



Indiana State University

Board of Trustees Agenda Meeting

May 10, 2024

State Room, Tirey Hall



Board of Trustees Agenda Meeting May 10, 2024

Meeting Agenda

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Staff Council Chairperson		
Roxanne 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 ISU Board of Trustees		
Robert Casey		
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1. Call Meeting to Order – Board Chair Robert Casey

Roll Call:

Kathleen Cabello
Robert Casey
Robert Lowe
Randall Minas
Cynthia Powers
John Pratt
Cheryl Roberson
Kate VanHyfte
Troy Woodruff

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

3a Minutes of the February 16, 2024 Meeting and Certification of Executive Session and April 11, 2024 and April 26, 2024 Special Meetings

The Indiana State University Board of Trustees met in Executive Session at 9:30 a.m. on Friday, February 16, 2024.

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

The Trustees met in a regularly scheduled meeting on Friday, February 16, 2023 at 1:30 p.m.

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

Trustee absent: Cynthia Powers.

The Trustees met in a special scheduled meeting on Friday, April 11, 2024 at 11:30 a.m.

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

Trustee absent: Rob Lowe.

The Trustees met in a special scheduled meeting on Friday, April 26, 2024 at 10:00 a.m.

Trustees present: Kathleen Cabello, Robert Casey, Cynthia Powers, John Pratt, Kate VanHyfte and Troy Woodruff.

Trustee absent: Rob Lowe, Randy Minas and Cheryl Roberson.

3b1 Year-End Closing Authorization

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

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

3b2 Operating Budgets, 2024-25

Presented below are balanced operating budgets based upon estimates of tuition revenue, State appropriations, and other available sources for the fiscal year 2024-25. It is recommended the President of Indiana State University be further authorized to establish salaries and wages for the 2024-25 fiscal year within the capabilities of budgeted resources.

Recommendation: Approval of the following operating budgets for the 2024-25 fiscal year and authorization of the President of Indiana State University to establish salaries and wages within the capabilities of budgeted resources.

**INDIANA STATE UNIVERSITY
GENERAL FUND BUDGET SUMMARY**

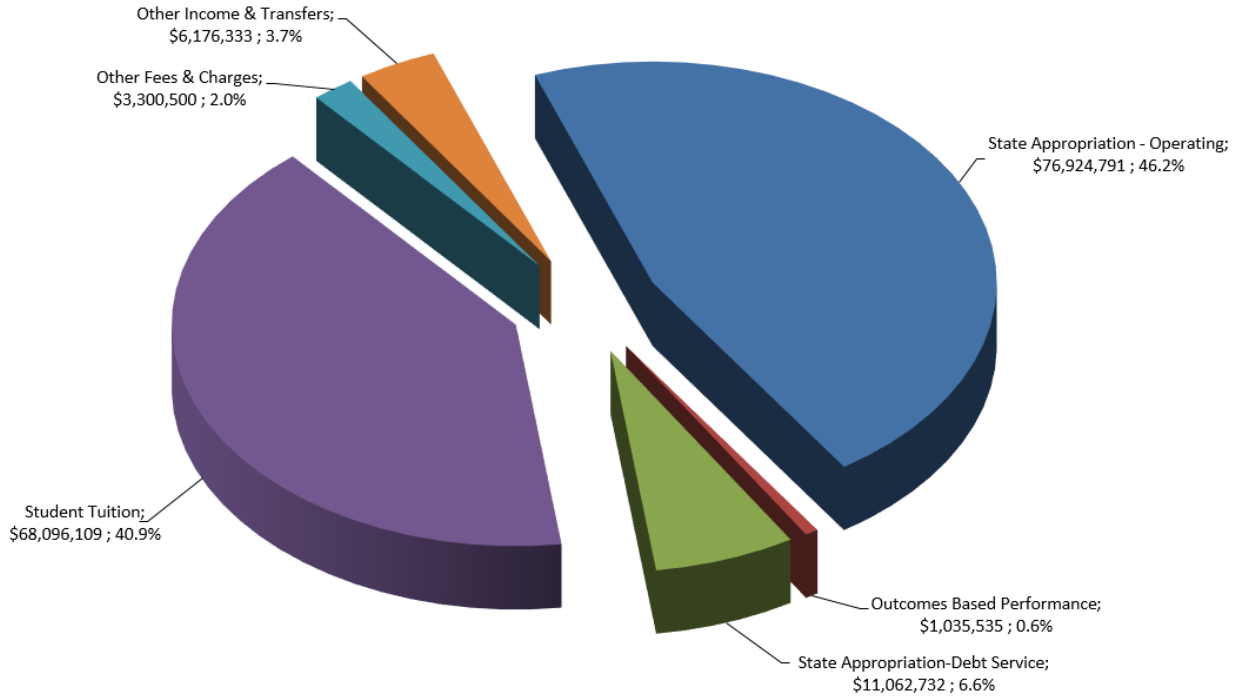
	Approved 2023-24 Budget	Budget Change	Proposed 2024-25 Budget
INCOME			
State Operating Appropriation	\$76,181,923	\$742,868	\$76,924,791
State Outcomes Based Performance Appropriation	\$744,990	290,545	\$1,035,535
State Academic Debt Service Appropriation *	11,058,684	4,048	11,062,732
Student Tuition **	66,316,500	1,779,609	68,096,109
Other Fees and Charges	2,651,500	649,000	3,300,500
Other Income & Transfers	5,826,403	349,930	6,176,333
Budgeted Carry Forward Transfer	1,925,000	(1,925,000)	0
TOTAL	\$164,705,000	\$1,891,000	\$166,596,000
EXPENDITURES			
Salaries and Wages	\$76,325,680	\$1,834,323	\$78,160,003
Fringe Benefits	22,450,238	442,451	22,892,689
Supplies and Related Expenses	14,724,956	(756,766)	13,968,190
Repairs and Maintenance	5,286,419	270,721	5,557,140
Other Committed Expenses	1,721,539		1,721,539
Utilities and Related Expenses	9,964,556		9,964,556
Capital Improvements	4,000,000		4,000,000
Student Scholarship and Fee Remissions	16,264,926	96,223	16,361,149
Academic Debt Service *	11,666,684	4,048	11,670,732
Budget Reserve	2,300,000		2,300,000
TOTAL	\$164,705,000	\$1,891,000	\$166,596,000

Footnotes:

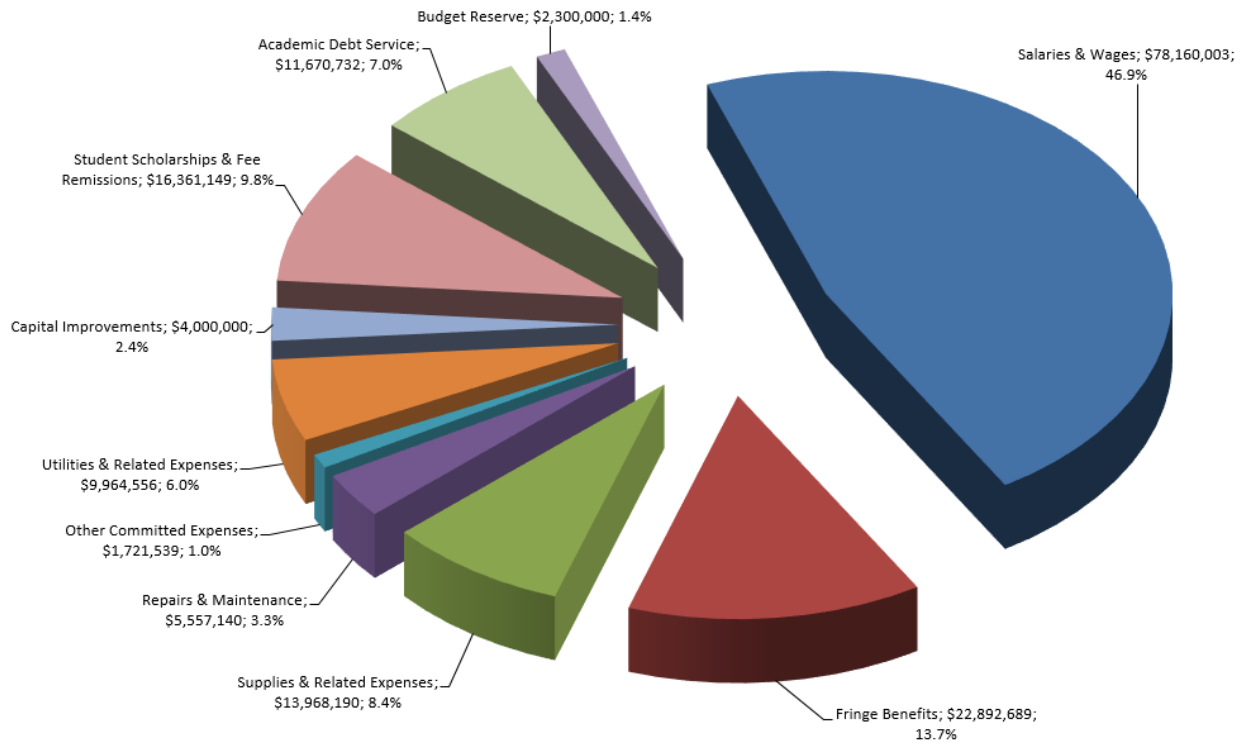
* Funding for Academic Debt Service payments.

** This increase is inclusive of a 2.75% increase in tuition for undergraduate and graduate students and other miscellaneous adjustments.

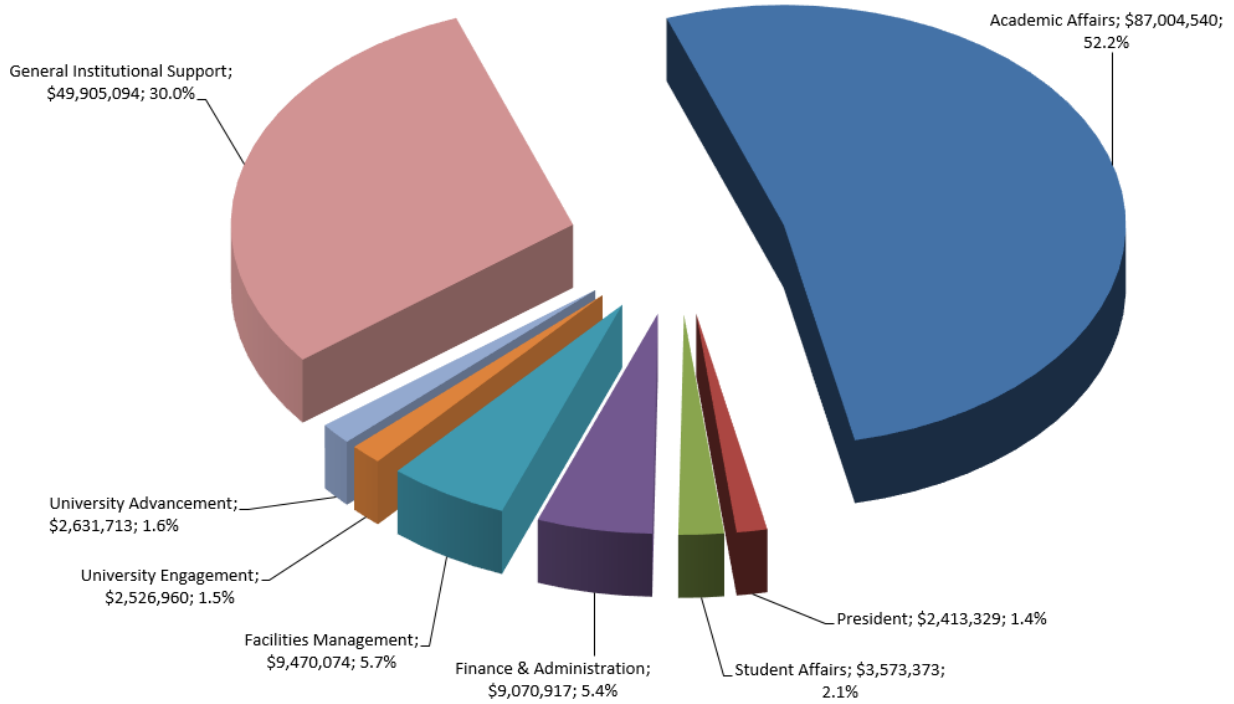
INDIANA STATE UNIVERISTY
Budgeted Income by Source - General Fund
Fiscal Year 2024-25



INDIANA STATE UNIVERSITY
Budgeted Expenditures By Function - General Fund
Fiscal Year 2024-25



INDIANA STATE UNIVERSITY
Budgeted Expenditures By Unit - General Fund
Fiscal Year 2024-25



**INDIANA STATE UNIVERSITY
Student Activity Allocations**

	Approved 2023-24 Budget	Change	Proposed 2024-25 Budget
Student Tuition and Activity Allocations			
Student Tuition Income	\$14,328,768		\$14,328,768
Student Recreation Center Fee Income	1,035,860		1,035,860
Student Recreation Center Fee Reserve Transfer	435,365	\$2,275	437,640
Total Student Tuition & Activity Allocations	\$15,799,993	\$2,275	\$15,802,268
Student Tuition Allocations			
Direct Allocations			
Student Government	\$74,400		\$74,400
Graduate Student Association	3,000		3,000
Student Programming	91,772	\$3,950	95,722
Student Union Board	78,300		78,300
Sub Total Direct Allocations	\$247,472	\$3,950	\$251,422
Auxiliary Operations Supplemental Allocations			
Identification Cards	\$42,062		\$42,062
Hulman Memorial Student Union	875,166		875,166
Intercollegiate Athletics	11,005,387		11,005,387
Student Media	148,906	(\$3,950)	144,956
Hulman Center	946,410		946,410
Student Recreation Center	270,000		270,000
Sub Total Supplemental Allocations	\$13,287,931	(\$3,950)	\$13,283,981
Transfers, Reserves and Other			
Auxiliary Capital Project Reserve	\$1,050,000		\$1,050,000
Student Alumni Association	3,365		3,365
ID Equipment Maintenance	10,000		10,000
Student Recreation Center Bond Fund	1,201,225	\$2,275	1,203,500
Sub Total Transfers, Reserves & Other	\$2,264,590	\$2,275	\$2,266,865
Total Use of Student Tuition & Activity Allocations	\$15,799,993	\$2,275	\$15,802,268

STUDENT ACTIVITY DIRECT ALLOCATIONS

	<u>Approved 2023-24 Budget</u>	<u>Change</u>	<u>Proposed 2024-25 Budget</u>
Student Government			
Compensation	\$54,710		\$54,710
Supplies and Related Expense	19,690		19,690
Repairs and Maintenance	<u>0</u>		<u>0</u>
Total	\$74,400	\$0	\$74,400
Graduate Student Association			
Compensation	\$0		\$0
Supplies and Related Expense	3,000		3,000
Repairs and Maintenance	<u>0</u>		<u>0</u>
Total	\$3,000	\$0	\$3,000
Student Programming			
Compensation	\$0		\$0
Supplies and Related Expense	91,772	\$3,950	95,722
Repairs and Maintenance	<u>0</u>		<u>0</u>
Total	\$91,772	\$3,950	\$95,722
Student Union Board			
Compensation	\$0		\$0
Supplies and Related Expense	78,300		78,300
Repairs and Maintenance	<u>0</u>		<u>0</u>
Total	\$78,300	\$0	\$78,300

INDIANA STATE UNIVERSITY
AUXILIARY AND OTHER OPERATIONS

	<u>Approved 2023-24 Budget</u>	<u>Change</u>	<u>Proposed 2024-25 Budget</u>
SUMMARY TOTALS			
SUMMARY INCOME	<u>\$55,952,304</u>	<u>\$1,564,259</u>	<u>\$57,516,563</u>
SUMMARY EXPENDITURES			
Compensation	\$17,872,274	\$544,091	\$18,416,365
Supplies and Related Expense	22,031,435	588,843	22,620,278
Scholarships	5,400,021	392,671	5,792,692
Debt Service	8,704,351	4,690	8,709,041
Repairs and Maintenance	1,878,303	33,964	1,912,267
Capital	<u>65,920</u>		<u>65,920</u>
Total	<u>\$55,952,304</u>	<u>\$1,564,259</u>	<u>\$57,516,563</u>

Hulman Center & Event Services

Income			
Student Activity Allocation	\$946,410		\$946,410
Rental and Other Income	822,287	(\$44,776)	777,511
Transfer In	<u>16,525</u>		<u>16,525</u>
Total	\$1,785,222	(\$44,776)	\$1,740,446
Expenditures			
Compensation	\$1,317,738	(\$35,876)	\$1,281,862
Supplies and Related Expense	434,819	(8,900)	425,919
Repairs and Maintenance	22,665		22,665
Capital	<u>10,000</u>		<u>10,000</u>
Total	\$1,785,222	(\$44,776)	\$1,740,446

Residential Life

Rental and Other Income	\$30,315,620	\$755,740	\$31,071,360
Expenditures			
Compensation	\$5,962,791	\$234,996	\$6,197,787
Supplies and Related Expense	15,080,740	496,880	15,577,620
Debt Service	8,534,351	4,690	8,539,041
Repairs and Maintenance	731,438	19,174	750,612
Capital	<u>6,300</u>		<u>6,300</u>
Total	\$30,315,620	\$755,740	\$31,071,360

	Approved 2023-24 Budget	Change	Proposed 2024-25 Budget
Hulman Memorial Student Union			
Income			
Student Activity Allocation	\$875,166		\$875,166
Machine Sales and Vending	12,000	\$1,500	13,500
Outside Rental	79,544	2,000	81,544
Miscellaneous Income	94,700		94,700
Transfers In	131,472	(56,472)	75,000
Total	<u>\$1,192,882</u>	<u>(\$52,972)</u>	<u>\$1,139,910</u>
Expenditures			
Compensation	\$952,849	(\$94,334)	\$858,515
Supplies and Related Expense	197,033	53,905	250,938
Repairs and Maintenance	43,000	(12,543)	30,457
Capital	0		0
Total	<u>\$1,192,882</u>	<u>(\$52,972)</u>	<u>\$1,139,910</u>
Athletics			
Income			
Student Activity Allocation	\$11,005,387		\$11,005,387
Donor Contributions	1,350,000	\$300,000	1,650,000
Admission Sales	600,000	250,000	850,000
Commissions and Other Income	1,785,000	570,000	2,355,000
Guarantees	775,000	(275,000)	500,000
Transfer In	0		0
Total	<u>\$15,515,387</u>	<u>\$845,000</u>	<u>\$16,360,387</u>
Expenditures			
Compensation	\$5,925,804	\$369,875	\$6,295,679
Supplies and Related Expense	4,011,342	82,454	4,093,796
Scholarships	5,400,021	392,671	5,792,692
Repairs and Maintenance	145,600		145,600
Capital	32,620		32,620
Total	<u>\$15,515,387</u>	<u>\$845,000</u>	<u>\$16,360,387</u>
Student Recreation Center			
Income			
Student Recreation Center Fee Allocation	\$270,000		\$270,000
Memberships	50,000	\$8,000	58,000
Miscellaneous Income	91,773	(2,728)	89,045
Transfer In	296,352		296,352
Total	<u>\$708,125</u>	<u>\$5,272</u>	<u>\$713,397</u>
Expenditures			
Compensation	\$339,892	(\$7,664)	\$332,228
Supplies and Related Expense	333,038	12,836	345,874
Repairs and Maintenance	35,195	100	35,295
Capital	0		0
Total	<u>\$708,125</u>	<u>\$5,272</u>	<u>\$713,397</u>

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

	Approved 2023-24 Budget	Change	Proposed 2024-25 Budget
Voice & Data Network Services			
Income			
Local Service Charges	\$1,355,388	(\$158,193)	\$1,197,195
Miscellaneous Reimbursement	131,905	168,421	300,326
Other Income	50,000	(6,000)	44,000
Total	<u>\$1,537,293</u>	<u>\$4,228</u>	<u>\$1,541,521</u>
Expenditures			
Compensation	\$718,231	\$5,863	\$724,094
Supplies and Related Expense	506,274	(1,635)	504,639
Repairs and Maintenance	312,788		312,788
Capital	0		0
Total	<u>\$1,537,293</u>	<u>\$4,228</u>	<u>\$1,541,521</u>
Early Childhood Education Center			
Income			
Child Care Fees	\$789,870	\$93,569	\$883,439
Other Income	50,000	(10,000)	40,000
Transfer In	226,705		226,705
Total	<u>\$1,066,575</u>	<u>\$83,569</u>	<u>\$1,150,144</u>
Expenditures			
Compensation	\$992,649	\$70,994	\$1,063,643
Supplies and Related Expense	72,926	12,575	85,501
Repairs and Maintenance	1,000		1,000
Capital	0		0
Total	<u>\$1,066,575</u>	<u>\$83,569</u>	<u>\$1,150,144</u>
Student Media			
Income			
Student Activity Allocation	\$148,906	(\$3,950)	\$144,956
Advertising Sales	20,000	(9,000)	11,000
Other Income	0		0
Total	<u>\$168,906</u>	<u>(\$12,950)</u>	<u>\$155,956</u>
Expenditures			
Compensation	\$102,719	\$76	\$102,795
Supplies and Related Expense	65,913	(13,402)	52,511
Repairs and Maintenance	274	376	650
Capital	0		0
Total	<u>\$168,906</u>	<u>(\$12,950)</u>	<u>\$155,956</u>
ID Card System			
Income			
Student Activity Allocation	\$42,062		\$42,062
Other Income	45,880	\$120	46,000
Total	<u>\$87,942</u>	<u>\$120</u>	<u>\$88,062</u>
Expenditures			
Compensation	\$50,460	\$1,424	\$51,884
Supplies and Related Expense	19,482	(1,304)	18,178
Repairs and Maintenance	4,000		4,000
Capital	14,000		14,000
Total	<u>\$87,942</u>	<u>\$120</u>	<u>\$88,062</u>

	Approved 2023-24 Budget	Change	Proposed 2024-25 Budget
HMSU Commons			
Income			
CAM Charges	\$192,645		\$192,645
Transfer In	78,260	(\$32,205)	46,055
Total	<u>\$270,905</u>	<u>(\$32,205)</u>	<u>\$238,700</u>
Expenditures			
Compensation	\$0		\$0
Supplies and Related Expense	253,405	(\$32,205)	221,200
Repairs and Maintenance	17,500		17,500
Capital	0		0
Total	<u>\$270,905</u>	<u>(\$32,205)</u>	<u>\$238,700</u>
Parking Services			
Income			
Parking Income	\$570,177	\$28,173	\$598,350
Transfer In	180,000		180,000
Total	<u>\$750,177</u>	<u>\$28,173</u>	<u>\$778,350</u>
Expenditures			
Compensation	\$375,461	\$21,922	\$397,383
Supplies and Related Expense	103,271	696	103,967
Debt Service	170,000		170,000
Repairs and Maintenance	101,445	5,555	107,000
Capital	0		0
Total	<u>\$750,177</u>	<u>\$28,173</u>	<u>\$778,350</u>
Flight Academy			
Income			
Flight Fees	\$1,984,717	\$109,213	\$2,093,930
Other Income	33,553	847	34,400
Transfer In	125,000	(125,000)	0
Total	<u>\$2,143,270</u>	<u>(\$14,940)</u>	<u>\$2,128,330</u>
Expenditures			
Compensation	\$751,391	(\$24,177)	\$727,214
Supplies and Related Expense	926,181	(12,065)	914,116
Repairs and Maintenance	462,698	21,302	484,000
Capital	3,000		3,000
Total	<u>\$2,143,270</u>	<u>(\$14,940)</u>	<u>\$2,128,330</u>
Health and Wellness Fee			
Fee Income			
	\$410,000		\$410,000
Expenditures			
Compensation	\$382,289	\$992	\$383,281
Supplies and Related Expense	27,011	(992)	26,019
Repairs and Maintenance	700		700
Capital	0		0
Total	<u>\$410,000</u>	<u>\$0</u>	<u>\$410,000</u>

INDIANA STATE UNIVERSITY
LINE-ITEM APPROPRIATIONS

	<u>Approved 2023-24 Budget</u>	<u>Change</u>	<u>Proposed 2024-25 Budget</u>
Degree Link			
Source of Funds			
Operating Appropriation	\$446,438		\$446,438
Total Source of Funds	<u>\$446,438</u>	<u>\$0</u>	<u>\$446,438</u>
Use of Funds			
Compensation	\$421,838	(\$624)	\$421,214
Supplies and Related Expense	8,140	624	8,764
Repairs and Maintenance	16,460		16,460
Total Use of Funds	<u>\$446,438</u>	<u>\$0</u>	<u>\$446,438</u>
 Nursing Program			
Source of Funds			
Operating Appropriation	\$204,000		\$204,000
Total Source of Funds	<u>\$204,000</u>	<u>\$0</u>	<u>\$204,000</u>
Use of Funds			
Compensation	\$168,990	\$5,446	\$174,436
Supplies and Related Expense	35,010	(5,446)	29,564
Repairs and Maintenance	0		0
Total Use of Funds	<u>\$204,000</u>	<u>\$0</u>	<u>\$204,000</u>
 Dual Credit			
Source of Funds			
Operating Appropriation	\$202,950	\$0	\$202,950
Total Source of Funds	<u>\$202,950</u>	<u>\$0</u>	<u>\$202,950</u>
Use of Funds			
Compensation	\$121,801	\$16,030	\$137,831
Supplies and Related Expense	41,149	(3,530)	37,619
Repairs and Maintenance	0		0
Scholarships	40,000	(12,500)	27,500
Total Use of Funds	<u>\$202,950</u>	<u>\$0</u>	<u>\$202,950</u>
 Indiana Principal Leadership Institute			
Source of Funds			
Operating Appropriation	\$600,000		\$600,000
Total Source of Funds	<u>\$600,000</u>	<u>\$0</u>	<u>\$600,000</u>
Use of Funds			
Compensation	\$196,797	\$7,853	\$204,650
Supplies and Related Expense	403,203	(7,853)	395,350
Repairs and Maintenance	0		0
Total Use of Funds	<u>\$600,000</u>	<u>\$0</u>	<u>\$600,000</u>

3c1 Proposed Modifications to Policy 155 Indiana State University Staff Council Bylaws

Rationale: The proposed bylaw changes are a result of a review by Staff Council. The proposed changes have been voted on and approved by Staff Council.

Proposed Modifications:

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

155 Indiana State University Staff Council Bylaws

155.1 Name

The name of the organization shall be the Indiana State University Staff Council (hereafter referred to as Council unless otherwise noted).

155.2 Mission, Value Statements, and Role of the Council

155.2.1 Mission. The Indiana State University Council is an advisory body representing the Staff. We consistently strive to enhance the working environment for Staff within Indiana State University and surrounding communities.

155.2.2 Value Statements.

- We facilitate and maintain communication between Staff and the University community.
- We serve as an advocate for Staff.
- We disseminate information to Staff.
- We promote and encourage community engagement for Staff.
- We promote a healthy, safe, and equitable working environment for Staff.

155.2.3 Role. The Council will work to:

- a. increase the sense of identity, recognition, and value of Staff in their relationship to the University.
- b. identify concerns relating to Staff and work to seek solutions.
- c. provide a line of communication among Staff, Faculty, and Students.
- d. integrate Staff more fully into University affairs.
- e. support the University's mission as a supportive learning environment by promoting community engagement for Staff.
- f. foster a culture among Staff, Faculty, and Students of mutual support, respect, and professionalism.

155.3 Definition of Staff

For the purpose of the Staff Council the term “Staff” shall include all non-exempt, non-exempt professional, and exempt Staff with the exception of:

- exempt Staff who are members of the President’s Cabinet;
- exempt Staff who report directly to a member of the President’s Cabinet.
- exempt Staff who are represented by Faculty Senate; and
- exempt Staff who are classified as Executives.

155.4 Staff Council Year

The Council year is counted from June first (1) through May thirty-first (31) of each year.

155.5 Communications

All Council communications must be reviewed by the Executive Committee prior to publication. This includes written and verbal communications within the realm of the University’s standards as they concern external communities such as news media and the general public. The Communications Officer will be the liaison between the Council and any appropriate media.

155.6 Representatives

Council consists of ~~thirty-two~~ thirty-two (3025) voting members (hereafter referred to as Representatives).

155.6.1 Eligibility. Any full or part time with or part time without benefits Staff who has successfully completed their initial introductory period (90 days) is eligible for election to membership on the Council as a Representative.

155.6.2 Duties and Responsibilities. Representatives will perform the following duties and responsibilities:

155.6.2.1 Participation. Participate in all phases of Council business.

155.6.2.2 Serve on Standing Committee. Serve on at least one (1) Standing Committee as appointed.

155.6.2.2.1 Refusal of Appointment. Any Representative who refuses to accept appointment to a Standing Committee shall be subject to removal from Council.

155.6.2.2.2 Attendance. Committee members are expected to attend all committee meetings. ~~Representatives who do not regularly attend their committee’s meetings will receive a letter from the Council Chair reminding them of their responsibility and inquiring as to their interest in continuing to serve on the Council.~~

~~155.6.2.2.2~~ **155.6.2.2.3 Failure to Attend.** Representatives who do not regularly attend their committee's meetings will receive a letter from the

Council Chair reminding them of their responsibility and inquiring as to their interest in continuing to serve on the Council.

~~155.6.2.2-3~~**155.6.2.2.4 Executive Committee Members**

Excused. Members of the Executive Committee may be excused from serving on a Standing Committee.

155.6.2.3 Attend All Scheduled Meetings. Representatives are elected to serve their constituents and there is an expectation that they will attend all scheduled Council meetings so that constituents have equal representation to the Council.

155.6.2.3.1 Record Absences. In an effort to inform constituents that they are being satisfactorily represented, the Council Secretary will include excused and unexcused absences in the minutes of each Council meeting.

155.6.2.3.1.1 Excused absences. Excused absences include:

- a. illness,
- b. family emergency,
- c. work related,
- d. vacation,
- e. Jury Duty, and
- f. Class.

155.6.2.3.1.2 Unexcused Absences. Unexcused absences include:

- a. no notification to the Council Secretary in advance of a meeting; or
- b. no reason given to the Council Secretary for an absence.

155.6.2.3.1.3 Two Unexcused Absences. If a Representative has two (2) unexcused absences from Council meetings, they will receive a letter from the Council Chair reminding them of their responsibility and inquiring as to their interest in continuing to serve on Council.

155.6.2.3.1.4 Removal Upon Third Unexcused Absence. Upon their third unexcused absence, the Representative shall be removed from Council.

155.6.2.3.1.5 Executive Committee Role. The Executive Committee may address excessive excused absences.

155.6.2.4 Initiate Communication. Initiate communication among their constituents to encourage discussion of matters affecting Staff.

155.6.2.5 Give Notice to Supervisor of Meetings. Give ample notification to their supervisor or department head of scheduled Council and Committee

meetings. Representatives will be in regular pay status for all required Council and Committee meetings.

155.6.3 Terms of Membership. Council members are elected for a term of three (3) years unless completing a Representative's vacated term.

155.6.3.1 Term. The Representative term begins on the first day of June following their election to ~~the~~ Council.

155.6.4 Vacancies. Council vacancies may occur as a result of Council members:

- a. leaving the university;
- b. resigning from Council; or
- c. being removed from Council.

~~**155.6.4.1 Steps If Vacancy Occurs.** Council shall follow operating procedure 4 if a vacancy occurs. If a vacancy occurs the following steps will be taken to fill the vacancy for the remainder of the term.~~

~~1. The Council Chair shall notify the Elections Coordinator of the vacancy.~~

~~2. The Elections Coordinator shall check to see if a nominee that had the next highest number of votes in last Election is still interested in serving on Council. If so, that nominee will fill the vacancy and complete the term. If there is a tie between those with the next highest number of votes, an election will be held to select one.~~

~~3. The Elections Coordinator shall, if no nominee is next in line, accept nominations. An election will be held to fill the vacancy and complete the term. An election will not be necessary if there is only one (1) nominee.~~

155.6.5 Request for Leave of Absence. By outlining reasons in writing to the Council Chair, a Representative may request a leave of absence from Council membership for a partial period of the Representative's Term.

155.6.5.1 Council Chair to Present Request for Leave. Council Chair will present any request for a leave of absence to the Council at the first meeting following receipt of the request.

155.6.5.2 Majority Vote. Upon a majority vote, the leave of absence will be granted.

155.6.5.3 Leaves in Excess of Three Months. If the leave will exceed three (3) months, the ~~Elections Coordinator~~Vice Chair will be notified of the vacancy so that it can be filled during the approved leave of absence.

~~**155.6.6 Nominations and Election Process for Council Representatives.** The Nomination and Election process for Representatives will be conducted by the Elections Coordinator. The Coordinator shall:~~

- ~~1. solicit nominations for new Representatives by online ballot;~~

- ~~2. contact the nominee(s), if the nominee accepts the nomination, add the name to online ballot;~~
- ~~3. proceed with the election process in March by online voting;~~
- ~~4. tabulate results;—~~
- ~~5. retain the election results until the next general election; and-~~
- ~~6. provide election results to the Council Chair and certify that the nomination and election process was conducted in accordance with prescribed procedure.~~
- ~~7. the Council Chair will announce the election results.~~

~~**155.6.6.1 Audit of Election.** Steps to be taken if an audit of the election is requested by nominee are as follows:~~

~~**155.6.6.1.1 Written Request.** A request in writing must be made to the Council Chair within five (5) days of the election results. The Council Chair shall notify the Elections Coordinator to proceed with the audit.~~

~~**155.6.6.1.2 Recount.** A recount will be made by the Elections Coordinator and the Council Vice Chair or their designee.~~

~~**155.6.6.1.3 Release of Audit Results.** Audit results will be provided to the requestor.~~

~~**155.6.6.1.4 Reversal of Election Outcome.** If the recount results in a different outcome, the Council Chair shall notify the affected nominees and Staff Council representatives.~~

~~**155.6.7**~~**155.6.6 Guidelines for Proxy Vote.** If a Representative cannot attend a scheduled Council meeting but wishes to participate in the voting process on Agenda items, the Representative must send a written vote (including a signature) or send an email vote (from the Representative's University email account) to the Council Chair by 8:00 a.m. the day of the scheduled Council meeting. If the proxy vote is in relation to Officer elections, the proxy vote is to be submitted to the ~~Elections Coordinator~~Vice Chair rather than the Council Chair.

~~**155.6.7.1**~~**155.6.6.1 Maximum.** A maximum of two proxy votes per Representative per year will be allowed.

~~**155.6.8 Petition for Recall.** A Representative shall be removed by a Petition for Recall. The petition must outline the reason for removal and must be submitted to the Council Chair. The petition must also contain the signatures of at least 51% of the constituents in the Representative's Division.~~

~~**155.6.8.1 Verification of Signatures.** Upon receipt of the Petition for Recall, the Council Chair will inform the Representative of the petition for removal and ask the Elections Coordinator to verify the validity of the signatures. Upon verification of the signatures, the Representative shall cease to be a member of Council effective immediately. The Vacancy shall be referred to Elections Coordinator (See Section 155.7.5).~~

155.7 Officers

The Elected Officers of Council are the Chair, Vice Chair, Secretary, ~~and Treasurer, and Communications Officer.~~ The Appointed Officers of Council are the Parliamentarian, Communications Officer, Grievance Liaison, and Elections Coordinator.

155.7.1. Elected ~~or Appointed~~ Officers. Elected Officers will be elected by incoming and returning representatives each year at the Regular Council meeting in May and assume duties as of June first (1). ~~Appointed Officers will be appointed by the Chair and assume duties as of June first (1).~~

~~155.7.1.1 Elected Officers.~~ The Elected Officers are

- ~~a. Chair,~~
- ~~b. Vice Chair,~~
- ~~c. Secretary, and~~
- ~~d. Treasurer.~~

~~155.7.1.2 Appointed Officers.~~ The Appointed Officers are

- ~~a. Parliamentarian,~~
- ~~b. Communications Officer,~~
- ~~c. Grievance Liaison, and~~
- ~~d. Elections Coordinator.~~

155.7.2 Qualifications.

155.7.2.1 Eligibility. Officers must be Representatives. Representatives are not eligible for ~~an Elected Officer position~~ Chair or Vice Chair during their first year of service. All Representatives are eligible for ~~Appointed Officer positions,~~ including Secretary, Treasurer, and Communications Officer during their first year of service.

155.7.2.2 Term Limits. A Representative will hold the same Officer position for no more than three (3) consecutive years.

155.7.2.3 One Year Absence. A Representative who holds the same office for three consecutive years may run for the same office again after a one-year absence from the position. The representative may also run for other Officer positions upon completion of the third year of service.

155.7.3 Duties of Officers. Officers shall:

155.7.3.1 serve on ~~an~~ Executive Committee;⁵

155.7.3.2 serve a one-year term;⁵ and

155.7.3.3 acquaint their successor with the duties and responsibilities of their position.

155.7.4 Duties of the Chair. The Chair shall:

155.7.4.1 preside at all Council meetings;

- 155.7.4.2** prepare and distribute Agendas for Council meetings;
- 155.7.4.3** chair Executive Committee meetings;
- 155.7.4.4** enforce all regulations and policies of Council;
- 155.7.4.5** bring before Council all matters appropriate for consideration;
- 155.7.4.6** be available for consultation with the Indiana State University President, Vice President and Board of Trustees;
- 155.7.4.7** appoint members to the Council's Standing Committees;
- 155.7.4.8** nominate Representatives to University Committees;
- 155.7.4.9** call Special Meetings of Council when deemed necessary;
- 155.7.4.10** upon receiving recommendations from Council, appoint a Representative to each of the Appointed Officer positions;
- 155.7.4.11** encourage Representatives to attend appropriate University events;
- 155.7.4.12** assume the duties of the Council Vice Chair in ~~his/her~~their absence;
- 155.7.4.13** vote on Motions/Proposals only in the event of a tie (except for officer elections);
- 155.7.4.14** The Chair's rulings or actions are subject to discussion by Council and will be changed upon a two-thirds majority vote of the current membership of Council;
- 155.7.4.15** serve as advisor for any Staff Grievances; and
- 155.7.4.16** serve as an ex-officio member of the Grievance Appeals Committee.

155.7.5 Duties of Vice Chair. The Vice Chair shall:

- 155.7.5.1** assume the duties of the Council Chair in their absence;
- 155.7.5.2** convene the first meeting of the year for Council's Standing Committees;
- 155.7.5.3** oversee Council's Standing Committees, ensuring that they are progressing toward the fulfillment of their charges;~~and~~
- 155.7.5.4** serve as ex-officio of all Standing Committees~~;~~;
- 155.7.5.5** serve as advisor on parliamentary procedure to Council and Standing Committees at their request;
- 155.7.5.6** maintain an accurate and current copy of Council Bylaws and maintain an accurate and current copy of Robert's Rules of Order;
- 155.7.5.7** assume responsibility for carrying out Representative Elections as specified in the Staff Council Standard Operating Procedures;

155.7.5.8 assume responsibility for carrying out Officer Elections as specified in Section 155.8.12; and

155.7.5.9 assume responsibility for carrying out filling of Vacancies of Representatives as specified in Section 155.7.7.

155.7.6 Duties of Secretary. The Secretary shall:

155.7.6.1 record all resolutions and proceedings of Council meetings;

155.7.6.2 record attendance of Representatives at Council meetings;

155.7.6.3 provide Council meeting minutes to Communications Officer;

155.7.6.4 maintain Council meeting minutes, Bylaw changes, and any other relevant documents as requested by the Executive Committee, forwarding those documents to the University Archives as necessary;

155.7.6.5 maintain current year Committee records; and

155.7.6.6 maintain an accurate and current database of all Staff.

155.7.7 Duties of Treasurer. The Treasurer shall:

155.7.7.1 report balances of all Council accounts at Regular Council meetings;

155.7.7.2 pay, or cause to be paid, all Council bills as directed by the Executive Committee;

155.7.7.3 maintains credit card machine and processes all credit card transactions;

155.7.7.4 serves as back up to the Secretary;

~~155.7.7.3~~**155.7.7.5** reconcile all statements of Council accounts; and

~~155.7.7.4~~**155.7.7.6** prepare an annual financial report of all Council accounts.

~~**155.7.8 Duties of The Parliamentarian.** Parliamentarian shall:~~

~~**155.7.8.1** be a Representative or Officer of Council with the knowledge of Roberts Rule of Order;~~

~~**155.7.8.2** serve as advisor on parliamentary procedure to Council and Standing Committees at their request;~~

~~**155.7.8.3** maintain an accurate and current copy of Council By laws;~~

~~**155.7.8.4** maintain an accurate and current copy of Robert's Rules of Order; and~~

~~**155.7.8.5** serve as backup to the Elections Coordinator.~~

~~155.7.9~~**155.7.8 Duties of The Communications Officer.** The Communications Officer shall:

~~155.7.9~~**155.7.8.1** be a Representative or Officer of Council with the knowledge of media communications;

~~155.7.9.2~~155.7.8.2 edit and distribute pertinent information in appropriate media for the membership, as needed;

~~155.7.9.3~~155.7.8.3 maintain and make all updates to the Council website, including posting minutes, meeting announcements, upcoming events, and links to other websites;

~~155.7.9.4~~155.7.8.4 recommend, develop, and maintain new communications media;

~~155.7.9.5~~155.7.8.5 maintain all information relevant to Council communications; and

~~155.7.9.6~~155.7.8.6 serve as an ex-officio member of the Public Relations Committee.

~~155.7.10 Duties of The Grievance Liaison. The Grievance Liaison shall:~~

~~155.7.10.1 be a Representative or Officer of Council with a knowledge of the Staff Grievance policy and procedures;~~

~~155.7.10.2 serve as advisor for any Staff Grievances;~~

~~155.7.10.3 serve as an ex-officio member of the Staff Relations Committee; and~~

~~155.7.10.4 serve as an ex-officio member of the Grievance Appeals Committee.~~

~~155.7.11 Duties of Elections Coordinator. The Election Coordinator shall:-~~

~~155.7.11.1 assume responsibility for carrying out Representative Elections as specified in Section 155.7.7;~~

~~155.7.11.2 assume responsibility for carrying out Officer Elections as specified in Section 155.8.12;~~

~~155.7.11.3 assume responsibility for carrying out filling of Vacancies of Representatives as specified in Section 155.7.7; and~~

~~155.7.11.4 carry out representative elections electronically.~~

~~155.7.12 Nominations and Election Process for Council Officers. The Nomination and Election process for Officers will be conducted by the Elections Coordinator. The process is as follows:~~

~~155.7.12.1 Solicit Nominations. The Election Coordinator shall send an email to incoming and returning Representatives soliciting nominations for an Officer position.~~

~~155.7.12.2 Prepare Ballot. After the nominations are accepted, the Elections Coordinator shall prepare a ballot for each Council Officer position.~~

~~155.7.12.3 First Order of Business at May Meeting. At the May regular meeting, the first order of business will be the Officer Elections.~~

~~155.7.12.4 Procedure.~~

~~**155.7.12.4.1 Election.** The Council Chair shall turn the meeting over to the Elections Coordinator to begin the Election. The Executive Committee shall select a designee to conduct the election if the Elections Coordinator is a nominee.~~

~~**155.7.12.4.2 Secret Ballot.** Voting shall be done by secret ballot.~~

~~**155.7.12.4.3 Order.** The order of elections is:~~

- ~~1. Chair~~
- ~~2. Vice Chair~~
- ~~3. Secretary, then~~
- ~~4. Treasurer~~

~~**155.7.12.4.4 Tabulation of Votes.** The Elections Coordinator along with a Representative of Human Resources shall collect and tabulate the votes using the prepared ballots and proxy votes (see Section 155.7.8).~~

~~**155.7.12.4.5 Announce Results.** The Elections Coordinator shall after certification of all ballots; announce the Election results of each Officer position.~~

~~**155.7.12.5 Election Results in a Tie.** Steps to be taken if voting results in a tie:~~

~~**155.7.12.5.1 Call for Second Vote.** The Elections Coordinator shall call for a second vote on only the two (2) nominees that are tied with all of Council representatives present voting by secret ballot.~~

~~**155.7.12.5.2 Elections Coordinator Abstains in Event of Tie.** If the vote of the Elections Coordinator will cause the outcome to again be a tie, the Elections Coordinator will abstain from voting.~~

~~**155.7.12.5.3 Announce Results.** The Elections Coordinator or their designee shall announce the election results.~~

~~**155.7.12.6 Audit Requested by Nominee.** The following steps will be taken if the nominee requests an audit of the election.~~

~~**155.7.12.6.1 Request in Writing.** A request in writing must be made to the Council Chair within five (5) days of the election results. The Council Chair shall notify the Elections Coordinator to proceed with the audit.~~

~~**155.7.12.6.2 Recount.** The Elections Coordinator and the Vice Chair or their designee shall perform a recount. Any nominee for the Officer position being audited will not participate in the audit. The Council Chair shall assign a Vice Chair designee to participate in the audit if the Vice Chair is a nominee for the Officer position being audited.~~

~~**155.7.12.6.3 Release of Audit Results.** Audit results will be provided to the requestor.~~

~~**155.7.12.6.4 Audit Results in Different Outcome.** If the audit changes the outcome of an election, the Council Chair shall notify the affected nominees and Representatives.~~

~~155.7.13~~**155.7.9 Resignation of Officer.** If an Officer resigns and vacates their term, the ~~Elections Coordinator~~Vice Chair will be informed and oversees the following process:

~~155.7.13.1~~**155.7.9.1 Chair Resigns.** If the Chair resigns, the Vice Chair will assume all responsibilities of Chair and a new Vice Chair will be elected.

~~155.7.13.2~~**155.7.9.2 If Officer Other than Chair Resigns.** If the Vice Chair, Secretary, ~~or~~ Treasurer, or Communications Officer resigns, the Council Chair shall assign one (1) of the remaining Officers to assume the duties until an election is held.

~~155.7.13.3 Election for Open Position.~~ ~~The Elections Coordinator shall solicit nominations from Council members for the open officer position and, after the nominations are accepted, prepare the ballot and conduct an election at the next regular Council meeting in accordance with the procedures described in Section 155.8.11.~~

~~155.7.14~~**155.7.10 Petition for Removal.** An Officer will be removed by a petition which outlines the reason for removal and is submitted to the ~~Elections Coordinator~~Vice Chair. If petition is to remove the Vice Chair, then petition is submitted to the Chair. The petition must contain the signatures of at least a two-thirds majority of the Council.

~~155.7.14.1 Validity of Petition.~~ ~~Upon receipt of the petition, the Elections Coordinator will verify the validity of the signatures and inform the Officer of the petition for removal.~~

~~155.7.14.2 Presentment of Petition.~~ ~~The Petition for Removal will be presented at the next Regular Council meeting.~~

~~155.7.14.3 Removal is Effective Immediately.~~ ~~The Representative shall cease to be an Officer effective immediately.~~

~~155.7.14.4 Follow Protocol to Fill Vacancy.~~ ~~The vacancy will be filled according to the protocol for resignation of Officer (see 155.7.12).~~

155.8 Meetings

Every effort will be made to use reasonable and responsible judgment in the scheduling of meetings.

155.8.1 Regular Council Meetings. Regular Council meetings are open to the public and will be held on a designated day of each month of the Council year. Meetings will be conducted under the latest edition of Robert's Rules of Order. Any conflict between those rules and these Bylaws will be resolved in favor of these Bylaws.

155.8.1.1 Agenda. Any staff member may present an item to be considered for the agenda of Regular Council meetings. The staff member shall submit the item to the Chair by the Monday before the meeting.

155.8.1.2 Quorum. At least two-thirds of the seated members of Council must be present for the transaction of business at any Council meeting.

155.8.1.3 Voting.

155.8.1.3.1 Voice Vote. Voting on all matters, other than Election of Representatives/Officers, will be conducted ~~by voice vote unless a secret ballot is requested~~ per the Standard Operating Procedures.

155.8.1.3.2 Majority. A majority vote is needed for an affirmative vote.

155.8.1.4 Reports. Reports will be heard from:

- a. SGA (Student Government Association),
- b. Faculty Senate,
- c. Human Resources,
- d. Standing Committees, and
- e. Executive Committee.

155.8.1.5 Motions. Motions may be proposed at any time and require a majority vote to pass. Each Council Representative has the right to request that a motion be considered as a proposal.

155.8.1.6 Proposals. The appropriate Committee shall bring the proposal to Council. Proposals must be approved by majority ~~of at~~ two consecutive Regular Council meetings. The Communications Officer shall inform staff of the proposal. The Executive Committee shall present the proposal to the President.

155.8.1.7 Closed Session. The Council Chair shall call for a closed session at each Regular Council meeting. The closed session will be for Representatives and Officers only and no Council minutes will be taken.

155.8.2 Special Meetings. The Council Chair shall call special meetings of the Council when deemed necessary.

155.8.3 Annual Meeting. The Executive Committee shall hold an end-of-the-year meeting; ~~- Annual Meeting -~~ for all Staff for informational purposes and end-of-the-year reports.

155.8.4 Retreat. The Executive Committee shall hold an annual retreat in the month of July for all new and returning Representatives of Council.

155.9 Committees

155.9.1 Executive Committee. The Executive Committee shall:

155.9.1.1 Composition. ~~The Executive Committee shall~~ be comprised of the Elected ~~and Appointed~~ Officers of Council;

155.9.1.2 Chair Discretion. ~~The Executive Committee shall~~ meet at the discretion of the Chair; ~~and~~

155.9.1.3 Actions. ~~The Executive Committee shall~~ act on behalf of the Council between regular Council meetings as necessary, reporting to Council any action taken and ensuring that no action contradicts prior actions of Council; and

155.9.1.4 Staff Council Scholarship. ~~The Executive Committee shall~~ coordinate the Staff Council Scholarship application process and manage the Staff Council Scholarship fund.

155.9.2 Standing Committees.

155.9.2.1 Requirements for All Standing Committees.

155.9.2.1.1 Appointment. Council Chair shall appoint each Standing Committee member based on recommendations from the Executive Committee. In addition to Representatives, the Executive Committee shall appoint Staff to serve on Standing Committee. The term of service shall be one (1) year in conjunction with Council term.

155.9.2.1.2 Meeting Schedule. Each Standing Committee shall meet monthly. The Vice Chair shall convene the first meeting of the year in the month of June.

155.9.2.1.3 Chair. Each Standing Committee shall elect a Chair at the first meeting of each year. The Chair must have previously served on the Committee. The Chair of each Committee shall be responsible for scheduling Committee meetings, setting Agendas consistent with basic goals and objectives assigned by the Executive Committee, and addressing other relevant matters that shall come before the Committee.

155.9.2.1.4 Secretary. Each Standing Committee shall elect a Secretary at the first meeting of each year. The Secretary is responsible for taking all Committee minutes.

155.9.2.1.5 Proposals. Each Standing Committee shall submit final drafts of Committee proposals to Council Chair for Council approval.

155.9.2.1.6 Minutes. Each Standing Committee shall submit minutes from each meeting to the Council Secretary and report at Regular Council meetings.

155.9.2.1.7 Resource. Each Standing Committee shall, upon request, act as a resource to the other Standing Committees or Council.

155.9.2.1.8 Annual Report. Each Standing Committee will submit an annual report of activities for inclusion in the Council Annual Report no later than one (1) week before the Council's Annual Meeting.

155.9.2.1.9 Failure to Abide by Provisions. Failure to abide by these provisions shall result in the Committee Chair or Committee members being removed and the selection of a new Committee Chair or members by the Executive Committee.

155.9.2.1.10 Meeting with Successors. Each Committee Chair is responsible for meeting with their successors to make sure that the successor has information needed to perform committee tasks.

155.9.2.2 Staff Relations Committee. The core mission of the Staff Relations Committee revolves around cultivating a workplace atmosphere that fosters

teamwork, collaboration, and mutual respect. This committee actively champions policies and practices geared towards nurturing a thriving work environment, embracing diversity and inclusion, and safeguarding the well-being of staff. In pursuit of these goals, it often collaborates closely with Human Resources to craft and put into action policies in harmony with these aspirations.

~~155.9.2.2.1~~ **Composition.** ~~Is comprised of at least eight (8) Staff.~~

~~155.9.2.2.2~~**155.9.2.2.1** **Advisory on Improvements.** Serves as an advisory body to Council in reference to improvements in the working environment for Staff.

~~155.9.2.2.3~~**155.9.2.2.2** **Professional Development.** Explores professional development opportunities for Staff.

155.9.2.3 ~~Public Relations Committee~~The Community Outreach and Engagement Committee. The Community Outreach and Engagement Committee serves to maintain a connection among staff, campus, and community partners. The primary responsibility of the committee is to promote and coordinate large campus-wide events, service projects, and fundraising events for the council. The committee uses different outreach/public relations strategies to keep staff informed about the Staff Council as a whole. The committee will strive to build and nurture a strong campus community and promote the values and work of the council.

~~155.9.2.3.1~~ **Composition.** ~~Is comprised of at least eight (8) Staff.~~

~~155.9.2.3.2~~**155.9.2.3.1** **Advisory on Events.** Serves as an advisory body to Council in reference to all University events.

~~155.9.2.3.3~~**155.9.2.3.2** **Promotion of Events.** Promotes and coordinates social and fundraising events for Council.

155.9.2.4 Staff Benefits Advisory Committee. The Staff Benefits Advisory Committee works within the parameters of the University to review existing benefit programs and advocates for changes or additions to these benefits while maintaining the quality of benefits available to staff, retirees, and eligible dependents.

~~155.9.2.4.1~~ **Composition.** ~~Is comprised of at least eight (8) Staff.~~

~~155.9.2.4.2~~**155.9.2.4.1** **Advisory on Staff Benefits.** Serves as an advisory body to Council in reference to Staff benefits.

~~155.9.2.4.3~~**155.9.2.4.2** **Recommendation on Benefits Programs.** Review and prepares recommendations regarding adjustments to employee benefit programs for Staff and report its findings to the Executive Committee.

~~155.9.2.4.4~~**155.9.2.4.3** **Chair.** The Committee chair may serve on the University Benefits Committee.

155.9.3 Other Committees.

155.9.3.1 Special Committees. The Executive Committee will appoint Representatives and Staff to Special Committees as needed.

155.9.3.2 University Committees. Staff serve on University Committees by Presidential appointment. The Executive Committee will recommend Staff for these Committees to the President or their designee. Staff Representatives on University Committees shall present Committee reports to Council as requested.

155.9.3.3 Presidential Committees and Task Forces. Presidential Committees and Task Forces are University Committees assembled by Indiana State University Presidential order. The length of service varies for each Committee or Task Force. Staff who serve on Presidential Committees or Task Forces shall present reports to Council as requested.

155.10 Amendments to Bylaws

155.10.1 Presentment in Writing. Any member of Council may present in writing an Amendment to the By-laws at any Regular Council meeting.

155.10.2 Majority Vote. After introduction of the proposed amendment, Council shall vote on the amendment at two successive Regular Council meetings. The Secretary shall publish the amendment in the minutes of those meetings. The amendment must be approved by a majority vote at each meeting.

155.10.3 Presentation to the Board of Trustees. After approval by Council, amendments will be presented to the Indiana State University President for review and will be presented to the Indiana State University Board of Trustees for final approval.

Recommendation: Approval of the proposed modifications to Policy 155 Indiana State University Staff Council Bylaws.

3c2.1 Modification to Policy 126 Policies and Procedures of the ISU Board of Trustees Section 126.8

Rationale

Due to the passage of House Bill 1179 by the Indiana General Assembly, ISU is required to adopt or modify policies which govern official statements by University employees and contractors. The University proposes to amend its existing policies regarding employee statements made on behalf of the University and to adopt new policies in line with the statute. The relevant policy with Policy 126 is Policy 126.8, which is now moved to Policy 620, the university-wide policy on official speech and contracting, and is augmented to comply with HB 1179's official-statements rule.

126.8 Public Statements

It will be the policy of this Board of Trustees and the members thereof to issue no public statements on any matter concerning the Board of Trustees and the University except through the President of this Board of Trustees and the President of the University, and then only after consultation and the approval of the Board of Trustees. This policy, however, does not and is not intended to abridge the authority or power of the President of the Board in making and issuing the traditional and usual statements and public remarks necessary to the fulfillment of the office.

~~**126.8.1 No Official Statements by Faculty or Administrative Staff Unless Authorized.** Unless authorized by virtue of the official position or by designation as a representative of the University by the Indiana State University Board of Trustees or the President of the University, no member of the faculty or the administrative staff may speak officially for the University or enter into any negotiations which involve commitments or obligations on the part of the Indiana State University Board of Trustees or the University administration.~~

126.9 Use of Facilities

It will be the policy of this Board of Trustees to extend the use of all facilities of the University to the local communities served by the University, to promote in every way possible community participation and interest in the University and the University affairs and to furnish such facilities and educational resources as are needed by the community served by the University, to the end that this University may fulfill its broadest functions as an educational institution to the public it is trying to serve.

Recommendation: The Administration requests approval of the modification to Policy 126 Policies and Procedures of the ISU Board of Trustees Section 126.8.

3c2.2 Modifications to Policy 620 Contract Approval, Signatory, and Reporting

Rationale:

Due to the passage of House Bill 1179 by the Indiana General Assembly, ISU must report all contracts with and gifts from non-U.S. sources. ISU is also required to adopt or modify policies which govern public statements by University employees and contractors. Policy 620 is being modified to be in compliance with IC 21-30-7-6. Policy 620 also adds a section, moved from Policy 126, to make clear that only the ISU President or Board of Trustees Chair, or their designee, are authorized to negotiate or enter contracts on behalf of ISU. That section is also supplemented to heed HB 1179's requirement that official statements, made on behalf of ISU, may only be made through official channels.

620.1 Approval and Signatory Authority.

The ISU Board of Trustees delegates authority to approve and sign certain common ISU contracts for budgeted expenditures and receipt of funds:

620.1.1 Construction Contracts.

620.1.1.1 Rehabilitation and Repair Contracts. Contracts for rehabilitation or repair of ISU facilities with a total cost under \$2,000,000 require approval of an ISU Purchasing Department representative or Treasurer. Contracts for rehabilitation or repair of ISU facilities with a total cost of \$2,000,000 or higher require Board of Trustees and State of Indiana approval, as may be required, and signature of the Treasurer.

620.1.1.2 New Construction Contracts. Contracts for new construction with a total cost under \$2,000,000 require approval and signature of an ISU Purchasing Department representative or Treasurer. Contracts for new construction with a total cost of \$2,000,000 or higher require Board of Trustees and State of Indiana approval, as may be required, and signature of the Treasurer.

620.1.2 Employment Contracts. Employment Contracts require approval of the President and signature of the President.

620.1.3 Contracts for Performers, Speakers, and Entertainers. Contracts for performers, speakers or entertainers with a financial commitment by ISU of under \$50,000 require approval and signature of the responsible Cabinet Member. Contracts for performers, speakers, or entertainers with a total cost of \$50,000 or higher require approval of the President and signature of the Treasurer.

620.1.4 Contracts for Goods and Services. Contracts for goods and services not otherwise defined by Section 620.1 require approval and signature in accordance with the ISU Purchasing Policy.

620.1.4.1 Exclusions. Contracts for Collection Services require approval and signature of the Treasurer.

620.1.5 Contracts for Insurance. Contracts for insurance services require approval and signature of the Treasurer.

620.1.6 Third Party Payment of Student Costs. Contracts for the third party payment of student costs require the approval and signature of the Treasurer.

620.1.7 Affiliation Agreements. Affiliation Agreements are required to have the approval of the Provost or Treasurer. If the annual financial commitment is under \$50,000, then the Provost is authorized to sign the agreement. If the annual financial commitment is \$50,000 or higher, then the Treasurer is authorized to sign the agreement.

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

620.1.9 Sponsored Programs. Grants or contracts for third party funding of a University project not otherwise covered by this policy require the approval and signature of the Chief Research Officer.

620.1.10 Athletics.

620.1.10.1 Team Play. Contracts for team play are required to have the approval and signature of the Director of Athletics.

620.1.10.2 Advertising. Contracts for athletic advertising are required to have the approval of the Vice President of Student Affairs and signatory authority will be determined in accordance with contractual relationships.

620.1.10.3 Referees. Contracts for referees are required to have the approval and signature of the Director of Athletics.

620.1.10.4 Game Officials. Contracts for game officials are required to have the approval and signature of the Director of Athletics.

620.1.11 Real Estate.

620.1.11.1 Lease of Space. Contracts for the lease of University owned or operated real estate for a period of four (4) years or less, excluding the lease of space in conjunction with a contract for performers, speakers, or entertainers, require approval of the President and signature of the Treasurer. Contracts for the lease of University-owned or operated real estate that require bonding or are for more than a period of four (4) years require approval of the Board of Trustees and the State of Indiana and signature by the Treasurer.

620.1.11.2 Purchase or Sale of Real Estate. Contracts for the purchase of real estate less than \$1,000,000 require the approval and signature of the Treasurer. Contracts for the purchase of real estate equal or greater than \$1,000,000 require the approval of the Board of Trustees and signature of the Treasurer.

Sale of real estate requires approval of the Board of Trustees and signature of the Treasurer. Real estate cannot be sold for less than the appraised value.

620.1.12 Contracts Not Covered. All other contracts not covered by a category listed above require review by the Office of the General Counsel for recommendation on approval and signature authority.

620.2 Other Issues.

620.2.1 Delegation of Statutory Authority. This policy operates to delegate contract power vested in the ISU Board of Trustees by statute to others.

620.2.2 Construction. This Policy shall be construed in conjunction with the ISU Purchasing and Receiving Policies and Procedures.

620.2.3 Statutory Limitations.

620.2.3.1 Statutory Authority for Facilities Projects. Authority for ISU to contract for professional or expert services, for new construction projects, to rehabilitate or repair capital facilities of the university, and to bond such projects is covered under a variety of Indiana statutes, and special rules apply to these situations. Special rules also apply to transactions relating to real estate, including leases, and to any transaction that would involve a sale of ISU assets.

620.2.3.1.1 Office of the General Counsel; ISU Treasurer. Individuals with responsibility for these projects shall communicate and coordinate with the Office of the General Counsel and the University Treasurer. Individuals are strictly prohibited from altering State property without appropriate approval.

620.2.3.2 Fees, Bonding, and Compensation and Benefits. Indiana law vests authority in the ISU Board of Trustees to approve any student fees, other fees, bonding, and issues relating to compensation and benefits of university employees. ISU employees are strictly prohibited from implementing any fees (except where authorization is delegated by the ISU Board of Trustees), bonding, or making any determinations relating to compensation and benefits that are not first expressly authorized by the ISU Board of Trustees.

620.2.4 Budgeted Expenditures. Any contract that binds ISU to an expenditure of funds previously approved through the departmental budgetary process is subject to the approval and signatory authority as set in Section 620.1.

620.2.5 Unbudgeted Expenditures. Any contract that binds ISU to an expenditure of funds that has not previously been approved through the departmental budgetary process must be approved by the Treasurer for verification of the funding source. The Treasurer's signature is required on the standard routing form prior to execution of the contract by ISU or of any change orders or amendments to the original contract. A 'notice to proceed' is considered a contractual commitment.

620.2.6 Delegation of Authority. Those individuals vested with signatory authority in Section 620.1 may delegate that authority for specific categories of contracts upon completion of the Signatory Delegation, a standard delegation form developed by the Office of the General Counsel. The delegation shall be specific as to the scope and limitations of the delegated authority and shall be limited to only those directly reporting to the delegator. Executed Signatory Delegation forms shall be maintained in the Office of the General Counsel, and a delegation of signatory authority will not be effective unless the form has been forwarded in accordance with this policy.

[620.2.6.1 No Contracting or Official Statements by Faculty or Administrative Staff Unless Authorized.](#) Unless authorized by virtue of the

official position or by designation as a representative of the University by the Indiana State University Board of Trustees or the President of the University, no member of the faculty or the administrative staff may enter into any negotiations which involve commitments or obligations on the part of the Indiana State University Board of Trustees or the University administration. Public statements made on behalf of the University are the sole responsibility of the Office of the President.

620.2.7 Standard Routing Form. Contracts shall be routed through appropriate ISU departments for review in advance of final approval and signature. The Office of the General Counsel, with input from functional areas, shall develop a standard routing form for all contracts. The standard routing form shall generally include review by Risk Management, Business Affairs, and the Office of the General Counsel, and shall act as an information tool for Vice Presidents. The standard routing form shall be utilized for all agreements, except for those contracts subject to the Purchasing Policy and those contracts approved through Sponsored Programs.

620.2.7.1 Required Approvals. Required Approvals as set forth in Section 620.1 shall be noted on the standard routing form in advance of execution of a contract.

620.2.8 Additional Delegation of Signatory Authority by Board of Trustees. If an independent delegation of authority relating to a particular area or matter is vested in the Treasurer by the Trustees, then the Treasurer may act under such delegation of authority, reporting results to the Trustees at the next meeting following action taken by the Treasurer pursuant to such independent delegation of authority.

620.2.9 Reporting Requirement. All contracts entered into that do not require Trustee approval must be reported at the Trustee meeting following the date upon which the contract is entered into, with the exception of contracts falling under the ISU Purchasing Policy, which contains other reporting requirements. Persons initiating contracts must forward a copy of the executed contract to the Secretary of the University for inclusion in the Board of Trustees' materials.

620.2.9.1 Contracts with Foreign Sources. All contracts proposed to be entered into with a Foreign Source (as defined under IC 21-30-7-6) shall be reported to the President prior to the date upon which the contract is entered into.

620.2.9.2 Contracts or Engagements with Foreign Terrorist Organizations Prohibited. The use of any funds of the University to engage or contract with an individual associated with a Foreign Terrorist Organization (as defined under IC 21-49-2.7-1) or a State Sponsor of Terror (as defined under IC 21-49-2.7-2) or to support the activities of a Foreign Terrorist Organization or a State Sponsor of Terror is strictly prohibited.

620.2.10 Certain Intellectual Property Transactions Prohibited. The transfer, licensing, or sublicensing of intellectual property created or developed using the University's resources to any Prohibited Person (as defined under IC 21-36-1-2.3) is strictly prohibited.

620.2.11 Contractor Public Statements No person or entity that enters a contract with the University shall be permitted to make any public statement in such contracting party's official capacity as a contractor of the University except where such public statement:

- a. relates to the business or operation of the University, or to a University sponsored event; or
- b. has been approved by the Board of Trustees of the University.

620.2.11.1. Certain Public Statements. This Policy 620.2.11 Contractor Public Statements shall not in any way prohibit a contracting party's exercise of any protected expressive activity that is not made in such contracting party's official capacity as a contractor of the University.

Recommendation: The Administration requests approval of the modification to Policy 620 Contracts Approval, Signatory, and Reporting.

3c2.3 Modification to Policy 660 Fundraising from Private Sources

Rationale:

Due to the passage of House Bill 1179 by the Indiana General Assembly, ISU must report all contracts with and gifts from non-U.S. sources. Policy 660 is being modified to be in compliance with IC 21-30-7-7.

660.1 Fundraising from Private Sources

The Indiana State University Foundation is a separately incorporated 501(c)(3) and serves as the primary fundraising and resource development entity for Indiana State University. The Foundation is responsible for identifying and nurturing relationships with potential donors and other friends of the University, soliciting cash, securities, real and intellectual property, and other private resources for the support of the University, and acknowledging and stewarding gifts in accordance with donor intent and the Foundation's fiduciary responsibilities.

University employees shall direct all philanthropic gifts to the Foundation for receipt, management, and stewardship.

660.1.1 Gifts from Foreign Sources. All Gifts (as defined under IC 21-30-7-7) received by the University or the Foundation from any Foreign Source (as defined under IC 21-30-7-6) shall be reported to the President of the University not later than the date on which such a gift is received.

Recommendation: The Administration requests approval of the modification to Policy 660 Fundraising from Private Sources.

3c3 Modification to 130 Delegation and Authority of the President and Presidential Succession

Rationale:

Due to the passage of Senate Bill 202 by the Indiana General Assembly, ISU is required to adopt a policy identifying disciplinary action that may be taken for acts which disrupt the protected expressive activity of others and identifying appropriate responses to speech that students find offensive and disagreeable. The proposed modification to Policy 910 conforms the policy to statutory language.

130.1 Responsibilities

The University President, as chief executive officer, is responsible to the Indiana State University Board of Trustees for the operation, organization and administration of the University.

130.1.1 Functional Areas. The University is organized into the following major functional areas: Academic Affairs, Finance and Administration, Student Affairs, University Advancement, and University Engagement.

130.1.2 Delegation. The University President delegates the administration of each of these functional units to a vice president. Each of the functional areas is organized into related administrative divisions, departments, units, and offices.

130.1.3 Other Direct Reports. In addition to the vice presidents, the following also report directly to and regularly meet with the University President as the executive staff: the General Counsel; the Executive Director for Government Relations; the Chief of Staff; the Director of Intercollegiate Athletics, and the Assistant to President for Human Relations.

130.1.4 Certain Statements of Support. The University President shall ensure that the University shall not require any (i) applicant for admission, enrollment, or employment at the University, (ii) employee of the University, or (iii) person with whom the institution contracts to teach a student of the institution to pledge allegiance to or make a statement of personal support for any:

- a. policy or action that would treat similarly situated people or groups of people differently based on the race, color, national origin, sex, sexual orientation, or religion; or
- b. political or ideological movement.

130.1.4.1 Statements of Support Not Considered. The University President shall ensure that the University shall not award (i) admission, enrollment, or employment, (ii) benefits, (iii) hiring, reappointment or promotion, or (iv) granting tenure on the basis of receiving a statement of personal support as described in Policy 130.1.4 Certain Statements of Support.

130.2 Relationship to Board of Trustees

An agenda of items requiring Board of Trustees action is prepared by the University President and the Secretary of the University. Actions and recommendations of the University Faculty

Senate, committees of the faculty, instructional departments and administrative divisions (through the appropriate vice presidents) which require approval of the Board are transmitted to the Board of Trustees by the University President with recommendations for appropriate action.

130.3 Delegation of Authority

130.3.1 Normal Business Items. The Board of Trustees has delegated to the University President the authority to approve the following normal, recurring items of business: financial analyses, the purchasing reports, the vendor reports, personnel actions, grants and contracts, and internship agreements. These items shall be presented to the Board of Trustees as items of information only, requiring no formal action.

130.3.2 Fees for Programs of Strategic Importance. The Board of Trustees has authorized the University President to determine programs of strategic importance to the University that would be eligible for a flexible fee assessment. With the approval of the President and Treasurer, the Provost is authorized to establish a credit hour fee for such strategically important programs that is not lower than the direct costs of such programs.

130.3.3 Ticket Prices. The Board of Trustees has delegated to the University President, or his delegate(s), authority to fix prices for tickets for all events taking place on the campus of Indiana State University. The University President shall report to the Board of Trustees, from time to time, prices charged for such tickets.

130.3.4 On-Campus Workshop Fees. The Board of Trustees has authorized the Provost and the Senior Vice President for Finance and Administration to determine on-campus workshops of strategic importance to the University that are not in lieu of program-related semester/term course offerings. These programs would not require the assessment of mandatory fees such as the recreation center fee. With the approval of the Provost and the Senior Vice President for Finance and Administration, an alternative credit hour fee for these workshops may be established, as may be deemed warranted. This authorization applies to all future workshop offerings, however, it does not extend to distance delivered workshop courses delivered via ISU.

130.3.5 Fees for Global Initiatives. The Board of Trustees has authorized the Provost and the Senior Vice President for Finance and Administration to determine global initiatives of strategic importance to the University. These strategic initiatives are defined as international programs represented by signed participation agreements 1) from which the University derives specific benefit and that accord with broader University strategic goals; 2) under which a previously unidentified strategic advantage presented itself and supports larger University goals; or 3) through which objectives articulated by national, state, or local governing entities can be supported as an element of the University's civic service mission. With the approval of the Provost and the Senior Vice President for Finance and Administration, an alternative credit hour fee of 125% of the standard Board approved in-state fee in effect at the time of delivery of academic instruction may be established in association with such initiatives, effective beginning Fall, 2010.

130.3.6 Fees for Student Recreation Center. The Board of Trustees has delegated to the University President the authority to set fees for the use of the Student Recreation Center.

130.3.7 Fees for Facility Rentals. The Board of Trustees has delegated to the University President and University Treasurer the authority to review and establish facility rental rates for rental of University owned and operated venues.

130.3.8 Fees and Fines for Library Services. The Board of Trustees has delegated to the University President and University Treasurer the authority to set library fines and fees for replacement of lost books and library materials, photocopies, and other services. These fines and fees apply to both students and faculty and staff members.

130.3.9 Other Fees. The Board of Trustees has authorized the President and Senior Vice President for Finance and Administration to determine fees and charges for retail operations or sales and services to the public and University community.

130.3.9.1 Salary Tables. The Board of Trustees has authorized the President to approve salary tables for exempt and non-exempt staff based upon the budget parameters approved by the Board of Trustees.

130.3.10 Certain Matters Regarding the Evaluation of the Faculty of the University. The Board of Trustees has authorized the Provost to evaluate each member of the faculty of the University pursuant to IC 21-39.5-2, in adherence with the procedures of the University for the evaluation of members of the faculty of the University under Policy 305 Faculty Appointment, Promotion, and Tenure. Evaluation criteria shall be developed and interpreted in accordance with Policies 305.3.2, 305.13, and 305.21. The Provost and the University President shall report any result of such evaluation as may require the attention of the Board of Trustees to the Board in accordance with IC 21-39.5-2.

130.3.10.1 Post-Tenure Review and Continued Evaluation Reports. The University President shall, at least once every academic year, notify the Board of Trustees those members of the faculty of the University who have been subject to Post-Tenure Review and Continued Evaluation during the prior year under 305.21.1, and shall certify compliance with IC 21-35.9-2-2(a) and IC 21-35.9-2-2(c).

130.3.10.2 Post-Tenure Review and Continued Evaluation Responses. If the University Provost determines, as a result of Post-Tenure Review and Continued Evaluation under Policy 305.21.1, that a member of the faculty of the University has not met the criteria of Policy 305.3.2.1.1 Additional Criteria Required by Statute, the University Provost shall recommend corrective action to the Board of Trustees pursuant to I.C. 21-35.9-2-2(d) and the protections and procedures of Policies 146 and 305 Faculty Appointment, Promotion, Tenure, and Evaluation.

130.3.10.3 Review of Policy. No later than every five (5) years from the Adoption of Policy 130.3.10 Certain Matters Regarding the Evaluation of The Faculty of the University, the Provost of the University shall present the Board of Trustees with a recommendation for any amendment to such Policy 130.3.10 and any related policy of the University as the Provost of the University has determined would best serve the operation, organization, and administration of the University.

130.4 Absence, Disability, or Death of the University President

In the event of the death or disability of the University President, the Provost and Vice President for Academic Affairs shall serve as Acting President of the University until the next meeting of the Board of Trustees of the University. In the event of the death or disability of both the University President and the Provost and Vice President for Academic Affairs, then the Senior Vice President for Finance and Administration shall serve as Acting President of the University until the next meeting of the Board of Trustees.

130.4.1 Absence from Vigo County, Indiana. If the University President plans to be absent from Vigo County, Indiana, and believes that it would be advisable that an Acting President be designated to serve during such absence, the University President, in writing delivered to the Secretary or Assistant Secretary of the Board, may designate either the Provost and Vice President for Academic Affairs or the Senior Vice President for Finance and Administration to serve as Acting President during such absence; provided, however, that no such designation of an Acting President shall be effective for a period longer than 30 days.

130.4.1.1 Powers and Duties of Acting President. The Acting President of the University, while serving as such under the provisions of any of the three (3) preceding paragraphs, shall exercise and perform all powers and duties theretofore delegated by the Board of Trustees to the University President and all other powers and duties inherent in the office of the University President.

130.4.2 Determination of Disability Status.

130.4.2.1 Declaration of Disability by University President. The University President may at any time declare to the Secretary or the Assistant Secretary of the Board in writing that he/she is temporarily disabled to perform the duties of University President. Upon the receipt by the Secretary of such written declaration, the University President shall be deemed to be in the status of disability until the time then or subsequently specified by the University President in writing delivered to the Secretary of the Board as the time at which he/she will resume the duties of University President.

130.4.2.2 Declaration of Disability by President of Board of Trustees. If, in the event of illness or personal injury of the University President, the President of the Board of Trustees concludes the University President is unable to declare his/her own disability, or concludes that it would be inadvisable, under the circumstances of the illness or injury, to ask the University President to make such a declaration, the President of the Board of Trustees may state his/her conclusion in that respect to the Secretary or Assistant Secretary of such a written statement by the President of the Board of Trustees, then the University President shall be deemed to be in the status of disability until the next meeting of the Board of Trustees, at which time the Board shall take such action as it deems appropriate. If, in the event of the illness or personal injury of both the University President and the Provost and Vice President for Academic Affairs, the President of the Board of Trustees concludes that each is unable to make a personal declaration of disability, or concluded that it would be inadvisable, under the circumstances of the illnesses or injuries, to ask them to make such declarations, then the President of the Board of Trustees may state his/her conclusion in that respect to the Secretary or Assistant Secretary of the Board in writing. Upon the receipt of such a written statement by the Secretary or Assistant Secretary, both the University President and the Provost and Vice President for Academic Affairs shall be deemed to be in the status of disability until the next meeting of the Board of Trustees, at which time the Board shall take such action as it deems appropriate.

130.4.3 Action by Board of Trustees. At the first meeting of the Board of Trustees of the University following the death or disability of the University President, the Board of

Trustees, by resolution, shall designate a person to serve as Acting President of the University until a designated time or until further action of the Board.

Recommendation: The Administration requests approval of the modifications to Policy 130 Delegation and Authority of the President and Presidential Succession.

3c4 Modification to Policy 170 University Committees

Rationale:

Due to the passage of Senate Bill 202 by the Indiana General Assembly, the duties of the President's Council on Inclusive Excellence must be modified to include the mission of promoting both cultural and intellectual diversity and promoting and retaining underrepresented students.

170.1 President's Council on Inclusive Excellence

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

Recommendation: The Administration requests approval of the modification to Policy 170 University Committees.

3c5 Modification to Policy 210 Admissions 210.2.1 Freshman Applicant

Rationale:

Due to the passage of House Bill 1243 by the Indiana General Assembly, the State Board of Education is to establish a new standard Indiana diploma. Policy 210.2.1 Freshman Applicant is being modified to be in compliance with IC 20-19-2-21.

210.2 Requirements

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

- a. **Academic Achievement.** Freshmen applicants are expected to complete a rigorous college preparatory curriculum (Core 40 curriculum [or an Indiana diploma designation established under IC 20-19-2-21](#) for Indiana residents) and maintain a competitive grade point of 2.5 or higher on a 4.0 scale. A limited number of students who do not meet these requirements may be admitted conditionally.

Recommendation: The Administration requests approval of the modification to Policy 210 Admissions Section 210.2.1 Freshman Applicant.

3c6 Modification to 305 Faculty Appointment, Promotion, and Tenure, and Evaluation

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Rationale: Due to the passage of Senate Bill 202 by the Indiana General Assembly, ISU is required to adopt policies for the evaluation of each member of the faculty for purposes of tenure, promotion, and post-tenure review, and to do so using specific statutory language. The Administration proposes that the Board delegate this responsibility into the existing academic infrastructure (via the Provost), and that ISU conduct these evaluations via its existing procedures for promotion and tenure review. Policy 305 is thus proposed to be modified to implement this.

305.1 General

Appointments, promotions, and awards of tenure to the Indiana State University faculty shall be by action of the Indiana State University Board of Trustees upon recommendations of the University President. The University President's recommendations shall be based on the evaluations of peer review committees, chairpersons, deans, and the Provost and Vice President for Academic Affairs.

305.2 Basis for Rank and Tenure

Faculty appointments and regular reviews are founded on the disciplines and missions of the academic units and the University. The assignment of academic rank and the award of tenure are based on faculty achievements in the interrelated domains of teaching or librarianship; research, scholarship, or creativity; and service. Activities concordant with the mission, vision, and values of the University are expected of all regular faculty and will be integrated within the three domains of faculty work. The extent to which an individual faculty member's work will emphasize the mission, vision, and values of the University will vary depending on the faculty member's discipline, as well as their teaching assignments, advising and mentoring assignments, and other workload activities.

305.2.1 Domains of Faculty Work. Faculty will engage in the three interrelated domains of faculty work: teaching/librarianship, research/scholarship/creative activity, and service. Faculty are highly encouraged to develop an integrated professional identity so that these domains intersect and overlap in their professional activities. Tenured and Tenure-Track faculty will engage in all three of these domains. Instructors and Lecturers may be assigned a subset of these domains, usually teaching/librarianship and potentially service, with scholarship assigned only with the written acknowledgement of the dean.

305.2.1.1 Teaching/Librarianship. Effective teaching/librarianship should be based on current scholarship in the discipline and evidenced by student learning and articulated outcomes, in accordance with standards and guidelines of the appropriate college and department/school. Faculty should seek to demonstrate continuous improvement in their teaching/librarianship. Teaching responsibilities are more thoroughly described in Policy 310 Faculty Duties and Responsibilities, Section 310.1 Teaching Responsibilities.

305.2.1.2 Research/Scholarship/Creative Activity. Research, scholarship, or creativity should be appropriate to the faculty member's discipline and in accordance with the standards and guidelines of the appropriate college and department/school. This may include original work focused on discovery and

integration; and/or scholarship focused on teaching and learning; and/or the scholarship of application/engagement or inclusion that utilizes disciplinary methods and theories to address substantial problems. The intellectual products of faculty members' research/scholarship/creativity will necessarily be highly varied and take many forms. The review process that determines the professional value of such work should include people with disciplinary expertise. Each academic unit (normally the department) is responsible for determining the relative importance of research activities within the unit. Recognizing that faculty are frequently hired with research interests that are unfamiliar to their unit colleagues, faculty are encouraged to supplement the documentation and substantiation of their scholarships with appropriate external resources. Units are encouraged to have policies that recognize and foster such documentation.

305.2.1.3 Service. Service includes activities on behalf of the department/school, college, and University, as well as to the profession and the community. Community service includes discipline-related activities at the local, regional, national, and international levels. Each academic unit (normally the department) is responsible for determining the relative importance of service activities within the unit and to delineate those levels to its faculty. Faculty who take on exceptional service responsibilities in support of the university's mission and strategic goals should be recognized for their efforts with an adjusted weighting of their service or other workload accommodations. To be considered exceptional, service may be intensive (focusing on an extraordinary contributions in a single area), extensive (with an extraordinary array of contributions), or both. It may also include being repeatedly called upon by the University to perform a particular form of service.

305.2.2 Mission-Based Activities. Faculty are expected to contribute to the missions, visions, and values of their department/school, college, and the University. The specific activities listed below have been recognized as central to the University mission, vision, and values. Faculty activities in these areas are evaluated in the context of a faculty member's role at the University, which may change over time; the requirements of their department; the nature of their field; and other workload activities. Faculty are highly encouraged to incorporate mission-based activities throughout the domains of faculty work to effectively develop an integrated professional identity.

305.2.2.1 Undergraduate Student Academic Advising. The academic advisor serves to guide students through curriculum, academic policy and procedure, and helps to improve student success by encouraging problem solving, critical thinking, and decision making. Undergraduate academic advising may be categorized as either teaching/librarianship or service as determined by the academic college and department/school. Not all faculty are assigned to provide academic advising to undergraduate students.

305.2.2.2 Graduate Student Advising/Mentoring. Graduate student advising/mentoring socializes students into the profession and guides students' professional thinking and writing. Graduate student advising/mentoring may be categorized as either teaching/librarianship, scholarship, or service as determined by the academic college and department/school. Not all faculty are assigned to provide academic advising/mentorship to graduate students.

305.2.2.3 Community Engagement. Examples of community engagement may include research experiences, performances/exhibitions, teaching or tutoring, and clinical experiences that reflect direct collaboration between faculty members and the wider community. Faculty are encouraged to seek such associations, where appropriate. Not all faculty are expected to participate in community engagement.

305.2.2.4 Experiential Learning. Examples of experiential learning may include internships, research experiences, performances/exhibitions, student teaching or tutoring, clinical experiences, and capstone projects. Faculty are expected to provide experiential learning activities for their students, where appropriate. Not all faculty are expected to participate in experiential learning.

305.2.3 Mission-Based Activities as Performed Within the Domains of Faculty Work. Mission-based activities are to be integrated within the three interrelated Domains of Faculty Work. These activities do not constitute a separate domain of faculty work, nor may they be considered a basis for retention, promotion, or tenure in their own right.

305.2.3.1 Establishment of Criteria and Performance Standards. Each department/school and college shall establish criteria and performance standards, whereby the mission-based activities described above will be placed within the Domains of Faculty Work and evaluated accordingly.

305.3 Evaluations

305.3.1 Regular Evaluations. The performance of faculty members on renewable term appointments (regular and temporary; full-time and part-time) [post-probationary instructors, senior instructors, and tenured faculty](#) shall be regularly evaluated according to established criteria and performance standards appropriate to their positions.

305.3.2 Consistent Evaluative Criteria. The University will maintain consistent evaluative criteria and performance standards for the assignment of academic rank and awards of tenure. Criteria and standards will recognize the expectation that tenured and tenure-track faculty members shall demonstrate satisfactory achievement in teaching or librarianship; research, scholarship, or creativity; and service and in any other assignments appropriate to the position or specified in their current letter of appointment. All other faculty shall demonstrate satisfactory achievement in teaching and in any other assignments appropriate to the position or specified in their current letter of appointment.

305.3.2.1 Default Criteria. It is the responsibility of all academic units to establish consistent evaluative criteria and performance standards specific to that unit. A department/school may elect to adopt the consistent evaluative criteria and performance standards of the college; which will be followed in the absence of established department/school evaluative criteria and performance standards.

305.3.2.1.1 Additional Criteria Required by Statute. In addition to the specific criteria established by academic units, faculty evaluations shall also address the criteria established by IC 21-39.5-2, which evaluates whether a faculty member has:

a. Helped the institution foster a culture of free inquiry, free expression, and intellectual diversity within the institution.

b. Introduced students to scholarly works from a variety of political or ideological frameworks that are applicable to the faculty member's academic discipline and may exist within the established curricula.

c. While performing teaching duties within the scope of the faculty member's employment, refrained from subjecting students to views and opinions concerning matters not related to the faculty member's academic discipline or assigned course of instruction.

d. Adequately performed academic duties and obligations.

This criteria shall not be interpreted to require the teaching of works or lessons beyond those that are accepted or established within the faculty member's academic discipline and scholarly expertise.

305.3.2.2 Matters That Shall Not Be Considered in Evaluations. Pursuant to IC 21-39.5-2 any evaluation of a faculty member shall not consider any of the following actions by a faculty member:

a. expressing dissent or engaging in research or public commentary on subjects;

b. criticizing the University's leadership; or

c. engaging in any political activity conducted outside the faculty member's teaching or mentoring duties at the University.

305.3.3 Calendars. No later than August 1 each year Academic Affairs will produce a master calendar of due dates for all submissions and responses from candidates and evaluations and recommendations from peer review committees, chairpersons, deans, the Provost, and the President.

305.3.4 Faculty Evaluation File. The faculty evaluation file for all reviews for retention, promotion, and tenure shall include (1) a portfolio of materials produced by the candidate. The portfolio should include the letter of appointment and copies of all prior annual review documents (evaluations, recommendations, and candidate response statements, if any), and materials stipulated by the candidate's department/school and college and (2) the evaluation, recommendations, and candidate response statements (if any) from all levels of the current review.

305.3.5 Rigorous and Equitable Evaluation. Departments must specify what documents are required to be submitted by the candidate and may suggest additional documentation to provide the broadest context for evaluation of all aspects of faculty work. They must also specify how the documentation will be considered in the candidate's evaluation. All evaluators are encouraged to understand potential sources of bias and to be mindful when formulating evaluations narratives.

305.4 Peer Review Committees

Each department/school, and the college/library shall elect peer review committees of tenured faculty members and pre-tenure faculty and Instructors, when appropriate to evaluate the achievements of candidates for retention, promotion, and/or tenure. Chairpersons and deans shall not serve on these committees, and faculty members shall participate in no more than one

(1) recommendation on a given case. It is the candidate's responsibility to present to reviewing bodies evidence of achievements in the related activities of teaching or librarianship; research, scholarship or creativity; and service in accordance with established criteria and standards of performance. Members of each review committee, department chairpersons, and administrators engaged in review at any level must have participated in training on biases in the evaluation of teaching, scholarships, and service within the preceding 5 years.

305.5 Basis for Termination of Appointment of Tenured Faculty

The appointments of faculty members who have been awarded tenure will be terminated only for adequate cause, except in the case of retirement, or under circumstances, such as financial exigencies, decrease in enrollments, or discontinuance of instructional programs, in accordance with policies delineated elsewhere in the University Policy Library.

305.6 Probationary Period

Faculty members who, during their probationary periods, do not demonstrate continuing achievement in the interrelated activities of teaching or librarianship; research, scholarship, or creativity; and service are to be conditionally reappointed or terminated.

305.7 Faculty Criminal Background Policy

As mandated by the Indiana State University Board of Trustees, all faculty at Indiana State University will undergo Criminal Background Checks prior to their hire.

305.7.1 Inclusion/Exclusions. This policy shall apply to all Regular and Temporary, full- and part-time faculty at Indiana State University. This policy shall also apply to graduate assistants.

305.7.2 Duration of Validity. Criminal background checks shall be considered valid for up to 36 consecutive months of non-ISU employment.

305.7.3 Transferability. ISU employees will not be subject to criminal background checks in order to qualify for transfer or promotion, or to otherwise change positions on the faculty (including moving from graduate assistantship to a part- or full-time faculty line). However, HR will provide criminal history information collected at the time of hire to units considering applications from current employees with less than 36 months of employment at the university. Faculty who apply for Exempt Staff positions will be subject to new background checks as appropriate to the position.

305.7.4 Confidentiality. Criminal histories shall be considered confidential, whether self-disclosed or obtained from a third-party.

305.8 Compliance with Immigration Laws

All candidates for faculty positions must possess and maintain the authorization and necessary official documents to be employed at Indiana State University under the terms of the Immigration Reform and Control Act. (See also Policy 575 Work Eligibility Compliance.)

305.9 Letters of Appointment

Faculty appointments are made by letter from the Provost and Vice President for Academic Affairs prior to the start of the appointment. Appointment letters shall specify only general requirements for reappointment, promotion and tenure (if applicable); and where appropriate,

contain notice of the years of prior service to be credited together with the dates of eligibility for promotion and tenure as provided by policies defined elsewhere in the University Policy Library.

305.10 Faculty Appointment Classifications

305.10.1 Faculty Titles

305.10.1.1 Regular Faculty. Regular Faculty shall include tenured faculty, tenure-track faculty, and instructors. Initial appointments of regular tenured and tenure-track faculty are made at the rank of Assistant Professor/Librarian, Associate Professor/Librarian, or Professor/Librarian. Initial appointments of Regular non-tenure-track faculty are normally made at the rank of Instructor.

305.10.1.1.1 Tenured Faculty. Tenured faculty are those who, by merit or by appointment, have a continuing appointment.

305.10.1.1.2 Tenure-Track Faculty. Tenure-track faculty are those who, by appointment, are candidates for tenure as defined later in this section of the University Policy Library, but have not been awarded tenure.

305.10.1.1.3 Instructors. Instructors are those who perform at least 15 hours of instruction per term, or equivalent, and who normally work pursuant to a 3 year appointment.

305.10.1.2 Temporary Faculty. Temporary Faculty consists of both full-time and part-time faculty normally appointed with the rank of Lecturer.

305.10.1.2.1 Lecturers. Lecturers are those who perform instruction and/or other assigned duties and are on appointments of 1 year or less.

305.10.1.2.1.1 Full-Time Lecturers Full-time lecturers are appointed for a period of one academic year and perform at least 15 hours of instruction or equivalent activities each term.

305.10.1.2.1.2 Part-Time Lecturers Part-time lecturers are appointed for a period of one academic year or less during which they perform not more than 9 hours of instruction or equivalent during each term.

305.10.1.3 Affiliate Faculty. Individuals who, by virtue of their credentials and expertise, are deemed qualified to make significant contributions to an academic unit may be considered for affiliate faculty status. Examples of contributions include: co-advising a student organization, facilitating student research, serving on graduate student committees, teaching courses, collaborating with faculty on research projects, serving as an off campus clinical preceptor, or other similar activities. Individuals who are traditionally referred to as visiting faculty, post-doctoral appointees, and clinical preceptors, among others, shall hold affiliate faculty status. All such appointments will be made only when supported by the relevant department faculty and chair, the academic unit, the dean of the unit, and the Provost.

305.11 Hiring Policies and Procedures for Faculty Appointments

305.11.1 General Policies

305.11.1.1 Compliance with EEO/AA. Activities relative to the screening, selection and appointment of faculty members are done in accordance with equal opportunity and affirmative action procedures (Policy 920 Equal Opportunity and Affirmative Action).

305.11.1.2 No Nepotism. Faculty members and administrators shall not participate in institutional decisions involving a direct benefit (initial appointment, reappointment, promotion, tenure, salary, leave of absence) to members of their immediate families, households, or significant others. No one participating in the processes governed by these general policies will do so in violation of University policies prohibiting nepotism.

305.11.1.3 Benchmark for Faculty Composition. Under typical enrollment patterns, tenured and tenure-track faculty should constitute approximately 65 percent of the full-time equivalent faculty.

305.11.1.4 Rationale for Staffing. Chairs of departments/schools in which regular faculty routinely teach less than 75 percent of the total instructional hours shall submit rationales for such staffing at the time of their program reviews. The rationales should be produced in consultation with department faculty and should be based on academic quality, appropriate assignment of faculty, positive effects on program delivery, and fiscal management. Continued funding for such levels of Instructors and Lecturer faculty employment shall be dependent on the favorable evaluation of the rationale by the dean, and the Provost and Vice President for Academic Affairs.

305.11.1.5 Time for Appointment. In normal circumstances a department/school is expected to appoint all Instructors and Lecturers no less than four weeks prior to the beginning of the academic term of service.

305.11.1.6 Conditions of Employment. Each academic unit (department/school, and college) in consultation with Academic Affairs shall provide an orientation program and a regular program of professional development for all faculty. This may include opportunities to attend programs sponsored by the campus, ongoing workshops and support unique for tenure-track and non-tenure track faculty. Each academic unit shall provide office space, supplies, communication equipment, computer access, and other support necessary for all faculty to carry out their duties. Departments are required to include all regular faculty in governance activities and are encouraged to include all faculty in departmental activities.

305.11.2 Hiring Policies and Procedures for Regular Faculty.

305.11.2.1 Hiring Policies Regular Faculty.

305.11.2.1.1 Hiring Policies for Tenure-Track Faculty

305.11.2.1.1.1 Prior Service Credit at Assistant Level. Individuals beginning their probationary period at the rank of assistant professor/librarian may be given credit for up to two (2) years of faculty achievements as an Assistant Professor at other accredited institutions. The Provost, in consultation with the Dean, department/school peer review committee and chairperson,

will make the determination of prior service credit awarded. If such credit is granted, these appointees may apply during the year in which the years credited and the years of service at Indiana State University total six (6). For example, an assistant professor/librarian credited with two (2) years from another institution could apply during his/her fourth year at Indiana State University.

305.11.2.1.1.2 Prior Service Credit at Associate

Level. Individuals beginning their probationary period at the rank of associate professor/librarian may be given credit for up to five (5) years of faculty achievements at other accredited institutions. The Provost, in consultation with the Dean, department/school peer review committee and chairperson, will make the determination of prior service credit awarded. If such credit is granted, these appointees may apply during the year in which the years credited and the years of service at Indiana State University total six (6). For example, an associate professor/librarian credited with three (3) years from another institution could apply during his/her third year at Indiana State University.

305.11.2.1.1.3 Prior Service Credit at Professor

Level. Individuals beginning their probationary period at the rank of professor/librarian may be given credit for up to five (5) years of faculty achievements at other accredited institutions. The Provost, in consultation with the Dean, department/school peer review committee and chairperson, will make the determination of prior service credit awarded. These appointees become eligible to apply for tenure during the year in which the years credited and the years at Indiana State University total six (6). For example, a professor/librarian credited with four (4) years from another institution could apply during his/her second year at Indiana State University.

305.11.2.1.1.4 Waiver of Probationary Period. The probationary period for professor/librarian or associate professor/librarian may be waived and tenure may be awarded at the time of appointment, subject to the following conditions: a) the appointee must have previously earned tenure and rank of associate professor or professor at one (1) or more accredited educational institutions; b) the academic department and the program area to which the candidate is to be assigned must recommend appointment with tenure; c) a positive recommendation shall advance through the department/school peer review committee and chairperson; the college peer review committee, and dean to the Provost and Vice President for Academic Affairs at the same time as the request to hire is forwarded; and d) and the University President shall convey the actions on the recommendation at each level to the ISU Board of Trustees at the first meeting following receipt of the recommendation to hire. Tenure will be effective as of the date stipulated as the first date of service.

305.11.2.1.1.5 Recruitment and Selection Requirements. Each department shall define in writing the qualifications, standards, and procedures for recruiting and selecting regular faculty, in keeping with the procedures articulated by the University Policies.

305.3.2.1.2 Hiring Policies for Instructors

305.11.2.1.2.1 Term of Appointment. Instructors are appointed for a term of 3 academic years. Instructor appointments are renewable.

305.11.2.1.3 Direct Hire Policies. When the opportunity presents itself to hire a regular faculty member who possesses particular qualities of value to the university, a department may petition the Dean to pursue a noncompetitive hire in accordance with approved Direct Hire Procedures. This policy applies to both new hires and hires through the conversion of an existing faculty position.

305.11.2.2 Hiring Procedures for Regular Faculty The procedures for selecting candidates for regular faculty positions are as follows:

- a. Each department's faculty, in consultation with the chair, determines faculty position needs annually on the basis of discipline, mission, schedule requirements, anticipated enrollments, and existing faculty and submits its determination to the respective Dean.
- b. Each Dean submits a review of department determinations in the context of college priorities to the Provost; department determinations will be forwarded with the Dean's report.
- c. A list of positions to be filled is compiled in the Provost and Vice President for Academic Affairs Office, and each dean and chairperson is notified of the staff allocations. Positions are advertised nationally and regionally, through professional media, contacts with other universities, and by other means to secure a large and diverse pool of qualified candidates.
- d. Initial screening of candidates is done by an appropriate department search committee composed of regular faculty, representing the diversity of department faculty in terms of rank, area of interest, and experience at ISU. The search committee reviews applications, reference letters/lists, and credentials received for evaluation through applicant tracking system and selects candidates for further consideration by the department faculty. Prior to reviewing applicant materials, search committee members will participate in the university's fair-hire training.
- e. The application materials of candidates selected for further consideration are then reviewed by the chairperson, dean, and the Equal Opportunity officer, who may request additional candidate(s) be given further consideration.
- f. The department search committee will review and discuss departmental faculty responses to the selected candidates and write the departmental

faculty recommendation, which will be submitted to the department and the department chair.

g. The decision to recommend a candidate to the University President for appointment is made by the department faculty, chairperson, dean, and the Provost and Vice President for Academic Affairs. In cases where there is lack of support at any level and the University President chooses to recommend a candidate, the University President shall convey this information to the ISU Board of Trustees.

1) **Special Circumstance Requiring Additional Independent Recommendation.** When required to satisfy accreditation or equivalent professional standards, an additional independent level of recommendation after the department recommendation(s) and prior to the college level recommendation, may be conducted and procedures adapted to include that additional recommendation with those of the department and college.

h. Appointments of Tenured and Tenure-track faculty shall be approved by action of the ISU Board of Trustees upon recommendations of the University President.

305.11.2.2.1 Hiring Procedures for Instructors

305.11.2.2.1.1 Responsibilities. Instructors' assigned duties must amount to a 15 credit-hour instructional load or equivalent each academic term. Instructors may be assigned instructional and noninstructional duties-combinations of teaching, librarianship, supervision, clinical activities, research, creative activity, or service. The assigned responsibilities will reflect the position description developed by the department.

305.11.2.3 Hiring Policies for Lecturers

305.11.2.3.1 Recruitment and Selection Requirements. Each department shall define in writing the qualifications, standards, and procedures for recruiting and selecting Lecturers, in keeping with the procedures articulated by university policies. Where Lecturers are needed, each department/school shall recruit and assemble a pool of qualified candidates to fill those positions. Faculty who are employed and perform their duties satisfactorily shall remain in the pool. No candidate shall remain in the pool without a current review by department faculty.

305.11.2.3.2 Term. Temporary Faculty are appointed on an Academic year (full-time) or semester/term (part-time) basis.

305.11.2.3.3 Responsibilities. Full-Time Lecturers' assigned duties must amount to a 15 credit-hour instructional load or equivalent each academic term and Part-Time Lecturers a 1-9 credit-hour instructional load or equivalent per term of employment. Lecturers may be assigned instructional and noninstructional duties including combinations of teaching, librarianship, supervision, clinical activities, research, creative activity, or service. The specific responsibilities of the position shall be

articulated in writing by the department chairperson and agreed to by the Lecturer at the time of appointment. The assigned responsibilities will reflect the position description developed by the department.

305.11.2.4 Hiring/Appointment Policies and Procedures for Affiliate Faculty

305.11.2.4.1 Affiliate Faculty with Obligations to Teach. An administrative or academic unit that seeks to hire a staff member where teaching is likely to be a required element of the assignment shall have a regular faculty member on the search committee. When the area of teaching has an existing departmental/school home, that faculty member shall come from that department/school. When the area of teaching responsibility is only known to be within a college, the Chairperson of the college governing body will appoint a search committee member. When the area of teaching is not prescribed prior to the hire, the Chairperson of the Faculty Senate will appoint the search committee member.

305.11.2.4.2 Affiliate Faculty without Obligations to Teach. A department/school that seeks to reassign a portion of an employee's time to teaching or wishes to hire an employee with possible overload compensation to teach, will follow the procedures associated with hiring temporary faculty.

305.11.2.4.3 Appointment of Nonemployee Affiliate Faculty. A department/school that seeks to appoint a nonemployee and grant them affiliate faculty status may petition the dean. That petition shall have a recommendation of the department faculty and department chairperson.

305.12 Criteria for Appropriate Achievement in Teaching, Scholarship, and Service

305.12.1 Degree. A terminal degree in a field appropriate to the discipline in which the candidate teaches, and conducts research, scholarship, or creative activity is required of Tenured and Tenure-track faculty for tenure or promotion. An appropriate terminal degree is preferred and a master's degree is required of Instructors and Lecturers. Exceptions at any rank may be made in cases of persons of indisputable renown. Exceptions at the rank of Lecturer may be made on the grounds of need and special skill, experience, or knowledge.

305.12.2 Academic Ranks: The academic ranks for the regular faculty shall be Instructor, Senior Instructor, Assistant Professor/Librarian, Associate Professor/Librarian, and Professor/Librarian.

305.12.3 Time in Rank. Assistant professors are eligible to apply for the academic rank of associate professor in their sixth year at ISU. Associate professors are eligible to apply for the academic rank of professor in their fourth year at ISU. Instructors are eligible to apply for the academic rank of senior instructor in their sixth year at ISU.

305.12.4 Standards of Achievement by Rank.

305.12.4.1 Instructor. Documented evidence of adequacy in teaching or librarianship is required; documented evidence of adequacy in research, scholarship, or creative activity and/or of service is required, if such activities were stipulated as expectations of the Instructor. Faculty members are to

demonstrate continuous professional growth in teaching and other required areas.

305.12.4.2 Senior Instructor. Documented evidence of highly effective teaching or librarianship and evidence of continuous professional growth in teaching are required; evidence of achievement in research, scholarship, or creative activity and/or of service is required, if such activities were expectations of the Instructor.

305.12.4.3 Assistant Professor/Librarian. Documented evidence of adequacy in teaching or librarianship; of potential for achievement in research, scholarship, or creative activity; and of service appropriate to the mission of the faculty member's academic unit are required. Faculty members are to demonstrate continuous professional growth in teaching or librarianship; research, scholarship, or creativity; and service.

305.12.4.4 Associate Professor/Librarian. Documented evidence of effective teaching or librarianship; a record of research, scholarship, or creative activity which has earned professional recognition at the national or regional level; and evidence of effective service to the University and to either the community or the profession are required.

305.12.4.5 Professor/Librarian. Documented evidence of sustained effective teaching or librarianship; of a record of substantial accomplishment in research, scholarship, or creativity which has led to professional recognition at the national level; and of active, substantive service to some combination of the University, the community and the profession is required. Documentation of experiential learning and/or community engagement activities may be used as evidence of efforts in the appropriate domain(s). For example, a faculty member might present:

305.12.4.5.1 Documented evidence of substantial and effective teaching or librarianship; of a record of substantial accomplishment in research, scholarship, or creativity which has led to professional recognition at the national level; and of active, substantive service to some combination of the University, the community and the profession; or

305.12.4.5.2 Documented evidence of excellence in one domain of faculty work, while also demonstrating substantial and/or sustained performance in the other domains.

305.13 Criteria for Tenure and Promotion

305.13.1 General Expectations Specified at Appointment. General expectations for faculty achievements in teaching and the relative importance of teaching or librarianship; research, scholarship, or creative activities; and service shall be specified at the time of initial appointment.

305.13.2 Performance Goals. Specific performance goals shall be identified during the annual reviews of probationary faculty in accordance with the established criteria and performance standards appropriate to their positions. The goals identified during the annual review process form the foundation for evaluations for tenure in terms of the established criteria and performance standards of the faculty member's academic unit.

305.13.3 Tenure and Promotion to Associate Professor/Librarian. Because tenure and promotion shall be linked for individuals at the assistant professor/librarian level, such candidates are awarded tenure only upon meeting the established criteria and performance standards for promotion to the rank of associate professor/librarian. Such candidates need only submit one (1) set of documentation to support their candidacy for promotion and tenure.

305.13.4 Documented Evidence and Record. The award of tenure requires documented evidence of effective teaching or librarianship; a record of research, scholarship, or creative activity which has earned professional recognition; and a record of effective service to the University and to either the community or the profession.

305.13.5 Mission and Need of Department. The award of tenure may also be contingent upon the mission and need of the department at the time the tenure decision is made, as stated in AAUP Policy Documents and Reports.

305.13.6 Additional Criteria Required by Statute. Pursuant to IC 21-39.5-2, tenure or promotion will not be granted if the candidate for tenure or promotion is determined to be unable to fulfill the criteria of Policy 305.3.2.1.1.

305.14 Policies for Annual Probationary Reviews of Tenure-Track Faculty

305.14.1 Annual Probationary Reviews. In all annual probationary reviews, the faculty evaluation file forwarded to the college level where recommendations are made after completion of reviews at all lower levels. All materials and recommendations are then forwarded to the Provost and Vice President for Academic Affairs.

305.14.1.1 Independence of Recommendations. Each recommendation shall be made independently.

305.14.1.2 Special Circumstance Requiring Additional Independent Review. When required to satisfy accreditation or equivalent professional standards, an additional independent level of review, prior to the college level review, may be conducted and the form amended to include the additional review.

305.14.1.3 Availability of Recommendations to the Faculty Member. The recommendation(s) produced at each level shall be made available to the faculty member at the conclusion of the level review and before the recommendation(s) is forwarded to the next level.

305.14.1.4 Right of Rebuttal. Without regard to the summative recommendation, at each level of recommendation (department, college, and, where appropriate the level required by accreditation) the faculty member shall be offered the opportunity to produce a written response to the recommendation(s) made at that level. The faculty member has 5 working days to produce that document before it passes to the next level as part of the faculty evaluation file. No other participant in the annual review process has this right of response.

305.14.1.5 Signed Evaluations. Each year of probationary review, faculty members shall sign their evaluation forms after department and college reviews to indicate awareness of the comments on the forms. The signed forms are

returned to the chairperson and the dean and copies are sent to the faculty member.

305.14.2 Possible Outcomes upon Review. Annual probationary reviews result in a recommendation for reappointment, conditional reappointment, or non-reappointment. Faculty members who do not demonstrate adequate continuing achievement in the interrelated activities of teaching or librarianship; research, scholarship, and creativity; and service shall be conditionally reappointed or terminated.

305.14.3 Notice of Outcome in Writing. The annual probationary review process serves to notify faculty members in writing of their progress toward promotion and tenure. Insufficient evidence in a portfolio, or details (including additional evidence) of unsatisfactory performance, or/and any other matter which might appropriately serve as a basis for conditional reappointment or subsequent non-renewal of the appointment, shall be clearly specified in the notification and relevant materials provided to the faculty member. Means of remediation for conditionally reappointed faculty shall also be specified in writing.

305.14.4 Criteria and Responsibility for Evaluations. Each department, and each college/library shall maintain established criteria and performance standards for promotion and tenure, and candidates shall be annually apprised of their progress in meeting them. The candidate's departmental colleagues shall have primary authority and responsibility for assessing academic discipline-specific faculty achievements.

305.14.5 Third Year Reviews. No later than the third year of probationary periods of five (5) or more years, the candidate shall be reviewed by the college or library promotion and tenure committee.

305.14.6 Calendars for Notification of Reappointment or Non-Reappointment

305.14.6.1 First Year. During the first year of the probationary period at Indiana State University, faculty members shall be notified of their reappointment or non-reappointment by written statement from the University President or the Provost and Vice President for Academic Affairs, no later than March 1.

305.14.6.2 Second Year. During the second year of the probationary period, notice of reappointment or nonreappointment shall be given no later than December 15.

305.14.6.3 Third, Fourth, and Fifth Year. Starting with the third year of the probationary period, notice of reappointment or non-reappointment shall be given at least twelve (12) months before the expiration of the appointment.

305.14.7 Method of Notice of Reappointment and Non-Reappointment. The notification of reappointment shall be by first class mail. Notification of non-reappointment shall be sent by certified mail with return receipt.

305.15 Policy Regarding Awarding of Tenure

305.15.1 Tenure not Transferable to ISU. Academic tenure at Indiana State University is not transferable from another institution. An administrator shall not have tenure in office; tenure as a faculty member is a matter of separate right.

305.15.2 General Time Requirements for Consideration of Tenure. Tenure-track faculty members become eligible for continuous appointment (award of tenure) after satisfactorily completing a probationary period of six (6) years of full-time service in accredited institutions, at least four (4) of which must have been served under a tenure-track appointment at Indiana State University, except as cited below. During the probationary period, the appointee shall be given term appointments of not more than one (1) academic year. Service under a full-time temporary or part-time temporary appointment shall not ordinarily be counted as part of the required probationary period.

305.15.3 Delay; Extension. During the Probationary period, a candidate for tenure may apply for leave under the Family and Medical Leave Act, or for leave without pay in the event of a birth or adoption, or a family illness (see Faculty & Academic Policies: Leave without Pay; Compensation & Benefits: Faculty Leave Policy; and Family and Medical Leave Act Guidelines). In such cases tenure eligibility will be delayed automatically (as specified below).

305.15.3.1 FMLA Leave Qualification. Candidates who qualify for leave under FMLA, even if they do not take a leave, may elect a one-year extension of the tenure probationary period by notification to their Department Chair who will transmit their decision to the Dean and the Provost and Vice-President for Academic Affairs.

305.15.3.2 Extraordinary Circumstances. Candidates with other extraordinary circumstances (e.g., death of a child, spouse or partner, catastrophic loss due to fire/flood/tornado, etc.) may request a one year extension of their probationary period (Such requests are initiated at the Department Level and reviewed as a normal personnel matter, e.g., Peer Review Committee, Department Chair, Dean, Provost & VP Academic Affairs).

305.15.3.3 Length of Extension. A maximum of two, one-year extensions may be taken.

305.15.3.4 Certification. Certification of the qualifying circumstances shall be obtained within fifteen calendar days after the extension is elected or requested.

305.15.3.5 Continued Commitment. In consultation with their Chair, candidates who request or elect extensions, who are not taking a leave, shall maintain a workload that demonstrates continued commitment to their faculty responsibilities. Faculty receiving extensions must demonstrate progress toward meeting stipulated conditions for continued reappointment during this extended period.

305.15.3.6 Impact of Extension on Tenure Review. In their tenure-year review, any extensions a candidate may have received are immaterial to the tenure decision. Candidates are expected to meet only the criteria stated in University-approved tenure policies and letters of appointment.

305.15.4 Interruptions of Probationary Period. An interruption of the probationary period, reducing the academic year to less than a full-time service period, shall result in a delay of tenure eligibility until the entire probationary period has been completed, except where the faculty member and the Provost and Vice President for Academic Affairs (after consultation including the appropriate faculty group) agree in advance to modify the requirements for professional advancement.

305.15.5 Link between Promotion and Tenure. Promotion and tenure shall be linked for individuals at the assistant professor/librarian level.

305.15.6 Eligibility for Tenure. Individuals beginning their probationary periods at the rank of assistant professor/librarian become eligible to apply for an award of tenure during the sixth year of continuing faculty achievements under a Tenure-track faculty appointment in accredited institutions, at least four (4) years of which must have been served under a Tenure-track faculty appointment at Indiana State University. Such candidates are awarded tenure only upon meeting the established criteria and performance standards for promotion to the rank of associate professor/librarian.

305.15.6.1 Exceptions to General 6-Year Rule. Under exceptional circumstances, a candidate in the fourth or fifth pre-tenure year may be considered for promotion and tenure prior to the end of his/her stated probationary period. For this to occur, the candidate's exceptionality must be formally recognized by his/her chairperson (or personnel committee when the candidate is a chairperson). Any such nomination for early consideration, must be submitted to the Dean before the candidate can pursue an exception to the general six-year rule. The candidate must include this nomination in his/her application for early promotion and tenure. The candidate must also earn the support of every reviewing entity in the process.

305.15.6.1.1 Review Process Stopped upon Negative Recommendation. A negative recommendation from any peer review committee or administrative reviewer stops the review process for early consideration of promotion and tenure. The annual review process continues.

305.15.6.1.2 Preclusion of Early Tenure. A negative recommendation in the review precludes the possibility of the candidate being given early consideration at a future date but does not terminate employment.

305.15.7 Notice. For all ranks, recommendations on tenure shall occur consistent with University provisions for timely notice.

305.15.8 Effective Date. Tenure is effective with the beginning of the fall semester of the next academic year, or July 1 in the case of librarians and other faculty on twelve-month appointments.

305.15.9 Academic Freedom during Probationary Period. During the probationary period, the faculty member shall have the same academic freedom that all other members of the faculty hold.

305.16 Policies and Procedures for Promotion and Tenure Reviews

305.16.1 Review by the Department. Candidates for promotion and tenure submit to their departments portfolios documenting their achievements in teaching or librarianship; research, scholarship, and creative activity; and service. These materials are reviewed independently by the department Peer Review committee and chairperson. Each makes a separate recommendation, applying the established department criteria and performance standards, and taking into account recognized expectations of the position and the comments generated during previous annual reviews. Candidates are notified of these recommendations and their rationales.

305.16.1.1 Peer Review Committees. Each department shall elect a peer review committee of tenured faculty members, to evaluate the performance of tenure-track and tenured faculty for tenure and/or promotion. Chairpersons and deans shall not serve on these committees. It is the candidate's responsibility to present to reviewing bodies evidence of satisfactory performance in the specified areas of responsibility in accordance with the established criteria and standards.

305.16.1.2 Positive Recommendations. If both department level recommendations are positive, the candidate's portfolio and the recommendations are forwarded to the appropriate school or college for consideration.

305.16.1.3 Cases of any Negative Recommendations. If one or more of the department-level recommendations is negative, candidates may choose to terminate or continue the process. Faculty may include a response in the evaluation file before it is forwarded to the next level of review (as specified in the Right of Rebuttal). In choosing to terminate the process, except in cases of early consideration, a candidate for tenure also withdraws from consideration for further regular faculty appointment at Indiana State University beyond one (1) academic year following the year of the process. A tenured candidate for promotion who terminates the promotion review process may later apply for promotion without prejudice.

305.16.2 Review by the College/Library. Candidates' portfolios are evaluated independently by their college/library peer review committees and deans, whose separate recommendations are based on the unit's established criteria and performance standards. The college/library reviewers shall not substitute their own assessment of academic discipline-specific faculty achievements for that of the department. Candidates are notified of the committee's and dean's recommendations and rationales.

305.16.2.1 Special Circumstance Requiring Additional Independent Review. When required to satisfy accreditation or other, equivalent professional standards, an additional independent level of review, prior to the college level review, may be conducted and the form amended to include the additional review.

305.16.2.2 Positive Recommendations. If both recommendations are positive, they are forwarded with the candidate's portfolios to the Provost and Vice President for Academic Affairs.

305.16.2.3 Cases of any Negative Recommendations. If one, or both, of the recommendations is negative, candidates may elect to a) terminate the review process, or b) prepare a written response which becomes part of the faculty evaluation file and is forwarded to the next level of review. A copy of the written response is also forwarded to the candidate's department committee and chairperson. In choosing to terminate the process, except in cases of early consideration, a candidate for tenure also withdraws from consideration for further regular faculty appointment at Indiana State University beyond one (1) academic year following the year of the process. A tenured candidate for promotion who terminates the promotion review process may later apply for promotion without prejudice.

305.16.3 Review by Provost and Vice President for Academic Affairs. The Provost and Vice President for Academic Affairs reviews recommendations from the department level reviews and from the college/library level reviews as well as the candidate's responses and documentation and then makes recommendations for promotion and tenure.

305.16.3.1 Inconsistent Recommendations. In cases where recommendations from the department, college/library, and deans level are inconsistent, before making his/her recommendation, the Provost shall consult jointly with the chairperson (or appropriate representative) of the department peer review committee, the chairperson of the department, the chairperson of the college/library committee, and the dean. In cases where the recommendations are consistent at the previous levels, but the Provost intends to disagree, he/she shall consult, as above, with those who made the recommendations.

305.16.3.2 Notice of Decision. The Provost and Vice President for Academic Affairs notifies the candidate of his/her recommendation. The candidate's dean, college/library committee, department chairperson, and department committee are also informed of this recommendation. Positive recommendations are forwarded to the University President.

305.16.3.3 Negative Recommendation. If the recommendation from the Provost and Vice President for Academic Affairs is negative, candidates may elect to a) terminate the review process, or b) formally appeal negative recommendations to the University Promotions and Tenure Oversight Committee. In choosing to terminate the process, a candidate for tenure also withdraws from consideration for further regular faculty appointment at Indiana State University beyond one (1) academic year following the year of the process. A tenured candidate for promotion who terminates the promotion review process may later apply for promotion without prejudice.

305.16.4 Review by President and Board of Trustees. The Provost and Vice President for Academic Affairs forwards recommendations to the University President. The University President makes recommendations for promotion and tenure to the ISU Board of Trustees in time for consideration at its May meeting.

305.17 Appeals

Recommendations of non-renewal during the probationary period and denials of promotion and tenure may be appealed to the University Promotions and Tenure Oversight Committee, the formal hearing body for such appeals. Appeals may be made only on the basis of a) inadequate consideration of the submitted materials bearing on the relevant performance of the candidate as stipulated in the prescribed criteria and standards of performance; b) inadequate consideration given to the department's recommendation; or c) violations of academic freedom.

305.17.1 Burden of Proof for Appeal. It is the candidate's responsibility to provide evidence that documents the basis for the appeal. The Committee reviews the entirety of the candidate's faculty evaluation file. The appeal shall be filed with the chairperson of the University Promotions and Tenure Oversight Committee within fifteen (15) days of the Provost's recommendation.

305.17.2 Standard of Review. In appeals alleging inadequate consideration, the Committee shall not substitute its own assessment of academic discipline-specific

faculty achievements for that of the department in determining whether or not to recommend the promotion or tenure of a faculty member.

305.17.3 Hearing. If the University Promotion and Tenure Oversight Committee determines that the appeal warrants a hearing, it shall conduct one. The burden of proof rests upon the appellant.

305.17.4 Report of Findings. The Committee shall report its findings, conclusions, and recommendation for or against reappointment, promotion and/or an award of tenure to the candidate through the Provost and Vice President for Academic Affairs, who forwards the Committee's findings and recommendation together with his/her own recommendation to the University President.

305.17.4.1 Negative Recommendation. If the Committee's recommendation is negative, the candidate may elect to a) terminate the appeal process, or b) prepare a written response, which is forwarded with his/her materials to the University President. In choosing to terminate the process, except in cases of early consideration, a candidate for tenure also withdraws from consideration for further tenured or tenure-track faculty appointment at Indiana State University beyond one (1) academic year following the year of the process. A tenured candidate for promotion who terminates the appeal process may later apply for promotion without prejudice.

305.17.5 Continuation of Appeal Process. Upon notice from the candidate of a decision to continue the appeal process, the Provost and Vice President for Academic Affairs shall forward the Committee's findings, conclusions and recommendation together with his/her own recommendation to the University President. The University President shall confer informally with the Committee before making his/her recommendation.

305.17.6 Recommendation by President. After the findings, conclusions, and recommendation from the University Promotions and Tenure Oversight Committee have been forwarded to the University President, and the University President confers with the Committee and makes his/her recommendation, the appeal process is completed.

305.17.7 Decision by ISU Board of Trustees. The University President conveys his/her recommendation together with the recommendations from the department level review, from the school/college/library level review, from the University Promotions and Tenure Oversight Committee, and from the Provost and Vice President for Academic Affairs to the ISU Board of Trustees, which makes the final decision regarding promotions and the awarding of tenure.

305.18 University Promotions and Tenure Oversight Committee

305.18.1 Functions. The University Promotions and Tenure Oversight Committee reviews the established criteria and performance standards and processes of the departments, the schools, the college, and the library at least every five years. A report of each review will be provided to the Executive Committee of the Faculty Senate, the Provost, the respective Dean, College, department/school and chair. The purpose of such reviews is to promote continuous improvement in the review process and to advise on the relative effectiveness of the unit's guidelines and practices in supporting faculty achievements.

The functions of the University Promotions and Tenure Oversight Committee include but are not limited to the following:

- a) Maintain guidelines for the documentation of achievements for promotion and tenure.
- b) Promote continuous improvement in the review and appeal processes.
- c) Promote consistency in the promotion and tenure review processes across academic units and assure criteria and performance standards are consistent with University policies and procedures relative to the awarding of academic rank and tenure, while also insuring flexibility necessary to meet differing disciplinary and unit missions.
- d) Serve as a resource for faculty and administrators who make tenure and promotion recommendations and for faculty at large.
- e) Hear appeals of recommendations for (i) non-renewal of Tenure-Track Faculty during the probationary period, (ii) non-continuation of Instructors or Senior Instructors during an appointment period, (iii) negative promotion and tenure, or promotion to Senior Instructor decisions based on inadequate consideration or violations of academic freedom, and (iv) ineligibility of reappointment at the end of an appointment period. Recommendations of non-reappointment received at the end of an Instructor's or Senior Instructor's appointment period – whether eligible for reappointment or not – are not subject to appeal.

305.18.2 Subject to Senate Authority. The activities and products of the University Promotions and Tenure Oversight Committee are subject to the University Faculty Senate's primary authority to formulate policy and procedures governing faculty appointment and awards of academic rank and tenure. Proposals for changing faculty appointment, promotion and tenure policies and procedures shall be submitted to the University Faculty Affairs Committee of the University Faculty Senate.

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

305.18.4 Appeals of Denial of Promotion and Tenure. Denials of promotion and tenure may be appealed to the University Promotions and Tenure Oversight Committee, the formal hearing body for such appeals. Appeals may be made only on the basis of

- a) inadequate consideration of the submitted materials bearing on the relevant performance of the candidate;
- b) inadequate consideration given to the department's recommendation; or
- c) violations of academic freedom.

305.19 Policies and Procedures for the Evaluation, Renewal, and Promotion of Instructors

305.19.1 Policies for the Evaluation, Renewal and Promotion of Instructors.

305.19.1.1 Criteria and Responsibility for Evaluation. Each department and the college shall maintain established criteria and standards for satisfactory performance by Instructors and ensure that the criteria and standards are easily accessible to Instructors. The Instructor's departmental colleagues shall have primary authority and responsibility for assessing academic discipline-specific performance.

305.19.1.2 Peer Review Committees. Each department shall elect a peer review committee of regular faculty members, including at least one tenured member and one Instructor (where appropriate), to evaluate the performance of Instructors. Chairpersons and deans shall not serve on these committees. It is the Instructor's responsibility to present to reviewing bodies evidence of satisfactory performance in the specified areas of responsibility in accordance with the established criteria and standards.

305.19.1.3 Possible Outcome of Annual Review. During an appointment period (e.g., years 1 and 2 of a 3-year appointment), annual reviews result in a recommendation for continuation, conditional continuation, or termination for failure to demonstrate satisfactory performance. In the last year of an appointment period, annual reviews result in a determination of eligibility or ineligibility for reappointment that is separate from a decision to renew the appointment. Eligibility or ineligibility for reappointment will be based on evaluations of satisfactory versus unsatisfactory performance. Recommendations for renewal of an appointment may be based on performance criteria as well as the mission and needs of the department and/or availability of resources to support the reappointment.

305.19.1.3.1 Special Case of Non-reappointment. Instructors who are determined eligible for reappointment but whose appointments are not renewed may apply for lecturer or instructor positions for subsequent terms. An instructor who is ineligible for reappointment or whose appointment has been terminated shall be precluded from upcoming appointments in the reviewing department for a period of no less than one year.

305.19.1.4 Promotion and Renewal are Separate Decisions. The renewal of an instructor and the promotion of an instructor are separate decisions.

305.19.2 Procedures for Annual Review and Promotion of Instructors.

305.19.2.1 Review Calendar. The annual review of Instructors during an initial appointment will follow the due dates established for Regular Faculty in their first year, second, and third year, consecutively. If reappointed to any subsequent and consecutive three-year appointment, Instructors will follow the due dates established for Regular Faculty in their fourth, fifth, and sixth year, consecutively. Senior Instructors and Instructors reappointed after a sixth consecutive year will submit materials as part of the biennial review process.

305.19.2.2 Promotion to Senior Instructor. Instructors who have completed five or more years may submit materials for promotion to the rank of Senior Instructor following the calendar, rights, roles, procedures, and appeals for promotion of tenure-track faculty specified above except where specified here.

305.19.2.2.1 Denial of Promotion An instructor denied promotion to senior instructor will remain eligible for a continued appointment as an instructor.

305.19.2.2.2 Peer Review Committees Each department shall elect a peer review committee of regular faculty members, including at least one tenured member and one Senior Instructor (where appropriate), to evaluate the performance of Instructors seeking promotion to Senior Instructor. Chairpersons and deans shall not serve on these committees. It is the Instructor's responsibility to present to reviewing bodies evidence of satisfactory performance in the specified areas of responsibility in accordance with the established criteria and standards. [3](#)

305.19.2.3 Review by Department. Instructors submit to their department a portfolio documenting their performance in their areas of responsibility. The portfolio is reviewed independently by the department committee and chairperson. Each makes a separate recommendation, applying the established department criteria and performance standards, and taking into account the terms and conditions of the appointment and comments generated during previous annual reviews. Candidates are notified of these recommendations and their rationales in accordance with the annual calendar of due dates published by the Academic Affairs.

305.19.2.4 Right of Rebuttal Without regard to the summative recommendation, at each level of recommendation (department, college, and, where appropriate the level required by accreditation), the faculty member shall be offered the opportunity to produce a written response to the recommendation(s) made at that level. The faculty member has five working days to produce that document before it passes to the next level as part of the faculty evaluation file. No other participant in the review process has this right of rebuttal.

305.19.2.4.1 Positive Recommendations. If department level recommendations are positive, the instructor's portfolio and the recommendations are forwarded to the appropriate Dean for consideration.

305.19.2.4.2 Cases of any Negative Recommendations. If one or both of the department-level recommendations are negative, instructors may choose to 1) terminate the process; or b) prepare a response within five (5) working days, which is included in the faculty evaluation file and forwarded to the next level of review. In choosing to terminate the process an instructor withdraws from consideration for further regular faculty appointment for a period of at least one year in the reviewing department at Indiana State University.

305.19.2.5 Review by College. At least in their third and sixth years, Instructors' evaluation file is reviewed by their college/library peer review

committees prior to and independent from the annual review of the file by the Dean. The separate College recommendations are based on the college's established criteria and performance standards. Neither the peer review committee nor the dean shall substitute their assessments of academic discipline-specific faculty achievement for that of the department. Candidates are notified of the college/library peer review committee and dean's recommendations and rationales in accordance with the calendar of due dates published annually by Academic Affairs and the respective Colleges.

305.19.2.5.1 Special Circumstance Requiring Additional Level Review. When required to satisfy accreditation or equivalent professional standards, an additional level of review, prior to the college level review, may be conducted and the form amended to include the additional review.

305.19.2.5.2 Positive Recommendations. If both recommendations are positive, they are forwarded with the candidate's materials to the Provost and Vice President for Academic Affairs.

305.19.2.5.3 Cases of any Negative Recommendations. If one or both of the recommendations is negative, candidates may elect to a) terminate the review process, or b) prepare a written response within five (5) working days, which is included in the faculty evaluation file and forwarded to the next level of review. A copy of the written response is also forwarded to the candidate's department committee and chairperson. In choosing to terminate the process, the instructor also withdraws from consideration for further regular faculty appointment for a period of at least one year in the reviewing department at Indiana State University.

305.19.2.6 Review by Provost and Vice President for Academic Affairs. The Provost and Vice President for Academic Affairs reviews candidate faculty evaluation files, recommendations from the department and the College/library as well as the candidate's responses and makes a recommendation for continuation, conditional continuation (only in the first or second, fourth or fifth years), reappointment, or termination.

305.19.2.6.1 Notice of Decision. The Provost and Vice President for Academic Affairs notifies the Instructor of his/her recommendation. The candidate's dean, department chairperson, and department committee are also informed of this recommendation. Positive recommendations are forwarded to the University President.

305.19.2.6.2 Negative Recommendation. If the recommendation from the Provost and Vice President for Academic Affairs is termination of appointment, candidates may elect to a) terminate the review process, or b) formally appeal the recommendation to the University Promotions and Tenure Oversight committee. In choosing to terminate the process, an Instructor also withdraws from consideration for further regular faculty appointment for a period of at least one year in the reviewing department.

305.19.3 Notification.

305.19.3.1 Notice of Outcome in Writing. Instructors shall be notified in writing of the outcome of their reviews. Evidence of unsatisfactory performance, insufficiency of evidence, and any other matter which might serve as a basis for termination shall be clearly specified in the notification.

305.19.3.2 Instructors shall be notified of the outcome of annual reviews by the date specified on the calendar of due dates published annually by Academic Affairs.

305.19.3.3 Method of Notice of Continuation, Reappointment or Termination. The notification of continuation or reappointment shall be by first class mail. Notification of termination shall be sent by certified mail with return receipt.

305.19.4 Appeal. Recommendations of termination during a period of appointment, of ineligibility for reappointment at the end of an appointment period, or denial of promotion to Senior Instructor may be appealed to the University Promotions and Tenure Oversight Committee. Recommendations of non-reappointment received at the end of an Instructor's or Senior Instructor's appointment period – whether eligible for future reappointment or not – are not subject to appeal. Appeals may be made only on the basis of

- a) inadequate consideration of the submitted materials bearing on the relevant performance of the candidate;
- b) inadequate consideration given to the department's recommendation; or
- c) violation of academic freedom.

305.19.4.1 Appeal Process. The Appeal process follows that outlined for Tenured and Tenure-track faculty.

305.20 Policies and Procedures for the Evaluation and Reappointment of Lecturers

305.20.1 Policies for the Evaluation and Reappointment of Lecturers.

305.20.1.1 Evaluation. Lecturers shall be evaluated once annually based on the department's established criteria and standards of performance and/or any specific terms or conditions of appointment. Evaluations shall ordinarily be limited to activities since the most recent review, but data from prior periods may also be considered (e.g., if current syllabi or teaching evaluations are unavailable, to determine whether behavior is indicative of a pattern or aberration, or to assess responsiveness to previous review comments).

305.20.1.2 Criteria and Responsibility for Evaluation. Each department and the college/library shall maintain established criteria and standards for satisfactory performance by Lecturers and ensure the criteria are accessible to Lecturers. The candidate's departmental colleagues shall have primary authority and responsibility for assessing academic discipline-specific performance.

305.20.1.3 Peer Review Committees. Each department shall elect a peer review committee of faculty members, including at least one tenured faculty

member, and one Instructor, where appropriate, to evaluate the performance of Lecturers. Chairpersons and deans shall not serve on these committees. It is the Lecturer's responsibility to present to reviewing bodies evidence of satisfactory performance in the specified areas of responsibility.

305.20.1.4 Possible Outcomes upon Review. Lecturers whose performance is judged to be satisfactory are determined eligible for reappointment and may be recommended for continued teaching as need exists and resources are available.

305.20.2 Procedures for Annual Review of Lecturers.

305.20.2.1 Timing of Review. Departments shall review all Lecturers within four weeks prior to the end of the last academic term of their appointment.

305.20.2.2 Basis of Reviews. Reviews shall consider available departmental and institutional data, including copies of syllabi, teaching evaluations, patterns of attendance and grade reporting, etc. (for teaching appointments) and other relevant data (for non-teaching appointments). Lecturers shall also be invited to submit a portfolio documenting achievements in their areas of responsibility.

305.20.2.3 Process of Departmental Review.

305.20.2.3.1 Recommendations. The review committee and Department Chair shall reach independent judgments as to whether the lecturer is "eligible for reappointment" and should remain in the pool of possible lecturers for additional assignments (as needs and resources allow) or "ineligible for reappointment". When required to satisfy accreditation or equivalent professional standards, an additional level of review, prior to the college level review, may be conducted and the form amended to include the additional review

305.20.2.3.1.1 Consistent Recommendation. If the two recommendations are consistent, they shall be forwarded to the Dean. In the event there is another level of review prior to College level, if all recommendations are consistent, they shall be forwarded to the Dean.

305.20.2.3.1.2 Inconsistent Recommendation. If the recommendations are inconsistent, the Department Chair and Review Committee will meet in an attempt to come to an agreement. If this does not yield a consistent recommendation, the matter shall be forwarded to the college dean for resolution. In the event there is another level of review prior to College level, if the recommendations are inconsistent they will meet in an attempt to come to an agreement. If this does not yield a consistent recommendation, the matter shall be forwarded to the college dean for resolution.

305.20.2.4 College Level Process. The College Dean shall be responsible for (a) oversight of the timing and process of reviews, (b) notification of recommendations, and (c) review of inconsistent recommendations.

305.20.2.4.1 Consistent Recommendations. If the Department's recommendations are consistent, the Lecturer shall be notified of their eligibility/ineligibility for future appointment and provided a copy of the comments from the Departmental reviews. Copies shall also be forwarded to the Provost and Vice President for Academic Affairs for inclusion in the Lecturer's official personnel file.

305.20.2.4.2 Inconsistent Recommendations. If the Department's recommendations are inconsistent, the Dean or an appropriate designee shall review the divergent recommendations made by the Department Committee and Chairperson, the supporting documentation/evidence for their statements, and the established Departmental standards. The Dean or designee shall make the final determination of eligibility/ineligibility for reappointment. Notification of the final recommendation shall include both the Department's and the Dean's / Designee's comments and be sent to the lecturer and to the Provost and Vice President for Academic Affairs for inclusion in the Lecturer's official personnel file.

305.20.2.4.3 Timing of Notification. Notifications of Lecturers under this policy shall be completed no later than two weeks after the conclusion of the last academic term of their appointment.

305. 21 Post-Tenure Review and Continued Evaluation.

305.21.1 Post-Tenure Review and Continued Evaluation of Faculty. In accordance with Policy 130.3.10, Certain Matters Regarding the Evaluation of the Faculty of the University, the Provost shall ensure that tenured faculty, post-probationary instructors, and senior instructors are evaluated for their performance no later than every five (5) years. The Provost and the Faculty Senate shall establish a Faculty Performance Evaluation procedure document that provides how post-tenure review will be conducted. The substantive evaluation criteria shall be consistent with those for the evaluation of non-tenured faculty, Policy 305.3.2, Consistent Evaluative Criteria.

Recommendation: The Administration requests approval of the modifications to Policy 305 Faculty Appointment, Promotion and Tenure.

3c7 Modification to 310 Faculty Duties and Responsibilities

Rationale: Senate Bill 202 establishes a priority for the fostering of an academic culture of free inquiry, free expression, and intellectual diversity. Policy 310 is proposed to be amended to add a sentence to reflect this priority.

Authority: Approved by the Board of Trustees

Newly appointed faculty members are expected to attend new faculty professional development sessions. Eligible faculty members are required to participate in any mandatory benefits as described in the University Handbook, Section 500 (Employment). Members of the faculty of Indiana State University are expected to abide by established policies for the operation of the University and the conduct of its instructional programs, to participate in and contribute to the development and improvement of educational services within the scope of the mission of the University, to perform assigned duties to the best of their ability, and to be concerned about the educational welfare and achievement of students. [Faculty shall foster a culture of free inquiry, free expression, and intellectual diversity.](#) Each faculty member should continuously endeavor to improve scholarly attainments, to participate in appropriate organized professional activities and, through research and teaching, to contribute to the expansion of knowledge and the advancement of learning. Personal conduct and relationships with students and colleagues should conform to accepted ethics. The benchmarks of any great university are directly related to high standards of academic endeavor by both teachers and students. Truth and honesty are recognized as fundamental to a university community. The University expects both students and faculty to adhere to and foster the ideals for which the University was founded. Indiana State University subscribes to AAUP guidelines for academic freedom and faculty duties and responsibilities. Faculty members are expected to conduct themselves in accordance with these guidelines.

Last updated on: July 30, 2021

310.1.1 Normal Teaching Load

The normal teaching load for tenured and tenure-track faculty will be 12 semester credit hours of course work per semester or 24 semester credit hours per academic year (or equivalent). The normal teaching load for instructors and senior instructors will be 15 semester credit hours of course work per semester or 30 semester credit hours per academic year (or equivalent).

310.1.1.1 Overload. In emergency situations, regular faculty members may agree to teach a course or a section of a course in addition to the regular teaching schedule. Pay for such extra teaching responsibility is based upon an established overload teaching pay rate approved by the ISU Board of Trustees and available from the Provost and Vice President for Academic Affairs Office.

310.1.1.2 Per Semester Credit Hour Limit. Teaching assignments shall not exceed 16 semester credit hours per semester or 12 semester credit hours in a summer, except under exceptional circumstances, with the mutual agreement of the faculty member and the dean.

310.1.1.3 Release Time. A faculty member may be released from part or all of the teaching load for research or other professional activities, including significant service or administrative assignments. It is the responsibility of the department chairperson and the academic dean to equate such special assignments to the normal teaching load.

310.1.1.4 Time for Teaching Assignment. Regular full-time teaching faculty are expected to be available for assignment on campus, or online, or via other University-recognized formats when classes are normally scheduled. Faculty may also be given assignments on Saturday when mutually agreed to by the department chairperson and the faculty member involved.

310.1.1.5 Preferential Schedule. Any preferential assignment schedule arranged for a faculty member by or with the consent of the department chairperson and the academic dean may be superseded by bona fide needs of the University or the department when space or time limitations necessitate changes.

310.1.1.6 Class Meeting Times. All regularly-scheduled classes of the University are to meet according to the time schedule published in the official schedule of classes. Exceptions to class meeting times may be arranged with the approval of the department chairperson and unanimous concurrence of the students in the class.

310.1.2 Course Outlines and Syllabi

Faculty members are required to prepare course outlines or syllabi for their courses. Two (2) or more faculty teaching the same course may use the same outline or syllabus. An outline of each course shall be available to students from the beginning of each term. Course outlines and syllabi should be published and accessible to students throughout the term. Faculty are expected to inform students of revisions to the information provided in course outlines and syllabi when they are made.

310.1.2.1 Required Elements. Each outline and syllabus shall provide information that facilitates communication and promotes student success. This shall include: University contact information for the faculty member and the department in which the course is offered; faculty office hours; a list of required course texts and materials and how they will be used in the course; an explanation of how course grades will be determined; and an explanation for assignments requiring more than two weeks for grading. Faculty are encouraged to review department and College guidelines for preparation of course outlines and syllabi.

310.1.2.2 College and Departmental Required Elements. Colleges and/or departments may establish additional required elements on course outlines and syllabi through appropriate governance processes.

310.1.3 Methods of Instruction

Specific or uniform methods of instruction are not prescribed. Faculty are expected to adapt their methods to the nature and content of each course. Selection and organization of content of particular courses and the development of departmental curricula are faculty responsibilities. Teaching methods are the responsibility of the individual faculty member.

310.1.3.1 Instructional Evaluation. The quality of teaching will be given high priority in performance evaluations. Evidence of teaching effectiveness is required in the review of Regular Faculty. Faculty are encouraged to include peer and chairperson evaluations in their review documents as well as other evidence of student success. Student evaluations as referenced below (Section 310.1.3.2) must also be included. Similarly, department assessments of student course evaluations shall be submitted and considered in the annual review of Temporary Faculty (i.e. full- and part-time Lecturers, including those also holding an EAP or other staff position).

310.1.3.1.1 Student Course Evaluations. Multiple methods of evaluation are appropriate, but all courses must be evaluated by students using a common pool of items selected by the university, and if appropriate, the college and department; faculty are encouraged to supplement with items that assess the unique characteristics of their courses. Results of course evaluations will be made available to the faculty member; summary results of the evaluations for each section will be made available to the appropriate Department Chair and academic Dean(s). (Note: Effective Fall 2015).

310.1.3.3 Faculty are further encouraged to avail themselves of the services of the Faculty Center for Teaching Excellence, which provides an array of opportunities to facilitate professional development of teachers.

310.1.4 Final Examinations

The final examination schedule is prepared by the Provost and Vice President for Academic Affairs Office. The two-hour final examination period assigned is part of the total commitment required for completion of a course, and it is scheduled to provide a longer class period for the administration of a comprehensive examination. Exceptions may be made in courses in which student projects, term papers, demonstrations, or performances are more suitable measures of achievement.

310.1.4.1 Missed Final Examination. No student shall be excused except for illness or a conflict with a legitimate University activity, in which case the faculty member may require that the excuse be approved by the appropriate academic dean. Students are required to make up a missed final examination before the course grade is given. Other examinations and quizzes are given at the discretion of the faculty member. A faculty member may elect not to require a final written examination but is obligated to hold the class in session during the scheduled final examination time period.

310.1.4.2 Schedule of Final Examinations. All final examinations are to be administered according to the schedule published by the Office of the Provost and Vice President for Academic Affairs. Exceptions to the final examination schedule may be arranged with the approval of the department chairperson and the Provost and Vice President for Academic Affairs, provided that such changes do not conflict with other examinations of members of said classes, and provided that the students involved are notified at least two (2) weeks in advance.

310.1.4.3 Study Week. Study week is intended to encourage student preparation for final examinations given during the final examination week. Class attendance, however, is expected. No examination of any kind, including quizzes that count over four percent of the grade, can be given during Study Week. Assignments due during Study Week must be specified in the class syllabus handed out to students at the beginning of each semester. Online courses are treated, for the purpose of this policy, like all other courses. Courses of 11 weeks' duration or less are exempt from this policy. Examinations for laboratory, practicum, or clinical courses are permitted. * Effective for the 2016-2017 review cycle.

310.4.4.3.1 Notification of Violation of Study Week Policy. The student is responsible for notifying the Student Government Association of a violation of any of the above terms. The Student Government Association will take the correct procedures for informing the faculty member and the academic department chairperson of the failure to comply with the terms of the Study Week Policy. The student's name will be confidential to the Student Government Association.

310.1.4.4 Final Grades. Final grades are due in the Registration and Records Office 48 hours after the end of the final examination period.

310.1.5 Grades and Standards

Setting standards and grading in classes is the responsibility of the faculty, and individual faculty members should be in a position to justify their grades. The basis of course grades shall be outlined in the syllabus as specified in Section 310.1.2.1 (above). Grades on all assignments will be posted in the time-frame specified in the syllabus (normally not to exceed two weeks unless otherwise specified, see Section 310.1.2.1) on the university's instructional computer system (currently Blackboard). Feedback other than grades (comments, notes, qualitative assessments) will be available to students along a similar timeline. Final grade distributions for all academic departments are available each semester. (Note: Effective Fall 2015).

310.1.5.1 Change of Grade. Faculty members may request a change of grade using a process established by the Registrar. A Change of Grade must be signed by the department chairperson and academic dean. Change of grades for graduate students are signed by the department chairperson and the Dean of the College of Graduate and Professional Studies. Change of

grades cannot be processed for students whose degrees have been conferred. In the event that the instructor from whom students receive an IN or an IP grade is no longer employed by Indiana State University, cannot be contacted or is incapable of performance due to medical conditions, the disposition of students' eventual grades resides with the appropriate department chairperson.

310.1.6 Satisfactory/Unsatisfactory Grades

Undergraduate courses in which the primary requirements are professional practice may employ satisfactory/unsatisfactory grades designation. Appropriate courses for these grades will be determined by the school/college. When a course is so designated, the Provost and Vice President for Academic Affairs Office will be informed, an announcement will be placed in "Academic Notes," and a statement that a satisfactory/unsatisfactory grade will be given for the course will be inserted in the course description in the "Academic Notes."

310.1.7 Mid-Semester Change-of-Faculty

Occasionally, due to death, illness, or other unforeseen events, faculty may find themselves taking over instructional responsibility for a course after a class has already begun. In such instances, it is important that faculty respect the prior faculty member's syllabus as much as possible. While new faculty may add additional readings, they should not change the overall topic(s) covered in the class nor add additional costs for the students (i.e., requesting a change in textbook). New faculty may change the modes of assessment (e.g., essay vs multiple-choice exams) but must garner the approval of the department chair to make changes to the: 1. way(s) grades will be computed (e.g., the number and weighting of assignments and the grading scale), except as it might benefit the students' final grades (e.g., addition of extra-credit opportunities); and, 2. changes to rubrics for major assignments (e.g., term papers). Chairs will consider the academic integrity of the course when making this decision.

310.1.8 Graduate Committees

Candidates for various graduate degrees may elect or be required to complete a scholarly or creative project, thesis or dissertation.

310.1.8.1 Scholarly or Creative Project, Thesis, or Dissertation Committee. The chairperson or supervisor of the student's scholarly or creative project, thesis, or dissertation committee will be chosen under policies set by the departmental graduate faculty, by the joint action of the student, the department chairperson, and the appointee with the approval of the appropriate academic dean and will be formally appointed by the Dean of the College of Graduate and Professional Studies. Only faculty with graduate faculty status are eligible to chair, supervise or serve on scholarly project, thesis, or dissertation committees. Complete details for the preparation of the scholarly or creative projects, theses, and dissertations appear on the College of Graduate and Professional Studies website and are outlined in brief in the *Graduate Catalog*.

310.1.9 Student Academic Advising

Student academic advising is one of the regularly-assigned duties of many of the faculty. Academic deans are responsible for assigning advisors according to procedures established for each college.

310.1.9.1 Role of Academic Advisors. Students are urged to discuss academic problems with their academic advisors. Academic advisors assist in planning students' programs each semester and provide the advisement personal identification number (PIN) required to complete the registration process. Students are responsible for becoming familiar with the requirements of degree programs and to seek help from academic advisors whenever necessary. Faculty advisors provide information about the curricula of their departments as well as the general education program and graduation requirements of the University. Faculty advisors may review grade reports, keep records of the progress of their advisees, and alert advisees of deficiencies. Advisors arrange for conferences as needed with students having academic

difficulties. Faculty office hours for advising appointments must be posted by advisors and recorded in their departmental offices.

310.1.10 Deleted December 16, 2016

310.1.11 Deleted December 16, 2016

310.1.12 Textbooks

Textbooks and other materials are selected by the faculty primarily to promote student learning. Because there are affordability and course outcome issues that must be considered, the selection of textbooks and other materials must be selected in accordance with the foregoing policies as well as departmentally-approved policies. The departmental chairperson is responsible for selection facilitation and implementation in accordance with the provisions of this section. The goals of these textbook policies are to comply with applicable laws, facilitate student procurement of textbooks, address textbook affordability, and ensure instructional quality.

310.1.12.1 Definition, Selection, Ordering, & Conflict of Interest.

- a. The course schedule for a term will be published by October 1 and March 1; and Textbook and non-sharable required materials selection deadlines will be October 15 and March 15 (for Spring; and Summer and Fall terms respectively).
- b. It is the responsibility of administrators and department chairpersons to make resource allocations and course assignments so as to facilitate timely adoptions.
- c. All textbook and materials orders will be placed through the academic department. The chairperson will review for compliance with these policies and supervise the placing of orders.
- d. For the purposes of this policy the term “textbook” shall be defined as the central text associated with significant expense and shall not include readings or other ancillary and inexpensive texts.
- e. Department chairpersons shall consult with appropriate faculty (ordinarily those most responsible for teaching a course or subsequent courses in a sequence) to select a “default” text. Default texts will be ordered by chairpersons in cases of late decisions, resignations, illnesses, and late faculty appointments and/or assignments. Chairpersons shall select a text for sections with no assigned instructors when no default has been identified. It is expected that the default textbook will be among those used for another section of the course if any. Faculty shall be precluded from changing textbooks orders for that term.
- f. Except in cases where a department has an approved policy regarding a common textbook for a multi-section course, individual faculty who are deemed by the Chairperson likely to teach a section of a multi-section course for every term of the selection period may choose alternative textbook(s) and materials as long as they do not exceed the cost of the default selection(s) and the order is made by the deadline.
- g. To minimize possible conflict of economic interest in textbook selection, recommendations for selection of basic or supplementary textbooks authored by ISU faculty must include the approval of the department chairperson or the responsible dean, if appropriate. A statement must accompany such recommendation indicating (a) that no other textbooks containing material appropriate to the course are available, or (b) that if other textbooks are available, the textbook selected is deemed most appropriate.

310.1.12.2 Other (non-sharable) Required Materials.

- a. Non-sharable required materials include products or services that;
 - 1. Students must purchase as a required element in the course.
 - 2. Cannot be shared by students nor, once used, transferred to another student.
 - 3. Cannot be accessed through a shared university system or license.
 - 4. Cannot be purchased except through the bookstore or other specified provider.
- b. Costs of required purchases of non-sharable materials must be justified and reported to the chairperson and approved by the Provost. Once approved, such materials may continue to be used in subsequent semesters as long as the cost remains at or below 125% of the initially-approved amount.
- c. The process and timeline for selection of non-sharable resources shall follow that of textbooks.

310.1.12.3 Appeals. Appeals by faculty under this policy will be adjudicated by the Student Affairs Committee of the faculty member's college or the appropriate committee designated by the governing body of the college to handle student issues.

310.1.13 Faculty Absences

Any faculty member who cannot meet a scheduled class or laboratory period must notify the department chairperson concerning the absence before the class is to meet. It is necessary that proper arrangements be made for class work to continue. For payroll purposes all absences are to be reported on the Time Recap Sheet.

310.1.14 Class Attendance and Reporting

Faculty members are expected to assume the following responsibilities:

- a. Publish attendance requirements to each class and inform students of consequences of absences from class.
- b. Give students an opportunity to meet class obligations, based upon the faculty member's evaluation of the student's reason for absences.
 - 1. Excuse absences that are a consequence of civic or other mandates (e.g. jury duty, court subpoena, military obligations) or, when appropriate documentation is provided, absences associated with academic requirements of other departments (e.g. participation in a conference) or university-sponsored athletic events in which the student is a participant (faculty should expect that other departments will consider the impact on other faculty's class when requiring absences).
 - 2. Make arrangements with students who request them to accept graded assignments that are or will be missed. Faculty may require that assignments be turned in prior to any excused, planned absence; faculty may deduct attendance or participation points from students' whose absence is not excused.
- c. Permit only those students who are officially enrolled to attend class.
- d. Keep students on class listings unless officially dropped; retain sufficient record of performance to assign grade to any student who ceases attending but does not officially drop/withdraw from the course.

e. Report nonattendance of any student as required by institutional policy and state/ federal regulations (e.g., 3-week attendance reports; interim or final grade reports). Last date of attendance will be required for any failing or incomplete/in progress grade.

310.1.15 Field Trips

Field trips can be an integral part of the course requirements and may enhance students' education. To avoid undue conflicts and interruptions in other classes, faculty members are urged to follow procedures:

- a. Inform the students of the field trip(s) early in the semester so that they may plan for their absence(s).
- b. Provide students with forms containing destinations, purpose of the trip, dates, hours leaving from and returning to the campus, and the faculty member's signature.
- c. Send list of students' names with the information in b. above to the appropriate dean and publicize information concerning the field trip at least one (1) week before the trip.
- d. It is further suggested that faculty members should not arrange a field trip during the last five (5) class days of the semester or during finals week. Students on field trips are not excused from assigned work in other courses and are responsible for consulting with faculty members before the planned trip.

310.1.16 Office Hours

Faculty shall be regularly available in their departmental/program offices for consultation with students, colleagues, or chairs according to the needs of department/program, courses of instruction, and academic advising. Faculty members shall notify the department chair of their office hours and shall post their hours on or near their office doors. Faculty teaching only distance courses should make themselves available to their students regularly through electronic means and notify students of their availability. Academic department offices shall normally be open each weekday from 8:00 a.m. to 4:30 p.m., excluding a break for lunch.

310.1.17 Telephone/Email

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

310.2.1 Commencement Ceremonies

All faculty members are expected to participate in the commencement ceremonies and shall wear the appropriate academic apparel. Academic robes, caps and hoods may be rented through the University Bookstore. Commencement ceremonies are scheduled at the end of the fall and spring semesters (December and May).

310.2.2 Faculty Reports

Faculty members are responsible for reporting to their deans significant activities concerning teaching, research, publications, service to the University, and professional or community and public service. Deans will request this information be submitted through department chairpersons at appropriate

intervals. The Faculty Report of Professional Activities form is to be used for this purpose with reporting based on the calendar year.

310.2.3 Sponsoring Student Organizations

All student organizations are required by the Student Government Association and the University to have faculty/staff sponsors. The sponsors are chosen by the organizations. The sponsor is required to endorse vouchers in accordance with the fiscal policies of the University and should sign, or permit his/her name to appear as sponsor on official room request forms.

310.2.3.1 University Insurance. Faculty/staff sponsors of student organizations are protected by university insurance in the event of suit for personal injury or property damage as long as the faculty/staff members are working within their responsibilities as sponsors. However, faculty/staff members may be held personally liable if they assume a role that is outside of the normal course of business of the student organization.

310.2.4 Committees

Faculty members are appointed by the University Faculty Senate to its standing committees. Faculty membership on administrative committees and committees designed to deal with special problems may be by appointment or by election. Service on such committees is generally considered to be a part of the regular duty and responsibility of the faculty member.

310.2.5 Community/School Services

Faculty members frequently are asked to participate in various community/school activities as speakers or resource specialists. The University encourages such participation, which is at the discretion of the faculty member.

310.2.5.1 Leaves. When time is taken for these activities, the departmental chairperson should be informed so that proper arrangements can be made for any missed classes. (See [Policy 336, Leaves Without Pay](#))

310.2.6 Alumni Services

The Alumni Affairs Office, in cooperation with the ISU Alumni Association, provides a variety of programs to interest, inform, and involve alumni of the University. Regional alumni clubs, school and departmental alumni organizations, homecoming, Founders Day, reunions, group travel, preparation and distribution of newsletters, and soliciting for the ISU Fund are among the programs to maintain and attract alumni interest and support. Essential to all programs is the maintenance of adequate biographical records of former students. University faculty and staff are encouraged to share in all areas of alumni relations and to utilize the records of the Alumni Affairs Office to maintain communication and to seek involvement of former students.

310.2.7 Professional Activities and Organizations

Recognizing that membership and participation in professional organizations and associations affords faculty members opportunities to contribute to the development of their disciplines, the University encourages all faculty members to be active in the professional organizations of their choice. Fees for individual memberships are not paid by the University.

310.2.7.1 Conferences and Workshops. For special conferences, institutes, and workshops for University faculty and administrative staff, the University may pay travel expenses, per diem, and fee charges for individuals. In some instances, individual faculty members or administrative staff are requested to attend if topics under discussion or consideration are of special interest to the University or if the University should be officially represented.

Recommendation: The Administration requests approval of the modification to Policy 310 Faculty Duties and Responsibilities.

3c8 Modification to Policy 450 Policy on Student Organizations Section 450.10.4

Rationale:

Due to the passage of House Bill 1380 by the Indiana General Assembly, ISU is now required to publicize information about hazing incidents. Policy 450.10.4 is being modified to be in compliance with IC 21-39-9-1.

450.10.4 Reporting Incidents of Hazing. When a student organization has been adjudicated to have engaged in an act of Hazing (as defined in Policy 450.4.7 Hazing Prohibition), under judicial procedures established and administered by the Office of Student Judicial Programs, the institution shall publish a report of such act of Hazing in compliance with IC 21-39-9.1

Recommendation: The Administration requests approval of the modification to Policy 450 Policy on Student Organizations Section 450.10.4.

3c9.1 Modification to 460 Student Grievances

Rationale: Due to the passage of Senate Bill 202 by the Indiana General Assembly, ISU is required to adopt a policy allowing students of the University to file a complaint alleging that a member of the faculty has failed to meet certain new, statutorily defined criteria. The Administration proposes that this takes place through the existing student complaint procedures of the University. The merits of any such complaint will be resolved through that existing process.

460.1 Scope of the Policy

Subject to the listed exclusion noted below, any currently enrolled student or student enrolled in the previous academic year may submit a grievance alleging improper, unfair or arbitrary action or inaction by an employee of Indiana State University that adversely affects the student in a personal or academic capacity [or alleging that \(a\) a faculty member or \(b\) a person with whom the University contracts to teach a student of the institution is not meeting the criteria set forth at IC 21-39.5-2-2\(a\)\(1-5\).](#)

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

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

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

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

460.1.1.4 Program Dismissals, Financial Aid Appeals, Residential Life Housing Decisions. Appeals related to academic program dismissal, denial of financial aid, and residential life housing decisions will be handled in accordance with the policies and procedures required by the program, academic or operational department, or college.

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

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

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

460.2 Procedures for Investigation and Resolution

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

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

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

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

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

460.2.5 Inclusion in Faculty and Employee Evaluations. Any allegation that (a) a faculty member or (b) a person with whom the University contracts to teach

a student of the institution is not meeting the criteria set forth at IC 21-39.5-2-2(a)(1-5) will be included in the evaluation file of the relevant faculty member or person for purposes of evaluations under Policy 305 Faculty Appointment, Promotion, and Tenure.

460.3 No Retaliation

Retaliation for the submission of a student grievance or participation in its investigation and resolution is prohibited.

460.4 Suspension or Retention of College-Level Policies and Procedures

The grievance procedures approved by the College of Health and Human Services on March 26, 2011 are suspended. Further, that section of the policy document entitled "Due Process, Faculty and Student Academic Related Appeals in the Bayh College of Education" approved by the Bayh College of Education Congress on April 9, 2012 involving the "right to grieve a matter where the student feels that his or her rights have been impinged by a faculty member or supervisor" is suspended. The student grievance procedure in the Bayh College of Education for (a) denial of admission to a program, (b) course grading, (c) academic dismissal from the University, and (d) fulfillment of requirements for graduation are retained.

Recommendation: The Administration requests approval of the modification to Policy 460 Student Grievances.

3c9.2 Modification to 565 Staff Grievances

Rationale: Due to the passage of Senate Bill 202 by the Indiana General Assembly, ISU is required to adopt a policy allowing employees of the University to file a complaint alleging that a member of the faculty has failed to meet certain statutorily defined criteria. The Administration proposes that this takes place through the existing employee complaint procedures of the University. The merits of any such complaint will be resolved through that existing process.

565.1 Scope

A constructive work environment accommodates discourse between employees and their supervisors. Indiana State University encourages employees to bring forward concerns about work-related issues in a constructive and orderly way. It is the responsibility of supervisors to interact with those whom they supervise in a clear, fair, consistent, and professional manner. It is the responsibility of all University employees to perform their assigned tasks competently and diligently. [Additionally, any employee may bring a grievance alleging that \(a\) a faculty member or \(b\) a person with whom the University contracts to teach a student of the institution is not meeting the criteria set forth at IC 21-39.5-2-2\(a\)\(1-5\).](#)

565.2 Responsible Office

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

565.3 Informal Resolution

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

565.4 Support Person

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

565.5 Privacy

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

565.6 Allegations of Discrimination

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

565.7 No Retaliation

In order that employees may express opinions and views freely and responsibly, this policy prohibits any act of reprisal against a University employee for filing a grievance or against other persons for participating in the grievance process. Such acts of reprisal constitute in themselves violations of this policy and will result in prompt disciplinary action that may include dismissal.

565.8 Frivolous Grievance

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

565.9 Inclusion in Faculty and Employee Evaluations

Any allegation that (a) a faculty member or (b) a person with whom the University contracts to teach a student of the institution is not meeting the criteria set forth at IC 21-39.5-2-2(a)(1-5) will be included in the evaluation file of the relevant faculty member or person for purposes of evaluations under Policy 305 Faculty Appointment, Promotion, and Tenure.

Recommendation: The Administration requests approval of the modification to Policy 565 Staff Grievances.

3c13 Modification to Policy 860 University-Related Websites Sections 860.2.6 and 860.2.7

Rationale:

Due to the passage of Senate Bill 48 by the Indiana General Assembly, ISU is required to prominently display hyperlinks to certain college scorecard information on its website and degree web pages. Sections 860.2.6 and 860.2.7 are being added to Policy 860 so that it is in compliance with IC 21-49-5.

860.2 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 Ownership of the registered website name will be held by Indiana State University, and such registration will be made only by the Offices of Marketing or Information Technology.

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

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

860.2.4 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 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.

[860.2.6 The home page of the University website shall prominently display a hyperlink to the United States Department of Education’s college scorecard for the University.](#)

[860.2.7 The webpage on the University website for each academic program shall prominently display a hyperlink to the United States Department of Education’s college scorecard for the applicable academic program.](#)

Recommendation: The Administration requests approval of the modification to Policy 860 University-Related Websites Sections 860.2.6 and 860.2.7.

3c11 Modification to Policy 910 Right of Expression

Rationale:

Due to the passage of Senate Bill 202 by the Indiana General Assembly, ISU is required to adopt a policy identifying disciplinary action that may be taken for acts which disrupt the protected expressive activity of others and identifying appropriate responses to speech that students find offensive and disagreeable. The proposed modification to Policy 910 conforms the policy to statutory language.

910.1 Overview of Policy

The right of expression is as necessary as the right of inquiry and both must be preserved as essential to the pursuit and dissemination of knowledge and truth. Consequently, the University takes seriously its commitment to protecting the rights of students, employees, guests and other visitors to engage in free speech and protected expressive activity. Importantly, nothing in this policy shall interfere with the right of any member of the University faculty to conduct and manage their teaching and research activities in accordance with their professional judgment and the principles of academic freedom.

910.2 Applicability of Policy

This policy applies to all invited guests and visitors to the University and to the following members of the University community:

- a. Students;
- b. Student organizations;
- c. University employees, including faculty, administrators, and staff;
- d. Individuals using University resources or facilities or receiving funds administered by the University; and
- e. Other individuals when speaking or acting on behalf of the University.
- f. [Parties contracting with the University.](#)

910.3 Policy Statement

The University is committed to protecting the rights of the University community, invited guests and visitors to engage in free speech and protected expressive activity. Protected expressive activity includes:

- a. Conduct and speech protected by the First Amendment to the United States Constitution.
- b. Communicating by lawful verbal, written, audio visual, or electronic means.
- c. Participating in peaceful assembly.
- d. Protesting.
- e. Making speeches, including speeches of guest speakers.

- f. Distributing literature.
- g. Carrying signs.
- h. Circulating petitions.

Except when an outdoor area of campus has been reserved in advance, individuals may engage in protected expressive activity in any outdoor area of campus that is generally accessible to the public.

910.3.1. Religious, Political, or Ideological Student Organizations. The University will not deny any benefit or discriminate against a religious, political, or ideological student organization on the basis of the organization's protected expressive activity or a requirement that a leader of the student organization:

- a. Affirm or adhere to the sincerely held beliefs of the student organization;
- b. Comply with a standard of conduct of the organization; or
- c. Further the mission or purpose of the student organization.

910.3.2. Speakers and Visitors. The University does not limit who may speak at or visit the University on the basis of their views or beliefs, nor does it endorse the views or beliefs of any speaker or visitor who does. The University likewise does not prohibit others from expressing their objections to the views and beliefs of any speaker or visitor.

910.4 Prohibited Activities

The University may regulate the time, place and manner of free speech and protected expressive activities if necessary to ensure the safety of individuals, the protection of property, and the continuation of University functions. To that end, individuals engaged in protected expressive activities must comply with all federal, state, and local laws, and with the following restrictions. Expressive activities may not, whether by physical, auditory, or other means:

- a. Significantly Materially and substantially disrupt hinder the protected expressive activity of another individual or group or prevent the communication of a message by that individual or group.
- b. Prevent the transaction of business at a lawful meeting, gathering, or procession including by:
 - i. Engaging in fighting, violence, or other unlawful behavior; or
 - ii. Physically blocking or threatening violence to prevent an individual from attending, listening to, viewing, or participating in a protected expressive activity.
- c. Endanger the safety and well-being of individuals.
- d. Result in the destruction of property.
- e. Constitute harassment.

Examples of prohibited activities include substantial disruption to classroom instruction, interference with the normal functioning of the University, interference with the flow of pedestrian or vehicular traffic, disruption to scheduled programs or events, and similar activities.

It cannot be emphasized more that physical violence, threats or implied threats of physical violence, intimidation, and destruction of property are strictly prohibited. The University reserves the right to ban any individual from its property and facilities who engages in such activity.

Nothing in this section is designed to interfere with or prohibit members of the University community from spontaneously and contemporaneously assembling and distributing literature.

910.5 Sanctions

Violations of this policy by any member of the University community, [including any member of the faculty, any employee, any student, or any Student Organization \(as defined in Policy 450.2 Definition of Student Organization\), or contractor](#) -will be addressed in accordance with applicable University policies and procedures, which may include disciplinary action, up to and including suspension, termination or expulsion from the University.

Any person who is not a member of the University community and who violates this policy may be removed from University property. The University reserves the right to pursue legal remedies, including trespassing.

Anyone who is suspected of violating the law will be referred to law enforcement and may be subject to criminal penalties.

Recommendation: The Administration requests approval of the modification to Policy 910 Right of Expression.

3c12 Modification to Policy 915 Public Relations/Political Activities

Rationale:

Due to the passage of Senate Bill 202 by the Indiana General Assembly, ISU is required to adopt a policy identifying that the University and its subdivisions will not pronounce, take or publish official positions on political, moral, or ideological issues except issues related to state funding for the University and educational policy matters. Policy 915.7 Institutional Neutrality is being added to directly reflect the statutory requirement.

915.6 Commercial Advertising

The University does not lend its name to the advertisement and endorsement of commercial enterprises and products. Advertisement in University publications and activity programs does not imply official endorsement.

915.7 Institutional Neutrality

Neither the University nor any subdivision of the University shall pronounce, take, or publish an official position on political, moral, or ideological issues except where such political, moral, or ideological issues affect the core mission of the University and the values of free inquiry, free expression, and intellectual diversity.

915.7.1 Certain Political Matters. Political matters regarding funding of the University by the State of Indiana, educational policies of the State of Indiana, and educational policies of the United States of America are political issues that affect the core mission of the University.

915.7.2 Nothing in Policy 915.7 Institutional Neutrality shall be construed to in any way limit the ability of individuals associated with the University to express individual viewpoints, which viewpoints are separate and distinct from the official position of the University or any subdivision of the University.

Recommendation: The Administration requests approval of the modification to Policy 915 Public Relations/Political Activities.

3d Candidates for Degrees Spring 2024

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

Graduate

Geier, Doug	Certificate Graduate Level
Klassen, Ashley	Certificate Graduate Level
Newman, Melissa Kay	Certificate Graduate Level
Potthast, Amy Marie	Certificate Graduate Level
Tinsley, Jennifer Lynn	Certificate Graduate Level
Watters, Kristi Lynn	Certificate Graduate Level
Turner, Deanna Renee	Certificate Post-Master's
Castaneda, Nicole Janice	Doctor of Philosophy
Chagalakonda, Jhansi	Doctor of Philosophy
Daugherty-Saunders, Rebecca Ann	Doctor of Philosophy
Harris, Nathan	Doctor of Philosophy
Horn, Trang Thi Thu	Doctor of Philosophy
Johnson, Nastasha Elizabeth	Doctor of Philosophy
Jorgensen, Marcus Allen	Doctor of Philosophy
Kasturi, Santanam	Doctor of Philosophy
Millan, Josue G	Doctor of Philosophy
Morley, Stephen Andrew	Doctor of Philosophy
Mudica, Kathryn L	Doctor of Philosophy
Nohe-Dirk, Alicia Ann	Doctor of Philosophy
Peel Jr, ReChard Lamont	Doctor of Philosophy
Ross, Kourtney	Doctor of Philosophy
Schimpf, Michael Solomon	Doctor of Philosophy
Swayne, Mariatu Allieusa	Doctor of Philosophy
Ward-Holloway, Zoretta	Doctor of Philosophy
Williams, Veronica Denise	Doctor of Philosophy
Wittenmyer, Edith L	Doctor of Philosophy
Addington, Jacob	Doctor of Physical Therapy
Barker, Landon Joseph Lee	Doctor of Physical Therapy
Bauer, Madison Jayann	Doctor of Physical Therapy
Benz, Christine Elizabeth	Doctor of Physical Therapy
Bourassa, Jonah Michael	Doctor of Physical Therapy
Bruick, Hannah Joann	Doctor of Physical Therapy
Conway, Brooke D	Doctor of Physical Therapy
Crisp, Bailey Christian Seven	Doctor of Physical Therapy
Fontanez, Lucas Edward	Doctor of Physical Therapy
Gilbert, Montana J	Doctor of Physical Therapy
Gutzweiler, Alexandria M	Doctor of Physical Therapy
Harden, Chelby E	Doctor of Physical Therapy

Horban, Jared Isaac	Doctor of Physical Therapy
Lay, Mikayla	Doctor of Physical Therapy
Middleton, Katherine R	Doctor of Physical Therapy
Miller, Keith Garrett	Doctor of Physical Therapy
Moore, Lindsey Grace	Doctor of Physical Therapy
Paczkowska, Wiktorja	Doctor of Physical Therapy
Palmer, Erica Ann	Doctor of Physical Therapy
Raby, Ashley Elizabeth	Doctor of Physical Therapy
Rowen, Madison Breann	Doctor of Physical Therapy
Roy, Joshua	Doctor of Physical Therapy
Shoemaker, Antonia E	Doctor of Physical Therapy
Ulrich, Katherine	Doctor of Physical Therapy
Wagoner, Emily	Doctor of Physical Therapy
Coffey, Annelise Christine	Doctor of Psychology
Ebarb, Catherine A	Doctor of Psychology
Harbison, Kayla Ann	Doctor of Psychology
Morris, Madyson M	Doctor of Psychology
Saunders, Kaitlyn Marie	Doctor of Psychology
Todd, Brianna Marie	Doctor of Psychology
Ward, Sydney Ray	Doctor of Psychology
Anderson, Natasha Tibbetts	Doctorate in Athletic Training
Bartle, Lindsey Faye	Doctorate in Athletic Training
Chew, Abigail Ruth	Doctorate in Athletic Training
Curry, Amy	Doctorate in Athletic Training
Jang, Suhyun	Doctorate in Athletic Training
Jean, Taylin Olivia	Doctorate in Athletic Training
Jeffery, Garet	Doctorate in Athletic Training
Monahan, Michael	Doctorate in Athletic Training
Orr, Samuel Harrison	Doctorate in Athletic Training
Proffitt, Joshua Turner	Doctorate in Athletic Training
Toubman, Stephanie Rachel	Doctorate in Athletic Training
Turner, Alexandria	Doctorate in Athletic Training
Ward, Kimberly Lynn	Doctorate in Athletic Training
West, Mark Chipawnee-Allen	Doctorate in Athletic Training
Henson, JoEllen	Doctorate of Health Sciences
Warner, Matt Robert	Doctorate of Health Sciences
Allen, Kalee Nicole	Educational Specialist
Ansel, Jordyn Ashley	Educational Specialist
Brander, Lindsey	Educational Specialist
Bridgeman, Emily Annette	Educational Specialist
Carter, Wendy Leigh	Educational Specialist
Clements, Celina Andrea	Educational Specialist
Cummins, Daniel Wayne	Educational Specialist
Davis, Kim	Educational Specialist
Dowdy, Ashlee	Educational Specialist

Gault, Reid	Educational Specialist
Hesser, Elise Alexandra	Educational Specialist
Nathaniel, Jaime Lynn	Educational Specialist
Nees, Heather Mae	Educational Specialist
Schalk, Allison Brooke	Educational Specialist
Theobald, Austin W	Educational Specialist
Abegg, Alaina Hahn	Master of Arts
Collins, Kimberly Grace	Master of Arts
Davis, Rodney Edward	Master of Arts
Haller, Brea Gene	Master of Arts
Ibrahim, Yasir Arafat	Master of Arts
Luna, Eeve Nicole	Master of Arts
Nelson, Aimee Suzanne	Master of Arts
Nunez, Nicole Loren	Master of Arts
Powell, Scott Michael	Master of Arts
Shores, Jessica Lynn	Master of Arts
Steffke, Andrew David	Master of Arts
Young, Isaac James	Master of Arts
Akosah, Cindy Adutwuwaa	Master of Business Admin.
Berenz, Blake Josef	Master of Business Admin.
Bishop, Madison Kay	Master of Business Admin.
Bowen, Anne K	Master of Business Admin.
Chambers, Ryan M	Master of Business Admin.
Coleman, Amanda Lee	Master of Business Admin.
Collins, Daijon Arbrice	Master of Business Admin.
Coons, Taylor Lynn	Master of Business Admin.
Davidson, Tiffany Marie	Master of Business Admin.
Douglass, Keegan James	Master of Business Admin.
El Ouazzani, Zaineb	Master of Business Admin.
Enyeart, Ariona Xabrie	Master of Business Admin.
Ferguson, Ryan Andrew	Master of Business Admin.
Gilbert, Lane Matthew	Master of Business Admin.
Hargis, Kennedy Paige	Master of Business Admin.
Harris, Daniel William	Master of Business Admin.
Hendricks, Isaac Eugene	Master of Business Admin.
Hobbs Sr, Kristen A	Master of Business Admin.
Hurdle, Tiara Marie	Master of Business Admin.
Hurtado, Andres	Master of Business Admin.
Krieg, Jackson R	Master of Business Admin.
Marietta, Michael	Master of Business Admin.
Maxwell, Silas Aaron	Master of Business Admin.
Miller, Grace	Master of Business Admin.
Murray, Chase Michael	Master of Business Admin.
Owens, Lucas Avery Anthony	Master of Business Admin.
Reynolds, Harley Elizabeth	Master of Business Admin.

Reynolds, Harley Elizabeth	Master of Business Admin.
Ruiz, Stephen	Master of Business Admin.
Schulte, Jonna Elyse	Master of Business Admin.
Sony, Nahid Sultana	Master of Business Admin.
Ten Dolle, Stephanie Michelle	Master of Business Admin.
Turkson, Comfort Arkaah	Master of Business Admin.
Turner, Alexa Grace	Master of Business Admin.
Vazquez IV, Jose Guadalupe	Master of Business Admin.
Wilson, Abigail Suzanne	Master of Business Admin.
Woodruff, Debra Ann	Master of Business Admin.
Alspach, Mandi Leigh	Master of Education
Bailey, Alyssa Ann	Master of Education
Benefiel, Grant	Master of Education
Bibler, Deanna Lynette	Master of Education
Brundige, Lindsey Marie	Master of Education
Collins, Niimah Ruggayah	Master of Education
Commons, Matthew	Master of Education
Corwin, Amy Elizabeth	Master of Education
Davis, Debra Faith	Master of Education
DeVooght, Tyler Don	Master of Education
Denham, Lisa Marie	Master of Education
Dwyer, Jim Vincent	Master of Education
Emery, Alexandra Lynn	Master of Education
Flater, Emily Paige	Master of Education
Folz, Laura Rose	Master of Education
Funkhouser, Amy Suzanne	Master of Education
Funston, Sarah	Master of Education
Gerard, Kathryn Elizabeth	Master of Education
Gray, Katherine	Master of Education
Gutish, Bridget Suzanne	Master of Education
Hartman, Michael	Master of Education
Henry, Alecia M	Master of Education
Jackson, Amy Dawn	Master of Education
Kempf, Allyson Brooke	Master of Education
Kluesner, Chelsea Elizabeth	Master of Education
Land, Julie Ann	Master of Education
Landis, Brittony Anne	Master of Education
Lane, Skylar	Master of Education
Laslie, Whitney Jane	Master of Education
Lee, Lauren R	Master of Education
Linkmeyer, Madison	Master of Education
Lucas, Hilary Michelle	Master of Education
Malone, Brittnie Nicole	Master of Education
Mascari, Anna P	Master of Education
Moore, Roxy Lynn	Master of Education

O'Neill, Joseph	Master of Education
Ottinger, Shelby Lyn	Master of Education
Ritter, Mary Margaret	Master of Education
Schlemmer, Craig Matthew	Master of Education
Schuld, Lauren E	Master of Education
Shaul, Mackenzie Lynn	Master of Education
Shepherd, Kaden Christopher	Master of Education
Tharp, Olivia Jane	Master of Education
Truitt, Savannah E	Master of Education
Tucker, Angie Kay	Master of Education
Yoder, Kyle Lee	Master of Education
York, Ashley Nicole	Master of Education
Naylor, Kevin Jacob	Master of Fine Arts
Beddow, Andrew Jerrold	Master of Public Admin
Cannon, Chaianne N	Master of Public Admin
Denton-Erlenbush, Joseph Donovan	Master of Public Admin
Harper, Kaletta Mychelle	Master of Public Admin
Morgan, Abigail H	Master of Public Admin
Nettrouer, Austin D	Master of Public Admin
Seawood Jr, Michael	Master of Public Admin
Shaw, Michael Gregory	Master of Public Admin
Hey, Brooklyn Elizabeth Leigh	Master of Public Health
Kagaruki-Kakoti, Generosa	Master of Public Health
Lundin, Olivia Adair	Master of Public Health
May, Emily	Master of Public Health
Medley, Makenna M	Master of Public Health
Monnin, Daniel Jerome	Master of Public Health
Ackermann, Anna	Master of Science
Anderson, Jenae Justine	Master of Science
Andeway, Ryan Garrett	Master of Science
Arnott, Rebecca Hansen	Master of Science
Baker, Caitlyn Jade	Master of Science
Baker, Josie Kate	Master of Science
Balensiefer, Grace	Master of Science
Banka, Mary Manogna	Master of Science
Barrett, Jamie N	Master of Science
Barton, Katherine L	Master of Science
Best, Hannah Marie	Master of Science
Blake, Michaela	Master of Science
Boakye, Ebenezer	Master of Science
Bonds, Elyce Renea	Master of Science
Bonham, Emma Dawn	Master of Science
Bontrager, Jarin Abraham	Master of Science
Borgman, Kayla Ann	Master of Science
Boyden, Kyra T	Master of Science

Bransfield, Calista R	Master of Science
Britton, John Caleb	Master of Science
Brooks, Trinity Marie	Master of Science
Brown, Kylie J	Master of Science
Bueker, Sadie R	Master of Science
Carlson, Aaron Luke	Master of Science
Carr, Dave	Master of Science
Cazel, Morgan Elizabeth	Master of Science
Chebolu, Ridhima	Master of Science
Cisneroz, Alexander J	Master of Science
Cole, Amanda Dawn	Master of Science
Collett, Macy Grace	Master of Science
Collisi, Nicole Rose	Master of Science
Cotter, Nathan Daniel	Master of Science
Craft, Abigail M	Master of Science
Craft, Kimberly Lauren	Master of Science
Darwiche, Jenna A	Master of Science
Das, Shaurab	Master of Science
Davis, Kristopher Neil	Master of Science
Davis, Noah M	Master of Science
Davis, Quenn Symone	Master of Science
Dean, Carmen Fletcher	Master of Science
Dean, Jordan	Master of Science
Dennin, Cassidy	Master of Science
Duncan, Danielle F	Master of Science
Edgecomb, Madison R	Master of Science
Engelking, T Eliot	Master of Science
Erst, Alexis Chenele Dawn	Master of Science
Fennell, Jaelyn E	Master of Science
Follett, Alison Rochelle	Master of Science
Gaines, Ravin Aaron Ray	Master of Science
Gajula, Sravani	Master of Science
Gates, Samantha Lorraine	Master of Science
Gramlin, Tyler O'Ryan	Master of Science
Gramlin, Tyler O'Ryan	Master of Science
Graziani, Alyssa N	Master of Science
Grube, Kathryn Ann	Master of Science
Gunderman, Kendall Leigh	Master of Science
Gunturu, Gopiram	Master of Science
Hampton, Elliana Mariellene	Master of Science
Hardesty, Meg E	Master of Science
Hardin, Bryson Michael	Master of Science
Havener, Paige Regina	Master of Science
Hedeen, Garrett David	Master of Science
Helrigel, Alan Hurley	Master of Science

Hendrick, Hannah Elise	Master of Science
Henry, Michael Joseph	Master of Science
Hesser, Charles Joseph	Master of Science
Hildreth, Cameo Grace	Master of Science
Hill, Madeline R	Master of Science
Hinkle, Jenna Elise	Master of Science
Hiraga, Shiira	Master of Science
Hoffman, Samuel Parker	Master of Science
Hopkins, Megan	Master of Science
Huddleston, Brittany Jo	Master of Science
Ismyana, Magesty	Master of Science
Johnson, Benjamin A	Master of Science
Johnson, Matthew L	Master of Science
Kunda, Soumya	Master of Science
Kurtz, Michael Thomas	Master of Science
Lambert, Allison Renee	Master of Science
Landry, Rylee Austin	Master of Science
Lane, Divine Ne'Colle	Master of Science
Lee, Keontae Traveon	Master of Science
Lewis, Justin Allen	Master of Science
Litmer, Alyssa Nichole	Master of Science
Little, Carolyn Stacey Belinda	Master of Science
Lubbehusen, Mackenzie Faith	Master of Science
Macomber, Abigail Ann	Master of Science
Mahoney, Caitlin R	Master of Science
Malubeni, Collins Chibuye	Master of Science
Maxwell, Julianne Marie	Master of Science
Mayer, Kayla Marie	Master of Science
McCoy, Riley	Master of Science
Montag, Carter Alexzander	Master of Science
Montague, Nehemiah John	Master of Science
Morales, Carla Fernanda	Master of Science
Morrow, Chelsea Elizabeth	Master of Science
Muller, Lexi Frances	Master of Science
Muvva, Bhargav Kumar	Master of Science
Naguru, Dheeraj	Master of Science
Nelson, Alanna Rae	Master of Science
Nephew, Morgan Claire	Master of Science
Newkirk, Cody F	Master of Science
Nirmal Babu, FNU	Master of Science
Norton, Brett Kevin	Master of Science
Numbi, Rhodie Neema	Master of Science
Patton, Madeline Leann	Master of Science
Pawlak, Robert Lawrence	Master of Science
Payton, Benjamin Lee	Master of Science

Perez, Thomas Xavier	Master of Science
Pinninti, Ganesh	Master of Science
Poda, Shubakar	Master of Science
Pohlen, Angela Marie	Master of Science
Pommier, Wyatt Henry	Master of Science
Rabiei, Payman	Master of Science
Rhoads, Gracie Anne	Master of Science
Riley, Madeline Celeste-Hope	Master of Science
Rivera IV, Miguel Luis	Master of Science
Rose, Billy J	Master of Science
Rudolph, Hannah Rae	Master of Science
Santacruz, Claudia Guadalupe	Master of Science
Sarker, Pronoy	Master of Science
Sauers, Phillip Sean	Master of Science
Savoie, Areau	Master of Science
Schapker, Kara Ann	Master of Science
Scherf, Aaron Micheal	Master of Science
Schmidt, Sarah	Master of Science
Schroeder, Mary Elizabeth	Master of Science
Schwab, Emily Gene	Master of Science
Sellers, Keon	Master of Science
Serrano, Angelique Sophia	Master of Science
Shawver, Gavin L	Master of Science
Simmons, Sarah Lynn	Master of Science
Sizemore, Christian Earl	Master of Science
Smith, Taylor Nicole	Master of Science
Songer, Garrett Thomas	Master of Science
Sorkhpar Sr, Mo	Master of Science
Spung, Logan Link	Master of Science
Starkey, Lauren Nicole	Master of Science
Street, Emma Marie	Master of Science
Sumansky, Anna Mae	Master of Science
Taylor, Kathryn J	Master of Science
Thompson, Andrew	Master of Science
Thompson, Connor James	Master of Science
Thompson, Trevor Nathaniel	Master of Science
Torrence, Kendal Eve	Master of Science
Truitt, Benjamin Craig	Master of Science
Turpen, Sara Jane	Master of Science
Vaillancourt, Alivia Marie	Master of Science
Vale, Dawn E	Master of Science
Van Metre-Keen, Anton	Master of Science
Velishetty, Shashi Rohith	Master of Science
Walker, Jaelyn Kendall	Master of Science
Weir, Jacob David	Master of Science

Werner, Beth Mariah	Master of Science
Whitehurst, Chloe Marlene	Master of Science
Winger, Allison Paige	Master of Science
Winningham, Christopher Blake	Master of Science
Worrell, Morgan Grace	Master of Science
Adams, Whitney McFarland	Master of Science in Nursing
Adedokun, Ameenat Titilope	Master of Science in Nursing
Bryant, Kevin M	Master of Science in Nursing
Cash, Kayla Dawn	Master of Science in Nursing
Craig, Sheyenne Lee	Master of Science in Nursing
Criss, Taylor Elizabeth	Master of Science in Nursing
Doty, Megan E	Master of Science in Nursing
Ferber, Amanda Krystine	Master of Science in Nursing
Head, Elizabeth Ann	Master of Science in Nursing
Jenkins, Trisha Mae Bardago	Master of Science in Nursing
Jones, Deanna Renee	Master of Science in Nursing
Oakley, Angelica Maria	Master of Science in Nursing
Stetler, Mattison L	Master of Science in Nursing
Brown Tabor, Lisa Jolene	Master of Social Work
Coleman, Cayla Mackenzie	Master of Social Work
Dean, Lorin Elizabeth	Master of Social Work
Gillihan, Hanah Nicole	Master of Social Work
Haraway, Kaitlyn Anna	Master of Social Work
Jarvis, Catina D	Master of Social Work
Lett, Paige Jo-Ann	Master of Social Work
Morlan, Logan Alexis	Master of Social Work
Nosek, Bianca Alexis	Master of Social Work
Nyx, Kiran Sue	Master of Social Work
Prescott, Keegan Patrick	Master of Social Work
Smeltzer, Dale Robert	Master of Social Work

Undergraduate

Beacom, Anthony Thomas	Bach of Science in Engineering
Henning, Isabella G	Bach of Science in Engineering
Lydick, Dillon P	Bach of Science in Engineering
McSpadden, Noah Matthew	Bach of Science in Engineering
Pierce, Kindra A	Bach of Science in Engineering
Barnes II, Dana L	Bachelor of Applied Science
Bowman, Hannah Mae	Bachelor of Applied Science
Foster, Tanishia	Bachelor of Applied Science
Moore, Corinne Isabella	Bachelor of Applied Science
Nau, Simone	Bachelor of Applied Science
Albers, Emily Joy	Bachelor of Arts

Babb, Alexander Wayne	Bachelor of Arts
Banfield, Reagan Marie	Bachelor of Arts
Bell, Rachel	Bachelor of Arts
Booker, Zoe Elizabeth	Bachelor of Arts
Bowman, Erica Michelle	Bachelor of Arts
Brawley, Mariah Hope	Bachelor of Arts
Brown, Gabriel E	Bachelor of Arts
Brown, Lavaughn	Bachelor of Arts
Burke, Haley Nicole	Bachelor of Arts
Buschkoetter, Maddie Nicole	Bachelor of Arts
Calkins, Rachel Nicole	Bachelor of Arts
Cantrell, Matthew Paige	Bachelor of Arts
Clark, Coby William	Bachelor of Arts
Comings, Tayler A	Bachelor of Arts
Cook, Gavin Scott	Bachelor of Arts
Cunningham, Trinity Lauryn	Bachelor of Arts
Davenport-Shaker, Ashley Marie	Bachelor of Arts
Day, Jalen Kion Lavasai	Bachelor of Arts
Delph, Shanine Lavonne	Bachelor of Arts
Denny, Sydney M	Bachelor of Arts
Duncan, Charles Gregory	Bachelor of Arts
Eaton, Savannah Rose	Bachelor of Arts
Eckstein, Trent Robert	Bachelor of Arts
Edmond, Zhanvie Marie	Bachelor of Arts
Evers, Isabella Sophie-Marie	Bachelor of Arts
Farmer, Megan Olivia	Bachelor of Arts
Ferris, Haley N	Bachelor of Arts
Fulford, Grae A	Bachelor of Arts
Garcia, Daniel Alexander	Bachelor of Arts
Getts, Haley J	Bachelor of Arts
Golish, Gaven Charles	Bachelor of Arts
Harris, Keilan M	Bachelor of Arts
Hatfield, Christian D	Bachelor of Arts
Hayes, Cayman M	Bachelor of Arts
Hobgood, Erykah Mariah	Bachelor of Arts
Hoff, Sarah Abigail	Bachelor of Arts
Hughes, Haliey Danielle	Bachelor of Arts
Jensen, Wilfred	Bachelor of Arts
Joiner, Joree' Miles	Bachelor of Arts
Jones, Charnita Monea	Bachelor of Arts
Jovanovich, Tyler Robert	Bachelor of Arts
Korbel, Andrea Lee	Bachelor of Arts
Lapp, Claire Catherine	Bachelor of Arts
Lemont, Dylon J	Bachelor of Arts
Long, Jacob Michael	Bachelor of Arts

Louie, Madelynn M	Bachelor of Arts
Mann, Paige Elizabeth	Bachelor of Arts
Matyi, Megan Danielle	Bachelor of Arts
McClintock, Katherine G	Bachelor of Arts
McDonald, Tierney A	Bachelor of Arts
McNichols, John G	Bachelor of Arts
McTaggart, Gracie Paige	Bachelor of Arts
Meltzer, Samantha Paige	Bachelor of Arts
Michael, Hannah J	Bachelor of Arts
Moore, Makinsie Nicholle	Bachelor of Arts
Morgan, Zinyetta	Bachelor of Arts
Morton, Alexander Reed	Bachelor of Arts
Moscrip, Ariel Chantel	Bachelor of Arts
Olsen, Charlotte Ann	Bachelor of Arts
Owens, Jenna Alexandria	Bachelor of Arts
Parsons, Autumn Carrie Lisa	Bachelor of Arts
Pearman, Zachary M	Bachelor of Arts
Pettigrew, Kala Arnell	Bachelor of Arts
Platt, Jacob C	Bachelor of Arts
Pyszka, Alexis Lynn	Bachelor of Arts
Quinlan, Eva G	Bachelor of Arts
Ramos, Leslie Marbella	Bachelor of Arts
Reimondo, Sophia Nicole	Bachelor of Arts
Riser, Jacob Christian	Bachelor of Arts
Robertson, Taylor Christine	Bachelor of Arts
Rosales, Julio Edwin	Bachelor of Arts
Roshel, Maycee T	Bachelor of Arts
Rubinacci, Anthony G	Bachelor of Arts
Schonfeld, Toby J	Bachelor of Arts
Shaffer, Lydia Hope	Bachelor of Arts
Simpson, Blake Austin	Bachelor of Arts
Siples, Ashlyn G	Bachelor of Arts
Springer, Daija Simone	Bachelor of Arts
Stofferahn, Henry M	Bachelor of Arts
Tandy Jr, Darrin Lamont	Bachelor of Arts
Taylor, Braden M	Bachelor of Arts
Teah, Barb Erie	Bachelor of Arts
Thompson, Kelbie Brianne	Bachelor of Arts
Townsend, Hallie N	Bachelor of Arts
Trueblood, Jayden Joseph	Bachelor of Arts
Vaughn, Laney N	Bachelor of Arts
Warren, Nathan T	Bachelor of Arts
Welsh, Madelynn Elizabeth	Bachelor of Arts
Wheeler, Ethan D	Bachelor of Arts
White II, James Thomas	Bachelor of Arts

Whitsett, Essica	Bachelor of Arts
Wiersema, Jessica R	Bachelor of Arts
Winstead, Shelbie Lee	Bachelor of Arts
Yocom, Justina E	Bachelor of Arts
Zmigrodski, Noah Phillip	Bachelor of Arts
Avery, Jenna B	Bachelor of Fine Arts
Chew, Iyoun	Bachelor of Fine Arts
Davis, Sarah T	Bachelor of Fine Arts
Henry, Kiera Camil	Bachelor of Fine Arts
Kanyuh, Ashley Fey	Bachelor of Fine Arts
Keith, Lindsey B	Bachelor of Fine Arts
Kenzer, Sarah Nicole	Bachelor of Fine Arts
Matsumoto IV, Kaimilani Miyoko Marie	Bachelor of Fine Arts
Olinger, Carlynn Louise	Bachelor of Fine Arts
Pondel, Chase A	Bachelor of Fine Arts
Schechter, Shelby Michel	Bachelor of Fine Arts
Shelton, Gregory L	Bachelor of Fine Arts
Shoopman, Hannah Lynn	Bachelor of Fine Arts
Stroven, Freya Christina	Bachelor of Fine Arts
Tretter, Madison Leigh	Bachelor of Fine Arts
Turner McBee, Tashanay Candrayia	Bachelor of Fine Arts
Welty, Grace E	Bachelor of Fine Arts
Billik, Joshua Stephen	Bachelor of Music Education
Camacho, Nathan John	Bachelor of Music Education
Carlson, Nikelle Evadne	Bachelor of Music Education
Culver, Emma Jacquelyn	Bachelor of Music Education
Freeman, Mya Nikole	Bachelor of Music Education
Guerra, Noah Andrew	Bachelor of Music Education
Meece, Noah Lawrence	Bachelor of Music Education
Snook, Jacob Charles	Bachelor of Music Education
Stasel, Brianna L	Bachelor of Music Education
Tillema, Morgen R	Bachelor of Music Education
Tovey, Amanda C	Bachelor of Music Education
Witt, Jordan J	Bachelor of Music Education
Gill, Danazia Anjanae	Bachelor of Public Health
Large, Kamri Paige Leighann	Bachelor of Public Health
Mawi, Biak Rem	Bachelor of Public Health
Mobley, Charlettie Chioma	Bachelor of Public Health
Ozongwu, Stan K	Bachelor of Public Health
Par, Ruth Iang	Bachelor of Public Health
Ross, Aniya Lashea	Bachelor of Public Health
Speight, Kendyl L	Bachelor of Public Health
Thomason, Taleah M	Bachelor of Public Health
Tial, Zung Tin	Bachelor of Public Health
Abdul-Haqq, Abdur'Rasheed	Bachelor of Science

Abebe, Kaleabe Solomon	Bachelor of Science
Adams, Jacob Tyler	Bachelor of Science
Adams, Mason Alexander	Bachelor of Science
Adamson, Lyndsi Rae	Bachelor of Science
Alabbasi, Ahmed Osama	Bachelor of Science
Alassiri, Abdulelah	Bachelor of Science
Albrecht I, Candace Michelle	Bachelor of Science
Alderson, Alec Tyler	Bachelor of Science
Alexander, Maddie Elizabeth	Bachelor of Science
Allen, Michael Chase	Bachelor of Science
Allen, Michael Chase	Bachelor of Science
Alsinan, Ahmed Abdulhakim A	Bachelor of Science
Alspaugh, Molly P	Bachelor of Science
Anderson, Abby N	Bachelor of Science
Anderson, Alexandria Nicole	Bachelor of Science
Anzelone, Nicholas Thomas	Bachelor of Science
Areh, Paul C	Bachelor of Science
Armes, Jackson Wayne	Bachelor of Science
Armstrong, Natalia	Bachelor of Science
Armstrong, Quincy Devon	Bachelor of Science
ArnTessoni, Michaela Loraine Hope	Bachelor of Science
Arnold, Bayley Cole	Bachelor of Science
Arvin, Severin F	Bachelor of Science
Astleford, Jocelyn Madonna	Bachelor of Science
Badali, Christopher Joseph	Bachelor of Science
Baddela, Nishal R	Bachelor of Science
Bagley, Madison N	Bachelor of Science
Bahling, Mickey Lane	Bachelor of Science
Bailey, Jaycee Dawn	Bachelor of Science
Bainbridge, Karly A	Bachelor of Science
Bakaitis, Ashlee Josephine	Bachelor of Science
Baker Jr, James	Bachelor of Science
Baker, Jessica Lynn	Bachelor of Science
Bala, Melissa Anne	Bachelor of Science
Baldwin, Alissa Marie	Bachelor of Science
Ballard, Kaylee Dee	Bachelor of Science
Barker, Erica Grace	Bachelor of Science
Barrera, Kayla	Bachelor of Science
Barrett, Margaret Ann	Bachelor of Science
Barton, Hana	Bachelor of Science
Batchelor, Samantha Jo	Bachelor of Science
Bates, Heidi Lynn	Bachelor of Science
Bearickx, Sydney	Bachelor of Science
Beatty, Iain R	Bachelor of Science
Beidl, Gabrielle Helena	Bachelor of Science

Belden, William Taylor	Bachelor of Science
Belizaire, Gianini	Bachelor of Science
Bell, Bailey D	Bachelor of Science
Bell, Brody Ray	Bachelor of Science
Bell, Raheem Smith	Bachelor of Science
Bennett, Jonnishae Sally	Bachelor of Science
Bennett, Paige Kathryn	Bachelor of Science
Bernal, Meagan Elizabeth	Bachelor of Science
Bernhardt, Brooke A	Bachelor of Science
Betzer, Bailey N	Bachelor of Science
Beuvelet, Max Pascal	Bachelor of Science
Bevington, Michael Duncan	Bachelor of Science
Bex, Audra Carol	Bachelor of Science
Biddle, Noah C	Bachelor of Science
Biddle, Shane R	Bachelor of Science
Biernat, Emmagrace Kathleen	Bachelor of Science
Bigelow, Cassandra Grace	Bachelor of Science
Binion, John	Bachelor of Science
Binz, Tyler Joseph	Bachelor of Science
Biro, Zach	Bachelor of Science
Bischoff, Becca A	Bachelor of Science
Black, Dayton Montgomery	Bachelor of Science
Blacketer, Morgan S	Bachelor of Science
Blackwell IV, Miller Eugene	Bachelor of Science
Blakely, Quintin M	Bachelor of Science
Blakeman, Amber	Bachelor of Science
Blaylock, Grant M	Bachelor of Science
Blecha, Sarah Rose	Bachelor of Science
Boak, Ashley N	Bachelor of Science
Bolt, Noah Jonathon	Bachelor of Science
Bonifer, Jacob Philip	Bachelor of Science
Bonnet, Rachael Rannae	Bachelor of Science
Bosstick, Kylee	Bachelor of Science
Boulton, Kaylyn A	Bachelor of Science
Bowers, Cohan Grant	Bachelor of Science
Bowers, Levi J	Bachelor of Science
Bowlus, Braxton Elijah	Bachelor of Science
Bowman, Sierra R	Bachelor of Science
Bowman, William Alec	Bachelor of Science
Boyce, Karsen Elizabeth	Bachelor of Science
Bradley, Kane Allen	Bachelor of Science
Bradley, Nichelle H	Bachelor of Science
Brandon, Landis Leigh	Bachelor of Science
Braun, Zachary Ryan	Bachelor of Science
Brazda, Cade K	Bachelor of Science

Breen, Ethan Casey	Bachelor of Science
Brennan, Catherine Marguerite	Bachelor of Science
Bridgeman, Mackenzie L	Bachelor of Science
Brinson, Emma M	Bachelor of Science
Brisbane, Dornell Jeremy	Bachelor of Science
Broadnax, Darnell Marvin	Bachelor of Science
Brown, Aaliyah Moet	Bachelor of Science
Brown, Dawn	Bachelor of Science
Brown, Delilah Renae	Bachelor of Science
Brown, Kaliah	Bachelor of Science
Brown, Kenzie Michelle	Bachelor of Science
Brown, Zavion Tyrik	Bachelor of Science
Brownfield I, Andrew T	Bachelor of Science
Brumfield, Niki S	Bachelor of Science
Bruno, Ashley Nicole	Bachelor of Science
Buchanan, Ty Preston	Bachelor of Science
Buck, Breana June	Bachelor of Science
Buck, Maci Brooklynn	Bachelor of Science
Buff, Nicole Jeanne	Bachelor of Science
Bukova, Anastassiya	Bachelor of Science
Burk, Steve Samuel	Bachelor of Science
Burnap, Daniel B	Bachelor of Science
Burnett-Selesi, Robbin Denise	Bachelor of Science
Burns, Harley S	Bachelor of Science
Burruss, Wilson G	Bachelor of Science
Burse Jr, Antonio L	Bachelor of Science
Burson, Kelly Sue	Bachelor of Science
Burton, Bethany Jeanann	Bachelor of Science
Buswell, Grace A	Bachelor of Science
Byas, Seth Wesley	Bachelor of Science
Cain, Chelsea Cornelia	Bachelor of Science
Cain, Ethan Matthew	Bachelor of Science
Calvo, Alexander Scott	Bachelor of Science
Cameron-Johnson, Samara C	Bachelor of Science
Campbell, DaQuinae Lanise	Bachelor of Science
Campbell, Nathan Lee	Bachelor of Science
Campbell, Sidney R	Bachelor of Science
Carden, Ally Kay	Bachelor of Science
Carey, Adrianna Amiel	Bachelor of Science
Carlson, Anaka Aaby	Bachelor of Science
Carnahan, Devan Marie	Bachelor of Science
Carosi, Matthew John	Bachelor of Science
Caudill, Peyton Danielle	Bachelor of Science
Ceo, Stephen Michael	Bachelor of Science
Chambers, Cade Thomas	Bachelor of Science

Chandler, Seth T	Bachelor of Science
Chapman, Gracie Grace	Bachelor of Science
Chastain, Kolten J	Bachelor of Science
Chatham, Lillianne J	Bachelor of Science
Chatman, Frances Gaines	Bachelor of Science
Chatman, Malik	Bachelor of Science
Chavez, Jennifer Lynn	Bachelor of Science
Chesser, Lincoln	Bachelor of Science
Chipps, Abigail M	Bachelor of Science
Christie, Clynton E	Bachelor of Science
Chubb, Rachel L	Bachelor of Science
Cisneroz, Staley V	Bachelor of Science
Clark, Cloe Grace	Bachelor of Science
Clark, Logan Allen	Bachelor of Science
Clark, Madison Olivia	Bachelor of Science
Clay, Jayla Antoinette	Bachelor of Science
Clayton, Kamron	Bachelor of Science
Cline, Ashley Lauren	Bachelor of Science
Collins, Victoria Lisette	Bachelor of Science
Combs, Corey Rene	Bachelor of Science
Conard, Mitchell Bruce	Bachelor of Science
Conley, Kiaya Joy	Bachelor of Science
Cook, Madison Olivia	Bachelor of Science
Cooksey, Kailyn Danielle	Bachelor of Science
Coomes, JoAnna	Bachelor of Science
Cooper, Janaye Nicole	Bachelor of Science
Cooper, Michael D	Bachelor of Science
Cooper, Shamarie Cyree	Bachelor of Science
Cordero Orzuna, Enrique	Bachelor of Science
Cordoba, Juan Zinadin	Bachelor of Science
Cornejo, Jazmin Angelica	Bachelor of Science
Cowper, Lanie Ann	Bachelor of Science
Cowser, Brynn Kaylee	Bachelor of Science
Cox, Alyson Bryann	Bachelor of Science
Cox, Taylor	Bachelor of Science
Crews, Kendall A	Bachelor of Science
Crim, Andrew W	Bachelor of Science
Crooks, Nicholas James	Bachelor of Science
Crowder, Cassidie Marie	Bachelor of Science
Crowe, Jessica A	Bachelor of Science
Cruz, Victoria	Bachelor of Science
Cuadra, Monica J	Bachelor of Science
Cuevas, Amelea Bianka	Bachelor of Science
Cullins, William Xavier Zakii	Bachelor of Science
Cummins, Sebastian	Bachelor of Science

Cunningham, Brianna Simone	Bachelor of Science
Cunningham, Daranger Chaz	Bachelor of Science
Cunningham, Zoe E	Bachelor of Science
Curry, Jay A	Bachelor of Science
Curry, Shelley Elaine	Bachelor of Science
Darko, Caleb	Bachelor of Science
Darnell, Chloey Emma	Bachelor of Science
Daumer, Paisley Ann	Bachelor of Science
Dausch, Mia D	Bachelor of Science
Davis I, Karson A	Bachelor of Science
Davis, Amanda	Bachelor of Science
Davis, Emma Riley	Bachelor of Science
Davis, Ezra	Bachelor of Science
Davis, Peyton Alexander	Bachelor of Science
Davis, Shiann N	Bachelor of Science
Davis, Sierra Ashlynn	Bachelor of Science
Davros, Tyler J	Bachelor of Science
Day, Michael Alan	Bachelor of Science
DeAtley, Landon Harrison	Bachelor of Science
DeNormand, Jeremy M	Bachelor of Science
DeVore, Callie Cheyenne	Bachelor of Science
DeWeese, Gavin Shane Thomas	Bachelor of Science
Dean, Haily G	Bachelor of Science
Del Fierro, Adalaide Chriztyn	Bachelor of Science
Deleon, Joshua	Bachelor of Science
Despain, Ciara Lorraine	Bachelor of Science
Diaz, Haelo Senta	Bachelor of Science
Diaz, Karen L	Bachelor of Science
Dickison, Tray James	Bachelor of Science
Dillion, Lanee Aleese	Bachelor of Science
Diprizio, Felicia M	Bachelor of Science
Dixon II, Kevin L	Bachelor of Science
Dodd, Ella R	Bachelor of Science
Donald, Rheannah Morghan	Bachelor of Science
Dorsey, Victoria Rosemarie	Bachelor of Science
Dougherty, Gabriel Quinn	Bachelor of Science
Dragon, Samuel Harrison	Bachelor of Science
Drane, Veronica Luann	Bachelor of Science
Duffy, Logan O'Ryon	Bachelor of Science
Dugger, Taylor D	Bachelor of Science
Duncan, Olivia Raeshawn	Bachelor of Science
Durham, Demi Aree	Bachelor of Science
Eason, Harris Clinton	Bachelor of Science
Ebbeskotte, Courtney Noel	Bachelor of Science
Eckstein, Collin M	Bachelor of Science

Edeh, Ngozi Zelabo	Bachelor of Science
Edmondson, Brody Michael	Bachelor of Science
Edmonson, Cameron Daniel	Bachelor of Science
Edwards, Johnathan David	Bachelor of Science
Edwards, Payton James	Bachelor of Science
Egerer, Jenneh E	Bachelor of Science
Eisenmenger, Sydney R	Bachelor of Science
Elam, Paige Paige	Bachelor of Science
Eldred, Logan K	Bachelor of Science
Ellingsworth, Josie D	Bachelor of Science
Elliott, Greg Gregory	Bachelor of Science
Ellis, Chandler Edward	Bachelor of Science
Eltzroth, Jenna S	Bachelor of Science
Esters Jr, Curtis Demarco	Bachelor of Science
Evans, Kaitlyn Joyce	Bachelor of Science
Ewoldt, Robert Seth	Bachelor of Science
Fadina, Prosper	Bachelor of Science
Farrell, David Anthony	Bachelor of Science
Fearday, Kaden Michael	Bachelor of Science
Fears, Alexis O	Bachelor of Science
Ferguson, Tyler	Bachelor of Science
Fernandez, Jorge	Bachelor of Science
Ferran, Miah Jae	Bachelor of Science
Ferrell, Tyce Alberti	Bachelor of Science
Figgers, Leilani	Bachelor of Science
Figuroa, Melodie P	Bachelor of Science
Finch, Julia Michelle Ann	Bachelor of Science
Finley, DaJour Davon	Bachelor of Science
Fischer, Ruthanne Cherie	Bachelor of Science
Fleming, Desmond Javon	Bachelor of Science
Flint, Cameron P	Bachelor of Science
Foesch, Rebecca Ann	Bachelor of Science
Fonkem, Atabongankeng Awaah	Bachelor of Science
Ford, Cieara	Bachelor of Science
Forsythe, John Andrey	Bachelor of Science
Foster, Colleen Erin	Bachelor of Science
Fox, Emma K	Bachelor of Science
Fraich, Thomas Michael	Bachelor of Science
Francis, Ashley Lynn	Bachelor of Science
Freberg, Tyler A	Bachelor of Science
Freije, Paul Adam	Bachelor of Science
Fritch, John	Bachelor of Science
Fugate, Ryan Michael	Bachelor of Science
Fuller-Allen, Joslyn R	Bachelor of Science
Funkhouser, Lucas P	Bachelor of Science

Fynn, Naana England	Bachelor of Science
Gaines, Trevor Samuel	Bachelor of Science
Galanos, Tyler John	Bachelor of Science
Gamble, Abbigayle Jean	Bachelor of Science
Garcia, Joshua Lee Frazier	Bachelor of Science
Garcia, Maria Guadalupe	Bachelor of Science
Garner, Dorian Laron	Bachelor of Science
Gates, Jenna K	Bachelor of Science
Getz, Avery Corrine	Bachelor of Science
Gilkerson, Elle Rae	Bachelor of Science
Gillaspy, Grace H	Bachelor of Science
Gilley, Stephen Cole	Bachelor of Science
Gilman, Alivia K	Bachelor of Science
Ginnan, Briana Kayleen	Bachelor of Science
Girgis, Kirolos I	Bachelor of Science
Girton, Katie A	Bachelor of Science
Givens, Hunter Thomas	Bachelor of Science
Glanton, Mya	Bachelor of Science
Gleason, Kurt Tyler	Bachelor of Science
Goekler, Robby L	Bachelor of Science
Goetz, Joshua Aaron	Bachelor of Science
Goff, Jared R	Bachelor of Science
Gofourth, Kennedy N	Bachelor of Science
Goins, LaKisha Annielle	Bachelor of Science
Goldman, Andrew Noble	Bachelor of Science
Golliher, Ryan Scott	Bachelor of Science
Gomez, Harold	Bachelor of Science
Gonzalez Jr, Jose Luis	Bachelor of Science
Gorrell, Shelby Marie	Bachelor of Science
Graham, Eric Christopher	Bachelor of Science
Graney, William J	Bachelor of Science
Grant, Aaryanna Imani	Bachelor of Science
Gray, Aaron	Bachelor of Science
Gray, Madalyn Elizabeth	Bachelor of Science
Grayless, Ethan James	Bachelor of Science
Grcich, Hailey Nicole	Bachelor of Science
Green, Chase D	Bachelor of Science
Green, Shelby Marie	Bachelor of Science
Greenlee, Ashanti Leslie	Bachelor of Science
Griffin, Katrina L	Bachelor of Science
Grimm, Jacey L	Bachelor of Science
Gross, Ethan Tomas	Bachelor of Science
Gross, Sarah Mackenzie	Bachelor of Science
Gruce, Jordan McKenna	Bachelor of Science
Guarino, Tony Calogero	Bachelor of Science

Guo, Andy	Bachelor of Science
Haemker, Ashley Nicole	Bachelor of Science
Hager, Alex J	Bachelor of Science
Hall, Ally Nichole	Bachelor of Science
Hall, Michelle Diane	Bachelor of Science
Halls, Madilynn G	Bachelor of Science
Halt, Hannah Elise	Bachelor of Science
Haltom, Jalen Allen	Bachelor of Science
Hamil, Ruby E	Bachelor of Science
Hamilton, Ashley Marie	Bachelor of Science
Hamilton, Isaac Christopher	Bachelor of Science
Haney, Shanice	Bachelor of Science
Harbaum, Chelsea Ann	Bachelor of Science
Harbison, Emily Rachel	Bachelor of Science
Harden, Camden McGwire	Bachelor of Science
Hardman, Trevor L	Bachelor of Science
Hardy, Elizabeth Cecelia	Bachelor of Science
Hargis, Mia Rose	Bachelor of Science
Hargrave, Luke Nathanael	Bachelor of Science
Harman, Drake Anthony	Bachelor of Science
Harman, Makenzie Anne	Bachelor of Science
Harper, Nyah Danae	Bachelor of Science
Harriel Jr, Travis Eugene	Bachelor of Science
Harris, Amari Michol	Bachelor of Science
Harris, Joseph Scott	Bachelor of Science
Hartzler, Emilee A	Bachelor of Science
Hawker, Logan A	Bachelor of Science
Hawkins, Sydney Mackay	Bachelor of Science
Hayes, Ti'Anyana Ja'Keyah	Bachelor of Science
Haynes Jr, David Lamonte	Bachelor of Science
Heagy, Paige Renae	Bachelor of Science
Healy, Erin A	Bachelor of Science
Hedrick, Conner I	Bachelor of Science
Heemstra, Ashley Ann	Bachelor of Science
Heerema, Ellie J	Bachelor of Science
Heindel, Ashley Marie	Bachelor of Science
Helt, Makayla Michelle	Bachelor of Science
Hemmen, Noah J	Bachelor of Science
Hendrix, Dalton T	Bachelor of Science
Hendrix, Logan F	Bachelor of Science
Henning, Danielle E	Bachelor of Science
Hensley, Cole A	Bachelor of Science
Herberger, Terra Rose	Bachelor of Science
Herczeg, Jessica Lynn	Bachelor of Science
Hernandez Jr, Napoleon Carlos	Bachelor of Science

Hernandez, Felicia C	Bachelor of Science
Hester, Sydnee J	Bachelor of Science
Hiatt, Devin Michael	Bachelor of Science
Hickey, Caitlyn M	Bachelor of Science
Higgins III, Michael Fredrick	Bachelor of Science
Higgins, Sarah A	Bachelor of Science
Higham, Kylie R	Bachelor of Science
Hill, Christina E	Bachelor of Science
Hilton, Reginald	Bachelor of Science
Hindle, Heather Lynn Riggs	Bachelor of Science
Hinshaw, Gage M	Bachelor of Science
Hodge, Travonis Marquise	Bachelor of Science
Hoff, Michael William	Bachelor of Science
Hokanson, Adam Olof	Bachelor of Science
Holbrook, Amber Starr	Bachelor of Science
Hook, Aubrey G	Bachelor of Science
Hoover, Blake Christopher	Bachelor of Science
Hopton, William John	Bachelor of Science
Horan, Emily A	Bachelor of Science
Hoskins, Matthew S	Bachelor of Science
House, Paige Marie	Bachelor of Science
Howard Jr, Lesley B	Bachelor of Science
Howe, Juli	Bachelor of Science
Hoyes, Jacob A	Bachelor of Science
Huber, Jacob Samuel	Bachelor of Science
Hudson, Daniel Paul	Bachelor of Science
Huff, Landin Wayne	Bachelor of Science
Huff, William J	Bachelor of Science
Hughes, Courtney Jean	Bachelor of Science
Humphrey, Joshua Floyd	Bachelor of Science
Humphries, Ariya LeeAnn	Bachelor of Science
Hunckler, Isaak L	Bachelor of Science
Hunt, Kendra Grace	Bachelor of Science
Hunter, Braiden Trey	Bachelor of Science
Hunter, Isabella R	Bachelor of Science
Hunter, Iyanla Folami	Bachelor of Science
Huxley, Tori Mae	Bachelor of Science
Hybsha, David Paul	Bachelor of Science
Ilemobayo, Oluwatobi	Bachelor of Science
Inman, Emily Rae	Bachelor of Science
Jackson, Jalyn C	Bachelor of Science
Jackson, Omar L	Bachelor of Science
Janiga, Eden Rose	Bachelor of Science
Janikowski, Rachel Nicole	Bachelor of Science
Janquart, Abbigail Nadine	Bachelor of Science

Jeffries, Carol L	Bachelor of Science
Jensen, Carlie P	Bachelor of Science
Jerozal, Kyle R	Bachelor of Science
Jiron, Joseph Armand	Bachelor of Science
Johnson II, Arnold L	Bachelor of Science
Johnson Jr, Robert James	Bachelor of Science
Johnson, Ashleigh Kathryn	Bachelor of Science
Johnson, Jarin Davon	Bachelor of Science
Johnson, Kameron Jamal	Bachelor of Science
Johnson, Katherine Marie	Bachelor of Science
Johnson, Melanie R	Bachelor of Science
Jones, Chelsea Jean	Bachelor of Science
Jones, Courtland Paine	Bachelor of Science
Jones, Dyllin D	Bachelor of Science
Jones, Julian C	Bachelor of Science
Jones, Kaylee I	Bachelor of Science
Jones, Kia Nishae	Bachelor of Science
Jones, Lanaya M	Bachelor of Science
Jones, Molly JO	Bachelor of Science
Jones, Patrice Anyah	Bachelor of Science
Jones, Reilly Alexandra	Bachelor of Science
Kali, Dar	Bachelor of Science
Kane, Bentley A	Bachelor of Science
Kasey, Landon Patrick	Bachelor of Science
Kaufmann, Jess J	Bachelor of Science
Keaton, Alexander Joseph	Bachelor of Science
Keith, Aslyn L	Bachelor of Science
Keller, Mallory K	Bachelor of Science
Kellett, Jaycee R	Bachelor of Science
Kelley, Landon Brian	Bachelor of Science
Kent, Jayson J	Bachelor of Science
Khan, Ahsan Ahsan	Bachelor of Science
Khan, Mohammed	Bachelor of Science
Kiefer, Ericka Rose	Bachelor of Science
Kietzman, Faith	Bachelor of Science
Kimbrough, Faith Lucille	Bachelor of Science
Kindler, Elizabeth Deanna	Bachelor of Science
Kinkade, Madelynn A	Bachelor of Science
Kinkade, Noah Edward	Bachelor of Science
Kipper, Clay Thomas	Bachelor of Science
Kirk, Andrew W	Bachelor of Science
Kirton, Alex John	Bachelor of Science
Klebe, Max J	Bachelor of Science
Koelling, Sarah E	Bachelor of Science
Koontz, Dayne E	Bachelor of Science

Koontz, Kenadee Grace	Bachelor of Science
Kraeszig, Ethan Joseph	Bachelor of Science
Kruszewski, Matthew Donald	Bachelor of Science
Kuester, John Robert	Bachelor of Science
Kuykendall, Raelynn Janet	Bachelor of Science
Kyriakopoulos, Jordan	Bachelor of Science
LaMar, Evan James	Bachelor of Science
Lackey, Maggie Eleanor	Bachelor of Science
Lambert Jr, Dennis Alan	Bachelor of Science
Land, Emma Delores	Bachelor of Science
Lang, Morgan Danielle	Bachelor of Science
Lange, Mikal Mikal	Bachelor of Science
Lantrip, Melody Jane	Bachelor of Science
Larry, Julian Lamont	Bachelor of Science
Lawbaugh, Haley A	Bachelor of Science
Lawless, Soraja	Bachelor of Science
LeClair, Anna Jeanette	Bachelor of Science
Ledford, Kevin	Bachelor of Science
Lee, Molly	Bachelor of Science
Legg Jr, Emily	Bachelor of Science
Legg, Destiny Starlynn	Bachelor of Science
Leggins, Alexandra Marie	Bachelor of Science
Lemen, Stephanie Marlene	Bachelor of Science
Lenell Jr, Craig Alan	Bachelor of Science
Lewis, Luke A	Bachelor of Science
Lewis, Mark William	Bachelor of Science
Leyden, Samantha Dawn	Bachelor of Science
Limcaco, Spencer A	Bachelor of Science
Lin, Anna	Bachelor of Science
Lindeman, Jake Patrick	Bachelor of Science
Linville, Hope Marie	Bachelor of Science
Lockard, Ethan C	Bachelor of Science
Loffredo, Vincent J	Bachelor of Science
Loftis, Dalton S	Bachelor of Science
Lomax, Tessa Noel	Bachelor of Science
Lomeli, Seth Anthony	Bachelor of Science
Lopez Jr, Arturo	Bachelor of Science
Lott, Albert	Bachelor of Science
Loughead, Peyton Anne	Bachelor of Science
Louis, Micah Caleb	Bachelor of Science
Lowry, Allison Rose	Bachelor of Science
Lucas, Austin Douglas	Bachelor of Science
Lucas, Charles William	Bachelor of Science
Lucas, Donna D	Bachelor of Science
Lustig, James Joseph	Bachelor of Science

Lutes, Cody A	Bachelor of Science
Lyons, Frederick Earl	Bachelor of Science
Mack, Evan L	Bachelor of Science
Madlem-Easterday, Payten Alivia	Bachelor of Science
Mahern, Joseph Padraig	Bachelor of Science
Majer, Michael	Bachelor of Science
Maksud, Mary Marie	Bachelor of Science
Malibari, Dyaa Mohammad	Bachelor of Science
Malone, Sabrina Nicole	Bachelor of Science
Manalaysay, Azriel Joy	Bachelor of Science
Manalaysay, Azriel Joy	Bachelor of Science
Mandra, Jack Everrette	Bachelor of Science
Manson, Crystal Alma Samantha	Bachelor of Science
Maples, Rhiana Jaslynn	Bachelor of Science
Mariano, Vincent Tyrell	Bachelor of Science
Martens, Andrew James	Bachelor of Science
Martin, Alexandra Renee	Bachelor of Science
Martin, Catherine E	Bachelor of Science
Martin, Grace Frances	Bachelor of Science
Martinez Casanova, Rosibeth	Bachelor of Science
Martinez, Emma Lee	Bachelor of Science
Mata, Ricardo	Bachelor of Science
Mathas, Robin A	Bachelor of Science
Matthews, Paige E	Bachelor of Science
Maupin, Dylan L	Bachelor of Science
Maxwell, Wyatt C	Bachelor of Science
May, Brennan Lawrence	Bachelor of Science
McCain, Benjamin Daniel	Bachelor of Science
McClelland, Nathan Alan	Bachelor of Science
McClintock, Harrison C	Bachelor of Science
McCloud, Taylor F	Bachelor of Science
McCluskey, Kasey	Bachelor of Science
McConchie, Ethan Alex Alex	Bachelor of Science
McDermott, Michelle Morcillo	Bachelor of Science
McDonough, Robert Joseph	Bachelor of Science
McEnery, Emily	Bachelor of Science
McGee IV, Richard Irwin	Bachelor of Science
McKing, Leondra Lynne	Bachelor of Science
McNair, Kelton Russell	Bachelor of Science
McPherron, Cassandra Jane	Bachelor of Science
McPherron, Cassandra Jane	Bachelor of Science
McQueary, Dalton James	Bachelor of Science
Meadows, Khaleeyah Monay	Bachelor of Science
Medrano Jr, Anthony Reyes	Bachelor of Science
Melendez Jr, Alfredo	Bachelor of Science

Mendenhall, Camryn Elizabeth	Bachelor of Science
Mendez, Lilliana M	Bachelor of Science
Mendoza, Ashley Monique	Bachelor of Science
Merhatsion, Michale Knife	Bachelor of Science
Metallic, Luke C	Bachelor of Science
Michael, Samuel A	Bachelor of Science
Miguel, Steve	Bachelor of Science
Miller, Jalen Scot	Bachelor of Science
Miller, Kamden Jon	Bachelor of Science
Miller, Kelly Lynn	Bachelor of Science
Miller, Lonyse Nichelle	Bachelor of Science
Miller, Masen Robert	Bachelor of Science
Millspaugh, Mady Blair	Bachelor of Science
Miskuf, Fletcher B	Bachelor of Science
Mitchell Jr, Lawrence	Bachelor of Science
Moehle, Tom John	Bachelor of Science
Monametsi, Yasin William	Bachelor of Science
Monroe, Dajanay Ariel	Bachelor of Science
Montano, Rocio	Bachelor of Science
Montes, Lorena	Bachelor of Science
Moore, Cameron Warren	Bachelor of Science
Moore, Joseph Delon	Bachelor of Science
Moore, Kyla N	Bachelor of Science
Morales, Gabriel Edward	Bachelor of Science
Morgan, Michael Xavier	Bachelor of Science
Morgan, Ruthie June	Bachelor of Science
Morton, Darian	Bachelor of Science
Morton, Meyonna Marie	Bachelor of Science
Moser, Andrew Forest	Bachelor of Science
Moskal, Charles Thomas	Bachelor of Science
Motley, Marcus	Bachelor of Science
Mueller, Allison Jean	Bachelor of Science
Mullen, Madison B	Bachelor of Science
Murphy, Aidan William	Bachelor of Science
Murphy, Riley Marie	Bachelor of Science
Murray, Hannah Paige	Bachelor of Science
Myer, Hannah N	Bachelor of Science
Myers, Katie Elaine	Bachelor of Science
Myers, Kyle E	Bachelor of Science
Navarro-Andasol, Amy Christina	Bachelor of Science
Ndebele, Thandiwe	Bachelor of Science
Ndlovu, Samantha Buhlebenko	Bachelor of Science
Neff, Tristan D	Bachelor of Science
Nelson, Alexis Louise	Bachelor of Science
Nelson, Camera Ann	Bachelor of Science

Neubauer, Tessa Danielle	Bachelor of Science
Newhall, Josie	Bachelor of Science
Newland, Mackenzie R	Bachelor of Science
Newton, Matthew E	Bachelor of Science
Nichols, Adam Matthew	Bachelor of Science
Nichols, Madison Nicole	Bachelor of Science
Niederhaus, Justin Grant	Bachelor of Science
Nigro, David	Bachelor of Science
Nirtaut, Brianna E	Bachelor of Science
Norris, Katherine Lillie	Bachelor of Science
North, Owen Scott	Bachelor of Science
Norton, John Francis	Bachelor of Science
Noska, Vincent Salvatore	Bachelor of Science
O'Hare, Cameron Scott	Bachelor of Science
Obermeyer-Loder, Taegan	Bachelor of Science
Odom, Jayvonte	Bachelor of Science
Odubanjo, Kolawole Emmanuel	Bachelor of Science
Offiah, Francis Onochie	Bachelor of Science
Ogborn, Garrett M	Bachelor of Science
Ogsbury, Briley A	Bachelor of Science
Olive, Ceara E	Bachelor of Science
Olivo, Victor Hugo	Bachelor of Science
Opuszanski, Ariana L	Bachelor of Science
Ortega, Samantha A	Bachelor of Science
Osmon, Haley R	Bachelor of Science
Overman, Regan	Bachelor of Science
Padgett, Matteson E	Bachelor of Science
Palmer, Shekinah	Bachelor of Science
Palomo, Graciela Rosa	Bachelor of Science
Panagouleas, Kaitlynn R	Bachelor of Science
Paramjot Kaur, Paramjot kaur	Bachelor of Science
Park, Kihyuk	Bachelor of Science
Parker, Larissa Maxine	Bachelor of Science
Parker, Lillian Grace	Bachelor of Science
Parker, Magdeline Q	Bachelor of Science
Parker, Tate Dean	Bachelor of Science
Patrick, Evan	Bachelor of Science
Patterson, Bryce Bryce	Bachelor of Science
Patterson, Cody A	Bachelor of Science
Patterson, Deshawn Youson	Bachelor of Science
Patterson, Hannah N	Bachelor of Science
Patterson, Terica Jacinta	Bachelor of Science
Pattison, Abigail Renee	Bachelor of Science
Patzner, Luke Joseph	Bachelor of Science
Paulsen, Cody	Bachelor of Science

Paulus, Abby Eve	Bachelor of Science
Payton, Riley Matthew	Bachelor of Science
Pedroza, Ariana Michelle	Bachelor of Science
Perzee, Alexis Rae	Bachelor of Science
Peters, Olivia G	Bachelor of Science
Petherick, Sara	Bachelor of Science
Pettigrew, Kloe Jean	Bachelor of Science
Phelps, Madison G	Bachelor of Science
Phillips Jr, Matthew	Bachelor of Science
Phillips Jr, TJ Cortez	Bachelor of Science
Phillips, Brian James	Bachelor of Science
Phillips, Eli Thomas	Bachelor of Science
Phillips, Niya Nichole	Bachelor of Science
Pierpont, Edward Levi	Bachelor of Science
Pietrzak, Logan Mitchell	Bachelor of Science
Pifer, Marjorie May	Bachelor of Science
Pineda, Francisco Antonio	Bachelor of Science
Plasse, Dylaney Nicole	Bachelor of Science
Plew, Kurtis Joseph	Bachelor of Science
Pomfret, Amelia Grace	Bachelor of Science
Porter, Daniel S	Bachelor of Science
Pottinger, Adam James	Bachelor of Science
Powers, Nicholas Adrian	Bachelor of Science
Powers, Nicholas Adrian	Bachelor of Science
Pryor, Antonio DeVon	Bachelor of Science
Purnell, Daniel Luke	Bachelor of Science
Qualls, Malachi Cordell	Bachelor of Science
Ramey, Macy Michelle	Bachelor of Science
Ramsey, Justen	Bachelor of Science
Randazzo, Michael A	Bachelor of Science
Ray, Alexandra M	Bachelor of Science
Raza, Zain	Bachelor of Science
Ream, Kristen	Bachelor of Science
Rector, Kayleigh Ann	Bachelor of Science
Red, Cjourney Nikol	Bachelor of Science
Reddy, Kapil Vuppala	Bachelor of Science
Redlin, Hannah Taylor	Bachelor of Science
Reed, Tarah Danielle	Bachelor of Science
Rees, Jared M	Bachelor of Science
Reid, Kevin William	Bachelor of Science
Reinneck, Nolan William	Bachelor of Science
Reiss, Richard Wesley	Bachelor of Science
Rendon, Leylei Alexa	Bachelor of Science
Reyes, Pedro Andres	Bachelor of Science
Reynolds, Alan Wayne	Bachelor of Science

Reynolds, Anthony Wayne	Bachelor of Science
Rhodes Jr, DeAndre Lamont	Bachelor of Science
Rice, Raeh Lewe'blankiel	Bachelor of Science
Richardson, Otto Samuel	Bachelor of Science
Ridle, Diabolique Angela Denise	Bachelor of Science
Riggen, Austin	Bachelor of Science
Rios, Michael Joseph	Bachelor of Science
Risen, Andrew Gary	Bachelor of Science
Ritter, Shianne Marie	Bachelor of Science
Rivera, Bryan Scott	Bachelor of Science
Rivera, Julia J	Bachelor of Science
Rivers, Sloan	Bachelor of Science
Rizwan, Alishba	Bachelor of Science
Roach, Patrick Joseph	Bachelor of Science
Robbins, Hannah Marie	Bachelor of Science
Roberts, Becky Therese	Bachelor of Science
Roberts, Gavin B	Bachelor of Science
Roberts, Jack R	Bachelor of Science
Robertson, Cambell Paige	Bachelor of Science
Rodriguez, Brandon Cesar	Bachelor of Science
Rogers-Walton, Shomari Sincere	Bachelor of Science
Romo, Emylio Alexander	Bachelor of Science
Rose, Camden Joe	Bachelor of Science
Rose, Zachary Mitchell	Bachelor of Science
Roshel, Paiton Madison	Bachelor of Science
Ross, Nicolas F	Bachelor of Science
Ruffin, Malaysia Marie	Bachelor of Science
Russell, Lauren K	Bachelor of Science
Russell, Matthew Tyler	Bachelor of Science
Rutan, Madeline Jade	Bachelor of Science
Rydbeck Norden, Esther Aino Margareta	Bachelor of Science
Sale III, James Kenner	Bachelor of Science
Sample, Camryn Ann	Bachelor of Science
Sanford, Blake Alexander	Bachelor of Science
Sanford, Myles A	Bachelor of Science
Sansone, Veda Nicole	Bachelor of Science
Sapkota, Sarbesh	Bachelor of Science
Sapp, Carlei E	Bachelor of Science
Satterfield, Dylan M	Bachelor of Science
Sawyer, Ella Beth	Bachelor of Science
Saxena, Ankit Mukesh	Bachelor of Science
Scherrer, Michael	Bachelor of Science
Scherzinger, Stephen Thomas	Bachelor of Science
Schmadeka, Seth W	Bachelor of Science
Schmidt, Virgil Parker	Bachelor of Science

Schneider, Benjamin Wells	Bachelor of Science
Schneider, Carsyn Renae	Bachelor of Science
Schoeffel, Lindsey Nicole	Bachelor of Science
Schraw, Hannah Anne	Bachelor of Science
Schulz, Katelynn N	Bachelor of Science
Scott, Alli Renee	Bachelor of Science
Scott, Brian Brian	Bachelor of Science
Seat, Brista Dawn	Bachelor of Science
Seitzinger, Jayde Glenn	Bachelor of Science
Shade, Kennedy E	Bachelor of Science
Shafer, Robert A	Bachelor of Science
Shaffer, Shaelyn J	Bachelor of Science
Sharp, Kaiya Eve	Bachelor of Science
Shedron, Kacey Lynn	Bachelor of Science
Sheehy, Armica	Bachelor of Science
Sheelar, Leah Elizabeth	Bachelor of Science
Shelley, Henry Clay	Bachelor of Science
Shepherd, Abby Beth	Bachelor of Science
Shields, Alex Joseph	Bachelor of Science
Short, Dakota Michael	Bachelor of Science
Shotwell, Alex Hugh	Bachelor of Science
Shuck, Braiden C	Bachelor of Science
Shutt, Natalie C	Bachelor of Science
Sian, Thang Ngaih	Bachelor of Science
Simbank, Jennifer Suzanne	Bachelor of Science
Simmons Jr, Antowane Darnell	Bachelor of Science
Simmons Rice, Misty G	Bachelor of Science
Simpson, Darby E.	Bachelor of Science
Sims, Lucas	Bachelor of Science
Sinders, Elizabeth K	Bachelor of Science
Siracusa, Sophia CarolAnn	Bachelor of Science
Sireci, Anthony Thomas	Bachelor of Science
Slivka, Madison Paige	Bachelor of Science
Small, Payton	Bachelor of Science
Smith Jr, Danny	Bachelor of Science
Smith, Jared D	Bachelor of Science
Smith, Priscela Kailani	Bachelor of Science
Smith, Tara Noel	Bachelor of Science
Smith, Tice O	Bachelor of Science
Smithson, Noah O	Bachelor of Science
Snow, Marley Alyse	Bachelor of Science
Snyder, Avery L	Bachelor of Science
Sobrevilla, Dorothy Maria	Bachelor of Science
Song, Cher	Bachelor of Science
Sonntag, Julia Grace	Bachelor of Science

Sorrell, Hannah Stasia	Bachelor of Science
Sotullo Jr, Arturo	Bachelor of Science
Spears, John Daniel	Bachelor of Science
Spears, Skyler	Bachelor of Science
Speicher, Eric David	Bachelor of Science
Spells, Nichole Michele	Bachelor of Science
Staggs, Ian Matthew	Bachelor of Science
Stahl, Jordan William	Bachelor of Science
Stegall, Megan Elizabeth	Bachelor of Science
Steiner, Ian	Bachelor of Science
Stephens, Audrey E	Bachelor of Science
Stephens, Cameron M	Bachelor of Science
Stephens, Kaitlyn	Bachelor of Science
Stephens, Kysia Nicole	Bachelor of Science
Stewart, Gwendolyn M	Bachelor of Science
Stibbs, Kierstyn Aubrey	Bachelor of Science
Stokes, Prentis Foster	Bachelor of Science
Stoll, Alandra Kay	Bachelor of Science
Stoltz, MacKenzie Rae	Bachelor of Science
Stolz, Richard S	Bachelor of Science
Stolz, Richard S	Bachelor of Science
Strain, Nathan C	Bachelor of Science
Stultz, Graham M	Bachelor of Science
Suggs, Miles David	Bachelor of Science
Sullivan, Kylie Kathleen	Bachelor of Science
Surati, Jonas Viral	Bachelor of Science
Sutherland, Ashley B	Bachelor of Science
Sutton, Hannah Marie	Bachelor of Science
Swank, Kenlie Eryn	Bachelor of Science
Sweitzer, Makayla Ellen Lynn	Bachelor of Science
Szekely, Mariah A	Bachelor of Science
Teddleton, Andrew Ray	Bachelor of Science
Tedrow, Karoline A	Bachelor of Science
Terry, Karsen Sade	Bachelor of Science
Thomas, Isiah	Bachelor of Science
Thomas, Spencer Danielle	Bachelor of Science
Thompson, Devan T	Bachelor of Science
Thompson, Hanna Breanne	Bachelor of Science
Thompson, Richie Kevin	Bachelor of Science
Thompson, Sasha Elizabeth	Bachelor of Science
Thomson, Logan Drake	Bachelor of Science
Titus, Kamryn E	Bachelor of Science
Todorov, Jamie Lane	Bachelor of Science
Tonsor, Hailey Ann	Bachelor of Science
Toro, Saliba George	Bachelor of Science

Trittschuh, Teal Marie	Bachelor of Science
Trueblood, Justen Joseph	Bachelor of Science
Tuerff, Riley Ranae	Bachelor of Science
Turkistani, Yassen Abdulkarim	Bachelor of Science
Turner, Kelsey Dawn	Bachelor of Science
Tye, Emma Lee	Bachelor of Science
Tyo, Harlin Raye	Bachelor of Science
Ugen, Madyson Bobbi	Bachelor of Science
Ulrich, Rebecca J	Bachelor of Science
Underwood, Erin Kay	Bachelor of Science
Unland, Brityn Marie	Bachelor of Science
Utley, Brandi Olivia	Bachelor of Science
Valdez Jr, Paulo	Bachelor of Science
Valdez, Alanna Ann	Bachelor of Science
Valdez, Anthony Deshawn	Bachelor of Science
Valdizon, Emilia S	Bachelor of Science
Valier, Jack Christopher	Bachelor of Science
Vallee, Payton Quinn	Bachelor of Science
Vanier, Zachary James	Bachelor of Science
Vaughan, Lillian Mae Elise	Bachelor of Science
Vazquez, Michael A	Bachelor of Science
Vera, Dominic J	Bachelor of Science
Verst, Dylan Michael	Bachelor of Science
Vice, Sierra L	Bachelor of Science
Vincent, Braxton Robert	Bachelor of Science
Vissers, Mackenzie Mae	Bachelor of Science
Vollmer, Ray	Bachelor of Science
Wade, Andre Previn	Bachelor of Science
Wade, Kassie Elizabeth	Bachelor of Science
Waggoner, Robert Dylan	Bachelor of Science
Wagie, Riley J	Bachelor of Science
Wagner, Olivia Dawn	Bachelor of Science
Waitkoss, Nolan Ryan	Bachelor of Science
Wall, John Fredrick	Bachelor of Science
Wallace, Quintin Thomas	Bachelor of Science
Walls, Mitchell Roy	Bachelor of Science
Walton, Noah Jace	Bachelor of Science
Ward, Taylor Maria	Bachelor of Science
Ware, Kayona R	Bachelor of Science
Warneke, Shelby Jane	Bachelor of Science
Watson, Ethan Daniel	Bachelor of Science
Weaver, Selene Dream	Bachelor of Science
Weigand, Emily Gayle	Bachelor of Science
Weirich, Jami N	Bachelor of Science
Weldy, Gabrielle Renee	Bachelor of Science

Wells, Ethan R	Bachelor of Science
Welsh, Madelynn Elizabeth	Bachelor of Science
Wenger, Devyn Emilee	Bachelor of Science
Wertz, Kendra Dawn	Bachelor of Science
Westgard, Loki B	Bachelor of Science
Weston, Sarah Elizabeth	Bachelor of Science
Whitaker II, David D	Bachelor of Science
White, Allison J	Bachelor of Science
White, Cierra Nicole	Bachelor of Science
White, Lindsey S	Bachelor of Science
Whitney, Trevor Michael	Bachelor of Science
Willham, Noah Douglas	Bachelor of Science
Williams, Brenda	Bachelor of Science
Williams, Dominic Joseph	Bachelor of Science
Williams, Jasmin Latrice	Bachelor of Science
Williams, Justin Marc	Bachelor of Science
Williams, Keith A	Bachelor of Science
Williams, Precious Princess	Bachelor of Science
Williams, Robert Eugene	Bachelor of Science
Williams, Tarrell	Bachelor of Science
Williams-Harris, Christopher Donald	Bachelor of Science
Wilson, April Jewellean	Bachelor of Science
Wilson, Emma Blair	Bachelor of Science
Wilson, Nicole Marie	Bachelor of Science
Windom II, Eric Donnell	Bachelor of Science
Winker, Chase Thorlief	Bachelor of Science
Winkles, Nick Nicholas	Bachelor of Science
Winter Jr, David Edward	Bachelor of Science
Wirth, Nathan Quinn	Bachelor of Science
Wittmer, Justin M	Bachelor of Science
Woerner, Zach Wayne	Bachelor of Science
Wolfe, Collette Michelle	Bachelor of Science
Worrell, Mitchell James	Bachelor of Science
Wright, Ashley N	Bachelor of Science
Wu, Xinyuan	Bachelor of Science
Yankey, Kathryn Renee	Bachelor of Science
Yates, Colton R	Bachelor of Science
Young, Kyra A	Bachelor of Science
Youngblood, Madison N	Bachelor of Science
Zachary, Dylan Mathew	Bachelor of Science
Zadeii, Kamryn Elizabeth	Bachelor of Science
Zaher, Karim Ahmad	Bachelor of Science
Zigler, Bailey Ann	Bachelor of Science
Zimmerman, Maci Jo	Bachelor of Science
Alwine, Kristin M	Bachelor of Science in Nursing

Armouch, Diana A	Bachelor of Science in Nursing
Barron, Trinity R	Bachelor of Science in Nursing
Barthelt, Maddie	Bachelor of Science in Nursing
Bio, Lauren Renee	Bachelor of Science in Nursing
Birge, Rainey Brookes	Bachelor of Science in Nursing
Bliss, Sharon	Bachelor of Science in Nursing
Bogard, Negus Cory	Bachelor of Science in Nursing
Boston, Ashley Danielle	Bachelor of Science in Nursing
Boyd, Paige	Bachelor of Science in Nursing
Brefo Frimpong, Priscilla	Bachelor of Science in Nursing
Britt, Melanie	Bachelor of Science in Nursing
Bryson, Caidyn B	Bachelor of Science in Nursing
Byrd, Jeremiah Joseph	Bachelor of Science in Nursing
Caldwell, Tressa Veronique	Bachelor of Science in Nursing
Camp, Amanda Brianne	Bachelor of Science in Nursing
Carr, Jazel M	Bachelor of Science in Nursing
Castro-Murillo, Janie Osidy	Bachelor of Science in Nursing
Choongo, Luse Mercy	Bachelor of Science in Nursing
Chung, Sara Yeji	Bachelor of Science in Nursing
Clinton, Emily Ann	Bachelor of Science in Nursing
Cochrane, Lillian	Bachelor of Science in Nursing
Copeland, Anna Jane	Bachelor of Science in Nursing
Coudriet, Amanda Kay	Bachelor of Science in Nursing
Cunningham, Avery N	Bachelor of Science in Nursing
Curce, Makayla Lynn	Bachelor of Science in Nursing
Davis, Marna Lynne	Bachelor of Science in Nursing
Desai, Sima	Bachelor of Science in Nursing
Dvorscak, Erin	Bachelor of Science in Nursing
Farris, Shelbi	Bachelor of Science in Nursing
Fishler, Elicia Renee	Bachelor of Science in Nursing
Garrett, Keith Chester	Bachelor of Science in Nursing
Granada, Zachary Christopher	Bachelor of Science in Nursing
Grider, Elijah Jamison	Bachelor of Science in Nursing
Guin, Jacquelyn	Bachelor of Science in Nursing
Hames, Haley S	Bachelor of Science in Nursing
Hamilton, Alyssa Kandace	Bachelor of Science in Nursing
Hamilton, Kaitlyn S	Bachelor of Science in Nursing
Harshbarger, Ashlyn Grace	Bachelor of Science in Nursing
Hawana, Lauren Mohammed	Bachelor of Science in Nursing
Herges, Destiny Rene	Bachelor of Science in Nursing
Hernandez, Karin	Bachelor of Science in Nursing
Hillaire, April Rose	Bachelor of Science in Nursing
Hummel, Skylar Rene	Bachelor of Science in Nursing
Jeffreys, Alexis Gaylene Simone	Bachelor of Science in Nursing
Johnson, Shannon	Bachelor of Science in Nursing

Jones, Tasha Dee	Bachelor of Science in Nursing
Justice, Ashley Nichole	Bachelor of Science in Nursing
Kallen, Abby N	Bachelor of Science in Nursing
Kaur, Amritpal	Bachelor of Science in Nursing
Kazeem, Mulikat Olatunji	Bachelor of Science in Nursing
Kewley, DiArra Andrea	Bachelor of Science in Nursing
Kline, Kaitlyn	Bachelor of Science in Nursing
Kuhlemier, Roxanne M	Bachelor of Science in Nursing
Larsen, Isabel Cristina	Bachelor of Science in Nursing
Leach, Rachel	Bachelor of Science in Nursing
Lemke, Abby Pei	Bachelor of Science in Nursing
Liechti-Hawkins, Caitlin Rhea	Bachelor of Science in Nursing
Loftus, Chloe Ann	Bachelor of Science in Nursing
Lombardo, Dana Nichole	Bachelor of Science in Nursing
Lopez, Marina	Bachelor of Science in Nursing
Love, Mallerie Paige	Bachelor of Science in Nursing
Lucchese, Victoria Rose	Bachelor of Science in Nursing
Lugo Gutierrez, Shahiza K	Bachelor of Science in Nursing
Martinez-Alonzo, Lupita	Bachelor of Science in Nursing
McClerkin, Katlynn Sharnnay Lynn	Bachelor of Science in Nursing
McIntosh, Jennifer A	Bachelor of Science in Nursing
Merchant, Lisa	Bachelor of Science in Nursing
Meyers, Amanda	Bachelor of Science in Nursing
Michael, Emily Elizabeth	Bachelor of Science in Nursing
Miller, Andrew Scott	Bachelor of Science in Nursing
Miranda, Iliana Rose	Bachelor of Science in Nursing
Moeller, Addeline E	Bachelor of Science in Nursing
Newton, Sofia Catherine	Bachelor of Science in Nursing
Nichols, Rachelle	Bachelor of Science in Nursing
Nkrumah, Helen Asantewaa	Bachelor of Science in Nursing
Noel, Reagan Allison	Bachelor of Science in Nursing
O'Hern, Sean Michael	Bachelor of Science in Nursing
Ofori Otchere, Esther Darkoa	Bachelor of Science in Nursing
Ogbeide, Justina R	Bachelor of Science in Nursing
Oliver, Samantha Joelina	Bachelor of Science in Nursing
Olvera, Alejandro Armando	Bachelor of Science in Nursing
Oppermann, Mary F	Bachelor of Science in Nursing
Orogon, Patience	Bachelor of Science in Nursing
Painter, Erin Elizabeth	Bachelor of Science in Nursing
Pesavento, Abigail Rose	Bachelor of Science in Nursing
Pesenko, Alexandra Nicole	Bachelor of Science in Nursing
Puetz, Gregory Alan	Bachelor of Science in Nursing
Randolph, Zoe Beth	Bachelor of Science in Nursing
Rayhel, Morgan J	Bachelor of Science in Nursing
Redman, Maria Luisa	Bachelor of Science in Nursing

Repay, Hope	Bachelor of Science in Nursing
Ritcheson, Heather Ann	Bachelor of Science in Nursing
Ruirie, Annette Kamanthe	Bachelor of Science in Nursing
Ruiz, Daniel Francisco	Bachelor of Science in Nursing
Ryan, Nichelle Renae	Bachelor of Science in Nursing
Sallee, Bella Jordan	Bachelor of Science in Nursing
Salmon, Marcy	Bachelor of Science in Nursing
Shepherd, Ruth Elaine	Bachelor of Science in Nursing
Shillo, Lauren Atallah	Bachelor of Science in Nursing
Sisson, Jamie Lee	Bachelor of Science in Nursing
Spencer, Lindsey	Bachelor of Science in Nursing
St.Louis, Erica Michelle	Bachelor of Science in Nursing
Stachelski, Kaylie Ann	Bachelor of Science in Nursing
Stevens, Amber Breann	Bachelor of Science in Nursing
Swift, Matthew Alexander	Bachelor of Science in Nursing
Talley, Victoria G Dancy	Bachelor of Science in Nursing
Tamaklo, Nunana Nunana	Bachelor of Science in Nursing
Thompson, Taylore Alexis	Bachelor of Science in Nursing
Trinkle, Makenzi Lee	Bachelor of Science in Nursing
Vielma, Rebekah Marie	Bachelor of Science in Nursing
Walker, Michelle	Bachelor of Science in Nursing
Watson, Rachel	Bachelor of Science in Nursing
Westerkamm, Marlee Renae	Bachelor of Science in Nursing
Wheeler, Nkayla A	Bachelor of Science in Nursing
Wolfe, Lindsay	Bachelor of Science in Nursing
Boller, Maddy Rachelle	Bachelor of Social Work
Burk Jr, John R	Bachelor of Social Work
Camfield, Sydney Leighann	Bachelor of Social Work
Day, Aubrey E	Bachelor of Social Work
Garcia, Darby Ruth	Bachelor of Social Work
Harper, Adreana Renee	Bachelor of Social Work
Hughel, Phoebe Clarice	Bachelor of Social Work
Litt, Taniqua Lashea	Bachelor of Social Work
Lynch, Angelica D	Bachelor of Social Work
Richason, Madison Kay	Bachelor of Social Work
Shelton, Dayjah Aretta Jo	Bachelor of Social Work
Sullivan, Mary Selamawit	Bachelor of Social Work
Taylor, Grace Mae	Bachelor of Social Work
White, Shamara Dennise	Bachelor of Social Work
Anzelone, Nicholas Thomas	Certificate Undergraduate
Banfield, Reagan Marie	Certificate Undergraduate
Burke, Haley Nicole	Certificate Undergraduate
Freberg, Tyler A	Certificate Undergraduate
Gleason, Kurt Tyler	Certificate Undergraduate
Griffin, Katrina L	Certificate Undergraduate

Huxley, Tori Mae	Certificate Undergraduate
Johnson, Katherine Marie	Certificate Undergraduate
Jones, Chelsea Jean	Certificate Undergraduate
Jones, Molly JO	Certificate Undergraduate
Korbel, Andrea Lee	Certificate Undergraduate
McClintock, Harrison C	Certificate Undergraduate
McClintock, Katherine G	Certificate Undergraduate
McClintock, Katherine G	Certificate Undergraduate
Moore, Makinsie Nicholle	Certificate Undergraduate
Myers, Kyle E	Certificate Undergraduate
Par, Ruth Iang	Certificate Undergraduate
Rosales, Julio Edwin	Certificate Undergraduate
Sonntag, Julia Grace	Certificate Undergraduate
Stephens, Kysia Nicole	Certificate Undergraduate
Thomason, Taleah M	Certificate Undergraduate
Weirich, Jami N	Certificate Undergraduate
Williams, Robert Eugene	Certificate Undergraduate
Davis, Angel Angel	Pre Bachelor
Henderson, Jessica Marie	Pre Bachelor
Richardson, Keaton Allen	Pre Bachelor
Weems, Vesta Gail	Pre Bachelor
Ntwari, Alex	Pre Professional

3e New Program Undergraduate Minor in Arts Administration

Creation of a new undergraduate minor Arts Administration. The program is 16 credits. This proposal has passed all levels of governance review. This program will NOT require approval of the Indiana Commission of Higher Education.

Recommendation: Approval is recommended.

3f New Program Undergraduate Major – BS in Quantitative Economics

Creation of a new undergraduate major in Quantitative Economics. This proposal has passed all levels of governance review. This program will require approval of the Indiana Commission of Higher Education and notification of the Higher Learning Commission.

Recommendation: Approval is recommended.

3g New Programs Certificate in Criminal Intelligence, Certificate in Intelligence Analysis Counterintelligence, Certificate in Intelligence Collections and Operations Minor in Intelligence Analysis

Creation of new undergraduate programs in the School of Criminology and Security Studies.

Certificate in Criminal Intelligence for non-degree seeking students

Certificate in Intelligence Analysis Counterintelligence for non-degree seeking students

Certificate in Intelligence Collections and Operations for non-degree seeking students

Minor in Intelligence Analysis for degree seeking students

These proposals have passed all levels of governance review. The certificate proposals will require approval of the Indiana Commission of Higher Education and notification to the Higher Learning Commission.

Recommendation: Approval is recommended.

3h New Program Early Childhood Education Leadership Graduate Certificate

Creation of a new, distance-delivered, graduate certificate in Early Childhood Education Leadership. The program is 12 credits. This proposal has passed all levels of governance review. This program will require approval of the Indiana Commission of Higher Education, the Indiana Department of Education, and notification of the Higher Learning Commission.

Recommendation: Approval is recommended.

3i New Program Undergraduate Certificate in Intergenerational Relationships

Creation of a new, distance-delivered, undergraduate certificate in Intergenerational Relationships. The program is 9 credits. This proposal has passed all levels of governance review. This program will require approval of the Indiana Commission of Higher Education and notification of the Higher Learning Commission.

Recommendation: This item is for information only.

3j New Program Massage Therapy Undergraduate Certificate

Creation of a new, on-campus, undergraduate certificate in Massage Therapy. The program is 29-30 credits and is a non-degree version of the successful Massage Therapy minor. This proposal has passed all levels of governance review. This program will require approval of the Indiana Commission of Higher Education and notification of the Higher Learning Commission.

Recommendation: This item is presented for information only.

3k Nomination Committee Report and Election of Officers

The nominating committee met at 11:30 a.m. today May 10, 2024 to develop a recommended slate of officers for 2024-2025 election including the chair, vice chair, secretary, and assistant secretary. The committee also recommends the appointment of the University Treasurer.

The recommended slate is:

Chair:

Vice Chair:

Secretary:

University Treasurer: Diann McKee (recommend appointment)

Recommendation: Approve the slate of Board of Trustees officers and the appointment of the University Treasurer for 2024-25, effective July 1, 2024.

3I Reaffirmation of Fiscal Year 2025 Meeting Dates and Approval of Fiscal Year 2026

In keeping with a two-year schedule of meeting dates, the Board is being asked to reaffirm its meeting dates for fiscal year 2025 and approve meeting dates for fiscal year 2026.

Board of Trustees Meeting Dates Fiscal Year 2025*

July 25-26, 2024 (Thursday-Friday)	Board of Trustees Retreat
October 25, 2024 (Friday)	Homecoming – October 26, 2024
December 13, 2024 (Friday)	Winter Commencement – December 14, 2024
February 20-21, 2025 (Thursday-Friday)	
May 9, 2025 (Friday)	Spring Commencement – May 10, 2025
June 12, 2025 (Thursday)	Annual Organizational Meeting

Board of Trustees Meeting Dates Fiscal Year 2026*

July 24-25, 2025 (Thursday-Friday)	Board of Trustees Retreat
October 17, 2025 (Friday)	Homecoming – October 18, 2025
December 12, 2025 (Friday)	Winter Commencement – December 13, 2025
February 19-20, 2026 (Thursday-Friday)	
May 8, 2026 (Friday)	Spring Commencement – May 9, 2026
June 11, 2026 (Thursday)	Annual Organizational Meeting

*Dates subject to change.

Recommendation: Reaffirm the Fiscal Year 2025 meeting dates and approve the Fiscal Year 2026 meeting dates.

3m Resolution to Honor Service of Trustee Robert Lowe

3n Resolution to Honor Service of Trustee Randall K. Minas

3o Resolution to Honor Service of Kay Ponsot

3p Resolution to Honor Service of President Deborah J. Curtis

4a Financial Report

INDIANA STATE UNIVERSITY GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY For the Period Ending March 31, 2024							
	2023-24 Base Budget	2023-24 Adjusted Budget	YTD through 3/31/24*	Percent of Adjusted Budget	2022-23 Adjusted Budget	YTD through 3/31/23*	Percent of Adjusted Budget
Revenues							
State Appropriations							
Operational	\$ 76,926,913	\$ 76,926,913	\$ 57,695,184	75.0%	\$ 74,498,951	\$ 56,011,905	75.2%
Debt Service Appropriation	11,058,684	11,058,684	9,099,205	82.3%	11,051,288	8,924,312	80.8%
Sub-Total State Appropriations	87,985,597	87,985,597	66,794,389		85,550,239	64,936,217	
Student Tuition HEERF (ARPA)	66,316,500	66,316,500	63,546,171	95.8%	75,672,595	62,946,357	83.2%
						1,430,696	
Other Fees and Charges	1,751,500	1,751,500	1,352,534	77.2%	1,398,903	1,074,571	76.8%
Other Income and Transfers	6,726,403	6,726,403	5,263,584	78.3%	6,528,263	5,286,822	81.0%
Program Fees	900,000	1,068,805	1,068,805	100.0%	1,097,777	1,097,777	100.0%
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	\$ 165,773,805	\$ 139,950,483		\$ 174,697,777	\$ 141,222,440	
Encumbrances and Carryforward		9,638,069	9,638,069		12,424,983	12,424,983	
Reimbursements and Income Reappropriated From Other Sources		2,004,611	2,004,611		1,849,694	1,849,694	
Total Revenues	\$ 165,605,000	\$ 177,416,485	\$ 151,593,163	85.4%	\$ 188,972,454	\$ 155,497,117	82.3%
Expenditures							
Compensation							
Salaries and Wages	\$ 76,325,684	\$ 76,398,232	\$ 55,683,009	72.9%	\$ 80,257,387	\$ 55,944,877	69.7%
Fringe Benefits	22,450,238	22,475,861	16,556,832	73.7%	24,388,223	16,611,585	68.1%
Sub-Total Compensation	98,775,922	98,874,093	72,239,841	73.1%	104,645,610	72,556,462	69.3%
Departmental Expenses							
Supplies and Related Expenses	13,885,462	17,541,448	11,727,884	66.9%	23,127,532	12,022,206	52.0%
Repairs and Maintenance	5,286,419	6,359,315	8,111,510	127.6%	5,051,363	7,895,797	156.3%
Other Committed Expenses	1,721,537	2,036,110	1,888,000	92.7%	1,586,515	1,770,943	111.6%
Sub-Total Departmental Expenses	20,893,418	25,936,873	21,727,394	83.8%	29,765,410	21,688,946	72.9%
Utilities and Related Expenses	9,964,556	9,991,587	7,832,046	78.4%	9,964,556	9,847,237	98.8%
Equipment and Other Capital							
Operating Equipment	839,494	1,610,251	796,892	49.5%	964,780	551,270	57.1%
Capital Improvements	4,000,000	4,000,000	1,539,598	38.5%	4,600,000	1,722,104	37.4%
Sub-Total Equipment & Other Capital	4,839,494	5,610,251	2,336,490	41.6%	5,564,780	2,273,374	40.9%
Student Scholarship and Fee Remissions	16,264,926	16,430,054	19,396,495	118.1%	16,262,264	17,802,063	109.5%
Academic Debt Service	11,666,684	11,666,684	11,646,936	99.8%	11,659,288	11,644,800	99.9%
Budgeted Reserve	2,300,000	2,300,000	-	0.0%	3,800,000	-	0.0%
Transfers Out and Program Fees	900,000	4,261,172	4,224,500	99.1%	4,038,215	3,857,178	95.5%
Reserve for Revenue Shortfall		2,345,771			3,272,331	-	0.0%
Total Expenditures	\$ 165,605,000	\$ 177,416,485	\$ 139,403,702	78.6%	\$ 188,972,454	\$ 139,670,060	73.9%
*Includes encumbrances and open commitments							

Revenues

State Operational Appropriation

State Operational Appropriation is above last year's amount by \$1,683,279 and overall has an increase of \$2,427,962.

Student Tuition

Fall Student Tuition of \$31.5 million is above budget by \$0.5 million. Spring student tuition of \$28.6 is above budget by \$1.3 million. Summer school has \$3.4 million recognized in this fiscal year with the remainder to be realized at the end of the fiscal year.

Other Fees and Charges

Other Fees and Charges are above last year's amount by \$277,963 due to the increase of Distance Delivery Fees that are recognized in the operating budget.

Other Income and Transfers

Other Income and Transfers are down \$23,238 as a result of increased interest income offset by the timing of revenue from IU Med Center.

Program Fees

Program fees are down \$28,972. These fees are transferred to academic departments 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 by \$154,917 due to timing of faculty course buy-outs and surplus laptop sales.

Expenses

Compensation

Total Compensation is below last year's total by \$316,621. Salaries and Wages are down \$261,868 which is the result of reduced instructional, graduate assistant wages, support wages, and overtime. Benefit expense is below last year's amount by \$54,753 due to reduced retirement expenses.

Departmental Expenses

Total Departmental Expenses increased by \$38,448. Supplies and Related Expenses decreased by \$294,322 due to reduced travel, OIT expenses, and consultant expenses. Repairs and Maintenance increased by \$215,713 reflecting general building repairs. Other Committed Expenses increased \$117,057 due to increased insurance costs.

Utilities and Related Expenses

Utilities and Related Expenses decreased by \$2,015,191. This is due to the additional fuel rider imposed by Duke Energy in 2022 that is no longer applicable in 2023-24.

Equipment and Other Capital

Total Equipment and Other Capital is up by \$63,116 due to increased OIT infrastructure and start-up equipment.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows an increase of \$1,594,432. This reflects the increase of housing scholarships for freshmen and the new Sycamore Advantage awards. The overall estimated budget shortfall for scholarships is \$2.8 million.

Budgeted Reserve

The Budgeted Reserve of \$2.3 million will be used to cover the shortfall in scholarships.

Transfers Out and Program Fees

Transfers Out and Program Fees increased by \$367,322 reflecting advertising support.

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 \$2,345,771 will be used to cover any unanticipated expenditures.

4b Purchasing Report

Purchase Order Activity for the Period January 1, 2024 through March 31, 2024.				
Purchases Over \$50,000				
Architectural & Engineering Projects				
Qualifications Based Review of Proposals. Best in Several Categories & Experienced with Similar Types of Large and Complex Projects at ISU				
Ratio Architects LLC	P0092998	Schematic Design - College of Technology Engineering and Design Building		\$ 4,360,500.00
One Bid Received, Multiple Bids Solicited				
Clore Construction	P0093022	Repairs to Student Recreation Center Pool		\$ 164,433.33
Evapar Inc	P0093104	Generator, Generac industrial diesel engine - North 8th Street Animal Facility		\$ 64,350.00
Wiese USA Inc	P0092912	Forklift, Caterpillar Model: DP30N5 - Martin Cab & side shifting fork positioner		\$ 57,252.00
Sole Sourced -				
Nanalysis Corp	P0093113	Chemistry/Physics equipment needed for faculty/UG research, replacing obsolete model at end-of-life		\$ 59,535.00
Unique and Direct from Manufacturer.				

4c Vendor Report

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

Amazon	\$ 250,817	Books, Office Supplies, Miscellaneous Expenses
Barnes & Noble Booksellers	\$ 254,792	Textbook Scholarships
Insight Global LLC	\$ 261,727	OIT Outsource of Staffing
Spark451 Inc	\$ 274,762	Predictive Modeling for Student Enrollment
Nalco Company	\$ 279,915	Water Purification Chemicals
Barnes & Thornburg LLP	\$ 283,933	Legal Retainer & Services
Freitag Weinhardt Inc	\$ 325,709	General HVAC & Plumbing Repairs
Ratio Architects LLC	\$ 334,684	Technology Building Renovation
Ricoh USA Inc	\$ 340,660	Printing Costs (Per Copy Charges and Print Jobs)/Printer Purchases & Lease Payments
Turner Coaches Inc	\$ 342,847	Student Field Trip & Athletic Travel
Rural Health Innovation Collaborative	\$ 348,691	Partner Contribution for Simulation Center Operational Expenses
Bob McCloskey Insurance	\$ 356,000	Student Athlete Medical Insurance
Ebsco Subscription Services	\$ 377,223	Library Electronic Database Subscriptions

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

EAB Global Inc	\$ 265,364	Enrollment Solutions
Civitas Learning Inc	\$ 282,800	Student Success Software
Instructure Inc	\$ 287,483	Canvas Learning Management System Service
Bell Techlogix Inc	\$ 329,699	Microsoft Maintenance Licenses and Software
C H Garmon and Son Inc	\$ 352,723	Tunnel Repairs
Union Associated Physicians Clinic LLC	\$ 418,773	Student Health Center Services
Key Government Finance Inc	\$ 429,977	Networking Software Maintenance Agreement
A C Equipment Representatives Inc	\$ 439,141	Maintenance & Repairs HVAC Systems
Network Solutions Inc	\$ 450,470	Networking Equipment and Software Maintenance & Licenses; Network Infrastructure Upgrades
Otis Elevator	\$ 506,322	Maintenance Agreement for Campus Elevators; Elevator Repairs; HMSU Freight Elevator Upgrade
Ellucian Company LP	\$ 553,693	Banner Software Maintenance
Sycamore Engineering Inc	\$ 576,692	Science Building Fire Alarm Replacement, Electrical Services
Indiana-American Water Company	\$ 578,392	Water Utility Payments
Williams Aviation LLC	\$ 601,943	Maintenance & Repairs of Airplanes for Flight Academy
Delta Dental Plan of Indiana	\$ 615,212	Dental Claims Reimbursements
Lincoln Life Assurance Co of Boston	\$ 672,671	Life and Long Term Disability Insurance
Associated Roofing Professionals Inc	\$ 743,217	Performing/Fine Arts Roof; Student Rec Center; Other Various Roof Repairs
BP Energy Retail Co LLC	\$ 927,893	Natural Gas Purchases
Dell Inc	\$ 1,125,987	General Campus Computer Equipment
500 Wabash Housing LLC	\$ 1,151,505	500 Wabash Lease Payments
AmWins/NEBCO Group Benefits	\$ 1,159,166	Retiree Insurance Coverage
City of Terre Haute	\$ 1,411,450	Sewage Utility Payments; Campus Fire Protection; Campus Bus Services
Epic Insurance Midwest	\$ 1,459,152	Commercial Property, Flight Academy Liability and Workman's Comp Coverage Insurance Policies
Borshoff Inc	\$ 1,700,375	University Advertising Media Buy & Management
CVS Pharmacy Inc	\$ 4,366,130	Prescription Drug Coverage
Duke Energy	\$ 5,079,565	Electricity Utility Payments
TIAA CREF	\$ 6,874,498	Retirement Contributions
Anthem Life Insurance Company	\$ 8,175,356	Health Care Benefits and Reimbursements of Medical Claims
Sodexo Inc and Affiliates	\$ 8,426,811	Dining and Catering Services

4d Faculty Personnel

FACULTY

Appointments

Nick Coffman; Assistant Professor, Department of Communication; M.S., Drexel University; salary \$60,000 per academic year; effective August 1, 2024.

Cassandra Dodge; Assistant Professor, School of Criminology and Security Studies; Ph.D., University of South Florida; salary \$64,000 per academic year; effective August 1, 2024.

Sayed-Rzgar Hosseini; Assistant Professor, Department of Mathematics and Computer Science; Ph.D., University of Zurich; salary \$70,000 per academic year; effective August 1, 2024.

Mushahid Hussain; Assistant Professor, Department of Multidisciplinary Studies; M.A., State University of New York at Binghamton; salary \$60,000 per academic year; effective August 1, 2024.

Eliana Luxemburg-Peck; Assistant Professor, Department of Multidisciplinary Studies; M.S., Vanderbilt University; salary \$60,000 per academic year; effective August 1, 2024.

Margaret Moran; Professor, School of Music; D.M., Indiana University; salary \$90,000 per academic year; effective August 1, 2024.

Sophie Seward; Assistant Professor; Department of Kinesiology, Recreation, and Sport; MS., Western Colorado University; salary \$65,000 per academic year; effective August 1, 2024.

Abdulhamid Zaidi; Assistant Professor, Department of Electronics and Computer Engineering Technology; Ph.D., Oklahoma State University; salary \$72,000 per academic year; effective August 1, 2024.

Instructor Appointments of 2-5 years – 2024-2025 Academic Year

James Koehnle; Instructor, Department of Theater; M.S., Kent State University; salary \$55,000 per academic year; effective August 1, 2024.

Change of Status and/or Pay Rate

Rebecca Addleman; Associate Professor, Department of Teaching and Learning; ten percent promotion increase to the 2024-2025 base; salary \$71,535 per academic year; effective August 1, 2024.

Noah Armah; Senior Instructor, Department of Mathematics and Computer Science; ten percent promotion increase to the 2024-2025 base; salary \$53,414 per academic year; effective August 1, 2024.

Olabode Ayodele; Professor, Department of Applied Health Science; ten percent promotion increase to the 2024-2025 base plus \$913 salary floor adjustment; salary \$81,608 per academic year; effective August 1, 2024.

Alex Badillo; Associate Professor, Department of Earth and Environmental Systems; ten percent promotion increase to the 2024-2025 base; salary \$75,640 per academic year; effective August 1, 2024.

Farhad Bahram; Associate Professor, Department of Communication; ten percent promotion increase to the 2024-2025 base plus \$144 salary floor adjustment; salary \$69,234 per academic year; effective August 1, 2024.

Kuntal Bhattacharyya; Professor, Department of Marketing and Operations; ten percent promotion increase to the 2024-2025 base; salary \$146,81 per academic year; effective August 1, 2024.

Matthew Blaszkas; Professor, Department of Kinesiology, Recreation, and Sport; ten percent promotion increase to the 2024-2025 base plus \$913 salary floor adjustment; salary \$81608 per academic year; effective August 1, 2024.

Liz Brown; from Chairperson and Professor, Department of Mathematics and Computer Science to Professor, Department of Mathematics and Computer Science; salary \$112,676 per academic year; effective August 1, 2024.

Cory Campbell; Associate Professor, Department of Accounting, Finance, Insurance and Risk Management; ten percent promotion increase to the 2024-2025 base; salary \$147,178 per academic year; effective August 1, 2024.

Edith Campbell; Librarian, Library Services; ten percent promotion increase to the 2024-2025 base plus \$913 salary floor adjustment; salary \$81,608 per fiscal year; effective July 1, 2024.

Brendan Corcoran; Professor, Department of English; ten percent promotion increase to the 2024-2025 base; salary \$82,964 per academic year; effective August 1, 2024.

Taylor Easum; Associate Professor, Department of History; ten percent promotion increase to the 2024-2025 base plus \$2,149 salary floor adjustment; salary \$69,234 per academic year; effective August 1, 2024.

Chelsea Elwood; Associate Professor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to the 2024-2025 base; salary \$107,562 per fiscal year; effective July 1, 2024.

Anne Foster; Professor, Department of History; ten percent promotion increase to the 2024-2025 base; salary \$82,964 per academic year; effective August 1, 2024.

Min Han; Associate Professor, Department of Applied Clinical and Educational Sciences; ten percent promotion increase to the 2024-2025 base; salary \$72,121 per academic year; effective August 1, 2024.

Alyce Hopple; Associate Professor, Department of Applied Clinical and Educational Sciences; ten percent promotion increase to the 2024-2025 base; salary \$76,694 per fiscal year; effective July 1, 2024.

Jason Huffman; Senior Instructor, Department of Mathematics and Computer Science; ten percent promotion increase to the 2024-2025 base; salary \$53,414 per academic year; effective August 1, 2024.

Tiffany Idlewine; Associate Professor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to the 2024-2025 base; salary \$107,715 per fiscal year; effective July 1, 2024.

Hyosun Kim; Associate Professor, Department of Communication; ten percent promotion increase to the 2024-2025 base; salary \$70,251 per academic year; effective August 1, 2024.

Annie Liner; from a 12-month position as Assistant Professor, Department of Applied Clinical and Educational Sciences; to a 10-month position as Associate Professor in the Department of Teaching and Learning; ten percent promotion increase to the 2024-2025 base; \$69,234 per academic year; effective August 1, 2024.

Russel Lodge; from Associate Professor, Department of Mathematics and Computer Science to Chairperson and Associate Professor, Department of Mathematical Sciences; base salary \$71,734 per academic year; supplement \$15,000 per academic year; effective August 1, 2024.

Frank Manderino; Senior Instructor, Department of Aviation Technology; ten percent promotion increase to the 2024-2025 base; salary \$77,956 per academic year; effective August 1, 2024.

Lain Mathers; Associate Professor, Department of Multidisciplinary Studies; ten percent promotion increase to the 2024-2025 base plus \$1,305 salary floor adjustment; salary \$69,234 per academic year; effective August 1, 2024.

Margaret Moran; from Professor, School of Music to Director and Professor, School of Music; base salary \$90,000 per academic year; supplement \$18,000 per academic year; effective August 1, 2024.

Charles Peebles; Senior Instructor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to the 2024-2025 base plus \$1,022 salary floor adjustment; salary \$48,000 per academic year; effective August 1, 2024.

Lisa Phillips; Professor, Department of History; ten percent promotion increase to the 2024-2025 base; salary \$82,964 per academic year; effective August 1, 2024.

Matthew Rivera; Associate Professor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to the 2024-2025 base; salary \$93,474 per fiscal year; effective July 1, 2024.

Whitney Nesser; Professor, Department of Applied Clinical and Educational Sciences; ten percent promotion increase to the 2024-2025 base; salary \$99,553 per academic year; effective August 1, 2024.

Douglas Stevens; Associate Professor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to the 2024-2025 base; salary \$112,389 per fiscal year; effective July 1, 2024.

Christine Taylor; Associate Professor, Department of Mathematics and Computer Science; ten percent promotion increase to the 2024-2025 base plus \$536 salary floor adjustment; salary \$69,234 per academic year; effective August 1, 2024.

Robin Voll; Senior Instructor, Department of English; ten percent promotion increase to the 2024-2025 base plus \$1,800 salary floor adjustment; salary \$48,000 per academic year; effective August 1, 2024.

Elizabeth "Betsy" Wilkinson; Senior Instructor, Department of Built Environment; ten percent promotion increase to the 2024-2025 base; salary \$80,330 per academic year; effective August 1, 2024.

Fan Zuo; Associate Professor, Department of Chemistry and Physics; ten percent promotion increase to the 2024-2025 base; salary \$69,776 per academic year; effective August 1, 2024.

Retirements

Donna Crawford; Associate Professor, School of Nursing; effective May 31, 2024.

Shiaw-Fen Ferng-Kuo; Professor, Department of Applied Health Sciences; effective May 31, 2024.

Jimmy Finnie; Professor, School of Music; effective May 31, 2024.

Ann Rider; Professor, Department of Language, Literature, and Linguistics; effective May 31, 2024.

Amos Winter; Professor, Department of Earth and Environmental Systems; effective May 31, 2024.

Emeriti

Donna Crawford; Associate Professor, School of Nursing; effective June 1, 2024.

Shiaw-Fen Ferng-Kuo; Professor, Department of Applied Health Sciences; effective June 1, 2024.

Jimmy Finnie; Professor, School of Music; effective June 1, 2024.

Isaac Land; Professor, Department of History; effective June 1, 2024.

Ann Rider; Professor, Department of Language, Literature, and Linguistics; effective June 1, 2024.

Separations

Maureen Johnson; Associate Professor, Department of Applied Health Sciences; effective May 31, 2024.

Isaac Land; Professor, Department of History; effective May 31,2024.

Ahmed Mohamed; Associate Professor, Department of Applied Engineering and Technology Management; effective April 12, 2024.

Promotion to Professor

(Effective August 1, 2024, unless otherwise stated)

Olabode Ayodele; Department of Applied Health Science

Kuntal Bhattacharyya; Department of Marketing and Operations

Matthew Blaszkas; Department of Kinesiology, Recreation, and Sport

Edith Campbell; Library Services; *effective July 1, 2024*

Brendan Corcoran; Department of English

Anne Foster; Department of History

Whitney Nesser; Department of Applied Clinical and Educational Sciences

Lisa Phillips; Department of History

Promotion to Associate Professor and Tenure

(Effective August 1, 2024, unless otherwise stated)

Rebecca Addleman; Department of Teaching and Learning

Alex Badillo; Department of Earth and Environmental Systems

Farhad Bahram; Department of Communication

Cory Campbell; Department of Accounting, Finance, Insurance and Risk Management

Taylor Easum; Department of History

Chelsea Elwood; Department of Applied Medicine and Rehabilitation; *effective July 1, 2024*

Min Han; Department of Applied Clinical and Educational Sciences

Alyce Hopple; Department of Applied Clinical and Educational Sciences; *effective July 1, 2024*

Tiffany Idlewine; Department of Applied Medicine and Rehabilitation; *effective July 1, 2024*

Hyosun Kim; Department of Communication

Annie Liner; Department of Applied Clinical and Educational Sciences

Lain Mathers; Department of Multidisciplinary Studies

Matthew Rivera; Department of Applied Medicine and Rehabilitation; *effective July 1, 2024*

Douglas Stevens; Department of Applied Medicine and Rehabilitation; *effective July 1, 2024*

Christine Taylor; Department of Mathematics and Computer Science

Fan Zuo; Department of Chemistry and Physics

Promotion to Senior Instructor

(Effective August 1, 2024, unless otherwise stated)

Noah Armah; Department of Mathematics and Computer Science

Jason Huffman; Department of Mathematics and Computer Science

Frank Manderino; Department of Aviation Technology

Charles Peebles; Department of Applied Medicine and Rehabilitation

Robin Voll; Department of English

Elizabeth "Betsy" Wilkinson; Department of Built Environment

Leave of Absence with Pay – Fall 2024

John Bakos; Associate Professor, Department of Languages, Literatures, and Linguistics; effective August 1, 2024.

Keith Byerman; Professor, Department of English; effective August 1, 2024.

Cory Campbell; Associate Professor, Department of Accounting, Finance, Insurance and Risk Management; effective August 1, 2024.

Min Han; Associate Professor, Department of Applied Clinical and Educational Sciences, effective August 1, 2024.

Mahfuzul Haque; Professor, Department of Accounting, Finance, Insurance and Risk Management; effective August 1, 2024.

James McKirahan; Associate Professor, Department of Applied Engineering and Technology Management; effective August 1, 2024.

JaDora Sailes; Associate Professor, Department of Applied Clinical and Educational Sciences; effective August 1, 2024.

Milton Soto-Ferrari; Associate Professor, Department of Marketing and Operations; effective August 1, 2024.

Fan Zuo; Assistant Professor, Department of Chemistry and Physics; effective August 1, 2024.

Leave of Absence with Pay – Spring 2025

Jodi Frost; Associate Professor, Department of Mathematical Sciences, effective January 1, 2025.

Elsun Seung; Professor, Department of Chemistry and Physics; effective January 1, 2025.

Michael Shelden; Professor, Department of English; effective January 1, 2025.

4e Other Personnel

NON-EXEMPT

Appointments

Nathaniel Barbour; Police Officer, Public Safety Department; \$22.00 per hour; effective February 19, 2024.

Katrina Brown; Administrative Assistant II, Admissions and High Schl Relations; \$15.76 per hour; effective April 15, 2024.

Christopher Cook; Custodian I, Custodians; \$13.00 per hour; effective March 18, 2024.

Alex Downing; Police Officer, Public Safety Department; \$22.00 per hour; effective February 19, 2024.

Aitana Fernandez; Early Childhood Asst Teacher, Early Childhood Education Center; \$14.00 per hour; effective March 25, 2024.

Alta Grayless; Administrative Assistant II, Department of Teaching & Learning; \$15.76 per hour; effective February 19, 2024.

Jason Gretencord; Custodian I, Custodians; \$13.00 per hour; effective February 5, 2024.

Jonathan Gurecki; Custodian I, Burford Housing; \$13.00 per hour; effective February 5, 2024.

Timothy Herrick; Library Assoc III, Eve/Wknd, Library Services; \$15.76 per hour; effective March 25, 2024.

Karmon Kuhn; Student Account Analyst, Assoc VP Finance Asst Treasurer; \$16.96 per hour; effective January 22, 2024.

Jennifer Lee; Nursing Clinical Coordinator, School of Nursing; \$18.00 per hour; effective February 10, 2024.

Meaghan Ogle; Admissions Processing Spec, Admissions and High Schl Relations; \$14.71 per hour; effective February 5, 2024.

Anna Pearson; Custodian I, Custodians; \$13.00 per hour; effective February 19, 2024.

Cody Pruiett; Steam Plant Systems Operator, Power Plant; \$16.96 per hour; effective April 1, 2024.

David Robertson; Police Officer, Public Safety Department; \$22.00 per hour; effective February 19, 2024.

Whitney Scott; Custodian I, Sycamore Housing; \$13.00 per hour; effective February 5, 2024.

Regan Spears; Communications Officer, Public Safety Department; \$16.84 per hour; effective March 11, 2024.

Cole Vicars; Ticket Manager, Hulman Center; \$17.99 per hour; effective February 5, 2024.

Kaitlyn Wallace; Communications Officer, Public Safety Department; \$16.84 per hour; effective February 5, 2024.

Promotions / Transfers

Amy Burdick; from Custodial Supervisor, Maehling Terrace Univ Apartments to Senior Custodial Supervisor, Housing Facilities Operations; \$21.65 per hour; effective February 17, 2024.

Theresa Dugger; from Custodian I to Lead Custodian, Reeve Hall Housing; \$18.12 per hour; effective March 30, 2024.

Rachelle Graves; from Lead Custodian, Reeve Hall Housing to Administrative Assistant II, History; \$17.00 per hour; effective January 20, 2024.

Linda Hair; from Administrative Assistant III to Administrative Specialist, ISU Equity Diversity Inclusion; \$20.50 per hour; effective March 2, 2024.

Karen Meeks; from Administrative Assistant III, Administrative & Instructional Serv to Dean's Assistant, Dean, College of Education; \$23.75 per hour; effective February 3, 2024.

Lorri Schuster; Administrative Assistant II, Center for Global Engagement to Administrative Assistant III, Administrative & Instructional Serv; \$21.92 per hour; effective April 13, 2024.

Krystal Suggs; from Lead Custodian, Burford Housing to Custodial Supervisor, Maehling Terrace Univ Apartments; \$18.89 per hour; effective March 2, 2024.

Changes in Status / Pay Rate

Cheryl Cochran; Computer Logistics Coordinator, Office of Information Technology; \$21.04 per hour; extension of out-of-class pay; effective March 30, 2024 through July 5, 2024.

Linda Hair; Administrative Assistant III, ISU Equity Diversity Inclusion; \$20.15 per hour; extension of out-of-class pay; effective January 20, 2024 through March 2, 2024.

Darrell Higgins; Communications Officer, Public Safety Department; \$17.32 per hour; education adjustment; effective February 17, 2024.

Abigail Scharton; Nursing Clinical Coordinator, School of Nursing; \$18.52 per hour; out-of-class pay; effective March 16, 2024 through May 31, 2024.

Retirements

Paula Ponsot; Executive Associate, President's Office; effective June 28, 2024.

Separations

Angel Estremera; Custodian I, Custodians; effective March 29, 2024.

Eric French; Lab Animal Tech Sup - IUSM, IU School of Medicine-Terre Haute; effective April 4, 2024.

Cameron Garrett; Library Assoc III, Eve/Wknd, Library Services; effective January 24, 2024.

Mindy Hayes; Custodian I, Custodians; effective March 6, 2024.

Dimitrios Hensley; Custodian I, Sandison Housing; effective February 28, 2024.

Nathanael Lynch; Custodian II, Student Rec Center; effective February 29, 2024.

Ryan McCarty; Auto Maintenance Mechanic, Garage; effective April 12, 2024.

Payton McCullough; Groundskeeper, Grounds; effective March 1, 2024.

Whitney Scott; Custodian I, Sycamore Housing; effective February 12, 2024.

Brittany Velasquez; Administrative Assistant III, HMSU-Operations; effective March 19, 2024.

Kaitlyn Wallace; Communications Officer, Public Safety Department; effective February 14, 2024.

NON-EXEMPT PROFESSIONAL

Appointments

Eric Chickadaunce; Information Center Consultant, Office of Information Technology; B.S., Indiana State University; \$19.40 per hour; effective March 11, 2024.

Alexandrea El Mouher; Intl Recruitment Coord-RR, Admissions and High Schl Relations; B.A., Indiana State University; \$18.70 per hour; effective April 15, 2024.

Amanda Phillips; Bibliograph and Metadata Spec, Library Services; M.L.S., Indiana Univ-Purdue Univ-Indy; \$22.17 per hour; effective February 19, 2024.

Megan Shrader; Libry Evnts and Publicity Spec, Library Services; B.A., Indiana State University; \$21.62 per hour; effective April 1, 2024.

Dana Swinford; Digital Publishing Specialist, Library Services; B.S., Indiana State University; \$21.62 per hour; effective February 26, 2024.

Grant Tetmeyer; New Stu Orient Prg Asst Dir-RR, New Student Transition Programs; B.A., Iowa State University; \$19.00 per hour; effective March 11, 2024.

Matthew Thomas; Admissions Counselor, Admissions and High Schl Relations; B.S., Indiana University; \$18.70 per hour; effective April 15, 2024.

Promotions / Transfers

Toby Barkwell; from Admissions Counselor to Senior Admissions Counselor, Admissions and High Schl Relations; \$19.91 per hour; effective March 4, 2024.

Deidre Leineweber; from Advancement Services Coord-RR to Gift Services Manager, ISU Foundation Operations; \$23.00 per hour; effective February 3, 2024.

Kelly Stultz; from Contract Coordinator, Applied Medicine & Rehabilitation to Benefits Specialist, Employee Benefits; \$22.95 per hour; effective March 9, 2024.

Title Changes

Anna Miller; from Library Systems Specialist to Library Ent Systems Spec, Library Services; effective March 30, 2024.

Changes in Status / Pay Rate

Allanee Quick; Alum Assc Mkt and Comm Coord, Alumni Engagement Office; \$23.00 per hour; equity adjustment; effective February 3, 2024.

Kara Sterling; Buyer, Purchasing; \$24.10 per hour; end out-of-class pay; effective March 30, 2024.

Retirements

Julia Tipton; Web Content Coordinator, University Marketing; effective April 1, 2024.

Separations

Robert Bandelt; Financial Aid Counselor, Student Financial Aid; effective March 15, 2024.

Lisa Behringer; Gift Services Manager, ISU Foundation Operations; effective January 30, 2024.

Austin Biggers; Asst Devel Officer Syc Ath Fu, Advancement; effective February 16, 2024.

Skylar Krepton; Social Media Manager, University Marketing; effective January 25, 2024.

Alma Llamas; Adm Transfer Counselor, Admissions and High Schl Relations; effective January 29, 2024.

Sophie Morgan; Videographer, University Marketing; effective March 29, 2024.

ATHLETICS

Separations

Nicholas Young; Athletic Equipment Manager, Athletic Operations; effective February 2, 2024.

EXEMPT

Appointments

Bryan Bromstrup; Procurement Director, Purchasing; B.S., Indiana University; salary \$82,000 per fiscal year; effective February 19, 2024.

Ethan Denbo; Network Engineer I, Telecommunications; B.S., Indiana State University; salary \$47,990 per fiscal year; effective February 19, 2024.

Jennifer Garrison; Foundation Finance Director, Foundation Financial Svcs; B.S., Indiana State University; salary \$72,800 per fiscal year; effective March 11, 2024.

Jennifer Linton; Athletic Training Services Dir, Ctr for Sports Medicine & Perform; M.P.H., Walden University; salary \$80,000 per fiscal year; effective April 10, 2024.

Kevin Murphy; Emrgncy Mgmt/Fire Safety Ofcr, Public Safety Department; B.S., Indiana State University; salary \$68,000 per fiscal year; effective February 5, 2024.

Brian Rodgers; Contracts and Grants Spec, Office of Sponsored Programs; M.A., Indiana State University; salary \$47,483 per fiscal year; effective April 1, 2024.

Sarah Strain; SCOB Marketing Coordinator, Dean, College of Business; B.A., Indiana State University; salary \$50,000 per fiscal year; effective April 22, 2024.

Sara Turpen; Campus Rec Asst Dir - Aquatics, Campus Recreation; B.S., Indiana State University; salary \$40,000 per fiscal year; effective February 9, 2024.

Sarah Wurtz; Retention and Comp Asst Dir, Dean, College of Education; M.A, Indiana State University; salary \$52,000 per fiscal year; effective April 25, 2024.

Promotions / Transfers

Kristie Bigler; from Int Tech Sup Svcs Director to Tech Support Svcs Director, Office of Information Technology; salary \$87,114 per fiscal year; effective February 1, 2024.

John Ghibellini; from Asst Coach Sport Perform & Sci to Head Coach Sport Perform & Sci, Ctr for Sports Medicine & Perform; salary \$50,860 per fiscal year; effective February 12, 2024.

Kelly Pierce; from Univ Scholarship Assc Director to Univ Scholarship Director, Student Financial Aid; salary \$75,668 per fiscal year; effective March 1, 2024.

Alisha VanArsdale; from Univ College Adviser Proj Succ to PS Triage and Support Coord, University Student Success & Advisi; salary \$50,000 per fiscal year; effective February 1, 2024.

Title Changes

Donna Ring; from Student Financial Aid Director to Student Financial Aid Exec Dir, Student Financial Aid; effective March 1, 2024.

Stipends

Kristie Bigler; Sti Asst Web Migrtn Proj Mgr, Office of Information Technology; extension of stipend of \$416.66 per month; additional duties; effective April 18, 2024 through October 31, 2024.

Michael Bonnett; Sti Co-Intrm Procurement Dir, Purchasing; end of stipend of \$675 per month; effective March 31, 2024.

Benjamin Kappes; Sti Intrm Stu En-Ldr-Fr-So Dir, Student Activities & Organizations; extension of stipend of \$750 per month; additional duties; effective January 1, 2024 through July 31, 2024.

Ashley Layman; Sti Assessment & Accred Coord, MBA Program; extension of stipend of \$1,000 per month; additional duties; effective January 1, 2024 through May 31, 2024.

Madison Sikyta; Sti Acting Dir Cnt Sp Med Perf, Ctr for Sports Medicine & Perform; stipend of \$2,500 per month; additional duties; effective March 2, 2024 through April 9, 2024.

Amber Stinson; Sti Additional Duties, Advancement; extension of stipend of \$750 per month; additional duties; effective April 1, 2024 through September 30, 2024.

Jordan Vanzo; Sti Additional Duties, Foundation Financial Svcs; extension of stipend of \$400 per month; additional duties; effective April 1, 2024 through May 31, 2024.

Changes in Status / Pay Rate

Stephannie Gambill; Dir Eq Opp and Title IX Coord, ISU Equity Diversity Inclusion; salary \$85,050 per fiscal year; reclassification; effective December 1, 2023.

Tricia Hostetter; AHA Certification Specialist, RHIC; salary \$68,952 per fiscal year; salary adjustment; effective February 1, 2024.

David McMannus; Sports Performance Assc Dir, Ctr for Sports Medicine & Perform; salary \$88,337 per fiscal year; reclassification; effective April 1, 2024.

Retirements

Domenic Nepote; Assc VP for Financial Services, Assoc VP Finance Asst Treasurer; effective May 3, 2024.

Harley Smithson; Cent Heat Plant Manager, Power Plant; effective June 7, 2024.

Separations

Shauna Lehman; Adm Assc Dir - Grad Recruit, Admissions and High Schl Relations; effective January 31, 2024.

Craig Morin; Senior Financial Analyst, Assoc VP University Controller; effective March 29, 2024.

Brooklyn Navarre; Strat Init Project Manager, VP Enrollment Management Office; effective March 1, 2024.

Thomas Neal; Development Director, Advancement; effective March 29, 2024.

Kellen Norris; Athletic Training Services Dir, Ctr for Sports Medicine & Perform; effective March 1, 2024.

Madeline Saddig; Orient Transtn Fm Prg Assc Dir, New Student Transition Programs; effective April 2, 2024.

Kyle Steidle; Intrm Client Comp Asst Dir, Office of Information Technology; effective March 1, 2024.

Clint Weddle; Alumni Assoc Ex Director, Alumni Engagement Office; effective February 19, 2024.

ATHLETICS

Appointments

Christina Lee; Asst Ath Dir Mkt/Partnerships, Athletics-Administration; M.A., Indiana State University; salary \$50,000 per fiscal year; effective February 1, 2024.

Temporary Appointments

Kelby Fritz; Asst Coach, Women's Basketball, Athletics-Womens Basketball; salary \$58,000 per fiscal year; effective April 1, 2024 through March 31, 2025.

John Furr; Asst Coach, Men's Basketball, Athletics-Mens Basketball; salary \$83,921 per fiscal year; effective April 1, 2024 through March 31, 2025.

Christopher Gnehm; Assc Hd Coach, Women's Soccer, Athletics-Womens Soccer; B.S., Averett College; salary \$43,438 per fiscal year; effective February 1, 2024 through December 31, 2024.

Matthew Graves; Assc Hd Coach, Men's Bsktball, Athletics-Mens Basketball; salary \$125,194 per fiscal year; effective April 1, 2024 through March 31, 2025.

Antone Gray; Asst Coach, Men's Basketball, Athletics-Mens Basketball; salary \$100,000 per fiscal year; effective April 1, 2024 through March 31, 2025.

Deidra Johnson; Assc Hd Coach, Wmn's Bsktball, Athletics-Womens Basketball; salary \$85,081 per fiscal year; effective April 1, 2024 through March 31, 2025.

Chad Killinger; Head Coach, Women's Basketball, Athletics-Womens Basketball; salary \$140,924 per fiscal year; effective April 1, 2024 through March 31, 2026.

Alexis Newbolt; Asst Coach, Women's Basketball, Athletics-Womens Basketball; salary \$50,000 per fiscal year; effective April 1, 2024 through March 31, 2025.

Joshua Schertz; Head Coach, Men's Basketball, Athletics-Mens Basketball; salary \$263,000 per fiscal year; effective April 1, 2024 through March 31, 2028.

Joseph Seymour; Asst Coach, Football, Athletics-Football; B.S., Univ North Dakota Main Campus; salary \$36,000 per fiscal year; effective April 1, 2024 through December 31, 2024.

Michael Simmonds; Asst Coach, Football, Athletics-Football; B.S., Indiana State University; salary \$89,098 per fiscal year; effective March 6, 2024 through December 31, 2024.

Promotions / Transfers

Matthew Graves; from Assc Hd Coach to Head Coach, Men's Basketball, Athletics-Mens Basketball; salary \$263,000 per fiscal year; effective April 11, 2024 through March 31, 2029.

Title Changes

Christian Bals; from Asst Coach, Wmn Swim & Diving to Assc Hd Coach, Wmn Swm and Dv, Athletics-Womens Swimming; salary \$40,906 per fiscal year; effective April 1, 2024.

Stipends

Matthew Graves; Sti Ath Promotion Activity, Athletics-Mens Basketball; stipend of \$11,416.67 per month for additional duties; effective April 11, 2024 through March 31, 2029.

Deidra Johnson; Sti Intrm Hd Coach-Wom Bskball, Athletics-Womens Basketball; stipend of \$1,000 per month for additional duties; effective January 1, 2024 through May 31, 2024.

Joshua Schertz; Sti Ath Promotion Activity, Athletics-Nelligan Sports Marketing; extension of stipend of \$8,500 per month for additional duties; effective April 1, 2024 through April 6, 2024.

Separations

Kelby Fritz; Asst Coach, Women's Basketball, Athletics-Womens Basketball; effective April 30, 2024.

Tyler Funk; Asst Coach, Football, Athletics-Football; effective February 14, 2024.

Robert Gardiner; Basketball Operations Director, Athletics-Mens Basketball; effective April 10, 2024.

Antone Gray; Asst Coach, Men's Basketball, Athletics-Mens Basketball; effective April 9, 2024.

Joshua Schertz; Head Coach, Men's Basketball, Athletics-Mens Basketball; effective April 6, 2024.

Patrick Shepard; Asst Coach, Football, Athletics-Football; effective February 16, 2024.

4f Grants and Contracts

1. Elevate Ventures, Inc., Fund No. 549548, Proposal 24-005
An agreement in the amount of \$4,000.00 has been received from Elevate Venture, Inc. for the project entitled, "Entrepreneurship Support Organization Grant," under the direction of Carrie Lutz, Career Center, for the period September 1, 2021 through June 30, 2024.
2. Duke Energy Indiana LLC., Fund No. 549549, Proposal 24-044
An agreement in the amount of \$40,000.00 has been received from Duke Energy LLC for the project entitled, "2024 Power of Reading and Power of Math Summits," under the direction of Judith Sheese, Dean's Office, Bayh College of Education, for the period January 1, 2024 through December 31, 2024.
3. Ball State University, Fund No. 549547, Proposal No. 23-067
A sub agreement under Indiana Commission for Higher Education in the amount of \$14,000.00 has been received from Ball State University for the project entitled, "23-24 ICHE (USDE): Workplace Spec. 23-24," under the direction of James Smallwood, Bailey College of Engineering and Technology, for the period July 1, 2023 through June 30, 2024.
4. Vigo County Prosecutor's Office, Fund No. 549551, Proposal No. 24-041
A sub agreement under Indiana Prosecuting Attorneys Council in the amount of \$202,380.00 has been received from Vigo County Prosecutor's Office for the project entitled, "Vigo County High Tech Crime Unit (HTCU)" under the direction of Jason James, School of Criminology and Security, for the period January 1, 2024 through December 31, 2025.

4g Agreements

Document Title	Document description	Signature date
Evansville Vanderburgh School Corporation	Indiana	02/02/24
Lexington VA health Care System	Kentucky	02/05/24
Henry Community Health.docx - signed	Indiana	02/13/24
Sycamore Services	Indiana	02/23/24
Hand Rehabilitation & Orthotic Specialist	Ohio	02/26/24
AACRAO Agreement		02/27/24
Renewal Rehab	Illinois	02/28/24
Rockmart Health and Rehabilitation	Georgia	03/02/24
Happiness Bag	Indiana	03/04/24
Signature HealthCARE of Terre Haute	Indiana	03/05/24
Meridian Health Services	Indiana	03/07/24
Kettering Health OH Clinical Affiliation Agreement - SLP		03/08/24
Collaborative Care Services- Optum	Indiana	03/08/24
Orthopedic Outpatient Center	Oregon	03/18/24
Cornerstone Rehab Clinical Affiliation Agreement - SLP		03/19/24
Hickory Treatment Center	Indiana	03/22/24
University of Kansas Health System	Kansas	04/01/24
Bridgewater Retirement Community	Virginia	04/01/24
Clarity Cognitive and Speech Therapy Clinical Affiliation Agreement - SLP		04/04/24
Boone Hospital Center	Missouri	04/17/24
Exceptional Therapy dba Exceptional Rehab Clinical Affiliation Agreement - SLP		04/17/24
Solace Healthcare Clinical Affiliation Standard Agreement - SLP		04/24/24
Graham Hospital Association	Illinois	05/01/24
Intermountain Health- IHC Health Services	Utah	05/01/24
Unity Point Clinic- Des Moines	Iowa	05/01/24
VNA Wabash Valley 24		Unknown date
Purdue Sports Medicine 2024	Indiana	Unknown date
Dr. Sifatur R Sayeed	Illinois	Unknown date
Hancock Health 2024	Indiana	Unknown date
Clay Community Schools	Indiana	Unknown date
Connect the Dots Pediatric Therapy	Oregon	Unknown date
Synergy Health and ISU 24		Unknown date
Science of Reading MOU ISU VCSC 24-26		Unknown date
Memorial Health System Springfield IL 24		Unknown date
UK 2024		Unknown date
Boulder Community Health 2024		Unknown date
Majestic Care and ISU 24		Unknown date
Sullivan Co Community Hospital and ISU 24.docx - signed		Unknown date
Hancock Regional Hospital		Unknown date
Community Health Network Affiliation Agreement - Fully Executed (7.25.23)		Unknown date
Spear and ISU 24		Unknown date
Damitz PT and ISU 24		Unknown date
Renewal Rehab and ISU 24		Unknown date
High Peak PT and ISU 24		Unknown date
Capital Area Physical Therapy and ISU 24		Unknown date
VA-Richard Roudebush OT	Indiana	Unknown date
VA and ISU 24		Unknown date
Overseas Education		Unknown date
Robinson CUSD2 Fully Signed Student Teaching Agreement		Unknown date
Northwest Allen County Schools Fully Executed Student Teaching Agreement		Unknown date
North Lawrence Fully Signed Student Teaching Agreement		Unknown date
MSD Washington Fully Executed Student Teaching Agreement		Unknown date
Jay School Corp Fully Signed Student Teaching Agreement		Unknown date
Valley Professional Community Health Center_ School Psychology Clinical Affiliation Agreement Signature Page		Unknown date
Behavior Specialists of Indiana Clinical Affiliation Agreement Signature Page		Unknown date
Zionsville Community Schools Administrator Agreement		Unknown date
South Harrison Schools Administrator Agreement Signature Page		Unknown date
Plymouth Community Schools Administrator Agreement Signature Page		Unknown date
Community Rehab Hospital West 2024		Unknown date
Golden Bear Therapy Partners LLC 24		Unknown date
CI Pediatric Therapy Centers and ISU 24 - signed		Unknown date
Survivor Resource Center	Illinois	Unknown date
Next Level PT and ISU 24		Unknown date
Southern Illinois Health Services	Illinois	Unknown date
Edina Specialty Surgery Center	Minnesota	Unknown date
Kids Innovative Developmental Services	Indiana	Unknown date
Bugema University		Unknown date
Indiana Internal Medical Consultants	Indiana	Unknown date
Jackson Center for Innovative Education	Indiana	Unknown date
Lifespring Health Systems	Indiana	Unknown date
Dupage Internal Medicine	Illinois	Unknown date
		Unknown date
Advanced Physical Therapy Associates 24		Unknown date
Rebound Rehabilitation Physical Therapy and ISU 24		Unknown date
Forefront Therapy 24		Unknown date
True Sports Physical Therapy and ISU 24		Unknown date
Rehab Without Walls National Contract 24		Unknown date
Wingard Wellness		Unknown date
Liaison		Unknown date
Presenter Agreement Kim Campbell April 8 2024		Unknown date

4i In Memoriam

IN MEMORIAM: Dr. Edward A. Kirby

WHEREAS, Dr. Edward A. Kirby, a retired Professor from the Department of Education Psychology and School Psychology of Indiana State University, died on the 29th day of January two thousand and twenty-four; and

WHEREAS, Dr. Edward A. Kirby, had given loyal and devoted service to Indiana State University for 27 and a half years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Mr. David Campbell, Jr.

WHEREAS, Mr. David Campbell, Jr., retired Grounds Maintenance Worker I in the Physical Plant, died on the 27th day of February two thousand and twenty-four;

WHEREAS, Mr. David Campbell, Jr., had given loyal and devoted service to Indiana State University for 20 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Dr. Warren H. Loveless

WHEREAS, Dr. Warren H. Loveless, a retired Professor from the English Department of Indiana State University, died on the 29th day of February two thousand and twenty-four;

WHEREAS, Dr. Warren H. Loveless, had given loyal and devoted service to Indiana State University for 30-1/2 years and had gained the respect and affection of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. Robert Glen George

WHEREAS, Dr. Robert Glen George, a retired Professor from the Department of Curriculum Instruction & Media Technology of Indiana State University, died on the 1st day of March, two thousand and twenty-four; and

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

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

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

IN MEMORIAM: Dr. Daniel B. Horton, Jr.

WHEREAS, Dr. Daniel B. Horton, Jr., a retired Professor from the Department of Curriculum Instruction & Media Technology of Indiana State University, died on the 19th day of March, two thousand and twenty-four; and

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

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

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

IN MEMORIAM: Dr. Herman Koren

WHEREAS, Dr. Herman Koren, a retired Professor from the Department of Health and Safety of Indiana State University, died on the 9th day of April two thousand and twenty-four; and

WHEREAS, Dr. Herman Koren, had given loyal and devoted service to Indiana State University for 28 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. Ahmed Mohamed

WHEREAS, Dr. Ahmed Mohamed, Professor from the Applied Engineering and Technology Management Department of Indiana State University, died on the 12th day of April two thousand and twenty-four;

WHEREAS, Dr. Ahmed Mohamed, had given loyal and devoted service to Indiana State University for 8 years and had gained the respect and affection of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. Harriet McNeal

WHEREAS, Dr. Harriet McNeal, a retired Professor from the Art Department of Indiana State University, died on the 15th day of April two thousand and twenty-four;

WHEREAS, Dr. Harriet McNeal, had given loyal and devoted service to Indiana State University for 30 years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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