



Indiana State University

Board of Trustees Agenda Meeting Minutes

Friday, December 11, 2020

Virtual meeting via Zoom

11:30 am



Board of Trustees Agenda Meeting - December 11, 2020 - Minutes

MEETING AGENDA

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Call Meeting to Order
Mr. Taylor Page 5

2. Remarks

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1 Call Meeting to Order -- Board Chair Jeff Taylor

Good morning and welcome to another virtual meeting of the Indiana State University Board of Trustees. We are conducting these meetings via Zoom under the public health emergency declared by Governor Holcomb. Electronic public meetings are allowed under executive order 20-09 as amended and extended. This allows us to have this meeting without everyone present physically, but it does require us to do a few things a bit differently. One of those things is roll call on presence and on every vote. I will start with roll call of all the trustees.

Roll Call:

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

With everyone present, Chairperson Taylor called the meeting to order at 11:32 a.m.

Report of the Faculty Senate Chairperson -- Liz Brown

Greetings from the Faculty!

Most students have completed the semester and faculty have until noon this Tuesday to submit final grades. We are working hard to get the grading done to get to our much needed break.

Unfortunately, my break will be delayed. My internet went out yesterday afternoon, which brought my work to a screeching halt. *Everything* is online—exams, homework, email, telephone, ... Board of Trustees meetings. Since before Thanksgiving, I have been working at home to do my part in slowing the spread of COVID-19, but I am on campus today. After several phone calls to Spectrum, I think the problem is the router and after this meeting today, I'm off to Best Buy to purchase one and try to get it hooked up to reestablish this vital utility at home. I'm telling you this, not to garner sympathy (well, maybe a bit), but to reflect on how privileged all of us on this call are. I have an office on campus where I can finish my work if I cannot re-establish internet service at home. I can afford to go buy a new router and barely notice the cost. I could probably even figure out how to use my phone as a hot spot since I have unlimited cellular data.

For me, this is a minor inconvenience, but for many of our students, such an event could be catastrophic for their educational aspirations. Many could not afford a new router. They may not have a safe place to get internet outside their home. They may have minimal cell service and rely on wifi to use their device. This lack of connectivity could have implications for their performance in classes, not to mention all the other things for which we use the web.

We are well-set up here to support students on campus, but off campus? Not so much. My holiday wish is for you all to use your privilege and influence to advocate for the infrastructure needed for all Hoosiers who cannot afford it, or simply live in locations currently without service. The pandemic has made these gaps in access clearer and highlights the importance of internet access for education and other critical services, such as telehealth.

Thank you.

Report of the Staff Council Chairperson --Todd LaComba

We have all experienced some level of loss or suffering due to COVID-19. Some have contracted it, others have been quarantined due to it, all of us have altered the way we work in some fashion due to it. Personally, I experienced close personal loss just earlier this week due to COVID-19, and it reminded me how much has changed due to the pandemic.

What I have noticed on campus though is that community did not let the loss or suffering affect the level of service we provide. The Sycamore spirit is as strong as ever and is helping carry us through this dark time. I saw staff who remind others to mask up with confidence, and those staff responding by doing so without conflict. I saw faculty who supported their staff members throughout the semester. I saw students who chose to do the right thing without issue. I heard alumni praise us for our actions, efforts and low numbers of COVID. This is significant.

In our current climate it is easy to hone in on the negative, but I have found the staff at ISU sharing the positives that have and will come out of this situation we are in. Just last week, our executive team was sharing some of those with President Curtis and it is truly impressive to hear some of those positives coming out. Believe it or not, these positive lessons learned will help campus to be stronger coming out of the pandemic than we were going in.

I want to thank the entire staff of ISU for all you have and continue to do. Given everything that has transpired this year, the Staff Council cannot thank you enough and want you all to know we are here for you. I think it is safe to say that my executive team and the entire council are looking forward to a time where we can resume in person events and engagement, but we are planning to engage with our constituents virtually and the council is continually working on creative ways to do so. The light at the end of the tunnel is not that far off and if we keep the Sycamore Spirit going, this spring will be one of our best yet.

Report of the Student Government Association Vice President -- Jocelyn Fluker

- Student Engagement
 - Get to know me form
 - Leadership workshop
 - Fall festival
 - Door decorating contest
 - SLC, Sycamore Leadership Coalition
- Inclusive Excellence
 - Diversity week
 - BLM video
 - Dia de los Muertos
- Finance
 - SORF, Student Organization Resource Fund
- Academic Affairs
 - Scholarship fair
- External Relations
 - Continue to keep our social media updated and active (Blue Friday's and Mask Up Monday)
- Wellness
 - Food drive
 - Celebrated World Mental Health Day

Recently, we had openings for two of our director positions (student engagement and inclusive excellence) due to internship opportunities and graduating. Rain Nealon, went from being an Executive Assistant to the new director of student engagement. Unfortunately our nominee for inclusive excellence was denied in senate, so Antonio and I will be going back to the drawing board to find a new one.

Lastly, Over break, we will be getting together to discuss our plans for the spring.

Report of the Vice President of University Advancement and CEO of the ISU Foundation -- Andrea Angel

Good morning trustees, President Curtis, my campus colleagues, and distinguished guests. What a semester it has been, right?! Although we have had to shift our approach to traveling and inviting alumni and friends back to engage donors for support, we have not slowed down. I would typically spend this time reporting on the Distinguished Alumni Awards, Philanthropy Awards and other stewardship events, but as we know, those just weren't possible this year. It didn't stop us from finding creative ways to thank our donors!

With our Executive Director of Stewardship and Constituent Relations, Kim Kunz leading the charge, we implemented a number of creative stewardship touches this fall. All honorees that would have been recognized during our annual philanthropy awards were mailed a celebration box that included a personalized video from President Curtis, students, faculty, and me, tasty treats and a bottle of our STATE Sauvignon Blanc. We have received multiple notes and emails from donors expressing their gratitude for these personal touches. For the second year, we sent all endowment contacts an upgraded endowment report which included a snapshot of the investment results for the foundation, an impact report on how their gift was positively changing lives on this campus, and the thank you notes from the students receiving those endowment scholarship funds. This year, we implemented two new stewardship elements, first, our annual reports to our donors that created annual scholarship funds to ensure these donors are properly thanked and shown the impact of their gifts. Secondly, the members of the Dale McKee Society will begin receiving their custom lapel pins indicating 25, 10, and 5 consecutive years of giving back to ISU.

Our advancement team has grown by three members since the last Board of Trustees Meeting. Tom Gray, Director of Development for the College of Arts and Sciences who is a Sycamore alumni, Dr. Dan Barwick, Director of Development for the College of Health and Human Services, and Austin Bishop, Annual Giving Coordinator. These three new members along with our current team are boldly engaging donors and moving philanthropy forward at ISU.

In closing, I am pleased to report our development results through the first five months of our current fiscal year. Gifts to Indiana State University totaled \$8.5 million dollars through five months. A few important trends reflected in this overall number include:

- 15 new endowed funds have been created this fiscal year
- 31 donors have contributed a major gift, above \$25,000, this fiscal year
- Gifts and pledges to the endowment equaled \$1.8 million to-date.

Thank you again for allowing me to report on our important work. Happy Holidays everyone!

Report of the University President -- Deborah Curtis

COVID-19 Update and Virtual Commencement

- Today is the official end of the fall semester which has certainly been one like no other.
- I am so proud of our faculty, staff and students for their hard work and determined efforts that allowed us to remain in face-to-face classes right up to the Thanksgiving break. I cannot say thank you enough to everyone who helped make this possible.
- Recently, however, there has been an increase in COVID-19 cases, and we once again had to make the difficult decision to pivot our Winter Commencement to a virtual event. While we would prefer to celebrate our students' achievements together, we realize this is the right thing to do for the health and safety of everyone.
- The virtual Winter Commencement site will go live on Saturday, February 13th. Postponing until then will provide enough time to box up and mail graduates their material so it arrives in time for the virtual ceremony. December graduates are also invited to participate in the May ceremonies. Thank you again to all those who were involved in planning our in-person commencement exercises, and thanks especially to Jennifer Keller, Susan Powers, April Hay, and the entire staff of the Registrar's office for their quick transition to preparing a virtual experience. We are hopeful and optimistic that we will be able to return to our regular ceremonies in May.
- As we have done for the past nine months, we continue to work with local and state health officials to monitor positivity rates and make determinations regarding events and work arrangements. For example, our basketball games are currently being played without fans in the stands. In addition to the decision to delay the start of classes until January 19, we have also implemented staggered work schedules where possible for staff who can conduct their work remotely.
- We remain extremely grateful for all those employees who continue to do essential work on campus including public safety, facilities and power plant staff, and many others.
- I am very proud of the way the University has handled the pandemic. I have been emphasizing in our budget sessions with state officials that ISU has never closed, and we have never operated out of fear. We look forward to the upcoming vaccine which will allow us to return to some sense of normalcy. In the meantime, we will remain vigilant.

Social Mobility

- On the good news front, CollegeNet has released its annual Social Mobility Index which ranks colleges and universities across the U.S. on "providing a conduit for economic and social advancement."
- I am pleased to report that Indiana State University ranked first in the state among public and private institutions for the third year in a row and topped Indiana's public institutions for the sixth time in the past seven years.
- On the national level, CollegeNet ranked Indiana State among the top 11 percent.

- The Social Mobility Index measures the extent to which a college or university educates more economically disadvantaged students (with family incomes below the national median) at lower tuition and graduates them into good-paying jobs.
- We often talk about the transformative impact of an ISU education, and this survey shows, once again, that it is real.
- This is just one of the ways we're distinct — providing opportunities for affordable, high-quality education at a comprehensive university.

Recognition of Trustee Casey and other SCOB students

- In other good news, I would like to take a moment to congratulate Trustee Casey Philipps and his teammates, Samuel Bowen, Nick Burton, and Audrey Churchill, for winning the top prize in the Conexus Logistics Case Competition.
- The national contest provides students interested in supply chain and logistics, and advanced manufacturing careers with the opportunity to put real-life, decision-making skills to the test by solving a business case in only 24 hours. A second team from ISU placed third in the competition.
- The Scott College of Business has also had another team recently win a national competition. ISU students Hunter Diveley, Jeremy Brown, and Connor Lash placed first in their category at the National Team Selling Competition which took place in October.
- The competition, conducted virtually this year, is a premier sales event that brings together top-level sales talent who apply their classroom knowledge and experience in a realistic selling situation.
- The competition enables students to prepare for future sales careers by tackling real-world situations and connecting with corporate partners and recruiters.
- In both of these national competitions, our students beat out teams from institutions across the country. Congratulations to these outstanding students and to their faculty advisers for representing Indiana State in an exemplary fashion.

Strategic Planning KPIs

Each December, we report out on the Key Performance Indicators for the current strategic plan. As this information is displayed for each goal, I will highlight a few data points:

Goal 1:

- Significant increase in 1st and 2nd year retention rates
- Jump in 4-year graduation rate among all students as well as Pell-eligible students
- Stable overall degree production and increase in degrees awarded to at-risk students
- Continued growth in distance degrees awarded
- Maintaining affordability with only slight increases in tuition

Goal 2:

- 99% placement rate
- Several KPIs impacted by COVID-19 including internships, faculty professional development activities

Goal 3:

- Pandemic also impacted this goal's KPIs related to hours of community service completed and number of businesses and community organizations served by the Business Engagement Center
- Documented faculty community engagement, however, rose significantly

Goal 4:

- Increase in grant and contract activity
- Maintenance of our bond ratings at the AA- and A1 levels
- Improvement in student athlete grade point averages
- Continued growth in our fundraising efforts and the engagement of our alumni

Goal 5:

- Despite a year where many vacant positions were eliminated, especially on the staff side, we were able to maintain the diversity of our workforce. Strategies are being put into place under the Advancing Inclusive Excellence Plan to increase the diversity of our faculty and staff when we are able to do more hiring.

ICHE Performance-Based funding metrics:

- An important set of metrics is how the Commission for Higher Education and the Indiana General Assembly measure our performance and tie it to performance-based funding.
- I am pleased to be able to present at our budget hearings that Indiana State has improved in all but one area of the performance-based funding metrics for Indiana students.

Update on development of “Focusing on our Future Together” Strategic Plan

- Work on the new strategic plan, “Focusing on our Future Together: A Strategic Plan for Indiana State University,” continues.
- Goal committees are beginning to work on the development of strategies that will drive progress toward achieving each goal. Once those have been established, the committees will develop the Key Performance Indicators that will be tracked for the new plan.
- It is significant that the plan's title includes the word “Focusing.” This will be a four-year plan for the period of 2021 through 2025. Therefore, it is imperative that the plan focuses on what are the most significant priorities to accomplish during this short time. The pandemic and its economic impacts as well as the drop in the number of high school graduates will profoundly impact higher education. It is important that this plan addresses these challenges and positions the institution for the future.

- Dr. Brad Balch continues to lead the process and in addition to working with the goal co-chairs and committees, is soliciting input from across campus each step of the way.
- The draft plan will be presented to the Board at your February meeting. The plan will then go through another round of fine-tuning with the final plan being presented for your endorsement in May.

Advancing Inclusive Excellence Plan

- The annual report from the President's Council on Inclusive Excellence will be presented to the Board of Trustees at your February meeting. However, I would like to provide a brief update on some of the progress being made on the Advancing Inclusive Excellence plan.
- I would like to recognize the Council along with the Governance Units and departments across campus who have been working to implement the action items included in the plan which was released in September. The council, under the leadership of Dr. Rana Johnson, is responsible for monitoring progress on this plan.
- Here are just a few of the steps underway:
 - Equity, Diversity, Inclusive Excellence Liaisons have been named in each academic college to provide resources for faculty and staff on various issues related to diversity, equity, inclusion and social justice. This group meets monthly.
 - The Faculty Senate is actively investigating ways to improve representation particularly in leadership positions and is also reviewing faculty evaluation mechanisms.
 - Several efforts are underway to improve the diversity of ISU's workforce including the development of an action plan to identify hiring trends and potential barriers to hiring and retention. The University is also collaborating with Kentucky State University, an HBCU or Historically Black College or University, to create a pipeline for their graduates to access information regarding employment opportunities at Indiana State. The conversations have started in the area of information technology but could expand to other workforce areas.
 - The University is in conversations with an external consultant to conduct an internal review of salary disparities based on race.
 - Informal meetings with members of the local African-American community have taken place to discuss opportunities on ways ISU faculty, staff and students of color could better connect with the Terre Haute community.
 - Efforts to close the graduation gaps for students of color and Pell Grant recipients have been boosted by ISU's \$2.5 million Lilly Endowment grant. We look forward to seeing the impact of this project.
 - Student Affairs is in the process of hiring a student ombudsperson who will serve as associate director of the Sycamore Cares program.
- Several other efforts are in process with a comprehensive update to be included in the Council for Inclusive Excellence Annual Report which will be presented in February.

Sesquicentennial Wrap-Up

- Last week, we hosted a virtual event featuring the official reopening of Hulman Center. I would like to thank Trustee Kathy Cabello for representing the Board of Trustees in the ribbon-cutting which was video-recorded for the virtual ceremony.
- I would also like to thank:
 - Lt. Governor Suzanne Crouch, Mayor Duke Bennett, State Senator Jon Ford, and State Representatives Bob Heaton, Alan Morrison and Tonya Pfaff for taking part in the ceremony and for their continued support for Indiana State University.
 - In addition to these officials, I would like to acknowledge former Governor Mike Pence, Senators David Long and Luke Kenley, Representatives Brian Bosma, Tim Brown and Representative Clyde Kersey for their support in funding this project.
- In addition, we were pleased to have Tony Hulman George join us in cutting the ribbon. Our creative special events team had an 82-foot ribbon designed to ensure social distancing for the ribbon-cutters and to pay tribute to Hulman Center's history by including images of some of the many events that have taken place in this wonderful community asset. Tony's portion of the ribbon included the photograph of his grandfather, Tony Hulman, cutting the ribbon at the original opening of Hulman Center in 1973. The Hulmans have been instrumental in the development of our campus with their philanthropic support throughout many decades, and we are extremely appreciative of their continued involvement.
- I would also like to recognize Former President Dan Bradley, Diann McKee and Greg Goode for their work in securing not only the \$37.5 million in state funds for Hulman Center but the \$63 million for the Health and Human Services Building in the same budget cycle.
- Thanks also goes to Ratio Architects and Hannig Construction, Bryan Duncan, Nancy Rogers and Fred Clark along with many others for their hard work on this project.
- The Hulman Center event marks the end of the five-year Sesquicentennial Era. To provide a brief recap of the Sesquicentennial, I would like to call upon Teresa Exline, Chief of Staff. We are also joined today by Provost Emeritus Jack Maynard who co-chaired the five-year celebration with Teresa.

Teresa Exline provided an overview of the Sesquicentennial's highlights including its signature events, lasting legacies and campus-wide involvement. She also recognized Provost Emeritus Jack Maynard who served as co-chair of the five-year celebration.

Thank you, Teresa. That concludes my report.

Report of the Board Chairperson -- Jeff Taylor

Thank you Dr. Curtis for that report and thank you for your leadership over these past trying months.

I would like to begin my remarks with an all too rare moment of joy and celebration amid our current circumstance. Today, we will approve the awarding of 732 new degrees. Sincere congratulations to all of those candidates and thank you to the friends, family and faculty that helped make it happen. Further, for those not graduating, but completing the fall semester, congratulations to you also as you are one step closer to your graduation goal. It is the goal we share for each and every learner at ISU, again congratulations all.

As we entered this year, the trustees and Dr. Curtis agreed our goal would be to do whatever we reasonably could to have a fall semester with students on campus and live instruction to the extent possible all without undue risk to anyone, faculty, staff or students. With the proviso that once the health risk became too great by any of the key metrics we identified, we would revert to online. I personally gave it a fifty-fifty chance that we would get through the whole semester on campus, and I may have been among the optimistic ones. However, we did it and largely as planned. I would like to spend the rest of my time acknowledging those who made it happen. Sincere and profound thanks to all of you here at ISU whose perseverance, resilience and creativity allowed us to complete the academic semester with on-campus instruction.

Specifically sincere and heartfelt thanks to the faculty for showing incredible flexibility and ingenuity in delivering high-quality educational instructions under most unusual conditions. We appreciate the extraordinary effort. Dr. Brown please pass along this message of sincere thanks from the trustees to all faculty members whenever you have the opportunity. It cannot be overstated.

To the staff whose ingenuity and persistence transformed our facilities to safer environments and kept our academic and living spaces as clean and safe as possible, our deepest thanks to you, too. Mr. LaComba please likewise pass this message along to all staff from the trustees.

To our students the burden of compliance with all of our safety protocols fell heavily upon you. They were almost unnatural, and you responded admirably. It was that conscientiousness and compliance that allowed this semester to be completed with on-campus instruction. We are acutely aware that this is not the ISU experience that you or any of us envisioned. For that, we are deeply sorry and especially for the seniors who will not have the chance to live their senior year as it should have been. I know the feeling as this is my senior year as chair of this board and I assure you this was not the year that I envisioned. However, there is yet a certain degree of satisfaction as there should be on the part of all of you in what you have accomplished under these circumstances.

Finally to Dr. Curtis, her cabinet and all of the ISU administration -- we agreed upon the goal that none of us had ever done this before, but with a can-do, safety-first attitude and with great attention to detail, a stringent mitigation protocol and a strong message of compliance emerged. Not all of the mitigation tactics were popular. Some folks were understandably unhappy or down right angry. No one was happy to skip homecoming, but however unpopular and unfun these measures collectively achieved the goal of an on-campus semester in all material respects. Dr.

Curtis and team thank you for your leadership. We know these necessary steps were not easy or always popular but we made it, and I thank you.

As one of my former bosses use to say, "Celebrate that for 15 minutes and then return to what yet confronts us."

As we look forward to next semester and beyond, I will start by quoting the American philosopher Yogi Berra -- "predictions are always hard especially ones about the future." It is indeed hard to know what even the near term future holds.

While there is good news on the vaccine front, the COVID infection rates currently are alarmingly high. Indiana's infection rates are nearly 10 times higher than last summer when we were planning for fall, think about that. On the positive side, we have a semester's experience behind us and that gives some confidence that we know how to do this safely. Where will things stand in mid-January of 2021 is unknown and frankly, a little scary. I think we begin next semester with the same goal as last with all safety protocols in place and then try to nimbly react to the change in the pandemic conditions, which will hopefully be to the positive.

My aspirational goal will be to have a live commencement ceremony in May at Hulman Center that approximates normal, fingers crossed. Beyond next semester and hopefully, that is largely post pandemic, the future of on-campus higher education is uncertain and a subject to a wide range of predictions. I personally believe the on-campus higher education experience will rebound, while online, as proven viable, it certainly is not optimal particularly for 18-year-old undergraduates. You may have heard me say that while I received an excellent academic education at ISU, I learned more in those four years outside the classroom than in.

I am optimistic that the substantially differentiated advantage of a four-year, away-from-home education will ultimately prevail. However, it will prevail in an ever more competitive environment, and particularly so for ISU. We will need to be very focused and intentional in our retention and recruiting efforts or we will find life ever more difficult. Our new strategic plan is in process and must address this challenge. I am sure that it will. Stay tuned. I am personally optimistic that we will thrive in the future.

3a Minutes of the October 23, 2020, Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 1:00 p.m. on Friday, October 23, 2020 in person and via electronic means.

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

The Trustees met in a regularly scheduled meeting on Friday, October 23, 2020 at 4:00 p.m. in person and via electronic means.

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

Trustees absent: None

Recommendation: Approve the Board Minutes of the October 23, 2020, Meeting and Certification of Executive Session.

Motion made by: Cynthia Powers
Motion seconded by: Randy Minas

Roll Call Vote:

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

3b1 ISU Housing and Dining Rates for 2021-22

The proposed rate increase for a Traditional residence hall room with a Standard meal plan, representing the majority of on-campus rooms, reflects an overall 1.5% increase for 2021-22. Freshman students are housed in residence halls assigned the Traditional room category. The Premium room rate is \$500 per year more than the Traditional room rate and is assigned to select rooms within Reeve Hall with private baths. A limited number of single rooms will also be identified and offered to students in 2021-22 as a way to de-densify floors with pod style bathrooms. The housing rate for students selecting single rooms is \$1,500 more per year than the double room rate based on room type. This rate is a reduction from 2020-21 to make it more affordable for students that have a health or safety need for a single room related to the impact of the pandemic.

Housing Rates

The proposed 2021-22 rates for on-campus housing are listed below and include additional room accommodation options and summer housing rates. The 2020-21 housing rates are included below for comparative purposes.

Housing Rates

Room Type	2020-21 Rate	2021-22 Proposed Rate
Traditional	\$7,236.90	\$7,346.00
Traditional - Single	\$9,736.90	\$8,846.00
Traditional - Break Access	\$8,036.90	\$8,146.00
Premium - Double	\$7,736.90	\$7,846.00
Premium - Single	\$10,236.90	\$9,346.00

Room Type	Fall 2021 Hall Location
Traditional	Mills, Cromwell, Blumberg, Burford, Erickson, Pickerl, Hines, Jones, Sandison, and select rooms within Reeve (double room with shared bath)
Traditional - Single	Select rooms within Reeve (single room with shared bath), and other select rooms in traditional halls designated for single occupancy.
Traditional - Break Access	Rhoads and possibly a second hall depending on occupancy levels
Premium - Double	Select rooms within Reeve (double room with private bath)
Premium - Single	Select rooms within Reeve (single room with private bath)

Additional Accommodation Options	2020-21 Rate	2021-22 Proposed Rate
Single Room Buyout of Double Room	\$3,000.00	\$1,500.00
Break Access Contract Add-On	\$800.00	\$800.00
Early Arrival/Break Housing - Daily Rate	\$20.00	\$20.00

Summer Housing Rates	2021 Rate	2022 Proposed Rate
Traditional Room - Weekly Rate	\$212.85	\$216.06
Traditional Room - Daily Rate	\$30.41	\$30.87
Premium Room - Weekly Rate	\$227.56	\$230.76
Premium Room - Daily Rate	\$32.51	\$32.97
Single Room - Daily Rate	\$12.61	\$6.30

500 Wabash & University Apartments

The proposed rates for 2021-22 for student rooms at 500 Wabash & University Apartments represent a 1.5% increase. An optional meal plan will be offered to students living at University Apartments and 500 Wabash. The rates for 500 Wabash and the furnished University Apartments units are a per student rate billed by the semester. The unfurnished family units at University Apartments are a per unit rate.

The proposed 2021-22 rates for University Apartments and 500 Wabash are listed below and include an additional room accommodation option. The 2020-21 housing rates are included below for comparative purposes.

University Apartments*

Family Apartments (Unfurnished)

Room Type	2020-21 Academic Year Rate	2020-21 Full Year Rate	2021-22 Academic Year Proposed Rate	2021-22 Full Year Proposed Rate
One Bedroom	\$7,240.00	\$8,688.00	\$7,350.00	\$8,820.00
Two Bedroom	\$8,350.00	\$10,020.00	\$8,480.00	\$10,176.00
Three Bedroom	\$9,190.00	\$11,028.00	\$9,330.00	\$11,196.00

Single Apartments (Furnished)

Room Type	2020-21 Academic Year Rate	2020-21 Full Year Rate	2021-22 Academic Year Proposed Rate	2021-22 Full Year Proposed Rate
SYE Shared One Bedroom	\$6,680.00	n/a	\$6,780.00	n/a
SYE Shared One Bedroom with Study	\$7,790.00	n/a	\$7,910.00	n/a
Single One Bedroom	\$8,350.00	\$10,020.00	\$8,480.00	\$10,176.00
Single One Bedroom w/ Study	\$9,740.00	\$11,688.00	\$9,890.00	\$11,868.00
Single Shared One Bedroom w/ Study	\$7,790.00	\$9,348.00	\$7,910.00	\$9,492.00
Single Three Bedroom (Large)	\$7,790.00	\$9,348.00	\$7,910.00	\$9,492.00
Single Three Bedroom (Medium)	\$5,580.00	\$6,696.00	\$5,660.00	\$6,792.00
Single Three Bedroom (Small)	\$4,460.00	\$5,352.00	\$4,530.00	\$5,436.00

500 Wabash*

Room Type	2020-21 Rate	2021-22 Proposed Rate
One Bedroom - 9 Month Contract	\$9,027.00	\$9,162.00
One Bedroom - 3 Month Summer	\$3,009.00	\$3,054.00

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

Additional Accommodation Option	2020-21 Rate	2021-22 Proposed Rate
Early Arrival/Break Housing - Daily Rate	\$20.00	\$20.00

Dining Rates

The proposed 2021-22 rates for on-campus meal plans are listed below. Dining rates include a specific number of meals per week and additional commons cash depending on what plan is selected. A dining plan is required for all students living in on-campus residence halls. The 2020-21 dining rates are included below for comparative purposes.

Dining Rates

Meal Plan Option	2020-21 Rate	2021-22 Proposed Rate
Flex 10/102 (Standard Plan)	\$3,779.10	\$3,836.00
Flex 10/204	\$3,983.10	\$4,040.00
Best Flex 12/204	\$4,132.70	\$4,189.60
High Flex 14/204	\$4,227.90	\$4,284.80
5 Meals per Week & \$100 Commons Cash per Semester (limited availability)	\$1,654.10	\$1,706.00

The Residential Life Technology Fee will continue to be \$15 per semester.

Recommendation: Approval of the proposed 2021-22 Housing and Dining rates as listed above.

Finance Committee Chairperson Trustee Kim Smith recommends approval.

Roll Call Vote:

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

3b2 2019-20 Audited Financial Statements

The 2019-20 audited financial statements received an unmodified audit opinion from the Indiana State Board of Accounts reflecting the FY20 financial statements were presented fairly, in all material respects, in accordance with generally accepted accounting principles.

The Indiana State University 2019-20 Financial Report is available at: [Financial Report 2019-2020](#)

Finance Committee Chairperson Trustee Kim Smith recommends acceptance.

Roll Call Vote:

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

3c1 Proposed Modifications to Policy 146 Bylaws of the Faculty Senate, Section 146.1 Standing Committees of the University Faculty Senate

Rationale: Faculty Senate addressed the language to clarify the process for alternates to standing committees.

Section 146.1.1 address the membership of standing committees, and section 146.1.1.4 specifically details the terms of service on standing committees.

Faculty Senate approved the addition of section 146.1.1.4.1 (under terms of service) to detail alternates for standing committee.

Proposed Modification.

146.1.1.4.1 Vacancies. The executive committee shall identify alternates, confirmed by the senate, to fill any vacancies arising on standing committees, and the duration of their service. To support continuity of effort of a committee's work, it is preferable that replacements to standing committees be appointed for a full academic year regardless of the actual duration of the vacancy.

Recommendation: Approval of the proposed modifications to Policy 146 Bylaws of the Faculty Senate, Section 1 Standing Committees of the University Faculty Senate to add Section 146.1.1.4.1 Vacancies.

Motion made by: Tanya McKinzie

Motion seconded by: Kathy Cabello

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Tanya McKinzie, yes

Randall Minas, yes

Edward Pease, yes

Casey Phillips, yes

Cynthia Powers, yes

Kimberly Smith, yes

Jeff Taylor, yes

3c2 Proposed Modifications to Policy 450 Student Organizations

Rationale: The proposed changes are to update office names, titles, and add a student organization sub-category. Policy 450 explains how student organizations register their requirements, privileges and responsibilities. Student Government Association's roles are explained and Student organizations are categorized as follows: governing/coordinating organizations, fraternities and sororities, department organizations such as Club Sports, and affiliated groups.

Proposed language:

450.1 General Policy

Indiana State University acknowledges the right of members of the campus community to form associations dedicated to pursuing mutual interests. Consistent with its mission, the University encourages student engagement with lawful educational and social pursuits outside of the formal classroom. It is important to note, however, that unless specific written authorization is granted for an organization to use the institution's name, Indiana State University does not endorse the purposes of, or assume responsibility for, any organization.

450.2 Definition of a Student Organization

A student organization is defined as one in which 75% or more of the membership is comprised of ISU students who are currently enrolled and in good standing with the University.

450.3 Registration

Student organizations must "register" with the ~~Student Activities and Organizations~~Office of Campus Life in order to gain access to campus facilities and services or to be eligible for funding through the Student Government Association.

450.3.1 Registration for New Student Organizations. Registration for new student organizations involves providing:

450.3.1.1 Roster. A roster of no fewer than six members.

450.3.1.1.1 Below Membership Requirement. Groups who feel that they have short-term need to operate below this membership minimum may request a temporary exemption from this requirement. The request will be reviewed by, and a decision rendered by, the ~~Student Activities and Organizations~~Office of Campus Life. The decision may be appealed to the ~~Dean of Students~~Associate Vice President for Student Affairs. Groups that have existed previously on the campus will be considered "new" groups if they have not been registered at any time during the preceding twelve months.

450.3.1.2 Organization Leaders and Advisors. The names /addresses/ISU email addresses/telephone numbers of organization leaders and advisors.

450.3.1.2.1 Officers Must Be in Good Standing. Only currently enrolled students in good standing with the University may serve as officers or agents

of a registered student organization. The following, for example, are not eligible to officially represent the organization:

- ~~a.~~ a. persons who have been placed on academic probation, suspension or dismissal;
- ~~b.~~ b. persons who are currently on disciplinary probation, or those who have been suspended or expelled for disciplinary reasons;
- ~~c.~~ c. persons whose debts to the University have disqualified them from ~~further enrollment;~~ in the current term.
- ~~d.~~ d. persons who have been issued formal "no trespass" directives

450.3.1.3 Advisor. A signed agreement from a full-time University faculty or staff member to serve as advisor to the group.

450.3.1.4 Governing Documents. A formal constitution and bylaws (see below)

~~**450.3.1.5 Report.** A report of the group's activities and plans.~~

450.3.1.6 Advisement on Organizing Efforts. Persons interested in forming a new student organization should seek advisement from the ~~Student Activities and Organizations~~Office of Campus Life regarding how to conduct initial organizing efforts.

450.3.2 Annual Registration. Once registered, a student organization must re-register ~~at the beginning of~~ for each academic year in order to continue receiving campus privileges and services. Organizations that have not completed re-registration by September 15th will forfeit all previously arranged services and reservations. For annual re-registration, student organizations will need to supply the following:

450.3.2.1 Officers and Advisors. The names/~~addresses/~~ ISU email addresses/~~tele~~phone numbers of organization leaders (currently enrolled students in good standing) and advisors.

~~**450.3.2.2 Privileges and Services Report.** A brief report of the group's activities for the preceding year, and plans for the upcoming year.~~

Student organizations must "register" with the ~~Student Activities and Organizations~~Office of Campus Life in order to gain access to campus facilities and services or to be eligible for funding through the Student Government Association.

450.3.31 Registration for New Student Organizations. Registration for new student organizations involves providing:

450.3.31.1 Roster. A roster of no fewer than six members.

450.3.31.1.1 Below Membership Requirement. Groups who feel that they have short-term need to operate below this membership minimum may request a temporary exemption from this requirement. The request will be reviewed by, and a decision rendered by, the ~~Student Activities and Organizations~~Office of Campus Life. The decision may be appealed to the ~~Dean of Students~~Associate Vice President for Student Affairs. Groups that have existed previously on the campus will be considered "new" groups if they have not been registered at any time during the preceding twelve months.

450.3.13.2 Organization Leaders and Advisors. The names/addresses/email addresses/~~tele~~phone numbers of organization leaders and advisors.

450.3.13.2.1 Officers Must Be in Good Standing. Only currently enrolled students in good standing with the University may serve as officers or agents of a registered student organization. The following, for example, are not eligible to officially represent the organization:

- ~~a.~~ **a.** persons who have been placed on academic probation, suspension or dismissal;
- ~~b.~~ **b.** persons who are currently on disciplinary probation, or those who have been suspended or expelled for disciplinary reasons;
- ~~c.~~ **c.** persons whose debts to the University have disqualified them from further enrollment;
- ~~d.~~ **d.** persons who have been issued formal “no trespass” directives

450.3.13.3 Advisor. A signed agreement from a full-time University faculty or staff member to serve as advisor to the group.

450.3.13.4 Governing Documents. A formal constitution and bylaws (see below)

450.3.13.5 Report. A report of the group’s activities and plans.

450.3.13.6 Advisement on Organizing Efforts. Persons interested in forming a new student organization should seek advisement from the ~~Student Activities and Organizations~~Office of Campus Life regarding how to conduct initial organizing efforts.

450.3.42 Annual Registration. Once registered, a student organization must re-register at the beginning of each academic year in order to continue receiving campus privileges and services. Organizations that have not completed re-registration by September 15th will forfeit all previously arranged services and reservations. For annual re-registration, student organizations will need to supply the following:

450.3.24.1 Officers and Advisors. The names/addresses/email addresses/~~tele~~phone numbers of organization leaders (currently enrolled students in good standing) and advisors.

~~**450.3.2.2 Report.** A brief report of the group’s activities for the preceding year, and plans for the upcoming year.~~

450.4 Constitution and Bylaws

A sample constitution and bylaws for student organizations is available from the ~~Student Activities and Organizations~~Office of Campus Life. Certain elements are required in the constitutions/bylaws of all registered student organizations. They include:

450.4.1 Formal Name (not an abbreviation or acronym) of Organization. The organization’s name should not be in conflict with an existing registered organization, nor should it be the same as another regional or national organization unless the group is a chapter of that organization. ~~In addition, the name must not include the words “University”, “Indiana State University”, or any abbreviation except in the form “at Indiana State University” following the organization’s unique name. In addition, the name may~~

not include the “Indiana State University”, “University” or ISU before the organization’s unique name.

450.4.2 Purpose and Mission of the Organization. The purpose must be lawful, and may not be for purposes of assuming functions of established student governing/coordinating agencies.

450.4.3 Non-discrimination Language. The constitution/bylaws must include the following statement exactly as it appears:

~~“except as protected by federal or legislative act, this organization shall not discriminate on the basis of race, color, religion, sex, sexual orientation, national origin, ancestry, age, marital status, disability, or status as a Vietnam-era or disabled veteran in the conduct of its activities or the selection of its members.”~~

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

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

450.4.4 Compliance Language. The constitution/bylaws must express adherence to University policies and regulations by including the following statement exactly as it appears:

“This organization shall comply with all policies and regulations of Indiana State University, as well as with all local, state, and federal laws.”

450.4.5 Procedures. The constitution/bylaws must establish democratic procedures for nominations, elections, and removal of officers, as well as for policy making.

450.4.6 Not-for-profit Status. The constitution/bylaws must include statement of the organization’s not-for-profit status by including the statement: “this is a not-for-profit organization”. The operational and business function cannot accrue or inure for the personal benefit of an individual.

450.4.7 Hazing Prohibition. The University prohibits hazing, as detailed in the Code of Student Conduct. The constitution/bylaws must include a statement of non-hazing, to be worded exactly as follows:

“Hazing is strictly prohibited in connection with the activities of this organization. Hazing shall be defined as any conduct which subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may abuse, degrade, or intimidate the person as a condition of association with the organization, regardless of the person’s consent or lack of consent.”

~~**450.4.8 Relationship to External Organizations.** Description of the organization’s relationship with any larger organization. (Indiana State University reserves the right to examine the record of any external organization with which the student organization wishes to maintain affiliation, in order to be assured that the parent organization operates in a manner consistent with the professed intentions of the local student organization.)~~

450.4.8 Relationship to External Organizations. Indiana State University reserves the right to examine the record of any external organization with which the student organization wishes to maintain affiliation, in order to be assured that the parent organization operates in a manner consistent with the professed intentions of the local student organization. In the case of inter/national fraternities and sororities, organizations will be expected to adhere to the “Fraternity and Sorority Life Relationship Statement.”

450.5 Privileges of Registered Organizations

Once registered, organizations may receive advisement from the ~~Student Activities and Organizations~~Office of Campus Life concerning procedures for planning and conducting organizational functions. The Office will consider the organization’s current level of membership before approving any major commitments of University space or other resources requested by the group. A registered student organization may:

- ~~1.~~ 1. sponsor an event on campus (the registered student organization may also sponsor an event to benefit a non-registered organization, but may not have a non-registered organization as event co-sponsor);
- ~~2.~~ 2. reserve campus facilities and equipment for organizational use;
- ~~3.~~ 3. publicize the group’s activities on campus;
- ~~4.~~ 4. solicit membership on the campus;
- ~~5.~~ 5. in compliance with the University’s solicitation policies, conduct fund-raising activities on campus to support the organization’s goals;
- ~~6.~~ 6. participate as a group in University-sponsored functions;
- ~~7.~~ 7. ~~be assigned~~ able to request a campus mailbox in the ~~Student Activities and Organizations~~Office of Campus Life;
- ~~8.~~ 8. establish ~~an internet, an email and website presence~~ via University technology services;
- ~~9.~~ 9. ~~participate in the scheduling process for late-night events;~~
- ~~9.~~ 9. ~~10.~~ be eligible for awards and honors presented to campus organizations;
- ~~10.~~ 10. ~~11.~~ apply for funding from the Student Government Association;
- ~~11.~~ 11. ~~12.~~ participate in leadership/organization development workshops presented to campus organizations

450.6 Responsibilities of Registered Student Organizations

Registered student organizations must accept responsibility for conducting the group’s activities in compliance with the law and with the ISU Code of Student Conduct. Registered student organizations further agree to comply with other published policies and procedures of the University, taking particular note of those emanating from the ~~Student Activities and Organizations~~Office of Campus Life.

450.6.1 Sycamore Standard. As responsible citizens of the campus community, members of registered student organizations should demonstrate through the group’s

activities a commitment to the “Sycamore Standard”, a pledge that was formally adopted by the ISU Student Government Association in 2002 and adapted by the Policy Review Committee in 2013. The “Standard” states:

~~Students at Indiana State University are expected to accept certain personal responsibilities that constitute the “standard” for behavior in a community of scholars.~~

~~As a student at Indiana State University:~~

~~I will practice personal and academic integrity;~~

~~I will commit my energies to the pursuit of truth, learning, and scholarship;~~

~~I will foster an environment conducive to the personal and academic accomplishment of all students;~~

~~I will avoid activities that promote bigotry or intolerance;~~

~~I will choose associations and define my relationships with others based on respect for individual rights and human dignity;~~

~~I will conduct my life as a student in a manner that brings honor to me and to the University Community;~~

~~I will discourage actions or behaviors by others that are contrary to these standards.~~

All members of Indiana State University will learn and apply essential life lessons related to: self-awareness, communication, civility and respect, integrity, forgiveness, patience and trust.
As a member of Indiana State University:

- I will practice personal responsibility and academic integrity;
- I will aspire towards truth and learning;
- I will foster an environment conducive to mine and other’s health, wellness, and safety;
- I will avoid acts that promote intolerance of individuals or groups;
- I will conduct myself in a manner that brings honor to me and the University community;
and
- I will discourage behaviors by others that are differing to these standards and expectations of the Code of Student Conduct.

Awareness of the common good leads us to make individual choices in light of how they affect, or may affect, other people and the ISU community as a whole. Accepting certain social conditions allows people, either as groups or individuals, to reach their full holistic development.

450.7 Student Government Association

Indiana State University acknowledges the Student Government Association (SGA) as the official “voice” of undergraduate and graduate students pertaining to participation in institutional decision-making. Positions on various University committees and task forces are reserved for representatives of SGA. The Association is also afforded the opportunity to make a report at

each meeting of the University's Board of Trustees. SGA may offer resolutions to the University administration and faculty concerning matters of importance to ISU students, and it may also sponsor campus-wide referenda to determine student support for specific projects or proposals. Additional information regarding the functions and authority of the Student Government Association, the SGA Code, and various programs and services of student government may be obtained by contacting the SGA office in the Hulman Memorial Student Union.

450.8 Special Categories of Student Organizations

Although the following categories of student organizations may have unique aspects regarding their relationships with Indiana State University, each is expected to comply fully with University policies and procedures for student organizations, including the obligation to re-register at the beginning of each academic year.

450.8.1 Governing/Coordinating Organizations. Some student organizations exist for purposes of coordinating various other student groups on campus. Examples are the ~~Interfraternity, Panhellenic, and NPHC Councils, the Greek Tri-Council~~Greek governing councils, and the Residence Hall Association. Other organizations promote campus-wide programming or provide representation to a variety of University committees and functions. Examples include Union Board, the Black Student Union, the Graduate Students' Association, and the International Students Organization. These organizations are engaged by the University to act within defined roles as representatives of the student body. In some cases, they may also be empowered constitutionally to govern and coordinate the involvement of students or student groups affiliated with them. The University ~~assigns~~ may choose to assign specific staff advisors to work with these organizations.

450.8.2 Fraternities and Sororities. In the case of social/~~general~~ fraternities and sororities, the University's relationship with the organization is described in the ~~"Statement of Values and Obligations"~~Fraternity and Sorority Life Relationship Statement", a document defining the values and goals shared by Indiana State University and its fraternities and sororities. The Statement represents an agreement between the University and the national/international fraternal organizations. Local chapters, comprised of currently enrolled students, must operate in accordance with this agreement.

450.8.2.1 Good Standing. As an additional condition of its special status, a fraternity or sorority chapter must maintain good standing as a member of ~~the appropriate Greek governing/coordinating council (Interfraternity, Panhellenic, or Pan-Hellenic)~~a Greek governing council.- On that basis, the University affords Greek chapters expanded services and advisement.

450.8.2.2 Establishment of Chapter. It is expected that social/~~general~~ fraternities or sororities wishing to establish a chapter at ISU will first meet with the staff of the ~~Student Activities and Organizations~~Office of Campus LifeFraternity and Sorority Life to gain an understanding of current demographics of the ISU Greek system and the level of support available for a new organization. The organization must formally agree to support the ~~"Statement of Values and Obligations"~~Fraternity and Sorority Life Relationship Statement," a document defining the values and goals shared by Indiana State University and its fraternities/sororities. If the organization wishes to proceed in establishing a

local chapter, staff will offer advice concerning procedures and compliance with University policies and regulations.

450.8.2.3 Registration. Like other student organizations, fraternity or sorority chapters must first complete the registration process through the ~~Student Activities and Organizations~~Office of Campus Life. The group may then request affiliation with the appropriate Greek governing/coordinating council. The group must at all times operate in a manner consistent with the requirements of both the national/international organization and the University.

~~**450.8.2.4 No Affiliations.** Should a student group wish to organize a fraternity or sorority at Indiana State University without having the benefit of affiliation with a national/international organization, the University reserves the right to require that the group establish a legally incorporated entity whose specific responsibilities with regard to the student group are determined by the University to be substantially equivalent to those of a national/international fraternity/sorority.~~

450.8.3 Departmental Organizations. Certain other campus-based student groups may be organized under the auspices of an office or academic unit of the University. Such organizations exist solely to support purposes defined by that office or unit, and the leadership of that office or unit must accept responsibility for overseeing the organization's activities. Groups thus constituted will conduct all financial transactions through the offices of the University Controller. Departmental student organizations must also register with the ~~Student Activities and Organizations~~Office of Campus Life, and they must adhere to all policies and procedures established by the University.

450.8.3.1 Club Sport A Club Sport is defined as a registered student organization that exists to promote and develop interest in a particular sport or physical activity. The Club Sports Program provides a wide range of instructional, recreational, and competitive athletic opportunities, with an emphasis on student leadership, organization, and team management. Club sport organizations may select members through a tryout process. The Club Sports program is administered by the Office of Campus Recreation. Campus Recreation provides resources, assistance, and guidance to the individual clubs. Each club is formed, developed, governed, and administered by the student membership of that particular club and overseen by Campus Recreation. Club sports are subject to the rules and regulations found in the Code of Student Conduct, the Club Sports Handbook, as well as other applicable University policies and procedures.

450.8.3.2 Ad Hoc or Temporary Student Organizations. In some cases, a department may sponsor an ad hoc or temporary student organization in order to promote student participation in a University activity. Examples include intramural sports teams that enter a single competitive event or season, or committees formed for purposes of planning and presenting a department-sponsored program. Such organizations operate solely for the purposes defined by the department, and must comply with all expectations and directives established by the department. The status and existence of such groups terminate upon completion of that purpose.

450.8.4 Affiliated Groups. Student organizations affiliated with a governing/coordinating council or association must also adhere to the bylaws and agreements established within that council or association. Should such bylaws or agreements conflict with University policies, the University's policies will take precedence. Questions regarding jurisdiction and applicable policy should be directed to the ~~Student Activities and Organizations for~~ Office of Campus Life for Office of Campus Life for resolution.

450.9 Off-campus Property of Student Organizations

Under no circumstances does Indiana State University assume responsibility for student-occupied property that is not owned by or managed under contract by the University. Provision of advice and counsel regarding such facilities should not be construed as acceptance of responsibility by the university. Similarly, disciplinary action imposed by the University in response to off-campus student/organization misconduct should not be interpreted as the University's acceptance of responsibility for property that it does not own or manage under contract.

~~450.10 Review, Suspension, or Revocation of Registration~~

~~The relationship between Indiana State University and its students is defined by the published policies, procedures and regulations of the University. These policies, procedures and regulations also apply to groups that organize on the campus.~~

~~**450.10.1 Organizational Discipline.** In accordance with the Code of Student Conduct, the University reserves the right to enact disciplinary measures when a student or a student organization engages in misconduct either on or off campus. Organizational discipline may include reprimand, probation, suspension of privileges, temporary suspension of status as a registered campus organization, or dissolution of all relationship with the University.~~

~~**450.10.2 Discipline of Individual Members.** When a student organization is reported to have violated the Code of Student Conduct, judicial procedures established and administered by the Office of Student Judicial Programs will apply. In a case of misconduct involving a student organization, individual members may face disciplinary charges simultaneously with the organization as a whole. Student organizations operating as chapters or units of a larger organization (ex., national fraternity or sorority) may also face charges concurrently at the University and at the parent organization in accordance with that organization's policies.~~

~~**450.10.2.1 Relationship to Criminal Justice System.** University judicial process is administrative in nature, and is intended to be part of the educational process. As such, it should not be confused with actions of the criminal justice system. Consequently, a student or group may simultaneously face charges in the University judicial and criminal justice systems stemming from the same set of circumstances.~~

450.10 Review, Suspension, or Revocation of Registration

The relationship between Indiana State University and its students is defined by the published policies, procedures and regulations of the University. These policies, procedures and regulations also apply to groups that organize on the campus.

450.10.1 Organizational Discipline. In accordance with the Code of Student Conduct, the University reserves the right to enact disciplinary measures when a student or a student organization engages in misconduct either on- or off-campus. Organizational discipline may include reprimand, educational outcomes, probation, loss of privileges, temporary suspension of status as a registered campus organization, or dissolution of all relationship with the University.

450.10.1.1 Relationship with Larger Organizations Student organizations operating as chapters or units of a larger organization (ex., national fraternity or sorority) may also face charges concurrently at the University and at the parent organization in accordance with that organization's policies.

450.10.1.2 Relationship to Criminal Justice System. University conduct process is-is intended to be part of the educational process. As such, it should not be confused with actions of the criminal justice system.

Recommendations: This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the February 2020 meeting.

3c3 Proposed Modifications to Policy 665 Indiana State University Naming

Rationale: As we prepare for a comprehensive campaign for Indiana State University, a review of the University Naming Policy is a requirement of the campaign plan approved by the campaign steering committee, including the University President and Provost. Modification to specific sections of Policy 665 Indiana State University Naming are requested to follow best practices and ensure transparency. The revisions to the policy for approval include updates to sections 665.3, 665.4, 665.5.1, 665.5.2, 665.6, 665.9, 665.10, and 665.11.

Proposed Modifications.

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

665.1 Purpose

To set out the rules by which University property and other entities will be named.

665.2 Authority to Name

The ISU Board of Trustees, upon the recommendation of the President, has the authority to name all University facilities, properties, and academic entities (i.e. all buildings, major portions of buildings, academic colleges, schools, centers, professorships, University streets or roads, athletic fields, plazas, malls, and other large areas of major assembly or activity). Naming decisions related to a building, a chair or professorship, an academic program or college, will be made subsequent to or concurrent with approval of the establishment of the facility, program or academic entity by the President and his/her cabinet, and in some cases the Board of Trustees. The Board may delegate to the President the authority to name individual rooms, limited areas and individual items or features within buildings, individual landscape items or features, limited outdoor areas and other minor properties. The Board of Trustees, upon recommendation of the President, must approve all proposed names.

Primary consideration for naming or renaming facilities, properties, and academic entities is given in recognition of a significant gift to the Indiana State University Foundation. However, naming in recognition of other significant contributions to the welfare of the University may also be considered. Discussions with potential benefactors for naming opportunities will follow established guidelines for the protection of confidential donor information.

665.3 University Naming Approval Criteria

Recommended names must comply with the following criteria to be considered for naming or renaming facilities, properties and academic entities:

- The proposed name will not conflict with other named facilities or academic entities associated with Indiana State University.
- The proposed name does not call into question the public respect of the University and is consistent with the University's mission and core values.
- The proposed name does not imply the University's endorsement of a partisan political or ideological position or commercial product; provided, however, that the proposed

name may be that of an individual who previously held public office or the name of an individual or a company that manufactures or distributes commercial products. In the case of a proposed academic entity name, the Provost has approved the establishment of the proposed academic entity.

- In the case of a proposed facility name, the University Treasurer has approved the building construction or renovation project, including a financing plan.
- In the case of an existing facility, building or portions of buildings naming, in which renovation is not needed, then upon the recommendation of the Vice President of University Advancement and CEO of the ISU Foundation with approval of the President.
- If the benefactor does not meet the full cost of the facility, property or academic entity, the naming is subject to completion of satisfactory funding arrangements by the University.

665.4 Criteria for Removal of an Approved Name.

Unless otherwise agreed to in the gift agreement and as approved by the President or as set forth in Section 665.10, an approved name will remain in use for the life of the facility, property or academic entity. However, there are situations that could cause the removal of the name either during the planning process or after project completion.

- When the named facility or property is demolished, accidentally destroyed by fire or natural disaster, or is otherwise no longer in existence, the name will not be transferred to a new facility except in such cases when a useful facility is relocated to serve the greater interest of the University. The transfer of the name will be approved by the Board of Trustees.
- The name on an existing or proposed facility, property or academic entity may be removed if its continued use calls into serious question the public trust afforded to the University, is contrary to Indiana State University's mission, vision, and values, or would otherwise reflect adversely upon the University.
- The name of the facility, property or academic entity may be removed if a benefactor ceases payment on a pledged donation for the facility, property or academic entity.
- In the case of corporate donors, the name of the facility, property or academic entity may be changed to reflect a new corporate name resulting from the company's decision to change its name or a corporate merger.
- If the University is unable to complete the project, or establish the program or endowment, the potential benefactor will be entitled to redirect, retract or seek a refund of their contribution.
- In those instances where a building has been razed, property eliminated, accidentally destroyed by fire or natural disaster or an academic entity has been discontinued, the University will make every effort to recognize the individual, family or corporation in question in a manner consistent with the original naming and in consultation with the donor, when possible. With respect to a former building and upon approval by the President, recognition will include an official marker identifying the site for posterity.

Removal of an approved name may be initiated by the President, the Vice President for University Advancement, or a member of the ISU Board of Trustees pursuant to Policy 126 Policies and Procedures of the ISU Board of Trustees. The University Naming Committee will review the name removal and provide a recommendation to the President. The President on Board of Trustee may seek input from other sources removed of an approved name requires Board of Trustees approval.

665.5 Benefactor Naming Requirements and Funding Levels

665.5.1 Benefactor Naming Requirements.

Benefactor naming opportunities will be first considered for recognition of a substantial gift to the University when the Vice President of University Advancement and CEO of the ISU Foundation approves the formal initiation of the naming approval process and determines the following requirements have been met:

- The name meets the requirements as presented in the Naming Approval Criteria in Section 665.3.
- The gift meets the funding level requirements as presented in Benefactor Naming Funding Levels in Section 665.5.2.
- The gift is recorded on the Foundation and University Gift Agreement form which summarizes the mutual understanding of the donor(s), and the University regarding the use and terms of the gift and meets the requirements presented in the Naming Policy Operating Procedures.
- The gift commitment is expressed in cash or a written pledge to be paid within five years of the naming of the facility or entity.
- Subject to any necessary approvals required by the State of Indiana, a portion of the gift may be an irrevocable deferred/planned gift provided that:
 - ~~a.~~ It represents up to only one-third of the overall gift commitment for a new building.
 - ~~b.~~ a. It represents up to one-half (50%) of the overall gift commitment for the naming of individual rooms or wings in an existing building including but not limited to classrooms, auditoriums, lecture halls and lobbies except in the event that renovation is not needed and then upon recommendation of the Vice President of University Advancement and CEO of the ISU Foundation with approval of the President.
 - ~~b.~~ All endowments created in connection with any naming opportunities shall be managed and administered by the Indiana State University Foundation in accordance with applicable law and the Foundation's Gift Acceptance, Investment and Spending policies, as may be amended.
 - ~~c.~~ It meets the current guidelines established by the ISU Foundation regarding Acceptance of Planned Gifts.

665.5.2 Benefactor Naming Levels.

Endowed funds ~~must~~ may be established within the ISU Foundation, subject to its policies governing the establishment of endowed funds. The minimum amount required, at this time, to establish an endowment is \$25,000. The minimum amount required to establish an endowment is \$25,000. The required funding level for specific types of endowments are ~~higher depending on the type of the award as~~ addressed below. Endowed funds are administered subject to the policies established by the ISU Foundation Board of Directors.

665.5.2.1 Faculty Awards Dean's Endowed Chair.

Provides support to enable the University to honor or recruit an outstanding scholar who has demonstrated the potential of making exceptional contributions to his/her discipline and will serve as Dean of a University college.

Minimum Endowment Gift: ~~\$3.5~~ 2.0 million

665.5.2.2 Endowed Chair or Director.

Provides support to enable the University to honor or recruit an outstanding scholar who has demonstrated the potential of making exceptional contributions to his/her discipline. Provides income ~~toward an outstanding faculty member's salary to be used to recruit or retain outstanding faculty members with impressive credentials who will provide intellectual scholarship and leadership, and toward~~ related expenses, including research and professional conferences, and who serves as chair or director of a department or school.

Minimum Endowment Gift: ~~\$2.5~~ 1.0 -million

665.5.2.3 Endowed Professorships.

Provides support for an outstanding scholar with demonstrated excellence in the area of scholarship in his/her discipline. Income from the endowment will provide support for the scholarship of this position.

Minimum Endowment Gift: ~~\$1.0 million~~ \$750,000

665.5.2.4 Endowed Visiting Professorship.

Provides resources to support visiting scholars in an area important to the mission of Indiana State University.

Minimum Endowment Gift: \$500,000

665.5.2.5 Endowed Emerging Faculty Award.

Provides income to apply toward the scholarship (teaching, research and engagement) expenses of an outstanding emerging faculty scholar. These funds will enable ISU to attract and retain the most promising young professors.

Minimum Endowment Gift: \$250,000

665.5.2.6 Endowed Lectureship.

Provides income for distinguished lectures to be brought to campus.

Minimum Endowment Gift: \$100,000

665.5.2.7 Faculty Research and Development Fund. Provides an annual award to enhance a faculty member's teaching and research activities.

Minimum Endowment Gift: \$100,000

665.5.2.8 Non-Endowed Gifts. A non-endowed gift equal to or greater than the minimum endowment level may be made by a donor. The described above naming opportunity may be secured for non-endowed gifts. Approval of such gift must be received in advance of the gift by the Vice President of University Advancement and CEO of the ISU Foundation with approval of the President.

665.6 Facilities and Programs

665.6.1 Entire new buildings.

If a building is to be constructed in total through private funds, the fund raising goal should equal, at least, one hundred percent of the construction cost of the building and naming rights will be awarded for a contribution equal to 40% of that amount. If a building is to be funded through a combination of private funds, and other funding sources, the contribution must equal fifty percent of the private fund raising goal and no less than twenty percent of the total construction costs of the building.

665.6.2 Portions of New Buildings.

The naming of individual rooms or wings in new ~~or existing~~ buildings such as auditoriums, lecture halls and lobbies, will be determined in context of the total facility function. However, in all cases naming will only be awarded if the gift is a minimum of twenty percent of the total construction costs of the new addition to the existing building. ~~except in the event that significant renovation is not needed and then upon recommendation of the Vice President of University Advancement and CEO of the ISU Foundation with approval of the President.~~

665.6.3 Unnamed Existing Buildings or Portions of Buildings.

Currently unnamed buildings may be named ~~with a gift by the establishment of an endowment~~ equivalent to thirty five percent of the value of the building. ~~except in the event that renovation is not needed and then upon recommendation of the Vice President of University Advancement and CEO of the ISU Foundation with approval of the President.~~ ~~Per 665.5.1.b a portion of the gift may be a planned or deferred gift.~~ (To accommodate unforeseen circumstances, the value of unnamed existing buildings will be determined by the University).

665.6.4 Named Colleges, Schools, Centers and Institutes.

Schools, Colleges, Institutes or other academic units may be named for an individual, individuals, corporation, foundation or business entity.~~The name of an individual, corporation or foundation may be associated with a college, school, center or institute in recognition of a significant financial contribution, to support a the program or area in question.~~

Minimum Endowment Gift will be determined on a case by case basis at the recommendation of the Vice President of University Advancement and CEO of the ISU Foundation with approval of the President.

In the event that renovation is not needed, a minimum endowment or outright gift amount will be determined at the recommendation of the Vice President of University Advancement and CEO of the ISU Foundation with approval of the President.

Minimum Endowment Gift: \$15 Million, except in the event that significant renovation is not needed and then upon recommendation of the President.

665.7 Non-Benefactor Naming Requirements.

Naming may be awarded in recognition of former members of the University faculty or staff, former University Trustees, former Presidents, former elected officials, or former state employees concerned with the functions, oversight or control of the University. Non-benefactor naming opportunities will be considered by the President when the Vice President of University Advancement has first approved the formal initiation of the naming approval process and the following requirements have been met:

- The individual has achieved distinction in an academic administrative or other exceptional ways which have significantly contributed to the welfare of the University as long as there is no current relationship between the individual and the University.
- The individual, whether they be a University or state employee, Board of Trustee member or state public official has been retired for a minimum of two years.
- The name meets the criteria as presented in the Name Approval Criteria.

665.8 Final Approval for Named Facilities.

Final approval for the names of buildings and other facilities is subject to approval by the Indiana State University Board of Trustees, except for those naming rights delegated to the President. No public statements will be made about a naming opportunity until the President is prepared to recommend the naming opportunity for approval by the Board of Trustees.

665.9 Final Approval for Named Endowed Funds.

Final approval for named endowed funds is subject to approval by the Vice President of University Advancement and CEO of the Indiana State University Foundation.~~in consultation with the University Provost and President.~~ Endowed funds may be created with gifts of cash, marketable securities, planned gifts or pledge commitments to be paid out over a period of five years. Other endowed funds not listed here may be considered on a case-by-case basis.

665.10 Short-Term Naming of Physical Spaces.

Naming of physical spaces within buildings or campus properties, such as conference rooms, meeting rooms, or other identified spaces may be approved by the Board of Trustees for a period of up to three years only if the following criteria are met:

- ~~a. The amount of the gift is equal to or greater than the distribution that would be required for an endowment gift made for that same naming opportunity.~~
- a. Subject to the approval of the Vice President of University Advancement and CEO of the ISU Foundation and then upon the recommendation of the President.
- bb. All other requirements of the naming opportunity are met.

665.11 Naming Policy Administration.

A University Naming Committee, appointed by the President, ~~and~~-chaired by the Vice President of University Advancement and CEO of the ISU Foundation, Provost and Vice President of Finance and Administration will review, ~~upon the President's request,~~ a proposed naming opportunity, applicable criteria and policies, and then make a recommendation to the President.

Recommendation: This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the February 2020 meeting.

3c4 Proposed Modification to Policy 920 Equal Opportunity and Affirmative Action

Rationale: As part of the three-year policy review cycle, policy administrators are updating policies and procedures with current information.

Current Language of Policy 920 Equal Opportunity and Affirmative Action.

920.1 Purpose

Indiana State University pledges itself to continue its commitment to the achievement of equal opportunity within the University and throughout American society as a whole.

920.2 Equal Employment Opportunity Statement

In this regard, Indiana State University will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications.

920.3 Non-Discrimination

Indiana State University does not discriminate on the basis of: age, disability, genetic information, national origin, pregnancy, race/color, religion, sex, gender identity or expression, sexual orientation, veteran status, or any other class protected by federal and state statutes. Indiana State University is committed to providing equal opportunity in education and employment for all. Discrimination based upon any protected class is strictly prohibited.

All complaints of discrimination should be directed to:

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

920.4 Affirmative Action Statement

Indiana State University shall take affirmative action, positive and extraordinary, to overcome the discriminatory effects of traditional policies and procedures with regard to the disabled, minorities, women, and veterans.

920.5 Equal Employment Opportunity/Affirmative Action Clause

The “Equal Employment Opportunity/Affirmative Action Employer” clause will be included in all official University publications, purchase orders, leases, contracts, and documents covered by Executive Order 11246, as amended, and its implementing regulations.

920.6 Communication

The existence of this Equal Employment Opportunity/Affirmative Action Policy will be communicated to present and prospective employees, and such elements of the affirmative action program will be made available as will enable these individuals to know of and avail themselves of its benefits.

Proposed Language of Policy 920 Equal Opportunity and Affirmative Action:

920.1 Purpose.

Indiana State University is committed to the principles of affirmative action and equal opportunity in its operations and in creating an inclusive environment such in diversity in all of its activities.

920.2 Equal Opportunity.

In this regard, Indiana State University will provide equal opportunity in the recruitment, hiring, promotion, and education of all individuals, regardless of age, disability, genetic profile, national origin, pregnancy, race/color, religion, sex, gender, gender identity or expression, sexual orientation, veteran status, or any other class protected by federal and state statutes.

920.3 Non-Discrimination and Anti-Harassment.

Indiana State University prohibits discrimination on the basis of: age, disability, genetic information, national origin, pregnancy, race/color, religion, sex, gender, gender identity or expression, sexual orientation, veteran status, or any other class protected by federal and state statutes. [Policy 923 Non-Discrimination and Anti-Harassment](#) provides more specific information about ISU's commitment to ensuring that the university educational and employment environments are free from discrimination or harassment.

As identified in [Policy 923 Non-Discrimination and Anti-Harassment](#), all reports of discrimination should be directed to:

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

920.4 Affirmative Action in Employment.

Indiana State University will take affirmative action as required by applicable laws, including Executive Order 11426, to ensure that minority group individuals, women, individuals with disabilities and protected veterans are introduced into our workforce and considered for promotional opportunities.

920.5 Equal Employment Opportunity/Affirmative Action Clause.

The "Equal Employment Opportunity/Affirmative Action Employer" clause will be included in all official University publications, purchase orders, leases, contracts and documents covered by Executive Order 11246, as amended, and any implementing regulations.

920.6 Responsibility for Implementation of Policy.

The EEO Coordinator has primary responsibility and accountability for implementing, directing, and monitoring ISU's Affirmative Action Program. This policy will be communicated to current and prospective employees and students annually.

Recommendation:

This information is provided to the Board of Trustees for information only. The administration plans to request approval of the policy at the February 2020 meeting.

3d Candidates for Degrees December 2020

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

Motion made by: Tanya McKinzie
Motion seconded by: Cathy Cabello

Roll Call Vote:

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

Candidates for Degrees

Doctor of Health Sciences

Vincent, Pamela J.

Doctor of Philosophy

Boehme, Andrea Klarer
Brown, Jesse Mikel
Crowe, Ashleigh Claire Friley Weddle
Hoseini, Cyrus
Hughes, Lisa Renee
Newport, John Paul
Phipps, Gregory Edward
Rasche, Tara Michelle Bonifer
Real, Erin Elizabeth
Sutton, Tessa Rae
Vance, Matthew
Yates, Brice Quinn

Educational Specialist

Brooks, Jeffrey J.
Clifford, Matthew Scott
Findley, Brett P.
Fischer, Jason Michael
Gambill, Jeffrey Jon

Gearlds, Christopher Marrs
McGowen, Edwina Dalene
Meadows, Michelle Linn
Phegley, Samantha Marie
Scott, Brady David

Master of Arts

Alotaibi, Ayidh Baraki
Hoque, Ziaul
Iftikar, Tracy Tsui
Middleton, Robin Lynn Shepherd
Moore, Kirk Owusu
Neff, Jacob Spencer
Pearson, Carah
Tighe, Steven Patrick
Von Meter, Kirsten Ann

Master of Business Administration

Adkins, Claudia Stephanie
Alangari, Abdullah
Craft, Annie Blanche Hogue
Crick, Allison Marie
Dugan, Patrick
Ell, Jared T.
Gardner, Jeffrey Alan
Ghalim, Ayoub
Panagouleas, Peter Jacob
Salam, Maryem
Swartzell, Jason Lee
Tracy, Eric Jordan
White, Bryan P.

Master of Education

Morris, Kelsey Renee
Newlin, Angela Lynn
Schmidt, Kylie Jo

Master of Fine Arts

Guo, Zhengyun
Osborne, Samantha
Reich, Julia M.

Master of Music

Dantas de Oliveira Duarte, Natalia
Williams, Logan Gale

Master of Public Administration

Collins, Jason
Kambarian, Erik Abraham
Mathis, Adam Tyler
Robson, Joel William
Zimmerman, Andrea Louise

Master of Science

Abbott, Ashley Jackomino
Abel, Kassidy Jordan
Aho, Victoria Marie
Akers, Talicia Rose
Areje, Adeleye Kenneth
Areakatla, Gowthami
Beguín, Catherine
Belsha, Megan Leigh
Bennett, Kaitlynn Ann
Birge, April Alexis
Bowser, Taylor Brooke
Bramlett, Morgan
Brown, Bailey C.
Brown, Collin James
Brown, Stephen A.
Cheng, Michelle Cham
Clapper-Erpelding, Jacquelyn Lee
Davis, Curtiss Larry, II
Denton, Alicia Nicole
Denton, Felix Anthony
Deonia, Robin Singh
Dholu, Manasi
Elwer, Matthew Laurence
Falana, Roland D.
Figg, Valerie Alexandra Quinn
Filipek, Nicholas
Forbes, Rachel
Hamilton, Seth Michael
Harden, Hannah Rose
Hernandez, Cheryl Marie
Higgs, Sydney C.
Hill, Andrew Scott
Holliday, Rachel Kate
Howard, Alicia Lorene
Huffman, Jessica
Huyck, Kaylee Ann
Jones, Sabrina Lenetta
Klein, Paul T.

Landers, Jamie
Lencioni, Tara Rose
Lennox, Daniel John
Lewis, Angela Mia Anderson
Liu, Sydney
Madden, Kristina Beth
Maker, David Lawrence, Jr.
Marcial, Edwin
Martens, Nicole
Miller, Kaitlin Frances
Moore, Elizabeth W. Morgan
Mosley, Jalisa LaShell
Moss, Bailey Knicole
Mossburg, Olivia
Muller, Heidi Marie
Murali, Ashwin
Myneni, Bhuvanesh
Natalie, Taylor E.
Norman, Tara Lee Coalter
Patchava, Kantha Rao
Pathan, Shabaaz Khan
Patton, Chelsea Nicole
Poe, Mikala LeeAnne
Quraish, Saeed Abdullah
Richardson, Zachary A.
Robb, Cheryl Anne
Roderick, Abby Sue
Roman, Krystal Georganne Rivers
Rothkopf, Natalie Jean
Schrاند, Aubrey Leigh
Seelam, Ankitha
Sharma, Richa
Sheets, Amanda Denise
Sitaula, Ashima
Sitzman, Gregory Alan
Smith, Cashmer Lacoie
Smith, Xzavia
Spann, Kawandrea D.
Sparks, Maranda Kathleen Dorothy
Srireddy, Vijaya Babu
Steffee, Kyle Austin
Stevenson, Sarah N.
Stokes, Ryan David
Touira, Sara
Upshaw, Ryan C.
Wynn, Deondra
Yang, Youjin
Yerramreddy, Mukunda Reddy

Master of Science in Nursing

Abraham, Christiana
Adkins, Amelia D.
Ali, Shukri Mohamed
Amankwa, Sherry
Amofa, Ama Asubonteng
Asgedom, Mesghane Ghirmai
Bernas, Jenna
Bigger, Alexa Ann
Bonifant, Jaclyn Ranae
Bonifield, McKenzie Jo
Collins, Ashley Nichole
Davidson, Jennifer C.
Ealy, Robert Kent
Eley, Bailey Elizabeth
Ell, Brooke Ashley
Furchi, Ingrid
Gant, Stephanie Lynn
Greer, Courtney Renee
Grey, Rachel Nicole
Hilbelink, Alexis Y.
Holder, Ashley Nicole
Humphrey, Brooke Elise
Kingsley, Kristi Elling Anwiler
Molesta, Jamie Lynn
Myers, Taylor L.
Roelofs, Justin Dean
Saia, Ashley Amanda
Sealey, Glenovan
Shmigelskyi, Svetlana
Smith, Marianne Louise
Wathen, Megan Colleen
Williams, Megan Marie

Undergraduate

Abbott, Macey L	Bachelor of Science
Abdullah, Maya Jean	Bachelor of Science
Adcock, Austin J	Bachelor of Science
Adkins, Mark Louis	Bachelor of Science
Adu-Akorsah, Sydney	Bachelor of Science
Ageel, Khalid Mohammed I	Bachelor of Science
Aisenbrey, Jacob Milton	Bachelor of Science
Akinsanmoye, Olamide Joshua	Bachelor of Science
Alanazi, Saud Suwailem M	Bachelor of Science
Alashri, Sufyan Saleh	Bachelor of Science
Albright, Alyssa	Bachelor of Arts

Albright, Quinn J	Bachelor of Science
Alexander, Kristen Marie	Bachelor of Science
Alhamad, Alaa Abdulaziz	Bachelor of Science
Alhamad, Fatimah Abdulaziz	Bachelor of Science
Alharbi, Ehab Abdul Ghani	Bachelor of Science
Alkhalaf, Noor Moayyed	Bachelor of Science
Alkhalidi, Essa Nafil	Bachelor of Science
Almansoori, Musaed Abdulla Saleh Alrubaei	Bachelor of Science
Almarri Sr, Mohammed	Bachelor of Science
Almarri, Nasser Ali	Bachelor of Science
Almutairi, Aminah Ateeq F	Bachelor of Science
AlNemer, Abdulla Yasser A	Bachelor of Science
Alsaadoun, Majed Abdullatif	Bachelor of Science
Alsaadoun, Majed Abdullatif	Certificate Undergraduate
Alshalan, Mohammed Abdullah	Bachelor of Science
Alshanqiti, Sarah Yahya A	Bachelor of Science
Alsip, Emily C	Bachelor of Science
Alvarez, Pranee Ashley	Bachelor of Science
Alyami, Mihmas Rashed	Bachelor of Science
Amini, Negin	Bachelor of Science
Amos, Orlando Monrez	Bachelor of Science
Anderson, Lance Vaniel	Bachelor of Science
Angrick, Cali Dawn	Bachelor of Science
Archer, Heidi Nichole	Bachelor of Science in Nursing
Arfsten, Kevin	Bachelor of Science
Arney, Michael	Bachelor of Science
Astell, Ellie Christine	Bachelor of Science in Nursing
Atkins, Daryl Matthew	Bachelor of Science
Atwood, Brianna Grace	Bachelor of Science in Nursing
Auma, Alice	Bachelor of Science in Nursing
Ayala, Mason Lucas	Bachelor of Science in Nursing
Baeshen, Furas Hassan	Bachelor of Science
Baeshen, Sultan Tarek	Bachelor of Science
Bagley Jr, Gary Lee	Bachelor of Science
Bagley, Amber Marie	Bachelor of Science
Bakare, Adedamola Ayodeji	Bachelor of Science
Baker, Ashley Nicole	Bachelor of Science
Baker, Cierra	Bachelor of Science
Barlow, Christopher Dewayne	Bachelor of Science
Barnes, Jordan Livingston	Bachelor of Science
Bartee, Arica Jean	Bachelor of Science
Baskerville, Tairra Marie	Bachelor of Science
Bass, Tayler Catherine	Bachelor of Arts
Batiste IV, Lawrence	Bachelor of Science

Baumgartner, Eric Thomas	Bachelor of Science
Bazzani, Heather Lyn	Bachelor of Science
Beckwith Jr, Antjuan Eugene	Bachelor of Science
Bell, Katlyn Nicole	Bachelor of Science in Nursing
Bemish, Alina	Bachelor of Science
Benz, Christine Elizabeth	Bachelor of Science
Berenz, Jessica	Bachelor of Science
Berry, Brianna Marie	Bachelor of Science in Nursing
Berry, Keegan Shae	Bachelor of Science
Berry, Misty Ann	Bachelor of Science in Nursing
Bifano, Dominic Alan	Bachelor of Science
Biggerstaff, Benjamin Edward	Bachelor of Arts
Blaisdell, Tyler D	Bachelor of Music Education
Blaydes, Addison R	Bachelor of Arts
Boatright, Cole	Bachelor of Science
Booker, Kaitlyn Jo	Bachelor of Science
Botkin-Whitfield, Madilyn Renea	Bachelor of Science
Bowker, Hella Marie	Bachelor of Science
Bowker, Hella Marie	Certificate Undergraduate
Boyles, Dalton	Bachelor of Science
Bray, Harley Lane	Bachelor of Science in Nursing
Brewer, Kaleb Paul	Bachelor of Science
Brickey, Audre S	Bachelor of Arts
Brickey, Jeffrey Everett	Bachelor of Arts
Britton, Cole William	Bachelor of Science
Brookman, Lexy R	Bachelor of Science
Broome Jr, Kelvin Terrell	Bachelor of Science
Brower, Easton James	Bachelor of Science
Brown Jr, Jackie Lee	Bachelor of Science
Brown, Kaleigh Ann	Bachelor of Science
Bryant, Isaiah	Bachelor of Science
Burdine, Kierston Caleigh	Bachelor of Science
Burgess, Evan M	Bachelor of Science
Burton, Zachary L	Bachelor of Science
Burton, Zachary L	Certificate Undergraduate
Butterfield, Stephanie Ann	Bachelor of Applied Science
Byrne, Jackson Richard	Bachelor of Science
Byrne, Victoria Rose	Bachelor of Science in Nursing
Bywaters, Joshua David	Bachelor of Science
Cain, Cara LeAnne	Bachelor of Science
Calderon, Andres Absalon	Bachelor of Science
Camacho, Kaleb Joseph	Bachelor of Science
Campbell, Konner Alden	Bachelor of Science
Campbell, Teslyn Brooke	Bachelor of Science

Cannon, Jordan Drake	Bachelor of Science
Cardin, Morgan M	Bachelor of Science
Cardinal, Kylie Michele	Bachelor of Science
Carlton, Bryce William	Bachelor of Science
Carpenter, Jayson Paul	Bachelor of Science
Carroll, Dylan Patrick	Bachelor of Science
Carter, Cameron Avery	Bachelor of Science
Carter, Payton Taylor	Bachelor of Science
Casey, Morgan Taylor	Bachelor of Science in Nursing
Casile, Angelina Irene	Bachelor of Arts
Castanon, Anthony George	Bachelor of Science in Nursing
Cei, Laura Freeman	Bachelor of Science in Nursing
Cephus, Alexis Catherine	Bachelor of Science
Chadd, Desiree Nicole	Bachelor of Science in Nursing
Chatman, De'Aera Keyona Kalyn	Bachelor of Science
Childress, Katlin Jewel	Bachelor of Science
Christensen, Derek J	Bachelor of Science
Christian, Emily A	Bachelor of Science
Christopherson, Erin Danelle	Bachelor of Science in Nursing
Claiborne, Kenya Michelle	Bachelor of Science
Clawson, Matthew J	Bachelor of Science
Clemons, Alvin Terrell	Bachelor of Science
Cleveland, Audra Jeannice	Bachelor of Science
Coffman, Gabrielle Nicole	Bachelor of Science
Cole, Brady Matthew	Bachelor of Arts
Cole, Izaiah Jarod	Bachelor of Science
Coleman, Arielle Marie	Bachelor of Science
Colvin, Madison T	Bachelor of Science
Contreras, Cynthia	Bachelor of Science
Cook, Kyle William	Bachelor of Science
Cooper, Jaelyn Denise	Bachelor of Science
Cooper, Mallory Karen	Bachelor of Science in Nursing
Corenflos, Ethan Coy	Bachelor of Science in Nursing
Cote, Brianna Corine	Bachelor of Science in Nursing
Courtney, Rico	Bachelor of Science
Cox, Ethan Michael	Bachelor of Science
Craig, Arielle Kahja	Bachelor of Arts
Crawford, Jonathan	Bachelor of Science
Crites, Ashley P	Bachelor of Science
Crowell, Taisha Le'Shai	Bachelor of Science
Culbreath, Joseph Martin Edward	Bachelor of Science
Cunningham, Robert G	Bachelor of Science
Curney, Marie Justine	Bachelor of Science
David, Morgan Shawn	Bachelor of Science in Nursing

Davis, Clinton J	Bachelor of Science
Davis, Shiann N	Bachelor of Science
Deckard, Christopher D	Bachelor of Science
Deckard, Hope Lynn	Bachelor of Science
DeForrest, Jamie Marie	Bachelor of Science in Nursing
Derrick, Atalia Danae	Bachelor of Science
Dervenis, Matthew Jacob	Bachelor of Science
Desiron, Samantha Joy	Bachelor of Science
Deters, Kyle Stephen	Bachelor of Science
Devine, Cody Alan	Bachelor of Arts
Dial, Alison N	Bachelor of Science
Dickerson, Trevor Edward	Bachelor of Science
Dickey, Samuel Braden	Bachelor of Science
Dinkel, Chase William	Bachelor of Science
Dishinger, Allison Taylor	Bachelor of Science
Dobson, Benjamin Elliott	Bachelor of Science
Dohner, Carrie Beth	Bachelor of Science
Dolder, Marena Anne	Bachelor of Science
Dossett-Ware, Corey Z	Bachelor of Music Education
Ebinger, Brittney Nicole	Bachelor of Science in Nursing
Eddy, Brian Patrick	Bachelor of Science
Efenti, Moammer	Bachelor of Science
Eichberger, Lauren Catherine	Bachelor of Science
Elliott V, James J	Bachelor of Science
Esenwein, Carly Erin	Bachelor of Science
Espanto, Rachel M	Bachelor of Science in Nursing
Evans, Brandon Blake	Bachelor of Science
Fairley, Tayler Leigh	Bachelor of Science in Nursing
Faraci, Kevin Lewis	Bachelor of Science
Farmer, Anna Lucille	Bachelor of Science in Nursing
Fields, Madison Paige	Bachelor of Science
Fleck, Luke Albert	Bachelor of Science
Fomond, Takala	Bachelor of Science
Fowler, Maryann	Bachelor of Science
Frazier, Kelsey Elizabeth	Bachelor of Science
Frederick, Bryce Alan	Bachelor of Science
Frentz, Lauren Alexandra	Bachelor of Science in Nursing
Friebus, Paul Christian	Bachelor of Science
Fritz, Isaiah	Bachelor of Science
Fromm, Lindsay Rose	Bachelor of Science
Gage, Sarah Nicole	Bachelor of Science
Gehlhausen, Ross James	Bachelor of Science
George, Matthew Adam	Bachelor of Science
Gerbel, Joseph John	Bachelor of Science in Nursing

Gibford, Shawn Michael	Bachelor of Science
Goodman, Jacqueline Jo	Bachelor of Science
Gossett, Benjamin Lee	Bachelor of Science
Gower, Julie Anne	Bachelor of Science in Nursing
Gramlich, Jordan McCoy	Bachelor of Science
Grant, Narkavis D	Bachelor of Applied Science
Graul, Barbara Anne	Bachelor of Science in Nursing
Greene, Nina Jaye	Bachelor of Arts
Greiner, Allison	Bachelor of Science
Gresham, Noah Alexander	Bachelor of Science
Griffith, Richard Charles	Bachelor of Science
Grogan, Katie M	Bachelor of Science in Nursing
Guess, Kaleb Nathaniel	Bachelor of Science
Hall, Dahnia Rene	Bachelor of Science
Halvorsen, Kaitlin Brook	Bachelor of Science
Harmon, Nattarika	Bachelor of Science in Nursing
Harmon, Tanya M	Bachelor of Science
Harris, Jasmine Ylaine	Bachelor of Science in Nursing
Harris, Joseph Scott	Bachelor of Science
Harris, Romero Ronnie	Bachelor of Science
Harris, Sean Thomas	Bachelor of Science
Hartman-Jurumbo, Aubrey	Bachelor of Science
Harwood, Wyatt William	Bachelor of Science
Hasper, Andrew Charles	Bachelor of Science
Haynes, Ryan Paul	Bachelor of Science
Hays, Tyler Madison	Bachelor of Arts
Heath, Natisha Claire	Bachelor of Science
Heidenreich Jr, Douglas Ray Edward	Bachelor of Science
Helgemo, Ryan Michael	Bachelor of Science
Helming, Kyra L	Bachelor of Science
Hemphill, Ki'Jana Sharice	Bachelor of Science
Henderson, Cleonna Janae	Bachelor of Science
Hendricks, Isaac Eugene	Bachelor of Science
Hernandez, Jonathon Taylor	Bachelor of Science
Herrera, Michael Anthony	Bachelor of Science
Herring, Kierstin N	Bachelor of Science
Higgins, Robert Nathan	Bachelor of Science
Hine, Madison G	Bachelor of Science in Nursing
Hodge, Elizabeth Marie	Bachelor of Science
Hoffman, Heather Mae	Bachelor of Science in Nursing
Hofmann, Amber Marie	Bachelor of Science
Hooks Jr, Jeffrey Harold	Bachelor of Science
Hoover, Cherisse Morena	Bachelor of Science
Hough, Bailey R	Bachelor of Science

Hough, Brant A	Bachelor of Science
Howard, Amanda Lynn	Bachelor of Science in Nursing
Huebner, Elizabeth M	Bachelor of Science
Hughbanks, Andrew C	Bachelor of Science
Humphries, Paul Joesph	Bachelor of Science
Hutzel, Joseph Ives	Bachelor of Science
Imperial, Alexa Joy	Bachelor of Arts
Ireton, Brooklyn Marie	Bachelor of Science in Nursing
Isles, Jessica Kristine	Bachelor of Science
Jackson, Alicia Kay	Bachelor of Science
Jackson, Tiffany Nicole	Bachelor of Science in Nursing
Jacob, Paige Allison	Bachelor of Science in Nursing
Jenkins, Darius	Bachelor of Science
Johnson, Kyla Dominiece	Bachelor of Science
Johnson, Trevor Cole	Bachelor of Science
Johnston, Crystal	Bachelor of Science in Nursing
Jones, Andrew Robert	Bachelor of Science
Jones, Danyale J	Bachelor of Arts
Jones, Meghan Lee	Bachelor of Science in Nursing
Jones, Raysean T	Bachelor of Science
Jones, Steven Lee	Bachelor of Science
Jones, William Lane	Bachelor of Science
Joseph, Hayley Cheyenne	Bachelor of Science
Julius, Adam	Bachelor of Science
Justice, Robert	Bachelor of Science
Kaho, Todd Eric	Bachelor of Science
Kaiser, Marissa K	Bachelor of Science
Kapp, Matthew	Bachelor of Science
Kaur, Ravneet	Bachelor of Science
Kazol, Hannah Christina	Bachelor of Science
Kearby, Jordan Taylor	Bachelor of Science
Kelch Sr, Michael James	Bachelor of Science
Kelshaw, Michael G	Bachelor of Science
Kempf, Yolanda M	Bachelor of Science
Khera, Jasanbir Singh	Bachelor of Science
Kibler, Allen Wade	Bachelor of Science
Kidwell, Gage Ryan	Bachelor of Science
Killion, Dillion Kyle	Bachelor of Science
Kim, Jun Young	Bachelor of Science
King, Deja Dominique	Bachelor of Science in Nursing
King, TerRae M	Bachelor of Science
Kippenbrock, Isabelle Ann	Bachelor of Science
Kissel, Daniel Steven	Bachelor of Science
Kisubi-Muyanja, Joyce	Bachelor of Science in Nursing

Klinker, Madison Loral	Bachelor of Arts
Klinker, Madison Loral	Bachelor of Science
Klunk, Alexander James	Bachelor of Science
Koscielny, Elizabeth	Bachelor of Science in Nursing
Kumpf, Kade Nicolas	Bachelor of Science
LaFayette, Kendall Grant	Bachelor of Science
Lankster, Bailei A	Bachelor of Science
Larrabee, Brooke Danielle	Bachelor of Science
Lawlor, Walter James	Bachelor of Science
Lawson, Natalie Jean	Bachelor of Science
Lee, Trevor Michael	Bachelor of Science
Lehman, Rachael Marie	Bachelor of Science
Lenihan, Connor Malachy	Bachelor of Arts
Leverenz, Jordan K	Bachelor of Arts
Liddell, Joanie Marie	Bachelor of Science in Nursing
Lindow, Kristine Madison	Bachelor of Science
Linton, Jared	Bachelor of Science
Lkhider, Mohamed Yassine	Bachelor of Science
Loper-Wheatley, Jessica Lynn	Bachelor of Science
Lough, Kathryn Laurel	Bachelor of Science
Love, Courtney Nicole	Bachelor of Arts
Lunceford, Devan Kody	Bachelor of Science
Lundergan, Jacob Michael	Bachelor of Science
Lyons, Simeon G	Bachelor of Science
Mabe, Alan Henry	Bachelor of Science
Macias Leon, Jonnathan Jesus	Bachelor of Science
Magee, Daisy Mae	Bachelor of Science
Maisonneuve, Cory Martin	Bachelor of Science
Manderschied, Trevin Michael Schalk	Bachelor of Science
Manley, Mara Elizabeth	Bachelor of Science
Marchi, Morgan Judith	Bachelor of Science
Marshall, Austin John	Bachelor of Music Education
Marshall, Cody Ryan	Bachelor of Science
Martinez, Miguel Antonio	Bachelor of Science
Martinez, Sahara Lauren	Bachelor of Science in Nursing
Maxie, Cassie Darlene	Bachelor of Science in Nursing
Maxwell, Abigail Nicole	Bachelor of Science
Mcalister, Michael E	Bachelor of Science
McClain, Keagan Scott	Bachelor of Science
McCoon, Joshua Drayton	Bachelor of Science
McCullough, Brandon Murray	Bachelor of Science
McKee, Michael R	Bachelor of Science
McLeod-Garcia, Lindsay Ann	Bachelor of Science in Nursing
McMillon, Tonya Yvette	Bachelor of Science in Nursing

McMullen, Sean Micah	Bachelor of Science
McNabb III, Donald Robert	Bachelor of Science
McWilliams, Gloria D	Bachelor of Science
Meadows, Brooke Ashlinn	Bachelor of Music Education
Medhane, Genet Zerom	Bachelor of Science
Medley, Jalyn Alex	Bachelor of Science
Merriam, Kristen Nicole	Bachelor of Science
Mersman, Andrew Nicholas	Bachelor of Science
Metcalf, Jennifer Lynn	Bachelor of Science in Nursing
Meyer, Adrea Arlene	Bachelor of Science
Meyer, Allison N	Bachelor of Science
Meyer, Brooke E	Bachelor of Science
Meyer, Darian Marie	Bachelor of Science in Nursing
Miller, Max Andrew	Bachelor of Science
Miller, Rachel Elizabeth	Bachelor of Science
Milner, Tyler Warren	Bachelor of Science
Mink, Kodi Joseph	Bachelor of Arts
Minor, LeAndrea Morine	Bachelor of Science
Moala, Inoke Hausia	Bachelor of Science
Modi, Rachel	Bachelor of Science
Money, Aaron	Bachelor of Applied Science
Moon III, Charles Edgar	Bachelor of Science
Morales, Jesenia Lynette	Bachelor of Science
Morgan, Molly G	Bachelor of Science
Morris, Brandon Jefferson	Bachelor of Science
Morton, David Edward	Bachelor of Science
Moss, Jason E	Bachelor of Science
Moyao, Kristina Noemi	Bachelor of Science
Muhammad, Saabirah	Bachelor of Arts
Murphy, Madison F	Bachelor of Science
Myers, Zachary William	Bachelor of Science
Nash, Rachelle	Bachelor of Science in Nursing
Ndagire, Daphine M	Bachelor of Science
Nead, Serenity Dawn	Bachelor of Science in Nursing
Neaveill, Kyle R	Bachelor of Science
Neier, James Robert	Bachelor of Arts
Nelson, Deborah Amaris Myrean	Bachelor of Science
Nelson, Nicholas Alan	Bachelor of Science
Newburn, Megan Michelle	Bachelor of Applied Science
Newton, Elizabeth Christine	Bachelor of Science
Nichols, Chase Alan	Bachelor of Science
Nichols, Kaelin Daniel	Bachelor of Science
Nickle, Colby Daniel	Bachelor of Science
Nikolai, Rebekah Caitlin	Bachelor of Science

Nulph, Madeline Elaine	Bachelor of Science
Oakley, Shaina B	Bachelor of Science
O'Connor, Michael Sean	Bachelor of Science
O'Dea, Matthew B	Bachelor of Science
Oetjen, Vance A	Bachelor of Science
Ogar, Ernest A, Jr	Bachelor of Science
Okomba, Virgini	Bachelor of Science
Ooten, Kaitlyn Nicole	Bachelor of Science
Oppelt, Kailyn Grace	Bachelor of Science in Nursing
Orozco Rojas, Joshua Alexander	Bachelor of Science
Ottercrans, Angela	Bachelor of Science in Nursing
Owen, Arthur James	Bachelor of Science
Page, Madison Brooke	Bachelor of Science
Pankey, Mackenzie Nicole	Bachelor of Science
Parr, Chealsy Louise	Bachelor of Science
Parrott, Lexie R	Bachelor of Science
Paschell, McKenna	Bachelor of Science
Paul, Richard Darren	Bachelor of Science
Pearson, Paris Adreon	Bachelor of Science
Peele, Evan Wayne	Bachelor of Science
Penna, Alexa Anne	Bachelor of Science
Pepper, David Raymond	Bachelor of Science
Perkins, Channa	Bachelor of Science in Nursing
Pfiester, Jonah Alexander	Bachelor of Science
Pickens, Ariyana D	Bachelor of Science
Pillow III, William E	Bachelor of Arts
Pitts, Travis Lee	Bachelor of Science
Pizana, Eduardo	Bachelor of Science
Plummer, Maddison Jo	Bachelor of Science
Plummer, Mckenzie Alexandria	Bachelor of Science
Povlin, Ariel Lanae	Bachelor of Science in Nursing
Powell, Brandon Scott	Bachelor of Science
Powell, Dylan P	Bachelor of Science
Powers Jr, Scott Jon	Bachelor of Science
Price, Kaitlyn Paige	Bachelor of Science
Prindle, Benjamin Adam	Bachelor of Science
Pritchard, Alexis Ann	Bachelor of Arts
Pruett, Robert Alan, Jr	Bachelor of Science in Nursing
Pund, Sarah L	Bachelor of Science in Nursing
Quraish, Jassim	Bachelor of Science
Rairdon, Rebecca M	Bachelor of Science
Ramos, Ciara A	Bachelor of Science
Rathz, Skylar Denay	Bachelor of Science
Ratliff, Drew Allen	Bachelor of Science

Redington, Mitchell Ryan	Bachelor of Science
Reeves, DeNysha O	Bachelor of Arts
Reeves, DeNysha O	Certificate Undergraduate
Reid, Dea'Jenay Rachel	Bachelor of Science in Nursing
Reindl-Greenan, Maddelyn Alexandra	Bachelor of Science
Reiner, Travis Harley	Bachelor of Science
Rhoads, Billy Ray	Bachelor of Science
Rhodes, Sarah Marie	Bachelor of Music Education
Richardson, Ashley Y'vette	Bachelor of Science
Riggins, Courtney Elizabeth	Bachelor of Science
Robbins, Cody Ross	Bachelor of Science
Robertson, Wacey Kyle	Bachelor of Science
Rodriguez, Nuri Y	Bachelor of Science
Rogers, Austin James	Bachelor of Science
Rogers, Emily Beth	Bachelor of Science
Rouse, Jeanie	Bachelor of Science in Nursing
Salesman, Ashley Renee	Bachelor of Arts
Sapp, Aaron Carl	Bachelor of Science
Saylor, Victoria Lynn	Bachelor of Science
Schludecker, Matthew Alan	Bachelor of Arts
Schmidt, Hudson P	Bachelor of Science
Schmit, Kaylee	Bachelor of Science in Nursing
Schneckenberger, Kimberly Florence	Bachelor of Science in Nursing
Schubnell, Faith Angelica	Bachelor of Arts
Schumpert, Jonathan David	Bachelor of Arts
Scott, Christopher Lance	Bachelor of Applied Science
Seaton, Megan M	Bachelor of Science
Senesac, Preston B	Bachelor of Science
Shaarda, Kelly Arlene	Bachelor of Science in Nursing
Shah, Isaac Fisal	Bachelor of Science
Shah, Shashwat Chetankumar	Bachelor of Science
Shake, Cody Michael	Bachelor of Science
Shannon, Kalayah Amani	Bachelor of Science
Sharp, Benjamin Taylor	Bachelor of Science
Shaw, Dalton Michael	Bachelor of Science
Sheeley, Austin Douglas	Bachelor of Science
Shew, Mason D	Bachelor of Science
Shingleton, Jason P	Bachelor of Science
Shively, Liudmila	Bachelor of Science in Nursing
Siefert, Olivia Kay	Bachelor of Science
Silcox III, Jerry Wade	Bachelor of Science
Sipe, Samantha Renee	Bachelor of Science in Nursing
Skomrock, Jordan AM	Bachelor of Science in Nursing
Smalls, Kyla Lanelle	Bachelor of Science

Smith, Catherine Wilhoit	Bachelor of Science in Nursing
Smith, Clint Richard	Bachelor of Science
Smith, Ellis E'mallye	Bachelor of Science
Smith, Quincy P	Bachelor of Science
Sok, Morriah D	Bachelor of Arts
Sparkman, Victoria Gladys	Bachelor of Science
Sparks, Baylee Savannah	Bachelor of Science
Sparks, Emily Kristine	Bachelor of Science
Spree, Kyle Lynn	Bachelor of Science
Stanger, Howard Leroy	Bachelor of Science
Stevenson, LaMarkis DuBree	Bachelor of Science
Stewart, Abrykia Mayme Marie	Bachelor of Science
Stewart, Stephanie Rowena	Bachelor of Science
Stoops, Ryan S	Bachelor of Science
Stott, Reece Lee	Bachelor of Science
Strack, Vicki	Bachelor of Science
Strader, Sarah Ruth	Bachelor of Science
Strelec, Madeline Nicole	Bachelor of Arts
Stripling, Halee C	Bachelor of Science
Strong, Jared William	Bachelor of Science
Stryker, Jacob Robert	Bachelor of Science
Sumling, Stanley Marcus	Bachelor of Science
Swisher, Justine Nichole	Bachelor of Science
Syed, Lisa Carol	Bachelor of Science
Sykes Jr, Charles Dion	Bachelor of Science
Teltow, Preston Lee	Bachelor of Science in Nursing
Tharp-Phillips, Shanelle Reann	Bachelor of Science
Thiemann, Benjamin Paul	Bachelor of Arts
Thomas, Andrea Lynn	Bachelor of Science
Thomas, Elora L	Bachelor of Arts
Thomas, Ryan Daniel	Bachelor of Science
Thompson, Matthew Alexander	Bachelor of Science
Threlkel, Leslie Marie	Bachelor of Science
Tillman, Alexandria N	Bachelor of Science in Nursing
Tillman, Ellonjia N	Bachelor of Science in Nursing
Todd, Mark William	Bachelor of Science
Tolerson, Tyson Lamont	Bachelor of Science
Tompkins, Kira Jean C	Bachelor of Arts
Torry, Nia Chantae	Bachelor of Science
Totheroh, Lauren Elizabeth	Bachelor of Science in Nursing
Trout, Cameron A	Bachelor of Science
Troutman, Ashley Nicole	Bachelor of Science in Nursing
Truitt, Michael Anthony	Bachelor of Science
Tucker Jr, Anthony Dale	Bachelor of Science

Tucker, Jacob Monroe	Bachelor of Science
Turner, Austin Montel	Bachelor of Science
Tustison, Leann Faith	Bachelor of Science in Nursing
Vakulenko, Daria Mikhailovna	Bachelor of Science
VanHoosier, Jennifer Michelle	Bachelor of Science
VanWagner, Ethan Michael	Bachelor of Science
Vermillion, Austin Michael	Bachelor of Science
Vestal, Alexis Ann	Bachelor of Science
Vondohlen, Cierra Laine	Bachelor of Science
Wadhams, Christine L	Bachelor of Science
Wagley, Eirik Thomas	Bachelor of Science
Wagner, Mia N	Bachelor of Science
Waldof, Lindsey Kabrud	Bachelor of Science in Nursing
Walk, Hannah Rose	Bachelor of Arts
Wallace, Yasmin Michaela	Bachelor of Science in Nursing
Ward, Jarrod Travis	Bachelor of Science
Warren, Torrie Cheyenne	Bachelor of Science
Washington, Aliyah	Bachelor of Science
Washington, Jeremy	Bachelor of Science
Washington, Jayden	Bachelor of Science
Watkins, Delaysha Lata	Bachelor of Science
Watts, Elizabeth Prentice	Bachelor of Science
Weather, Chantel	Bachelor of Science
Webster, Jeffrey Scott	Bachelor of Science
Werckmann, Kaylie Jo	Bachelor of Science
White, Aaron Daniel	Bachelor of Music
White, Ashton Ann	Bachelor of Science in Nursing
Wilderman, Kurtis Norman	Bachelor of Science
Williams, Margaret Mae R	Bachelor of Arts
Williams, Monica La'Shea	Bachelor of Science in Nursing
Williams, Owen Alexander Ricketts	Bachelor of Arts
Williamson, Katherine Frances	Bachelor of Arts
Willis, David	Bachelor of Science
Wilson, Cameron Michael	Bachelor of Science
Winkle, Bailie Nicole	Bachelor of Science
Winning, Katherine Elizabeth	Bachelor of Science
Wood, Ashley Nicole	Bachelor of Science in Nursing
Woodrow, Chloe Anne	Bachelor of Science
Wray, Jeremy Randall	Bachelor of Science
Wright IV, Christopher	Bachelor of Science
Wright, Conor Mathew	Bachelor of Science
Wright, Jared Patrick	Bachelor of Science
Wright, Kenneth D	Bachelor of Science
Wright, Kyle Lee	Bachelor of Science

Wright, Mckendra Kay	Bachelor of Science in Nursing
Wright, McKenzie Constance	Bachelor of Science
Wroblewski, Jenna Lynn	Bachelor of Science in Nursing
Wulff, Madigan Brooke	Bachelor of Science
Wyatt, Abryn	Bachelor of Science
Yanez Jr, Eduardo	Bachelor of Science
Ymker, Seth	Bachelor of Science
York, Alexis Nicole	Bachelor of Science
York, Jade Lenae	Bachelor of Science in Nursing
Young, Cassidy Marie	Bachelor of Science in Nursing
Zacok, Filip	Bachelor of Science
Zahner, Emili Anna	Bachelor of Science
Zahner, Emili Anna	Certificate Undergraduate
Zeck, Devon Danielle	Bachelor of Science
Zinn, Alex Robert	Bachelor of Science

3e New Program Graduate Licensure in Exceptional Needs: Intensive Intervention

The rationale for the program is a current shortage of educators licensed to teach students with intense exceptional needs. Students with intense exceptional needs (Autism Spectrum Disorder, Emotional Disability, Moderate Intellectual Disability, Multiple Disabilities, Orthopedic Impairment, Severe Intellectual Disability, Traumatic Brain Injury, and Other Health Impairment) require educators with specialized expertise; however, data shows that people educating this student population lack appropriate licensure. Based upon our survey completed by 63 administrators throughout the state of Indiana, 73% indicated a need for one or more educators licensed in intense interventions.

The license is comprised of 12 credit hours. Students will need to hold a professional education license.

Recommendation: Approval of the creation of the Graduate Licensure in Exceptional Needs: Intensive Intervention effective summer 2021, pending approval by Indiana Department of Education.

Chairperson Taylor suggests that 3e and 3f to be approved together.

Motion made by: Ed Pease

Motion seconded by: Casey Phillips

Roll Call Vote:

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

3f Reactivation of Program Master of Science in Athletic Training

After the 2017-18 academic year, the Master of Science in Athletic Training was suspended given concerns from the accrediting organization.

The program has worked to revise the curriculum to meet the 2020 standards of the accreditor. This process has resulted in a totally redesigned curriculum, consisting of 21 totally new courses, that aims to effectively prepare evidence-based, patient-centered clinicians that are able to think critically in an ever-changing healthcare landscape.

Recent changes in accreditation no longer allow baccalaureate preparation for athletic training. Students must complete a post-baccalaureate program to be eligible to sit for the certification exam. The program was previously suspended with the ICHE.

Recommendation: Approval of the creation of the Master of Science in Athletic Training effective summer 2021, pending approval by ICHE.

Chairperson Taylor suggests that 3e and 3f to be approved together.

Motion made by: Ed Pease

Motion seconded by: Casey Phillips

Roll Call Vote:

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

3g Naming of the Dick Hay Memorial Art Annex

This item is to request Board of Trustees approval of the naming of the Dick Hay Memorial Art Annex. The naming of the art annex is made possible by a cash gift of \$100,000 from Richard C. and Carla R. Hay of Winter Garden, FL, the son and daughter-in-law of emeritus professor, Dick Hay.

Richard Edward "Dick" Hay was born November 19th, 1942, and passed away on April 23rd, 2020. Professor Hay received his Bachelor of Fine Arts from Ohio University in 1964, and his Master of Fine Arts from Alfred University in 1966, the same year he began as an Instructor in the Department of Art and Design at Indiana State University. By 1980, he attained the rank of Professor.

Professor Hay was a founding member and served as President of NCECA, the National Council on Education in the Ceramic Arts. In 1988, he received the Caleb Mills Award for Distinguished Teaching at ISU and was recognized as a Teaching Fellow by the Center for Teaching and Learning. In 1989, he was recognized by the State of Indiana as an Art Treasure of the State. He was invited to lecture at over 100 universities worldwide.

Professor Hay received the Excellence in Teaching Award from the National Council on Education for the Ceramic Arts in 2003. Previously, he had been named Fellow of the Council by NCECA for his outstanding service to the organization. In 2010, a documentary film, *Dick Hay: Artist, Teacher, and Mentor*, was produced by NCECA and Judy Kelly Productions. He said, "My artwork is just my contribution to living. Hoping to enrich the experience." In 2006, Professor Hay retired from ISU after 40 years of service. As Professor Emeritus, he remained active, working in his home studio every day.

The donors of this generous gift are ISU alumnus, Richard Hay, a Magna Cum Laude graduate from Indiana State University in 2000 with a Bachelor of Science degree in English, and his wife Carla. Richard was a member of the Student Alumni Association, photo editor for the Statesman, editor-in-chief for ISU's IQ Magazine and a writing center consultant. Richard and Carla, own Twenty Six Design, which is a premier provider of customer-centered software, design, and management solutions.

The amount of the gift for this naming opportunity is consistent with the Indiana State University Naming Policy.

Recommendation: Leadership recommends approval of the naming of the Dick Hay Memorial Art Annex at Indiana State University.

Chairperson Taylor suggests that 3g and 3h to be approved together.

Motion made by: Randy Minas

Motion seconded by: Tanya McKinzie

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Tanya McKinzie, yes
Randall Minas, yes
Edward Pease, yes
Casey Phillips, yes
Cynthia Powers, yes
Kimberly Smith, yes
Jeff Taylor, yes

3h Naming of the North American Lighting Student Success Center

This item is to request Board of Trustees approval of the naming of the North American Lighting Student Success Center at the College of Technology. The naming is made possible by a cash pledge of \$142,500 from North American Lighting in Paris, IL.

\$100,000 of the gift will be allocated to the College of Technology supporting Mechanical Engineering Technology Lab Enhancements, Mechanical Engineering Technology Scholarships, STEM education experiential learning programs, and College of Technology student success initiatives and networking opportunities.

\$42,500 of the gift total will support scholarships within the Scott College of Business and Honors College, a sponsorship of Sycamore Athletics, and programming support for the Career Center, and the Department of Art and Design within the College of Arts and Sciences. A partnership between North American Lighting and Indiana State University was forged in 2018 resulting in philanthropic commitment of \$75,000 over three years. The partnership has supported student success and tutoring programs, increased student retention, and provided experiential learning opportunities. North American Lighting has created a robust network of professional employment for Sycamore graduates.

North American Lighting's vested interest in student development and workplace readiness has touched numerous colleges and departments on the ISU campus. This new commitment from North American Lighting further enhances opportunities for those aspiring to reach their educational goals at Indiana State University, while positively shaping communities in which Sycamore graduates call home.

The amount of the gift for this naming opportunity is consistent with the Indiana State University Naming Policy.

Recommendation: Leadership recommends approval of the naming of the North American Lighting Student Success Center in the College of Technology at Indiana State University.

Chairperson Taylor suggests that 3g and 3h to be approved together.

Motion made by: Randy Minas

Motion seconded by: Tanya McKinzie

Roll Call Vote:

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

3i Disclosure Statements

Rationale: Members of the University community are reminded of the need to complete a conflict of interest disclosure statement and await a decision by the ISU Board of Trustees before any contract or other financial transaction takes place in which the employee has a pecuniary interest.

Recommendation: Acceptance of Annual Conflict of Interest Disclosure Statement from Amy Roman.

Motion made by: Ed Pease

Motion seconded by: Cynthia Powers

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Tanya McKinzie, yes

Randall Minas, yes

Edward Pease, yes

Casey Phillips, yes

Cynthia Powers, lost Zoom connection was unable to vote

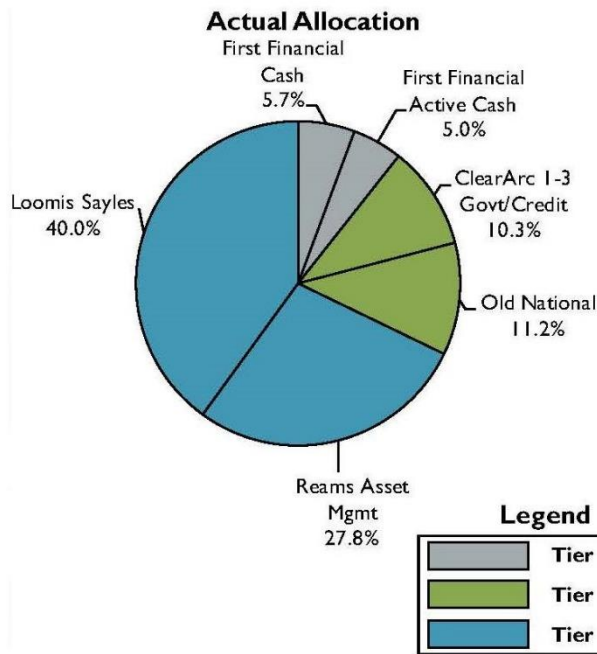
Kimberly Smith, yes

Jeff Taylor, yes

4a University Investments

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending September 30, 2020.

Indiana State University Operating Funds Plan Summary Period Ended September 30, 2020



Manager	Market Value
ISU-First Financial Cash	\$8,620,143
ISU-First Fincl. Active Cash	\$7,610,785
ISU-ClearArc	\$15,733,282
ISU-Old National	\$17,088,378
ISU-Reams Asset Mgmt.	\$42,451,515
ISU-Loomis Sayles	\$60,991,092
ISU-Total Fund	\$152,495,195

September 30, 2020			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$8,620,143	5.7%	\$10mm - \$25mm
First Financial Active Cash	\$7,610,785	5.0%	
	\$16,230,928	10.6%	
Tier II			
ClearArc 1-3 Year Govt/Credit	\$15,733,282	10.3%	\$25mm - \$30mm
Old National Intermediate	\$17,088,378	11.2%	
	\$32,821,660	21.5%	
Tier III			
Reams Asset Management Core	\$42,451,515	27.8%	Remaining Balance
Loomis Sayles Core Plus	\$60,991,092	40.0%	
	\$103,442,607	67.8%	
	\$152,495,195	100.0%	

QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

CURRENT QUARTER ENDED SEPTEMBER 30, 2020

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$9,621,991	(\$1,005,203)	\$3,355	\$8,620,143
ISU-First Fincl. Active Cash	\$7,607,733	(\$3,116)	\$6,168	\$7,610,785
ISU-ClearArc	\$15,672,993	(\$6,524)	\$66,814	\$15,733,282
ISU-Old National	\$16,989,525	(\$9,703)	\$108,556	\$17,088,378
ISU-Reams Asset Mgmt.	\$41,889,883	(\$36,204)	\$597,837	\$42,451,515
ISU-Loomis Sayles	\$59,971,422	(\$59,527)	\$1,079,197	\$60,991,092
ISU-Total Fund	\$151,753,547	(\$1,120,277)	\$1,861,926	\$152,495,195

CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

FISCAL YEAR TO DATE ENDED SEPTEMBER 30, 2020

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$9,621,991	(\$1,005,203)	\$3,355	\$8,620,143
ISU-First Fincl. Active Cash	\$7,607,733	(\$3,116)	\$6,168	\$7,610,785
ISU-ClearArc	\$15,672,993	(\$6,524)	\$66,814	\$15,733,282
ISU-Old National	\$16,989,525	(\$9,703)	\$108,556	\$17,088,378
ISU-Reams Asset Mgmt.	\$41,889,883	(\$36,204)	\$597,837	\$42,451,515
ISU-Loomis Sayles	\$59,971,422	(\$59,527)	\$1,079,197	\$60,991,092
ISU-Total Fund	\$151,753,547	(\$1,120,277)	\$1,861,926	\$152,495,195

INVESTMENT MANAGER RETURNS

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

Returns for Periods Ended September 30, 2020

Inception Date: October 1, 2010

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years	Since Inception
ISU-Tier 1	0.05	1.21	1.75	1.28	1.01	0.84	0.84
ISU-First Financial Cash	0.04	0.93	1.58	1.23	0.94	0.74	0.74
3 Month T-Bill	0.04	1.10	1.69	1.20	0.86	0.64	0.64
ISU-First Fincl. Active Cash	0.06	1.72	1.92	1.37	1.13	0.99	0.99
FTSE:Treas BM OTR 1 Yr	0.09	2.41	2.21	1.56	1.19	0.96	0.96
ISU-Tier 2	0.54	5.31	3.89	2.99	2.74	2.45	2.45
ISU-ClearArc	0.43	4.08	3.19	2.47	2.10	1.85	1.85
ClearArc:1-3 Yr G/C Comp	0.38	4.09	3.16	2.39	2.05	1.86	1.86
Blmbg:Gov/Cred 1-3 Yr	0.23	3.73	2.84	2.09	1.77	1.57	1.57
ISU-Old National	0.64	6.47	4.54	3.49	3.35	3.02	3.02
Old Nat'l: Interm Comp	0.54	6.58	4.62	3.56	3.47	3.14	3.14
Blmbg:Intmdt Gov/Credit	0.61	6.32	4.43	3.39	3.12	2.91	2.91
ISU-Tier 3	1.62	10.55	6.57	5.58	4.91	4.86	4.86
ISU-Reams Asset Mgmt.	1.35	12.60	7.48	5.33	4.80	4.54	4.54
Reams:Core Comp	1.43	15.13	8.24	5.90	5.05	4.79	4.79
Blmbg:Aggregate	0.62	6.98	5.24	4.18	3.97	3.64	3.64
ISU-Loomis Sayles	1.80	9.14	6.22	6.04	5.17	5.36	5.36
Loomis:Core Plus Comp	1.90	9.66	6.36	6.11	5.19	5.37	5.37
Blmbg:Aggregate	0.62	6.98	5.24	4.18	3.97	3.64	3.64
ISU-Total Fund	1.19	8.12	5.35	4.55	3.97	3.77	3.77
ISU-Total Fund-Net	1.10	7.77	5.01	4.21	3.64	3.46	3.46
Total Fund Target*	0.44	5.23	4.11	3.22	2.96	2.68	2.68

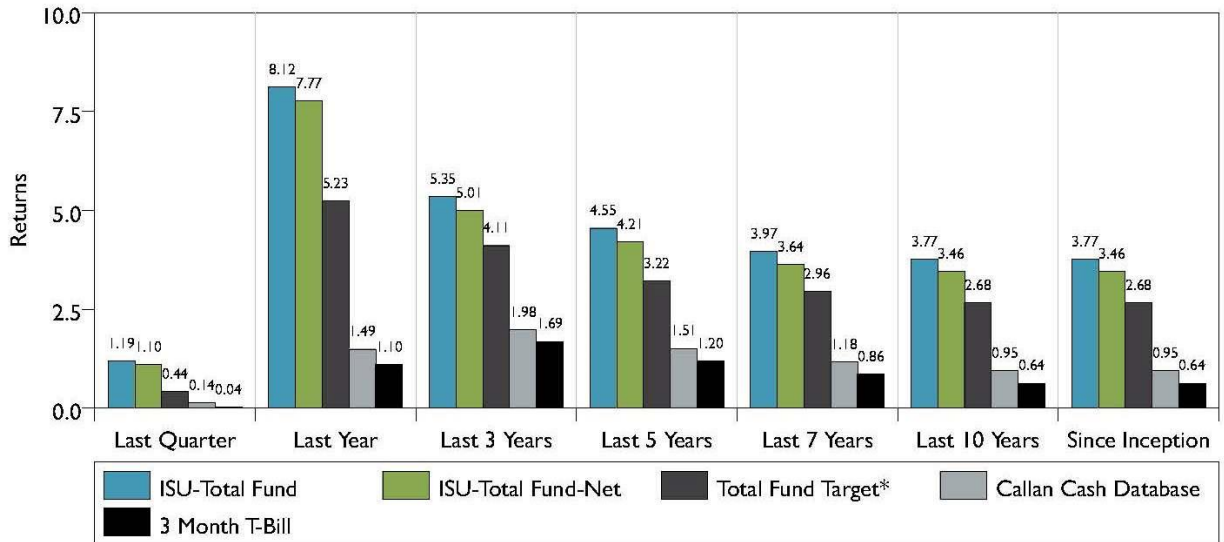
Total Fund Target* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit 1-3 Year Index, 62% Barclays Aggregate Index

RETURN SUMMARY PERIOD ENDED SEPTEMBER 30, 2020

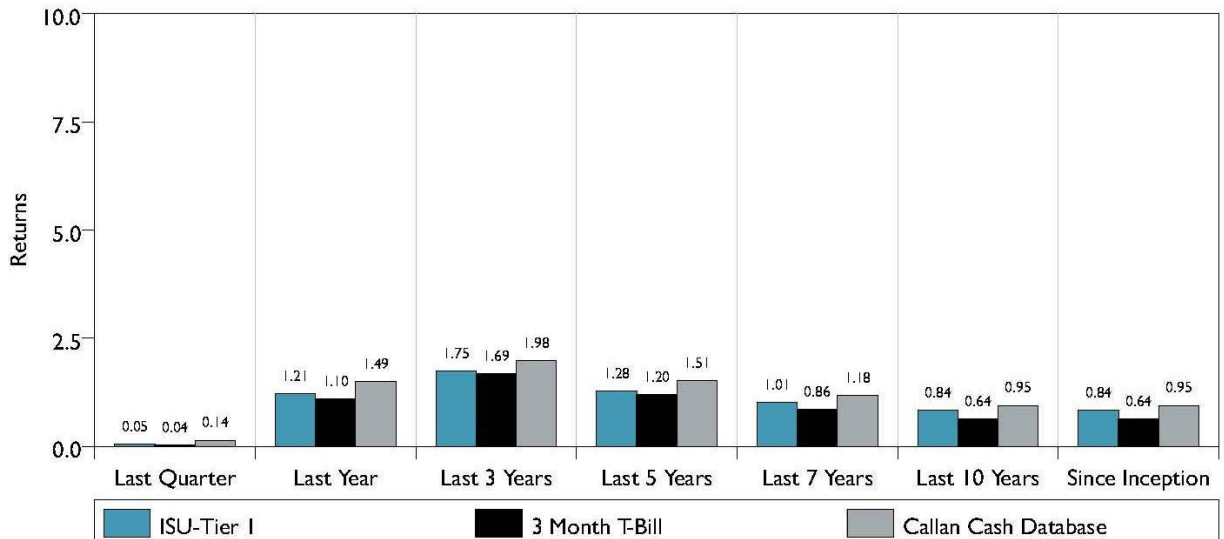
Total Fund Performance

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

ISU Total Fund Returns
for Various Time Periods
Current Quarter Ending September 30, 2020
Inception Date: October 1, 2010



ISU Tier I Returns
for Various Time Periods
Current Quarter Ending September 30, 2020
Inception Date: October 1, 2010

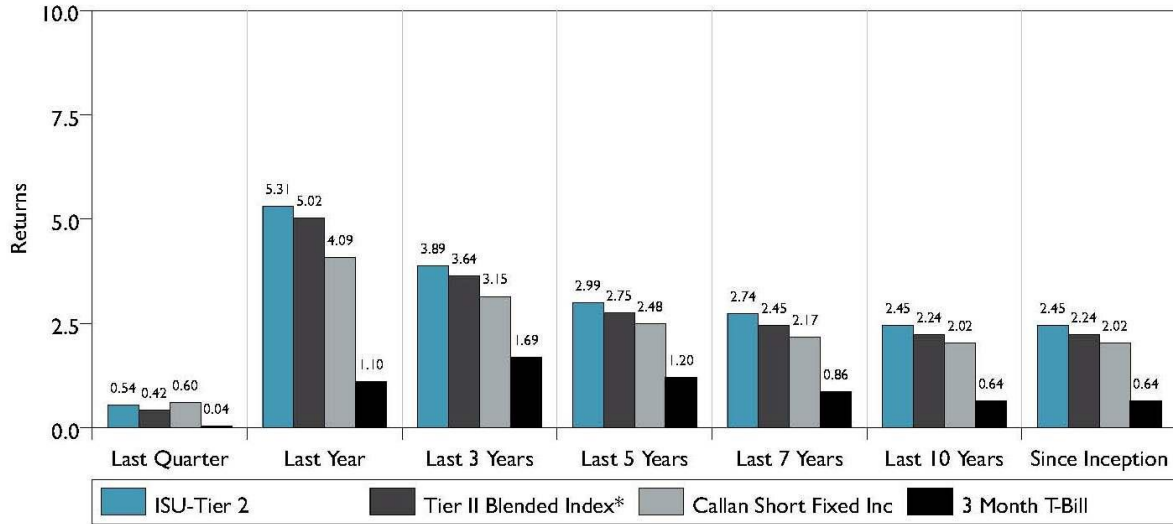


RETURN SUMMARY PERIOD ENDED SEPTEMBER 30, 2020

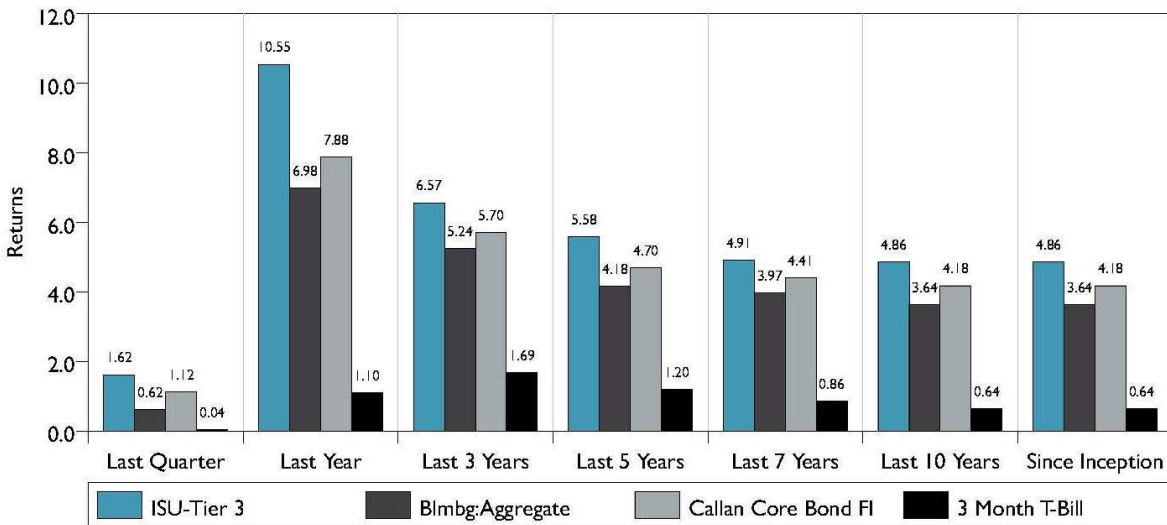
Total Fund Performance

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

ISU Tier 2 Returns
for Various Time Periods
Current Quarter Ending September 30, 2020
Inception Date: October 1, 2010



ISU Tier 3 Returns
for Various Time Periods
Current Quarter Ending September 30, 2020
Inception Date: October 1, 2010



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

4b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY							
For the Period Ending September 30, 2020							
	2020-21	2020-21	YTD	Percent	2019-20	YTD	Percent
	Base	Adjusted	through	of	Adjusted	through	of
	Budget	Budget	9/30/20*	Adjusted	Budget	9/30/19*	Adjusted
				Budget			Budget
Revenues							
State Appropriations							
Operational	\$ 72,063,968	\$ 72,063,968	\$ 16,754,873	23.3%	\$ 71,009,278	\$ 17,752,319	25.0%
Debt Service Appropriation	13,934,387	13,934,387	-	0.0%	11,574,682	-	0.0%
Sub-Total State Appropriations	85,998,355	85,998,355	16,754,873		82,583,960	17,752,319	
Student Tuition	91,271,096	91,271,096	44,600,944	48.9%	97,808,697	48,296,193	49.4%
Other Fees and Charges	1,387,903	1,387,903	497,878	35.9%	1,387,903	529,789	38.2%
Other Income and Transfers	6,749,046	6,749,046	4,489,937	66.5%	7,165,440	4,761,140	66.4%
Program Fees	900,000	900,000	552,095	61.3%	900,000	534,301	59.4%
Total Budgeted Revenue	\$ 186,306,400	\$ 186,306,400	\$ 66,895,727		\$ 189,846,000	\$ 71,873,742	
Encumbrances and Carryforward		12,195,145	12,195,145		9,881,336	9,881,336	
Reimbursements and Income Reappropriated From Other Sources		976,982	976,982		1,059,979	1,059,979	
Total Revenues	\$ 186,306,400	\$ 199,478,527	\$ 80,067,854	40.1%	\$ 200,787,315	\$ 82,815,057	41.2%
Expenditures							
Compensation							
Salaries and Wages	\$ 87,115,486	\$ 87,490,644	\$ 19,652,519	22.5%	\$ 91,832,165	\$ 20,854,790	22.7%
Fringe Benefits	25,652,424	25,678,458	5,870,621	22.9%	27,079,025	6,125,387	22.6%
Sub-Total Compensation	112,767,910	113,169,102	25,523,140	22.6%	118,911,190	26,980,177	22.7%
Departmental Expenses							
Supplies and Related Expenses	15,763,831	20,113,646	4,289,698	21.3%	21,147,109	6,630,516	31.4%
Repairs and Maintenance	4,652,428	5,400,594	5,252,142	97.3%	5,638,771	5,374,450	95.3%
Other Committed Expenses	1,408,582	1,408,372	619,260	44.0%	1,360,348	522,642	38.4%
Sub-Total Departmental Expenses	21,824,841	26,922,612	10,161,100	37.7%	28,146,228	12,527,608	44.5%
Utilities and Related Expenses	10,714,556	11,019,178	3,247,317	29.5%	11,173,030	3,455,588	30.9%
Equipment and Other Capital							
Operating Equipment	1,091,882	2,593,804	282,414	10.9%	2,181,299	494,380	22.7%
Capital Improvements	4,600,000	4,604,411	210,916	4.6%	4,600,000	-	0.0%
Sub-Total Equipment & Other Capital	5,691,882	7,198,215	493,330	6.9%	6,781,299	494,380	7.3%
Student Scholarship and Fee Remissions	14,449,824	14,761,028	9,345,784	63.3%	14,420,777	9,336,694	64.7%
Sycamore Technology Award	1,415,000	1,415,000	519,430	36.7%	1,415,000	982,800	69.5%
Academic Debt Service	14,542,387	14,542,387	13,309,972	91.5%	12,182,682	9,704,035	79.7%
Budgeted Reserve	4,000,000	4,000,000	-	0.0%	4,000,000	-	0.0%
Transfers Out and Program Fees	900,000	3,442,983	2,587,473	75.2%	3,757,109	2,882,631	76.7%
Reserve for State Appropriation		3,008,022		0.0%			
Total Expenditures	\$ 186,306,400	\$ 199,478,527	\$ 65,187,546	32.7%	\$ 200,787,315	\$ 66,363,913	33.1%
*Includes encumbrances and open commitments							

Revenues

State Appropriations

The State of Indiana due to loss of tax revenues related to COVID-19 placed a reserve of 7 percent on the University operating and line item appropriations for fiscal year 2020-21. This amounts to \$5,044,478 reduction of operating appropriation. The University has reserved \$3 million of carry-forward budget to help offset this loss.

Student Tuition

Tuition revenue is below last year by \$3,695,249. Fall tuition is below budget by \$1,557,748 and will be reduced further when Fall revenue sharing programs are distributed. The loss of tuition is offset by a budgeted reserve of \$4 million.

Other Fees and Charges

Other Fees and Charges are below last year by \$31,911. This is a result of reduced undergraduate and graduate admission application fees and change of course fees.

Other Income and Transfers

Other Income and Transfers are down from the prior year by \$271,203. This is due to a reduction of Residential Life Utility reimbursement due to taking Lincoln Quad off-line and a timing difference on IU Medical Center reimbursement.

Encumbrances and Carryforward

Encumbrances and Carryforward increased by \$2,313,809 from the prior year. Encumbrance decreased by \$596,795 while carryforward increased by \$2,910,604. This increase in carryforward is due to reduced student wages, travel and office supplies as the result of reduced operation resulting from response to COVID-19. The University has reserved \$3 million of this to help offset the loss of state appropriation.

Expenses

Compensation

Total Compensation is below last year's total by \$1,457,037. Salaries and Wages are down from the prior year by \$1,202,271 which is the result of reduced administrative, instructional, support staff, and student wages. Benefit expense is below last year's amount by \$254,766 due to reduced medical insurance, retirement, and FICA charges. This was partially offset by increased retirement incentive payouts and increased unemployment benefits.

Departmental Expenses

Total Departmental Expenses decreased by \$2,366,508. Supplies and Related Expenses decreased by \$2,340,818 as a result of reduced travel, marketing, first year experience, and office supplies. Repairs and Maintenance decreased by \$122,308 due to reduced general building repairs that were partially offset by increased software maintenance. Other Committed Expenses increased by \$96,618 due to increased insurance premiums.

Utilities and Related Expenses

Utilities and Related Expenses decreased by \$208,271 from the prior year reflecting lower electrical and water costs.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows an increase of \$9,090. The overall scholarship shortfall is projected to be \$3,026,000. The Sycamore Technology award is down by \$463,370 that reflects lower enrollment. The expected \$913,510 reversion will be used to help offset the scholarship shortfall.

Academic Debt Service

Academic Debt Service includes fee replacement for academic facilities that are funded by the State of Indiana and the non-fee replaced debt service that is funded by interest income. The increase of \$3,605,937 includes the balloon payment of Series P and the addition of Series T.

Budgeted Reserve

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

Transfers Out and Program Fees

Transfers Out and Program Fees decreased by \$295,158 to reflect reduced lab fees.

Reserve for State Appropriation

Reserve for State Appropriation reflects the \$3,008,022 set aside to help offset the reduction in state operating appropriation revenues.

4c Purchasing Report

Purchase Order Activity for Period October 1, 2020 to November 17, 2020				
Purchases Over \$50,000				
Sole Source, Source Designated by the NCAA				
	Quidel Corporation	P0088219	SOFIA 2 SARS TESTS	\$82,800.00

4d Vendor Report

The following vendors have accumulated purchases from the University for the time period October 1-31, 2020 (Fiscal Year 2021) in excess of \$250,000:

City of Terre Haute	\$ 256,405	Sewage Utility Payments; Campus Fire Protection
Blackboard Inc	\$ 263,192	Blackboard Software Maintenance & Storage
Delta Dental Plan of Indiana	\$ 308,699	Dental Claims Reimbursements
Unum Life Insurance Company of America	\$ 320,996	Life and Long Term Disability Insurance
Bob McCloskey Insurance	\$ 444,400	Student Athlete Medical Insurance

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

Otis Elevator	\$ 287,203	Maintenance Agreement for Campus Elevators; Elevator Repairs
EAB Global Inc	\$ 302,537	Student Marketing Programs
Ellucian Company LP	\$ 343,041	Banner Software Maintenance
500 Wabash Housing LLC	\$ 383,835	500 Wabash Lease Payments
Key Government Finance Inc	\$ 386,000	Networking Software Maintenance Agreement
AmWins/NEBCO Group Benefits	\$ 546,029	Retiree Insurance Coverage
Dell Inc	\$ 561,023	Laptop Scholarships; General Campus Computer Equipment
Pepper Construction Co of Indiana LLC	\$ 660,320	Sycamore Dining Renovation
Associated Roofing Professionals Inc	\$ 972,758	Various Roof Repairs; Root Hall Roof Replacement; Burford Hall Roof Replacement
CVS Pharmacy Inc	\$ 1,744,127	Prescription Drug Coverage
Duke Energy	\$ 2,090,722	Electricity Utility Payments
TIAA CREF	\$ 2,965,210	Retirement Contributions
Sodexo Inc and Affiliates	\$ 3,163,734	Dining and Catering Services
Anthem Life Insurance Company	\$ 4,926,790	Health Care Benefits and Reimbursements of Medical Claims
Hannig Construction Inc	\$ 6,336,807	Hulman Center Renovation

4e Faculty Personnel

Change of Status and/or Pay Rate

Carrie Ball; from Professor, Department of Applied Clinical and Educational Services, to Professor, Department of Applied Clinical and Educational Services and Faculty Ombud; stipend of \$3,000; for the 2020-2021 academic year.

Robert English; from Professor Emeritus, Department of Electronics and Computer Engineering Technology, to Acting Chairperson and Professor Emeritus, Department of Electronics and Computer Engineering Technology; chair supplement of \$1,200 per month; effective for the spring semester of the 2020-2021 academic year.

Stephen Harris; from Part-Time Lecturer, Department of Multidisciplinary Studies, to one-semester Full-Time Lecturer, Department of Multidisciplinary Studies; salary \$32,000 per academic year, prorated for the appointment period of September 25, 2020, through May 31, 2021.

John “Jake” Jakaitis; from Professor, Department of English, to Interim Chairperson and Professor, Department of English; chair supplement of \$2,100 per month; effective for the spring semester of the 2020-2021 academic year.

Jeffrey Kinne; from Professor, Department of Mathematics and Computer Sciences, to Professor and Director for Computer Science, Department of Mathematics and Computer Sciences; director supplement of \$600 per month; effective August 1, 2020.

C. Jack Maynard; from Professor, Department of Educational Leadership and Provost Emeritus, to Acting Chairperson, Department of Teaching and Learning, Professor, Department of Educational Leadership and Provost Emeritus; chair supplement of \$1,800 per month; effective for the spring semester of the 2020-2021 academic year.

Leave of Absence with Pay – Spring 2021

Xiaolong Li; Professor, Department of Electronics and Computer Engineering Technology.

Retirements

Steven Lima; Professor, Department of Biology; effective December 31, 2020.

Robert Perrin; Professor, Department of English; effective December 31, 2020.

Emeriti

Steven Lima, Professor Emeritus, Department of Biology; effective January 1, 2021.

Robert Perrin; Professor Emeritus, Department of English; effective January 1, 2021.

Separations

Brian Bunnett; Associate Librarian, Library Services; effective December 9, 2020.

Alexandra Chamberlain; instructor, Department of Art and Design; effective December 31, 2020.

Jennifer Holmes; Instructor, School of Nursing; effective December 31, 2020.

Jared Wuerzburger; Assistant Professor, Department of Electronics and Computer Engineering Technology; effective December 31, 2020.

4f Other Personnel

NON-EXEMPT Appointments

Abby Adams; Custodian I, Sycamore Housing; \$11.40 per hour; effective October 26, 2020.

Roya Ball; Animal Caretaker, IU School of Medicine-Terre Haute; \$13.00 per hour; effective October 17, 2020.

Dusti Chestnut; Custodian I, Sycamore Housing; \$11.40 per hour; effective October 12, 2020.

Madison Gruenert; IPLI Program Coordinator, Dean, Bayh College of Education; \$15.87 per hour; effective October 19, 2020.

Kimberly Harbaugh; Accounting Unit Supervisor, Assoc VP Finance Asst Treasurer; \$18.49 per hour; effective November 9, 2020.

April Jackson; Communications Officer, Public Safety Department; \$16.11 per hour; effective November 9, 2020.

Chloe Woodrow; Early Childhood Ed Ctr Teacher, Early Childhood Education Center; \$14.51 per hour; effective November 9, 2020.

Change in Status and/or Pay Rate Promotion

Aaron Sloan; from Police Corporal to Police Sergeant, Public Safety Department; \$26.02 per hour; effective September 21, 2020.

Transfers

Theresa Ortega; from Administrative Assistant III, Campus Recreation to Student Services Assistant III, Student Counseling Center; \$19.08 per hour; effective November 5, 2020.

Jeris Wade; from Admissions Processing Spec, Admissions and High Schl Relations to Administrative Assistant I, History; \$17.69 per hour; effective November 9, 2020.

Other

Susan Crist; Student Services Assistant III, Dept of Applied Health Sciences; \$20.23 per hour, effective July 11, 2020.

Retirements

Rita Anderson; Administrative Assistant III, President's Office; effective December 11, 2020.

Michael Gilliland; Utility Worker I, Utility; effective October 5, 2020.

Georgia Green; Custodian I, Sycamore Housing; effective November 13, 2020.

Mary Howard; Custodian I, Custodians; effective November 4, 2020.

Gary Lingenfelter; Utility Worker II, Utility; effective October 5, 2020.

Vickie Magill; Student Services Assistant III, Student Counseling Center; effective September 30, 2020.

Martha Ward; Telephone Operator, Telecommunications; effective October 30, 2020.

Debra Williams; Administrative Assistant II, Facilities Management; effective October 16, 2020.

William Williams; Maintenance Supervisor, Maehling Terrace Univ Apartments; effective October 1, 2020.

Separations

Derek Blann; Events Setup Technician I, HMSU-Operations; effective October 6, 2020.

Lesley Bricker; Stu Fin Aid Client Serv Spec, Student Financial Aid; effective September 25, 2020.

Danielle Crim; Collections/Perkins Loan Supv, Assoc VP Finance Asst Treasurer; effective October 28, 2020.

Heidi Elmore; Early Childhood Ed Ctr Teacher, Early Childhood Education Center; effective October 2, 2020.

Tiffany Glaspie; Custodian I, Custodians; effective October 30, 2020.

Mark Goffinet; Custodian II, Burford Housing; effective September 21, 2020.

Jason Hayes; Budget Coordinator, Hulman Center; effective October 29, 2020.

Chelsea Lowe; Financial Aid Processing Spec, Student Financial Aid; effective October 30, 2020.

Josey Tharp; Mail Services Coordinator, Mail Room; effective October 8, 2020.

Others

Kent Johnson; Events Setup Technician I, HMSU-Operations; deceased November 5, 2020.

NON-EXEMPT PROFESSIONAL

Appointments

Kyle Atterson; Bursar Operation Systems Coord, Assoc VP Finance Asst Treasurer; B.S., Indiana State University; \$19.49 per hour; effective September 28, 2020.

Austin Bishop; Annual Giving Coordinator, Advancement; B.S., Indiana University; \$19.50 per hour; effective October 26, 2020.

Zachary Johnson; Admissions Counselor, Admissions and High Schl Relations; B.A., Ball State University; \$15.87 per hour; effective October 12, 2020.

Separations

Shane Sizemore; Univ Scholar Off Systems Coord, Admissions and High Schl Relations; effective November 6, 2020.

Change in Status and/or Pay Rate Reclassifications/Title Changes

Jonathan Garcia; from pay grade 9 to 10; Multimedia Services Coord, University Marketing; \$21.85 per hour; effective September 5, 2020.

John Gettemeyer; from Program Coordinator to New Stu Trans Prog Asst Dir-RR, New Student Transition Programs; \$18.19 per hour; effective October 3, 2020.

Zachary Moore; from Graphic Designer to Product & Print Design Spec, University Marketing; \$20.14 per hour; effective September 5, 2020.

EXEMPT

Appointments

Oyibo Afoaku; Student Access Coord Req Reapt, Center for Student Success; Ph.D., Indiana State University; salary \$36,000 per fiscal year; effective October 1, 2020.

Kerri England; Instructional Tools Supp Mgr, Office of Information Technology; MLS, Indiana University Bloomington; salary \$52,500 per fiscal year; effective November 9, 2020.

Thomas Gray; Development Director, Advancement; M.S., Indiana Wesleyan University; salary \$74,000 per fiscal year; effective November 9, 2020.

Alicia Miller; Student Health Promo Asst Dir, Student Health Promotion; MPH, Univ of the Sciences Philadelphia; salary \$40,716 per fiscal year; effective November 2, 2020.

Temporary Appointments

Timothy Guoli; Staff Psychologist Req Reap, Student Counseling Center; salary \$47,000 per fiscal year; effective October 1, 2020 through June 30, 2021.

Change in Status and/or Pay Rate
Others

Adetomiwa Opafola; Systems Integrator, Office of Information Technology; equity adjustment to \$53,730 per fiscal year; effective October 1, 2020.

Reclassifications/Title Changes

Christopher Fischer; from Associate Dean & Assc Prof to Assc Dean, Strat Init&Car Read, Dean, College of Arts & Sciences; salary \$101,500 per fiscal year; effective October 1, 2020.

Separations

Justin Applegate; Rehabilitation Specialist II, Physical Therapy & Sports Rehab Cli; effective November 2, 2020.

Richard Enyard; Exec Director Human Resources, Human Resources; effective October 9, 2020.

Linda Marrs-Morford; Ind Princi Lead Inst Dir Temp, Dean, Bayh College of Education; effective October 31, 2020.

Ashlee Shroyer; Advertising and New Media Dir, University Marketing; effective November 4, 2020.

Lisa Spence-Bunnett; Assc VP Acad Affairs and CIO, Office of Information Technology; effective December 4, 2020.

Stipend

Pamela Chamberlain; Sti Staff Council Comm Officer, Conference Activities; stipend of \$500 per fiscal year for additional duties; effective June 1, 2020 through May 31, 2021.

Jamie Hays; Sti Staff Council Treasurer, Dean, College of Arts & Sciences; stipend of \$500 per fiscal year for additional duties; effective June 1, 2020 through May 31, 2021.

Todd LaComba; Sti Staff Council Chair, Advancement; stipend of \$1,000 per fiscal year for additional duties; effective June 1, 2020 through May 31, 2021.

Morgan Leek; Sti Staff Council Vice Chair, School of Nursing; stipend of \$750 per fiscal year for additional duties; effective June 1, 2020 through May 31, 2021.

Katherine Lugar; Sti Staff Council Elec Officer, Honors College; stipend of \$500 per fiscal year for additional duties; effective June 1, 2020 through May 31, 2021.

Angela Napier; Sti Staff Council Parliamentar, Dean University College; stipend of \$500 per fiscal year for additional duties; effective June 1, 2020 through May 31, 2021.

Samantha Penney; Sti Intrm Exec Dir Exper Learn, Online; stipend of \$36,000 per fiscal year for additional duties; effective September 14, 2020 through October 31, 2020.

Christina Pitts; Sti Staff Council Griev Liaiso, Economics; stipend of \$500 per fiscal year for additional duties; effective June 1, 2020 through May 31, 2021.

Roxanne Torrence; Sti Staff Council Secretary, Dean, College of Arts & Sciences; stipend of \$500 per fiscal year for additional duties; effective June 1, 2020 through May 31, 2021.

Tami Weinzapfel-Smith; Sti Intrm Dir Human Resources, Human Resources; stipend of \$15,000 per fiscal year for additional duties; effective October 10, 2020 through June 30, 2021.

ATHLETICS
Appointments

Ryan Muller; Athletic Sponsorship Devel Dir, Athletics-Administration; B.S., Lock Haven University PA; salary \$60,000 per fiscal year; effective October 19, 2020.

Change in Status and/or Pay Rate

Tori Magner; Asst Coach, Softball, Athletics-Softball; salary \$39,040 per fiscal year; effective September 1, 2020.

4g Grants and Contracts

1. Indiana University, Fund No. 549399, Proposal No. 21-042
A sub agreement under the Department of Health and Human Services Health Resources and Services Administration (HRSA) in the amount of \$113,624.00 has been received from Indiana University for the project entitled, "Area Health Education Centers Point of Service Maintenance and Enhancement," under the direction of Caroline Mallory, College of Health and Human Services, for the period September 1, 2019 through August 31, 2021.
2. Indiana University, Fund No. 549394, Proposal No. 20-112
A sub agreement under the Indiana Department of Child Services in the amount of \$150,775.00 has been received from Indiana University for the project entitled, "BSW/MSW Child Welfare Education" under the direction of Robin Bonifas, Department of Social Work, for the period July 1, 2020 through June 30, 2022.
3. Cardno, Inc., Fund No. 549400, Proposal 21-014
An agreement in the amount of \$2,500.00 has been received from Cardno, Inc. for the project entitled, "Mapping and 3D Modeling of Old Union Cemetery," under the direction of Alex Badillo, Department of Earth and Environmental Systems, for the period November 1, 2020 through March 1, 2021.
4. Sales Education Foundation, Fund No. 549398, Proposal 21-037
An agreement in the amount of \$5,000.00 has been received from Sales Education Foundation for the project entitled, "Dynamics of Global Sales Leadership: An Examination Through Hofstede's Cultural Dimensions," under the direction of David Fleming, Department of Marketing and Operations, for the period September 28, 2020 through September 30, 2022.
5. United Way of the Wabash Valley, Fund No. 549397, Proposal 21-031
An agreement in the amount of \$39,985.00 has been received from United Way of the Wabash Valley for the project entitled, "Mental Health First Aid Training Courses Program," under the direction of Jacquelyn Mathis, West Central Indiana Area Health Education Center, for the period November 1, 2020 through July 31, 2021.
6. Indiana Academy of Science, Fund No. 549396, Proposal 21-024
An agreement in the amount of \$2,775.00 has been received from Indiana Academy of Science for the project entitled, "Building Genomic Resources for Study of Fish Color Pattern Development," under the direction of Payton Blount, Department of Biology, for the period October 15, 2020 through October 14, 2021.
7. Indiana Arts Commission, Fund No. 549393, Proposal 20-084
An agreement in the amount of \$4,232.00 has been received from Indiana Arts Commission for the project entitled, "Indiana State University Contemporary Music Festival," under the direction of Kurt Fowler, School of Music, for the period July 1, 2020 through June 30, 2021.

4h Agreements			
Signature Date	Contract Type	Name	State
11/20/20	Affiliation Agreement	American Red Cross	Indiana
11/19/20	Affiliation Agreement	Health Technologies INC	Missouri
11/17/20	Affiliation Agreement	Vanderbilt University Medical Center - OT	Tennessee
11/11/20	Administrator-In-Training	Indiana State University and Tri County Schools	Indiana
11/11/20	Performer, Speaker, Entertainer	Dr. Joni Clark Radical Self Care	Indiana
11/11/20	Performer, Speaker, Entertainer	Schuyler Bailar Transgender Day	Virginia
11/09/20	Administrator-In-Training	Indiana State University with Lanesville Community Schools	Indiana
11/09/20	Affiliation Agreement	Indiana State University and Greene-Sullivan Special Education Cooperative	Indiana
11/09/20	Affiliation Agreement	School Affiliation Agreement ISU and CEP America, LLC d/b/a Vituity	Indiana
11/09/20	Affiliation Agreement	School Affiliation Agreement ISU and Union Hospital, Inc.	Indiana
11/09/20	Affiliation Agreement	School Affiliation Agreement ISU and Union Hospital Therapy, LLC	Indiana
11/06/20	Subagreement	Alliance Community Training - Subaward	Indiana
11/06/20	Reimbursement	Terre Haute Chamber of Commerce Subaward	Indiana
11/06/20	Affiliation Agreement	OhioHealth Corporation Addendum	Ohio
11/06/20	Affiliation Agreement	Vigo County Mutual Aid (VCMA)	Indiana
11/05/20	Affiliation Agreement	Witham Health Services Addendum	Indiana
11/05/20	Affiliation Agreement	The University of Texas M.D. Anderson Cancer Center Addendum	Texas
11/04/20	Affiliation Agreement	Saint Mary-of-the-Woods College	Indiana
11/03/20	Affiliation Agreement	Beacon Health System	Indiana
11/02/20	Performer, Speaker, Entertainer	Timothy Mousseau Masculinity Peer Education	New York
11/02/20	Performer, Speaker, Entertainer	Campuspeak Finding Your Why	Florida
11/02/20	Performer, Speaker, Entertainer	Campuspeak Fearless While Greek	Florida
11/02/20	Clinical Affiliation	OSF Healthcare System	Illinois
11/02/20	Clinical Affiliation	Banner Health Addendum	Arizona
10/29/20	Clinical Affiliation	The Strategies	Indiana
10/29/20	Clinical Affiliation	Appalachian Regional Healthcare System	North Carolina
10/29/20	Clinical Affiliation	Medcor	Illinois
10/28/20		Quidel	Indiana
10/28/20	Affiliation Agreement	Vanderbilt University Medical Center (OT)- see fully executed document 11.17.2020	Tennessee
10/26/20	Affiliation Agreement	Memorial Hospital Association	Illinois
10/25/20	Affiliation Agreement	Banner Health Amendment-refer to fully executed copy	Arizona
10/23/20	Affiliation Agreement	OSF Healthcare System-refer to signed document 11.2.2020	Illinois
10/21/20	Affiliation Agreement	Southwest Parke Community School Corporation PDS Memorandum of Agreement	Indiana
10/21/20	Affiliation Agreement	Appalachian Regional Healthcare System-signed agreement uploaded 10.29.2020	North Carolina
10/15/20	Subagreement	Cardno Revised Subagreement	
10/14/20	Affiliation Agreement	Pediatric Therapy	South Carolina

10/14/20	Affiliation Agreement	Elmhurst Memorial Hospital, Elmhurst Clinic	Illinois
10/14/20	Affiliation Agreement	OhioHealth Corporation Addendum- Refer to fully executed document	Ohio

4i Board Representation at University Events

Events Requiring Board Representation

February 18-19, 2021

Board of Trustees Meeting, State Room, Tirey Hall

Optional Events

None

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

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

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

4j In Memoriam

IN MEMORIAM: Emma L. Dodson

WHEREAS, Emma L. Dodson, retired Purchasing agent, died on the twenty second day of May two thousand and seven; and

WHEREAS, Emma L. Dodson had given loyal and devoted service to Indiana State University for twenty three years and had gained the respect of students and colleagues who knew her;

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

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

IN MEMORIAM: Ms. Linda Pittman

WHEREAS, Ms. Linda Pittman, retired Custodian I in Sycamore Housing, died on twentieth day of October two thousand and twenty; and

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

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

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

IN MEMORIAM: Mr. Kent Johnson

WHEREAS, Mr. Kent Johnson, Event Setup technician I, died on the fifth day of November two thousand and twenty and;

WHEREAS, Kent Johnson, had given loyal and devoted service to Indiana State University for over 35 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: Mr. Raymond Quist

WHEREAS, Mr. Raymond Quist, CHPER Professor Emeritus of Communications Disorder Department of Indiana State University, died on the 11th day of November two thousand and twenty; and

WHEREAS, Mr. Raymond Quist had given loyal and devoted service to Indiana State University for twenty five 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.

5 Old Business

No old business to report.

6 Adjournment

The Indiana State University Board of Trustees adjourned at 12:51 p.m.