recommends naming the Dr. Robert and Carolyn Steinbaugh Endowed Professor of Business in the Scott College of Business.

3k Focusing on Our Future Together: A Strategic Plan for Indiana State University, 2021-2025

The Board of Trustees established the priorities for the University's new strategic plan at a special meeting on September 6, 2020. With the priorities established by the governing board, the University kicked off a collaborative process to develop the plan's goals, strategies to drive progress on those goals and key performance indicators which will be used to measure progress. The process was led by Dr. Brad Balch, dean emeritus of Indiana State's Bayh College of Education and professor of education with assistance from Teresa Exline, Chief of Staff. Members of the President's Cabinet served as co-chairs of the plan's five goals. In addition, each goal had a planning committee which included representatives from each governance unit as well as other individuals whose job responsibilities are related to the goal.

The academic year-long process engaged more than 1,000 respondents through goal committee meetings, sessions with the university's governance units and other internal and external leadership groups, one-on-one and small group open sessions and a series of campus-wide surveys.

The draft plan was shared with the Board of Trustees and campus during a work session conducted in conjunction with the Board's February 19, 2021 meeting.

Since February, additional input has been sought from internal and external stakeholders to develop the final version of the four-year plan which is now being presented for endorsement by the Board of Trustees. By endorsing the plan, the Board of Trustees recognizes that the plan will be continuously monitored and adjusted to ensure progress throughout the four-year period. President Curtis will provide progress reports to the Board along with updates on how various elements of the plan evolve during its implementation.

Recommendation: Endorsement of the "Focusing on Our Future Together" strategic plan by the ISU Board of Trustees.

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello
Robert Casey
Tanya McKinzie
Randall Minas
Edward Pease
Casey Phillips
Cynthia Powers
Kimberly Smith
Jeff Taylor

3I Presidential Contract Extension

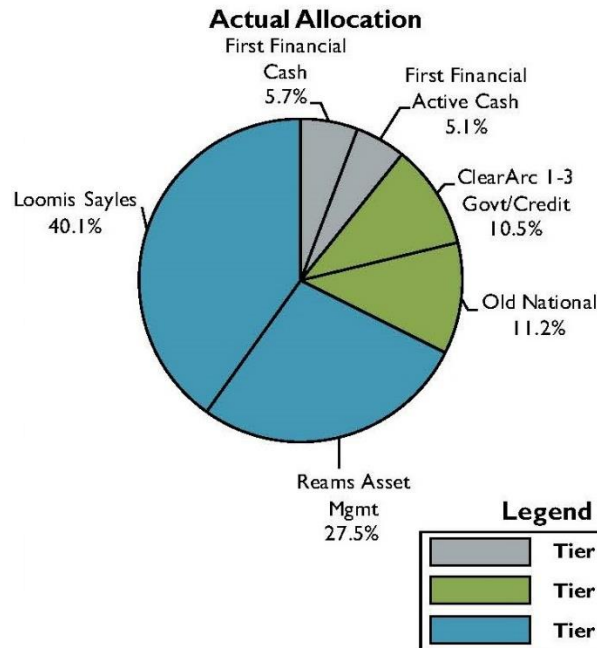
3I Appointment of Nominating Committee

A nominating committee shall be appointed by the Chair of the ISU Board of Trustees to present a slate of officers at the annual meeting.

4a University Investments

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending March 31, 2021.

Indiana State University Operating Funds Plan Summary Period Ended March 31, 2021



Manager	Market Value
ISU-First Financial Cash	\$8,618,524
ISU-First Fincl. Active Cash	\$7,609,362
ISU-ClearArc	\$15,750,058
ISU-Old National	\$16,797,677
ISU-Reams Asset Mgmt.	\$41,425,705
ISU-Loomis Sayles	\$60,419,438
ISU-Total Fund	\$150,620,765

March 31, 2021			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$8,618,524	5.7%	\$10mm - \$25mm
First Financial Active Cash	\$7,609,362	5.1%	
	\$16,227,886	10.8%	
Tier II			
ClearArc 1-3 Year Govt/Credit	\$15,750,058	10.5%	\$25mm - \$30mm
Old National Intermediate	\$16,797,677	11.2%	
	\$32,547,736	21.6%	
Tier III			
Reams Asset Management Core	\$41,425,705	27.5%	Remaining Balance
Loomis Sayles Core Plus	\$60,419,438	40.1%	
	\$101,845,143	67.6%	
	\$150,620,765	100.0%	

QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER
CURRENT QUARTER ENDED MARCH 31, 2021

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$8,619,865	(\$3,508)	\$2,168	\$8,618,524
ISU-First Fincl. Active Cash	\$7,611,960	(\$3,142)	\$544	\$7,609,362
ISU-ClearArc	\$15,773,858	(\$6,471)	(\$17,329)	\$15,750,058
ISU-Old National	\$17,149,237	(\$10,073)	(\$341,487)	\$16,797,677
ISU-Reams Asset Mgmt.	\$43,032,783	(\$37,022)	(\$1,570,057)	\$41,425,705
ISU-Loomis Sayles	\$62,296,517	(\$61,282)	(\$1,815,797)	\$60,419,438
ISU-Total Fund	\$154,484,220	(\$121,497)	(\$3,741,958)	\$150,620,765

CHANGE IN MARKET VALUE BY INVESTMENT MANAGER
FISCAL YEAR TO DATE ENDED MARCH 31, 2021

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$9,621,991	(\$1,011,698)	\$8,231	\$8,618,524
ISU-First Fincl. Active Cash	\$7,607,733	(\$9,393)	\$11,022	\$7,609,362
ISU-ClearArc	\$15,672,993	(\$19,526)	\$96,591	\$15,750,058
ISU-Old National	\$16,989,525	(\$29,646)	(\$162,202)	\$16,797,677
ISU-Reams Asset Mgmt.	\$41,889,883	(\$110,279)	(\$353,899)	\$41,425,705
ISU-Loomis Sayles	\$59,971,422	(\$181,448)	\$629,463	\$60,419,438
ISU-Total Fund	\$151,753,547	(\$1,361,990)	\$229,208	\$150,620,765

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, 2021

Inception Date: October 1, 2010

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years	Since Inception
ISU-Tier 1	0.05	0.37	1.60	1.27	1.01	0.83	0.81
ISU-First Financial Cash	0.10	0.25	1.42	1.24	0.95	0.74	0.72
3 Month T-Bill	0.03	0.12	1.49	1.19	0.87	0.63	0.61
ISU-First Fincl. Active Cash	0.01	0.64	1.81	1.34	1.10	0.98	0.95
FTSE:Treas BM OTR 1 Yr	0.06	0.29	2.15	1.54	1.20	0.95	0.92
ISU-Tier 2	(1.09)	2.29	3.87	2.53	2.48	2.42	2.26
ISU-ClearArc	(0.11)	3.14	3.35	2.33	2.04	1.85	1.78
ClearArc:1-3 Yr G/C Comp	(0.15)	3.00	3.33	2.30	1.99	1.83	1.78
Blmbg:Gov/Cred 1-3 Yr	(0.04)	1.57	3.04	2.00	1.74	1.57	1.51
ISU-Old National	(1.99)	1.50	4.37	2.72	2.91	2.97	2.72
Old Nat'l: Interm Comp	(1.91)	1.47	4.43	2.79	2.99	3.09	2.83
Blmbg:Intmtd Gov/Credit	(1.86)	2.01	4.36	2.75	2.77	2.88	2.63
ISU-Tier 3	(3.14)	5.55	6.18	4.70	4.18	4.70	4.49
ISU-Reams Asset Mgmt.	(3.52)	4.75	6.86	4.32	4.20	4.37	4.10
Reams:Core Comp	(3.66)	5.46	7.53	4.82	4.40	4.53	4.30
Blmbg:Aggregate	(3.37)	0.71	4.65	3.10	3.31	3.44	3.19
ISU-Loomis Sayles	(2.88)	6.11	5.94	5.23	4.31	5.18	5.03
Loomis:Core Plus Comp	(2.97)	6.69	6.02	5.24	4.34	5.13	5.02
Blmbg:Aggregate	(3.37)	0.71	4.65	3.10	3.31	3.44	3.19
ISU-Total Fund	(2.37)	4.08	5.06	3.84	3.44	3.66	3.49
ISU-Total Fund-Net	(2.45)	3.74	4.72	3.50	3.11	3.34	3.17
Total Fund Target*	(2.09)	0.78	3.75	2.54	2.55	2.56	2.38

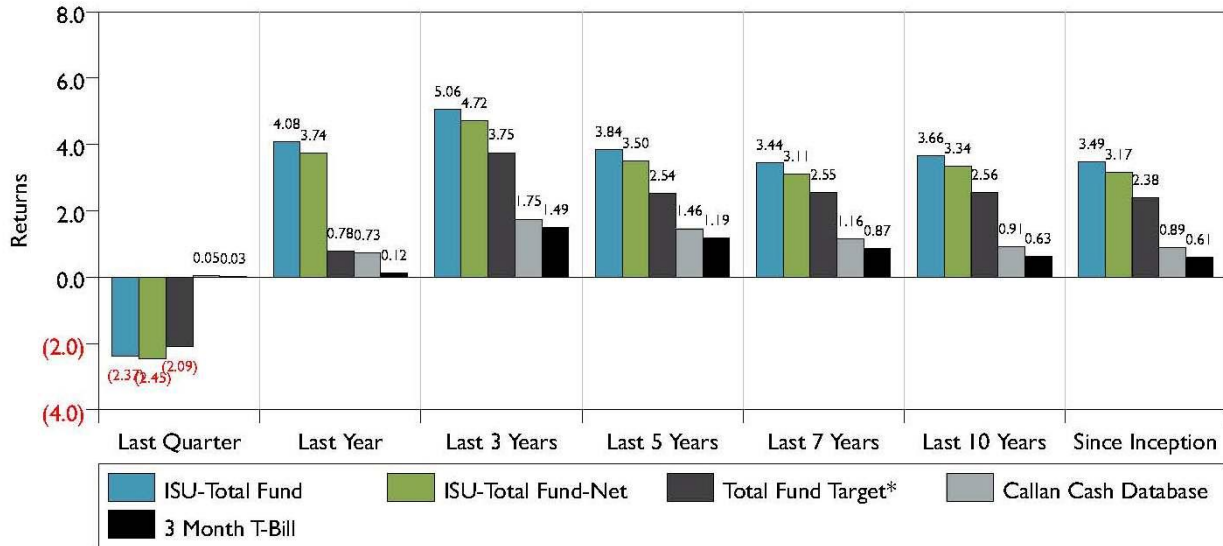
Total Fund Target* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit 1-3 Year Index, 62% Barclays Aggregate Index

RETURN SUMMARY PERIOD ENDED MARCH 31, 2021

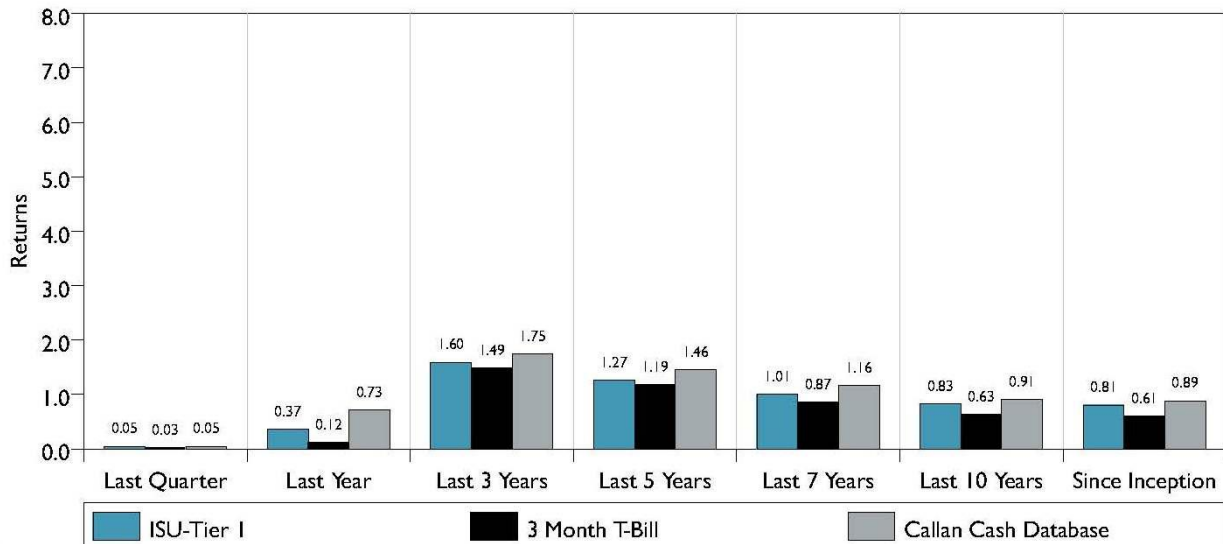
Total Fund Performance

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

ISU Total Fund Returns
for Various Time Periods
Current Quarter Ending March 31, 2021
Inception Date: October 1, 2010



ISU Tier I Returns
for Various Time Periods
Current Quarter Ending March 31, 2021
Inception Date: October 1, 2010

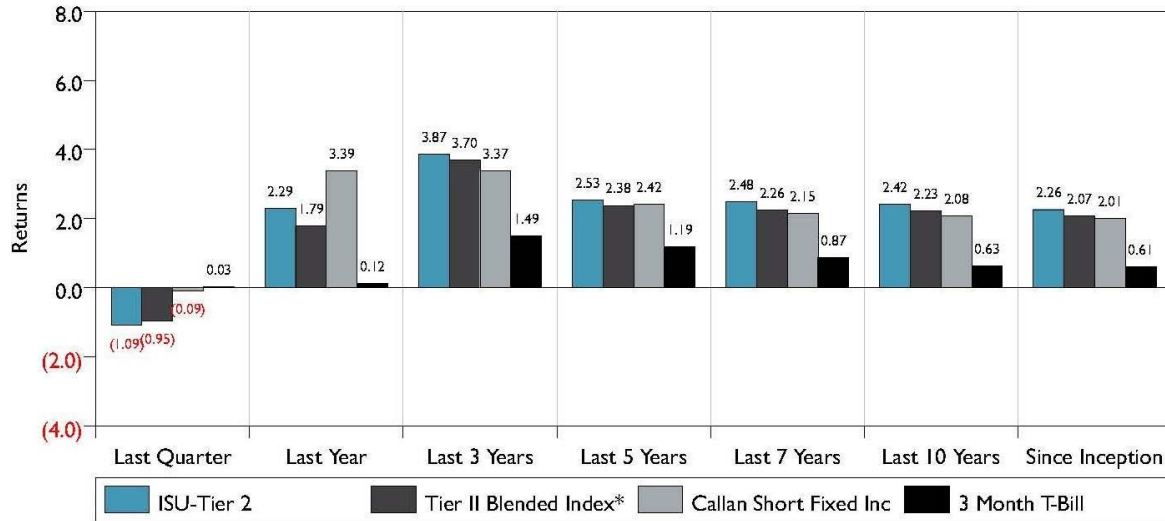


RETURN SUMMARY PERIOD ENDED MARCH 31, 2021

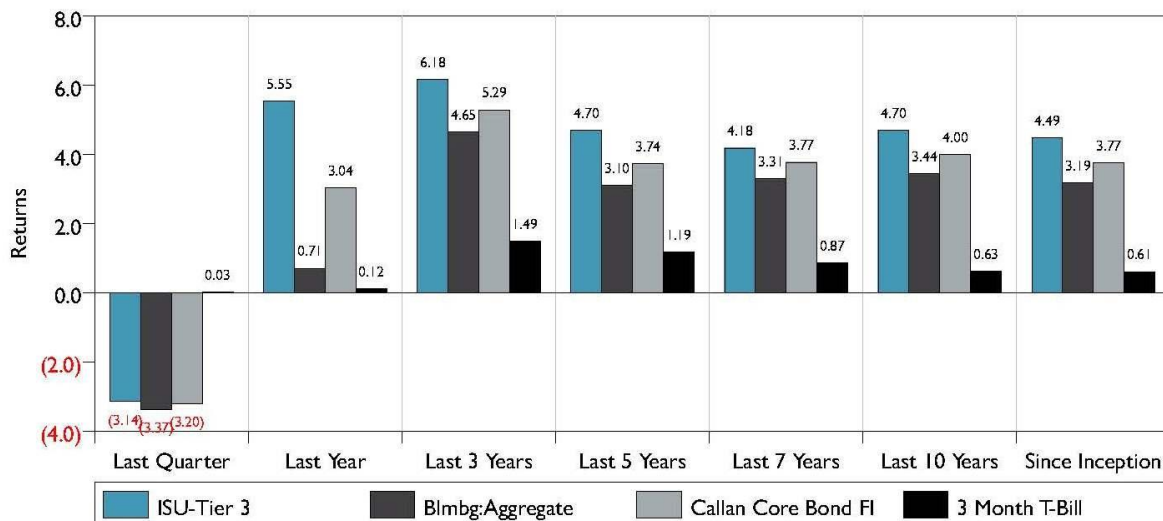
Total Fund Performance

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

ISU Tier 2 Returns
for Various Time Periods
Current Quarter Ending March 31, 2021
Inception Date: October 1, 2010



ISU Tier 3 Returns
for Various Time Periods
Current Quarter Ending March 31, 2021
Inception Date: October 1, 2010



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

4b Financial Report

Revenues

State Appropriations Operational

The State of Indiana due to loss of tax revenues related to COVID-19 placed a reserve of 7 percent on the University operating and line item appropriations for fiscal year 2020-21. This amounts to \$5,044,478 reduction of operating appropriation. The University has reserved \$3.0 million of carry-forward budget to help offset this loss.

State Appropriations Debt Service

The base budget was increased by \$1,351,241 to reflect Student Fee Bonds Series T, Dreiser Hall, fee replacement reimbursement by the State.

Student Tuition

Fall semester of \$41.1 million is below budget by \$1.6 million and Spring tuition of \$36.2 million is below budget by \$3.0 million. The University has budgeted \$4.0 million as a reserve to offset this shortfall. Summer school tuition totals \$3.5 million which reflects only the second half of summer as this crosses the fiscal year.

Other Fees and Charges

Other Fees and Charges are below last year by \$33,079. This is a result of reduced undergraduate and graduate admission application fees, change of course fees and late registration fees and is partially offset by increased collection fees

Other Income and Transfers

Other Income and Transfers are down from the prior year by \$668,522. This is a result of the reduction of Residential Life Utility reimbursement due to taking Lincoln Quad off-line and reduced cost-recovery on federal and private grants.

Encumbrances and Carryforward

Encumbrances and Carryforward increased by \$2,313,809 from the prior year. Encumbrance decreased by \$596,795 while carryforward increased by \$2,910,604. This increase in carryforward is due to reduced student wages, travel and office supplies as the result of reduced operation resulting from response to COVID-19. The University has reserved \$3.0 million of this to help offset the loss of state appropriation.

Reimbursements and Income Reappropriated

Income from these sources are down \$778,281. This is a result of reduced lab fee revenue and timing of fund transfers.

Expenses

Compensation

Compensation Expense is below last year's total by \$4.4 million. Salaries and Wages are down \$3.7 million due to reduced administrative, instructional, support staff, overtime, and student wages. Fringe benefits decreased by \$0.7 million due to reduced medical, retirement, and FICA that was partially offset by increased retirement incentive pay and unemployment.

Departmental Expenses

Departmental Expenses decreased by \$3.4 million. Supplies and Related Expenses decreased by \$3.5 million due to reduced costs in travel, marketing, and other supplies. Repairs and Maintenance costs remained stable while Other Committed Expenses increased due to property insurance.

Utilities and Related Expenses

Utilities and Related Expenses are below last year's total by \$0.5 million reflecting lower electricity costs.

Equipment and Other Capital

Equipment and Other Capital expenditures are down \$2.8 million. Operating Equipment expenses are down \$0.2 million and Capital Improvements are down \$2.6 million due to timing of transfers for summer capital projects.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows a decrease of \$0.1 million. The overall scholarship budget shortfall is projected to be \$2.7 million. The Sycamore Technology award is down by \$0.4 million that reflects lower enrollment. The expected \$0.9 million reversion will be used and is reflected in the overall scholarship shortfall.

Academic Debt Service

Academic Debt Service includes fee replacement for academic facilities that are funded by the State of Indiana and the non-fee replaced debt service that is funded by interest income. The increase of \$3,710,946 includes the balloon payment of Series P and the addition of Series T.

Budgeted Reserve

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

Transfers Out and Program Fees

Transfers Out and Program Fees decreased by \$126,305.

Reserve for State Appropriation

Reserve for State Appropriation reflects the \$2,986,395 set aside to help offset the reduction in state operating appropriation revenues.

**INDIANA STATE UNIVERSITY
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY
For the Period Ending March 31, 2021**

	2020-21 Base Budget	2020-21 Adjusted Budget	YTD through 3/31/21*	Percent of Adjusted Budget	2019-20 Adjusted Budget	YTD through 3/31/20*	Percent of Adjusted Budget
Revenues							
State Appropriations							
Operational	\$ 72,063,968	\$ 72,063,968	\$ 50,264,618	69.8%	\$ 71,009,278	\$ 53,256,958	75.0%
Debt Service Appropriation	13,934,387	15,285,628	12,850,672	84.1%	11,574,682	9,266,026	80.1%
Sub-Total State Appropriations	85,998,355	87,349,596	63,115,290		82,583,960	62,522,984	
Student Tuition	91,271,096	91,271,096	80,736,985	88.5%	97,808,697	87,757,266	89.7%
Other Fees and Charges	1,387,903	1,387,903	1,180,006	85.0%	1,387,903	1,213,085	87.4%
Other Income and Transfers	6,749,046	6,776,524	5,383,609	79.4%	7,165,468	6,052,131	84.5%
Program Fees	900,000	900,000	954,915	106.1%	900,000	945,791	105.1%
Total Budgeted Revenue	\$ 186,306,400	\$ 187,685,119	\$ 151,370,805		\$ 189,846,028	\$ 158,491,257	
Encumbrances and Carryforward		12,195,145	12,195,145		9,881,336	9,881,336	
Reimbursements and Income Reappropriated From Other Sources		2,512,496	2,512,496		3,290,777	3,290,777	
Total Revenues	\$ 186,306,400	\$ 202,392,760	\$ 166,078,446	82.1%	\$ 203,018,141	\$ 171,663,370	84.6%
Expenditures							
Compensation							
Salaries and Wages	\$ 87,115,486	\$ 87,427,863	\$ 63,228,370	72.3%	\$ 92,124,728	\$ 66,921,720	72.6%
Fringe Benefits	25,652,424	25,765,189	18,467,047	71.7%	27,178,431	19,190,838	70.6%
Sub-Total Compensation	112,767,910	113,193,052	81,695,417	72.2%	119,303,159	86,112,558	72.2%
Departmental Expenses							
Supplies and Related Expenses	15,763,831	20,097,709	8,647,891	43.0%	21,671,416	12,081,534	55.7%
Repairs and Maintenance	4,652,428	5,377,294	7,004,195	130.3%	5,620,601	7,091,020	126.2%
Other Committed Expenses	1,408,582	1,459,830	1,306,524	89.5%	1,360,348	1,186,892	87.2%
Sub-Total Departmental Expenses	21,824,841	26,934,833	16,958,610	63.0%	28,652,365	20,359,446	71.1%
Utilities and Related Expenses	10,714,556	11,223,359	7,133,566	63.6%	11,253,743	7,653,072	68.0%
Equipment and Other Capital							
Operating Equipment	1,091,882	2,572,982	481,054	18.7%	2,509,587	692,945	27.6%
Capital Improvements	4,600,000	4,604,411	257,574	5.6%	4,600,000	2,823,811	61.4%
Sub-Total Equipment & Other Capital	5,691,882	7,177,393	738,628	10.3%	7,109,587	3,516,756	49.5%
Student Scholarship and Fee Remissions	14,449,824	14,985,609	18,001,482	120.1%	14,428,141	18,083,230	125.3%
Sycamore Technology Award	1,415,000	1,415,000	497,979	35.2%	1,415,000	929,940	65.7%
Academic Debt Service	14,542,387	15,893,628	15,893,628	100.0%	12,182,682	12,182,682	100.0%
Budgeted Reserve	4,000,000	4,000,000	-	0.0%	4,000,000	-	0.0%
Transfers Out and Program Fees	900,000	4,583,491	4,510,660	98.4%	4,673,464	4,636,965	99.2%
Reserve for State Appropriation		2,986,395	-	0.0%			
Total Expenditures	\$ 186,306,400	\$ 202,392,760	\$ 145,429,970	71.9%	\$ 203,018,141	\$ 153,474,649	75.6%
*Includes encumbrances and open commitments							

4c Purchasing Report

Purchase Order Activity for Period January 29, 2021 to April 14, 2021				
Purchases Over \$50,000				
One Bid Received, Three Bids Solicited				
	Coyle Steel Drums	P0088504	Performance Series Steel Drums	\$56,330.00
Sole Source, Matching Existing Equipment, Same Maintenance and Support Vendor				
	Show Sage LLC	P0088597	Video Wall	\$62,700.00
Sole Source, Selection by Campus Committee				
	Ganz	P0088536	CHHS Sculpture	\$85,000.00
Sole Source, ISU Strategic Master Plan Update 2021-2030				
	Ratio Architects Inc	P0088547	Basic Design Services	\$92,700.00

4d Vendor Report

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

Sycamore Engineering Inc	\$ 276,521	Various Electrical & HVAC Repairs
Nalco Company	\$ 326,983	Water Purification Chemicals
McGuire Excavating and Truck	\$ 346,716	Lincoln Quad Demolition
Barnes & Noble Booksellers	\$ 460,912	Textbook Scholarships

Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2021:

Otis Elevator	\$ 300,897	Maintenance Agreement for Campus Elevators; Elevator Repairs
Blackboard Inc	\$ 330,755	Blackboard Software Maintenance & Storage
Rural Health Innovation Collaborative	\$ 332,069	Partner Contribution for Simulation Center Operational Expenses
HEF Services Inc	\$ 337,871	Exterior Lighting & Camera Projects; Telecommunications Upgrades
Ratio Architects Inc	\$ 341,142	Hulman Center Renovation; Sycamore Dining Renovation
Indiana-American Water Company	\$ 373,999	Water Utility Payments
Key Government Finance Inc	\$ 386,000	Networking Software Maintenance Agreement
Ellucian Company LP	\$ 405,290	Banner Software Maintenance
Ebsco Subscription Services	\$ 414,538	Library Electronic Database Subscriptions
Bob McCloskey Insurance	\$ 444,400	Student Athlete Medical Insurance
Williams Aviation LLC	\$ 455,073	Maintenance & Repairs of Airplanes for Flight Academy
Browning Day Mullins Dierdorf Inc	\$ 483,058	Architectural Services for Dreiser Hall Renovation
EAB Global Inc	\$ 574,891	Student Marketing Programs
Dell Inc	\$ 625,377	Laptop Scholarships; General Campus Computer Equipment
Pepper Construction Co of Indiana LLC	\$ 667,252	Sycamore Dining Renovation
Delta Dental Plan of Indiana	\$ 674,554	Dental Claims Reimbursements
Unum Life Insurance Company of America	\$ 748,480	Life and Long Term Disability Insurance
Epic Insurance Midwest	\$ 946,585	Commercial Property Insurance Policy
City of Terre Haute	\$ 961,308	Sewage Utility Payments; Campus Fire Protection
EDF Energy Services LLC	\$ 1,059,429	Natural Gas Purchases
500 Wabash Housing LLC	\$ 1,151,505	500 Wabash Lease Payments
Associated Roofing Professionals Inc	\$ 1,259,372	Various Roof Repairs; Root Hall Roof Replacement; Burford Hall Roof Replacement
AmWins/NEBCO Group Benefits	\$ 1,364,420	Retiree Insurance Coverage
CVS Pharmacy Inc	\$ 3,654,168	Prescription Drug Coverage
Duke Energy	\$ 4,545,806	Electricity Utility Payments
TIAA CREF	\$ 7,862,397	Retirement Contributions
Sodexo Inc and Affiliates	\$ 7,947,559	Dining and Catering Services
Anthem Life Insurance Company	\$ 11,166,977	Health Care Benefits and Reimbursements of Medical Claims
Hannig Construction Inc	\$ 13,107,337	Hulman Center Renovation; Dreiser Hall Renovation; Parking Lot Repavement

4e Faculty Personnel

FACULTY

Appointments

Eunjung Lee; Assistant Professor, Department of Management, Information Systems and Business Education; M.B.A., Korea University Business School, Seoul, Korea; salary \$110,000 per academic year.

Mengying Wang; Assistant Professor, Department of Accounting, Finance, Insurance and Business Education; Ph.D., University of Wisconsin – Madison; salary \$120,000 per academic year.

Instructor Appointments of 2-5 years – 2021-2022 Academic Year

(Effective August 1, 2021 unless otherwise noted)

Terry Clark; Instructor, Department of History; B.S., Xavier University (special credentials on file); salary \$38,237 per academic year.

Shy-Quon Ely; Pre-Doctoral Fellow, Department of Educational Leadership; M.B.A., Indiana Wesleyan University; salary \$56,000 per academic year.

Temporary Full-Time Faculty for 2021-2022 Academic Year (Unless Stated Otherwise)

Tammy Spivey; Full-Time Lecturer, Department of Marketing and Operations; M.B.A., Indiana State University; salary \$45,107 per academic year.

Change of Status and/or Pay Rate

Amy Ash; Associate Professor, Department of English; ten percent promotion increase to the 2020-2021 base plus \$4,697 salary floor adjustment; salary \$64,463 per academic year; effective August 1, 2021.

Avdi Avdija; Professor, School of Criminology and Security Studies; ten percent promotion increase to 2020-2021 base; salary \$78,944; effective August 1, 2021.

Matthew Bergbower; Professor, Department of Political Science; ten percent promotion increase to 2020-2021 base; salary \$78,195 per academic year; effective August 1, 2021.

Emily Cannon; Associate Professor, School of Nursing; ten percent promotion increase to 2020-2021 base; salary \$83,922 per academic year; effective August 1, 2021.

Ryan Donlan; Professor, Department of Educational Leadership; ten percent promotion increase to the 2020-2021 base; salary \$100,188 per academic year; effective August 1, 2021.

Joan “Patti” Dreher; Senior Instructor, Department of Mathematics and Computer Science; ten percent promotion increase to the 2020-2021 base; salary \$53,478 per academic year; effective August 1, 2021.

Jessica Durbin; Associate Professor, School of Nursing; ten percent promotion increase to the 2020-2021 base; salary \$98,933 per fiscal year; effective July 1, 2021.

Karen Evans; from Librarian, Library Services, to Librarian and Chairperson in the Department of Public Services, Library Services; chairperson supplement of \$1,250 per month; effective February 1, 2021.

Kenneth Games; Professor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to the 2020-2021 base; salary \$93,288 per academic year; effective August 1, 2021.

Richard Harden; Senior Instructor, Department of Mathematics and Computer Science; ten percent promotion increase to the 2020-2021 base; salary \$53,478 per academic year; effective August 1, 2021.

Shawn Huisinga; Associate Professor, Department of Teaching and Learning; ten percent promotion increase to 2020-2021 base; salary \$67,660 per academic year; effective August 1, 2021.

Malynda Johnson; Associate Professor, Department of communication; ten percent promotion increase to the 2020-2021 base; salary \$67,660 per academic year; effective August 1, 2021.

Kevin Jordan; Associate Professor, Department of Psychology; ten percent promotion increase to the 2020-2021 base; salary \$67,548 per academic year; effective August 1, 2021.

Kristina Lawyer; Associate Professor, Department of Applied Engineering and Technology Management; ten percent promotion increase to the 2020-2021 base; salary \$83,852 per academic year; effective August 1, 2021.

James McKirahan; Associate Professor, Department of Applied Engineering and Technology Management; ten percent promotion increase to the 2020-2021 base; salary \$83,852 per academic year; effective August 1, 2021.

Farman Amin Moayed; Professor, Department of Built Environment; ten percent promotion increase to the 2020-2021 base; salary \$84,559 per academic year; effective August 1, 2021.

Nathan Myers; Professor, Department of Political Science; ten percent promotion increase to 2020-2021 base; salary \$79,200 per academic year; effective August 1, 2021.

Theodore Piechocinski; Professor, School of Music; ten percent promotion increase to the 2020-2021 base; salary \$82,344 per academic year; effective August 1, 2021.

Douglas Stevens; from Assistant Professor and Didactic Coordinator, Physician Assistant Program, Department of Applied Medicine and Rehabilitation, to Assistant Professor and Program Director – Physician Assistant Program, Department of Applied Medicine and Rehabilitation; surrenders Didactic Coordinator stipend of \$625 per month; receives Program Director stipend of \$2,500 per month; effective May 27, 2021.

Jeffery Stone; Professor, Department of Earth and Environmental Systems; ten percent promotion increase to the 2020-2021 base; salary \$77,388 per academic year; effective August 1, 2021.

Ryan Van Hovel; Associate Professor, Department of Chemistry and Physics; ten percent promotion increase to the 2020-2021 base; salary \$66,733 per academic year; effective August 1, 2021.

Alina Waite; Professor, Department of Human Resource Development and Performance Technologies; ten percent promotion increase to the 2020-2021 base; salary \$111,147 per academic year; effective August 1, 2021.

Michael Williamson; Associate Professor, Department of Applied Engineering and Technology Management; ten percent promotion increase to the 2020-2021 base; salary \$83,852 per academic year; effective August 1, 2021.

Chui Ying Sala Wong; Professor, Department of Art and Design; ten percent promotion increase to the 2020-2021 base plus \$931 salary floor adjustment; salary \$76,072 per academic year; effective August 1, 2021.

Promotion to Professor
(Effective August 1, 2021)

Avdi Advija, School of Criminology and Security Studies

Matthew Bergbower, Department of Political Science

Ryan Donlan, Department of Educational Leadership

Kenneth Games, Department of Applied Medicine and Rehabilitation

Farman Amin Moayed, Department of Built Environment

Nathan Myers, Department of Political Science

Theodore Piechocinski, School of Music

Jeffery Stone, Department of Earth and Environmental Systems

Alina Waite, Department of Human Resource Development and Performance Technologies

Chui Ying Sala Wong, Department of Art and Design

Promotion to Associate Professor and Tenure
(Effective August 1, 2021, unless otherwise stated)

Amy Ash, Department of English

Emily Cannon, School of Nursing

Jessica Durbin, School of Nursing, effective July 1, 2021

Shawn Huisinga, Department of Teaching and Learning

Malynda Johnson, Department of Communication

Kevin Jordan, Department of Psychology

Kristina Lawyer, Department of Applied Engineering and Technology Management

James McKirahan, Department of Applied Engineering and Technology Management

Ryan Van Hovel, Department of Chemistry and Physics

Michael Williamson, Department of Applied Engineering and Technology Management

Promotion to Senior Instructor

(Effective August 1, 2021)

Heather Adams, Department of Applied Medicine and Rehabilitation

Katrina Babb, Department of Economics

Steve Baker, Department of Mathematics and Computer Science

Lynette Coffey, School of Nursing

Joan "Patti" Dreher, Department of Mathematics and Computer Science

Richard Harden, Department of Mathematics and Computer Science

Brian James, Department of Applied Engineering and Technology Management

Benjamin Thomson, Department of Applied Engineering and Technology Management

Yana Weinstein, School of Music

Leave of Absence Without Pay

Jack Bonham; Instructor, Department of English; effective January 19, 2021.

John Conant; Professor, Department of Economics; spring 2022 semester.

Qihao Weng; Professor, Department of Earth and Environmental Systems; fall 2021 semester through spring 2024 semester.

Leave of Absence with Pay – Fall 2021

Andrea Arrington; Associate Professor, Department of History.

David Fleming; Professor, Department of Marketing and Operations.

Brian Kilp; Professor, School of Music.

Carly Schmitt; Associate Professor, Department of Political Science.

Jennifer Schriver; Professor, Department of Psychology.

Leave of Absence with Pay – Spring 2022

Amy Ash; Associate Professor, Department of English.

Aruna Chandrasekaran; Professor, Department of Management, Information Systems and Business Education.

Chia-An Chao; Professor, Department of Management, Information Systems and Business Education.

Concetta DePaolo; Professor, Department of Marketing and Operations.

Anne Foster; Associate Professor, Department of History.

Vickie Hammen; Professor, Department of Applied Clinical and Educational Sciences.

Chris MacDonald; Professor, Department of Applied Clinical and Educational Sciences.

Randell Peters; Professor, Department of Applied Engineering and Technology Management.

Virgil Sheets; Professor, Department of Psychology.

Scott Sterling; Associate Professor, Department of Languages, Literatures and Linguistics.

Richard Vincent; Professor, Department of Communication.

Michael Williamson; Associate Professor, Department of Applied Engineering and Technology Management.

Leave of Absence with 60% Pay – 2021-2022 AY

Jacqueline Shin; Associate Professor, Psychology.

James Speer; Professor, Earth and Environmental Systems.

Retirements

Nancy Cummins; Senior Instructor, Department Kinesiology, Recreation and Sport; effective May 31, 2021.

Arthur Feinsod; Professor, Department of Theater; effective May 31, 2021.

John “Jake” Jakaitis; Professor, Department of English; effective May 31, 2021.

Jolynn Kuhlman; Professor, Department of Kinesiology, Recreation and Sport; effective May 31, 2021.

C. Jack Maynard; Professor, Department of Educational Leadership and Provost Emeritus; effective May 31, 2021.

Ernest Sheldon; Professor, Department of Built Environment; effective December 31, 2021.

Mark Stimley; Professor, Department of Applied Clinical and Educational Sciences; effective May 31, 2021.

Emeriti

Arthur Feinsod; Professor Emeritus, Department of Theater; effective June 1, 2021.

John “Jake” Jakaitis; Professor Emeritus, Department of English; effective June 1, 2021.

Jolynn Kuhlman; Professor Emerita, Department of Kinesiology, Recreation and Sport; effective June 1, 2021.

C. Jack Maynard; Professor Emeritus, Department of Educational Leadership and Provost Emeritus; effective June 1, 2021.

Ernest Sheldon; Professor Emeritus, Department of Built Environment; effective January 1, 2022.

Mark Stimley; Professor Emeritus, Department of Applied Clinical and Educational Sciences; effective June 1, 2021.

Separations

Jack Bonham; Instructor, Department of English; effective February 28, 2021.

Daniel Coovert; Associate Professor, Department of Applied Medicine and Rehabilitation; effective May 9, 2021.

Georgianna Duarte; Adams Endowed Professor, Department of Teaching & Learning; effective December 31, 2021.

Alberto Friedmann; Assistant Professor, Department of Kinesiology, Recreation and Sport; effective January 29, 2021.

Jennifer Hale; Instructor, Department of Built Environment; May 31, 2021.

Rosetta Haynes; Professor, Department of English; effective May 31, 2021.

Lauren Lewis; Assistant Professor, Applied Health Sciences; effective May 31, 2021.

Amy McCalister; Instructor, School of Nursing; effective May 31, 2021.

Gerald McDonnell; Assistant Professor, Department of Psychology; effective May 31, 2021.

Chavez Phelps; Assistant Professor, Department of Applied Clinical and Educational Sciences; effective May 31, 2021.

Metricia Pierce; Senior Instructor, Department of Kinesiology, Recreation and Sport; effective March 11, 2021.

William Urban; Assistant Professor, Department of Applied Medicine and Rehabilitation; effective August 3, 2021.

4f Other Personnel

NON-EXEMPT Appointments

Brian Blakemore; Custodian II, Custodians; \$11.96 per hour; effective March 29, 2021.

Jessica Bolin; Custodian I, Custodians; \$11.40 per hour; effective March 15, 2021.

Carol Carpenter; Mail Services Assistant, Mail Room; \$12.34 per hour; effective March 1, 2021.

Madalynn Elliott; Early Childhood Asst Teacher, Early Childhood Education Center; \$12.34 per hour; effective March 15, 2021.

Misty Hess; Residential Life Office Coord, Residential Life Programming; \$16.89 per hour; effective March 1, 2021.

Lora Hooker; Custodian I, Custodians; \$11.40 per hour; effective April 5, 2021.

Matthew Murray; Custodian I, Custodians; \$11.40 per hour; effective February 21, 2021.

Dustin Norris; Custodian I, Custodians; \$11.40 per hour; effective February 2, 2021.

Ryker Snow; Custodian I, Custodians; \$11.40 per hour; effective April 5, 2021.

Lisa Tooley; Custodian I, Custodians; \$11.40 per hour; effective February 8, 2021.

Change in Status and/or Pay Rate Promotion

Paula Long; from Student Services Assistant II to Accounting Unit Supervisor, Assoc VP Finance Asst Treasurer; \$18.49 per hour; effective February 20, 2021.

Adam McConnaughey; from Grounds Equipment Operator to Equipment Operation Supervisor, Grounds; \$16.90 per hour; effective March 1, 2021.

Daniel Parmer; from Detective Sergeant to Police Captain Invest&Spec Svc, Public Safety Department; \$32.22 per hour; effective March 8, 2021.

Reclassification

Suzanne Walters; from Student Services Assistant II to Administrative Assistant II, Earth & Environmental Systems; effective February 20, 2021.

Other

April Jackson; Communications Officer, Public Safety Department; \$16.60 per hour; effective February 20, 2021.

Retirements

Linda Bradbury; Custodian I, Custodians; effective March 31, 2021.

Patrick Gallagher; Administrative Assistant I, Applied Engineer & Tech Mang; March 1, 2021.

Separations

Stephanie Benko; Custodian I, Reeve Hall Housing; effective April 1, 2021.

Rebecca Bolinger; Custodian I, Sycamore Housing; effective March 12, 2021.

Stella Edwards; Administrative Assistant I, Mathematics & Computer Science; effective January 29, 2021.

Mendy Hankins; Custodian I, Custodians; effective March 4, 2021.

Kimberly Harbaugh; Accounting Unit Supervisor, Assoc VP Finance Asst Treasurer; effective February 2, 2021.

Kimberly Lammert; Administrative Assistant II, School of Nursing; effective March 10, 2021.

Patricia Lee; Student Services Assistant II, Applied Medicine & Rehabilitation; effective March 12, 2021.

Reilly Teal; Police Officer, Public Safety Department; effective March 21, 2021.

Lora Umphries; Custodian I, Custodians; effective February 23, 2021.

NON-EXEMPT PROFESSIONAL

Appointments

Daniel Moore; Simulation Technologist, Dean, College Health & Human Svcs; \$19.50 per hour; effective March 15, 2021.

Separations

Jeffrey Campbell; Simulation Technologist, Dean, College Health & Human Svcs; effective February 5, 2021.

Michaela Garrette; Enrollment Mgmt Systems Coord, Admissions and High Schl Relations; effective March 26, 2021.

Michelle Moulton; Admissions Counselor, Admissions and High Schl Relations; effective February 13, 2021.

Jordyn Rance; Graphic Designer, Hulman Center; effective March 10, 2021.

Change in Status and/or Pay Rate
Promotion/Transfer

Lan-Chien Hauger; from HR Personnel Coordinator, Human Resources to Personnel Coordinator, VP and Provost Office; \$25.74 per hour; effective April 12, 2021.

Garrett Hurley; from Intrm Sustainability Coord to Sustainability Coordinator, Instit for Community Sustainability; \$19.00 per hour; effective February 6, 2021.

Reclassifications/Title Changes

Jonathan Garcia; from Multimedia Services Coord to New Media Assistant Manager, University Marketing; \$21.85 per hour; effective March 20, 2021.

EXEMPT
Appointments

Ian Carey; Perman Art Collection Curator, Library Services; MFA, Illinois State University; salary \$42,000 per fiscal year; effective March 1, 2021.

Courtney McCrary; Ombudsperson&Syc Care Assc Dir, Asst & Assoc Dean Students; M.S., Arkansas Tech University; salary \$50,000 per fiscal year; effective February 22, 2021.

TJ Rood; Web and Brand Comm Director, University Marketing; M.S., Indiana University; salary \$59,065 per fiscal year; effective April 5, 2021.

Charles Sheid; Brand Writing & New Media Dir, University Marketing; M.A., University of Wyoming; salary \$59,066 per fiscal year; effective February 22, 2021.

Michele Soliz: VP Student Affairs, Student Affairs; PhD, University of Toledo; salary \$183,000 per fiscal year; effective June 1, 2021.

Temporary Appointments

Mitchell Schaekel; Res Life Quar&Isolation Coord, Residential Life Programming; M.S., Indiana State University; salary \$36,000 per fiscal year; effective February 8, 2021 through May 31, 2021.

Change in Status and/or Pay Rate
Others

David Cook; from Asst Chief Instructor Pilot to Operations Specialist, Aviation Technology; salary \$50,388 per fiscal year; effective March 1, 2021.

Richard Toomey; Admissions Executive Director to Sp Asst for Strat Enroll Initi, Admissions and High Schl Relations; salary \$116,150 per fiscal year; effective March 1, 2021.

Promotion/Transfers

Dalton Boyles; from Unified Comm Engineer Jr RA to Unified Communication Engineer, Telecommunications; salary \$52,221 per fiscal year; effective March 20, 2021.

Christopher Carpenter; from Safety Director/Flight Instruc to Asst Chief Instructor Pilot, Aviation Technology; salary \$54,084 per fiscal year; effective March 19, 2021.

Reclassifications/Title Changes

Tony Campbell; from Multimedia Services Manager to Marketing Content Manager, University Marketing; salary \$58,760 per fiscal year; effective April 1, 2021.

Marcee Wilburn; from IEPRC Project Coordinator to IN IEP Resource Ctr Assc Dir, Blumberg Center; salary \$78,000 per fiscal year; effective April 1, 2021.

Retirements

William Bennett; Computer Operations Manager, Office of Information Technology; effective April 30, 2021.

Mark Ford; Broadcast Engineer, Office of Information Technology; effective February 26, 2021.

Alfred Perone; Alumni Engag Asst Dir Outreach, Alumni Engagement Office; effective May 29, 2021.

Mary Walker; Fiscal Operations Director, Assoc VP Finance Asst Treasurer; effective March 1, 2021.

Separations

Oyibo Afoaku; Student Access Coord Req Reapt, Center for Student Success; effective February 18, 2021.

Caleigh Goode; Athletic Trainer I, Ctr for Sports Medicine & Perform; effective March 14, 2021.

Kelsey Gmelich, Student Success Program Coord, Center for Student Success; effective April 22, 2021.

Brianne Karazsia; Student Employment Prog Coord, Career Center; effective March 19, 2021.

Eric Lusk; Systems Integrator Trainee, Office of Information Technology; effective June 30, 2021.

Tradara McLaurine; Career Services Exec Director, Career Center; effective June 25, 2021.

Lauren Michael; Cust Srv/Qual Assur Manager RA, Office of Information Technology; effective June 30, 2021.

Michael Mifflin; Res Life Area Coord Req Reap, Residential Life Programming; effective April 9, 2021.

Corry Smith; Frat & Sorority Life Assc Dir, Fraternity & Sorority Life; effective May 21, 2021.

Cary Stewart; Clinical Simulation Specialist, Dean, College Health & Human Svcs; effective February 19, 2021.

Gregory Youngen, Associate Dean, Library, Library Services; effective May 8, 2021.

Stipend

Regina Atkins; Sti Intrm Admissions Exec Dir, Admissions and High Schl Relations; stipend of \$18,000 per fiscal year; effective March 8, 2021 through June 30, 2021.

Robert Barley; Sti Intrm Chief Info Officer, Office of Information Technology; stipend of \$22,200 per fiscal year; effective December 5, 2020 through June 30, 2021.

Craig Enyeart; Sti Intrm Assc Dean of Student, Asst & Assoc Dean Students; early end of stipend May 31, 2021.

Amanda Hobson; Intrm Dean of Student, Asst & Assoc Dean Students; early end of stipend May 31, 2021.

Robert Andy Morgan; Intrm VP Student Affairs, VP for Student Affairs; early end of stipend May 31, 2021.

Christopher Olsen; Sti Intrm Provost & VP for Aca, VP and Provost Office; stipend of \$36,000 per fiscal year; effective March 1, 2021 through June 30, 2022.

Bassam Yousif; Sti Intrm Dean Arts & Sciences, Dean, College of Arts & Sciences; stipend of \$24,000 per fiscal year; effective March 1, 2021 through June 30, 2022.

ATHLETICS **Appointments**

Matthew Graves, Asst Coach, Men's Basketball, Athletics-Mens Basketball; salary \$118,000 per fiscal year; effective March 29, 2021.

Joshua Schertz; Head Coach, Men's Basketball, Athletics-Mens Basketball; salary \$248,000 per fiscal year; effective April 1, 2021.

Renewals

Brett Carey; Asst Coach, Men's Basketball, Athletics-Mens Basketball; salary \$88,228 per fiscal year; effective April 1, 2021 through April 30, 2021.

Brittany Christian; Asst Coach, Women's Basketball, Athletics-Womens Basketball; salary \$62,000 per fiscal year; effective April 1, 2021 through April 30, 2021.

Kareem Richardson; Asst Coach, Men's Basketball, Athletics-Mens Basketball; salary \$112,000 per fiscal year; effective April 1, 2021 through March 31, 2022.

Jazmone Turner; Asst Coach, Women's Basketball, Athletics-Womens Basketball; salary \$62,000 per fiscal year; effective April 1, 2021 through April 30, 2021.

Separations

Brett Carey; Asst Coach, Men's Basketball, Athletics-Mens Basketball; effective April 30, 2021.

Vicki Hall; Head Coach, Women's Basketball, Athletics-Womens Basketball; effective March 15, 2021.

Marcus Knight; Asst Coach, Football, Athletics-Football; effective February 17, 2021.

Gregory Lansing; Head Coach, Men's Basketball, Athletics-Mens Basketball; effective March 31, 2021.

4g Grants and Contracts

1. Lilly Endowment Inc., Fund No. 549408, Proposal 21-038
An agreement in the amount of \$80,000.00 has been received from Lilly Endowment Inc. for the project entitled, “Extending Teacher Creativity 2021: A Summer Workshop for Teacher Creativity Fellows,” under the direction of Susan Powers, Office of the Provost and Vice President, Academic Affairs, for the period December 1, 2020 through September 30, 2021.
2. Ouabache Land Conservancy, Fund No. 549413, Proposal No. 20-019
A sub agreement under the Environmental Protection Agency (EPA) in the amount of \$22,260.00 has been received from Ouabache Land Conservancy for the project entitled, “Otter Creek Watershed Implementation Grant,” under the direction of James Speer, Department of Earth and Environmental Systems, for the period January 7, 2021 through January 6, 2024.
3. Purdue University, Fund No. 549411, Proposal No. 20-113
A sub agreement under the Indiana Campus Compact in the amount of \$1,000.00 has been received from Purdue University for the project entitled, “Investigating the Challenges of COVID-19 on STEM Students Future Retention in Two Universities in Indiana,” under the direction of Affan Badar, Department of Applied Engineering and Technology Management, for the period August 3, 2020 through December 31, 2020.
4. Indiana Lions Speech and Hearing, Inc., Fund No. 549412, Proposal 21-063
An agreement in the amount of \$3,500.00 has been received from Indiana Lions Speech and Hearing, Inc. for the project entitled, “Clinic Materials,” under the direction of Vicki Hammen, Department of Applied Clinical and Educational Sciences, for the period January 1, 2021 through September 1, 2021.
5. Council on Social Work Education, Fund No. 549356, Proposal 21-055
Additional appropriations in the amount of \$2,000.00 have been received from Council on Social Work Education for the project entitled, “SAMHSA Practitioner Education Grant,” under the direction of Jennifer Todd, Department of Social Work, for the period October 1, 2019 through September 20, 2021.
6. Early Learning Indiana, Fund No. 549372, Proposal No. 21-072
Additional appropriations in the amount of \$13,500.00 have been received from Early Learning Indiana for the project entitled, “Come Back Stronger Infant Funding,” under the direction of Holly Curtsinger, Department of Early Childhood Education Center, for the period June 8, 2020 through October 31, 2021.
7. Early Learning Indiana, Fund No. 549371, Proposal No. 21-071
Additional appropriations in the amount of \$9,000.00 have been received from Early Learning Indiana for the project entitled, “Come Back Stronger Preschool Funding,” under the direction of Holly Curtsinger, Department of Early Childhood Education Center, for the period June 8, 2020 through October 31, 2021.

8. US Department of Education, Fund No. 549363, Proposal NA
Additional appropriations in the amount of \$11,339,927.00 have been received from US Department of Education for the project entitled, "Education Stabilization Fund – Indiana State University's Certification and Agreement for Institutional Portion of Higher Education Emergency Relief Fund," under the direction of Diann McKee, Vice President – Finance and Administration, for the period May 7, 2020 through May 6, 2021.
9. US Department of Education, Fund No. 549366, Proposal NA
Additional appropriations in the amount \$675,545.00 have been received from US Department of Education for the project entitled, "Education Stabilization Fund – Indiana State University Emergency Relief Funding (SIP)," under the direction of Diann McKee, Vice President – Finance and Administration, for the period June 8, 2020 through June 8, 2021.
10. Indiana Economic Development Corporation, Fund No. 549370, Proposal No. 21-081
Additional appropriations in the amount of \$143,395.00 have been received from Indiana Economic Development Corporation for the project entitled, "West Central Small Business Development Center CARES Act Supplemental Funding," under the direction of Courtney Chipol, West Central Indiana Small Business Development Center, for the period April 1, 2020 through September 30, 2021.

4h Agreements			
Signature Date	Contract Type	Name	State
04/14/21	Affiliation Agreement	The Children's Theraplay Foundation	Indiana
04/08/21	Affiliation Agreement	DaVita Dialysis Contracting LLC Addendum	Indiana
04/08/21	Affiliation Agreement	The Children's Theraplay Foundation	Indiana
03/30/21	Speaker Agreement	Dr. Lori Desautels September 2021	Indiana
03/26/21	Affiliation Agreement	NW Health LaPorte Hospital	Indiana
03/24/21	Affiliation Agreement	Steppin' Up Physical Therapy	Indiana
03/24/21	Affiliation Agreement	Signature Healthcare of Erin	Tennessee
03/24/21	Affiliation Agreement	Signature Healthcare of Portland TN	Tennessee
03/23/21	Affiliation Agreement	Signature Healthcare of Clarksville TN	Tennessee
03/18/21	Affiliation Agreement	Riverside Medical Center	Illinois
03/17/21	Affiliation Agreement	Tx Team Rehab	Indiana
03/16/21	Speaker Agreement	Anthony Duran	Indiana
03/15/21	Speaker Agreement	Saul Flores - Final	Indiana
04/08/21	Affiliation Agreement	UConn Health	Connecticut
03/15/21	Affiliation Agreement	Regional Hospital Healthcare Partners	Indiana
03/12/21	Affiliation Agreement	Concentra	Indiana
03/11/21	Affiliation Agreement	Indianapolis Colts	Indiana
03/11/21	Affiliation Agreement	Children's Therapy Connection	Indiana
03/10/21	Affiliation Agreement	Collaborating for Kids LLC	Indiana
03/08/21	Speaker Agreement	Phired Up Productions, LLC	Indiana
04/09/21	Affiliation Agreement	University of Virginia (Data Transfer)	Virginia
03/04/21	Affiliation Agreement	Heart of the Spectrum Outpatient Services	Indiana
03/03/21	Speaker Agreement	Dr. Anthony Muhammad IPLI Speaker 9.23.21	Indiana
03/03/21	Affiliation Agreement	Munster Medical Research Foundation INC	Indiana
03/04/21	Affiliation Agreement	Crawford Memorial Hospital	Illinois
02/26/21	Affiliation Agreement	Lighthouse Neurological Rehabilitation Center	Michigan
03/03/21	Affiliation Agreement	Harsha Behavioral Center	Indiana
03/10/21	Affiliation Agreement	Legacy Health	Oregon
02/23/21	Affiliation Agreement	Johnson Memorial Hospital	Indiana
02/23/21	Affiliation Agreement	Wabash Valley Recovery Center	Indiana
02/23/21	Affiliation Agreement	Kootenai Health	Idaho
02/22/21	Affiliation Agreement	Rehab 2 Perform	Maryland
02/19/21	Affiliation Agreement	Gravity Diagnostics, LLC	Kentucky
02/19/21	Affiliation Agreement	UP Rehab Services LLC	Michigan
02/19/21	Affiliation Agreement	Adventist PA Addendum	Illinois
02/18/21	Speaker Agreement	King's Queens Entertainment Eureka O'Hara/David Haggard	Indiana
02/18/21	Speaker Agreement	Kirkland Productions Hayden Kristal	Indiana
02/19/21	Affiliation Agreement	Adventist PA Addendum-refer to signed agreement	Illinois
02/18/21	Affiliation Agreement	IU Health Renewal 2021	Indiana
02/10/21	Affiliation Agreement	Eastern Illinois Area of Special Education	Illinois
02/10/21	Affiliation Agreement	Cameron Memorial Community Hospital	Indiana
02/10/21	Affiliation Agreement	Cobblestone Crossings Health Campus	Indiana
02/10/21	Affiliation Agreement	Queen's North Hawaii Community Hospital	Hawaii
02/10/21	Affiliation Agreement	Sarah Bush Lincoln Health Center	Illinois
02/10/21	Affiliation Agreement	Electra Healthcare	Texas
02/10/21	Affiliation Agreement	Community Memorial Hospital	Virginia
02/10/21	Affiliation Agreement	Encompass Health Rehabilitation Hospital of Austin	Texas
02/10/21	Affiliation Agreement	Concentra Health Services	Texas
02/10/21	Affiliation Agreement	Northwoods Lodge	Washington
02/10/21	Affiliation Agreement	Adventist Health Partners AMITA	Illinois
02/10/21	Affiliation Agreement	Swedish Edmonds	WA
02/10/21	Affiliation Agreement	Lutheran Medical Group	Indiana
02/10/21	Affiliation Agreement	Collaborative Care Services	Minnesota
02/09/21	Affiliation Agreement	TMC - Therapy Management Corporation	Florida
02/09/21	Affiliation Agreement	The University of Texas M.D. Anderson Cancer Center-PA	Texas

4i Board Representation at University Events

Events Requiring Board Representation

June 18, 2021 Board of Trustees Meeting, State Room, Tirey Hall

July 29-30, 2021 Board of Trustees Retreat, State Room, Tirey Hall

Optional Events

June 1, 2021 Tuition Hearing, State Room, Tirey Hall

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

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

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

4j In Memoriam

IN MEMORIAM: Ms. Frances Svihla

WHEREAS, Ms. Frances Svihla, Secretary in Laboratory School (retired), died on the thirtieth day of October two thousand and twenty; and

WHEREAS, Ms. Frances Svihla had given loyal and devoted service to Indiana State University for twenty three years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

IN MEMORIAM: Ms. Dulcie Diane Brown

WHEREAS, Ms. Dulcie Diane Brown, retired Associate Professor in the USI-US-University School, died on the seventh day of November two thousand and twenty;

WHEREAS, Ms. Dulcie Diane Brown had given loyal and devoted service to Indiana State University for 28 years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Mr. John White

WHEREAS, Mr. John White, retired Associate Director of Physical Plant, died on the 26th day of February two thousand and twenty one and;

WHEREAS, Mr. John White, had given loyal and devoted service to Indiana State University for 21 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Dr. Norman Bucher

WHEREAS, Dr. Norman Bucher, retired Professor in the Department Management and Finance of Indiana State University, died on the 9th day of March two thousand and twenty one; and

WHEREAS, Dr. Norman Bucher 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.

IN MEMORIAM: Dr. James Conyers

WHEREAS, Dr. James Conyers, retired Professor Sociology & Social Work Department of Indiana State University, died on the 11th day of March two thousand and twenty one; and

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

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

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

IN MEMORIAM: Mr. Ray Kmucha

WHEREAS, Mr. Ray Kmucha, retired Custodian Worker II, died on the 25th day of March two thousand and twenty one and;

WHEREAS, Mr. Ray Kmucha, had given loyal and devoted service to Indiana State University for 33 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Dr. Frederick Rusch

WHEREAS, Dr. Frederick Rusch, retired Professor in English Department and Associate Vice President in VP and Provost Office of Indiana State University, died on the 26th day of March two thousand and twenty one; and

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

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

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

IN MEMORIAM: Mrs. Edith Rausch

WHEREAS, Mrs. Edith Rausch, Retired Secretary in College of Arts and Sciences, died on the twelfth day of April two thousand and twenty one; and

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

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

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

IN MEMORIAM: Dr. Clair Woodward

WHEREAS, Dr. Clair Woodward, retired Professor in the Department of Continuing Education and Director of Independent Study of Indiana State University, died on the 5th day of April two thousand and twenty one; and

WHEREAS, Dr. Clair Woodward had given loyal and devoted service to Indiana State University for twenty seven 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.