



Indiana State University

Board of Trustees Agenda Meeting Minutes

December 9, 2022

State Room, Tirey Hall



Board of Trustees Agenda Meeting, Friday, December 9, 2022 - Minutes

Meeting Agenda

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Ms. Leek

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Student Government Association President
Ms. Angel

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

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Dr. Curtis

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Mrs. Cabello

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1. Call Meeting to Order – Kathy Cabello

Roll Call:

Kathleen Cabello, present

Robert Casey, present

Kimberly Collins, present

Robert Lowe, present

Randall Minas, present

Joh Pratt, present

Kimberly Smith, present

Troy Woodruff, present

Cynthia Powers, present via conference call

With everyone present, Chairperson Cabello called the meeting to order at 2:30 p.m.

Report of the Faculty Senate Chairperson – James Gustafson

I want to start by saying thank you to the members of the Board of Trustees for your time and your commitment to Indiana State University. I am here as chair of the University Faculty Senate to give a quick update on our work in shared governance. At your October meeting, I outlined four goals that we are pursuing in faculty senate this year:

The first was equitable compensation. I am pleased to report that this month, about fifty of the lowest paid tenured and tenure-track faculty in rank received their equity-based salary adjustment based on the plan approved in October by the President and Provost. We are thankful for the progress made in this area and would like to continue discussing ways to provide more equitable compensation, including for instructors and temporary faculty. Secondly, we are working to restructure our faculty governance operations. The University Faculty approved a plan to reduce the size of the Faculty Senate with an overwhelming 87.6% in favor. The vote concluded just a few days past the deadline to get that proposal on the Board's agenda for today, so you should expect to see this at your next meeting. We also just received final language on a proposal that would reduce the size and number of our standing committees. The goal of these efforts is to streamline our governance operations and ensure that as much faculty time as possible is committed to the university's missions of student success and the production of knowledge.

Our third goal is to address the climate surrounding diversity, equity, and inclusion efforts. We are continuing to work with the deans of the Bayh College of Education and College of Arts and Sciences on a cluster hire around diversity in higher education with efforts to recruit a diverse candidate pool. We are also working with the Faculty Affairs Committee's Subcommittee on Minoritized Faculty Concerns to ensure we create better support structures for these, and future, new faculty hires, particularly faculty of color. We are also looking forward to seeing the results of the campus climate survey in February which we expect will further inform our work in this area.

The Faculty Senate also recently approved changes to the Discipline and Dismissal procedures to ensure we have a fair and functional system in place to deal with faculty misconduct and ensure due process. We are also in dialogue with the Provost and the faculty ombuds office to discuss ways we can better address incidents of harassment and discrimination in the workplace. We are especially concerned that most such incidents go unreported through formal channels. It speaks to a need for creating a culture of accountability, ensuring that department chairs and deans are held responsible for ensuring a safe workplace free of harassment and discrimination.

Our fourth and final goal relates to ensuring there is a clear vision for the future of the institution behind the changes being made to address budget and enrollment issues. I mentioned in October that there was considerable anxiety among faculty over this issue. That was only heightened by the announcement before the holidays that at least \$12 million will be cut from the operating budget beginning next year. The president communicated to campus that this may include a substantial restructuring of the university and that it may potentially include laying off faculty members, even those in tenured positions., which is an extraordinary action. The Faculty Senate officers have made every effort to be good partners in this process. We are pleased that the Provost has pledged to follow the Policy Library procedures for structural changes to academic units which allows for affected faculty units and our Curriculum and Academic Affairs Committee to have a voice in the process. Our interests are first and foremost

in ensuring that there is a sustainable institution on the other side of this, and that the process for making and communicating decisions is as equitable and humane as possible. At this point, we are in mid-hiring season on the national market and we fear it will already be too late for faculty affected by layoffs to find positions for next year. It is a difficult situation. We are trying to balance the need to make changes with deliberate speed to address the university's immediate needs, with ensuring the decisions are sound and faculty have time to participate and respond.

It has been a challenging year, but we are moving forward, having difficult conversations, and thinking big about ways we can remake Indiana State in a time of great uncertainty.

Report of the Staff Council Chairperson – Morgan Leek

Good afternoon, colleagues. This semester has been busy for Staff Council and not just with our usual fundraising. We held our annual holiday ornament sale and another lunchtime bingo. Staff Council also hosted the ISU Bleeds Blue Blood Drive on December 1st where we had a wonderful turnout. Our Executive Committee brought in two representatives from the Red Cross to teach our Staff Council representatives how to perform Hands Only CPR. Our goal for this year was to have more intention with the things that we were doing as a council and I believe that the previous items mentioned are a very strong start. We will hopefully be able to offer more substantial events to highlight our staff, faculty, and student engagement in the Spring.

On behalf of Staff Council, I would like to express gratitude to our dedicated and hard-working staff. Whether it's acknowledged or not, the work that is done by every single one of our employees here makes a huge impact. Thank you for all your contributions to ISU over the last semester. Wishing everyone a safe and happy holiday season and congratulations to our graduates!

Report of the Student Government Association President – Josie Angel

Thank you, Ms. Cabello and Good Afternoon, Board of Trustees:

It is my pleasure to provide an update on the progress and goals of the 60th Administration of Student Government Association.

Since our last update in October, we have made significant steps toward our platform objectives and hosted exceptional campus programming.

We just wrapped up our annual Scholarship Fair; however, this year it was slightly different as we hosted multiple fairs with one in each college. The turnout was incredible with over 100 students in attendance at each fair and some being significantly greater than that. Students were educated on the scholarships available within their college and across campus to best inform them of opportunities available. Following the fairs, student attendees were entered to win 7 \$150 scholarships with support from the ISU Foundation.

We also just wrapped up our Spring 2023 Student Organization Resource Funding process. We had an incredible 37 student organizations apply for program funding for the spring semester in which we allocated over \$17,000 to student organizations so we are looking forward to a fun-filled spring with events all across campus. We appreciate the support from the Division of Student Affairs to make this possible.

Early November we hosted a Student Tailgate at a Men's Basketball Game in which students stopped by to get free hot dogs, cookies, and drinks before the game. We had a great turnout and SGA and the student body is super excited by the success of the men's basketball team thus far.

Our team also hosted an alcohol abuse awareness event and last week hosted an event titled "Mind Over Matter" which encouraged students to take a break from studying with yoga and meditation to support our important platform of mental health advancement.

In our sustainability initiatives, we just hosted an event titled "Nuts over Guts" in which student organizations were challenged to create sustainable plant-based meals. We just selected and had approved by our governing body the first SGA Director of Sustainability, KT Vorhees, who will begin her role in January and we're looking forward to having her join us to plan more sustainable events.

SGA also had the pleasure of joining public safety on the annual lighting and safety tour and we are thankful for their continued work to make our campus a safe environment for all students. We recently had the opportunity to host a SGA Shared Governance Dinner in which leaders from Rose-Hulman and St. Mary of the Woods College joined us on campus in the Dede's to share ideas about initiatives we're focusing on.

Happening right now is a tree display of all Terre Haute college campuses in front of the Terre Haute court house. I would encourage you to stop by and check out ISU SGA's as I would say we have the best tree out of all of them.

This spring we're looking forward to hosting black history month programming, the second annual snow-cial in partnership with many other organizations quickly upon our return, and a large end of year celebration to honor 60 years of SGA at Indiana State.

Our team has worked so hard this fall to advocate and provide meaningful student experiences on campus and I'm so excited to see all our ideas and plans come together this spring. Thank you!

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

Good afternoon. As we celebrate our newest alumni this evening and tomorrow, our division has had a celebratory feel since November. On Friday, November 4, we hosted the President's Dinner celebrating Distinguished Alumni and transformational philanthropy. Thank you to all that were able to attend this incredible evening celebrating our donors and alumni that have a positive impact on our students and university.

We continued our festivity into November and December with the delivery of our recognition boxes to new endowment donors, members of the 1865 society, and Book and Torch society honorees. Goodies and awards fill these boxes but the most important element is a video card with appreciation videos from students and faculty that were personally impacted by the donor's philanthropy. We have received a great deal of positive feedback from our donors regarding these boxes. Coming later this month are recognition for our President's Society donors, Dale McKee Society donors that have given consecutively to the university for 5, 10, or 25 years and appreciation gifts to our dynamic foundation board of directors. As we all know, cultivating donors and raising funds is paramount for our division but equally as important is showing our sincere gratitude to those who give back.

In closing, I am pleased to report our development results through the first five months of our current fiscal year. These totals do not include a gift you will hear about later in the meeting. Gifts to Indiana State University totaled \$7.9 million dollars through five months. A few important trends reflected in this overall number include:

- 11 new endowed funds created
- 529 donors have given at the President's Society level or above
- \$3.4 million in giving to the ISU Endowment

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

Report of the University President – Deborah Curtis

Good afternoon and Happy Commencement Weekend!

Commencement Weekend

- My favorite time of the year (December and May)
- Conferred Degrees – Graduate = 174; Undergraduate = 543 **717 total**

PERSONNEL UPDATES

- Since the Board last meet, we concluded our national search for the Dean of Students position within the Division of Student Affairs. I am pleased Dr. Heather Webb has joined our team. Dr. Webb has over 20 years of experience in higher education. She previously served as Director of Student Accountability & Support and Deputy Title IX Coordinator at Eastern Illinois University. She earned a Ph.D. in higher education administration, a master's degree in education focusing on counseling and development, and a bachelor's degree in public relations from Purdue University.
- Dr. Andy Morgan – Associate Vice President for Student Affairs has accepted a position at Illinois State University to serve as the Associate Vice President and Dean of Students. His last day at ISU is January 13, 2023. We wish the best for Dr. Morgan, and many thanks for his leadership here at ISU over the past several years.
- Greg Goode, Executive Director of Government Relations and University Communication at Indiana State University, has taken a position to serve as State Director for U.S. Senator Todd Young (R-Ind). Greg's last day at ISU is January 6, 2023. We are grateful to Greg for his many years of service, and wish him well in this new endeavor.
- In the interim, lawyer and experienced public affairs officer Susan Brock Williams will step into the role of Assistant to the President for State Government Relations at ISU. She will begin on Jan. 3, 2023.

Williams has over 28 years of experience in state government relations. For 19 years prior to her retirement in June 2021, she served as Director of Government Relations for her alma mater, Purdue University, representing the institution before the Indiana General Assembly and state government. She received a B.A. in Political Science from Purdue University in 1990 and her law degree from Indiana University's Robert H. McKinney School of Law in 1994.

- Due to the departure of our Associate Vice President for Inclusive Excellence, last month, there are two colleagues I'd like to acknowledge today as they step up to serve in leadership roles to continue this important work.
- We are joined today by Dr. Aaron Slocum. Dr. Slocum has agreed to serve as Interim Director of Equity and Inclusion. In this role, he will be responsible for reviewing and approving search committees, applicant pools, campus candidates, and hiring proposals. We are grateful he's willing to take on this added responsibility. Dr. Slocum currently serves as the Director of our Mentoring Center.

- In addition, Ms. Sumalayo Jackson, Assistant to the President for Human Relations, joins us today to announce that she is taking on the leadership role of the President's Council on Inclusive Excellence responsibilities. It is truly an advantage for us that Ms. Jackson has served as a member of this important committee for the past several years, and moves into the chair position with a great deal of expertise and experience. Many thanks to both of our colleagues here today for delivering on the work of these important functions.
- I am pleased to report that the work of the search committee to identify and bring to ISU a new dean for the College of Technology is well underway. We look forward to welcoming candidates to campus in the spring semester, and later in this meeting we will be hearing about some of the most exciting news that we have had in the Be So Bold Campaign thus far.....stay tuned!

Indiana State Budget Committee

- At the last Board of Trustee meeting, I reported our start to the biennial state budget process. Our first budget presentation to the Commission for Higher Education was in October.
- Earlier this week, I presented our budget request to The State Budget Committee
 - Our number one priority Capital Request was for a:
 - \$66M dollar repair, rehabilitation and expansion of the current Technology Annex.
 - When that R&R project is accomplished, this facility will become the Center for Technology, Engineering and Design at Indiana State University.
- These presentations will continue after the first of the calendar year.

Campus Updates

- Early in November, we received notification that ISU was selected as a *Most Engaged Campus for College Student Voting*.
 - ISU joined 394 other colleges and universities earning this recognition.
 - Kudos to Vice President Nancy Rogers and her division for this great work.
- Indiana State University continues to be ranked nationally by two surveys that identify universities that have the greatest impact on the social mobility of their graduates.
 - The Economic Mobility Index – Third Way – ranks ISU this year in the top 12% nationally for this important work.
 - The CollegeNET Social Mobility Index ranks ISU in the top 17.5% nationally which acknowledges us for the eighth year in a row for this recognition.
- Here's why this is important: Every Commencement ceremony like the ones we'll participate in this weekend, Indiana State University fills the middle class for the state of Indiana.
- This is who we are and what we do better than most universities around this great nation.
- So, today we are grateful for this recognition that encourages the work we do year in and year out, about which we are most enthusiastic.

- The ISU Basketball season started the first week in November. It is an exciting start to the second season with Coach Schertz (MBB) and Coach Killinger (WBB). Please make plans to attend a few of the games this season. They are off to a very exciting start. Go Sycamores!
- Although we have just passed the Thanksgiving season, I feel it is more than appropriate to say a few words of thanks to conclude this report.
- I want to say thank you to the inspirational people around us here at Indiana State University who contribute to our mission to educate and graduate wonderful students who take their place in our economy and the greater society.
- Inspiration comes in many forms on this delightful campus.
 - We have world-class faculty who invest their time and energy into the development of our students every day. They display a passion that is palpable.
 - Our dedicated and talented staff work diligently to support our students and faculty in the teaching and learning efforts on this campus.
 - In particular, our facilities and grounds crews maintain a glorious campus for us that is steeped in history, beauty, and evidence of tender care.
 - And especially today, we are truly grateful to a couple who has chosen to make a transformational gift to Indiana State University that will positively impact future members of this ISU family for generations to come.
 - We will say more about Steve and Gloria Bailey a little later on, but today I want to personally tell them what an inspiration they both are to all of us, and to me in particular.
 - You have put the wind in our sails!
- What a great time to be here at Indiana State University!

Trustee Cabello, this concludes my report.

Report of the Board Chair – Trustee Kathy Cabello

Thank you, for your updates, President Curtis.

Good afternoon, everyone! Thank you for taking time to be here.

Last month I had the pleasure to attend the President's Dinner where many ISU Staff were recognized for their service and we also celebrated 4 well-deserving recipients of the University Medallion: Congratulations to: Pam Barnett, Rhonda Reed, Aaron Slocum, and Tami Weinzapfel-Smith.

The Be So Bold campaign continues to bring excitement and it is with anticipation that I look forward to Vice President Andrea Angel and her team as they continue to share joyful updates from our donors. Thank you to everyone here who has participated in the Be So Bold campaign. And if you have not, please consider sharing in the joy of giving.

As the semester wraps up, we recognize the hard work and commitment of our students to reach their graduation goals. And we also recognize our faculty & staff – thank you for your dedication and service in supporting our students reach their goals.

Congratulations to all our graduates!!

And to our entire university community, as we close the curtain on 2022, may everyone have a Happy and Joyful Holiday Season.

Now we will move into our next order of business.

3a Minutes of the October 21, 2022 Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 12:30 p.m. on Friday, October 21, 2022.

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 21, 2022 at 2:30 p.m.

Trustees present: Mrs. Cabello, Mr. Casey, Ms. Collins, Mr. Lowe, Mr. Minas, Mrs. Powers, Mr. Pratt, Mrs. Smith and Mr. Woodruff.

Trustees absent: None.

Recommendation: Approve the Board Minutes of the October 21, 2022 Meeting and Certification of Executive Session.

Motion made by: Robert Casey
Motion seconded by: Kimberly Collins

Roll Call Vote:

Kathleen Cabello, yes
Robert Casey, yes
Kimberly Collins, yes
Robert Lowe, yes
Randall Minas, yes
Kimberly Smith, yes
Troy Woodruff, yes
Cynthia Powers, yes via conference call

The recommendation was approved.

3b1 2021-22 Audited Financial Statements

The 2021-22 audited financial statements received an unmodified audit opinion from the Indiana State Board of Accounts reflecting the FY22 financial statements were presented fairly, in all material respects, in accordance with generally accepted accounting principles.

Recommendation: Acceptance of the 2021-22 Audited Financial Statements.

The Finance Committee recommends the acceptance of the 2021-22 Audited Financial Statements.

Roll Call Vote:

Kathleen Cabello, yes
Robert Casey, yes
Kimberly Collins, yes
Robert Lowe, yes
Randall Minas, yes
Kimberly Smith, yes
Troy Woodruff, yes
Cynthia Powers, yes via conference call

The recommendation was approved.

3c1 Proposed Modifications to Policy 226 Graduation Latin Honors Policy

Rationale: The current policy

Proposed Modifications:

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

226 Graduation Honors Policy

226.1 General Policy

~~Latin Honors are recognized by Indiana State University~~ **honors** ~~for baccalaureate graduates candidates~~ **who have high academic achievement by conferring the Latin designations of Cum Laude, Magna Cum Laude, and Summa Cum Laude.** ~~At commencement and on diplomas and transcripts. To be considered for Latin honors, students must:~~

- ~~1. Have a current graduation application on file in the Office of the Registrar~~
- ~~2. Adhere to commencement deadlines (March 15th for Spring/Summer and October 15th for Fall commencement). Once the deadline has passed, graduation candidates will not be included in the commencement booklet or have Latin honors announced at the commencement ceremony.~~
- ~~3. Complete a minimum of 55 hours of resident (ISU) credit (not including credit awarded through credit by exam, prior learning, or other advanced standing programs).~~
- ~~4. Earn a minimum ISU cumulative grade point average of 3.50.~~
- ~~5. Earn a minimum Latin honors grade point index of 3.50. The Latin honors index is based on all eligible coursework completed at all regionally accredited institutions. Eligible coursework includes all college-level courses, whether or not the courses are transferable to ISU. All non-ISU coursework is converted to ISU's grading scale and combined with the ISU cumulative grade point average to calculate the honors grade point index. Latin honor designations are based on the student's cumulative honors index (not the ISU cumulative grade point average): Latin Honor Cumulative Honors Grade Point Index Summa Cum Laude 3.90 or higher Magna Cum Laude 3.70-3.89 Cum Laude 3.50-3.69~~ When determining Latin Honors for the commencement ceremony, the student's record will be reviewed at the beginning of the semester/term of graduation and will include all coursework completed at that point in time.

~~Latin honors will be recalculated after graduation and will include all coursework. The official Latin Honor will be designated on the diploma and transcript.~~

Latin Honor Designations	
Latin Honor	Cumulative Honors Grade Point Index Indiana State University cumulative grade point average

Summa Cum Laude	3.90 or higher 3.50-3.69
Magna Cum Laude	3.70-3.89
Summa Cum Laude	3.50-3.69-3.90 or higher

~~When determining Latin Honors honor eligibility for the commencement ceremonies, the Latin designation for the commencement ceremony will be reflective of the student's candidates' academic record will be reviewed at the established commencement deadline. beginning of the semester/term of graduation and will include all coursework completed at that point in time. Latin honors will be recalculated after graduation and will include all coursework. The official Latin Honor will be designated on the diploma and transcript.~~ The candidate for graduation must:

- Have a current graduation application on file in the Office of the Registrar by the established commencement deadline.
- Complete a minimum of 55 hours of Indiana State University resident credit (excludes course transfer credit, advanced or prior learning credit, placement exams, and military credit).
- Earn a minimum ISU cumulative grade point average of 3.5.
 - Indiana State University courses approved for academic renewal will be included in the honor grade point average calculation.

Latin honors eligibility for placement on the official record. The Latin designation placed on the academic transcript and diploma will be reflective of the academic record at that point in time the degree is awarded. The graduate is eligible for a Latin designation if they meet the minimum 55 hour resident credit (see above) and the required cumulative grade point average.

Latin honors may apply to a subsequent baccalaureate degree provided all eligibility requirements are met. All Indiana State University resident credit will be used in the calculation of the Latin designation.

Recommendation: Approval of the recommended changes to Policy 226, Graduation Honors Policy. This change will be implemented effective with Spring 2023 graduation.

Motion made by: Kimberly Collins
Motion seconded by: Robert Lowe

Roll Call Vote:

Kathleen Cabello, yes
Robert Casey, yes
Kimberly Collins, yes
Robert Lowe, yes
Randall Minas, yes
Kimberly Smith, yes
Troy Woodruff, yes
Cynthia Powers, yes via conference call

The recommendation was approved.

3c2 Proposed Modifications to Policy 651 Red Flags

Rationale: As part of a regular policy review, the administration has identified the need to update the policy. Specifically, the policy modifications comply with the Federal Trade Commission Red Flags Rule regarding the establishment of an Identity Theft Prevention Program.

Proposed Modifications: The current Policy 651 Red Flags can be found at [Policy 651 Red Flags](#) . Proposed revised Policy 651 Red Flags is shown below.

651.1 Requirements

This policy establishes Indiana State University's Identity Theft Prevention Program, which helps protect students, employees and others who have certain accounts with the university. The program is designed to detect, prevent, and mitigate theft as required by the Federal Trade Commission's Red Flag Rule and the Fair and Accurate Credit Transaction Act.

651.2 Definitions

Covered Account. A consumer account designed to permit multiple payments or transactions, and any other account which there is a reasonable foreseeable risk of identity theft, including, but not limited to:

- Student accounts established for the payment of tuition, fees, room, board, and other charges related to university activities; and;
- Personal accounts through which students/employees receive wages, reimbursements, or refunds; and;
- Accounts tied to university identification cards.

Customer. A person who has a covered account with the university. A customer may be a student, employee, or other individual.

Identity Theft. A fraud committed or attempted using the identifying information of another person without his or her authority.

Red Flag. A pattern, practice or specific activity that could indicate identity theft.

651.3 Identity Theft Prevention Program

The university is committed to protecting its students, faculty, staff, and others who entrust their personal information with the university. Common Red Flags include:

1. Receipt of Notice of Dispute from a credit agency;
2. Identification document or card that appears to be forged, altered or inauthentic;
3. Identification document or card on which a person's photograph or physical description is not consistent with the person presenting the document;
4. Inconsistencies in information among different documents presented by the customer (example: inconsistent birth dates);
5. Identifying information presented by the customer that is inconsistent with other sources of information;
6. Social Security number presented that is the same as one given by another student or employee; and

7. Notice to the university from an external source, student, or employee that an account has unauthorized activity.

The Identity Theft Prevention Program consists of this policy, which identifies common Red Flags, and other policies and procedures to detect and respond to Red Flags that occur. The Senior Vice President for Finance and Administration is responsible for the Policy and establishment of an Identity Theft Prevention Committee to be charged with overseeing the program.

The Committee is responsible for ensuring that reasonable policies and procedures exist to identify, detect, and respond to Red Flags relating to covered accounts. The Committee is charged with reviewing existing university policies and procedures related to identity theft and incident reporting, and developing new policies and procedures as needed to ensure that the university maintains a high level of due diligence with respect to preventing, detecting, and mitigating identity theft. The Committee will be responsible for establishing and maintaining routine training for staff in relevant positions, including training in how to identify a Red Flag, how to report a Red Flag, and how to mitigate against identity theft in Covered Accounts. The Committee will also provide a report to the Senior Vice President for Finance and Administration in the fall, following the close of each fiscal year, regarding the University's compliance with the Red Flags Rule.

Recommendation: Approval of the proposed modifications to Policy 651 Red Flags.

Motion made by: John Pratt

Motion seconded by: Troy Woodruff

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes

Randall Minas, yes

Kimberly Smith, yes

Troy Woodruff, yes

Cynthia Powers, yes via conference call

The recommendation was approved.

3c3 Proposed Modification to Policy 710 Use of University Facilities

Rationale: Indiana recently expanded free speech protections on public college and university campuses by preventing public colleges and universities from discriminating against or denying benefits to student groups based upon their religion, political affiliation or ideology, and by banning free speech zones, i.e., designated outdoor areas for protests or gatherings, which often are remote or with limited accessibility. Ind. Code section 21-39-8. This new law impacts ISU's current Policy 710 Use of University Facilities. We therefore propose a modification to ensure Policy 710 complies with the law.

For Policy 710, the current language remains useful and applicable. We propose the addition of one paragraph, which ensures that individuals may engage in free speech on any outdoor area of the campus unless reserved in advance, and which references Policy 910 for further information about the right of expression in University facilities.

Proposed Modification to Policy 710:

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

710.1 General Policy

The University has established policies and procedures for maximum benefit and utilization of its resources, facilities, and services. The policies and procedures include safeguards and administrative guidelines, and define the University's obligations to matriculated students, the faculty, the staff and the public.

710.1.1 Reservations. Reservations for meeting rooms in campus buildings other than Hulman Memorial Student Union, Tirey Hall, and Hulman Center may be made on forms available in the Registrar's Office. Groups not associated with the University may be charged a rental fee for the use of University rooms at established rates that are available in the Controller's Office.

710.1.2 Student Activities Space. Student Activities space of a general nature is available in Hulman Memorial Student Union, Tirey Hall, and Hulman Center. Space for social events, such as dances, movies, organizational meetings, and other activities, will be reserved through the director of the facility.

710.2 Types of University Facilities

The facilities of the University include all buildings and grounds owned or leased by the University. Space within the buildings and grounds is of three types: dedicated, semi-public, and public.

710.2.1 Dedicated Facilities. Dedicated space is defined as space used primarily to serve and support the educational, cultural residential, and recreational functions of the University. Although such areas may be used by the public, University functions have priority. Examples of such space are:

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

classrooms, laboratories, libraries, residence halls, parking areas, recreational facilities, intramural and athletic fields.

710.2.2 Semi-Public Facilities. The semi-public space areas are defined as space available for use by internal and external individuals and groups on a reservation-only basis. Normally, non-University organizations will pay a rental fee for the use of such space. Examples of such space are: Tilson Music Hall, activity and meeting rooms in Hulman Memorial Student Union, Tirey Hall, and Hulman Center.

710.2.3 Public Facilities. The public space areas are defined as those which accommodate pedestrian as well as vehicular traffic flow and facilities of the University open to the public. These areas are defined to include sidewalks, campus streets and drives, entrances to buildings, lobbies and corridors in classroom and office buildings and semi-public facilities, and common areas in the residence halls, Hulman Memorial Student Union and Tirey Hall.

710.3 Guidelines

710.3.1 Persons with Legitimate University Business. Every person with legitimate business at the University has the privilege of access to the public areas of the buildings and grounds during designated open hours.

710.3.2 Solicitation. Soliciting for monetary reasons or selling will not be permitted on the campus except in cases of student groups whose activities are approved through the Student Affairs Office.

710.3.3 Purpose. Use of space for purposes other than those for which it has been designated will not be allowed. Neither will individuals or groups be permitted to interrupt the use of space after it has been duly assigned, without permission of the University President or designee.

710.3.4 Reservation of Lobby Space. Space in lobbies which are designated public areas as defined by this policy may be reserved by recognized student, faculty, or staff organizations. Public groups, organizations, or agencies may reserve these areas for purposes other than recruitment for employment, or which are intended to culminate in recruitment for employment, if approved by the designated building coordinator. A listing of building coordinators is maintained in the Public Safety Office.

710.3.5 Right of University to Deny Use. The University reserves the right to deny the use of areas if it is determined that access by the group is disruptive to the normal operation of the facility or the University. If the individual in charge of a facility or function determines a situation is no longer peaceful and orderly, the assistance of the Public Safety Office will be requested.

710.3.6 Full-Time Employment Recruitment Activities. Agencies coming to campus to recruit full-time employees must make reservations for space and schedule with the Career Center. The Center will schedule personal interviews in

its facilities or in semi-public areas if the facilities of the Center do not accommodate the demand.

710.3.7 Recruitment Activities in High-Traffic Area. Agencies wishing to recruit near a heavy traffic area may reserve a room at a regularly established rental rate. Reservations for facilities must be made with the person responsible for the building in which the space is located.

710.3.8 Part-Time or Temporary Employment Recruitment Activities. Agencies coming to campus to recruit students for part-time or temporary employment may make reservations for space with the student employment staff in the Human Resources Office.

710.4 University Groups and Agencies

Employee groups and officially recognized student organizations may schedule University facilities on a space available basis for the purpose of holding meetings or conducting activities consistent with the objectives of that organization. Use of any facility is determined by the University officials designated by the University President according to the following priorities.

710.4.1 Permanent Academic and Office Space. Academic department chairpersons will submit requests for space needs of a permanent nature, such as faculty offices, research, and instructional laboratories, to the appropriate academic dean's office. All such requests will then be forwarded to the Provost and Vice President for Academic Affairs Office.

710.4.2 General Instructional Space. General classroom areas in the academic buildings are not assigned to any specific academic department. These areas are under the jurisdiction of the Registrar's Office for assignment of regularly scheduled classes and are available for meetings and study purposes only on a temporary basis.

710.4.2.1 Non-Classroom Space. General instructional space other than classrooms, such as tennis courts, athletic fields, the ISU field campus, and library study rooms, may be reserved for use by making application to the specific department to which the desired space has been assigned.

710.4.3 General Buildings and Grounds. Persons with legitimate University related business have the privilege of access to the public areas of the buildings and grounds during designated open hours. These areas are defined to include sidewalks, certain designated streets, entrances to buildings, corridors in classroom and office buildings, library reading rooms, and commons areas in the residence halls, Hulman Memorial Student Union and Tirey Hall.

710.4.4 Denial of Access. The University President, or designee, may deny access to an individual or group which disrupts the normal operation of the University.

710.5 Non-University Groups and Agencies

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

The University recognizes its obligation to extend its facilities to its communities-at-large under the same priorities and guidelines followed by University groups. These resources bring together students, scholars, and the public in educational and cultural settings. University projects concerned with the resolution of societal, environmental, business, or industrial problems often involve students, faculty, and representatives of the communities-at-large to mutual advantage.

710.6 Conferences and Special Events

The Center for Public Service and Community Engagement is responsible for scheduling and managing conferences held at Indiana State University and provides assistance in the major areas of conference planning and implementation.

710.7 Visiting Speakers

Indiana State University considers freedom of inquiry and discussion essential to a student's educational development. The appearance of visiting speakers is encouraged as one means by which members of the University community are provided with an opportunity to explore a variety of views and opinions.

710.7.1 Divergent Views and Subject Matter. The University recognizes that any subject or view may be repugnant or distasteful to an individual or group holding divergent views. The University further recognizes that the question of appropriateness is not determined by the subject matter as such, but by the method of presentation and the extent to which there is critical examination through disciplined inquiry by faculty and students.

710.7.1.1 Restraints. Restraints on activities connected with learning should be held to that minimum which is consistent with preserving an organized society in which peaceful, democratic means for change are utilized. Each individual has the right to express ideas and opinions; however, it must be recognized that those who have different opinions have the same rights. The exercise of rights involves acceptance of responsibility.

710.7.2 Guidelines. On the basis of these premises, Indiana State University will encourage any University recognized group of students, faculty, or staff, to invite speakers to campus subject to the following guidelines.

- a. The speaker does not advocate violation of any federal or state law.
- b. Following the speaker's presentation, adequate time should be allowed and opportunities provided for questions and comments from members of the audience. The speaker must be made aware of and agree to this condition.
- c. Neither the sponsoring group nor the speaker will indicate University support of the speaker or his/her ideas.

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d. A member or members of the sponsoring group will be in attendance with the speaker to present the speaker and the topic as well as to conduct the question period.

710.7.3 Reservations of Space. In order to properly schedule the event, assure adequate facilities, ensure necessary publicity and proper procedures, the sponsoring group wishing to invite a visiting speaker to the University will make all reservations of space with appropriate University officials seven (7) days in advance of the speaker's appearance.

710.7.4 Approvals for University Speakers. Approval for visiting speakers may be obtained from the appropriate University office as follows: Office of the Provost and Vice President for Academic Affairs - faculty, administration and staff. Office of Student Life - SGA, fraternities, sororities, Union Board, and all other student organizations (departmental, honorary, religious, etc.), Office of Residential Life - residence halls and organizations.

710.7.5 Other Speakers. Speakers participating in regularly scheduled classes or University programs or speakers seeking state or federal offices are covered under other provisions. (See also Policy Library, Section 310.1.3, "Methods of Instruction," and Section 915.2, "Political Activities.")

710.8 Protected Expressive Activities

Nothing in this policy is designed to prevent the free expression and exchange of ideas in all University facilities whether they are dedicated spaces, semi-public, or public. Except when an outdoor area of campus has been reserved in advance, individuals may engage in protected expressive activity in any outdoor area of campus that is generally accessible to the public.

For more information, refer to the University's Right of Expression policy, Policy 910.

Recommendation: Approval of the proposed modifications to Policy 710 Use of University Facilities.

Motion made by: Troy Woodruff

Motion seconded by: Robert Casey

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes

Randall Minas, yes

Kimberly Smith, yes

Troy Woodruff, yes

Cynthia Powers, yes via conference call

The recommendation was approved.

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

3c4 Proposed Modifications to Policy 726 Weather Guidelines

Rationale: As a part of a regular policy review, the administration has identified the need to update the policy. Specifically, the policy modifications re-titles the policy and updates the policy to reflect current practice.

Proposed Modifications:

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

726.1 Adverse Weather Policy Guidelines

Although weather conditions may necessitate the closing of the University, such occasions are extremely rare. The University's academic programs, courses, classes, seminars and offices will continue and remain open, except in the most unusual circumstances.

726.1.1 Decision to Close University. When a decision is made to close the University ~~— that is, a decision to cancel classes and to close University offices—~~ an official announcement will be made by ~~means of radio, and television reports~~ University Communication through email and notification of local media. When information is not conveniently available through public news media, verification of the University's status is available on the ISU Infoline (237-7777).

726.1.1.1 University President. The decision to close the University because of adverse weather conditions will be made by the University President, or designee.

726.1.2 Continuation of Services in the Event of Closure. When a decision is made to close the University because of adverse weather conditions, certain essential institutional services must continue on an emergency basis. ~~When possible, services at the following locations will be continued:-~~

- ~~University Arena~~
- ~~Student Health Center~~
- ~~Facilities Management (designated staff)~~
- ~~University Power Plant~~
- ~~Residence Halls~~
- ~~Public Safety Office.~~

726.1.2.1 Essential Employees. Some essential employees will be required to physically be present on campus to ensure the safety and continued operation of the University. Such designated employees will be notified in advance of this requirement by their supervisor. Examples of essential employees include: Campus Police Officers, Dispatchers, Steam Plant Operators, Grounds personnel, and other designated Maintenance staff.

726.1.2.2 Non-Essential Employees. With approval of supervisors, non-essential employees may work remotely if job duties allow for remote work during times of campus closure.

~~726.1.2.1 Supervisory Role.~~ Supervisors of these services are responsible for maintaining sufficient staff in such circumstances. Activities scheduled for Hulman Memorial Student Union and Hulman Center may require University staff coverage. Facilities for plant and animal research will be staffed by the appropriate departments. Additional emergency needs will be addressed and responded to by the appropriate vice president.

726.1.3 Tornado. When a tornado has been sighted which places the campus area in danger, a siren will be sounded. All persons on campus should immediately move inside and go to shelter areas designated on emergency procedures signs posted in campus buildings. In general, the best shelter is below ground level or in lower interior areas of reinforced concrete buildings out of sight of windows and glass doors.

726.1.3.1 Securing Facilities. Persons responsible for offices, laboratories, and other facilities should develop procedures for securing facilities against theft during a severe weather warning or drill.

Recommendation: Approval of the proposed policy modifications to Policy 726 Weather Guidelines.

Motion made by: John Pratt

Motion seconded: Kimberly Collins

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes

Randall Minas, yes

Kimberly Smith, yes

Troy Woodruff, yes

Cynthia Powers, yes via conference call

The recommendation was approved.

3c5 Proposed Modification to Policy 910 Right of Expression

(Proposed additions appear in red and deletions appear in strikethrough. Note that the proposed modification replaces the current language of Policy 910, in full.)

Rationale: Indiana recently expanded free speech protections on public college and university campuses by preventing public colleges and universities from discriminating against or denying benefits to student groups based upon their religion, political affiliation or ideology, and by banning free speech zones, i.e., designated outdoor areas for protests or gatherings, which often are remote or with limited accessibility. Ind. Code section 21-39-8. This new law impacts ISU's current Policy 910 Right of Expression. We therefore propose a modification to ensure Policy 910 complies with the law.

Policy 910 in its current form does not address the requirements of the new Indiana law; that new law makes nearly all of current Policy 910 outdated and inapplicable. We therefore propose a new Policy 910, rewritten in its entirety, albeit incorporating relevant provisions from the current policy. The proposed modified Policy 910 tracks the requirements of the new statute. It expressly allows individuals to engage in public speech in any area of the campus, with certain limitations. It likewise affirmatively states the University's commitment to refrain from discriminating against student organizations based upon their religion, political affiliation, or ideology. It includes reasonable limitations on speech activities such as those that disrupt classrooms, hinder the transaction or completion of University business, invoke violence or the destruction of property, and other similar restrictions.

910.1 Overview of Policy

~~The right of expression is as necessary as the right of inquiry and both must be preserved as essential to the pursuit and dissemination of knowledge and truth. Consequently, University faculty, staff and students, individually and collectively, may express their views through the normal channels of communication. University faculty, staff and students also may express their views by demonstrating peacefully for concepts they wish to make known, and the University will make every reasonable effort to protect that right.~~

910.2 Reasonable Limitations

~~It is the objective of the University to provide through explicit reasonable limitations on expression, a context in which expression may be protected and in which violent actions are avoided. The University has an obligation to assure the safety of individuals, the protection of property, and the continuity of the educational process.;~~

910.2.1 Violations. ~~The following actions are defined as exceeding the limits of appropriate expression or peaceful demonstration and are in violation of University policy:~~

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- ~~a. Actions which endanger the safety and well-being of individuals.~~
- ~~b. Actions which destroy property.~~
- ~~c. Actions which disrupt, by physical or auditory means, the on-going operations of the University or interfere with the rights of other individuals in their exercise of expression.~~

~~**910.2.2 Opposing Views.** Individuals holding views opposed to those presented by persons participating in a peaceful demonstration, protest, or other expression of attitudes are subject to the same policies.~~

910.1 Overview of Policy

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

910.2 Applicability of Policy

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

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

910.3 Policy Statement

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

- a. Conduct and speech protected by the First Amendment to the United States Constitution.
- b. Communicating by lawful verbal, written, audio visual, or electronic means.
- c. Participating in peaceful assembly.

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- d. Protesting.
- e. Making speeches, including speeches of guest speakers.
- f. Distributing literature.
- g. Carrying signs.
- h. Circulating petitions.

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

910.3.1. Religious, Political, or Ideological Student Organizations.

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

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

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

910.4 Prohibited Activities

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

- a. Significantly hinder the protected expressive activity of another individual or group or prevent the communication of a message by that individual or group.
- b. Prevent the transaction of business at a lawful meeting, gathering, or procession including by:
 - i. Engaging in fighting, violence, or other unlawful behavior; or

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- ii. Physically blocking or threatening violence to prevent an individual from attending, listening to, viewing, or participating in a protected expressive activity.
- b. Endanger the safety and well-being of individuals.
- c. Result in the destruction of property.
- d. Constitute harassment.

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

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

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

910.5 Sanctions

Violations of this policy by any member of the University community will be addressed in accordance with applicable University policies and procedures, which may include disciplinary action, up to and including suspension, termination or expulsion from the University.

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

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

Recommendation: Approval of the proposed modifications to Policy 910 Right of Expression.

Motion made by: Robert Casey

Motion seconded by: Kimberly Collins

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes

Randall Minas, yes

Kimberly Smith, yes

This Document is considered deliberative material that expresses an opinion and is communicated for the purposes of decision-making.

Troy Woodruff, yes
Cynthia Powers, yes via conference call

The recommendation was approved.

3c6 Proposed Modifications to Policy 955 Tobacco, Vapor, and Smoke Free Campus

Rationale: This is a clean-up of policy as all designated smoking areas on campus have been removed, effective July 2022. The proposed changes delete reference to designated smoking areas of campus.

Proposed Modification:

(Proposed deletions appear in strikethrough.)

955.1 Overview of Policy

Indiana State University is committed to the health and wellness of its students, faculty, and staff. This commitment is demonstrated by the Student Health Promotion and Campus Recreation programs coordinated by the Division of Student Affairs by the efforts of the Employee Assistance Program coordinated through the Office of Human Resources, and by curricula and activities in several academic units throughout the University.

Documented research has substantiated the health problems caused by electronic smoking devices, hookah, smoking, tobacco products, and passive smoke. The General Assembly of the State of Indiana adopted the Indiana Clean Indoor Air Law which is applicable to all state entities in order to address concern for the health and wellness of all Indiana government employees and students. This law sets forth minimum standards but allows state agencies to adopt more stringent rules if desired. Both the City of Terre Haute and Vigo County have passed ordinances that prohibit or limit smoking in public places and places of employment. The U.S. government has enacted restrictions on the sale of cigarettes, e-cigarettes, and other devices in recognition of the health risks associated with smoke and tobacco products.

955.2 Definitions

955.2.1 “Electronic Smoking Device” means any product containing or delivering nicotine or any other substance intended for human consumption that can be used by a person in any manner for the purpose of inhaling vapor or aerosol from the product. The term includes any such device, whether manufactured, distributed, marketed, or sold as an e-cigarette, e-cigar, e-pipe, e-hookah, or vape pen, or under any other product name or descriptor.

955.2.2 “Hookah” means a water pipe and any associated products and devices used to produce fumes, smoke, and/or vapor from the burning of material, including but not limited to, tobacco, shisha, or other plant matter.

955.2.3 “Smoking” means inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, pipe, hookah, or any other lighted or heated tobacco or plant product intended for inhalation, including marijuana, whether natural or synthetic, in any manner or in any form. “Smoking” also includes the use of an electronic smoking device, which creates an aerosol or vapor, in any manner or in any form, or the use of any oral smoking device for the purpose of circumventing the prohibition of smoking in this Policy.

955.2.4 “Tobacco Product” means any substance containing tobacco leaf, including but not limited to cigarettes, cigars, pipe tobacco, hookah tobacco, snuff, chewing tobacco, dipping tobacco, bidis, blunts, clove cigarettes, or any other preparation of tobacco; and any product or formulation of matter containing biologically active amounts of nicotine

that is manufactured, sold, offered for sale, or otherwise distributed with the expectation that the product or matter will be introduced into the human body by inhalation; but does not include any cessation product specifically approved by the U.S. Food and Drug Administration for use in treating nicotine or tobacco dependence.

955.3 Prohibition of Sales

The sale of electronic smoking devices, hookah, smoking and tobacco products is prohibited on university-owned, operated, or leased property

955.4 Prohibition of Electronic Smoking Devices, Hookah, Smoking, and Tobacco Products Use

The use of electronic smoking devices, hookah, smoking, and tobacco products is prohibited on university-owned, operated, or leased property.

955.4.1 Exception for Private Vehicles ~~and Designated Areas~~. The use of legal electronic smoking devices, hookah, smoking, and/or tobacco products is permitted in the enclosed cabin of privately owned vehicles, ~~and in designated smoking areas on campus. Designated smoking areas will be gradually phased out in a manner determined by the administration as use diminishes.~~

955.4.2 Exception for Inhaler Devices for Medical Use. Legal use of an inhaler device for medical purposes is not prohibited.

955.4.3 Other Exceptions. Any other exceptions for the use of electronic smoking devices, hookah, smoking, and/or tobacco products on university-owned, operated, or leased property will be limited to specific university-sponsored research in a controlled laboratory setting ~~or upon approval by the President.~~

955.5 Enforcement

Enforcement of this policy will depend on the cooperation of all faculty, staff, and students not only to comply with the policy, but also to encourage others to comply, in order to promote a healthy environment in which to work, study, and live. Peer ambassadors can assist with enforcement by providing policy education and connection to cessation resources to persons who violate the policy.

955.6 Violations

Policy violations may be reported to the ISU Police Department. ISU Police will forward alleged policy violations by employees to the Office of Human Resources for potential disciplinary action under Policy 562. Information about student violations of the policy will be referred to the Dean of Students for potential disciplinary action under the Code of Student Conduct.

Recommendation: Approval of the proposed policy modifications to Policy 955 Tobacco, Vapor, and Smoke Free Campus.

Motion made by:Robert Lowe

Motion seconded by:Kimberly Collins

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes

John Pratt, No

Randall Minas, yes

3c7 Proposed Modifications to Policy 520 Holidays

Rationale: As a part of a regular policy review, the administration has identified the need to update the policy. Specifically, the policy modifications adds Juneteenth National Independence Day as a recognized holiday.

Proposed Modifications:

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

520.1 Official Holidays

Indiana State University identifies the following federally-recognized holidays and grants time off with pay to all regular benefits-eligible employees who are not required to work:

- a. New Year's Day
- b. Martin Luther King Day
- c. Memorial Day
- d. Juneteenth
- ~~e.d.~~ Fourth of July
- ~~fe.~~ Labor Day
- ~~gf.~~ Thanksgiving Day plus day following
- ~~hg.~~ Christmas Day

520.1.1 Special Holidays. Only the Board of Trustees or the President of the University may grant other special holidays.

520.1.24 Administration of July 4. When the Fourth of July falls on a Saturday, the preceding Friday shall be a holiday. When the Fourth of July falls on a Sunday, the following Monday shall be a holiday.

520.1.32 Administration of Christmas Day and New Year's Day. If Christmas Day or New Year's Day falls on a weekend, then the holiday date that the University will recognize will be the federally-recognized date.

520.1.43 Administration when Holiday Falls on Weekend. When a Holiday falls on a Saturday, it will be observed on the preceding Friday, when a Holiday falls on a Sunday, it will be observed on the following Monday.

Recommendation: The proposed modifications to Policy 520 Holidays is provided to the Board of Trustees for information only.

3d Candidates for Degree December 2022

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

Motion made by: Randall Minas

Motion seconded by: Kimberly Collins

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes

Randall Minas, yes

Kimberly Smith, yes

Troy Woodruff, yes

Cynthia Powers, yes via conference call

The recommendation was approved.

Doctor of Nursing Practice

Bullock, Michael James

Edmondson, Brittany Morgen

Freiberger, Jennifer L.

Harris, Laresse J.

Holder, Ashley Nicole

Hurst, Emily

Kurian, Soumya Mary

Langlie-Lesnik, Carolyn R.

Stidman, Stephanie Ann

Vasquez, Lisa Michelle

Candidates for Degree

Doctor of Philosophy

Bebbee, Chad Michael

Berry, Laura Anne

Brames, Jason R.

Christie, Katherine Joy

Faozia, Sabrina

Forrest, Angelia D.

Fuller, Patrick Ryan

Gatewood, Alicia

Haney, Jamie Lynn

Heavin, Amy Blair

Line, Lori S.

Mickens, Allen Lee
Roberts, Heather Nicole
Russell, Brittany Nicole
Smith, Patrick Darryl
Stephens, Jason Barrett
Thoma, Robin Michelle
Tracy-MacAulay, Mary Valerie
Walk, Ted A.
Warren, Keeanna Jessica Marie

Doctor of Psychology

D'Amico, Jessica Nicole

Doctorate of Athletic Training

Johnson, Jasmine Elizabeth

Doctorate of Health Sciences

Riggs, Teirra Lynnette

Educational Specialist

Brewer, Stacey Erin
Burelison, Brian Lee
Cochren, Jeff Richard
Davis, Robert Donald
Duncan, Jeremy James
Hensley, Andy
Hocker, Angela G.
Hunt, Jennifer Ann
Irwin, Matthew Franklin
McCormick, Trent Shannon
Meyers, Tamara J.
Mikulich, Greg Michael
Miller, Scott Earl
Perry, Andrea Lee
Sandefer, Matthew M.
Verta, David Allen
Wickard, Timothy P.

Master of Arts

Burgamy, Amber Bethany
Buscher, Anabel

Neikirk, Jennifer Lynn
Smith, Shane Alan

Master Business Administration

Boyles, Dalton
Byrne, Jackson Richard
Craft, Annie Blanche
Hendrix, Dante
Jaouni, Adeeb Mohammed
Kuckewich, Lauren Michele
Lopes Lage, Romulo
Molinari, Timothy Patrick
Niroula, Anuja
Sorochan, Mikhail Yurievich
Van Dyne, Harrison Hance
Wells III, Paul Emerson
West, Michael D.
Yeend, Nicholas David
Zeck, Devon Danielle

Master of Education

Balliett, Nicole Rae
Lawson, Wyatt J.
Mosley Jr, Reginald
Thiesing, Emily Rose
Williams, Natashia L.

Master of Fine Arts

Moore, Micheal Gregory

Master of Pubic Administration

Schreiber, Terry

Master of Science

AlFaifi, Jaber Hassan S.
Allen, Devynn Eugene
Anderson, Payton Nicole
Badon, Alexa Elizabeth
Barth, Connor Patrick
Brownstead, Bailie Paige
Bunting, Leah Marie

Buresh, Sara
Castillo, Daisy
Conrad, Ashlyn
Contreras, John Joseph
Drake, Katya Capri
Dugas, Jessica Lynn
Eagan, Katlyn Maryann
Ellson, Destinee Anne
Handy, Jordann Taylor
Hughes, Jason Michael
Jelenic, Angela Christine
Johanningsmeier, Hannah Lynn
Johnson, Lauren Kathryn
Johnson, Timothy William
Kasunka, Choudelle Mpanga
Ladella, Saritha
Lagerhausen, Zoe
Lopera Congote, Laura
Loughead, Autum Brooke
Madathil, Lakshmi Binny
Maras, Alexandria Nicole
Marley, JoAnna Rae
Meurer, Shelsie Drew
Miller, Nicholas B.
Mitchener, Heidi Marguerite
Moothery, Richard Leonard
Morris, Emily Allison
Nagabhyiru, Reshma
Nicoson, Emma A.
Paisley, Lauren Brooke
Perez, Sudley
Pile, Molly Grace
Prodduturu, Abhigna Reddy
Quinlivan, Amanda
Rankin, Warren C, Sr.
Rasmussen, Philip Elvin
Ritter, Kelsey Dawn
Robison, Madeline Taylor
Romero, Niko Rene
Schien, Allison Chelsea
Srinivasaiah, Sagar
Stein, Matthew E.
Stephen, Anum
Stokes, Morgan Christine
Sudanagunta, Venkata Yasodhara
Sudhakar, Suraj
Sure, Mounika
Thomas, Elaina Bethany
Tincher, Caitilin Isabella
Tomlinson, Elizabeth Ann
Vasudev, Sahana

Wainscott, Shana Marie
Webb, Charles Ray
Willard, Walter Jerome
Woodard, Linzi Michelle

Master of Nursing

Brown, Nachole Marie
Cochran, Megan N.
Eckelberg, Michelle Diana
Gebresilassie, Daniel Weldetensae
Gentry, Meghan
Gupta, Payal
Huser, Lauren Rose
Kirk, Samantha Jo
Mak, Sau Yee
Mapokam, Sandrine Laure Deighela
Maxwell, Maneka Nadia
Mooneyham, Kristin Ann
Morgan, Haley Jo
Pierce, Jennifer Anna
Poteet, Nicole Danielle
Reynolds, Bethany Elaine
Shaw, Lauren Nicole
Terriguez, Karina Lynn
Thapa, Sushila
Willis, Megan Leigh
Woolley, Rachel

Undergraduate Degree

Abdullah-Sami, Malachi U	Bachelor of Science
Adams, Zoe E	Bachelor of Arts
Adebayo, Aishah Omobolanle	Bachelor of Science
Adejayan Jr, Bamidele O	Bachelor of Science
Adkins, Kenneth Michael	Bachelor of Science
Ahrens, Lucas Scott	Bachelor of Science
Akber, Farah J	Bachelor of Science
Akingboyegbe, Alex Akinniranye	Bachelor of Science
Albarran, Perla A	Bachelor of Science
Alderson, Alec Tyler	Bachelor of Science
Aljurefani, Sultan Salah	Bachelor of Science
Alsinan, Ahmed Abdulhakim A	Bachelor of Science
Alvarez, Haley Nicole	Bachelor of Science in Nursing
Amundsen, Kelsey Nichole	Bachelor of Science in Nursing

Anderson, Austin Christopher	Bachelor of Science
Archer, Katlyn M	Bachelor of Music Education
Arnold, Sean Matthew	Bachelor of Science
Arvin, Jaydan Nathaniel	Bachelor of Science
Aubery, Caitlyn Nicole	Bachelor of Science
Avalos, John Aaron	Bachelor of Science in Nursing
Bae-Oliver, Yujin	Bachelor of Science
Bailey, Cally Breyanna	Bachelor of Science
Baker, Amaris	Bachelor of Science
Baker, Samantha Kay	Bachelor of Arts
Balashov, Mark	Bachelor of Science
Baldwin Jr, William Andrew	Bachelor of Science
Barker, Kelsey	Bachelor of Science
Barrentine, Brian	Bachelor of Science
Barrett Jr, Joseph Patrick	Bachelor of Science
Bass, Amber L	Bachelor of Science
Bastin, Drake M Mitchner	Bachelor of Science in Nursing
Baugh, Meghan Elizabeth	Bachelor of Science
Bay, Justin Michael	Bachelor of Science
Beale, Amber	Bachelor of Science
Bealmear, Cheyanne Nicole	Bachelor of Science
Beauchman, Amber Louise	Bachelor of Science
Behny, Victoria Rae	Bachelor of Science
Bennett, Haley Renea	Bachelor of Science
Bernier, Alexandra Diane	Bachelor of Science in Nursing
Berrisford, Emily J	Bachelor of Science
Beyers, Erin Marie	Bachelor of Science
Bibian, Brian	Bachelor of Science
Bibian, Brian	Certificate Undergraduate
Biddle, Cassie Elaine	Bachelor of Science
Billik, Joshua	Bachelor of Music Education
Bivona, Natalie Christine	Bachelor of Science in Nursing
Blunk, J Harper	Bachelor of Science
Booker, Makayla Raye	Bachelor of Science
Boyd, Lindzie Beth	Bachelor of Science in Nursing
Brentlinger, Jilyan A	Bachelor of Science in Nursing
Brewer, Daelyn Cristeen	Bachelor of Arts
Bridge, D'Ahnne Donye	Bachelor of Science in Nursing
Brown, Isabella Marie	Bachelor of Science in Nursing
Bryant, Bostyn Riece	Bachelor of Science in Nursing
Budde, Kaleb Dylan	Bachelor of Science
Bullington, Madison Lynn	Bachelor of Science
Burkhart, Katlyn Erin	Bachelor of Science in Nursing
Burnham, Tyler Dean	Bachelor of Science in Nursing

Burns-McCallister, Aleighya Rashawn	Bachelor of Science
Burton, Joshua Matthew	Bachelor of Science
Burton, Veronica Nicole	Bachelor of Science in Nursing
Bybee, Rebecca Q	Bachelor of Science in Nursing
Byrd, Kyle Joseph	Bachelor of Science
Cable, Cassaundra Lynn	Bachelor of Science
Cain, Lily May	Bachelor of Science
Campbell III, Robert Neil	Certificate Undergraduate
Cannion, Marquis Bernard	Bachelor of Science
Cantrell, Caitlyn Paige	Bachelor of Arts
Carr, Emma Nichole	Bachelor of Science
Carr, Meadow Grace	Bachelor of Science
Carrillo, Mia Amore	Bachelor of Arts
Casaday, Adrian Raymond	Bachelor of Science
Cassady, Melissa Arlene	Bachelor of Science
Castor, Mirlege	Bachelor of Science
Caulk, Shelby Anne	Bachelor of Science
Chavez, Bernice	Bachelor of Science
Cheesman, Sabrina Rose	Bachelor of Science
Church, Kathleen Elizabeth	Bachelor of Arts
Clark Jr, Kenneth Ray	Bachelor of Science
Clark, Iraina Madison	Bachelor of Science
Clark, Michela Riley	Bachelor of Science
Clark, Riley Elizabeth	Bachelor of Arts
Clausell, Alexis Taylor	Bachelor of Science
Clendenen, David Lee	Bachelor of Arts
Clouse, Abigail Leigh	Bachelor of Arts
Clymer, Travis F	Bachelor of Science
Cobb, Monterey M	Bachelor of Science in Nursing
Cochran, Joshua Matthew	Bachelor of Science
Cockrum, Ryan Christopher	Bachelor of Science
Coffman, Valerie Franek	Bachelor of Science in Nursing
Cole, Logan M	Bachelor of Science
Cole, Roshanna Simone	Bachelor of Science
Colesby, Mark Anthony	Bachelor of Science
Collins, Daijon Arbrice	Bachelor of Science
Collins, Elizabeth Grace Marie	Bachelor of Science
Connors, Rebecca Ann	Bachelor of Science
Corbin, Sydney Taylor Ann	Bachelor of Science
Cosey, Autumn Jemia	Bachelor of Science
Cox, Bryan	Bachelor of Science
Cox, Lauren	Bachelor of Science
Cox, Taylor	Bachelor of Science
Coy, Marissa	Bachelor of Science

Craft, Rachel Makenzie	Bachelor of Science
Craigmyle, Olivia Clarice	Bachelor of Science
Cravens, Chelsea Uhlane	Bachelor of Science
Crawford, Jonathan	Bachelor of Science
Cribb, Terissa Rayne	Bachelor of Science
Crouch, Hunter Lee	Bachelor of Science
Davis, Matthew Paul	Bachelor of Science
Dawson, Abbigayle Brooke	Bachelor of Science
Delbridge, Ethan	Bachelor of Science
Devore, Samantha	Bachelor of Science
Dicus, Stephanie Leigh	Bachelor of Science
Dill, Sara Catherine	Bachelor of Science
Dobson, Emily Elizabeth	Bachelor of Science
Dodd, Austin W	Bachelor of Arts
Doe, Cornelius Xavier	Bachelor of Science
Donald, Karac M	Bachelor of Science
Donna, Janee Miriam	Bachelor of Science
Donnick, Derrick	Bachelor of Arts
Dooley, Lance Martin	Bachelor of Science
Dorsey, Brenton Avery	Bachelor of Science
Dowell, Chloe Marie	Bachelor of Science
Downar-Clark, Alexandria O	Bachelor of Science in Nursing
Downing, Elisabeth Ann	Bachelor of Science
Drake, Ash'Li	Bachelor of Science
Duncan, Zachary Tyler	Bachelor of Science
Dungan, Xandra Makenzi	Bachelor of Science
Dunkin, Makenna L	Bachelor of Science in Nursing
Dunn, Mason C	Bachelor of Science
Durham, Alexa A	Bachelor of Science
Duszynski, Joseph R	Bachelor of Science
Dwyer, Andrew Conor	Bachelor of Science
Dye, Kayla Christina-Elaine	Bachelor of Science
Edington, Aaron E	Bachelor of Science
Edwards, Jared Timothy	Bachelor of Science
Eldridge, Dakota Solomon	Bachelor of Science
Ellick Jr, Catrale Omari	Bachelor of Arts
Elzen, Carl	Bachelor of Science
Emmert, Chase	Bachelor of Music Education
End, William Jared	Bachelor of Science
Engel, Grace Noel	Bachelor of Arts
Englum, Kiarra Jayde	Bachelor of Arts
Esau, Schuyler David	Bachelor of Arts
Ewing, Justin Robert	Bachelor of Applied Science
Fallon, Liam A	Bachelor of Science

Farmer, Rachel L	Bachelor of Science in Nursing
Faulkner, Jillian Michele	Bachelor of Science in Nursing
Ferrara, Raymond L	Bachelor of Science
Ferres, Marley M	Bachelor of Science in Nursing
Fitts, Kayla	Bachelor of Science
Flesch, Taylor Alexander	Bachelor of Science
Floyd, Connor James	Bachelor of Science
Ford, Marcus Andrew	Bachelor of Science
Forte, Madeline Kathleen	Bachelor of Science
Fosdick, Kyndall	Bachelor of Arts
France, Chyna CheyAnne	Bachelor of Science
Friel Jr, James Michael	Bachelor of Science
Fritsch, Paul	Bachelor of Science
Fulliam, Keegan S	Bachelor of Science
Futrell, Shyann Larae	Bachelor of Science
Gahwiler, Gabrielle Elizabeth	Bachelor of Science
Games, Amanda Nichole	Bachelor of Arts
Gann, Sarah R	Bachelor of Science
Garavalia, Ian Gillan	Bachelor of Science
Garing, Elizabeth Ann	Bachelor of Science
Garland, Dyamond Tabre	Bachelor of Science
Garretson, Hannah Jane	Bachelor of Science
Garrett, Carrie Sue	Bachelor of Science in Nursing
George, Chloe June	Bachelor of Science
Germany, Jacob Santana	Bachelor of Science
Gherna, Rachel Lynn	Bachelor of Science in Nursing
Gilreath, Alexis Jade	Bachelor of Arts
Givens, Hunter	Bachelor of Science
Glover, Wyatt David	Bachelor of Science
Goepfner, Sydney E	Bachelor of Science
Good II, Jeffrey D	Bachelor of Science
Goodman, Jacob A	Bachelor of Science
Goodwin, Abigail C	Bachelor of Science
Gray, Mason Alexander	Bachelor of Science
Greathouse, Torrie C	Bachelor of Science
Green, Adam Daniel	Bachelor of Science
Grice, Almani Kashwan	Bachelor of Science
Griffith, Jenna Marie	Bachelor of Science in Nursing
Groeger, Annabel Lee	Bachelor of Science
Gross, Lauren N	Bachelor of Science in Nursing
Guess, Clay D II	Bachelor of Science
Guieb, Justin N	Bachelor of Science
Gutierrez, Eric	Bachelor of Science
Gyulveszi-Bartolo, Angelo Joseph	Bachelor of Science

Hale, Emily S	Bachelor of Science in Nursing
Hall-Purnell, Brianna R	Bachelor of Arts
Halstead, Ashlyn Marie	Bachelor of Science
Hamilton, Alyssa Briana	Bachelor of Science
Hamilton, Sierra	Bachelor of Science in Nursing
Hamlin, William Zeno	Bachelor of Science
Hamm, Wesley	Bachelor of Science
Hansen, Christian J	Bachelor of Science
Hanson, Kimirah Alanah	Bachelor of Science
Harden, Savannah Nichole	Bachelor of Science
Hargrove, Nicholas Remone	Bachelor of Arts
Harrison, Jimmy Garland	Bachelor of Science
Harvey, Jonathan Edward	Bachelor of Science
Harvison, Cody	Bachelor of Science
Hass, Tami Jean	Bachelor of Science
Hatch, Olivia Z	Bachelor of Science
Hatfield, Hayley Anne	Bachelor of Science in Nursing
Hauptert, Michael Dean	Bachelor of Science
Hawk, Christopher Steven	Bachelor of Arts
Hawkins, Madison Ann	Bachelor of Arts
Healy, Michael Patrick	Bachelor of Science
Heleine, Aubrey L	Bachelor of Science
Hemond, Meghan K	Bachelor of Science
Hendricks-Cross, Chase Alexander	Bachelor of Science
Hennelly, Christina	Bachelor of Science in Nursing
Henriquez, Judith	Bachelor of Science
Henry, Matthew	Bachelor of Science
Hernandez, Vanessa	Bachelor of Science
Hill, Hunter James	Bachelor of Arts
Hill, Stephen Alan	Bachelor of Science
Hilliard, Matthew	Bachelor of Science
Hines, Shelby	Bachelor of Science
Hirt, Indre Ruta	Bachelor of Science in Nursing
Hobbs, Kristen A	Bachelor of Science
Hodge, Anthony J	Bachelor of Science
Hoffman, Jeri Anna	Bachelor of Science
Hoggatt, Sabrena LeAnn	Bachelor of Science
Hogue, Braden James	Bachelor of Arts
Holmstrom, Kazia Jo	Bachelor of Science
Holzhausen, Jade M	Bachelor of Science
Hood, Liam Joseph	Bachelor of Science
Hopson, Winona	Bachelor of Science in Nursing
Howard, Austin Marshall	Bachelor of Science
Howell, Kailey Nichole	Bachelor of Science in Nursing

Hughes, Kaylee Marie	Bachelor of Science
Jackson, Shvonda Latrece	Bachelor of Science in Nursing
Jacobs, Lauren C	Bachelor of Science in Nursing
Jamal, Qanoot Talal	Bachelor of Science
Jamal, Zahra Talal	Bachelor of Science in Nursing
James, Amiyah Milan	Bachelor of Science
James, Julia	Bachelor of Arts
Jennings, Nicole Erin	Bachelor of Science in Nursing
Jerozal, Kyle R	Bachelor of Science
Johnson, Melanie R	Bachelor of Science
Johnson, Phillip D	Bachelor of Fine Arts
Jones, Daelynn Renee	Bachelor of Science
Jones, Hannah Noelle	Bachelor of Science
Jones, Sara-Michal Marie	Bachelor of Science
Jones, Sydney Garlan	Bachelor of Arts
Jones, Tajiah	Bachelor of Arts
Juric, Antonio Roberto	Bachelor of Science
Justice, Ashley Nichole	Bachelor of Science in Nursing
Kaur, Harjot	Bachelor of Science in Nursing
Keaton, Rebecca T	Bachelor of Arts
Keller, Lacey Ann	Bachelor of Arts
Kelsey, Jordan A	Bachelor of Science
Kemenesi, Jennifer Len	Bachelor of Science in Nursing
Ko, Mikayla K	Bachelor of Science
Koch, Shelby	Bachelor of Science
Koester, Baelyn Tai	Bachelor of Science in Nursing
Kooken, Courtney	Bachelor of Science
Kraushaar, Anna Marie	Bachelor of Science
Kuznicki, Mikayla R	Bachelor of Science
Lake, Brent A	Bachelor of Science
Lambrix, Matt	Bachelor of Science
Lane, Mya	Bachelor of Science in Nursing
Lanning, Lora Marie	Bachelor of Science
Laws, Mary M	Bachelor of Science
Leach, Natalie	Bachelor of Science
Leary, Aria Gabrielle	Bachelor of Science
Leavitt, Jayce K	Bachelor of Science
Lee, Sarah	Bachelor of Arts
Lemons, Camden M	Bachelor of Science
Leonard, Jennifer Marie	Bachelor of Science in Nursing
Leturgez, Dylan Aaron	Bachelor of Science
Lewellyn, Griselda Noely	Bachelor of Science
Lewis, Danielle Renee	Bachelor of Science in Nursing
Ley, Andrew John	Bachelor of Science

Lian, Daniel	Bachelor of Science
Liffick, Samantha Reinee	Bachelor of Science
LoPresti, Taryn	Bachelor of Science
Lott, Jeffrey	Bachelor of Science
Lucas, Lynise Camille	Bachelor of Science
Luker, Cole T	Bachelor of Science
Luz, Jared Robert	Bachelor of Science
Magallanes, Joshua Peter	Bachelor of Science
Manthe, Nicole Annette	Bachelor of Science in Nursing
Marsh, Samantha T	Bachelor of Science
Martin, Brandon	Bachelor of Science
Martin, Brandon	Bachelor of Science
Mathis, Caleb Richard	Bachelor of Science
Maura, Michaela Mariah	Bachelor of Science
Mayberry, Nadia Danae	Bachelor of Science
Mayotte, Kahley Erin	Bachelor of Science
McCalep, Camerra Janae	Bachelor of Science
McClain, John Michael	Bachelor of Science
McConnaughey, Lindsey N	Bachelor of Science
McCord, McKinsey B	Bachelor of Science in Nursing
McDonald, Magdalyn Ilene	Bachelor of Science
McGill, Emily Jane	Bachelor of Science
McHolland, Hailey A	Bachelor of Science
McNabb, Makenna N	Bachelor of Science in Nursing
McNabb, Reghan Kayelee	Bachelor of Science
McPherron, Cassandra Jane	Bachelor of Science
McPherron, Cassandra Jane	Bachelor of Science
Meadows, Robert C	Bachelor of Science
Meccariello, Michael	Bachelor of Science
Medina, Antonio	Bachelor of Science
Melendez, Adrian Emmanuel	Bachelor of Science
Melton, Jeffrey David	Bachelor of Science
Mendolia, Mario James	Bachelor of Science
Mendoza, Cade Aaron Matthew	Bachelor of Arts
Merriman, Jennifer R	Bachelor of Science
Miles, Joan Elizabeth	Bachelor of Science
Miles, Mackenzie Jo	Bachelor of Science
Miller, Casey Lowell	Bachelor of Science
Miller, Kasey R	Bachelor of Science
Miller, Nichole	Bachelor of Science in Nursing
Miller, Tyler James	Bachelor of Science
Minter Jr, Troy Lajuna	Bachelor of Science
Mishler, Haley M	Bachelor of Science
Mitchell, Hannah Catherine	Bachelor of Science in Nursing

Mokrzycki, Matthew Robert	Bachelor of Science
Monroe, Blake Matthew	Bachelor of Science
Montes, Saira Belem	Bachelor of Science
Montgomery, Vivica	Bachelor of Science
Moon, Samantha G	Bachelor of Science
Morales Serrano, Abihail	Bachelor of Science in Nursing
Morales Serrano, Abihail	Certificate Undergraduate
Morehouse, Molly Beth	Bachelor of Science in Nursing
Morel, Michael Reese	Bachelor of Science
Morgan, Sarah	Bachelor of Science
Morin, Alexandra K	Bachelor of Arts
Morin, Alexandra K	Certificate Undergraduate
Morris, Brandon Jefferson	Bachelor of Science
Morris, Jackson Andrew Walker	Bachelor of Science
Mourey, Noah Joseph	Bachelor of Science
Murchison-Martin, Carlie	Bachelor of Science
Murray, Chase Michael	Bachelor of Science
Mustaine, Lillian Andrea	Bachelor of Science
Myers, Ella Nicole	Bachelor of Science
Myers, Haley M	Bachelor of Science in Nursing
Napier, Jadie May Audrey	Bachelor of Science
Nassar, Akram	Bachelor of Science
Needham, Caleb Adam	Bachelor of Science in Engineering
Neilan, Harrison Smith	Bachelor of Science
Nelson, Romykia D	Bachelor of Applied Science
Neufville, Klida Angel	Bachelor of Science
Newnum, Landon D	Bachelor of Science
Nickless, Lindsey Marie	Bachelor of Science in Nursing
Niola, John Joseph	Bachelor of Science
Noble, Halen James	Bachelor of Science
Noblitt, Shana Micael	Bachelor of Science
Norman, Oscar Dominique	Bachelor of Science in Nursing
Oberlin, Cassidy Paige	Bachelor of Science
Ogle, Meaghan Alyssa	Bachelor of Arts
O'Grady, James Logan	Bachelor of Science
Olumba, Amarachi Vanessa	Bachelor of Science in Nursing
Omar, Suzana M	Bachelor of Arts
Orman, India Anise	Bachelor of Arts
Ort, Robert J	Bachelor of Science
Oswald, Michael Angelo	Bachelor of Science
Overfield, Jacob Tyler	Bachelor of Science
Ovniczek, Garrett Lee	Bachelor of Science
Oware, Akua	Bachelor of Science in Nursing
Palm, Aydan I	Bachelor of Science

Parker, Matthew Leon	Bachelor of Science
Parnell, Falyn Annick	Bachelor of Science
Parrish, Brett Keith	Bachelor of Science
Patel, Vishwa	Bachelor of Science
Patton, Olivia Rae	Bachelor of Science
Paulsen, Cody	Bachelor of Science
Pendergast, Kaitlyn S	Bachelor of Science in Nursing
Perry, Nicholas A	Bachelor of Science
Phander, Ekaterina	Bachelor of Science
Phelps, Abby Elise	Bachelor of Science in Nursing
Poe, Johnathon Skylar	Bachelor of Science
Poling, Adam Ryan	Bachelor of Science
Pollert, Katherine L	Bachelor of Arts
Ponugoti, Swathi	Bachelor of Science
Potts, Hannah N	Bachelor of Science in Nursing
Powell, Sulina Pimentel	Bachelor of Science in Nursing
Powers, Sydney Jo Ann	Bachelor of Science
Pruitt, Brent A	Bachelor of Science
Querry, Jacki Lynn	Bachelor of Science in Nursing
Quisenberry, Ashley	Bachelor of Science
Raines, Lauren H	Bachelor of Science
Ramirez, Yadira Victoria	Bachelor of Science
Ramos, Edgar	Bachelor of Science
Randle, Alex Robert	Bachelor of Science
Ranola, Dominic J	Bachelor of Science
Ranola, Jacob Matthew	Bachelor of Science
Ray, Asiyah Amore	Bachelor of Science
Reimondo, Tayla Alease	Bachelor of Science
Renner, Kierra N	Bachelor of Science in Nursing
Rice, Hannah Kathleen	Bachelor of Science
Rink, Rose Marie	Bachelor of Science
Ripplemeier, Darian Leigh	Bachelor of Science
Risser, Payton Nichole	Bachelor of Science
Rix, Rachel Jean Ley	Bachelor of Science
Roache, Shai'Anne	Bachelor of Science
Roberts, Carson Isaac	Bachelor of Science
Rodewig, Sierra	Bachelor of Science in Nursing
Roeder, Lorna Anne	Bachelor of Science
Rogers, Phoebe Renae	Bachelor of Science
Rohrbach, Bryce	Bachelor of Science
Ross, Sean Michael	Bachelor of Science
Royeca, Miguel L	Bachelor of Science
Rubin, Madison Rosalie	Bachelor of Science
Rueffer, Eric Michael	Bachelor of Science

Sadra, Randeep S	Bachelor of Science
Sadra, Sandeep K	Bachelor of Science
Saliju, Alban	Bachelor of Science
Sames Jr, Gregory Alan	Bachelor of Science
Samkari, Bayan Ateya	Bachelor of Science in Nursing
Sanchez, Jacqueline	Bachelor of Science
Sanford, Morgan Elise	Bachelor of Science in Nursing
Scamihorn, Braxton Hunter	Bachelor of Science
Schmidt, Hudson P	Bachelor of Science
Schneider, Olivia	Bachelor of Science in Nursing
Schoon, Marissa Denee	Bachelor of Science
Scott Jr, Brandon Leigh	Bachelor of Science
Sebastian, Mary	Bachelor of Science
Seburn, Heather Eileen	Bachelor of Science
Shaub, Matthew G	Bachelor of Science
Shelley, Nicole Anne	Bachelor of Science in Nursing
Shelton, Taylor Hope	Bachelor of Science
Sherman III, John W	Bachelor of Arts
Shidler, Jayla Keum	Bachelor of Science
Shirley, Stacianne Moet	Bachelor of Science
Shuey, Marissa Lynn	Bachelor of Science
Simon-Jarboe, Mariah	Bachelor of Fine Arts
Simpson, Shairrolyn E	Bachelor of Science
Sizemore, Christian Earl	Bachelor of Science
Slepicka Jr, Kenneth John	Bachelor of Science
Sloan, Michael Steven	Bachelor of Science
Slone, Alyssa Morgan	Bachelor of Science in Nursing
Smith, Tobias Nolan	Bachelor of Science
Sneed, Zachary James	Bachelor of Science
Snowden, Jessica Lynn Perry	Bachelor of Science
Sosby, Patrick Samuel	Bachelor of Science
Sparks, Troy Robert	Bachelor of Science
Spurr, Jacob Charles	Bachelor of Science
Stanley, Mikenzy M	Bachelor of Science
Starks, Arryon	Bachelor of Arts
Statler, Zachary Terence	Bachelor of Science
Steele, Samantha Lynn	Bachelor of Science
Stephens, Daniel Thomas	Bachelor of Science
Stepro, Andrea V	Bachelor of Science
Stevens, Addison	Bachelor of Science
Stone, Gill Paul	Bachelor of Science
Strange, Devin Thomas	Bachelor of Science
Sullivan, Hunter Allen	Bachelor of Science
Sundquist, Rebecca	Bachelor of Science in Nursing

Sutton, Cole Jared	Bachelor of Science
Sutton, Melenie Deseriee	Bachelor of Science in Nursing
Swan, Jacob Patrick	Bachelor of Science
Swan, Sarah	Bachelor of Science
Szajna, Ryan Michael	Bachelor of Science
Tasich, Tucker Jackson	Bachelor of Science
Taylor, Adam Scott	Bachelor of Science
Taylor, Angela Louise	Bachelor of Science
Taylor, Jibri O	Bachelor of Science
Taylor, Zachary James	Bachelor of Science
Teague, Rebekah Allison	Bachelor of Science
Tedrow, Melina L	Bachelor of Science
Terry, Bennett Andrew	Bachelor of Science
Thesier, Carlee Lane	Bachelor of Science
Thime, Josh Alexander	Bachelor of Science
Thoma, Lincoln M	Bachelor of Science
Thomas I, Matae Lamar	Bachelor of Science
Thomas II, Antonio D	Bachelor of Science
Thomas, Chris James	Bachelor of Science
Thomas, Reese	Bachelor of Science
Thornton, Hunter	Bachelor of Science
Tobar, Christopher F	Bachelor of Science
Tohill, Graham Wesley	Bachelor of Science
Tooley, Karissa Rose	Bachelor of Science
Torres, Ever Aurelio	Bachelor of Science
Trammell, Cole J	Bachelor of Science
Tran, Alexander	Bachelor of Science
Trevarthan, Daisy Susanna	Bachelor of Science in Nursing
Trierweiler, Christian	Bachelor of Science
Tucker, Wyatt James	Bachelor of Arts
Turner, Cody Lee	Bachelor of Science
Tutwiler, Lakeya Denise	Bachelor of Science
Underhill, Lisa Michelle	Bachelor of Science
Valentine, Jared J	Bachelor of Arts
Vaughn, Datrion Jont'e	Bachelor of Arts
Vester, Dash Everett	Bachelor of Science
Villanueva, Angelica	Bachelor of Science
Volstorf, Andrew J	Bachelor of Science
Vrabic, Joseph Allan	Bachelor of Science
Wagner, Cody J	Bachelor of Science
Walker, Nichole Marie	Bachelor of Arts
Walters, Jade Elizabeth	Bachelor of Science
Walton, Shaela	Bachelor of Science
Washington, Jade A	Bachelor of Science

Watts, Savannah Jane	Bachelor of Science
Weber, Gage D	Bachelor of Science
Weber, Joanna C	Bachelor of Science
Weber, Joanna C	Certificate Undergraduate
Weddle, Braden David	Bachelor of Science
Weldin, Aaron Wayne	Bachelor of Science
Wendel, Brittany	Bachelor of Science
Wertz, Cameron Scott	Bachelor of Science
West, Bailey Shae	Bachelor of Science
West, Micah Joy	Bachelor of Science in Nursing
Westfall, Austin	Bachelor of Science
Whelan, Cori Ann	Bachelor of Science
Wible, Tricia Lea	Bachelor of Science
Wilkinson, Kristi Leigh	Bachelor of Science
Williams, Precious Princess	Bachelor of Science
Wilson, De'Anna	Bachelor of Science
Windler, Samuel M	Bachelor of Science
Winfield, Marc Anthony	Bachelor of Science
Wingler, Addison Dean	Bachelor of Science in Nursing
Wirey, Clare Anne	Bachelor of Science
Witherow, Amber Dawn	Bachelor of Science
Wolf, Kyle William	Bachelor of Science
Wollerman, Blake	Bachelor of Science
Wood, Samantha L	Bachelor of Arts
Woods, Izaiah Christion	Bachelor of Science
Wright, Makaylee Joan Rose	Bachelor of Science
Wyre III, Bertran	Bachelor of Science
Yagelski, Sydney	Bachelor of Science
Yonker, Matthew J	Bachelor of Arts
Young, Cassandra Danielle	Bachelor of Science
Zidar, Nina	Bachelor of Science
Zubek, Patrick	Bachelor of Science

3e New Program Minor in Digital Forensics

This 15-credit undergraduate minor will be offered to non-majors to Cybercriminology and Security Studies. The minor is an excellent career readiness program, with courses in cyber fundamentals, computer forensics, cyber crime investigations, and media forensics. The program will be delivered both on campus and at a distance.

Recommendation: Approval of the new minor, effective Fall 2023.

Motion made by: Kimberly Collins

Motion seconded by: John Pratt

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes

Randall Minas, yes

Kimberly Smith, yes

Troy Woodruff, yes

Cynthia Powers, yes via conference call

The recommendation was approved.

3f New Program Certificate in Digital Forensics

This 12-credit undergraduate certificate will be offered to degree seeking and non-degree seeking students. The program can be useful for people in the workplace seeking to enhance their knowledge and skills. The certificate can also be used to entice non-degree students back to higher education and use this certificate to move into the related major or stack this certificate with others as part of our degree completion programs. Courses are in computer forensics and media forensics. The program will be delivered both on campus and at a distance.

Recommendation: Approval of the new certificate, effective Fall 2023, pending approval of the Indiana Commission of Higher Education.

Motion made by: Kimberly Collins

Motion seconded by: Robert Casey

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes

Randall Minas, yes

Kimberly Smith, yes

Troy Woodruff, yes

Cynthia Powers, yes via conference call

The recommendation was approved.

3g New Program Minor in Security and Risk

This 15-credit minor will be offered to majors outside of Cybercriminology and Security Studies. The minor is an excellent career readiness program, with courses in cyber threat analysis, information systems security, response and disaster recovery, and cyber fundamentals. The program will be delivered both on campus and at a distance.

Recommendation: Approval of the new minor, effective Fall 2023.

Motion made by: Troy Woodruff

Motion seconded by: Kimberly Collins

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes

Randall Minas, yes

Kimberly Smith, yes

Troy Woodruff, yes

Cynthia Powers, yes via conference call

The recommendation was approved.

3h New Program Certificate in Security and Risk

This 12-credit undergraduate certificate will be offered to degree seeking and non-degree seeking students. The program can be useful for people in the workplace seeking to enhance their knowledge and skills. The certificate can also be used to entice non-degree students back to higher education and use this certificate to move into the related major or stack this certificate with others as part of our degree completion programs. Courses are in cyber threat analysis, information systems security, response and disaster recovery, and security and risk analysis. The program will be delivered both on campus and at a distance.

Recommendation: Approval of the new certificate, effective Fall 2023, pending approval of the Indiana Commission of Higher Education.

Motion made by: Robert Casey

Motion seconded by: Kimberly Collins

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes

Randall Minas, yes

Kimberly Smith, yes

Troy Woodruff, yes

Cynthia Powers, neutral abstention lost connection and did not vote via conference call

The recommendation was approved.

3i Naming of Bailey College of Engineering and Technology

This item requests Board of Trustee approval to rename the College of Technology the Bailey College of Engineering and Technology. The naming of the Bailey College of Engineering and Technology is in recognition of an \$8,000,000 gift to create three new endowed funds in support of student scholarships, faculty, and the Dean of the College.

Steve Bailey is a 1971 graduate of Indiana State University with a degree in automotive technology. Steve had a successful five-decade career in the diesel parts and service industry. He began his career as general manager of Columbus Diesel Supply and was appointed President in 1977. Steve moved around the Midwest, serving in leadership roles with Diesel Injection Service, Co. In 1994 he was named President of Diesel Injection Service Co., Louisville, and all associated branches. From 2014 until his retirement in 2019, Steve served as CEO of DieselUSA Group. In 1995, Steve earned the highest honor in his industry, the Henry B. Sirotek Memorial Award, presented to a member whose efforts have produced significant advances within the association or industry. Steve currently serves on the Board of Directors for the ISU Foundation.

Gloria Bailey attended the Columbus School of Art and Design in Columbus, OH. She had a successful career in interior architecture design until pivoting in the 1990s to take a leadership role at Diesel Injection Services. As Director of Facilities at Diesel Injection Service, Co., Gloria helped acquire multiple new locations in three states and implemented upgrades and repairs. She returned to school to learn human resources and worked with the company attorney and other professional HR colleagues to write an employee handbook and create training programs to retain and elevate employees from within the company. She retired in 2014 as Vice President of Human Resources and Facilities of DieselUSA Group.

Steve and Gloria have a history of involvement with Indiana State and the College of Technology. Steve admired the work of former Dean Dr. Nesli Alp to gain ABET accreditation for thirteen programs within the College. Through multiple conversations with Steve and Gloria, they understand the importance of having “Engineering” in the name of the College to reflect the vitality of our programs and recruit quality faculty and students to Indiana State.

Steve and Gloria Bailey’s transformational gift will make an immediate impact on Indiana State University and provide critical funding for a long-term strategic plan to ensure the sustainability and growth of the College. Their gift will create three new endowed funds, each with specific purposes that fund important initiatives in the College. The Bailey College of Engineering and Technology Scholars Endowment will fund scholarships for incoming freshman majoring in a field within the College. This endowment will award fifty \$3,000 scholarships annually, renewable for the sophomore year, to students beginning in fall 2023. The Bailey Faculty Fellows Endowment will provide annual funding to award high-achieving faculty and recruit new, nationally competitive faculty to the College. The endowment will award five \$10,000 faculty fellowships each year beginning in the fall 2023. Finally, the Bailey College of Engineering and Technology Dean’s Endowed Fund for Excellence will provide support for outreach with industry partners, additional scholarship needs, program support, and other initiatives deemed necessary by the Dean.

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 Bailey College of Engineering and Technology.

Motion made by: Troy Woodruff
Motion seconded by: Kimberly Collins

Roll Call Vote:

Kathleen Cabello, yes
Robert Casey, yes
Kimberly Collins, yes
Robert Lowe, yes
Randall Minas, yes
Kimberly Smith, yes
Troy Woodruff, yes
Cynthia Powers, yes via conference call

The recommendation was approved.

3j Conflict of Interest Disclosure Statements

Rationale: Members of the University community are required 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.

Heather LeBrun is the Clinical Education Coordinator for the IU School of Medicine. Her husband, Monty LeBrun, is a practice patient. He works on an as-needed basis to fill in for regular practice patients. Practice patients are compensated at \$25 per hour.

Recommendation: Acceptance of Annual Conflict of Interest Disclosure Statement from employee Heather LeBrun.

Motion made by: John Pratt

Motion seconded by: Kimberly Collins

Roll Call Vote:

Kathleen Cabello, yes

Robert Casey, yes

Kimberly Collins, yes

Robert Lowe, yes

Randall Minas, yes

Kimberly Smith, yes

Troy Woodruff, yes

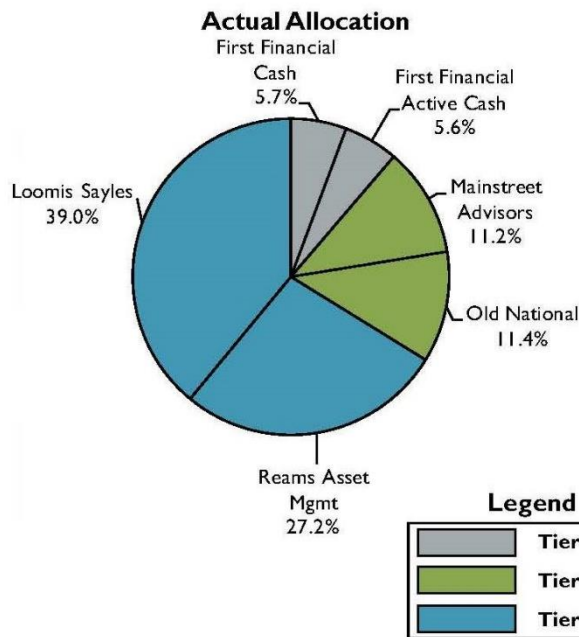
Cynthia Powers, yes via conference call

The recommendation was approved.

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, 2022.

Indiana State University Operating Funds Plan Summary Period Ended September 30, 2022



Manager	Market Value
ISU-First Financial Cash	\$7,650,374
ISU-First Fincl. Active Cash	\$7,534,723
ISU-Mainstreet Adv.	\$15,097,582
ISU-Old National	\$15,319,096
ISU-Reams Asset Mgmt.	\$36,662,636
ISU-Loomis Sayles	\$52,640,591
ISU-Total Fund	\$134,905,002

September 30, 2022			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$7,650,374	5.7%	\$10mm - \$25mm
First Financial Active Cash	\$7,534,723	5.6%	
	\$15,185,097	11.3%	
Tier II			
Mainstreet Advisors	\$15,097,582	11.2%	\$25mm - \$30mm
Old National Intermediate	\$15,319,096	11.4%	
	\$30,416,678	22.5%	
Tier III			
Reams Asset Management Core	\$36,662,636	27.2%	Remaining Balance
Loomis Sayles Core Plus	\$52,640,591	39.0%	
	\$89,303,227	66.2%	
	\$134,905,002	100.0%	

QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER
CURRENT QUARTER ENDED SEPTEMBER 30, 2022

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$7,623,832	(\$3,116)	\$29,658	\$7,650,374
ISU-First Fincl. Active Cash	\$7,543,217	(\$3,109)	(\$5,384)	\$7,534,723
ISU-Mainstreet Adv.	\$15,281,936	(\$6,374)	(\$177,980)	\$15,097,582
ISU-Old National	\$15,787,584	(\$9,219)	(\$459,269)	\$15,319,096
ISU-Reams Asset Mgmt.	\$38,252,754	(\$33,001)	(\$1,557,117)	\$36,662,636
ISU-Loomis Sayles	\$55,100,839	(\$55,102)	(\$2,405,146)	\$52,640,591
ISU-Total Fund	\$139,590,161	(\$109,921)	(\$4,575,238)	\$134,905,002

CHANGE IN MARKET VALUE BY INVESTMENT MANAGER
FISCAL YEAR TO DATE ENDED SEPTEMBER 30, 2022

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$7,623,832	(\$3,116)	\$29,658	\$7,650,374
ISU-First Fincl. Active Cash	\$7,543,217	(\$3,109)	(\$5,384)	\$7,534,723
ISU-Mainstreet Adv.	\$15,281,936	(\$6,374)	(\$177,980)	\$15,097,582
ISU-Old National	\$15,787,584	(\$9,219)	(\$459,269)	\$15,319,096
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ISU-Total Fund	\$139,590,161	(\$109,921)	(\$4,575,238)	\$134,905,002

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, 2022

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	0.14	(0.10)	0.42	1.05	0.92	0.75	0.70
ISU-First Financial Cash	0.36	0.61	0.58	1.11	0.99	0.76	0.68
3 Month T-Bill	0.46	0.62	0.59	1.15	0.95	0.68	0.59
ISU-First Fincl. Active Cash	(0.07)	(0.78)	0.35	1.02	0.88	0.78	0.77
FTSE:Treas BM OTR 1 Yr	(0.40)	(1.87)	0.22	0.98	0.86	0.70	0.65
ISU-Tier 2	(2.05)	(6.84)	(0.68)	0.85	1.08	1.18	1.43
ISU-Mainstreet Adv.	(1.17)	(4.18)	0.06	1.13	1.20	1.13	1.22
MainStreet:1-3 Yr G/C Comp	(1.16)	(4.18)	0.05	1.11	1.15	1.10	1.22
Blmbg:Gov/Cred 1-3 Yr	(1.48)	(5.07)	(0.41)	0.70	0.78	0.81	0.89
ISU-Old National	(2.91)	(9.32)	(1.39)	0.57	0.96	1.22	1.62
Old Nat'l: Interm Comp	(3.08)	(10.12)	(1.64)	0.44	0.88	1.22	1.64
Blmbg:Intmtdt Gov/Credit	(3.06)	(10.14)	(1.64)	0.38	0.80	1.00	1.48
ISU-Tier 3	(4.10)	(13.42)	(1.17)	1.11	1.96	2.00	2.87
ISU-Reams Asset Mgmt.	(4.11)	(12.78)	(0.68)	1.56	1.74	1.85	2.57
Reams:Core Comp	(5.45)	(14.42)	(0.75)	1.49	1.78	1.80	2.57
Blmbg:Aggregate	(4.75)	(14.60)	(3.26)	(0.27)	0.54	0.89	1.60
ISU-Loomis Sayles	(4.10)	(13.86)	(1.52)	0.96	2.31	2.28	3.29
Loomis:Core Plus Comp	(4.11)	(14.45)	(1.64)	0.87	2.24	2.16	3.23
Blmbg:Aggregate	(4.75)	(14.60)	(3.26)	(0.27)	0.54	0.89	1.60
ISU-Total Fund	(3.24)	(10.74)	(0.99)	0.97	1.65	1.65	2.21
ISU-Total Fund-Net	(3.32)	(11.02)	(1.31)	0.65	1.32	1.33	1.90
Total Fund Target*	(3.45)	(10.93)	(2.19)	0.12	0.66	0.86	1.34

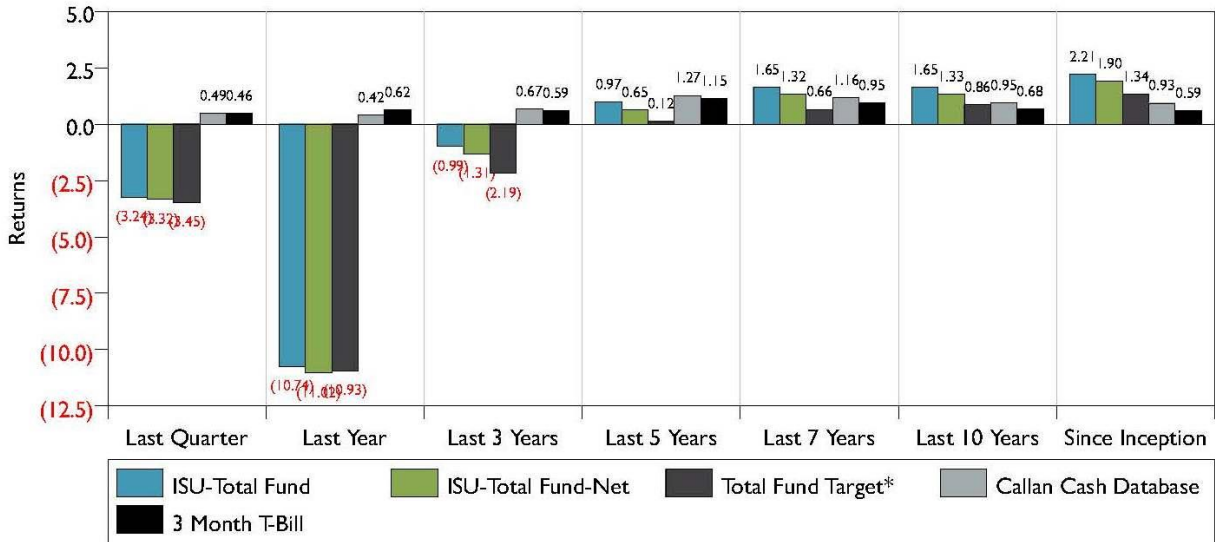
Total Fund Target* = 19% 90 Day T-Bill, 19% Bloomberg Govt/Credit 1-3 Year Index, 62% Bloomberg Aggregate Index

RETURN SUMMARY PERIOD ENDED SEPTEMBER 30, 2022

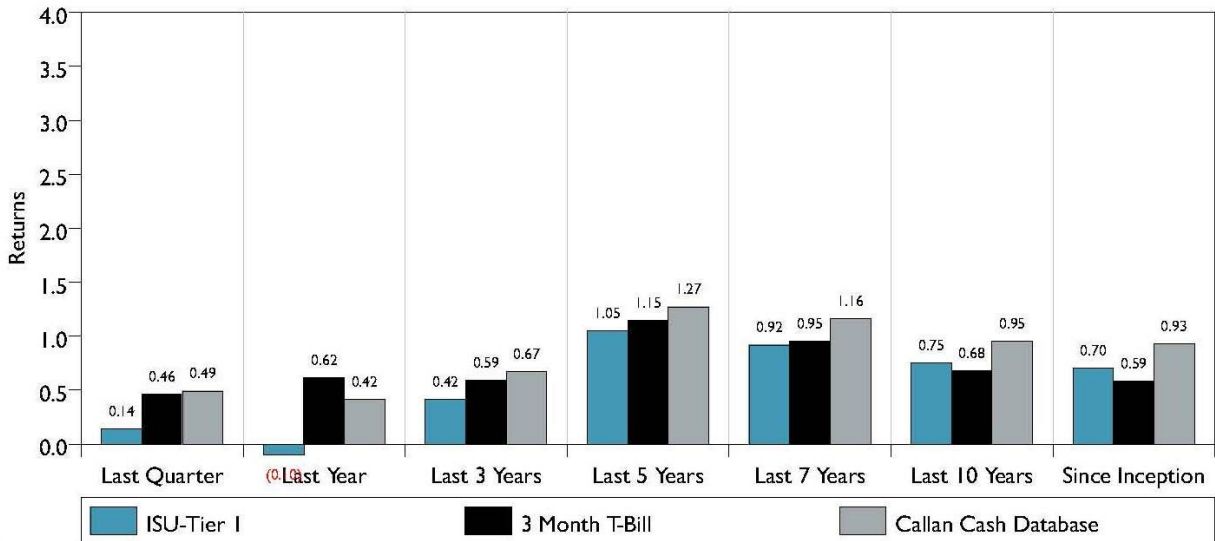
Total Fund Performance

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, 2022
Inception Date: October 1, 2010



ISU Tier I Returns
for Various Time Periods
Current Quarter Ending September 30, 2022
Inception Date: October 1, 2010

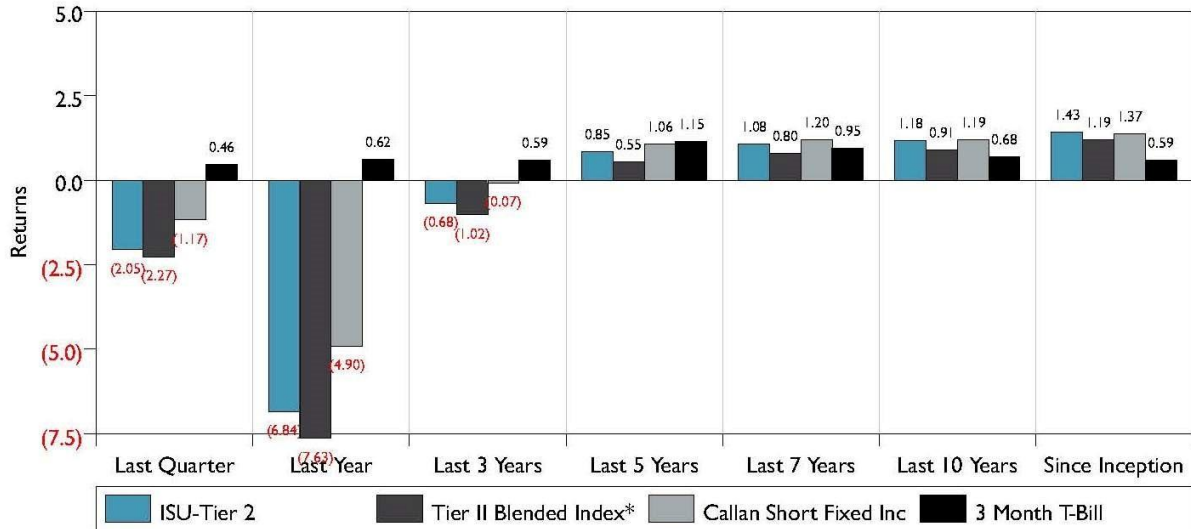


RETURN SUMMARY PERIOD ENDED SEPTEMBER 30, 2022

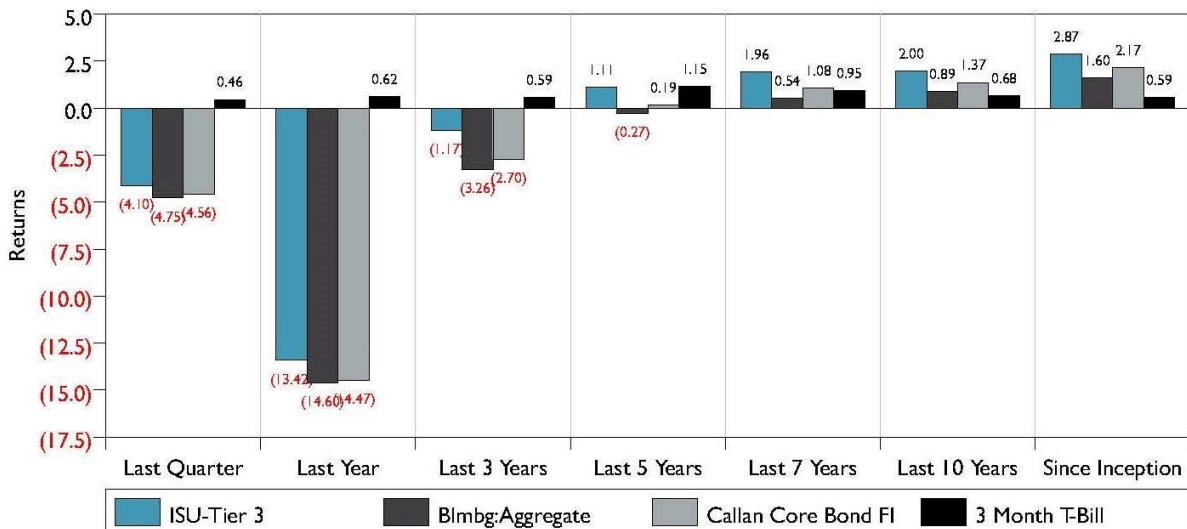
Total Fund Performance

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, 2022
Inception Date: October 1, 2010



ISU Tier 3 Returns
for Various Time Periods
Current Quarter Ending September 30, 2022
Inception Date: October 1, 2010



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

4b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY							
For the Period Ending September 30, 2022							
	2022-23 Base Budget	2022-23 Adjusted Budget	YTD through 9/30/22*	Percent of Adjusted Budget	2021-22 Adjusted Budget	YTD through 9/30/21*	Percent of Adjusted Budget
Revenues							
State Appropriations							
Operational	\$ 74,498,951	\$ 74,498,951	\$ 18,624,735	25.0%	\$ 72,063,968	\$ 18,015,993	25.0%
Debt Service Appropriation	11,051,288	11,051,288	-	0.0%	11,044,480	-	0.0%
Sub-Total State Appropriations	85,550,239	85,550,239	18,624,735		83,108,448	18,015,993	
Student Tuition	75,672,595	75,672,595	34,800,577	46.0%	83,030,363	38,026,441	45.8%
Other Fees and Charges	1,398,903	1,398,903	452,501	32.3%	1,398,903	471,090	33.7%
Other Income and Transfers	6,528,263	6,528,263	4,415,093	67.6%	6,618,286	4,373,597	66.1%
Program Fees	900,000	900,000	625,107	69.5%	900,000	569,387	63.3%
One-Time Funding Transfer	4,450,000	4,450,000	4,450,000	100.0%	-	-	
Total Budgeted Revenue	\$ 174,500,000	\$ 174,500,000	\$ 63,368,013		\$ 175,056,000	\$ 61,456,508	
Encumbrances and Carryforward		12,424,983	12,424,983		13,687,010	13,687,010	
Reimbursements and Income Reappropriated From Other Sources		784,322	784,322		724,666	724,666	
Total Revenues	\$ 174,500,000	\$ 187,709,305	\$ 76,577,318	40.8%	\$ 189,467,676	\$ 75,868,184	40.0%
Expenditures							
Compensation							
Salaries and Wages	\$ 80,257,387	\$ 80,831,862	\$ 17,254,849	21.3%	\$ 81,711,599	\$ 18,237,636	22.3%
Fringe Benefits	24,388,223	24,405,517	5,394,676	22.1%	24,487,985	5,528,705	22.6%
Sub-Total Compensation	104,645,610	105,237,379	22,649,525	21.5%	106,199,584	23,766,341	22.4%
Departmental Expenses							
Supplies and Related Expenses	15,065,624	18,397,356	6,411,630	34.9%	18,456,085	5,620,540	30.5%
Repairs and Maintenance	5,051,363	6,221,395	6,402,112	102.9%	5,832,829	5,682,729	97.4%
Other Committed Expenses	1,586,515	1,386,511	509,991	36.8%	1,558,372	708,482	45.5%
Sub-Total Departmental Expenses	21,703,502	26,005,262	13,323,733	51.2%	25,847,286	12,011,751	46.5%
Utilities and Related Expenses	9,964,556	10,020,263	2,833,699	28.3%	10,066,040	3,588,276	35.6%
Equipment and Other Capital							
Operating Equipment	964,780	2,171,470	253,623	11.7%	2,915,216	360,055	12.4%
Capital Improvements	4,600,000	4,600,000	-	0.0%	3,000,000	52,598	1.8%
Sub-Total Equipment & Other Capital	5,564,780	6,771,470	253,623	3.7%	5,915,216	412,653	7.0%
Student Scholarship and Fee Remissions	16,262,264	16,374,221	9,099,235	55.6%	16,181,423	9,417,193	58.2%
Academic Debt Service	11,659,288	11,659,288	10,358,787	88.8%	11,652,480	10,167,528	87.3%
Budgeted Reserve	3,800,000	3,800,000	-	0.0%	4,000,000	-	0.0%
Transfers Out and Program Fees	900,000	3,065,125	2,416,051	78.8%	3,306,110	2,393,761	72.4%
Reserve for Revenue Shortfall	-	4,776,297	-		6,299,437	-	0.0%
Total Expenditures	\$ 174,500,000	\$ 187,709,305	\$ 60,934,653	32.5%	\$ 189,467,576	\$ 61,757,503	32.6%
*Includes encumbrances and open commitments							

Revenues

Student Tuition

Fall Student Tuition is below budget by \$3.4 million. The loss of tuition is offset by a budgeted reserve of \$3.8 million.

Other Fees and Charges

Other Fees and Charges are below last year's amount by \$18,589. This is due to reduced College Challenge (Dual Credit) and deferment fees.

Other Income and Transfers

Other Income and Transfers are above last year's amount by \$41,496 due to timing of miscellaneous reimbursements that is offset by reduced transfers in.

Program Fees

Program fees are up \$55,720 due to NHHS program fees increases.

One-Time Funding Transfer

One-Time Funding Transfer of \$4.45 million is funded from the carry-forward budget reserves.

Encumbrances and Carryforward

Encumbrances and Carryforward decreased by \$1.3 million due to one-time funding transfer from carryforward.

Expenses

Compensation

Total Compensation is below last year's total by \$1,116,816. Salaries and Wages are down \$982,787 which is the result of reduced administrative, instructional, and support staff, while overtime, graduate assistant wages and student wages increased. Benefit expense is below last year's amount \$134,029 due to reduced retirement, medical and FICA. This is partially offset by increased retirement incentive payouts and workers compensation.

Departmental Expenses

Total Departmental Expenses increased by \$1,311,982. Supplies and Related Expenses grew by \$791,090 as the result of increased travel, searches and OIT expenses. Repairs and Maintenance increased \$719,383 due to OIT software.

Utilities and Related Expenses

Utilities and Related Expenses decreased by \$754,577. This is due to timing of electrical payments made in October for September expenses and reduction in sewage and natural gas expense.

Equipment and Other Capital

Total Equipment and Other Capital is down by \$159,030 due to reduced OIT infrastructure purchases.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows a decrease of \$317,958 due to lower enrollment. The expected overall scholarship shortfall is projected to be \$1,251,686.

Budgeted Reserve

The Budgeted Reserve of \$3,800,000 will be used to cover tuition revenue shortfalls.

Transfers Out and Program Fees

Transfers Out and Program Fees increased by \$22,290 due to increased NHHS program fees.

Reserve for Revenue Shortfall

Reserve for Revenue Shortfall of \$4,776,297 includes carryforward reserves earmarked to offset additional revenue shortfalls in excess of the budgeted reserve amount.

4c Purchasing Report

Purchase Order Activity for Period September 26, 2022 to November 30, 2022			
Purchases over \$50,000			
Sole Source-Consistency with Previous Services			
BoCo Collective Marketing	P0091147	Provide marketing consulting services directly to	\$50,000.00
Sole Source-Consistency with Existing Equipment			
Blackboard Inc	P0091186	BLACKBOARD ALLY Software	\$50,128.00
Sole Source-Consistency with Existing Equipment			
Professional Computing Resources Inc	P0091175	Program Services	\$57,128.40
Sole Source-Consistency with Existing Equipment			
Johnson Controls Inc	P0091118	Service Agreement for ISU's Housing Facility Ops.	\$68,700.00
Sole Source-Consistency with Existing Equipment			
Team Dynamix Solutions LLC	P0091125	Cust #: 2017-670	\$95,426.27

4d Vendor Report

The following vendors have accumulated purchases from the University for the time period October 1-31, 2022 (Fiscal Year 2023) in excess of \$250,000:

Delta Dental Plan of Indiana	\$ 250,094	Dental Claims Reimbursements
Lyrasis	\$ 252,171	Library Electronic Database Subscriptions
EAB Global Inc	\$ 265,296	Enrollment Solutions
Indiana-American Water Company	\$ 265,636	Water Utility Payments
Union Associated Physicians Clinic LLC	\$ 278,767	Student Health Center Services
Lincoln Life Assurance Co of Boston	\$ 302,564	Life and Long Term Disability Insurance
Ellucian Company LP	\$ 378,009	Banner Software Maintenance
Network Solutions Inc	\$ 1,519,700	Networking Equipment & Software Maintenance & Licenses; Network Infrastructure Upgrades

Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2023:

Epic Insurance Midwest	\$ 255,286	Commercial Property, Flight Academy Liability & Workman's Comp Coverage Insurance Policies
One To One Health LLC	\$ 268,037	Administration & Management of COVID Testing
Otis Elevator	\$ 292,758	Maintenance Agreement for Campus Elevators; Elevator Repairs; HMSU Freight Elevator Upgrade
Bell Techlogix Inc	\$ 317,024	Microsoft Maintenance Licenses & Software
EDF Energy Services LLC	\$ 404,963	Natural Gas Purchases
Key Government Finance Inc	\$ 423,500	Networking Software Maintenance Agreement
AmWins/NEBCO Group Benefits	\$ 436,674	Retiree Insurance Coverage
500 Wabash Housing LLC	\$ 511,780	500 Wabash Lease Payments
City of Terre Haute	\$ 522,163	Sewage Utility Payments; Campus Fire Protection; Campus Bus Services
Hannig Construction Inc	\$ 623,719	Dreiser Hall Renovation
Daktronics Incorporated	\$ 1,050,803	Hulman Center Scoreboard
Borshoff Inc	\$ 1,150,000	University Advertising Media Buy & Management
CVS Pharmacy Inc	\$ 1,650,403	Prescription Drug Coverage
Sodexo Inc and Affiliates	\$ 2,359,546	Dining and Catering Services
TIAA CREF	\$ 2,577,615	Retirement Contributions
Duke Energy	\$ 3,520,856	Electricity Utility Payments
Anthem Life Insurance Company	\$ 4,251,733	Health Care Benefits and Reimbursements of Medical Claims

4e Faculty Personnel

FACULTY

Change of Status and/or Pay Rate

Stephanie Alexander; Assistant Professor, Department of English; salary floor adjustment from \$53,354 to \$54,154 per academic year; prorated from the effective date of November 1, 2022.

Andrea Arrington; Associate Professor, Department of History; salary compression adjustment from \$64,964 to \$68,833 per academic year; prorated from the effective date of November 1, 2022.

Shelley Arvin; Associate Professor, Department of Library Services; salary compression adjustment from \$68,214 to \$70,768 per fiscal year; prorated from the effective date of November 1, 2022.

Tonya Balch; Professor, Department of Applied Clinical and Educational Sciences; salary compression adjustment from \$76,574 to \$80,442 per academic year; prorated from the effective date of November 1, 2022.

Kathryn Bauserman; Professor, Department of Teaching and Learning; salary compression adjustment from \$76,576 to \$82,377 per academic year; prorated from the effective date of November 1, 2022.

Cheryl Blevens; Associate Professor, Department of Library Services; salary compression adjustment from \$67,945 to \$70,768 per fiscal year; prorated from the effective date of November 1, 2022.

Kimberly Bodey; Professor, Department of Kinesiology, Recreation and Sport; salary compression adjustment from \$80,453 to \$82,377 per academic year; prorated from the effective date of November 1, 2022.

Kevin Bolinger; Professor, Department of Teaching and Learning; salary compression adjustment from \$77,487 to \$80,442 per academic year; prorated from the effective date of November 1, 2022.

Paul Bolinsky; Professor, Department of Psychology; salary compression adjustment from \$79,089 to \$80,442 per academic year; prorated from the effective date of November 1, 2022.

Natalie Bulick; Associate Professor, Department of Library Services; salary compression adjustment from \$64,966 to \$68,833 per fiscal year; prorated from the effective date of November 1, 2022.

Lisa Calvin; Associate Professor, Department of Languages, Literatures and Linguistics; salary compression adjustment from \$70,546 to \$70,768 per academic year; prorated from the effective date of November 1, 2022.

Edith Campbell; Associate Professor, Department of Library Services; salary compression adjustment from \$64,965 to \$68,833 per fiscal year; prorated from the effective date of November 1, 2022.

Mark Carlisle; Assistant Professor, School of Music; salary compression adjustment from \$58,136 to \$59,159 per academic year; prorated from the effective date of November 1, 2022.

Daniel Clark; Associate Professor, Department of History; salary compression adjustment from \$69,038 to \$70,768 per academic year; prorated from the effective date of November 1, 2022.

Kathleen Coffey; Assistant Professor, Department of English; salary compression adjustment from \$53,354 to \$57,224 per academic year; prorated from the effective date of November 1, 2022.

Brendan Corcoran; Associate Professor, Department of English; salary compression adjustment from \$68,864 to \$70,768 per academic year; prorated from the effective date of November 1, 2022.

Terry Dean; Associate Professor, School of Music; salary compression adjustment from \$65,743 to \$68,833 per academic year; prorated from the effective date of November 1, 2022.

Julie Dixon; Associate Professor, Department of Theater; salary compression adjustment from \$68,864 to \$70,768 per academic year; prorated from the effective date of November 1, 2022.

Kevin Donnar; from Instructor, Department of Aviation Technology; to Instructor and Acting Assistant Chief of Instruction, Department of Aviation Technology; stipend of \$1,000 per month; for the appointment period of August 1, 2022 through December 31, 2022.

Taylor Easum; Assistant Professor, Department of History; salary compression adjustment from \$55,309 to \$57,224 per academic year; prorated from the effective date of November 1, 2022.

Kira Enriquez Loya; Associate Professor, Department of Art and Design; salary compression adjustment from \$64,965 to \$68,833 per academic year; prorated from the effective date of November 1, 2022.

Karen Evans; Professor, Department of Library Services; salary compression adjustment from \$80,623 to \$82,377 per fiscal year; prorated from the effective date of November 1, 2022.

Anne Foster; Associate Professor, Department of History; salary compression adjustment from \$64,967 to \$70,768 per academic year; prorated from the effective date of November 1, 2022.

Kurt Fowler; Professor, School of Music; salary compression adjustment from \$81,921 to \$82,377 per academic year; prorated from the effective date of November 1, 2022.

Jodi Frost; Associate Professor, Department of Mathematics and Computer Science; salary compression adjustment from \$68,811 to \$68,833 per academic year; prorated from the effective date of November 1, 2022.

Jennifer Grimes; Associate Professor, School of Criminology and Security Studies; salary compression adjustment from \$69,479 to \$70,768 per academic year; prorated from the effective date of November 1, 2022.

James Gustafson; Associate Professor, Department of History; salary compression adjustment from \$64,969 to \$68,833 per academic year; prorated from the effective date of November 1, 2022.

Timothy Hawkins; Professor, Department of History; salary compression adjustment from \$78,113 to \$82,377 per academic year; prorated from the effective date of November 1, 2022.

Michael Jackson; Associate Professor, Department of Theater; salary compression adjustment from \$66,503 to \$70,768 per academic year; prorated from the effective date of November 1, 2022.

Mindy Johnson; from Associate Professor, Department of Communication; to Associate Professor and Temporary Victim Advocate, Department of Communication; stipend of \$500 per month; for the appointment period of August 24, 2022 through December 31, 2022.

Kathleen Kincade; Professor, Department of English; salary compression adjustment from \$82,025 to \$82,377 per academic year; prorated from the effective date of November 1, 2022.

Yi-Yin Ko; Associate Professor, Department of Mathematics and Computer Science; salary compression adjustment from \$68,811 to \$68,833 per academic year; prorated from the effective date of November 1, 2022.

Isaac Land; Professor, Department of History; salary compression adjustment from \$76,576 to \$80,442 per academic year; prorated from the effective date of November 1, 2022.

Katherine Lee; Associate Professor, Department of English; salary compression adjustment from \$64,967 to \$68,833 per academic year; prorated from the effective date of November 1, 2022.

Myung-Ah Lee; Professor, Department of Kinesiology, Recreation and Sport; salary compression adjustment from \$76,573 to \$80,442 per academic year; prorated from the effective date of November 1, 2022.

Mark Lewandowski; Professor, Department of English; salary compression adjustment from \$76,576 to \$82,377 per academic year; prorated from the effective date of November 1, 2022.

Annie Liner; Assistant Professor, Department of Applied Clinical and Educational Sciences; salary compression adjustment from \$54,500 to \$57,224 per academic year; prorated from the effective date of November 1, 2022.

Daniel Moore; Assistant Professor, Department of Languages, Literatures and Linguistics; salary compression adjustment from \$56,478 to \$57,224 per academic year; prorated from the effective date of November 1, 2022.

Katharine Mott; Assistant Professor, Department of Theater; salary compression adjustment from \$53,354 to \$57,224 per academic year; prorated from the effective date of November 1, 2022.

Melissa Nail; Professor, Department of Teaching and Learning; salary compression adjustment from \$80,207 to \$80,442 per academic year; prorated from the effective date of November 1, 2022.

Nancy Nichols-Pethick; Associate Professor, Department of Art and Design; salary compression adjustment from \$68,092 to \$70,768 per academic year; prorated from the effective date of November 1, 2022.

Robert Noll; Associate Professor, Department of Chemistry and Physics; salary compression adjustment from \$68,811 to \$68,833 per academic year; prorated from the effective date of November 1, 2022.

Lisa Phillips; Associate Professor, Department of History; salary compression adjustment from \$65,882 to \$70,768 per academic year; prorated from the effective date of November 1, 2022.

Shawn Phillips; Professor, Department of Earth and Environmental Systems; salary compression adjustment from \$79,212 to \$82,377 per academic year; prorated from the effective date of November 1, 2022.

Mandy Reid; Associate Professor, Department of English; salary compression adjustment from \$66,626 to \$70,768 per academic year; prorated from the effective date of November 1, 2022.

Bridget Roberts-Pittman; Professor, Department of Applied Clinical and Educational Sciences; salary compression adjustment from \$77,209 to \$80,442 per academic year; prorated from the effective date of November 1, 2022.

Jacqueline Shin; Associate Professor, Department of Psychology; salary compression adjustment from \$67,080 to \$70,768 per academic year; prorated from the effective date of November 1, 2022.

Jennifer Schriver; Professor, Department of Psychology; reappointment as Interim Chairperson, Department of Psychology; supplement of \$15,000 per academic year; for the 2022-2023 academic year.

Larry Tinnerman; Associate Professor, Department of Teaching and Learning; salary compression adjustment from \$65,651 to \$70,768 per academic year; prorated from the effective date of November 1, 2022.

David Vogel; Assistant Professor, Department of Theater; salary compression adjustment from \$53,354 to \$57,224 per academic year; prorated from the effective date of November 1, 2022.

Linda Walters; Associate Professor, School of Nursing; reappointment as Interim Associate Director of Students, School of Nursing; stipend of \$1,200 per month; for the appointment period of October 1, 2022 through November 30, 2022.

Jan Weust; Associate Professor, School of Nursing; reappointment as Director of Continuing Education, School of Nursing; supplement of \$5,000 per academic year; for the 2022-2023 academic year.

Amanda White; Assistant Professor, Department of Applied Clinical and Educational Sciences; salary compression adjustment from \$54,500 to \$57,224 per academic year; prorated from the effective date of November 1, 2022.

James Wurtz; Associate Professor, Department of English; salary compression adjustment from \$69,004 to \$70,768 per academic year; prorated from the effective date of November 1, 2022.

Keri Yousif; Professor, Department of Languages, Literatures and Linguistics; salary compression adjustment from \$80,319 to \$82,377 per academic year; prorated from the effective date of November 1, 2022.

Leave of Absence Without Pay

Jeffrey Kaesberg; Instructor, Department of Biology; effective October 6, 2022.

Separations

Sara Williams; Senior Instructor, Department of Marketing and Operations; effective December 31, 2022.

4f Other Personnel

NON-EXEMPT

Appointments

Brandon Barnett; Custodian I, Custodians; \$12.50 per hour; effective November 7, 2022.

Ariah Bigler; Custodian I, Reeve Hall Housing; \$12.00 per hour; effective October 10, 2022.

Brittany Brand; Student Services Assistant II, IU School of Medicine-Terre Haute; \$15.00 per hour; effective October 17, 2022.

Chelsie Buckhoy; Custodian I, Custodians; \$12.50 per hour; effective October 31, 2022.

Courtney Hardway; Cook - Req Reapt, Early Childhood Education Center; \$12.50 per hour; effective October 31, 2022.

Dimitrios Hensley; Custodian I, Sandison Housing; \$12.00 per hour; effective October 3, 2022.

Jourdan Jenkins; Administrative Assistant III, Dean, Scott College of Business; \$16.20 per hour; effective October 3, 2022.

Sarah Johnson; Early Childhood Asst Teacher, Early Childhood Education Center; \$13.50 per hour; effective November 4, 2022.

Olubunmi Ojo; Administrative Assistant I, History; \$13.95 per hour; effective October 10, 2022.

Troy Randolph; Events Setup Technician I, HMSU-Operations; \$12.00 per hour; effective October 10, 2022.

Gary Rogers; Lead Events Setup Technician, HMSU-Operations; \$12.40 per hour; effective October 15, 2022.

Collin Stratton; 8th St Facility Research Asst, IU School of Medicine-Terre Haute; \$13.50 per hour; effective November 9, 2022.

Kevin Wilkins; Custodian I, Sandison Housing; \$12.00 per hour; effective September 27, 2022.

Temporary Appointments

Rosalind Chandler; Blumberg Ctr Data Coord/Schedu, Blumberg Center; \$29.22 per hour; effective October 1, 2022 through September 30, 2023.

Jenifer Pollom; Blumberg Center Budg Oper Spec, Blumberg Center; \$16.87 per hour; effective October 1, 2022 through September 30, 2023.

Roxanne Toner; Blum Ctr Off Mgr Bud Oper Spec, Blumberg Center; \$18.61 per hour; effective October 1, 2022 through September 30, 2023.

Melissa Walton; ISBDC Specialist, ISU/Wabash Vally Small Bus Devel Ct; \$16.00 per hour; effective October 3, 2022 through June 30, 2023.

Promotions / Transfers

Brandon Adamson; from Lead Events Setup Technician to Events Setup Supervisor, HMSU-Operations; \$17.59 per hour; effective October 1, 2022.

Bobby Cuffle; from Maintenance Mechanic, Maehling Terrace Univ Apartments to Senior Maintenance Mechanic, Reeve Hall Housing; \$20.10 per hour; effective October 1, 2022.

Janet Gher; from Ticketing Sales Associate to Ticket Manager, Hulman Center; \$22.05 per hour; effective September 24, 2022.

Amanda May; from Admissions Processing Spec to Administrative Assistant II, Admissions and High Schl Relations; \$15.77 per hour; effective October 15, 2022.

Jenifer Pollom; from Blumberg Center Budg Oper Spec to Blum Ctr Off Mgr Bud Oper Spec, Blumberg Center; \$20.00 per hour; effective October 29, 2022.

Title Changes

Karen Sheets; from Payroll Coordinator to Payroll Specialist, Budget, Payroll & Risk Mgt; effective August 20, 2022.

Changes in Status / Pay Rate

Jennifer Heaton-Kincaid; from Administrative Assistant II, Acct,Fin,Insur and Risk Mgt to Administrative Assistant II, Mgt, Info Systems and Bus Ed; \$15.00 per hour; reorganization; effective September 16, 2022.

Retirements

Jane Compton; Administrative Assistant II, Communication; effective October 7, 2022.

Debra Considine; Library Associate III Bib Meta, Library Services; effective November 4, 2022.

Separations

Rebecca Barker; Custodian I, Maehling Terrace Univ Apartments; effective October 17, 2022.

Elizabeth Daugherty; Custodian I, Sycamore Housing; effective October 14, 2022.

David Earls; Custodian I, Custodians; effective October 12, 2022.

TaPring Goatee; Custodian I, Custodians; effective October 28, 2022.

Robert Grayless; Events Setup Technician I, HMSU-Operations; effective October 31, 2022.

Julie Manson; Bdgt Spec/Special Evnts Coord, President's Office; effective October 13, 2022.

Sean Miller; Steam Plant Mechanic, Power Plant; effective October 16, 2022.

Adam Phillips; Lead Events Setup Technician, HMSU-Operations; effective October 22, 2022.

Nevada Renshaw; Groundskeeper, Grounds; effective October 10, 2022.

Stormy Romanelly; Early Childhood Asst Teacher, Early Childhood Education Center; effective October 21, 2022.

Jordynne Shelton; Enrollment Management Spec, Admissions and High Schl Relations; effective September 30, 2022.

Robert Watters; Senior Maintenance Mechanic, Mechanical Trades; effective November 11, 2022.

Paulina Young; Administrative Assistant I, School of Criminology & Security St; effective October 26, 2022.

Roxanne Toner; Blum Ctr Off Mgr Bud Oper Spec, Blumberg Center; effective October 28, 2022.

NON-EXEMPT PROFESSIONAL

Appointments

Jarrold Babel; Financial Services Coordinator, Foundation Financial Svcs; B.A., Ohio State University; \$19.00 per hour; effective November 7, 2022.

Nathan Divan; Adm Transfer Counselor, Admissions and High Schl Relations; M.B.A., Indiana State University; \$16.58 per hour; effective November 7, 2022.

Alma Llamas; Adm Transfer Counselor, Admissions and High Schl Relations; B.S., Indiana State University; \$16.58 per hour; effective October 31, 2022.

Abigail Pesavento; Admissions Regional Coord, Admissions and High Schl Relations; B.S., Illinois College; \$16.20 per hour; effective October 3, 2022.

Temporary Appointments

Felicia Houston; IEP Proj Asst Dir Dig Med&Oper, Blumberg Center; \$25.08 per hour; effective October 1, 2022 through September 30, 2023.

Promotions / Transfers

Michael Truax; from Admissions Processing Spec to Enrollment Mgmt Systems Coord, Admissions and High Schl Relations; \$19.14 per hour; effective November 1, 2022.

Sarah Wurtz; from Senior Assistant Registrar to Graduation Guarantee Analyst, Office of the Registrar; \$27.72 per hour; effective November 1, 2022.

Changes in Status / Pay Rate

Hether Messmer; Simulation Coordinator, Dean, College Health & Human Svcs; \$22.00 per hour; equity adjustment; effective September 3, 2022.

Separations

Barbara Auman; Financial Aid Counselor, Student Financial Aid; effective October 21, 2022.

Alysa Morley; Marketing Specialist, University Marketing; effective October 25, 2022.

John Natale; IT Support Specialist, Office of Information Technology; effective November 9, 2022.

ATHLETICS

Appointments

Codie Kunstmann; Media Relations Coord Athletic, Athletics-Sports Information; B.S., University of Tennessee; \$21.18 per hour; effective November 2, 2022.

EXEMPT

Appointments

Megan Bayler; Contract Coordinator, Doctor of Physical Therapy; B.S., Indiana State University; salary \$36,000 per fiscal year; effective October 18, 2022.

Joshua Cannon; Programmer Analyst, Office of Information Technology; M.S., Indiana University; salary \$53,700 per fiscal year; effective October 24, 2022.

Tricia Hostetter; AHA Certification Specialist, RHIC; A.S., Vincennes University; salary \$49,725 per fiscal year; effective October 4, 2022.

Michael Miller; University College Adviser, Dean University College; B.S., Indiana State University; salary \$36,000 per fiscal year; effective October 17, 2022.

Matthew Neeld; Cust Support Operations Mgr, Office of Information Technology; B.S., Indiana State University; salary \$54,000 per fiscal year; effective November 1, 2022.

Joseph Vanderveen; Enterprise App Sys Admin, Office of Information Technology; A.S., Davenport College; salary \$60,000 per fiscal year; effective October 24, 2022.

Heather Webb; Dean of Students, Dean of Students; Ph.D., Purdue University; salary \$100,000 per fiscal year; effective December 1, 2022.

Temporary Appointments

Emily Bennett; CSA Program Coordinator, Community School of the Arts; M.S., Indiana Univ-Purdue Univ-Indy; salary \$40,000 per fiscal year; effective October 1, 2022 through June 30, 2023.

Jessica Binhack; IEPRC Project Coordinator, Blumberg Center; salary \$70,000 per fiscal year; effective October 1, 2022 through September 30, 2023.

John Compton; Systems Integrator-Trainee-RR, Office of Information Technology; B.S., Indiana State University; salary \$40,268 per fiscal year; effective October 31, 2022 through June 30, 2023.

Alana Harveth; IEPRC Project Coordinator, Blumberg Center; salary \$70,350 per fiscal year; effective October 1, 2022 through September 30, 2023.

Matthew Johnson; IEPRC Project Coordinator, Blumberg Center; salary \$83,237 per fiscal year; effective October 1, 2022 through September 30, 2023.

Bruce Kulwicki; Blumberg Center Director, Blumberg Center; salary \$85,000 per fiscal year; effective October 1, 2022 through June 30, 2023.

Patrick McGinley; IEPRC Research Director, Blumberg Center; salary \$75,234 per fiscal year; effective October 1, 2022 through September 30, 2023.

Angela McKinney; Blumberg Center Project Coord, Blumberg Center; salary \$73,631 per fiscal year; effective October 1, 2022 through September 30, 2023.

Jennifer Mesanovic; Blumberg Center Project Coord, Blumberg Center; salary \$66,550 per fiscal year; effective October 1, 2022 through September 30, 2023.

Kathryn Mosley; IEPRC Project Coordinator, Blumberg Center; salary \$70,000 per fiscal year; effective October 1, 2022 through September 30, 2023.

Jolly Piersall; Blumberg Center Proj Director, Blumberg Center; salary \$111,190 per fiscal year; effective October 1, 2022 through September 30, 2023.

Lisa Poff; Blumberg Center Project Coord, Blumberg Center; salary \$74,449 per fiscal year; effective October 1, 2022 through September 30, 2023.

John Purcell; IEPRC Project Coordinator, Blumberg Center; salary \$70,000 per fiscal year; effective October 1, 2022 through September 30, 2023.

Gail Ringwalt; Blumberg Ctr Compli/Instr Spec, Blumberg Center; salary \$83,519 per fiscal year; effective October 1, 2022 through September 30, 2023.

Marci Shaw; OLLI Assistant Director, Extended Learning; B.S., Indiana State University; salary \$45,000 per fiscal year; effective October 17, 2022 through June 30, 2023.

Alisa Stovall; IEPRC Project Coordinator, Blumberg Center; M.A., University of North Carolina; salary \$73,000 per fiscal year; effective October 1, 2022 through September 30, 2023.

Mark Suiter; Blumberg Ctr Technology Coord, Blumberg Center; salary \$77,548 per fiscal year; effective October 1, 2022 through September 30, 2023.

Dale Thomas; Blumberg Center Media Producer, Blumberg Center; salary \$90,825 per fiscal year; effective October 1, 2022 through September 30, 2023.

Terena Weitkamp; Staff Psychologist Req Reap, Student Counseling Center; M.S., Indiana State University; salary \$47,500 per fiscal year; effective September 30, 2022 through June 30, 2023.

Marcee Wilburn; IN IEP Resource Ctr Assc Dir, Blumberg Center; salary \$78,500 per fiscal year; effective October 1, 2022 through September 30, 2023.

Promotions / Transfers

Thomas Neal; from Development Director (grant-funded position) to Development Director, Advancement; salary \$70,000 per fiscal year; effective November 1, 2022.

Elizabeth Nesius; from Operations Supervisor to Dir Oper and Grants-IUSM-TH, IU School of Medicine-Terre Haute; salary \$75,000 per fiscal year; effective November 12, 2022.

Courtney Zellars; from Asst Devel Officer Syc Ath Fu to Development Director, Advancement; salary \$70,000 per fiscal year; effective October 29, 2022.

Title Changes

Nicholas Horton; from Campus Rec Asst Dir Operations to Campus Rec Asst Dir - Prg/Opr, Campus Recreation; effective November 1, 2022.

Stipends

Malea Crosby; Sti Additional Duties, Dean, Bayh College of Education; stipend of \$1,200 per month; effective June 24, 2022 through September 30, 2024.

Cynthia Phillips-Sabla; Sti Additional Duties, Community School of the Arts; stipend of \$1,000 per month; effective September 1, 2022 through June 30, 2023.

Stacey Rice; Sti Additional Duties, Assoc VP University Controller; stipend of \$1,100 per month; effective September 12, 2022 through June 30, 2023.

Michael West; Sti Int Coord Linux Sys & ATS, Office of Information Technology; stipend of \$404.03 per month; effective November 1, 2022 through November 30, 2022.

Changes in Status / Pay Rate

Tyler Bicknell; Systems Integrator, Office of Information Technology; salary \$53,700 per fiscal year; equity adjustment; effective October 1, 2022.

Kenneth Cleghorn; Systems Integrator, Office of Information Technology; salary \$53,700 per fiscal year; equity adjustment; effective October 1, 2022.

Christopher Middleton; ITSM Systems Support Manager, Office of Information Technology; salary \$53,700 per fiscal year; equity adjustment; effective October 1, 2022.

Marcus Roberts; Business Intelligence Analyst, Office of Information Technology; salary \$53,700 per fiscal year; equity adjustment; effective October 1, 2022.

Separations

Daniel Barwick; Development Director, Advancement; effective October 31, 2022.

Jessica Binhack; IEPRC Project Coordinator, Blumberg Center; effective December 1, 2022.

Emma Crossen; Development Director, Advancement; effective October 7, 2022.

Michael Finkelstein; Asst Coach Sport Perform & Sci, Ctr for Sports Medicine & Perform; effective December 22, 2022.

Douglas Howell; Residential Life Assc Director, Residential Life Programming; effective October 4, 2022.

Rana Johnson; Assc VP Inc Exc/Strat Init, ISU Equity Diversity Inclusion; effective November 11, 2022.

Amy Roman; Special Events Director, President's Office; effective November 4, 2022.

Randa Wells; Enroll Mgmt Comm Ctr Director, Admissions and High Schl Relations; effective November 11, 2022.

ATHLETICS

Stipends

Richard Kidd; Sti Additional Duties, Athletics-Administration; stipend of \$1,700 per month; effective September 1, 2022 through December 31, 2022.

4g Grants and Contracts

1. U.S. Department of Education, Fund No. 549488, Proposal 23-014
An agreement in the amount of \$209,276.00 has been received from U.S. Department of Education for the project entitled, “The Indiana Deaf-Blind Services Project,” under the direction of Lisa Poff, Blumberg Center for Interdisciplinary Studies in Special Education, for the period October 1, 2022 through September 30, 2023.
2. Department of Health and Human Services – Food and Drug Administration, Fund No. 549482, Proposal 22-065
An agreement in the amount of \$115,565.00 has been received from Department of Health and Human Services – Food and Drug Administration for the project entitled, “Examining Misinformation Correction Strategies to Encourage Clinical Trial Participation Among Black Americans,” under the direction of Hyosun Kim, Department of Communication, for the period September 1, 2022 through August 31, 2023.
3. National Science Foundation, Fund No. 549481, Proposal 22-046
An agreement in the amount of \$122,630.00 has been received from National Science Foundation for the project entitled, “Collaborative Research: BoCP-Implementation: The Impact of Climate Change on Functional Biodiversity Across Spatiotemporal Scales at Lake Tanganyika, Africa,” under the direction of Jeffery Stone, Department of Earth & Environmental Systems, for the period October 15, 2022 through September 30, 2027.
4. Indiana Academy of Science, Fund No. 549496, Proposal 23-017
An agreement in the amount of \$2,935.00 has been received from Indiana Academy of Science for the project entitled, “Analysis of the Roles of Castor in Cardiac Progenitor Cell Division and Specification of Cardiac Cell Subtypes,” under the direction of Abbigayle Gamble, Department of Biology, for the period November 1, 2022 through October 31, 2023.
5. University of Indianapolis, Fund No. 549495, Proposal 23-001
An agreement in the amount of \$66,845.00 has been received from University of Indianapolis for the project entitled, “Indiana Teachers of English Language Learners – I-TELL,” under the direction of Jon Bakos, Department of Languages, Literatures, and Linguistics, for the period August 1, 2022 through July 31, 2026.
6. Great Lakes Athletic Trainers Association, Fund No. 549491, Proposal 23-013
An agreement in the amount of \$5,975.00 has been received from Great Lakes Athletic Trainers Association for the project entitled, “A Prospective Study of Sport Specialization as a Risk Factor for Overuse Injury in High School Basketball,” under the direction of Eric Post, Department of Applied Medicine and Rehabilitation, for the period October 17, 2022 through September 30, 2023.
7. United Way of the Wabash Valley, Fund No. 549489, Proposal No. 21-098
A sub agreement under U.S. Health Resources and Services Administration (HRSA) in the amount of \$39,000.00 has been received from United Way of the Wabash Valley for the project entitled, “Rural Communities Opioid Response Program-

Psychostimulant Support,” under the direction of Hailee Lauritzen, Department of Social Work, for the period September 1, 2022 through August 31, 2025.

8. State of Indiana – Indiana Arts Commission, Fund No. 549485, Proposal 22-044
An agreement in the amount of \$3,900.00 has been received from State of Indiana – Indiana Arts Commission for the project entitled, “Generational Listening: Dancing the Rhythms of Youth and the Chants of Elders,” under the direction of Colleen Haas, Department of History, for the period July 1, 2022 through June 30, 2023.
9. State of Indiana – Indiana Arts Commission, Fund No. 549490, Proposal 22-039
An agreement in the amount of \$3,900.00 has been received from State of Indiana – Indiana Arts Commission for the project entitled, “56th Annual Contemporary Music Festival,” under the direction of Kurt Fowler, School of Music, for the period July 1, 2022 through June 30, 2023.
10. State of Indiana – Indiana Arts Commission, Fund No. 549484, Proposal 22-043
An agreement in the amount of \$3,900.00 has been received from State of Indiana – Indiana Arts Commission for the project entitled, “Rock Camp! 2023,” under the direction of Cynthia Phillips-Sable, Community School of the Arts, for the period July 1, 2022 through June 30, 2023.
11. Indiana Department of Education, Fund No. 549477, Proposal 22-062
An agreement in the amount of \$393,586.20 has been received from Indiana Department of Education for the project entitled, “Explore, Engage, Experience (3E) Grant: Establishing Meaningful PK-12 Pathways and Opportunities for All,” under the direction of Bradley Balch, Dean’s Office – Bayh College of Education, for the period June 24, 2022 through September 30, 2024.
12. Indiana Department of Education, Fund No. 549486, Proposal 22-069
An agreement in the amount of \$404,050.00 has been received from Indiana Department of Education for the project entitled, “Promoting Achievement for Students with Sensory Loss (PASS),” under the direction of Jennifer Mesanovic, Blumberg Center for Interdisciplinary Studies in Special Education, for the period October 1, 2022 through September 30, 2023.

4h Agreements

	Contracts Signed 10/1/22 - 11/22/22		
External guest	Name	Contract Type	Signature date
Evansville Vanderburgh School Corporation	Evansville Vanderburgh School Corporation	Clinical Affiliation Agreement	10/13/22
Indianapolis Public Schools	Indianapolis Public Schools	Administrators in Training Agreement	10/13/22
	GeoBlue Study Aboard Plan Renewal October 1, 2022	Insurance	10/20/22
Prairie Vista Elementary	ISU Speech-Language & Prairie Vista Elementary Agreement	Clinical Affiliation Agreement	10/21/22
Evansville Vanderburgh School Corporation	Evansville Vanderburgh School Corporation	Clinical Affiliation Agreement	10/27/22
Vigo County School Corporation-CD	Vigo County School Corporation-CD	Clinical Affiliation Agreement	10/31/22
Caroline Mallory	Metro EHS	Clinical Affiliation Agreement	11/01/22
Community School Corporation of Southern Hancock County-CD	Community School Corporation of Southern Hancock County-CD	Clinical Affiliation Agreement	11/04/22
TheraTree	TheraTree	Clinical Affiliation Agreement	11/08/22
St. Vincent Hospital of the Hospital Sisters of the Third Order of St. Francis	St. Vincent Hospital of the Hospital Sisters of the Third Order of St. Francis	Clinical Affiliation Agreement	11/10/22
South Vermillion School Corporation - CD	South Vermillion School Corporation - CD	Clinical Affiliation Agreement	11/14/22
Fayette County School Corporation - CD	Fayette County School Corporation - CD	Clinical Affiliation Agreement	11/14/22
Appleton Area School District-CD	Appleton Area School District-CD	Clinical Affiliation Agreement	11/16/22
Hamilton County Department of Education - CD	Hamilton County Department of Education - CD	Clinical Affiliation Agreement	11/16/22

4i Board Representation at University Events

Events Requiring Board Representation

February 16-17, 2023 Board of Trustees Meeting

Optional Events

February 3, 2023 Athletics Hall of Fame Dinner

TBD Dreiser Hall Dedication

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: Mrs. Dorothy Beyers

WHEREAS, Mrs. Dorothy Beyers, Retired Admin Clerk in the Library, died on the 1st of January two thousand and twenty-two; and

WHEREAS, Mrs. Dorothy Beyers had given loyal and devoted service to Indiana State University for 15 years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

IN MEMORIAM: Dr. Joyce Wilson

WHEREAS, Dr. Joyce Wilson, retired Associate Professor from the School of Music of Indiana State University, died on the 30th day of September two thousand and twenty-two;

WHEREAS, Dr. Joyce Wilson had given loyal and devoted service to Indiana State University for 47 years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. Barbara Kane

WHEREAS, Dr. Barbara Kane, retired Associate Professor from Educational & School of Psychology of Indiana State University, died on the 2nd day of October two thousand and twenty two;

WHEREAS, Dr. Barbara Kane had given loyal and devoted service to Indiana State University for 16 and a half years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Mary Kay

WHEREAS, Ms. Mary Kay, retired University College Adviser, died on the 10th of November two thousand and twenty two; and

WHEREAS, Ms. Mary Kay had given loyal and devoted service to Indiana State University for 24 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: Mary Walker

WHEREAS, Mrs. Mary Walker, retired Fiscal Operations Director, died on the 18th of November two thousand and twenty two; and

WHEREAS, Mrs. Mary Walker had given loyal and devoted service to Indiana State University for 31 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: Dr. Robert Rector

WHEREAS, Dr. Robert Rector retired Contract Faculty in Math and Computer Science, died on the 19th day of November two thousand and twenty two; and

WHEREAS, Dr. Robert Rector had given loyal and devoted service to Indiana State University for 31 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Mr. Adam Rust

WHEREAS, Mr. Adam Rust, active Custodian Supervisor in Campus Recreation, died on the 19th day of November two thousand and twenty two;

WHEREAS, Mr. Adam Rust, had given loyal and devoted service to Indiana State University for 5 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.