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2. Remarks

Faculty Senate Chairperson Dr. Andrea Arrington Siros

Staff Council Chairperson Roxane Torrence

Student Government Association President Nick Bement

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

President of the University Dr. Deborah Curtis

Chairperson of the Board of Trustees Robert Casey

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The Indiana State University Board of Trustees met in Executive Session at 12:30 p.m. on Friday, October 20, 2023.

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

The Trustees met in a regularly scheduled meeting on Friday, October 20, 2023 at 2:45 p.m.

Trustees present: Kathleen Cabello, Robert Casey, Ms. Collins, Randall Minas, Robert Lowe, Cynthia Powers, John Pratt, Cheryl Roberson, Kate VanHyfte and Troy Woodruff.

Trustee absent: None.

**3b For Approval, Retirement Agreement with President
Deborah J. Curtis**

3c Presidential Profile

The position profile for the next president of Indiana State University has been developed by the Presidential Search Committee incorporating feedback received from campus wide listening sessions. Upon approval, the profile will be utilized to advertise the position of President of Indiana State University nationally and to recruit candidates.

INDIANA STATE UNIVERSITY PRESIDENTIAL PROFILE

EXECUTIVE SUMMARY

Indiana State University (ISU) seeks a seasoned higher education leader committed to the University's core values of learning, discovery, engagement, and inclusiveness to serve as its 13th President. The President reports to the University's Board of Trustees.

Offering a diverse array of undergraduate, graduate, and professional programs, Indiana State University is known for its high-quality education infused with experiential learning, community engagement, and career readiness. ISU serves more than 8,300 students representing a wide range of backgrounds and experiences, including family educational history (40% are first-generation students), socioeconomic status (46% are Pell-eligible students), race and ethnicity (35% of new domestic first-year students are minority), nationality (4% of students are international), and academic achievement (22% of incoming first-year students are enrolled in the Honors College). The University has seen a decline in total enrollment since 2020, and the next President will be expected to work closely with others in shaping a recruitment strategy that positions Indiana State as an institution of choice and elevates the University's brand in the state and throughout the region. This individual must share ISU's deep commitment to high-quality education, a student-centered environment, and exceptional outcomes for all students.

ISU's President must be a visible presence with the ability to build meaningful, authentic relationships among the University's many constituents. This includes working collaboratively and transparently with the Board of Trustees and the University's faculty, staff, and students, as well as engaging donors, alumni, community partners, and state leaders. Indiana State has a rich community engagement and service history, and the next President will be expected to advance the University's impact locally and beyond. Indiana State's supporters have demonstrated a significant commitment to the institution's mission, giving over \$100 million in ISU's current comprehensive campaign.

Indiana State University is located in the heart of downtown Terre Haute, a popular area surrounded by new and established businesses. With a population of around 60,000, ISU is one of the area's largest employers and one of four higher education institutions. Sitting 15 miles from the state line of Illinois and along the Interstate 70 corridor, ISU maintains a visible presence in various communities.

For information regarding how to apply, submit nominations, or inquire about the role, please see the "Procedure for Candidacy" section at the end of this document.

OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

The next President will be expected to address the following priorities, among others:

SHAPE THE FUTURE ENROLLMENT STRATEGY.

Indiana State has a long history of serving a wide range of students that represent diverse backgrounds, including family educational history (40% are first-generation students), socioeconomic status (46% are Pell-eligible students), race and ethnicity (35% of new domestic first-year students are minority), nationality (4% of students are international), and academic achievement (22% of incoming first-year are enrolled in the Honors College), among other backgrounds and identities. In recent years, the University has faced numerous headwinds in its recruitment of students: the COVID-19 pandemic, a declining number of traditional college-aged students, and a [decline in the college going rate in the State of Indiana](#). As a result, Indiana State has seen a 23% decline in total enrollment from

Fall 2020 to Fall 2023. The next President will be expected to work closely with administrators, faculty, and staff in shaping a recruitment strategy that positions Indiana State as an institution of choice while also adapting to enrollment trends and emerging needs within the State of Indiana. The University sees opportunities to enhance distance learning offerings that serve non-traditional students and graduate students, price more competitively to attract international students, and continue to leverage its [Pathway to Blue](#) partnership to enroll transfer students, and continue the University's trend of increased freshman classes over the last two years. This individual must be able to elevate the University's brand and effectively communicate its impact throughout Indiana and across the region. Information on Fall 2023 enrollment and additional enrollment information can be found [here](#).

CONTINUE TO ADVANCE STUDENT SUCCESS.

Indiana State's faculty and staff are deeply committed to high-quality education and support of its students, providing a setting that allows for personal relationships and opportunities for engagement. In 2021, the University introduced [Indiana State Advantage](#)—a commitment to affordability, guaranteed tuition, and world-class experiences. Indiana State Advantage includes an Experience Grant of up to \$3,000 for students to participate in an internship, service trip, undergraduate research, creative activity, or study-abroad experience. The University also offers a vibrant campus community with more than 200 student organizations, dynamic living-learning communities, Division I athletics, and active Greek life. The University's commitment to excellent and accessible curricular and co-curricular experiences for students has led to a nine-point increase in its student retention rate, which was 68.6% in Fall 2023. The next President should bring an understanding of and passion for the diverse student populations that Indiana State serves, a record of advancing student success, and a commitment to leveraging and celebrating the talents and passion of faculty and staff in their support of student outcomes.

PRIORITIZE AND IDENTIFY RESOURCES TO ADVANCE THE UNIVERSITY'S MISSION AND CORE VALUES.

Indiana State realigned its budgeted resources for 2023-24 to set a stable financial position for its current enrollment. The strain of navigating the pandemic and the recent cuts have stretched faculty and staff, and the next President must be able to help prioritize and reward the work being done across campus. This individual must be skilled at working with leaders across campus to effectively utilize resources to fulfill the [University's mission and core values](#). The President must also be able to build relationships and tell the story of ISU's impact to those who can help advance its goals. The University has had tremendous support from alumni and donors during its [Be So BOLD campaign](#), which began in 2019 and was publicly launched in 2022. ISU has already surpassed the \$100 million milestone and set institutional fundraising records in FY21 and again in FY23. The state of Indiana continues to contribute significantly to the University's success, with more than 50% of its general fund operating budget coming from state appropriations and support for academic debt service. Major state-funded capital projects include a [\\$66 million building renovation](#) for the Bailey College of Engineering and Technology.

ENGAGE THE UNIVERSITY'S MANY CONSTITUENTS.

ISU's President must be a visible presence with the ability to build meaningful, authentic relationships. This includes engaging key constituents—faculty, staff, students, alumni, and external partners—and working proactively and transparently with the University's [Board of Trustees](#), [Faculty Senate](#), [Staff Council](#), and [Student Government Association](#) to support effective and inclusive governance of the institution. The President must also be an effective relationship builder with partners in the community, throughout Indiana, and across the nation. The University has a history of significant engagement in Terre Haute and Vigo County, becoming one of the first institutions to receive The Carnegie Foundation for the Advancement of Teaching's special designation for Community Engagement. Faculty, staff, and students are highly engaged in community service opportunities that impact the community and state, including the student-led [State Dance Marathon](#) and hosting of Indiana's [Special Olympics](#), among other activities. The University also contributes to the life of the community through its arts collections, the [ISU Symphony Orchestra](#), theatre programs, and Division I athletics.

PROFESSIONAL QUALIFICATIONS AND PERSONAL QUALITIES

The next President of Indiana State University must have a demonstrated record of successful, senior-level leadership in higher education and a terminal degree. It is preferred that this individual have experience as a faculty member, but other candidates with significant experience working closely with faculty, staff, and students will also be considered.

Additionally, the next President should have:

- A record of success identifying and implementing strategies and programs to attract and retain students and the ability to champion ISU's impact on students, the region, and the state.
- An understanding of the trends impacting higher education and experience working collaboratively with a university community to shape a strategy that positions the institution for long-term success and the fulfillment of its mission.
- Experience supporting strong, forward-looking academic programs and vibrant campus life through living-learning communities, robust student organizations, Greek life, experiential learning, the arts, and collegiate athletics, among other activities.
- An understanding of and passion for the diverse student populations that Indiana State serves and a record of creating a campus culture that is inclusive, welcoming, and supports the success and a sense of belonging for all faculty, staff, and students.
- A record of building solid teams, leveraging the knowledge and expertise on a university campus, engaging others and empowering them to advance goals, and recognizing the contributions made at all levels within an institution.
- The ability to work effectively with the Board of Trustees and a commitment to proactive, transparent engagement with the Board.
- A record of effectively aligning resources with priorities and ensuring a high-performing organization that maximizes resources in pursuit of institutional goals and mission.
- A leadership approach that prioritizes listening, authentic engagement, and visibility on-campus and off-campus.
- Strong communication skills, including the ability to be a passionate advocate to the University's many constituents.
- The ability to develop partnerships and engage external constituents in support of the University and its students by understanding the interests of donors, alumni, legislators, and others and connecting those interests to opportunities for impact.
- An understanding of the vital connection between a university and its local community and the ability to build strong relationships that lead to successful outcomes for both.

ABOUT INDIANA STATE UNIVERSITY

OVERVIEW

Offering a diverse array of undergraduate, graduate, and professional programs, Indiana State University is known for its high-quality education infused with experiential learning, community engagement, and career readiness.

Since its establishment in 1865, Indiana State University has consistently upheld its respected reputation as an all-inclusive, state-assisted public university offering bachelor's, master's, and doctoral degrees.

ISU takes pride in its role as the State of Indiana's educational cornerstone, addressing Indiana's workforce needs through talent development and serving as one of the largest employers in West Central Indiana. The University's success is underscored by its recent achievement of securing nearly \$90 million in funding over the past three years. These funds are earmarked for enhancing campus infrastructure and addressing the childcare shortage.

In 2023, ISU was recognized as one of the best universities by the Wall Street Journal and U.S. News & World Report, among the best for veterans by Military Times, and among the best online university programs by Statista. Indiana State is classified as a community-engaged institution by the Carnegie Foundation.

Indiana State University boasts a diverse academic portfolio with over 100 undergraduate majors and 80 minors distributed across five colleges: the College of Arts and Sciences, the Scott College of Business, the Bayh College of Education, the Bailey College of Engineering and Technology, and the College of Health and Human Services. Additionally, ISU offers more than 75 graduate programs across these academic colleges.

As of the fall of 2023, Indiana State University's total headcount is 8,305, including 1,568 full-time first-year students. This number reflects a two percent increase, contributing to a 10% growth in the first-year class over the past two years. Notably, 2023 welcomed the highest number of international students and the largest international student population since 2017, representing 43 states and 40 countries.

The Indiana State Advantage continues to expand and offer first-time, full-time students the guarantee to graduate in four years debt-free while pursuing a world-class education. Additionally, first-year students can use a \$3,000 grant for an experiential learning opportunity to enhance their education.

Indiana State competes at the NCAA Division I level. The ISU Sycamores have nine women's teams and six men's teams competing in intercollegiate athletics. ISU has been a member of the Missouri Valley Conference since 1977.

8,305 STUDENTS

1,516 FACULTY & STAFF

17:1 STUDENT-TO-TEACHER RATIO

68.6% FRESHMAN/FIRST-YEAR RETENTION

74.8% OF STUDENTS ARE INDIANA RESIDENTS

UNIVERSITY BUDGET

Indiana State University has an annual operating budget of approximately \$164.7 million. The two largest sources of revenue are student tuition (40.3% of total revenue) and state appropriations (53.4% of total revenue).

The state appropriation is comprised of three main components: base funding, outcomes-based performance funding, and debt service for academic facilities. Base funding reflects historical changes in student enrollment and degree completion and is the largest amount of state-provided funding. Outcomes-based performance funding is dollars appropriated to the institution that may be earned if certain outcome measures are achieved, such as overall degree completion and on-time completion.

The State of Indiana provides funding for major renovation or new construction of academic facilities through the use of debt service appropriations or cash. Since 2013, ISU has received \$216.9 million of capital funding, including \$97 million of cash funding, in addition to the annual allocations of repair and rehabilitation dollars for the upkeep of academic facilities.

INDIANA COMMISSION FOR HIGHER EDUCATION

The [Indiana Commission for Higher Education](#) works with Indiana's seven public colleges and universities. The Commission is not a governing board but a coordinating agency that works closely with Indiana's public and independent colleges. In addition, The Commission has strong working relationships with many other State agencies, including the Department of Education, the Department of Workforce Development, and the Independent Colleges of Indiana.

ACCREDITATION

HIGHER LEARNING COMMISSION (HLC)

Indiana State University is [regionally accredited by the Higher Learning Commission](#). Indiana State was last reviewed in 2020. The next comprehensive evaluation with the HLC will be in 2030-31.

SPECIALIZED ACCREDITATIONS

In addition to institutional accreditation conferred by the HLC, many of ISU's educational programs are accredited by specialized agencies, such as discipline-based organizations and professional associations. For more information on specialized accreditations, [click here](#).

THE COMMUNITY

Indiana State University is in the heart of downtown Terre Haute, a popular area surrounded by new and established businesses. With a population of around 60,000, ISU is one of the area's largest employers and one of four higher

education institutions. Sitting 15 miles from the state line of Illinois and along the Interstate 70 corridor, ISU maintains a visible presence in various communities.

ISU has played a pivotal role in the ongoing resurgence of Terre Haute's downtown. In 2020, the Hulman Center reopened after a two-year, \$50 million renovation project. The Terre Haute Convention Center opened in 2022 across the street from the Hulman Center. Both facilities are helping Terre Haute bring more visitors to the community for conferences, special events, and sporting events. In 2023, the historic Hulman and Company Building, once home to Clabber Girl, reopened as "the Hub," a modern facility that houses The Station Coworking, Terre Haute Chamber of Commerce, and Terre Haute Economic Development Corporation.

Downtown Terre Haute is also home to the 41/40 Arts and Cultural District, only one of ten districts designated by the State of Indiana. The 41/40 Arts and Cultural District radiates out from the Crossroads of America—the historic U.S. Highways 40 and 41 intersections, encompassing downtown Terre Haute, the brewing district, and most of the ISU campus. Other district highlights include the Terre Haute Children's Museum, Swope Art Museum, Vigo County History Center, University Art Gallery, Hulman Center, and ISU's Tilson Auditorium, home to the Terre Haute Symphony, ISU Performing Arts Series and Speaker Series.

With the help of State and local funding, ISU is leading the West Central Indiana Early Childhood Development Initiative. This collaborative project includes renovating a new childcare facility, academic leadership in early childhood development and education, and developing a regional strategic plan for high-quality childcare.

Terre Haute's riverfront along the Wabash River has undergone a resurgence to spur economic development and establish the riverfront and surrounding area as a destination. The project includes the development of the Wabashiki Fish and Wildlife Area and ISU's Gibson Track and Field.

STUDENTS

At Indiana State, we transform the lives of students through a high-quality education infused with experiential learning, community engagement and career-readiness. Our students succeed within a culture of inclusion and support that provides the skills and knowledge to impact Indiana and beyond.

ISU supports over 8,000 students, including more than 3,000 first generation students. 74.8% of our students are Indiana residents, and 61% of students are commuters. Students come from all 92 Indiana counties and 49 states, with 232 international students from 70 countries. 68% of the ISU student population is white and 28.4% of ISU students are black, indigenous, or people of color.

COLLEGES AND ACADEMIC UNITS

COLLEGE OF ARTS AND SCIENCES

Indiana State University's College of Arts and Sciences (CAS) has the highest enrollment of all the colleges, with 2,322 students. Located in Stalker Hall, CAS offers students nearly 50 undergraduate majors with equal minors, sixteen master's degree programs, and three doctoral programs. CAS is the academic backbone of the institution as the college provides students with most of the University's Foundational Studies program. 2022 CAS graduates had a placement rate of 88% with a mean full-time salary of \$43,887.

SCOTT COLLEGE OF BUSINESS

The Scott College of Business (SCOB), located in Federal Hall, offers over 25 programs at the undergraduate and graduate levels. Its mission is to prepare students for a complex global society and is dedicated to providing an internationally accredited professional education. In 2023, the college had a 12% growth of graduate students. Through instruction, intellectual contributions, and professional service, SCOB's faculty helps craft students into young professionals through experiential learning opportunities in and out of the classroom. The SCOB class of 2022 had a 96% placement rate with a mean full-time salary of over \$55,000.

BAYH COLLEGE OF EDUCATION

Indiana State University has proudly trained teachers for over 150 years, and it starts in the classrooms of the Bayh College of Education (BCOE). With 15 programs, five centers and institutes, nine education-specific student organizations, and degrees available at the undergraduate, graduate, and doctoral levels, the BCOE uses its vast resources to cultivate the next generation of leaders. In Indiana, 120 superintendents have earned their degrees from

Indiana State. Out of all the colleges in 2023, the BCOE has the most graduate students, with 536. Class of 2022 alums had a 96% placement rate with a mean full-time salary of \$54,627.

BAILEY COLLEGE OF ENGINEERING AND TECHNOLOGY

Under the leadership of a new dean, the recent renaming of the college stemming from a \$8 million donation, and the approval of a state-funded \$66 million renovation project, there is excitement bustling out of the Bailey College of Engineering Technology (BCET). The BCET houses several accredited programs that lead students into sought-after, in-demand jobs. The college offers high-demand education programs providing theoretical and experiential learning to ensure students' career success. The renovation project is expected to break ground in the Spring of 2024. It will result in several modernized upgrades, including state-of-the-art instructional and laboratory spaces for the college. Graduates from the class of 2022 had a 95% placement rate with a mean salary of \$63,115.

COLLEGE OF HEALTH AND HUMAN SERVICES

ISU's College of Health and Human Services (CHHS) prepares students to become professionals who improve the well-being of individuals and families through teaching, research, and community outreach. CHHS offers dozens of undergraduate, graduate, and doctoral programs emphasizing health, healthcare, well-being, and social welfare. The college has taken a proactive approach when it comes to community engagement, including receiving a \$300,000 gift from Union Health to fund a Nursing Student Success Center to help create a pipeline of nursing employees for Union Health. Recent data shows CHHS alums had a 95% placement rate with a mean salary of \$63,367.

OFFICE OF GRADUATE STUDIES

Indiana State University offers more than 75 graduate programs in the Colleges of Arts and Sciences, Business, Education, Technology, and Health and Human Services leading to doctoral and master's degrees. Students also can pursue certificates in a concentrated area of study, enroll in professional development courses, and fulfill continuing education requirements. Many graduate programs are available on-campus or through Indiana State Online.

HONORS COLLEGE

Honors College students participate in a core of small and powerful classes, taught by faculty selected for their expertise and devotion to academic excellence. The Honors College dean, staff, and faculty work closely with each student to design a program of study that enhances the student's academic major and provides the best possible preparation for professional development and advanced study. Benefits of being an Honors student are many, and include a dynamic classroom environment; a vibrant community of peers; supportive faculty mentors; interdisciplinary courses that feature exciting perspectives on world events, culture, and history; high-powered experiential learning, including undergraduate research and internships; scholarly travel and field trips in the United States and abroad; special assistance with scholarships and job opportunities; priority registration; and honors housing.

COMMITMENT TO INCLUSIVE EXCELLENCE

Indiana State University values diversity, equity, inclusion, and social justice. We acknowledge and respect persons of color, persons with disabilities, our LGBTQIAP+ community, our international communities, varied languages, age groups, religious communities, underserved populations, various socioeconomic backgrounds, and many other communities and groups that collectively enhance, enrich, and strengthen the ISU Sycamore family.

Indiana State is committed to developing a campus of inclusive excellence to ensure everyone feels appreciated, respected, valued, and welcome. Whether at our residential campus, in a hybrid, or through distance education.

ISU graduates are empowered to become conscientious and culturally astute leaders, sharing their skills and talents locally, nationally, and internationally. Our vision reflects integrating critical thinking, cultural competency, and conscientious respect for varied perspectives to empower students to live and work in a democratic society. Our core values reassure members of the ISU community that their role and responsibility are critical to the well-being of our long-term commitment that fosters a shared responsibility that holds the campus community accountable for the progress of diversity, equity, and inclusion.

The Office of Diversity, Inclusion, and Belonging was established in 2016 to support Indiana State University's goal of becoming an inclusive-excellent campus. Indiana State University has a long history of increased diversity on its campus. Representing 70 countries, our campus community recognizes the importance of maintaining an environment that recognizes individual differences and empowers our community to learn and grow from a culture that embodies inclusive excellence in all of its complexities.

INDIANA STATE ADVANTAGE

The Indiana State Advantage represents a distinctive feature of an ISU education, offering individuals a unique blend of a private school ambiance along with the benefits of a large public university.

To make education more accessible, Indiana State extends a unique opportunity to Pell-eligible students in Indiana who maintain a minimum 3.0 high school GPA, providing them with four years of in-state tuition.

Furthermore, Indiana State dedicates itself to fostering experiential learning. It offers an Experiential Learning Grant of up to \$3,000 to support initiatives such as internships, service trips, undergraduate research, or study-abroad experiences, which students can initiate as early as the sophomore year.

Indiana State proudly offers a four-year graduation guarantee in line with its commitment to student success. If students meet the program requirements and complete their degree within the designated timeframe, the university ensures that they graduate on schedule, or it covers the tuition for any remaining classes. (Some restrictions apply).

UNIVERSITY ADVANCEMENT / INDIANA STATE UNIVERSITY FOUNDATION

The Division of University Advancement is the fundraising arm of the University, home of the ISU Foundation, ISU Alumni Association, and related functions of University Advancement.

The Indiana State University Foundation (ISUF) has experienced record fundraising growth over the past five years. For most of the 2010s, the University averaged between \$4 million and \$7 million in annual fundraising. Over the past three years, annual fundraising has totaled \$29.3 million in FY21, \$21.5M in FY22, and a record-setting \$30.1 million in the most recent fiscal year. The Division of University Advancement has transformed the culture of philanthropy at Indiana State University with the support of the University Administration, external advisory boards, and the campus community.

In 2019, the University embarked on the Be So BOLD Campaign for Indiana State with the public launch of the campaign in September 2022. The Be So BOLD Campaign is a significant investment in our institution and, most importantly, our students. Driven to advance Indiana State's transformative academic experience by amplifying what has made it great while defining opportunities for all students to earn their degree, a focused effort on raising philanthropic support was needed. Aligned with our most recent strategic plan, the campaign's priorities were established to strengthen who we are in student scholarships, experiential learning, faculty excellence, and Sycamore athletics.

In December 2023, the campaign reached the \$100M fundraising milestone. The campaign is scheduled to end on June 30, 2024, exceeding expectations. Complete information on the Be So BOLD Campaign can be found at BeSoBoldISU.com.

THE SYCAMORE ATHLETICS PROGRAM

Since 1977, Indiana State University has been a member of the Missouri Valley Conference (MVC). Indiana State is recognized as a competitive and decorated program in Division I sports with 13 athletic teams (five in men's and eight in women's sports). Sycamore Athletics has won several team and individual national championships and dozens of MVC Championships combined across all sports achieved postseason bids and is home to several All-Americans and Olympic athletes.

ISU's athletic facilities are nationally known as some of the best, including the Hulman Center, Lavern Gibson Championship Cross Country Course, a host site for the NCAA Division I Cross Country Championships numerous times, and the University's newly built \$4.3 million Gibson Track and Field Complex.

In 2023, Indiana State's baseball team had its most historic season, winning the MVC regular season and tournament championships, hosting and winning the NCAA Terre Haute Regional, and advancing to the first Super Regional in program history.

ISU's men's track and field team swept the Missouri Valley Conference Indoor and Outdoor Track and Field Championships for the second consecutive year, highlighting a dominant stretch in program history.

Head Coach Angela Martin was named the men's Indoor and Outdoor Track Coach of the Year for the second consecutive year, leading the women's program to top-three finishes in both MVC championships.

Indiana State swimming and diving made school history as the Sycamores posted their first top-two team finishes at the 2023 Missouri Valley Swimming & Diving Championship.

ISU's men's basketball team has reignited a spark in the community. During the 2022-2023 season, the Sycamores made their first postseason tournament appearance since 2014 in the College Basketball Invitational.

Aside from being fierce competitors, ISU athletes are dedicated students and servants of the Wabash Valley. Student-athletes participate in advocacy events, volunteer in cleanup events, and engage with students in area elementary schools.

BY THE NUMBERS IN 2023

15 STUDENT-ATHLETES EARNED THE MVC BOARD OF DIRECTORS ACADEMIC EXCELLENCE AWARD (3.8 GPA)

95 RECEIVED THE COMMISSIONER'S ACADEMIC EXCELLENCE AWARD (3.5 GPA)

215 RECEIVED MVC HONOR ROLL (3.2 GPA)

MISSION STATEMENT

We transform the lives of students through a high-quality education infused with experiential learning, community engagement and career-readiness. Our students succeed within a culture of inclusion and support that provides the skills and knowledge to impact Indiana and beyond.

VISION STATEMENT

We will be the university of choice for students seeking a distinctive, high-quality education highlighted by challenging experiences that prepare our graduates to contribute to the economic vitality and civic and cultural development of their communities and the global society.

CORE VALUES

Indiana State is committed to these core values:

LEARNING: We prepare the next generation of leaders and citizens by providing personalized and transformative experiences that lead to success in the classroom and beyond.

DISCOVERY: We nurture intellectual curiosity and growth through the creation of new knowledge and the joy of enhanced human understanding.

ENGAGEMENT: We collaborate with our local and global communities to create long-term relationships, connectedness with integrity, and a shared sense of pride.

INCLUSIVENESS: We take action to honor the diversity of individuals, ideas and expressions, ensuring they are genuinely recognized, valued, and lived.

PROCEDURE FOR CANDIDACY

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a letter of interest addressing the themes in this profile and a CV or resume. WittKieffer is assisting Indiana State University in this search.

For fullest consideration, candidate materials should be received by February 7, 2024.

Application materials should be submitted using [WittKieffer's candidate portal](#). Nominations and inquiries can be directed to Ryan Crawford, Darrien Davenport, Ed.D., and Natalie Song at IndSt-President@wittkieffer.com.

Indiana State University is an affirmative action/equal opportunity employer with a core value to create an inclusive community that honors the diversity of individuals, ideas, and expressions.

Recommendation: Approval of the position profile for advertising and recruiting candidates for President of Indiana State University.

3d1 Global Enrollment Initiatives of Strategic Importance

The Board of Trustees previously authorized the Provost and the Senior Vice President for Finance and Administration/Treasurer to determine global enrollment initiatives of strategic importance represented by signed participation agreements from which the University derived specific benefits and accorded with broader University strategic goals. Participation agreements may include reduced international tuition rates.

To remain competitive in the international student recruitment market, it is recommended for international students represented by signed participation agreements or international recruiting agreements in areas of global strategic importance, an alternative credit hour fee of 150% of the standard Board approved instate tuition rate be applied.

Recommendation: To authorize the Provost and the Senior Vice President for Finance and Administration/Treasurer to identify global enrollment initiatives of strategic importance to the University. It is further recommended that with the approval of the Provost and the Senior Vice President for Finance and Administration/Treasurer, an alternative credit hour fee of 150% of the standard Board approved instate tuition rate in effect at the time of delivery of academic instruction may be established in association with such initiatives, effective beginning Spring 2024.

3d2 2022-23 Audited Financial Statements

The 2022-23 audited financial statements received an unmodified audit opinion from the Indiana State Board of Accounts reflecting the FY23 financial statements were presented fairly, in all material respects, in accordance with generally accepted accounting principles.

Recommendation: Acceptance of the 2022-23 Audited Financial Statements.

3e1 Modification to Policy 860 University-Related Websites

Rationale: The Office of Information Technology (OIT) and University Marketing support the combination of Policies 860, 870 and 880 into one policy. Sections in the proposed 860 policy modifications include necessary elements from the eliminated 870 and 880 policies. Changes to this policy are necessary due to the establishment of a web standards advisory and compliance team referenced in the policy as well as a clear articulation of roles and responsibilities shown in Section 860.3. This places accountability for accurate and maintained content more squarely on college and unit leaders.

Proposed Modifications:

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

860.2.1 Statement of Policy

Any website associated with Indiana State University using the designations “Indiana State University,” “Indiana State,” “ISU,” “Sycamores,” or other University-associated name, nickname, abbreviation, trademark, or symbol, whether established by an academic or administrative unit, a center, a group or individual, must adhere to the following:

860.2.1 (a) Ownership of the registered website name will be held by Indiana State University, and such registration will be made only by the Offices of ~~Communications and Marketing~~ or Information Technology.

860.2.2 (b) Selection of the domain name for the registered website must protect the educational status of the official Indiana State University network.

860.2.3 (c) The primacy of the official Indiana State University website(s) and/or portal(s) must be secured and maintained.

860.2.4 (d) Appropriate hosting, server, bandwidth, and associated content and technical support must be secured and approved in advance by both the University Marketing department and the Office of Information Technology.

860.2.5 (e) Website content must comply with all official University policies, standards, and practices included in the current University Standards, policies on the use of the University seal, logo, and other ISU symbols, and other standards and practices, including those regularly posted on the official Indiana State University websites. The website may not be used to provide or deliver content to non-ISU sites that frame or otherwise juxtapose it with any other material in such a manner as to make it appear the content originated at the other location.

860.3 Roles and Responsibilities

860.3.1 Vice Presidents and Deans are responsible for implementing the requirements of this policy and ensuring organizational buy-in of its concepts for all functional units, as

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well as verifying that adequate procedures are in place to ensure web compliance and uniformity.

860.3.2 Website owners are responsible for providing assurance that all website procedures have been socialized among their staff responsible for implementing website changes (“site maintainers”). Website owners overseeing the primary department associated with a website will ensure that development, implementation, and maintenance activities abide by web standards published by the Indiana State University Marketing team, as well as ensuring site maintainers remain current on relevant trainings such as web accessibility and general best practices. Website owners will be responsible for responding to issues that may arise from standards or accessibility findings.

860.3.3 University Marketing and the Office of Information Technology publishes standards and is responsible for periodically assessing websites for potential risk or compliance concerns and reporting those concerns to the appropriate website owner or senior manager.

860.3.4 University Marketing and the Office of Information Technology co-chair a web standards and compliance advisory team that develops new and reviews existing standards and makes recommendations for changes to standards as university needs and technology change.

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860.4 Review of Websites: Noncompliance

The Executive Director of Marketing, or designee, will regularly review all websites with names related to Indiana State University for compliance with this policy and procedures. Any websites not in compliance will be notified and dealt with as provided in Policy 860.6 Web Publications. Failure to comply with these policies and procedures may result in action including termination of the website and/or appropriate civil or criminal action against the website developers/providers/owners.

860.5 Exemptions

860.5.1 Where compliance with this policy is not technically possible or may require extraordinary measures due to the nature or intent of the website, or when using emerging technologies, exceptions to University Web Standards may be granted. The exemption process is defined by the web standards and compliance advisory team.

860.6 Review of Publications.

The University recognizes the value and potential of publishing on the Internet and so encourages and supports students, staff, and faculty to publish electronic information.

Authorized faculty, staff and students may create web pages that are consistent with the University's mission.

860.6.1 Content of Pages Must Comply with University Standards Regarding Nondiscrimination. Contents of all electronic pages, including their associated links, on University equipment must follow University standards regarding nondiscrimination and should be consistent with the University's mission.

860.6.2 Compliance with Copyright Laws. Copyright laws apply to electronic publishing as well as to print publishing. Information providers must follow the provisions of the institutional copyright policy and procedures and that of U.S. Copyright Law.

860.6.3 No University Resources for Personal Business or Gain. University resources may not be used to create or display web pages primarily for personal business or personal gain, except as expressly authorized in writing by the University and in accordance with other University policies. Resources may not be used to provide or deliver content to non-ISU sites that frame or otherwise juxtapose it with any other material in such a manner as to make it appear the content originated at the other

860.7 Domain.

This applies to all students, faculty, and staff who are eligible to use the Indiana State University network and computing systems.

840.7.1. Ownership. Indiana State University is the owner of the Internet address (IP) space 139.102.1.1 through 139.102.200.254 and 139.102.207.1 through 139.102.254.254, and uses the Internet domain names "indstate.edu and/or indianastate.edu". ISU has also registered numerous other variants as a protection against the possibility of exploitation of University's reputation by others.

860.7.2 Restrictions on Registration. ISU Internet (IP) addresses may not be registered for use with any other domain name except as permitted below.

860.7.2.1 Domain Name Service. The Office of Information Technology (OIT) is responsible for implementing Domain Name Service (DNS) for all systems connected to the campus network, and for coordinating this service with other campus units. DNS resolves names and network addresses for network routing to on-campus and off-campus destinations.

860.7.2.2 ISU Domain Names. ISU departments, programs and approved activities are eligible to use indstate.edu and/or indianastate.edu top level domain names upon request to the Office of Communications and Marketing. This request must be from a dean or vice president and will either be approved by the Associate Vice President of Marketing or forwarded to the Vice Provost for Enrollment Management, for further consideration. Requests should be made to the Associate Vice President of Marketing.

860.7.2.3 Top Level Name. To be considered for a top level name, a server would need to be of global interest to the Indiana State University community (e.g. ithelp.indstate.edu).

860.2 Review of Websites; Noncompliance

Recommendation: The administration requests approval of the modification of Policy 860 University Website which includes the consolidation of Policies 860, 870 and 880 thus eliminating Policies 870 and 880.

3e2 Modification to Policy 170 University Committees Section 170.7 Teacher Education Committee

Rationale: Academic Affairs supports modification of TEC membership, which has evolved to reflect the current range of education programs on campus and the policy does not currently match with membership. For example, we no longer have Business Education as a separate degree program. These changes also account for updated organization (e.g. elimination of the College of Graduate and Professional Studies) and renaming of units.

Proposed Modifications:

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

170.7 Teacher Education Committee

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

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

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

170.7.3 Membership. ~~The Teacher Education Committee~~TEC includes ~~twenty-two~~twenty-one (22~~21~~) voting members, ~~nineteen~~ (19)8 of whom are members of the Teacher Education Faculty, one (1) community member who is an elementary or secondary teacher or administrator, one (1) undergraduate student in a graduate program administered by the BCOE in a teacher education program, and one (1) undergraduate student in a teacher education program. ~~Ex-officio~~Ex-officio members of the TEC will include the Dean of the ~~Bayh College of Education~~BCOE, ~~an Associate Dean of the Bayh College of Education~~, ~~the Dean of the College of Graduate and Professional Studies~~, an Associate Dean of the College of Arts and Sciences, an Associate Dean of the College of Health and Human Services, ~~an Associate Dean of the Scott College of Business~~, an Associate Dean of the Bailey College of Engineering and Technology, the BCOE Accreditation and Assessment Director, and the Director of Education Student Services.

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170.7.4 Nomination.

Voting Committee members shall be members of the Teacher Education Faculty, whether in the BCOE or in other Colleges' departments, and shall be selected by their local oversight body (department, council, etc.) to ensure broad representation as follows: Elementary Education (2), Special Education (2), Secondary Education (2), Student Support/Related Service Professions (ACES) (2), K-12 Administration (EDLR) (2), English Teaching (1), Math Education (1), Science Education (1), Social Studies Education (1), World Language Education (1), Art Education (1), Music Education (1), Technology Education (1), and Physical Education (1). The Dean of the BCOE shall also designate as a voting member one (1) elementary or secondary teacher or school administrator. At the first TEC meeting of the fall, the Committee will also nominate one (1) undergraduate student who is in good standing in a teacher education program and one (1) graduate student who is in good standing in a graduate program coordinated by the BCOE for inclusion as voting members of the Committee for the remainder of the academic year. Votes to confirm these final two members will take place at the second Committee meeting of the academic year. If a voting member is not able to be selected in any area, the position will remain unfilled, and that unfilled membership will not count toward the total voting members of TEC for that academic year. In the event that a duly appointed Teacher Education faculty member is unable to serve for a year or part of a year, that faculty member's local oversight body will choose a temporary replacement from its faculty to serve on TEC until the original Teacher Education faculty member is able to return. (If a selection is not made, then the seat will go unfilled for the duration of the absence, and the total voting membership of TEC will be reduced by one during the absence.) When possible, care should be taken in designating members to provide balanced representation in terms of race, sex, faculty rank, and experience.

The Dean of the Bayh College of Education shall designate from the list of the Teacher Education Faculty 18 voting members to serve on the Teacher Education Committee. Eight (8) of those individuals will have been nominated by other academic deans: four (4) from the College of Arts and Sciences, one (1) from the Scott College of Business, one (1) from the College of Health and Human Services, one (1) from the College of Technology, and one (1) from the College of Graduate and Professional Studies. The remaining ten (10) shall come from the Bayh College of Education. Care should be taken in designating members to provide balanced representation in terms of elementary and secondary education, vocational education, educational specialties and services, race, sex, rank, and experience. The Dean shall also designate as voting members an elementary or secondary teacher or school administrator, an undergraduate student who is in good standing in a teacher education program, and a graduate student who is in good standing in a graduate program coordinated by the Bayh College of Education.

170.7.5 Terms. The faculty members of the TEC shall serve three-year, staggered terms. The community representative and the students serve one-year terms. Faculty members may be reappointed for additional terms at the pleasure of their home departments. Individuals completing terms may be eligible for a second term of the same length. After serving two terms, an individual is not eligible to be nominated for at least one year.

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

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

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

Recommendation: This proposed modification is provided to the Board of Trustees for information only. The administration plans to request approval of the policy modification at the February 2024 meeting of the ISU Board of Trustees.

3e3 Modifications to Policy 620 Contract Approval, Signatory, and Reporting Section 620.1.8 Internships

Rationale: The Office of University Engagement requests modification to Policy 620 Contract Approval, Signatory, and Reporting, Section 620.1.8 Internships to better align the Policy with current practices. The University has moved from a decentralized model of approving and tracking internships to a centralized model supported by the Career Center. This move was made to improve efficiency, improve reporting regarding internships, and minimize risk.

Proposed Modifications:

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

~~**620.1.8 Internships.** Volunteer internship agreements require the approval and signature of the Dean of the College arranging or overseeing the internship. If a student will be compensated for participation in the internship, the student must also be a party to the contract. If ISU is a party to the internship agreement, the agreement requires the approval and signature of the Dean of the College arranging or overseeing the internship.~~

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620.1.8 Internships. Internship Host Site Agreements require the approval and signature of the Vice President for University Engagement.

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Recommendation: This proposed modification is provided to the Board of Trustees for information only. The administration plans to request approval of the policy modification at the February 2024 meeting of the ISU Board of Trustees.

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3e4 Proposed Modifications to Policy 630 Purchasing

Rationale: As part of a regular policy review, the administration has identified the need to update the policy. Specifically, the policy modifications a) updates the name of the department to Procurement to reflect current terminology, b) increases the limits on procurement cards and purchase orders, and c) other minor modifications to be consistent with other public university policies throughout the State of Indiana.

Proposed Modifications:

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

630.1 General.

The ~~Purchasing and Receiving Department~~ **Office of Procurement** has been charged by the Board of Trustees with the responsibility for the procurement **purchase** of all materials, equipment, supplies, **and** contracted services. ~~central receiving, and the disposal and sale of surplus materials and equipment. Purchasing and Receiving is~~ **The Office of Procurement is** delegated authority to develop and enforce Purchasing Procedures consistent with the policy. Additionally, the Board of Trustees has authorized purchases by University Departments that use the **ISU Indiana State University** procurement card, and ~~had~~ **has** delegated authority to establish procurement card program rules for University personnel and departments. The ~~procurement card guidelines can be found at:~~ indstate.edu/purchasing/ProCard/Pcard.htm

630.1.1 Sole Authority. The ~~Purchasing and Receiving Department~~ **Office of Procurement** has the sole authority to order materials, equipment, goods, and services on behalf of **ISU Indiana State University** and obligate the University for purchase of same, except for purchases made through the procurement card program or as set forth in [Policy 620 Contract Approval, Signatory, and Reporting](#). Any purchases, whether written or verbal, will be recognized only if authorized by or through the ~~Purchasing and Receiving Department~~ **Office of Procurement**, or as a result of the proper use of the procurement card system.

630.1.2 Procurement Standards. Procurement shall be conducted according to Indiana law and, where applicable, Federal law. State law requires that state educational institutions provide the State of Indiana with vendor lists to determine if vendors have an Indiana registered retail merchant certificate and are not delinquent in paying gross retail and use taxes.

630.1.3 Items Not Handled by ~~Purchasing~~ Procurement. Contracts other than those identified in this policy are governed by [Policy 620 Contract Approval, Signatory, and Reporting](#).

630.1.4 Emergency Procurement. Emergency procurement procedures may be conducted as provided for in IC 5-16-1-1.6.

630.2 Procurement Methods.

~~ISU Indiana State University~~ has four basic methods available for procurement: Procurement Cards; Purchase Orders, generated from Requisitions; Direct Payments, generated from a Check Request; and Sole Source Procurement (Noncompetitive Proposals).

630.2.1 Procurement Cards. The standard ISU **Indiana State University** Procurement Card maximum transaction limit shall be ~~\$1,500~~ **\$3,500**, with a maximum total ~~monthly cycle~~ purchase limit of ~~\$3,500~~ **\$5,000**. The maximum transaction limit and the ~~monthly cycle~~ total limit may be higher for some departments whose purchasing volume and/or activities warrant higher limits, if requested by a department head, and if approved by the ~~Purchasing~~ **Procurement** Department. The procurement cardholder shall only be required to obtain one quote/proposal, provided that the cardholder determines that the price obtained is reasonable.

630.2.2 Purchase Orders and Requisitions. Purchase Orders may be used for any size purchase and should be used when a transaction amount exceeds a user's procurement card limit **or when a procurement card cannot be used.**

630.2.3 Direct Payments. Direct payments in the form of a Check Request should be used to pay vendors when a purchase order is not required, when a procurement card cannot be used, or to reimburse employees for items purchased on behalf of the University. Employees should receive advance approval from their supervisor before spending personal funds for University purposes. Purchases not eligible for reimbursement include payments for contracted services and any other unallowable expenditure.

630.2.4 Sole source **Source Procurement (Operating and Restricted Funds).** Sole Source is the solicitation of a proposal from only one source when one or more of the following circumstances apply:

- ~~ISU~~ **Indiana State University** has determined that the good or service is only available from a single source
- For restricted funds where the Federal awarding agency or pass-through entity expressly authorizes noncompetitive proposals in response to a written request from the non-Federal entity.
- In the case of an emergency.
- After solicitation of a number of sources and the competition is determined to be inadequate, or when only one bid was received.

~~ISU Purchasing and Receiving~~ **The Office of Procurement** may require documentation from the requisitioning department in order to justify why the characteristics inherent in a particular item or service makes it essential to the project and in preference to any other offers. ~~ISU~~ **Indiana State University** shall always be open to proposed alternates, provided that the end user determines that an alternate will meet their needs. Final responsibility in determining whether an item is truly a proprietary item and may be purchased from a sole source rests with the ~~ISU Purchasing and Receiving Department~~ **Office of Procurement.**

630.2.5 Departmental Authorization. The Department Chair, or the Administrative Head responsible for the appropriated funds, or their authorized designee, must approve all Requisitions and Check Requests.

630.3 Policy on Bidding.

630.3.1 Operating Funds. Operating Funds are funds that do not have a third party restriction for a specific purpose and the source of these funds come generally from the State of Indiana, student tuition and fees, or other budgeted operating funds. Indiana State University abides by the laws of the State of Indiana regarding procurement when using operating funds.

630.3.1.21 Purchase Under \$3,500. Purchases may be made on either the Procurement Card, as dictated by the cardholder's limits, ~~or~~ **and not otherwise restricted by Indiana State University Purchasing policies and procedures. If purchase is above the cardholder's limit or not allowable for payment by a Procurement Card, then a Purchase Order, or Direct Pay may be used** without soliciting quotations, if the price is considered reasonable. ~~There may be instances however where the buyer of items at this dollar level may want to verify pricing in some manner.~~

~~**630.3.1.32 Purchase \$3,500 or Higher**~~ **Purchases \$3,500 to \$9,999. Purchases may be awarded without written quotes. In some cases, the buyer may choose to bid the items(s) if the Office of Procurement believes that may be in the best interest of the University.** ~~The Purchasing Department shall attempt to obtain a minimum of at least three written quotes from vendors on Indiana State University forms.~~

630.3.1.3 Purchases \$10,000 or Higher. The Procurement Department shall attempt to obtain a minimum of at least three written quotes from vendors in Indiana State University forms.

630.3.1.4 Public Works Projects. Public works projects (construction, renovation etc.) are advertised and competitively bid in accordance with **the** laws of the State of Indiana.

630.3.1.5 Standing Purchase Orders. A Standing Purchase Order is a purchase order which stays open for a period of time (for example for a fiscal year) permitting multiple invoices to be billed against the standing purchase order number throughout the period. When the material and/or labor can be identified and is measurable, then the ~~Purchasing~~ **Procurement** Department will solicit bids in order to establish the cost of the time and/or materials for the period of time specified. Where the item to be purchased is not known ahead of time, a standing purchase order will be established with instructions to the supplier stating ~~ISU's~~ **Indiana State University's** expectation that any volume discounts are to be applied.

630.3.2 Restricted Funds. Restricted funds are defined as projects that have been externally funded, have been restricted to a specific purpose, and are generally funded by either federal, state or private funds. Indiana State University abides by the federal guidelines regarding procurement when using federal grants and restricted funds according to Federal Uniform Procurement Guidance 2 CFR 200.320. All university personnel are required to abide by the determination of the Senior Vice President for Administration and Finance or designee in the use of restricted funds.

~~**630.3.2.1 Standing Purchase Orders and Restricted Funds.** Standing Purchase Orders cannot be used when restricted funds are to be utilized.~~

630.3.2.21 Purchases Under \$3,500 or Under (Micro-Purchases) Using Restricted Funds. Purchases may be made on either the Procurement Card (up to a maximum per transaction amount of \$3,500) or (as dictated by the cardholder's limits), by Purchase Order, or by Direct Pay, without soliciting quotations, if the price is considered reasonable.

630.3.2.32 Purchases Between \$3,501 to \$150,000 (Small Purchase Procedures)(Micro-Purchases) \$3,500 to \$9,999 Using Restricted Funds. The Purchasing Department shall obtain a minimum of at least two quotes from vendors. If only one quote can be obtained, the procurement transaction will automatically be defined and identified as a Sole Source purchase. Purchases may be awarded without soliciting written quotes. In some cases, the buyer may choose to bid the items if the Office of Procurement believes that this may be in the best interest of the University.

630.3.2.3 Purchases \$10,000 to \$150,000 (Small Purchase Procedures Using Restricted Funds). The Procurement Department shall obtain a minimum of at least two quotes from vendors. If only one quote can be obtained, the procurement transaction will automatically be defined and identified as a Sole Source purchase.

630.3.2.4 Competitive Proposals Greater Than \$150,000 (Non-Public Works Using Restricted Funds). The technique of competitive proposals is normally conducted with more than one source submitting an offer, and either a fixed price or cost-reimbursement type contract is awarded. It is generally used when conditions are not appropriate for the use of sealed bids. If this method is used the following requirements apply:

- ISU Indiana State University shall perform a cost and price analysis with every procurement in excess of \$150,000, including contract modifications. Cost estimates will be made prior to receiving bids or proposals.
- If Restricted Funds are to be used, the requesting department must contact the Purchasing Procurement Department prior to the solicitation of proposals in order to identify the evaluation factors and their relative importance that will be used to evaluate project proposals and which are to be included and shown in the Request for Proposal.
- Purchases over \$150,000 are to be publicized by posting a Notice to Bidders on Indiana State University Purchasing Procurement Department web site.
- Proposals must be solicited from two or more qualified sources. If only one proposal is received the procurement transaction will automatically be defined and identified as a Sole Source purchase.
- Contracts must be awarded to the responsible firm whose proposal is most advantageous to the program, with price and other factors considered.

630.3.2.5 Sealed Bids Greater Than \$150,000, (Public Works Projects) Using Restricted Funds. Public works projects (construction, renovation etc.) using Restricted Funds are advertised and competitively bid in accordance with the laws of the State of Indiana provided that the procurement conforms to applicable federal law. ISU Indiana State University must perform a cost and price analysis with every procurement in excess of \$150,000.00 including proposed alternates. Estimates must be made, before receiving bids or proposals.

Public Works Projects (~~construction, renovation etc.~~) are advertised and competitively bid. This process includes development of complete specifications, public notice, sufficient lead-time prior to bid opening, and the public opening of sealed bids. ISU Indiana State University reserves the right to accept or reject any or all bids, and the award shall be made to the lowest and best bid, based upon written documentation from the end user. Value engineering, which is a systematic analysis of each contract item or task to ensure that its essential function is provided at the overall lowest cost, may be used by ISU Indiana State University in determining the bid awardee.

630.3.3 Immediate Action. Certain situations, circumstances, standardized sources, and/or emergency requirements may demand flexibility and/or an immediate solution. ~~They~~ The buying staff is expected to interpret, adequately document and handle purchases in the best interests of the University.

630.3.4 Pre-Bid Agreements Established by Outside Entities. ISU Indiana State University may award a contracts to a vendor, or service provider, where the bidding and overarching contract has been established by an outside organization such as the Federal Government - GSA contract, State Government contract, or organizations such as E&I Cooperative (procurement cooperative - owned by the Universities in the U.S.), Midwestern Higher Education Compact (MHEC), U.S. Communities (cooperative purchasing program for schools & government), or comparable organizations as determined by the Purchasing Procurement Department.

630.3.5 Time & Materials Contracts. ISU Indiana State University may use a time and material type contract after it has been determined that no other contract is suitable. The ceiling price of the time and materials contract shall be specified on ISU's Indiana State University's Purchase Order.

630.4 Board of Trustees Reporting.

Items to be reported to the Board of Trustees include sole source purchases of more than \$50,000, single purchases of more than \$50,000 if a bid other than the low bid was accepted; and accumulated expenditures by vendor in excess of \$250,000 during the fiscal year.

630.5 Prepayment of Orders.

Payment for goods or services shall not be tendered until requested goods or services have been received and approved by the requesting department. The following exceptions exist:

- Payments to local, state, and federal government entities.
- Any procurement of goods or services where the source provides an instrument of security.

- Where the funding agency has authorized prepayment.
- Service and maintenance contracts where necessary.

630.6 Architectural/Engineering (A/E) Services.

The ~~purchasing and Receiving Department~~ **Office of Procurement** may use competitive proposals for qualification-based procurement of architectural/engineering (A/E) professional services whereby competitors' qualifications are evaluated and the most qualified competitor shall be selected, subject to negotiation of fair and reasonable compensation. The method where price is not used as a selection factor can only be used in procurement of A/E professional services.

630.7 Suspension and Debarment.

Non-federal entities are subject to the non-procurement debarment and suspension regulations implementing Executive Orders 12549 and 12689, 2 CFR part 180. These regulations restrict awards, sub-awards, and contracts with certain parties that are debarred, suspended, or otherwise excluded from or ineligible for participation in Federal assistance programs or activities.

630.8 Non-Discrimination and Other Laws

Vendors must comply with, Executive Order 11246 as amended that prohibits discrimination on the basis of race, color, religion, sex, sexual orientation, gender identify or national origin.

630.9 Minority, Women, Veteran Owned Business Procurement

Indiana State University is committed to providing minority-owned, women-owned and veteran-owned vendors and contractors every opportunity to compete for ~~ISU~~ **Indiana State University** business. Efforts will be made to identify, solicit quotes, and communicate with minority-owned, women-owned and veteran-owned vendors and contractors regarding the University requirements and the purchasing process, so that they may become more viable suppliers. Procurement shall be conducted according to the Governor's Commission on Minority Business Development (IC 4-13-16.5 as amended), Indiana Veteran Owned Small Business program (IC 5-22-14-3.5 as amended) and Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards in ~~2 Owned Business shall be the same as those established by the State of Indiana's Indiana Department of Administration (IODA) (2 CFR part 200).~~ **ISU's Indiana State University's** goals for the Minority, Women, and Veteran Owned Business Development Program shall be the same as those established by the ~~Governor's Commission~~ **Indiana Department of Administration (IDOA).**

630.10 Release of Procurement Information

For details concerning the release of procurement information see IC 5-14-3-3 (Right of public inspection of public records).

630.11 Sales Tax

The University is exempt from Indiana sales tax (and sales tax in other States where recognized), local sales tax, and local use tax. When requested, the ~~Purchasing and Receiving~~ **Procurement** Department will furnish a copy of the University's tax-exemption certificate to ~~ISU~~ **Indiana State University** vendors and contractors.

630.12 Reciprocity

Indiana State University personnel will not participate in reciprocal purchasing arrangements. Indiana State University shall continue to separate purchasing considerations from the objectives of fund raising endeavors of the institution.

630.13 Code of Ethics

The ~~Purchasing and Receiving~~ **Procurement** staff shall abide by the Code of Ethics of the National Association Educational Procurement (NAEP), as may be notified.

630.14 Conflict of Interest

~~ISU~~ **Indiana State University** Purchasing Policies shall follow [Policy 912 Conflict of Interest](#), as well as adhere to IC 35-44.1-1-4 (Conflicts of Interest Involving Public Servants), and 2 CFR 200.112 and 200.318, which governs conflicts of interest in the use of federal funds.

630.15 Purchases for Employees

Indiana State University's ~~Purchasing and Receiving~~ **Procurement** Department shall not acquire goods or services for the personal use of employees.

630.16 Disposal and Redistribution of University Property

When an item no longer is wanted by a user department, ~~the Purchasing and Receiving Department~~ **Central Receiving and Surplus** will attempt to redistribute the item within the University based on equitable criteria. Should there be no need for the item within the University, it may then be sold or traded outside the University. University property purchased with Restricted Funds may require prior approval before being reassigned to another area or being disposed of during the life of the externally funded project and after the project has ended. Consultation with the Office of Contracts & Grants should occur prior to disposal or redistribution.

630.17 University Name, Logo, and/or Marks

Use of the University name, logos, insignia, and/or marks is prohibited without the consent of the University's designee or agent. Items sold utilizing the trademarks of the University without the approval and license shall be subject to seizure and legal action by the University.

Use of University marks for commercial purposes is subject to a license, which may be obtained by contacting ~~the Office of Communication and~~ **University** Marketing.

Recommendation: The proposed modifications to Policy 630 Purchasing is provided to the Board of Trustees for information only.

3e5 Modifications to Policy 912 Conflict of Interest

Rationale: Academic Affairs supports the proposed updates to Policy 912, and the resulting elimination of Policy 503 Outside Work or Other Employment and Policy 504 Professional Consultant Service, which represent updated language in line with changes to Indiana law that regulate conflicts of interest and incorporates state legal language where applicable. Sections 912.1 and 912.3 are updates to current policies that do not substantively change them. Section 912.2 incorporates and revises the current Policies 503 and 504 to clarify the boundaries of acceptable and unacceptable outside work for full-time employees, particularly regular faculty and executive staff, of Indiana State University. These have been reviewed by general counsel.

Proposed Modifications:

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

912 Conflict of Interest

As stewards of public funds dedicated to maintaining an environment of learning and discovery in a professional atmosphere based on mutual respect and trust, the employees of ISU shall conduct their work consistent with the highest legal, ethical and moral standards. ISU employees should avoid apparent or actual conflicts of interest, favoritism, or bias of a financial or personal nature that may arise in the employment or educational context. Conflicts of interest can arise: (1) when an individual may have a financial interest in ISU programs, activities, or expenditures (2) when an individual's external activities substantially interfere with or detract from their assigned responsibilities to ISU, or (3) when an individual's personal interests (e.g., family or personal relationships) could compromise their judgment, decisions, or actions in the workplace. The standards set forth below establish ISU policy on conflicts of interest in a manner that is consistent with, but in addition to, the minimum requirements of Indiana law.

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912.1 Policy Statement

~~Indiana State University is committed to the values of integrity and responsibility. As stewards of public funds dedicated to maintaining an environment of learning and discovery in a professional atmosphere based on mutual respect and trust, the employees of ISU shall conduct the activities of ISU with the highest legal, ethical and moral standards. Conflict of interest occurs when a person's private interests and their ISU responsibilities are at odds. ISU employees, supervisors, and evaluators should avoid apparent or actual conflicts of interest, favoritism, or bias of a financial or personal nature that may arise in the employment or educational context. Actual conflicts of interest should be disclosed as set forth in this policy. The Conflict of Interest Disclosure Statement can be located [here](#). Nothing in this policy shall be interpreted to permit, even with disclosure, any activity that is prohibited by law.~~

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912.12 Financial Conflicts of Interest

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Indiana law provides that board members and employees of ISU, as public servants, must disclose ~~any certain potential financial~~ conflicts of ~~a pecuniary interest of \$250 or more~~ to the Office of the General Counsel. The disclosure and approval should be forthcoming before any transaction takes place. Failure to disclose these financial conflicts of interest is considered a felony under Indiana law. The scope and application of Indiana law on this subject is addressed in detail at Indiana Code Section 35-44.1-1-4.

912.12.1 Definition of Pecuniary Interest. Indiana law defines “pecuniary interest” as “an interest in a contract or purchase if the contract or purchase will result or is intended to result in an ascertainable increase in the income or net worth” of the public servant or a dependent of the public servant. Generally, however, small-dollar financial interests are not subject to Indiana conflicts laws. Specifically, Indiana law states that conflicts are not prohibited if the “public servant’s interest in the contract or purchase and all other contracts and purchases made by the governmental entity during the twelve (12) months before the date of the contract or purchase was two hundred fifty dollars (\$250) or less.”

912.12.2 Procedure for Disclosure. Employees should provide disclosures to the ISU Office of the General Counsel in a timely manner and before final action on the contract or purchase. The General Counsel’s Office shall be responsible for providing information to the ISU community on financial conflict of interest requirements, maintenance of records, and submission of disclosures as required by Indiana law.

912.12.3 Unit Conflict of Interest Policies. Certain units, such as the Financial Aid Office and the Purchasing Office, may institute additional restrictions related to financial conflicts of interest.

912.12.4 Conflict of Interest in Research. The Chief Research Officer is responsible for developing policies to govern financial conflicts of interest in relationship to research or projects funded in whole or in part by external sponsors and in accordance with federal or state regulations.

912.1.5 Duty to Modify. When an actual, perceived, or potential financial conflict of interest arises and is disclosed by the employee in accordance with Section 912.1.2, the employee and the appropriate administrative unit head(s) have a mutual responsibility to address and determine whether a resolution or protective measure can be established that would remove or mitigate the conflict or potential conflict of interest and that would protect the employee’s ability to fulfill their assigned responsibilities and exercise appropriate judgment in the workplace, in accordance with the Policy 912 and Indiana law. If such a resolution can be reached, then the employee and the appropriate administrative unit head(s) will negotiate that resolution. Such negotiations may require assistance from the Office of the General Counsel, the Office of Human Resources, or the Office of Academic Affairs.

912.1.5.1 Disagreements. If a mutual resolution cannot be reached and the appropriate administrative unit head(s) believe a conflict of interest persists, the matter may be referred for disciplinary action as described in 146.13 Faculty Discipline and Dismissal Proceedings or 562.1 Discipline and Termination.

912.1.6 Failure to Disclose. Employees who fail to disclose a financial conflict of interest as required by this policy may be subject to corrective action as described in 350.2.9.1.3 Deficient Performance or to disciplinary action as described in 146.13 Faculty Discipline and Dismissal Proceedings or 562.1 Discipline and Termination.

912.2 Conflicts Related to External Activities

912.2.1 Exempt Staff

912.2.2 Non-exempt Staff

912.2.3 Regular and Full-Time Faculty External Activities

Regular and full-time faculty are expected to regularly report any external activities that could reasonably be perceived to create a potential conflict of interest. Common examples include teaching courses for other institutions of higher education; external employment or substantial service activities ~~occurring during regular business hours~~; running for or holding an elected office; or provision of professional services or consulting activities. Non-exempt staff and part-time faculty are free to engage in any outside activity they wish subject to their obligations to the University.

912.2.3.1 Procedure for Disclosure. Faculty shall report external activities according to the mechanism and timeline established by the office of Academic Affairs.

912.2.3.1.1 Failure to Disclose. Faculty who fail to disclose external activities may be subject to corrective action as described in 350.2.9.1.3 Deficient Performance and 146.13 Faculty Discipline and Dismissal.

912.2.3.2 Activities

912.2.3.2.1 Prohibited Activities.

912.2.3.2.1.1 Full-time (or its Equivalent) Outside Work. ~~Any~~ Faculty are prohibited from doing any work for another employer that is, or is the equivalent of, full-time employment, is prohibited.

912.2.3.2.1.2 Advising, Administering, or Consulting For a Direct Competitor. Substantive contributions to developing or administering academic programs that directly compete with Indiana State University are considered a conflict of interest and are prohibited.

912.2.3.2.2 Allowed Activities.

912.2.3.2.2.1 Actions Necessary for Licensure/Accreditation Except where prohibited (912.2.2.1.1), any activity that is necessary for licensure/accreditation is allowed when conducted consistent with that requirement.

912.2.3.2.2.2 Actions that Enhance the Reputation of the University Except where prohibited (912.2.2.1.1), actions such as authoring,

consulting, performing, practicing, or engaging in entrepreneurial activity is allowed when conducted consistent with teaching, scholarship and service interests of academia.

912.2.3.2.3 Reviewable Activities. Any activities falling between those prohibited (912.2.3.2.1) and those allowed (912.2.3.2.2) will be allowed until such time that there is evidence that the activity prevents the faculty member from performing the duties described in Section 310 or until a question arises concerning a potential conflict of interest.

912.2.3.3 Procedures for Review. When a faculty member's activity and/or performance are called into question, the *Procedures for Reviewing Outside Activities* document will be used to determine the recommendation to the Provost.

912.3 Personal and Familial Conflicts of Interest

Employees may not directly supervise ~~family members or~~ individuals with whom they have a familial relationship or an intimate relationship. If an employee has indirect or tangential supervisory authority over a family member or intimate partner, the employee is responsible for disclosing the information to the immediate supervisor of the area. The immediate supervisor is responsible for identifying a plan for oversight to ensure fair and equitable supervision.

912.3.1 Definitions

912.3.1.1 Definition of Familial Relationship. For purposes of this policy - whether by birth, adoption, or marriage - a familial relationship is established when the supervisor or academic evaluator is a parent, grandparent, spouse, child, grandchild, brother, sister, aunt, uncle, nephew, or niece of the employee or student.

~~**912.3.2 Definition of Consensual Romantic or Sexual Relationship.** For purposes of this policy, a consensual relationship is a mutually agreed upon romantic or sexual relationship.~~

912.3.2.1.3 Definition of Supervisory Relationship. For purposes of this policy, a supervisory relationship is defined as one in which one ISU employee (including administrators, faculty, instructors, and staff) has actual or perceived power or control over elements of the other's employment.

912.3.1.4 Definition of Academic or Evaluative Relationship. For purposes of this policy, and academic or evaluative relationship is defined as one in which a professor, instructor, or other staff member has authority or responsibility to undertake or contribute to evaluating, grading, or advising a student, or where a professor, instructor, or other staff member otherwise has actual or perceived power or control over elements of a student's academic performance or success.

Initiation of Intimate Relationships. It is a violation of University policy for an

912.3.2 Personal Relationship Regulations

912.3.2.1 The Employment Context. Where two employees have a current or preexisting supervisory relationship, and where an intimate or familial relationship develops between them, they each must promptly disclose the intimate or familial relationship, and steps will be taken promptly to sever or modify the supervisory relationship. Similarly, where two employees have a preexisting intimate or familial relationship, and where one assumes a supervisory relationship over the other, they each must promptly disclose the intimate or familial relationship, and steps will be taken promptly to sever or modify the supervisory relationship. Intimate and familial relationships between ISU employees are not prohibited where no workplace supervisory relationship exists between them.

912.3.2.2 The Academic Context. Where a current or preexisting academic or evaluative relationship exists, an intimate or familial relationship is prohibited, for so long as the academic or evaluative relationship continues. Where a current or preexisting intimate or familial relationship exists, and an academic or evaluative relationship arises, the faculty or staff member must promptly disclose the intimate relationship, and steps will be taken promptly to sever or modify the academic or evaluative relationship.

912.3.3 Duty to Disclose. Individuals in a familial or consensual romantic or sexual relationship prior to the existence of a supervisory or evaluative relationship or who find themselves entering into such a relationship, have a duty to report the existence of the personal conflict of interest to the relevant department or unit head. When a personal conflict of interest exists, effective steps must be taken to ensure unbiased evaluation or supervision of the subordinate employee or student.

912.3.4 Duty to Modify. Upon disclosure of a personal conflict of interest, the relevant department or unit head will make appropriate modifications to supervisory or evaluative responsibilities to ensure equitable personnel or academic decision-making. Appropriate modifications may include removal of the supervisory or evaluative relationship. The department or unit head must notify the relevant Dean, Associate Vice President or Vice President of the existence of the personal conflict of interest and the modifications made. Each Vice President shall develop guidelines clarifying the process for that division. The unit or department head will also notify the Office of Human Resources.

912.3.5 Violations. Individuals found in violation of this policy by (1) failing to disclose a personal conflict of interest or (2) failing to appropriately modify supervisory or evaluative responsibilities will be subject to disciplinary action in accordance with ISU policy.

912.3.6 Policy Limitations. Nothing in this policy shall be construed as modifying an employee's reporting obligation under other policies including but not limited to Policy 923 Non-Discrimination and Anti-Harassment.

Recommendation: This proposed modification is provided to the Board of Trustees for information only. The administration plans to request approval of the policy modification at the February 2024 meeting of the ISU Board of Trustees.

3f Candidates for Degrees December 2023

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

Graduate

Gipson, Danielle Nicole	Certificate Graduate Level
Groeschen, Nikole Leigh	Certificate Graduate Level
Hoffman, Elizabeth Renae	Certificate Graduate Level
Ingram, Brian Joseph	Certificate Graduate Level
Johnson, Krisandra Rebeccae	Certificate Graduate Level
Klabon, Lucy Irene	Certificate Graduate Level
Shew, Kelly Michelle	Certificate Graduate Level
Stroud, Barbara K	Certificate Graduate Level
Telligman, Meagan	Certificate Graduate Level
Tinkey, Andrea Marie	Certificate Graduate Level
Todd, Karen Sue	Certificate Graduate Level
Archie, Jasmine	Certificate Post-Master's
Griffin, Krislyn N	Certificate Post-Master's
Waddle, Jessica	Certificate Post-Master's
Williams, Krystal Lynn	Certificate Post-Master's
Bleemie, Aye Teah	Doctor of Nursing Practice
Price, Rebekah Diann	Doctor of Nursing Practice
Ballard, Rachel Lynne	Doctor of Philosophy
Bletzinger, Jason Frederick	Doctor of Philosophy
Glasbrenner, Laura Nicole	Doctor of Philosophy
Harris, Nathan	Doctor of Philosophy
Nutter, Michelle Lee	Doctor of Philosophy
Ogega, Sakawa Nyaberi	Doctor of Philosophy
Rivera, Matthew	Doctor of Philosophy
Stashevsky, David Jonathan	Doctor of Philosophy
Butler, Greg David	Educational Specialist
Eskew, Veronica Johanna	Educational Specialist
McDaniel, Adam	Educational Specialist
Tanner, Chris	Educational Specialist
Blankenship, Anthony Milton	Master of Arts
Farmer, Lindsay Elizabeth	Master of Arts
Nelson, Aimee Suzanne	Master of Arts
O'Brien, Catherine Anne	Master of Arts
Oehler, Ashley Nicole	Master of Arts
Powell, Scott Michael	Master of Arts
Reyes, Genevieve Dianna Candelaria	Master of Arts
Reynolds, Stephanie Kay	Master of Arts

Stefancik, John Jordan	Master of Arts
Ward, Thomas O	Master of Arts
Acharya, Paru	Master of Business Admin.
Ahmed, Khaled	Master of Business Admin.
Arya, Bharti	Master of Business Admin.
Collett, Douglas Gregory	Master of Business Admin.
Collier, Carey Amelia	Master of Business Admin.
Ester-Bode, Kealy Isabella	Master of Business Admin.
Herrin, Carter Matthew	Master of Business Admin.
Lane, Zachary David	Master of Business Admin.
Murusuri, Kaitira Derek	Master of Business Admin.
Nicholas, Wayne D	Master of Business Admin.
Park, Blake	Master of Business Admin.
Perez Sr, Jose Jorge	Master of Business Admin.
Purty, Trejuan Elliott	Master of Business Admin.
Somheil, Danica Danielle	Master of Business Admin.
Somheil, David Michael	Master of Business Admin.
Stafford, Eden Elizabeth	Master of Business Admin.
Turner, Alexa Grace	Master of Business Admin.
Vega, Gerica Rachel Katherine	Master of Business Admin.
Vogel, Allison Marie	Master of Business Admin.
Wagner, Garrett A	Master of Business Admin.
Zandi Atashbar, Nasim	Master of Business Admin.
Gordon, Shena Yvett	Master of Education
Newport, Sarah B	Master of Education
Tokarek, Annastasia Elizabeth	Master of Education
Morlan, Samantha T	Master of Fine Arts
Zerwig, Regan Marie	Master of Fine Arts
Gump, Jenny Sue	Master of Public Admin
Petry, Eric S	Master of Public Admin
Shiba, Katherine	Master of Public Admin
Nunning, Jenny Renea	Master of Public Health
Allen, Megan	Master of Science
Alsubhi, Hamad S	Master of Science
Barczyk, Sophie	Master of Science
Bares, Haleigh R	Master of Science
Bernardoni, Lauren A	Master of Science
Blom, Hannah	Master of Science
Carpenter, Christopher Wayne	Master of Science
Coakley, Brianna Lou	Master of Science
Colclasure, Stephanie Michelle	Master of Science
Collado Mendez, Alexander	Master of Science
Davis, Avery W	Master of Science
Dora, Cedric Derell	Master of Science

Doubet, Hannah	Master of Science
Falcone, Abrianna Renee	Master of Science
Fehrman, Kylie J	Master of Science
Foye, Madison	Master of Science
Gleason, Shawn Michael	Master of Science
Hall, Tristain Alan	Master of Science
Hogan, Emily Paige	Master of Science
Hope, Allyce Marie	Master of Science
Hussain, Rayhan	Master of Science
Ingram, Brian Joseph	Master of Science
Javaid, Maira	Master of Science
Kakar, Tarinni Sameer	Master of Science
King, Mitchell R	Master of Science
Kodihalli Dayanand, Thriveni	Master of Science
Koester, Shelby J	Master of Science
Kuhns, Alex Weber	Master of Science
Kuphal, Olivia Marie	Master of Science
Lehman, Allison Haley	Master of Science
Lewis, Michelle Lynn	Master of Science
Lkhider, Mohamed Yassine	Master of Science
Long, Allison R	Master of Science
Lowell, Elise M	Master of Science
Madhullapalli, Venkata	Master of Science
Metzler, Megan	Master of Science
Meunier, Caroline Julia	Master of Science
Moore, Rachel	Master of Science
Morla, Gopi Sainath	Master of Science
Munshi, Virali Paragbhai	Master of Science
Nadipelli, Sreeja	Master of Science
Niehaus, Megan	Master of Science
Niehaus, Natalie Jeanne	Master of Science
Piotrowski, Beth Nicole	Master of Science
Potts, Precianna Brijae	Master of Science
Pound, Angela R	Master of Science
Punna, Dinesh Nitin Kumar Punna	Master of Science
Rasmussen, Philip Elvin	Master of Science
Ross, Michael Anthony	Master of Science
Samkari, Mohammad Ateya	Master of Science
Schrand, Aubrey Leigh	Master of Science
Shaylor, Dennis Wilson	Master of Science
Singh, Sumit Kumar	Master of Science
Smith, Sydney D	Master of Science
Spour, Lauren N	Master of Science
Stephen, Anum	Master of Science

Swift, Erin	Master of Science
Syed, Lisa Carol	Master of Science
Tabor, Emily	Master of Science
Tadiboina, Naga Ravi Teja	Master of Science
Williams, Elijah K	Master of Science
Wright, Jacob Douglas	Master of Science
Burdick, Erika M	Master of Science in Nursing
Coleman, Taylor Faye	Master of Science in Nursing
Evans, Bradley Thomas	Master of Science in Nursing
Gambill, Reagan M'Kae	Master of Science in Nursing
Johnson, Tobias Klaus	Master of Science in Nursing
Koehler, Ashley Nicole	Master of Science in Nursing
Lee, Katherine Adelle	Master of Science in Nursing
Lindsay, Valentina	Master of Science in Nursing
Lunsford, Adam	Master of Science in Nursing
May, Nathan T	Master of Science in Nursing
May, Nathan T	Master of Science in Nursing
Miller, Michaela M	Master of Science in Nursing
Nicholas, Alexis	Master of Science in Nursing
Sperle, Emma Gwen	Master of Science in Nursing
Teresinski, Kyla Paige	Master of Science in Nursing
Weber, Kendall Ilia-Joan	Master of Science in Nursing
White, Tyler Lee	Master of Science in Nursing
Wood, Jordan E	Master of Science in Nursing
Yadon, Kimberlie Keyser	Master of Science in Nursing
Yeh, Kayla Rose	Master of Science in Nursing

Undergraduate

Nidey, Carol	Bachelor of Applied Science
Wood, Kelsey Ryann	Bachelor of Applied Science
Bacon, Lukas Alexander	Bachelor of Arts
Bacon, Lukas Alexander	Bachelor of Arts
Bock, Garrison S	Bachelor of Arts
Bond, Sarah Frances	Bachelor of Arts
Boulware, Savannah R	Bachelor of Arts
Boulware, Savannah R	Bachelor of Arts
Carter, Dale Anthony	Bachelor of Arts
Cook, Gavin Scott	Bachelor of Arts
Courville, Erin M	Bachelor of Arts
Dawson, Zakkery Taylor	Bachelor of Arts
Donnenhoffer, Gabriel A	Bachelor of Arts
Dutt, Harth A	Bachelor of Arts

Dutt, Harth A	Bachelor of Arts
Eppert, Trevor John	Bachelor of Arts
Hall, Peyton Gregory	Bachelor of Arts
Hicks, Jaylyn M	Bachelor of Arts
Hoover, Ethan Michael	Bachelor of Arts
Hughes, Jessica Renae	Bachelor of Arts
Humphrey, Olivia Shea	Bachelor of Arts
Lutz, Alison Marie	Bachelor of Arts
Lutz, Alison Marie	Bachelor of Arts
Manship, Sierra Lynn	Bachelor of Arts
McMullan, Ti'Mair Alexis	Bachelor of Arts
Patel, Akhil Girishbhai	Bachelor of Arts
Robertson, Taylor Christine	Bachelor of Arts
Scott Jr, Cedric	Bachelor of Arts
Shrader, Megan Maureen	Bachelor of Arts
Sparks, Kaylee Shawn	Bachelor of Arts
Swinehart, William R	Bachelor of Arts
Talley Jr, Frederick P	Bachelor of Arts
Taylor, Adrienne J	Bachelor of Arts
Thompson, Aidan D	Bachelor of Arts
VanDeman, Tanner Volodymyr	Bachelor of Arts
Warren, Nathan T	Bachelor of Arts
Whalin, Jenna I	Bachelor of Arts
Wible, Hope Elizabeth	Bachelor of Arts
Wible, Hope Elizabeth	Bachelor of Arts
Walker, Taylor Bernard	Bachelor of Fine Arts
Brown, Emily Kaye	Bachelor of Music Education
Coffelt, Holly	Bachelor of Music Education
Solliday, Morgan M	Bachelor of Music Education
Stone, Kaitlyn Rylee	Bachelor of Music Education
Adams Jr, Michael Anthony	Bachelor of Science
Adams, Morgan N	Bachelor of Science
Alaufi, Lujain H	Bachelor of Science
Albertson, Benjamin William	Bachelor of Science
Alghaithi, Hamad Sulaiman	Bachelor of Science
Alsinan, Ahmed Abdulhakim A	Bachelor of Science
Amerman, Alison R	Bachelor of Science
Amouzouvi, Eddi	Bachelor of Science
Anderson, Austin Christopher	Bachelor of Science
Anderson, Austin Christopher	Bachelor of Science
Armstrong, Blaine Michael	Bachelor of Science
Ashcraft, Jamie Lynn	Bachelor of Science
Ater, Hannah Elizabeth	Bachelor of Science
Atkins, Rebekah Grace	Bachelor of Science

Atkins, Rebekah Grace	Bachelor of Science
Atterson, Branden Todd	Bachelor of Science
Baer, Ashley Paige	Bachelor of Science
Bagley, Madison N	Bachelor of Science
Baker, Jonathan	Bachelor of Science
Bales, Jory N	Bachelor of Science
Bales, Jory N	Bachelor of Science
Barber, Eric James	Bachelor of Science
Barkdull, Dustin Bryan	Bachelor of Science
Bateman, Bailey	Bachelor of Science
Bates, Heidi Lynn	Bachelor of Science
Baugh, Kyle	Bachelor of Science
Bean, Caleb Payne	Bachelor of Science
Beason, Anna Ruth	Bachelor of Science
Beeler, Lauren Nicole	Bachelor of Science
Bell, Madison Sue	Bachelor of Science
Black, William C	Bachelor of Science
Blackwell, Jenna Ruth	Bachelor of Science
Bockover, Haley Elizabeth	Bachelor of Science
Bockover, Haley Elizabeth	Bachelor of Science
Boyd, Marquis Lavelle	Bachelor of Science
Brace, Michael A	Bachelor of Science
Branson, Issac Drew	Bachelor of Science
Braun, Rebecca Jo	Bachelor of Science
Brigham, Kei'Anna R	Bachelor of Science
Brown, Alexandria Marie	Bachelor of Science
Brown, Geoffrey Mitchell	Bachelor of Science
Brown, Jamie L	Bachelor of Science
Bruno, Ashley Nicole	Bachelor of Science
Bryant, LeTonya Jennise	Bachelor of Science
Buchanan, Kristina Lactoria May	Bachelor of Science
Burgess, Brett Patrick	Bachelor of Science
Burkett, Sadie Lynne	Bachelor of Science
Burnett, Robbin Denise	Bachelor of Science
Burns-Boquist, Alisha Kay	Bachelor of Science
Burton, Lydia Emma	Bachelor of Science
Busch, Dane Mickey	Bachelor of Science
Butterfield, Jordan D	Bachelor of Science
Bywaters, Ashleigh Lynn	Bachelor of Science
Calvert, Abby Grace	Bachelor of Science
Caraballo, Elias Edwin	Bachelor of Science
Carnine, Chelsea Michelle	Bachelor of Science
Catchings, Hayley Marie	Bachelor of Science
Caton, Jordan Charles	Bachelor of Science

Chavis, Olivia Janae	Bachelor of Science
Clawson, Emma Grace	Bachelor of Science
Clay, Jayla Antoinette	Bachelor of Science
Clements, Addie Lyn	Bachelor of Science
Clemons, Felicia Dawn	Bachelor of Science
Cobb, Cassidy Marie	Bachelor of Science
Coldwell, Dave B	Bachelor of Science
Connelley, Jocelyn Sierra	Bachelor of Science
Conner, Jack L	Bachelor of Science
Conte, Saben Gabriel	Bachelor of Science
Cook, Brad David	Bachelor of Science
Cooksey, Hunter G	Bachelor of Science
Cordero Orzuna, Enrique	Bachelor of Science
Couch, Jonathan S	Bachelor of Science
Cox, Draven Lee	Bachelor of Science
Craft, Nathan Christopher	Bachelor of Science
Craig, Adam Vincent	Bachelor of Science
Crawford, Jonathan	Bachelor of Science
Crosby, Cameron	Bachelor of Science
Cruz Jr, Edwardo	Bachelor of Science
Cullum, Andrew J	Bachelor of Science
Daugherty, Kelly Elizabeth	Bachelor of Science
Daulton, Cayla Francene	Bachelor of Science
Davis, Clinton Bryan	Bachelor of Science
Davis, Peyton Alexander	Bachelor of Science
Denbo, Ethan Edward	Bachelor of Science
Denbo, Ethan Edward	Bachelor of Science
Dingley, Bryan James	Bachelor of Science
Doll, Madison M	Bachelor of Science
Doll, Madison M	Bachelor of Science
Drum, Korry Michael	Bachelor of Science
Duke, Matt Thomas	Bachelor of Science
Dyer, Morgan Leigh	Bachelor of Science
Dysle, Nicolas Helm	Bachelor of Science
Dyslin, Charissa Marie	Bachelor of Science
Eldred, Logan K	Bachelor of Science
Elia, Kateri Nicole	Bachelor of Science
End, William Jared	Bachelor of Science
Ennen, Amy Lynn	Bachelor of Science
Evans, Kaitlyn Joyce	Bachelor of Science
Falls, Chandler Nicole	Bachelor of Science
Farrell, Carlton Paul	Bachelor of Science
Fisher, Tia Marie	Bachelor of Science
Flath, Bailey E	Bachelor of Science

Fleming, Desmond Javon	Bachelor of Science
Foster, McCartney D	Bachelor of Science
French, Matthew A	Bachelor of Science
Friel, Katelyn Marie	Bachelor of Science
Fruit, Ethan Kyle	Bachelor of Science
Furnas, Hailey Danielle	Bachelor of Science
Gadberry, Christopher	Bachelor of Science
Garbison, Claire Elisabeth	Bachelor of Science
Garbison, Claire Elisabeth	Bachelor of Science
Garcia, Nick	Bachelor of Science
Gardner, Cassidy	Bachelor of Science
Garrett, Lyndsay Nicole	Bachelor of Science
Garza, Austin A	Bachelor of Science
Gebhart, Klaire Morgan	Bachelor of Science
Gentry, Austin Randall	Bachelor of Science
Gibbs, Brianna	Bachelor of Science
Giberson, Joel	Bachelor of Science
Giles, Logan K	Bachelor of Science
Glanton, Mya	Bachelor of Science
Good, Breanna R	Bachelor of Science
Gracia, Dean Edward	Bachelor of Science
Guzman, Alejandro	Bachelor of Science
Hahn, Shannon Rebeka	Bachelor of Science
Halcomb, Mallory Jean	Bachelor of Science
Haley Jr, Thomas Vincent	Bachelor of Science
Hall, Osjuone	Bachelor of Science
Halliday, April Kristen	Bachelor of Science
Hammer, Dustin Scott	Bachelor of Science
Hammond I, Turner Jordan	Bachelor of Science
Hapenny, Shane Anthony Marshall	Bachelor of Science
Harbaum, Chelsea Ann	Bachelor of Science
Harden, Andre Jackson	Bachelor of Science
Hawn, Dustin L	Bachelor of Science
Haworth, Taylor	Bachelor of Science
Hayes, Nicholas Hugh	Bachelor of Science
Heidrick, Angela Kay	Bachelor of Science
Hernandez, Diego Armando	Bachelor of Science
Hicks, Connor Alexander	Bachelor of Science
Hildebrand, Rachel Renee	Bachelor of Science
Hildebrand, Rachel Renee	Bachelor of Science
Hill Jr, Kenneth Earl	Bachelor of Science
Hines, Austin Earl	Bachelor of Science
Hisel, Brandi	Bachelor of Science
Hogan, Miranda Catherine	Bachelor of Science

Hoover, Blake Christopher	Bachelor of Science
Howard Jr, Lesley B	Bachelor of Science
Humphrey, Elizabeth Grace	Bachelor of Science
Jacinto, Marco	Bachelor of Science
Jackson, Jalyn C	Bachelor of Science
Jean-Pierre, Theodora	Bachelor of Science
Jerozal, Kyle R	Bachelor of Science
Johnson, Adam W	Bachelor of Science
Johnson, Jessica Nicole	Bachelor of Science
Johnson, Tamarra Denise	Bachelor of Science
Jones, Deon Darius	Bachelor of Science
Jones, Jymelah	Bachelor of Science
Josleyn, Kayla Marie	Bachelor of Science
Josten, Caitlin M	Bachelor of Science
Juric, Emily Louise	Bachelor of Science
Kazeem, Sodiq Adisa	Bachelor of Science
Kelley, Jolie Nicole	Bachelor of Science
Kelsey, Jordan A	Bachelor of Science
Kemp, Zach M	Bachelor of Science
Kemp, Zach M	Bachelor of Science
Kennell, Brett Benjamin	Bachelor of Science
Kido, Takeru Joe	Bachelor of Science
King, Isabella R	Bachelor of Science
King, Isabella R	Bachelor of Science
Kitchin, Christopher T.	Bachelor of Science
Knox, Quan'Da Anthony	Bachelor of Science
Koester, Haley Lauren	Bachelor of Science
Kooker, Chloe Lucile	Bachelor of Science
Kozak, Chad	Bachelor of Science
Krampe, Dakota Dawn	Bachelor of Science
Kubblank, Cori Rose	Bachelor of Science
Kuehn Jr, Timmy James	Bachelor of Science
LaBaw, Gracelyn Kirby	Bachelor of Science
Landis, Lara Nicole	Bachelor of Science
Lane, Gregory Allen	Bachelor of Science
Lannen, Vernon Grant	Bachelor of Science
Lee, Abbigail P	Bachelor of Science
Lee, Dicimber	Bachelor of Science
Leeper, Drew M	Bachelor of Science
Lemen, Stephanie Marlene	Bachelor of Science
Lennert, Noah Charles	Bachelor of Science
Leto, Ryan Joseph	Bachelor of Science
Lewis, Alisha J	Bachelor of Science
Little, Karen A	Bachelor of Science

Love, Robert Douglas	Bachelor of Science
Maas, Daniel David	Bachelor of Science
Maas, Daniel David	Bachelor of Science
MacLaren, Logan Matthew	Bachelor of Science
MacLaren, Logan Matthew	Bachelor of Science
Maghakian, Kevin John	Bachelor of Science
Magill, Grant Taylor	Bachelor of Science
Majer, Michael	Bachelor of Science
Maldet, Jon Daniel	Bachelor of Science
Maloy, Nicolette Michael	Bachelor of Science
Manley, Zachery A	Bachelor of Science
Mann, Maya Thomas	Bachelor of Science
Mann, Maya Thomas	Bachelor of Science
Marple, Hunter M	Bachelor of Science
Marple, Hunter M	Bachelor of Science
Martin-Goulbourne, Ryan Alexander	Bachelor of Science
Mason, Rylee Shae	Bachelor of Science
Massey, Karah G	Bachelor of Science
Maurer, Drew	Bachelor of Science
Maxey, Chelsea Lynn	Bachelor of Science
Mayes, J'Lynn Suzanne	Bachelor of Science
McMahon, Colin Matthew	Bachelor of Science
McQuade, Mercedes Ann	Bachelor of Science
McReynolds, Danielle Lynn	Bachelor of Science
McReynolds, Danielle Lynn	Bachelor of Science
Mccain, Brandi Dawn	Bachelor of Science
Mccullough, Joshua A	Bachelor of Science
Mcilwain, Kassaundra DeLeon	Bachelor of Science
Meadlo, Lauren A	Bachelor of Science
Means, Jacob William	Bachelor of Science
Megenhardt, Kelsie Reamae	Bachelor of Science
Messmer, Gracie Gabrielle	Bachelor of Science
Metallic, Luke C	Bachelor of Science
Mette, Karsyn M	Bachelor of Science
Miller, Kelly Lynn	Bachelor of Science
Miller, Scott Adam	Bachelor of Science
Mize, Lori Michelle	Bachelor of Science
Mobley, Tatyanna E	Bachelor of Science
Moore, Kyla N	Bachelor of Science
Moreland, Elysa J	Bachelor of Science
Mosby, Jay N	Bachelor of Science
Moses II, Donnie R	Bachelor of Science
Mullen, William John	Bachelor of Science
Munonye, Ujunwa M	Bachelor of Science

Musick, Jared	Bachelor of Science
Musselman, Quincee Mae	Bachelor of Science
Musselman, Quincee Mae	Bachelor of Science
Myers, Lauryn E	Bachelor of Science
Neely Jr, Redmond A	Bachelor of Science
Newman, Erich Wadell	Bachelor of Science
Newman, Erich Wadell	Bachelor of Science
Newman, Madison	Bachelor of Science
O'Dell, Shannon Marie	Bachelor of Science
Odom, Jayvonte	Bachelor of Science
Ogalo, Angella Charmaine	Bachelor of Science
Ortiz, Lynette	Bachelor of Science
Otellini, Marissa Yvonne	Bachelor of Science
Palmer, Jada S	Bachelor of Science
Palmer, Jada S	Bachelor of Science
Parisien, Hayden Lane	Bachelor of Science
Paththini Kapuge, Ashinie Nelunika	Bachelor of Science
Patterson, Carter	Bachelor of Science
Pearison, Nick P	Bachelor of Science
Phipps, Megan Elizabeth	Bachelor of Science
Pickens, Seth M	Bachelor of Science
Pierce, Brandon T	Bachelor of Science
Piper, Brendyn Cade	Bachelor of Science
Plummer Jr, Kevin Andrew	Bachelor of Science
Plunkett, Eileen D	Bachelor of Science
Porter, Ryann Shea	Bachelor of Science
Powers, Nicholas Adrian	Bachelor of Science
Powers, Nicholas Adrian	Bachelor of Science
Price, Jennifer M	Bachelor of Science
Price, Mykayla Renee	Bachelor of Science
Proffitt, Austin Lee	Bachelor of Science
Quiroz, Zariah Monique	Bachelor of Science
Racey, Aaron James	Bachelor of Science
Rasmussen, Austin Seth	Bachelor of Science
Reed, David	Bachelor of Science
Reeves, Kashmere Sincere	Bachelor of Science
Reinhold, Charlotte Olivia	Bachelor of Science
Renick, Connor Reed	Bachelor of Science
Richmond, Jacob Bryant	Bachelor of Science
Ripplemeier, Darian Leigh	Bachelor of Science
Ritchie, Julia Morgan	Bachelor of Science
Rivera, Aariah Jazmine	Bachelor of Science
Robertson, Ben John	Bachelor of Science
Rodriguez, Melissa E	Bachelor of Science

Rollins, Abigail Faye	Bachelor of Science
Rollins, Abigail Faye	Bachelor of Science
Rompa, Trista J	Bachelor of Science
Sackett, Jocelyn Paige	Bachelor of Science
Saville, Korinna Clay	Bachelor of Science
Scarpone, Dylan Benjamin	Bachelor of Science
Schaefer, Sarah Jane	Bachelor of Science
Schmidt, Alik Damonivich	Bachelor of Science
Schreiber, Amanda L	Bachelor of Science
Schreiber, Amanda L	Bachelor of Science
Schulze Sr, John Franklin	Bachelor of Science
Schulze, Makenzie Jo	Bachelor of Science
Screws, Christopher Gavin	Bachelor of Science
Seat, Brista Dawn	Bachelor of Science
Senn, Joshua Logan	Bachelor of Science
Setnor, Jocelyn Kamla	Bachelor of Science
Seventy, Samantha Tristyn	Bachelor of Science
Sheehy, Armica	Bachelor of Science
Shelton, Richana E	Bachelor of Science
Shirk, Katelyn Elizabeth	Bachelor of Science
Sims, Trey I	Bachelor of Science
Singer, Trevor	Bachelor of Science
Slater, Trista Nicole	Bachelor of Science
Smith, Breanna C	Bachelor of Science
Smith, Breanna C	Bachelor of Science
Smith, Cindy Renee	Bachelor of Science
Smith, Mikayla	Bachelor of Science
Smith, Tice O	Bachelor of Science
Smithson IV, Harley Allen	Bachelor of Science
Sosby, Patrick Samuel	Bachelor of Science
South, Tara	Bachelor of Science
Southard, Faith S	Bachelor of Science
Sprowl, Courtney P	Bachelor of Science
Stagg, Jarrid Levi	Bachelor of Science
Stanley, Jay Latrice	Bachelor of Science
Stephens, Garreth Edward	Bachelor of Science
Stickney, Kelsey	Bachelor of Science
Strange, Madisyn Lee	Bachelor of Science
Strausborger, Ryan Lee	Bachelor of Science
Strawmyer, Hannah D	Bachelor of Science
Strawmyer, Hannah D	Bachelor of Science
Strickler, Caleb Matthew	Bachelor of Science
Stull, Kara Brittany	Bachelor of Science
Sura, Makayla Ann	Bachelor of Science

Svrcek, Stefanie Dyan	Bachelor of Science
Swango, Elizabeth Jean Marie	Bachelor of Science
Swank, Lauren E	Bachelor of Science
Tarvin, Robin Latrice	Bachelor of Science
Teague, Kenna Nicole	Bachelor of Science
Teague, Kenna Nicole	Bachelor of Science
Teston, Christian Frederick Lamar	Bachelor of Science
Thoma, Paul	Bachelor of Science
Thomas, Lauren N	Bachelor of Science
Thomas, Lauren N	Bachelor of Science
Thomasson, Joanna Lynn	Bachelor of Science
Thompson, Devan T	Bachelor of Science
Thompson, Jonathan Jacob	Bachelor of Science
Thompson, Joshua David	Bachelor of Science
Thrasher, Kaleb L	Bachelor of Science
Thurman, Thiasha Mae	Bachelor of Science
Tiefel, Erik James	Bachelor of Science
Tiefel, Erik James	Bachelor of Science
Trost, Keagen Zayne	Bachelor of Science
Truitt, Michael Anthony	Bachelor of Science
Trusty, Samantha Rose	Bachelor of Science
Turner, Matthew Austin	Bachelor of Science
Umstead, Elizabeth A	Bachelor of Science
Urban, Derek A	Bachelor of Science
Van Buren III, Robert William	Bachelor of Science
Vaughn, Austin Hunter	Bachelor of Science
Vazquez, Edward Joseph	Bachelor of Science
Vickers, Corey M	Bachelor of Science
Walker, Brittney	Bachelor of Science
Walker, Vanessa Leigh	Bachelor of Science
Ward, Kristan Leigh	Bachelor of Science
Washburn, Amanda Joann	Bachelor of Science
Weaver, Steven Zachary	Bachelor of Science
Weaver, Steven Zachary	Bachelor of Science
Weldon, Destiny Andranique	Bachelor of Science
Whigham, Levi L	Bachelor of Science
Wiles, Makiah Rae	Bachelor of Science
Wilson, Jhivon B	Bachelor of Science
Woodfork, Evan J	Bachelor of Science
Wrightsmen, John Thomas	Bachelor of Science
Wrightsmen, Justin Ray	Bachelor of Science
Yates, Colton R	Bachelor of Science
Yocius, Madison Marie	Bachelor of Science
Abraham-Grant, Latisha	Bachelor of Science in Nursing

Alexander, Olivia Marie	Bachelor of Science in Nursing
Alibrahim, Fatimah Ali	Bachelor of Science in Nursing
Allen, Steve Marcus	Bachelor of Science in Nursing
Anderson-Gallion, Haley Patricia	Bachelor of Science in Nursing
Ballard, Kinley Dana	Bachelor of Science in Nursing
Benard, Megan Marie	Bachelor of Science in Nursing
Boyd-Graninger, Gloria Jean	Bachelor of Science in Nursing
Bursley, Carlee Nicole	Bachelor of Science in Nursing
Bursley, Carlee Nicole	Bachelor of Science in Nursing
Cave, Chelsea Marie	Bachelor of Science in Nursing
Clark, MacKenzie A	Bachelor of Science in Nursing
Clark, Rhonda J	Bachelor of Science in Nursing
Daughety, Jessica R	Bachelor of Science in Nursing
Denice, Ellie Kathleen	Bachelor of Science in Nursing
Edwards, Jazmine Treundae	Bachelor of Science in Nursing
Gorin, Haevyn Casey	Bachelor of Science in Nursing
Harmon, Katie M	Bachelor of Science in Nursing
Hawk, Kimberly Renee'	Bachelor of Science in Nursing
Hedden, Holly June	Bachelor of Science in Nursing
Horak, Nicole Marie	Bachelor of Science in Nursing
Hunter, Brooke Lee	Bachelor of Science in Nursing
Khalil, Charisma	Bachelor of Science in Nursing
Kinder, Allison Rose	Bachelor of Science in Nursing
Koch, Emily Louise	Bachelor of Science in Nursing
Koch, Emily Louise	Bachelor of Science in Nursing
Kolurejo, Bola	Bachelor of Science in Nursing
Korff, Emily R	Bachelor of Science in Nursing
Lawson, Caleb E	Bachelor of Science in Nursing
Leitgabel, Lorynn P	Bachelor of Science in Nursing
Leitgabel, Lorynn P	Bachelor of Science in Nursing
Mason, Brenda G	Bachelor of Science in Nursing
McPherson-Taylor, Petrie Jacynthia	Bachelor of Science in Nursing
Mouzong, Georges A	Bachelor of Science in Nursing
Pelfrey, Brylie R	Bachelor of Science in Nursing
Povlin, Asia I	Bachelor of Science in Nursing
Ross, Elizabeth I	Bachelor of Science in Nursing
Smith, Erica F	Bachelor of Science in Nursing
Smith, Lauren Samantha	Bachelor of Science in Nursing
Snapp, Macie Renae	Bachelor of Science in Nursing
Snyder, Angela Marie	Bachelor of Science in Nursing
Somers, Stephanie Shoe	Bachelor of Science in Nursing
Strickland, Margaret Rachel	Bachelor of Science in Nursing
Swaby, Sarah K	Bachelor of Science in Nursing
Swaney, Abigail L	Bachelor of Science in Nursing

Taylor, Cheyenne Nichole	Bachelor of Science in Nursing
Trammel, Patricia L	Bachelor of Science in Nursing
Trammel, Patricia L	Bachelor of Science in Nursing
Trierweiler, Mayson	Bachelor of Science in Nursing
Warner, Carolyn Mary	Bachelor of Science in Nursing
Wessel, Brandon Dylan	Bachelor of Science in Nursing
Womack, Deborah Nicole	Bachelor of Science in Nursing
Youtsey, Jillian Faith	Bachelor of Science in Nursing
Youtsey, Jillian Faith	Bachelor of Science in Nursing
Kingery, Cassidy Nicole	Bachelor of Social Work
Gadberry, Christopher	Certificate Undergraduate
Lutz, Alison Marie	Certificate Undergraduate
Messmer, Gracie Gabrielle	Certificate Undergraduate

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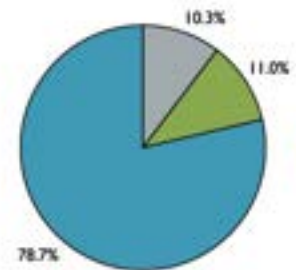
In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending September 30, 2023.

ISU - Operating Funds - Total Portfolio - Plan Summary

As of September 30, 2023

Investment Managers	Market Value
First Financial Cash	\$6,039,410
First Financial Active Cash	\$6,739,415
MainStreet Advisors 1-3 Year GovtCredit	-
Old National Intermediate	\$13,589,272
Reams Asset Management Core	\$34,219,327
Loomis Sayles Core Plus	\$53,158,901
Reams Unconstrained	\$9,987,593
ISU - Operating Funds - Total Portfolio	\$123,733,918

Asset Allocation by Tier



■ Tier I ■ Tier II ■ Tier III

Summary Performance



ISU - Operating Funds Asset Breakdown

As of September 30, 2023

September 30, 2023			Target
	Market Value	% of Total Assets	Allocation
Tier I			
First Financial Cash	\$6,039,410	4.9%	\$10mm - \$25mm
First Financial Active Cash	\$6,739,415	5.4%	
	\$12,778,826	10.3%	
Tier II			
Old National Intermediate	\$13,589,272	11.0%	\$10mm - \$15mm
	\$13,589,272	11.0%	
Tier III			
Reams Asset Management Core	\$34,219,327	27.7%	Remaining Balance
Loomis Sayles Core Plus	\$53,158,901	43.0%	
Reams Unconstrained	\$9,987,593	8.1%	
	\$97,365,821	78.7%	
	\$123,733,918	100.0%	

ISU - Operating Funds - Total Portfolio - Change in Market Value Summary

As of September 30, 2023

Last 1 Quarter

	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
ISU - Operating Funds - Total Portfolio	\$129,747,354	-\$2,496,289	-\$2,217,227	\$123,733,918
Tier I	\$5,296,687	\$7,396,023	\$86,116	\$12,778,826
First Financial Cash	\$562,613	\$5,448,804	\$27,993	\$6,039,410
First Financial Active Cash	\$4,734,074	\$1,947,219	\$58,122	\$6,739,415
Tier II	\$27,191,433	-\$13,554,639	-\$47,522	\$13,589,272
MainStreet Advisors 1-3 Year Gov/Credit	\$13,454,275	-\$13,545,747	\$91,471	-
Old National Intermediate	\$13,737,158	-\$8,892	-\$138,993	\$13,589,272
Tier III	\$97,259,234	\$3,462,307	-\$3,355,720	\$97,365,821
Reams Asset Management Core	\$31,846,514	\$3,516,665	-\$1,143,853	\$34,219,327
Loomis Sayles Core Plus	\$55,498,366	-\$54,357	-\$2,285,107	\$53,158,901
Reams Unconstrained	\$9,914,354	-	\$73,240	\$9,987,593

Fiscal Year To Date

	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
ISU - Operating Funds - Total Portfolio	\$129,747,354	-\$2,496,289	-\$2,217,227	\$123,733,918
Tier I	\$5,296,687	\$7,396,023	\$86,116	\$12,778,826
First Financial Cash	\$562,613	\$5,448,804	\$27,993	\$6,039,410
First Financial Active Cash	\$4,734,074	\$1,947,219	\$58,122	\$6,739,415
Tier II	\$27,191,433	-\$13,554,639	-\$47,522	\$13,589,272
MainStreet Advisors 1-3 Year Gov/Credit	\$13,454,275	-\$13,545,747	\$91,471	-
Old National Intermediate	\$13,737,158	-\$8,892	-\$138,993	\$13,589,272
Tier III	\$97,259,234	\$3,462,307	-\$3,355,720	\$97,365,821
Reams Asset Management Core	\$31,846,514	\$3,516,665	-\$1,143,853	\$34,219,327
Loomis Sayles Core Plus	\$55,498,366	-\$54,357	-\$2,285,107	\$53,158,901
Reams Unconstrained	\$9,914,354	-	\$73,240	\$9,987,593

ISU - Operating Funds - Total Portfolio - Investment Manager Returns

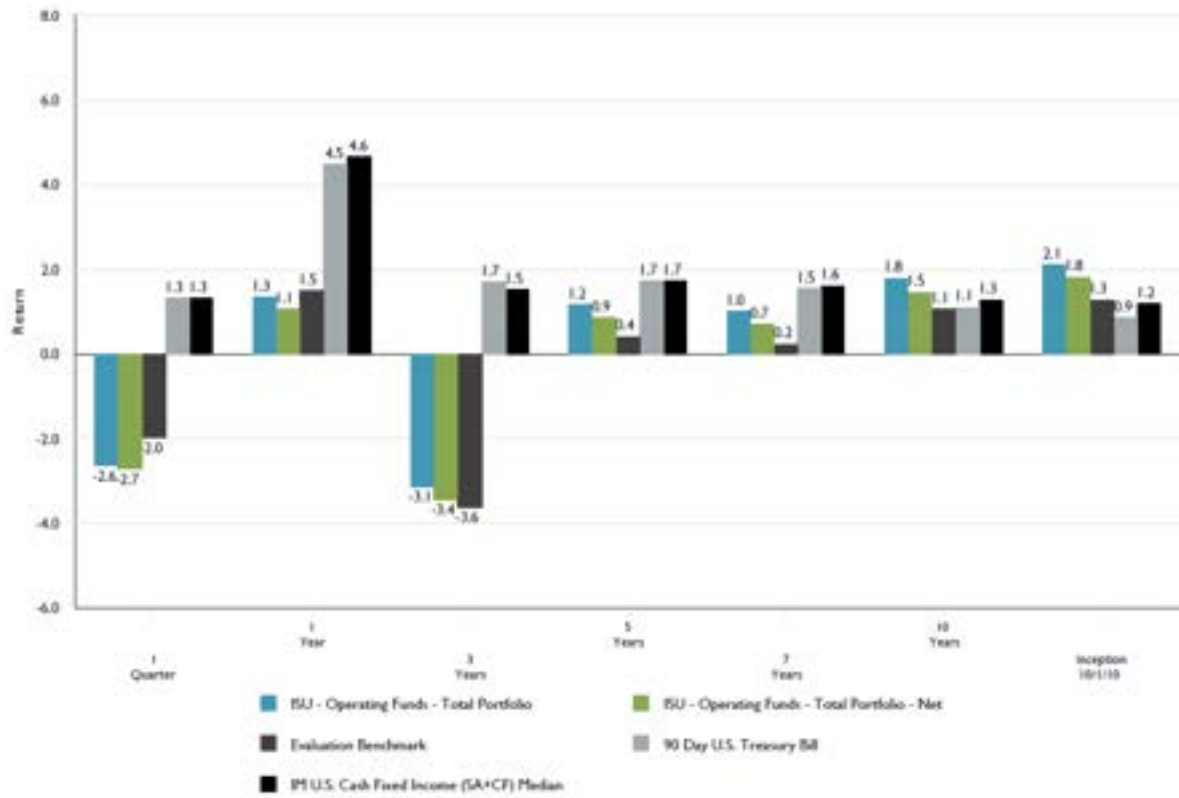
As of September 30, 2023

	Performance (%)							Inception Date
	1 Quarter	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	
ISU - Operating Funds - Total Portfolio	-2.64	1.34	-3.15	1.17	1.02	1.78	2.13	10/01/2010
ISU - Operating Funds - Total Portfolio (Net)	-2.70	1.08	-3.42	0.87	0.71	1.47	1.83	
Evaluation Benchmark*	-1.97	1.48	-2.61	0.42	0.24	1.07	1.29	
Tier I	1.28	4.34	1.40	1.62	1.40	1.35	0.99	10/01/2010
First Financial Cash	1.17	4.46	1.77	1.71	1.56	1.19	0.98	10/01/2010
90 Day U.S. Treasury Bill	1.31	4.47	1.70	1.72	1.54	1.10	0.88	
First Financial Active Cash	1.32	4.27	1.23	1.62	1.43	1.16	1.05	10/01/2010
FTSE 1 Year Treasury OTR	1.24	3.80	0.67	1.50	1.32	1.04	0.89	
Tier II	-0.72	1.90	-1.26	1.23	0.96	1.37	1.46	10/01/2010
MainStreet Advisors 1-3 Year Gov/Credit	1.22	3.72	-0.05	1.73	1.49	1.45	1.41	10/01/2010
Bloomberg U.S. Gov/Credit 1-3 Year Index	0.73	2.77	-0.72	1.21	0.99	1.02	1.03	
Old National Intermediate	-1.01	1.78	-2.86	1.06	0.67	1.45	1.64	10/01/2010
Bidg. Internat. U.S. Government/Credit	-0.83	2.20	-2.92	1.02	0.62	1.27	1.53	
Tier III	-3.32	1.27	-4.08	1.32	1.13	2.13	2.73	10/01/2010
Reams Asset Management Core	-3.20	0.09	-4.48	1.68	1.10	1.93	2.39	10/01/2010
Bidg. U.S. Aggregate Index	-3.23	0.64	-5.21	0.10	-0.09	1.13	1.52	
Loomis Sayles Core Plus	-4.12	1.38	-4.03	1.05	1.20	2.32	3.11	10/01/2010
Bidg. U.S. Aggregate Index	-3.23	0.64	-5.21	0.10	-0.09	1.13	1.52	
Reams Unconstrained	0.74	-	-	-	-	-	-0.29	06/01/2023
KC 3yr LIBOR 3-month Constant Maturity	1.33	4.58	1.71	1.87	1.73	1.31	1.77	
Other Global Fixed Income (R+I) Index	-0.89	1.40	4.40	2.56	2.23	1.85	1.81	

Evaluation Benchmark* = 19% 90 Day T-Bill, 19% Bloomberg 1-3 Year Gov/Credit Index, 62% Bloomberg Aggregate Index

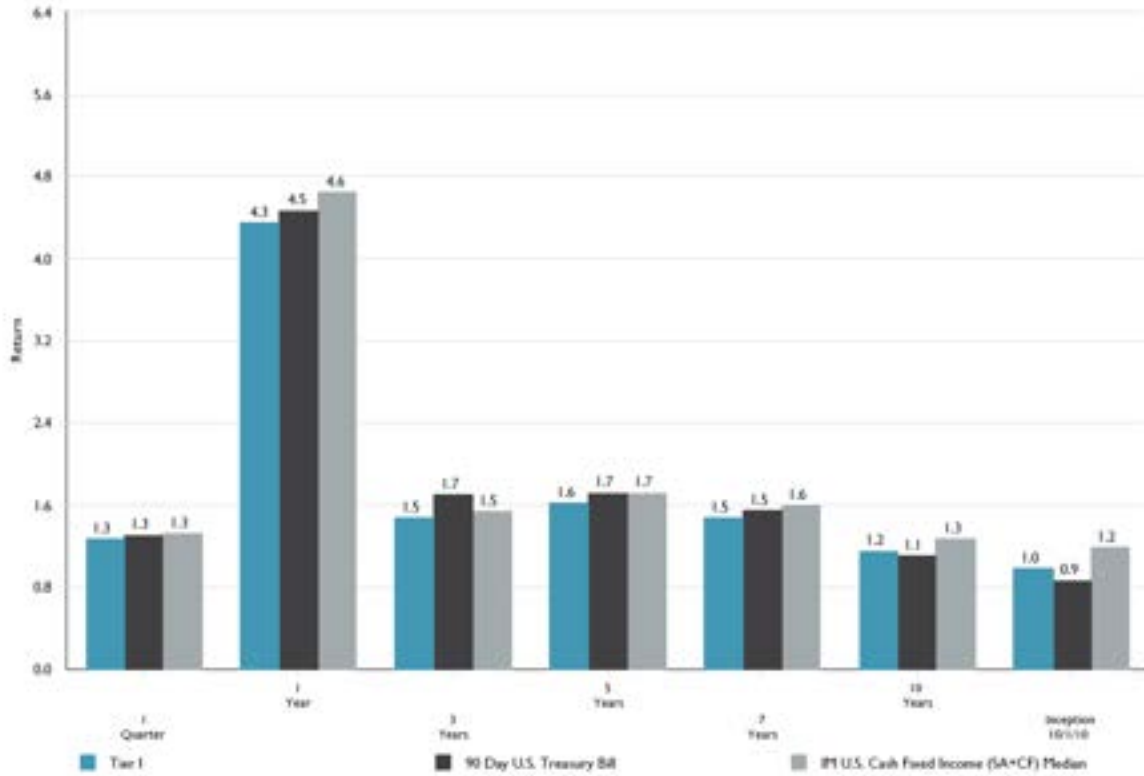
Total Fund Performance - Annualized

As of September 30, 2023



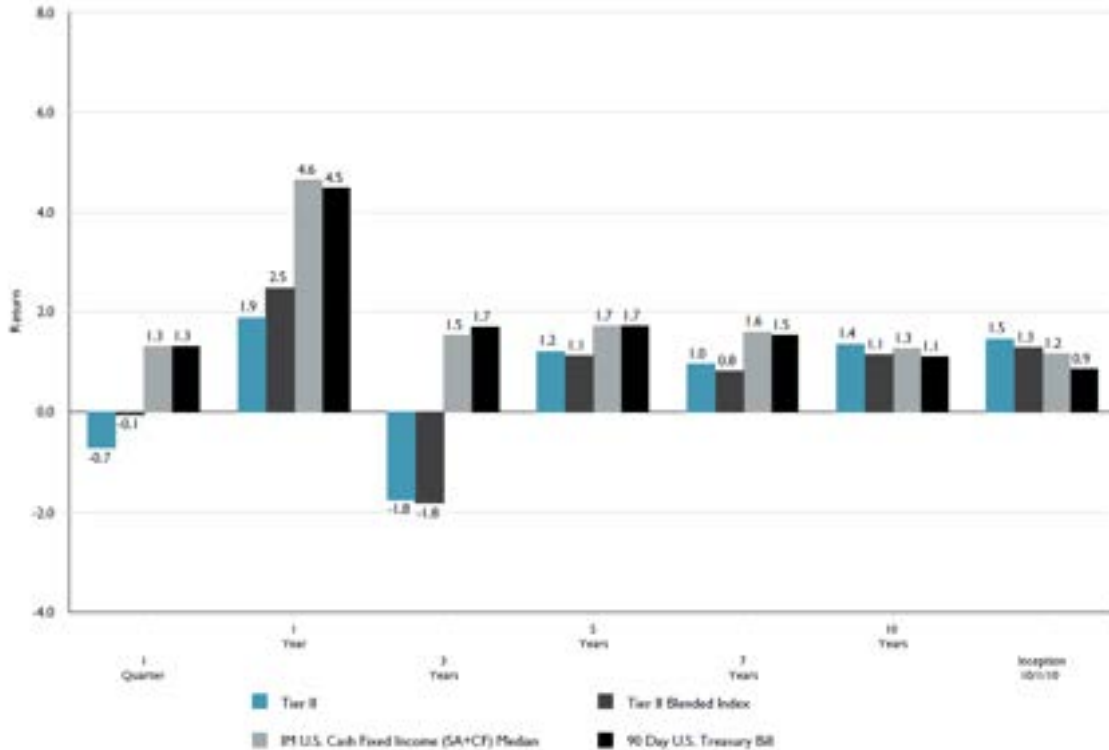
Tier I Performance - Annualized

As of September 30, 2023



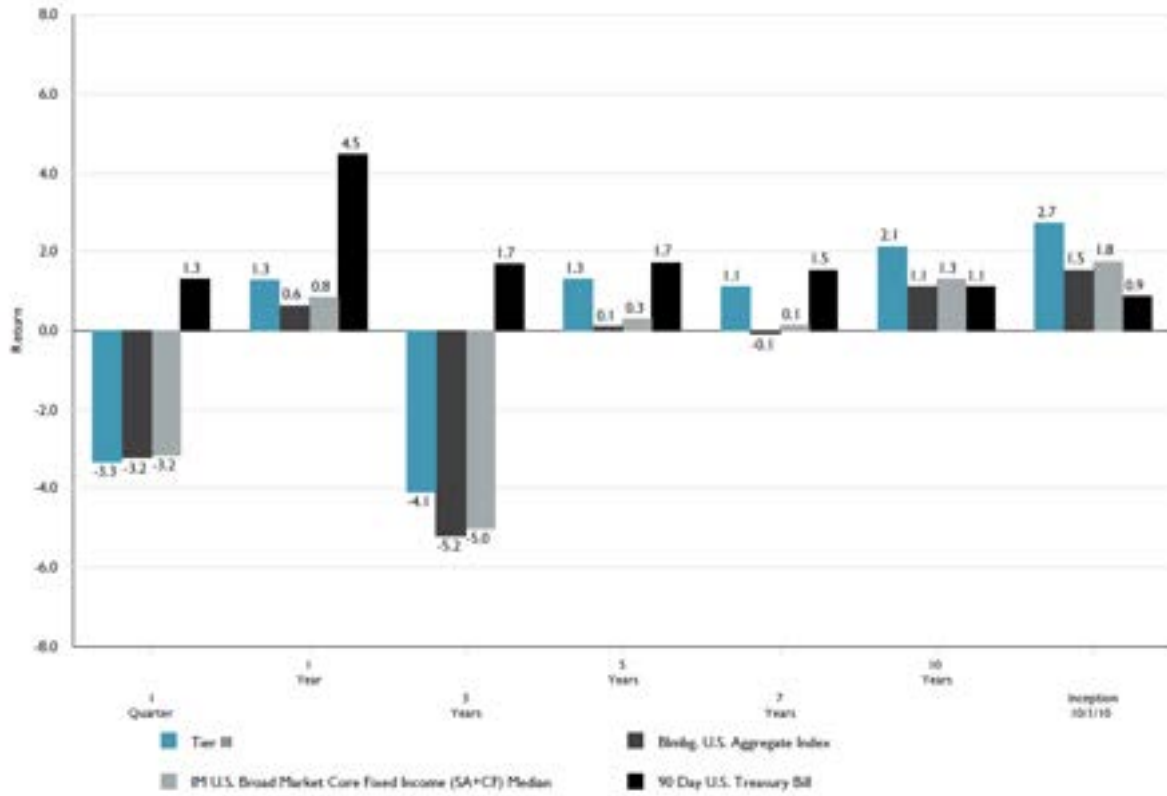
Tier II Performance - Annualized

As of September 30, 2023



Tier III Performance - Annualized

As of September 30, 2023



4b Financial Report

INDIANA STATE UNIVERSITY GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY For the Period Ending September 30, 2023							
	2023-24 Base Budget	2023-24 Adjusted Budget	YTD through 9/30/23*	Percent of Adjusted Budget	2022-23 Adjusted Budget	YTD through 9/30/22*	Percent of Adjusted Budget
Revenues							
State Appropriations							
Operational	\$ 76,926,913	\$ 76,926,913	\$ 19,045,481	24.8%	\$ 74,498,951	\$ 18,624,735	25.0%
Debt Service Appropriation	11,058,684	11,058,684	-	0.0%	11,051,288	-	0.0%
Sub-Total State Appropriations	87,985,597	87,985,597	19,045,481		85,550,239	18,624,735	
Student Tuition	66,316,500	66,316,500	35,393,084	53.4%	75,672,595	34,800,577	46.0%
Other Fees and Charges	1,751,500	1,751,500	645,268	36.8%	1,398,903	452,501	32.3%
Other Income and Transfers	6,726,403	6,726,403	4,305,276	64.0%	6,528,263	4,415,093	67.6%
Program Fees	900,000	900,000	659,855	73.3%	900,000	625,107	69.5%
One-Time Funding Transfer	1,925,000	1,925,000	1,925,000	100.0%	4,450,000	4,450,000	100.0%
Total Budgeted Revenue	\$ 165,605,000	\$ 165,605,000	\$ 61,973,964		\$ 174,500,000	\$ 63,368,013	
Encumbrances and Carryforward		9,638,069	9,638,069		12,424,983	12,424,983	
Reimbursements and Income Reappropriated From Other Sources		934,567	934,567		784,322	784,322	
Total Revenues	\$ 165,605,000	\$ 176,177,636	\$ 72,546,600	41.2%	\$ 187,709,305	\$ 76,577,318	40.8%
Expenditures							
Compensation							
Salaries and Wages	\$ 76,325,684	\$ 76,798,202	\$ 17,011,593	22.2%	\$ 80,831,862	\$ 17,254,849	21.3%
Fringe Benefits	22,450,238	22,457,574	5,406,727	24.1%	24,405,517	5,394,676	22.1%
Sub-Total Compensation	98,775,922	99,255,776	22,418,320	22.6%	105,237,379	22,649,525	21.5%
Departmental Expenses							
Supplies and Related Expenses	13,885,462	17,197,432	6,656,702	38.7%	18,397,356	6,411,630	34.9%
Repairs and Maintenance	5,286,419	6,133,062	6,030,812	98.3%	6,221,395	6,402,112	102.9%
Other Committed Expenses	1,721,537	1,721,537	796,003	46.2%	1,386,511	509,991	36.8%
Sub-Total Departmental Expenses	20,893,418	25,052,031	13,483,517	53.8%	26,005,262	13,323,733	51.2%
Utilities and Related Expenses	9,964,556	9,964,556	3,948,297	39.6%	10,020,263	4,760,286	47.5%
Equipment and Other Capital							
Operating Equipment	839,494	1,991,163	526,945	26.5%	2,171,470	253,623	11.7%
Capital Improvements	4,000,000	4,000,000	-	0.0%	4,600,000	-	0.0%
Sub-Total Equipment & Other Capital	4,839,494	5,991,163	526,945	8.8%	6,771,470	253,623	3.7%
Student Scholarship and Fee Remissions	16,264,926	16,339,772	9,943,012	60.9%	16,374,221	9,099,235	55.6%
Academic Debt Service	11,666,684	11,666,684	9,549,888	81.9%	11,659,288	10,358,787	88.8%
Budgeted Reserve	2,300,000	2,300,000	-	0.0%	3,800,000	-	0.0%
Transfers Out and Program Fees	900,000	3,269,163	2,656,841	81.3%	3,065,125	2,416,051	78.8%
Reserve for Revenue Shortfall		2,338,491			4,776,297	-	0.0%
Total Expenditures	\$ 165,605,000	\$ 176,177,636	\$ 62,526,820	35.5%	\$ 187,709,305	\$ 62,861,240	33.5%

*Includes encumbrances and open commitments

Revenues

State Operational Appropriation

State Operational Appropriation is above last year's amount by \$420,746 and overall has an increase of \$2,427,962.

Student Tuition

Fall Student Tuition of \$32.0 million is above budget by \$1.0 million. Summer school has \$3.4 million recognized in this fiscal year with the remainder to be realized in 2024.

Other Fees and Charges

Other Fees and Charges are above last year's amount by \$192,767 due to the increase of Distance Delivery Fees that are recognized in the operating budget.

Other Income and Transfers

Other Income and Transfers are below last year by \$109,817. This is a result of a timing difference on a Terre Haute Center for Medical Education reimbursement.

Program Fees

Program fees are up \$34,748. These fees are transferred out to be spent on approved expenditures.

One-Time Funding Transfer

One-Time Funding Transfer of \$1,925,000 is funded from the carry-forward budget reserves.

Encumbrances and Carryforward

Encumbrances and Carryforward decreased by \$2,786,914 as a result of reduced carry-forwards that have been utilized in the operations of the University.

Reimbursements and Income Reappropriated from Other Sources

Reimbursements and Income Reappropriated from Other Sources increased \$150,245 as a result of transfers from designated funds.

Expenses

Compensation

Total Compensation is below last year's total by \$231,205. Salaries and Wages are down \$243,256 which is the result of reduced instructional and graduate assistant wages. Benefit expense is above last year's amount by \$12,051 due to increased incentive payouts.

Departmental Expenses

Total Departmental Expenses increased by \$159,784. Supplies and Related Expenses grew by \$245,072 due to increased marketing by Admissions and timing of bus service payments. Repairs and Maintenance decreased \$371,300 due to reduced computer software. Other Committed Expenses increased by \$286,012 due to increased insurance costs and timing of payment to City of Terre Haute for fire protection.

Utilities and Related Expenses

Utilities and Related Expenses decreased by \$811,989. This is due to the additional fuel rider imposed by Duke Energy in 2022 that is no longer applicable in 2023.

Equipment and Other Capital

Total Equipment and Other Capital is up by \$273,322 due to increased OIT infrastructure and Chemistry lab equipment purchases.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows an increase of \$843,777. This reflects the increase of housing scholarships for freshmen. The overall estimated budget shortfall for scholarships \$2,665,000.

Budgeted Reserve

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

Reserve for Revenue Shortfall

Reserve for Revenue Shortfall that had \$3,272,331 of carryforward from 2022-23 includes the reduction of \$1,925,000 that was part of the base operating revenue budget for fiscal year 2024. The remaining \$2,338,491 will be used to cover any unanticipated expenditures.

4c Purchasing Report

Purchase Order Activity for the Period October 1, 2023 through November 15th, 2023			
Purchases Over \$50,000			
Sole Sourced -			
Witt Kieffer Inc	P0092745	Recruitment service for new ISU President	\$ 150,000.00
Standardized Vendor for Searches			
Ellucian Company LP	P0092729	Banner Technology Support & Advisory Services	\$ 90,000.00
Compatibility with Existing Equipment			
T2 Systems Inc	P0092750	Parking network management services	\$ 78,356.29
Compatibility with Existing Equipment			
Mobile Mentor Inc	P0092758	Services to accelerate implementation of Microsoft Intune	\$ 60,000.00
Compatibility with Existing Equipment			
Carnegie Dartlet LLC	P0092814	ISU website content migration, Drupal upgrade	\$ 50,000.00
Continuity and Compatibility of Service			

4d Vendor Report

The following vendors have accumulated purchases from the University for the time period July 1, 2023 through October 31, 2023 (Fiscal Year 2024) in excess of \$250,000:

Union Associated Physicians Clinic LLC	\$ 253,403	Student Health Center Services
Delta Dental Plan of Indiana	\$ 257,541	Dental Claims Reimbursements
BP Energy Retail Co LLC	\$ 274,503	Natural Gas Purchases
Indiana-American Water Company	\$ 279,115	Water Utility Payments
Lincoln Life Assurance Co of Boston	\$ 294,036	Life and Long Term Disability Insurance
Associated Roofing Professionals Inc	\$ 478,895	Performing/Fine Arts Roof; Other Various Roof Repairs

Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2024:

Epic Insurance Midwest	\$ 255,618	Commercial Property, Flight Academy Liability and Workman's Comp Overage Insurance Policies
EAB Global Inc	\$ 265,364	Enrollment solutions
C H Garmong and Son Inc	\$ 292,777	Tunnel Repairs
Bell Techlogix Inc	\$ 309,066	Microsoft Maintenance Licenses and Software
Williams Aviation LLC	\$ 354,415	Maintenance & Repairs of Airplanes for Flight Academy
Network Solutions Inc	\$ 354,454	Networking Equipment and Software Maintenance & Licenses; Network Infrastructure Upgrades
Otis Elevator	\$ 358,727	Maintenance Agreement for Campus Elevators; Elevator Repairs; HMSU Freight Elevator Upgrade
Ellucian Company LP	\$ 418,733	Banner Software Maintenance
A C Equipment Representatives Inc	\$ 424,252	Maintenance & Repairs HVAC Systems
Key Government Finance Inc	\$ 429,977	Networking Software Maintenance Agreement
AmWins/NEBCO Group Benefits	\$ 436,936	Retiree Insurance Coverage
500 Wabash Housing LLC	\$ 511,780	500 Wabash Lease Payments
City of Terre Haute	\$ 604,983	Sewage Utility Payments; Campus Fire Protection; Campus Bus Services
Borshoff Inc	\$ 906,000	University Advertising Media Buy & Management
Dell Inc	\$ 1,046,055	General Campus Computer Equipment
CVS Pharmacy Inc	\$ 1,912,493	Prescription Drug Coverage
Duke Energy	\$ 2,398,796	Electricity Utility Payments
TIAA CREF	\$ 2,525,259	Retirement Contributions
Sodexo Inc and Affiliates	\$ 2,904,753	Dining and Catering Services
Anthem Life Insurance Company	\$ 3,699,655	Health Care Benefits and Reimbursements of Medical Claims

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Marleana Roh Instructor, School of Nursing M.S.N., University of Southern Indiana salary 53,000.00 per academic year effective January 1, 2024.

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Christopher Crew from Associate Professor, Department of English to Associate Professor and Director of the English Education Program, Department of English supplement of 3,000 per academic year for the 2023-2024 academic year.

Heather Roberts Senior Instructor, Department of English salary adjustment from 45,53 to 50,214 per academic year effective August 1, 2023.

Heather Roberts Senior Instructor, Department of English salary correction of 1,145 retroactive to January 1, 2023.

Meghan Steward from Instructor, Department of Applied Medicine and Rehabilitation to Assistant Professor, Department of Applied Medicine and Rehabilitation salary from 5,000 to 5,000 per fiscal year effective January 1, 2024.

Donna Wetzel Lecturer, Department of Applied Clinical and Educational Sciences salary adjustment from 52,000 to 54,000 per academic year effective August 1, 2023.

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Yihao Weng Professor, Department of Earth and Environmental Systems effective May 31, 2024.

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Yihao Weng Professor Emeritus, Department of Earth and Environmental Systems effective May 31, 2024.

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Heather Lennox Instructor, Department of Aviation Technology effective December 31, 2023.

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Mendy Bailey Custodian I, Burford Housing 13.00 per hour effective October 31, 2023.

ngel Estremera Custodian I, Custodians 13.00 per hour effective October 30, 2023.

Cameron arrett Library ssoc III, Eve W nd, Library Services 15. per hour effective October 2, 2023.

Tonna olt Registration and Records Coord, Office of the Registrar 1 . per hour effective November 13, 2023.

arrell Higgins Communications Officer, Public Safety epartment 1 . 4 per hour effective November 13, 2023.

Fran Hill Hatfield CEB fr mer Cult Ctr Coord,frican merican Cultural Center 1 . per hour effective October 31, 2023.

licia Thome dministrative ssistant I, Biology 14. 1 per hour effective November 13, 2023.

Jason Wheeler Lead Events Setup Technician, HMSU Operations 13.40 per hour effective November 4, 2023.

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Nese Basaran gul Research ssociate IUSM TH, IU School of Medicine Terre Haute Ph. ., Washington State University 22.13 per hour effective November 1, 2023 through June 30, 2024.

Rosalind Chandler Blumberg Ctr ata Coord Schedu, Blumberg Center 31.12 per hour effective October 1, 2023 through September 30, 2024.

Jenifer Pollom Blum Ctr Off Mgr Bud Oper Spec, Blumberg Center 20. 0 per hour effective October 1, 2023 through September 30, 2024.

Kiara Shapuras Blumberg Center Budg Oper Spec, Blumberg Center 1 .40 per hour effective October 1, 2023 through September 30, 2024.

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Katherine Blac from Library Stac s ssociate to Lib ssc III Sta Sup Srch Spec, Library Services 1 . 1 per hour effective November 11, 2023.

Christi Burt from Dean's Assistant to Lib Bldg and Budget Spec, Library Services 22.25 per hour effective September 30, 2023.

Jason Casey from Lead Technical Services Asst to Technical Services Supervisor, Hulman Center 22.5 per hour effective June 24, 2023.

Meredith Pitt from Technical Services Assistant to Lead Technician, Hulman Center 21.2 per hour effective June 24, 2023.

Eric French from 1st St Facility Research Asst to Lab Animal Tech Sup IUSM, IU School of Medicine Terre Haute 19. per hour effective October 2, 2023.

Lindsay Lewis from Registration and Records Coord to Registration and Records Spec, Office of the Registrar 19.00 per hour effective September 30, 2023.

Tracy McAniel from Administrative Assistant III to Lib Bldg and Building Spec, Library Services 22.00 per hour effective September 30, 2023.

Rivah Mentzer from Lib Svc Float Tch Svcs Spc Col to Special Collections Cataloger, Library Services 19.2 per hour effective November 11, 2023.

Samuel Probst from Technical Services Assistant to Lead Technician, Hulman Center 24.14 per hour effective June 24, 2023.

Jennifer Vetrovec from Library Associate III to Special Collections Coord, Library Services 23.24 per hour effective November 11, 2023.

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Melissa Chase Continuing Education Spec, Center for Community Engagement 22.0 per hour out of class pay effective September 30, 2023 through December 23, 2023.

Josef Kash Technical Services Assistant, Hulman Center 19.40 per hour reclassification effective June 24, 2023.

Hogan Sloop Technical Services Assistant, Hulman Center 19. per hour reclassification effective August 2, 2023.

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Jara Middleton Evts, Mtg, and Mail Svc Coord, Library Services effective December 1, 2023.

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Lori Cuffle Custodian I, Sycamore Housing effective October 2, 2023.

Katherine Edison Custodian I, Burford Housing effective October 11, 2023.

Sean Edmond Custodian I, Custodians effective November , 2023.

Chandler Falls Communications Officer, Public Safety Department effective November 10, 2023.

Janet Ther Tic et Manager, Hulman Center effective October , 2023.

Hunter Ivens Police Officer, Public Safety Department effective November 30, 2023.

Josef Kash Technical Services Assistant, Hulman Center effective November 1 , 2023.

Sierra Neill Administrative Assistant I, Air Force ROTC effective October 12, 2023.

Olubunmi Ojo Administrative Assistant I, History effective November 3, 2023.

Nathan Roe Events Setup Technician I, HMSU Operations effective November 2, 2023.

John Tatman Lead Refrigeration Mechanic, Mechanical Trades effective September 24, 2023.

Interim Positions

Administrative

Mallory Emge Admissions Event Coordinator, Admissions and High School Relations M. Ed., Indiana State University \$15.50 per hour effective November 20, 2023.

Rowan Gallagher Financial Aid Counselor, Student Financial Aid B.S., Indiana State University \$15.00 per hour effective November 2 , 2023.

David Green Simulation Technology Coordinator, Dean, College Health & Human Svcs B.S., Indiana State University \$25.00 per hour effective November 13, 2023.

Jacob Shepard Library Technology Coordinator, Library Services B.S., Indiana State University \$15.1 per hour effective October 14, 2023.

Faculty

Felicia Houston IEP Project Director, Blumberg Center B. Ed., Manchester University \$25.00 per hour effective October 1, 2023 through September 30, 2024.

Faculty

Donald Knott from Technical Services Supervisor to Hulman Center Faculty Assistant, Hulman Center \$25.00 per hour effective October 14, 2023.

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Shay Herbert Digital Media Coord, Athletics, Athletics Sports Information B. ., Trine University \$21.03 per hour effective October 1, 2023.

Nicolas Rush Media Relations Coord Athletic, Athletics Sports Information M.S., Indiana State University \$20.52 per hour effective November 2, 2023.

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Michael King Advancement Services Director, ISU Foundation Operations M. ., University Of Chicago salary \$100,000 per fiscal year effective November 1, 2023.

Kimbra Pinnell Assessability and Assistant Dir, Student Counseling Center M.S., Indiana State University salary \$40,000 per fiscal year effective October 23, 2023.

Martha Thomson University Communication Dir, University Communications M.S., Purdue University salary \$100,500 per fiscal year effective October 23, 2023.

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Nicoleovina IEPRC Project Coordinator, Blumberg Center salary \$100,350 per fiscal year effective October 1, 2023 through September 30, 2024.

Iana Harveth IEPRC Project Coordinator, Blumberg Center salary \$43,000 per fiscal year effective October 1, 2023 through September 30, 2024.

Christopher Heaton Univ College Adviser Proj Succ, University Student Success Adviser M.Ed., Grand Canyon University salary \$40,000 per fiscal year effective November 2, 2023 through June 30, 2024.

Matthew Johnson IEPRC Project Coordinator, Blumberg Center salary \$100,300 per fiscal year effective October 1, 2023 through September 30, 2024.

Bruce Kulwicz Blumberg Center Director, Blumberg Center salary \$100,200 per fiscal year effective October 1, 2023 through September 30, 2024.

Patricia McInley IEPRC Research Director, Blumberg Center salary \$100,300 per fiscal year effective October 1, 2023 through September 30, 2024.

Angela McKinney Blumberg Center Project Coord, Blumberg Center salary \$100,240 per fiscal year effective October 1, 2023 through September 30, 2024.

Jennifer Mesanovic Blumberg Center Project Director, Blumberg Center salary 10,45 per fiscal year effective October 1, 2023 through September 30, 2024.

Kathryn Mosley IEPRC Project Coordinator, Blumberg Center salary 13, per fiscal year effective October 1, 2023 through September 30, 2024.

Jolly Piersall Blumberg Center Project Director, Blumberg Center salary 11,3 per fiscal year effective October 1, 2023 through September 30, 2024.

Lisa Poff Blumberg Center Project Director, Blumberg Center salary 10, per fiscal year effective October 1, 2023 through September 30, 2024.

John Purcell IEPRC Project Coordinator, Blumberg Center salary 13, per fiscal year effective October 1, 2023 through September 30, 2024.

Paul Ringwalt Blumberg Ctr Compliance Instr Spec, Blumberg Center salary 13, per fiscal year effective October 1, 2023 through September 30, 2024.

Lisa Stovall IEPRC Project Coordinator, Blumberg Center salary 15,20 per fiscal year effective October 1, 2023 through September 30, 2024.

Marissa Suiter Blumberg Ctr Technology Coord, Blumberg Center salary 2,31 per fiscal year effective October 1, 2023 through September 30, 2024.

Paul Thomas Blumberg Center Media Producer, Blumberg Center salary 13, per fiscal year effective October 1, 2023 through September 30, 2024.

Marcee Wilburn IN IEP Resource Center Director, Blumberg Center salary 3,3 per fiscal year effective October 1, 2023 through September 30, 2024.

Executive Director

Marlene Burns from Interim Director of Sponsored Programs to Sponsored Programs Director, Office of Sponsored Programs salary 2,000 per fiscal year effective October 15, 2023.

Assistant Director

Member Stinson Additional Duties, Advancement 50 per month additional duties effective October 1, 2023 through March 31, 2024.

Program Analyst

James Bell Programmer Analyst, Office of Information Technology effective January 2, 2024.

Executive Director

Debra Barber Orient Transit Fam Prog Dir, New Student Transition Programs effective October 2, 2023.

Michelle Hein Foundation Finance Director, Foundation Financial Svcs effective January 2, 2024.

Nicholas Horton Campus Rec Asst Dir Prg Opr, Campus Recreation effective November 2, 2023.

Matthew Jenkins Chief Info Security Officer, Office of Information Technology effective November 10, 2023.

Jennifer McClure Immigration and Study Blvd, Center for Global Engagement effective October 2, 2023.

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James Ennis

James Ennis Football Operations Director, Athletics Football B.S., Kennesaw State University salary \$3,000 per fiscal year effective October 14, 2023.

Joshua Schert

Joshua Schert Athletics Promotion Activity, Men's Basketball \$500 per month stipend adjustment from external funding sources effective September 20, 2023 through March 31, 2024.

Joshua Schert

Joshua Schert Head Coach, Men's Basketball, Athletics Men's Basketball salary \$23,000 per fiscal year effective September 20, 2023 through March 31, 2024.



1. Commission for Higher Education of the State of Indiana, Fund No. 54 533, Proposal 24 02
An agreement in the amount of \$10,000.00 has been received from Commission for Higher Education of the State of Indiana for the project entitled, College Success Program Grant, under the direction of Susan Powers, Department of Vice President and Provost, for the period November 1, 2023 through October 31, 2024.
2. University of Colorado, Fund No. 54 532, Proposal 24 01
An agreement in the amount of \$32,000.00 has been received from University of Colorado for the project entitled, Analysis of Phytolith and Starch Grains from Late Cores and Archeological Samples associated with CNH2 L, under the direction of Chad Post, Department of Earth and Environmental Systems, for the period September 5, 2023 through June 30, 2024.
3. State of Indiana Indiana Arts Commission, Fund No. 54 52 , Proposal 23 044
An agreement in the amount of \$4,500.00 has been received from State of Indiana Indiana Arts Commission for the project entitled, 5th Annual Contemporary Music Festival, under the direction of Kurt Fowler, School of Music, for the period July 1, 2023 through June 30, 2024.
4. State of Indiana Indiana Arts Commission, Fund No. 54 52 , Proposal 23 035
An agreement in the amount of \$4,500.00 has been received from the State of Indiana Indiana Arts Commission for the project entitled, Roc Camp 2023, under the direction of Cynthia Phillips Sabla, Community School of the Arts, for the period July 1, 2023 through June 30, 2024.
5. Vigo County Parks and Recreation, Fund No. 54 534, Proposal 24 033
An agreement in the amount of \$3,000.00 has been received from Vigo County Parks and Recreation for the project entitled, Collection and Analyses of Wooden Underlaid of the Marble Mill Dam, under the direction of James Speer, Department of Earth and Environmental Systems, for the period November 1, 2023 through December 31, 2024.

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Herron Classical Schools	administrator greement	ffiliation greement	ffiliation greement 10 10 23
New Castle Schools	administrator greement	ffiliation greement	ffiliation greement 10 10 23
MS Lawrence Township School Counseling	Clinical greement	ffiliation greement	ffiliation greement 10 10 23
Madison Grant United School Corp	administrator greement	ffiliation greement	ffiliation greement 10 10 23
Maota Child and Family		ffiliation greement	ffiliation greement 10 12 23
Edge Hill		MOU	MOU 10 12 23
Radiology Partners, CIR		ffiliation greement	ffiliation greement 10 1 23
Illinois Spine Scoliosis Center		ffiliation greement	ffiliation greement 10 1 23
Indy Term LLC		ffiliation greement	ffiliation greement 10 1 23
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North West Hendric s County School Corp	administrator greement	ffiliation greement	ffiliation greement 10 24 23
Warric County School Corporation	Clinical greement School Counseling	ffiliation greement	ffiliation greement 10 24 23
Monroe County Community School Corp	administrator greement	ffiliation greement	ffiliation greement 10 2 23
Richland Bean Blossom	Clinical ffiliation greement School Counseling	ffiliation greement	ffiliation greement 10 2 23
La Porte Clinic Co., LLC		ffiliation greement	ffiliation greement 10 2 23
Hancock Health		ffiliation greement	ffiliation greement 10 30 23

ecatur County Memorial Hospital Clinical ffiliation greement SLP	ffiliation greement	10 30 23
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The Oregon Clinic PC	ffiliation greement	11 01 23
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Mount esert Island Hospital	ffiliation greement	11 14 23
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East llen County Schools Student Teaching greement	ffiliation greement	11 1 23
North White School Corp Student Teaching greement	ffiliation greement	11 2 23
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anville Community School Corp	ffiliation greement	11 2 23
Mt Vernon Community School Corp Student Teaching greement	ffiliation greement	11 2 23
MS of New urham Township Student Teaching greement	ffiliation greement	11 2 23
Mill Cree School Corporation Student Teaching greement	ffiliation greement	11 2 23
Speedway Schools Student Teaching greement	ffiliation greement	11 2 23
North ibson Student Teaching greement	ffiliation greement	11 2 23
La e Central School Student Teaching greement	ffiliation greement	11 2 23
Fran lin Community Schools Student Teaching greement	ffiliation greement	11 2 23
Bartholomew Consolidated School Corp Student Teaching greement	ffiliation greement	11 2 23
Taylor Community School Corporation Student Teaching greement	ffiliation greement	11 2 23
von Community School Corporation Student Teaching greement	ffiliation greement	11 30 23

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WHERE S, r. Edmund ross opf, a retired ssistant Professor from the epartment of Criminology of Indiana State University, died on the 22nd day of September two thousand and twenty three and

WHERE S, r. Edmund ross opf, had given loyal and devoted service to Indiana State University for thirty one years and had gained the respect of students and colleagues who new him as a scholar, teacher and friend

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

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WHERE S, Mrs. Kathryn Modesitt, retired University Bursar, died on the 4th of October two thousand and twenty three and

WHERE S, Mrs. Kathryn Modesitt had given loyal and devoted service to Indiana State University for twenty three years and had gained the respect of students and colleagues who new her

THEREFORE, BE IT RESOLVE , 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 dedicated service which she gave to the University and

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

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WHERE S, r. William Trinler, a retired Professor from the epartment of Chemistry of Indiana State University, died on the th day of October two thousand and twenty three and

WHERE S, r. William Trinler, had given loyal and devoted service to Indiana State University for thirty two years and had gained the respect of students and colleagues who new him as a scholar, teacher and friend

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

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WHERE S, r. Jac Rollins, a retired Professor from the epartment of English of Indiana State University, died on the th day of October two thousand and twenty three and

WHERE S, r. Jac Rollins, had given loyal and devoted service to Indiana State University for thirty three years and had gained the respect of students and colleagues who new him as a scholar, teacher and friend

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

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WHERE S, r. Harold Cox, Jr, a retired Professor from the epartment of Sociology of Indiana State University, died on the 14th day of October two thousand and twenty three and

WHERE S, r. Harold Cox, Jr, had given loyal and devoted service to Indiana State University for thirty four years and had gained the respect of students and colleagues who new him as a scholar, teacher and friend

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

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WHERE S, r. Maurice Miller, a retired Professor from the Elementary, Early, and Special Education epartment of Indiana State University, died on the 23rd day of October two thousand and twenty three and

WHERE S, r. Maurice Miller, had given loyal and devoted service to Indiana State University for thirty two years and had gained the respect of students and colleagues who new him as a scholar, teacher and friend

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

WHEREAS, Mr. Stanley Ross

WHEREAS, Mr. Stanley Ross, a retired Professor from the Counseling Department of Indiana State University, died on the 2nd day of October two thousand and twenty three and

WHEREAS, Mr. Stanley Ross, had given loyal and devoted service to Indiana State University for twenty two years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend

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