



Indiana State University

Board of Trustees Agenda Meeting

May 8, 2020

Virtual Meeting via Electronic Means



Meeting Book - May 8, 2020 Agenda Meeting

MEETING AGENDA

Schedule

Board of Trustees Schedule Page 5

1. Call Meeting to Order

Call Meeting to Order Page 6
Mr. Taylor

2. Remarks

Remarks Page 7

Faculty Senate Chairperson
Dr. MacDonald

Staff Council Chairperson
Mr. LaComba

Student Government Association President
Ms. Longyear

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

President of the University
Dr. Curtis

Chairperson of the ISU Board of Trustees
Mr. Taylor

3. New Business Items

3a Suspension of Bylaws Approval Page 8
Mr. Taylor

3b Minutes of the February 21, 2020 Agenda Meeting Approval Page 9
and Certification of Executive Session
Mr. Taylor

| | | |
|---|-------------|---------|
| 3c Extension of Presidential Contract Mr. Taylor | Approval | Page 10 |
| 3d Nominating Committee Report Mrs. Cabello | Approval | Page 11 |
| 3e Reaffirmation of Fiscal Year 2021 Meeting Dates and approval of Fiscal Year 2022 Meeting Dates Mr. Taylor | Approval | Page 12 |
| 3f Appointment of Finance Committee Chair and Members Mr. Taylor | Appointment | Page 14 |
| 3g Finance Committee Items Mrs. Smith | | |
| 3g1 Series T Bond Resolution Mrs. McKee | Approval | Page 15 |
| 3g2 Operating Budgets 2020-2021 Mrs. McKee | Approval | Page 21 |
| 3g3 Year End Closing Authorization Mrs. McKee | Approval | Page 33 |
| 3h Policies | | |
| 3h1 Proposed Modifications to Policy 955 Campus Tobacco Ms. Butwin | Approval | Page 34 |
| 3h2 Proposed Policy 930 Sports Wagering Mrs. Butwin | Information | Page 37 |
| 3i Candidates for Degrees May 2020 Dr. Licari | Approval | Page 38 |
| 3j Elimination of Program Social Studies Licensure Program Dr. Licari | Approval | Page 77 |
| 3k New Program Emerging Technology Certificate Dr. Licari | Approval | Page 78 |
| 3l New Program Computer Science Teaching Minor Dr. Licari | Approval | Page 79 |
| 3m Faculty Performance Evaluation Procedures Dr. Licari | Information | Page 80 |
| 3n Naming of Tabco - Tom and Dotty Bilyeu Lab Mrs. Angel | Approval | Page 86 |
| 3o Proposed Modification to University's Foundational Statements and removal of statements from University Policy Library Dr. Curtis | Approval | Page 87 |

4. Items for the Information of the Trustees

| | |
|--|----------|
| 4a University Investments.docx | Page 89 |
| 4b Financial Report.docx | Page 94 |
| 4c Purchasing Report.docx | Page 97 |
| 4d Vendor Report.docx | Page 98 |
| 4e Faculty Personnel.docx | Page 99 |
| 4f Other Personnel.docx | Page 102 |
| 4g Grants and Contracts.docx | Page 108 |
| 4h Agreements.docx | Page 109 |
| 4i Board Representation at University Events | Page 111 |
| 4j In Memoriam | Page 112 |

5. Old Business

6. Adjournment

The next meeting will be July 30-31, 2020

**Indiana State University
Board of Trustees
Schedule of Activities
May 8, 2020**

Board of Trustees Schedule

Friday, May 8, 2020

9:00 a.m. Executive Session, Virtual Meeting via Electronic Means

10:45 a.m. Agenda Meeting, Virtual Meeting via Electronic Means

1 Call Annual Meeting to Order

Roll Call

Kathleen Cabello

Robert Casey

Tanya McKinzie

Randall Minas

Casey Phillips

Edward Pease

Cynthia Powers

Kimberly Smith

Jeff Taylor

2 Remarks

Faculty Senate Chairperson (Dr. MacDonald)

Staff Council Chairperson (Mr. LaComba)

Student Government Association President (Ms. Longyear)

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

President of the University (Dr. Curtis)

Chairperson of the ISU Board of Trustees (Mr. Taylor)

3a Suspension of Bylaws

Motion made by:

Motion seconded by:

Roll Call Vote:

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

3b Minutes of the February 21, 2020 Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 8:30 a.m. on Friday, February 21, 2020 in the Heritage Lounge, Tirey Hall.

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, December 13, 2019 at 10:30 a.m.

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

Trustees absent: None

Recommendation: Approve the Board Minutes for February 21, 2020 and Certification of Executive Session held on February 21, 2020.

Motion made by:

Motion seconded by:

Roll Call Vote:

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

3c Extension of Presidential Contract

Recommendation: Approval of Extension of Presidential Contract

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello

Robert Casey

Tanya McKinzie

Randall Minas

Casey Phillips

Edward Pease

Cynthia Powers

Kimberly Smith

Jeff Taylor

3d Nominating Committee Report/Election of Officers

The nominating committee met at 1 p.m. Tuesday, April 28, 2020 via electronic means, to develop a recommended slate of officers for 2020-2021 for election including the chair, vice chair, secretary, and assistant secretary. The committee also recommends the appointment of the University Treasurer. The recommended slate is:

| | |
|-----------------------|---------------|
| Chair: | Jeff Taylor |
| Vice Chair: | Kathy Cabello |
| Secretary: | Kim Smith |
| Assistant Secretary: | Ed Pease |
| University Treasurer: | Diann McKee |

Recommendation: Approve the slate of Board of Trustees officers and the appointment of the University Treasurer for 2020-2021, effective July 1, 2020.

Recommendation from Committee

Roll Call Vote:

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

3e Reaffirmation of Fiscal Year 2021 Meeting Dates and approval of Fiscal Year 2022 Meeting Dates

At its June 21, 2019 organizational meeting, the Board of Trustees approved meeting dates through fiscal year 2021. In keeping with a two-year schedule of meeting dates, the Board is being asked to reaffirm its meeting dates for fiscal year 2021 and approve meetings dates for fiscal year 2022.

Board of Trustees Meeting Dates

Fiscal Year 2021

July 30-31, 2020 Board of Trustees Retreat
October 23, 2020 Homecoming -- October 24, 2020
December 11, 2020 Winter Commencement -- December 12, 2020
February 18-19, 2021
May 7, 2021 Spring Commencement – May 8, 2021
June 18, 2021 Annual Organizational Meeting

Fiscal Year 2022

July 29-30, 2021 Board of Trustees Retreat
October 22, 2021 Homecoming – October 23, 2021
December 10, 2021 Winter Commencement – December 11, 2021
February 17-18, 2022
May 6, 2022 Annual Organizational Meeting
 Spring Commencement – May 7, 2022

Recommendation: Reaffirm the Fiscal Year 2021 meeting dates and approve the Fiscal Year 2022 meeting dates.

Motion made by:

Motion seconded by:

Roll Call Vote:

Kathleen Cabello
Robert Casey
Tanya McKinzie
Randall Minas
Casey Phillips
Edward Pease

Cynthia Powers
Kimberly Smith
Jeff Taylor

3f Appointment of Finance Committee Chair and Members

In accordance with the Board of Trustees Bylaws, the 2020-2021 Chair of the Board of Trustees will appoint the 2020-2021 Chair of the Finance Committee and two additional trustees to serve on the committee. No board action is required.

Finance Committee Chair:

Finance Committee Members (2):

3g1Series T Bond Resolution

The University is preparing for the sale of new bonds to finance the renovation of the Dreiser Hall facility as approved by the 2019 Indiana General Assembly. The total project cost is not to exceed \$18,400,000. The proposed bond issue, to be designated Series T, is entirely fee-replaced debt.

The resolution, shown below, allows for authorization and approval of the sale of Indiana State University Student Fee Bonds, Series T.

Recommendation: Approval of the resolution shown below allowing the Treasurer of the Board of Trustees to develop and submit a plan of financing, to obtain all necessary state agency approvals for the sale of Series T Bonds.

Motion made by:

Motion seconded by:

Roll Call Vote:

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

RESOLUTIONS OF THE BOARD OF TRUSTEES FOR THE INDIANA STATE UNIVERSITY BOARD OF TRUSTEES APPROVING AND AUTHORIZING THE SALE OF THE INDIANA STATE UNIVERSITY STUDENT FEE BONDS, SERIES T

WHEREAS, the Board of Trustees (the “Board”) of the Indiana State University Board of Trustees (the “University”) has full power and authority under and by virtue of the laws of the State of Indiana, including, more particularly, the provisions of Indiana Code 21-34-1 et seq., to issue bonds to finance or refinance academic and building facilities on its campus in Terre Haute, Indiana, such bonds to be secured by Student Fees; and

WHEREAS, the Board has determined that a necessity exists to consider financing all or a portion of the costs of the acquisition, construction, expansion, renovation and equipping of certain academic and building facilities on the University’s campus in Terre Haute, Indiana, as described in Exhibit A attached hereto (the “Project”); and

WHEREAS, the University has heretofore executed and delivered to First Financial Bank, N.A. (formerly known as Terre Haute First National Bank), as trustee (the “Trustee”), a certain Trust Indenture dated as of November 1, 1985, as heretofore supplemented and amended (the

“Indenture”), for the purpose of securing its Indiana State University Student Fee Bonds (hereinafter sometimes referred to as the “Bonds”), issued from time to time thereunder; and

WHEREAS, the Treasurer of the University (the “Treasurer”) has investigated, developed and evaluated a Plan of Financing (the “Plan of Financing”) for financing all or a portion of the costs of the Project; and

WHEREAS, the Board now desires to authorize the Treasurer to effectuate such Plan of Financing for financing all or a portion of the costs of the Project; and

WHEREAS, Article IV of the Indenture authorizes the issuance of additional series of Bonds by the University and the authentication and delivery of those additional series of Bonds by the Trustee under the conditions set forth in Article IV, which conditions have been complied with (subject to approval by the State Budget Committee and the State Budget Director of the State of Indiana) so as to authorize the issuance, authentication and delivery of an additional series of Bonds by the Trustee under the conditions set forth in Article IV, to provide the funds required to finance all or a portion of the costs of the Project, as well as certain related costs incidental to the financing; and

WHEREAS, the Board now desires to authorize the execution and delivery of the Indiana State University Student Fee Bonds, Series T (the “Series T Bonds”), and a Seventeenth Supplemental Indenture (the “Seventeenth Supplemental Indenture”), a Construction and Rebate Agreement (the “Rebate Agreement”), a Preliminary Official Statement (the “Official Statement”), a final Official Statement, a Bond Purchase Agreement (the “Bond Purchase Agreement”), a Second Amended and Restated Continuing Disclosure Undertaking Agreement (the “Restated Undertaking Agreement”), forms of the Series T Bonds, and any further documents required to complete the execution and delivery of the Series T Bonds (subject to any approvals as may be required from the State Budget Committee and the State Budget Director of the State of Indiana); and

WHEREAS, there has now been made available to the Board a form of Seventeenth Supplemental Indenture, a form of Rebate Agreement, a form of Official Statement, a form of Bond Purchase Agreement and a form of Restated Undertaking Agreement in connection with the issuance of the Series T Bonds in an aggregate principal amount not to exceed \$18,400,000, plus additional amounts needed for underwriter’s discount as described below and any original issue discount or bond premium, as permitted by law, capitalized interest (if any), costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance; and

WHEREAS, the Board now desires to authorize and direct the Treasurer to do any and all acts and things, to seek all necessary approvals from the State Budget Committee and the State Budget Director of the State of Indiana, and to make and approve all changes in form or substance to the Seventeenth Supplemental Indenture, the Bond Purchase Agreement, the Rebate Agreement, the Restated Undertaking Agreement or the Official Statement, necessary to secure approval of the transaction contemplated herein by any rating agency, bond insurer, reserve fund surety bond provider, or the State of Indiana; and

WHEREAS, the University intends to acquire, construct, equip, renovate and/or rehabilitate the various components of the Project, and reasonably expects to reimburse certain costs of the Project with proceeds of debt to be incurred by the University; and

WHEREAS, the University expects to issue debt not exceeding \$18,400,000 in aggregate principal amount for purposes of financing, refinancing or reimbursing all or a portion of the costs of the Project, plus additional amounts needed for costs of issuance, any debt service reserve fund, costs of any premiums for bond or debt service reserve fund insurance, underwriter's discount and original issue discount/bond premium as provided by law, capitalized interest (if any), and other incidental costs as required by the issue;

NOW, THEREFORE, BE IT RESOLVED by the Board as follows:

Section 1. The Plan of Financing investigated, developed and evaluated by the Treasurer is hereby approved and the Treasurer is hereby authorized to effectuate the Plan of Financing with respect to financing all or a portion of the costs of the Project.

Section 2. The issuance of the Series T Bonds by the University on the terms and conditions set forth in the Seventeenth Supplemental Indenture is hereby authorized in the total principal amount not to exceed \$18,400,000, plus additional amounts needed for underwriter's discount as described below and original issue discount or bond premium, as permitted by law, capitalized interest (if any), costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance. The Series T Bonds shall be designated the "Indiana State University Board of Trustees, Indiana State University Student Fee Bonds, Series T." The true interest cost of the Series T Bonds shall not exceed 4.00%, with a maximum underwriters' discount of 1.00%, and with such serial or term maturities and redemption features as the executing officers shall approve. The final maturity of the Series T Bonds shall not extend beyond October 1, 2040. The Series T Bonds shall be sold pursuant to the Bond Purchase Agreement at negotiated sale to a managing underwriter and co-managing underwriter(s) as selected and appointed pursuant to Section 12 below.

Section 3. The Treasurer is hereby authorized and directed to do any and all acts and things, to seek all necessary approvals from the State Budget Committee and the State Budget Director of the State of Indiana, and to make and approve all changes in form or substance to the Seventeenth Supplemental Indenture, the Bond Purchase Agreement, the Rebate Agreement, the Restated Undertaking Agreement or the Official Statement necessary to secure approval of the transaction contemplated herein by any rating agency, bond insurer, reserve fund surety bond provider, or the State of Indiana.

Section 4. The Seventeenth Supplemental Indenture is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if fully set forth herein. The Chair and the Vice Chair of the University (the "Chair" and the "Vice Chair," respectively), or either of them, are hereby authorized to execute and deliver, and the Secretary and the Assistant Secretary of the University (the "Secretary" and the "Assistant Secretary", respectively), or either of them, are hereby authorized to attest the signature of and to imprint the corporate seal of the University on the Seventeenth Supplemental Indenture in substantially the form presented to the Board, with those changes in form or substance that the Treasurer, and the officers executing the Seventeenth Supplemental Indenture, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

Section 5. The Official Statement is approved in substantially the form submitted to the Board and is made a part of this Resolution as if fully set forth herein. The Treasurer is hereby authorized and directed to make those changes in form or substance as are necessary or appropriate, to authorize the distribution of the Official Statement, to deem an Official Statement to be final or nearly final for purposes of applicable Securities and Exchange Commission rules, to execute and deliver the form of any final Official Statement with those changes in form or

substance that the Treasurer shall approve, and to cause printed copies of the Preliminary and final Official Statements to be provided to those prospective purchasers, investors and other persons as he may deem advisable in order to market the Series T Bonds, and any such prior actions are hereby ratified and confirmed.

Section 6. The Bond Purchase Agreement is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if set forth fully herein. The Chair, Vice Chair and Treasurer, or any of them, are hereby authorized to execute and deliver the Bond Purchase Agreement in substantially the form submitted to the Board, with those changes in form or substance that the Treasurer, and the officers executing the Bond Purchase Agreement, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

Section 7. The Rebate Agreement is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if set forth fully herein. The Chair, Vice Chair and Treasurer, or any of them, are hereby authorized to execute and deliver, and the Secretary or Assistant Secretary, or either of them, is hereby authorized to attest the signature of and to imprint the corporate seal of the University on, the Rebate Agreement in substantially the form submitted to the Board, with those changes in form or substance that the Treasurer, and the officers executing the Rebate Agreement, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

Section 8. The Restated Undertaking Agreement is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if set forth fully herein. The Chair, Vice Chair, and Treasurer, or any of them, are hereby authorized to execute and deliver the Undertaking Agreement in substantially the form submitted to the Board, with those changes in form or substance that the Treasurer, and the officers executing the Restated Undertaking Agreement, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

Section 9. The Treasurer is hereby authorized to prepare the bond forms required for use in the issuance of the Series T Bonds, on the terms and conditions set forth in the Seventeenth Supplemental Indenture, and to cause the same to be executed manually or by facsimile by the proper officers of the University as provided in the Seventeenth Supplemental Indenture and the Indenture. Upon execution of the Series T Bonds, the Treasurer shall deliver the Series T Bonds to the Trustee for authentication, and upon their authentication, the Treasurer is authorized and directed to deliver the Series T Bonds to the purchasers thereof on payment of the purchase price, which price shall reflect the underwriter's discount permitted by this Resolution and original issue discount or bond premium, if any, as permitted by law.

Section 10. The Chair, Vice Chair, President of the University (the "President"), Treasurer, Secretary and Assistant Secretary, or any of them acting singly or jointly, are hereby authorized and directed to do any and all further acts and things necessary underlying the execution and delivery of such additional or supporting agreements, documents or certificates as may be requested or necessary in order to complete the transactions contemplated by the Bond Purchase Agreement, the Seventeenth Supplemental Indenture, the Rebate Agreement, the Restated Undertaking Agreement and the Official Statement hereby authorized.

Section 11. The Board hereby approves the Treasurer to make the necessary calculations with respect to the coverage factor of Student Fees to Maximum Annual Debt Service, after the pricing of the Series T Bonds, to be shown in the Official Statement for the Series T Bonds.

Section 12. The Board hereby ratifies the selection of, and appoints, Piper Sandler Companies as underwriter for the Series T Bonds, and further authorizes the Treasurer in her discretion to select one or more additional co-managing underwriters for the Series T Bonds (or none at all). The Board hereby ratifies the selection of, and appoints, (i) Ice Miller LLP as bond counsel for the Series T Bonds, and (ii) Blue Rose Capital Advisors, LLC as municipal advisor for the Series T Bonds.

Section 13. The use of bond insurance is hereby approved in connection with the Series T Bonds, if deemed beneficial to the University in the best judgment of the Treasurer. The Treasurer is hereby authorized to select a bond insurer, if deemed beneficial at her discretion and using her best judgment, and to accept any commitments and execute any agreements which may be necessary or advisable in connection with any such bond insurance for the Series T Bonds.

Section 14. The Board hereby declares its official intent to acquire, construct, equip and/or rehabilitate the Project described in Exhibit A; to reimburse certain costs of acquiring, constructing, equipping and/or rehabilitating the Project with proceeds of debt to be incurred by the University; and to issue debt not exceeding \$18,400,000 in aggregate principal amount for purposes of financing, refinancing or reimbursing all or a portion of the costs of the Project, plus additional amounts needed for costs of issuance, any debt service reserve fund, costs of any premiums for bond or debt service reserve fund insurance, underwriter's discount and original issue discount/bond premium as provided by law, capitalized interest (if any), and other incidental costs as required by the issue.

Dated: May 8, 2020

EXHIBIT A

THE PROJECT

The Project consists of the acquisition, construction, expansion, renovation and equipping of certain facilities of the University on its Terre Haute campus, including, in particular, Academic Facility Renovation - Phase II for the renovation of Dreiser Hall, including replacement of critical building components (HVAC, plumbing, fire suppression, and electrical) and improvement of ADA accessibility.

The Project has a total cost not expected to exceed \$18,400,000, to be financed in whole by the Series T Bonds. The Series T Bonds will be eligible for fee replacement. Browning Day Mullins Dierdorf of Indianapolis, Indiana is the architect for the Project. Work on the Project will begin in Summer 2020 and is scheduled for completion in October 2021.

3g2 Operating Budgets 2020-21

Presented below are balanced operating budgets based upon estimates of tuition revenue, State appropriations, and other available sources for the fiscal year 2020-21. It is recommended the President of Indiana State University be further authorized to establish salaries and wages for the 2020-21 fiscal year within the capabilities of budgeted resources.

Recommendation: Approval of the following operating budgets for the 2020-21 fiscal year and authorization of the President of Indiana State University to establish salaries and wages within the capabilities of budgeted resources.

Motion made by:

Motion seconded by:

Roll Call Vote:

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

**INDIANA STATE UNIVERSITY
General Fund Budget Summary**

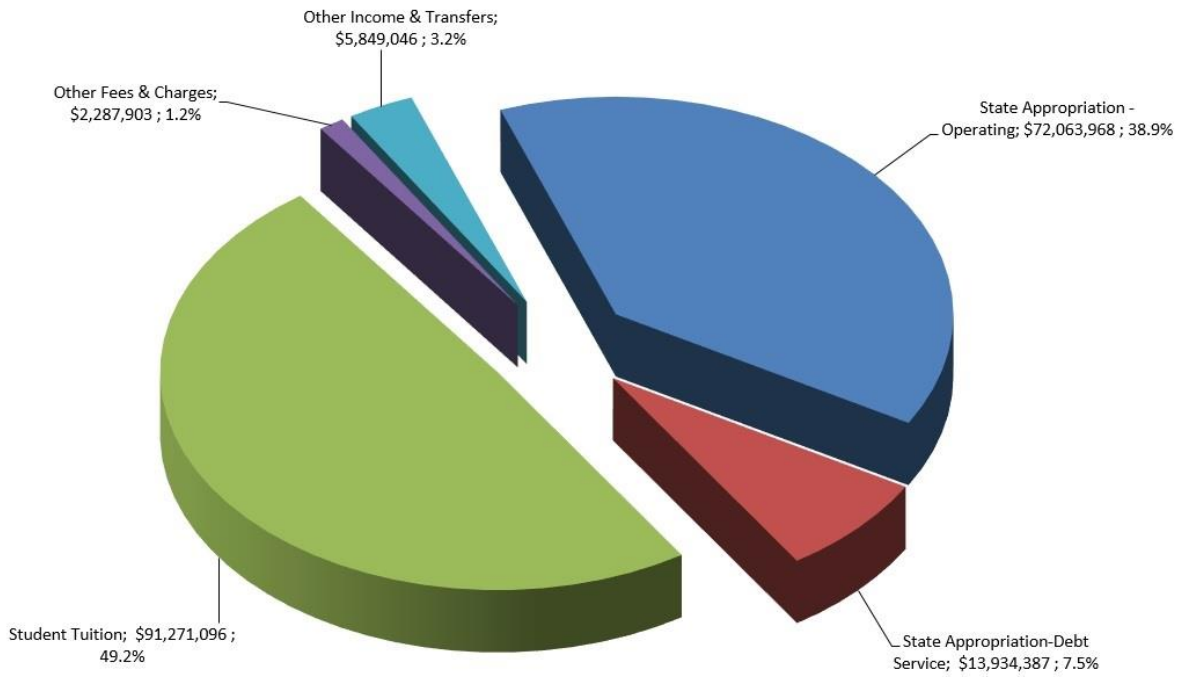
| | 2019-20 Budget As Approved By Board of Trustees | Budget Change | Proposed 2020-21 Budget |
|--|---|----------------------|-------------------------------|
| Source of Funds | | | |
| Operating Appropriation | \$71,009,278 | \$1,054,690 | \$72,063,968 |
| Academic Debt Service Appropriation * | 11,574,682 | 2,359,705 | 13,934,387 |
| Sub-Total State Appropriation | 82,583,960 | 3,414,395 | 85,998,355 |
| Student Tuition ** | 97,808,697 | (6,537,601) | 91,271,096 |
| Other Fees and Charges | 2,287,903 | | 2,287,903 |
| Other Income & Transfers | 6,265,440 | (416,394) | 5,849,046 |
| Total Source of Funds | <u>\$188,946,000</u> | <u>(\$3,539,600)</u> | <u>\$185,406,400</u> |
| Use of Funds | | | |
| Compensation | | | |
| Salaries and Wages | \$90,731,336 | (\$3,615,849) | \$87,115,487 |
| Fringe Benefits | 27,013,475 | (1,361,051) | 25,652,424 |
| Sub-Total Compensation | 117,744,811 | (4,976,900) | 112,767,911 |
| Departmental Expenses | | | |
| Supplies and Related Expenses | 16,320,214 | (556,383) | 15,763,831 |
| Repairs and Maintenance | 4,829,828 | (177,400) | 4,652,428 |
| Other Committed Expenses | 1,360,348 | 48,234 | 1,408,582 |
| Sub-Total Departmental Expenses | 22,510,390 | (685,549) | 21,824,841 |
| Utilities and Related Expenses | 11,130,954 | (416,398) | 10,714,556 |
| Equipment and Other Capital | | | |
| Operating Equipment | 1,171,486 | (79,604) | 1,091,882 |
| Capital Improvements | 4,600,000 | | 4,600,000 |
| Sub-Total Equipment & Other Capital | 5,771,486 | (79,604) | 5,691,882 |
| Student Scholarship and Fee Remissions | 14,190,677 | 259,147 | 14,449,824 |
| Sycamore Technology Award | 1,415,000 | | 1,415,000 |
| Academic Debt Service * | 12,182,682 | 2,359,705 | 14,542,387 |
| Budget Reserve | 4,000,000 | | 4,000,000 |
| Total Use of Funds | <u>\$188,946,000</u> | <u>(\$3,539,600)</u> | <u>\$185,406,400</u> |

Footnotes:

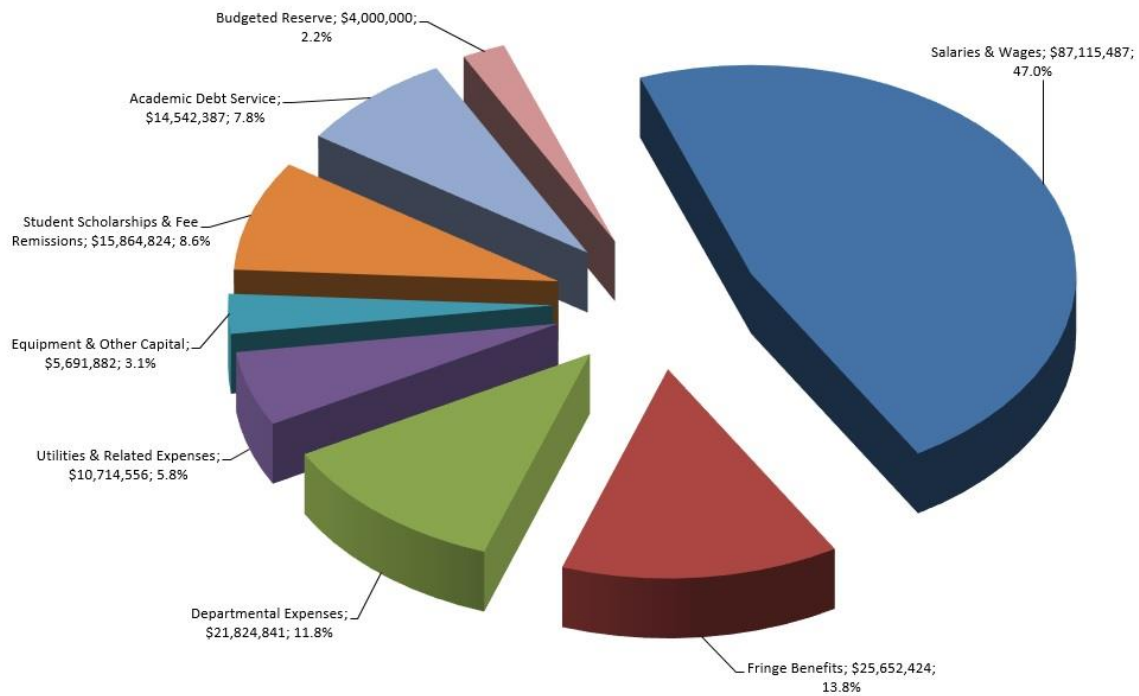
* Funding for Academic Debt Service payments.

** This decrease is inclusive of a 1.65% increase in tuition for undergraduate and graduate students and a (\$8,151,445) adjustment for actual FY20 and projected FY21 enrollment declines.

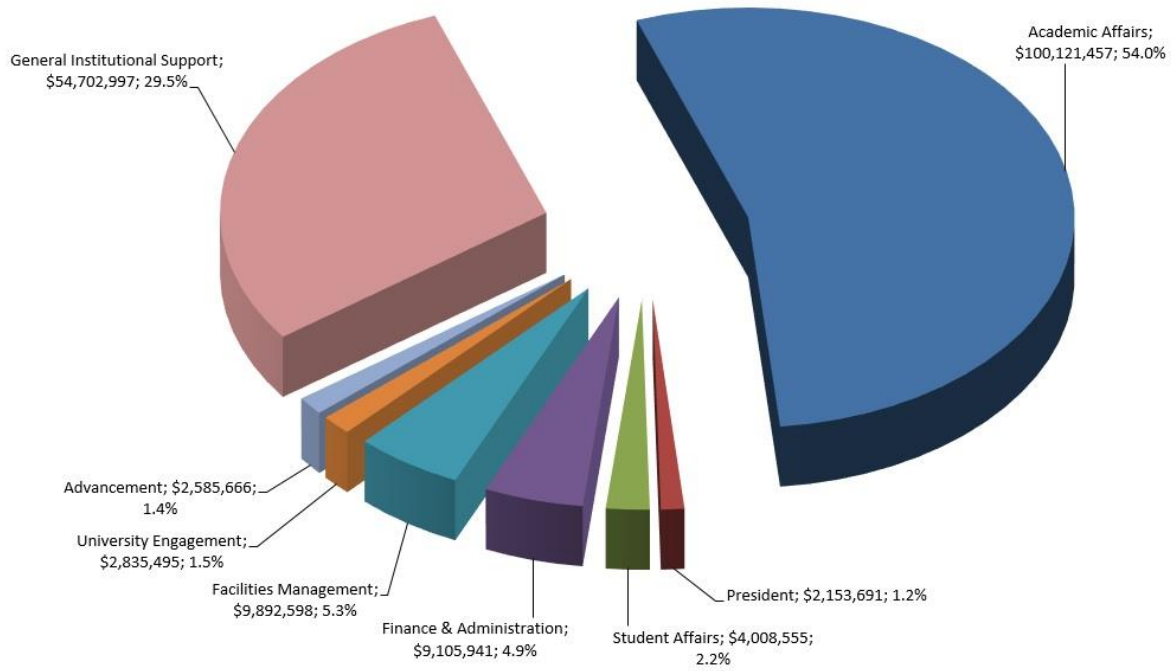
INDIANA STATE UNIVERISTY
Budgeted Revenues by Source - General Fund
Fiscal Year 2020-21



INDIANA STATE UNIVERSITY
Budgeted Expenditures By Function - General Fund
Fiscal Year 2020-21



INDIANA STATE UNIVERSITY
Budgeted Expenditures By Unit - General Fund
Fiscal Year 2020-21



**INDIANA STATE UNIVERSITY
Student Activity Budget**

| | <u>2019-20 Budget As Approved By Board of Trustees</u> | <u>Change</u> | <u>Proposed 2020-21 Budget</u> |
|--|--|---------------------------|--|
| Source of Funds | | | |
| Student Tuition Allocation | \$14,732,596 | | \$14,732,596 |
| Student Recreation Center Fee | 1,546,514 | (\$183,423) | 1,363,091 |
| Total Source of Funds | <u>\$16,279,110</u> | <u>(\$183,423)</u> | <u>\$16,095,687</u> |
| Use of Funds | | | |
| Direct Allocations | | | |
| Student Government | \$74,400 | | \$74,400 |
| Graduate Student Association | 3,000 | | 3,000 |
| African American Cultural Center | 13,300 | | 13,300 |
| Sparkettes | 42,624 | | 42,624 |
| Cheerleaders | 41,683 | | 41,683 |
| Student Programming | 104,608 | | 104,608 |
| Student Union Board | 78,300 | | 78,300 |
| Student Yearbook | 25,000 | | 25,000 |
| Student Recreation Center Bond Fund | 1,196,273 | (183,423) | 1,012,850 |
| Sub Total Direct Allocations | \$1,579,188 | (\$183,423) | \$1,395,765 |
| Auxiliary Operations Supplemental Allocations | | | |
| Identification Cards | \$42,062 | | \$42,062 |
| Hulman Memorial Student Union | 1,118,691 | | 1,118,691 |
| Intercollegiate Athletics | 11,055,247 | | 11,055,247 |
| Statesman Newspaper | 123,906 | | 123,906 |
| Hulman Center | 946,410 | | 946,410 |
| Student Recreation Center | 350,241 | | 350,241 |
| Sub Total Supplemental Allocations | \$13,636,557 | \$0 | \$13,636,557 |
| Transfers, Reserves and Other | | | |
| Capital Project Reserve | \$1,050,000 | | \$1,050,000 |
| Student Alumni Association | 3,365 | | 3,365 |
| ID Equipment Maintenance | 10,000 | | 10,000 |
| Sub Total Transfers, Reserves & Other | \$1,063,365 | \$0 | \$1,063,365 |
| Total Use of Funds | <u>\$16,279,110</u> | <u>(\$183,423)</u> | <u>\$16,095,687</u> |

STUDENT ACTIVITY DIRECT ALLOCATIONS

| | <u>2019-20 Budget As Approved By Board of Trustees</u> | <u>Change</u> | <u>Proposed 2020-21 Budget</u> |
|--|--|---------------|--|
| Student Government | | | |
| Compensation | \$53,160 | | \$53,160 |
| Supplies and Related Expense | 21,240 | | 21,240 |
| Repairs and Maintenance | 0 | | 0 |
| Total | <u>\$74,400</u> | <u>\$0</u> | <u>\$74,400</u> |
| Graduate Student Association | | | |
| Compensation | \$0 | | \$0 |
| Supplies and Related Expense | 3,000 | | 3,000 |
| Repairs and Maintenance | 0 | | 0 |
| Total | <u>\$3,000</u> | <u>\$0</u> | <u>\$3,000</u> |
| African American Cultural Center | | | |
| Compensation | \$0 | | \$0 |
| Supplies and Related Expense | 13,300 | | 13,300 |
| Repairs and Maintenance | 0 | | 0 |
| Total | <u>\$13,300</u> | <u>\$0</u> | <u>\$13,300</u> |
| Sparkettes | | | |
| Compensation | \$35,504 | (\$4,298) | \$31,206 |
| Supplies and Related Expense | 7,120 | 4,298 | 11,418 |
| Repairs and Maintenance | 0 | | 0 |
| Total | <u>\$42,624</u> | <u>\$0</u> | <u>\$42,624</u> |
| Cheerleaders | | | |
| Compensation | \$27,464 | (\$2,865) | \$24,599 |
| Supplies and Related Expense | 14,219 | 2,865 | 17,084 |
| Repairs and Maintenance | 0 | | 0 |
| Total | <u>\$41,683</u> | <u>\$0</u> | <u>\$41,683</u> |
| Student Programming | | | |
| Compensation | \$0 | | \$0 |
| Supplies and Related Expense | 104,608 | | 104,608 |
| Repairs and Maintenance | 0 | | 0 |
| Total | <u>\$104,608</u> | <u>\$0</u> | <u>\$104,608</u> |
| Student Union Board | | | |
| Compensation | \$0 | | \$0 |
| Supplies and Related Expense | 78,300 | | 78,300 |
| Repairs and Maintenance | 0 | | 0 |
| Total | <u>\$78,300</u> | <u>\$0</u> | <u>\$78,300</u> |
| Student Yearbook | | | |
| Compensation | \$22,449 | | \$22,449 |
| Supplies and Related Expense | 2,551 | | 2,551 |
| Repairs and Maintenance | 0 | | 0 |
| Total | <u>\$25,000</u> | <u>\$0</u> | <u>\$25,000</u> |
| Student Recreation Center Bond Fund | | | |
| Student Recreation Center Debt Service | \$1,196,273 | (\$183,423) | \$1,012,850 |

INDIANA STATE UNIVERSITY
AUXILIARY AND OTHER OPERATIONS

| | <u>2019-20 Budget As Approved By Board of Trustees</u> | <u>Change</u> | <u>Proposed 2020-21 Budget</u> |
|------------------------------|--|----------------------|--|
| SUMMARY TOTALS | | | |
| SUMMARY INCOME | <u>\$66,885,641</u> | <u>(\$1,641,969)</u> | <u>\$65,243,672</u> |
| SUMMARY EXPENDITURES | | | |
| Compensation | \$20,545,540 | \$512,686 | \$21,058,226 |
| Supplies and Related Expense | 28,305,962 | (1,872,459) | 26,433,503 |
| Scholarships | 5,150,915 | 10,253 | 5,161,168 |
| Debt Service | 8,917,358 | (142,569) | 8,774,789 |
| Repairs and Maintenance | 1,751,137 | (118,037) | 1,633,100 |
| Capital | 109,950 | 23,500 | 133,450 |
| Budgeted Occupancy Reserve | <u>2,104,779</u> | <u>(55,343)</u> | <u>2,049,436</u> |
| Total | <u>\$66,885,641</u> | <u>(\$1,641,969)</u> | <u>\$65,243,672</u> |

Hulman Center & Event Services

| | | | |
|------------------------------|---------------|-----------|---------------|
| Income | | | |
| Student Activity Allocation | \$946,410 | | \$946,410 |
| Rental and Other Income | 647,816 | \$153,934 | 801,750 |
| Transfer In | <u>16,525</u> | | <u>16,525</u> |
| Total | \$1,610,751 | \$153,934 | \$1,764,685 |
| Expenditures | | | |
| Compensation | \$1,364,595 | \$49,473 | \$1,414,068 |
| Supplies and Related Expense | 228,156 | 102,461 | 330,617 |
| Repairs and Maintenance | 8,000 | 2,000 | 10,000 |
| Capital | <u>10,000</u> | | <u>10,000</u> |
| Total | \$1,610,751 | \$153,934 | \$1,764,685 |

Residential Life

| | | | |
|------------------------------|------------------|-----------------|------------------|
| Rental and Other Income | \$41,368,107 | (\$2,995,674) | \$38,372,433 |
| Expenditures | | | |
| Compensation | \$8,364,423 | (\$392,154) | \$7,972,269 |
| Supplies and Related Expense | 21,119,185 | (2,162,702) | 18,956,483 |
| Debt Service | 8,727,358 | (142,569) | 8,584,789 |
| Repairs and Maintenance | 1,048,362 | (240,906) | 807,456 |
| Capital | 4,000 | (2,000) | 2,000 |
| Budgeted Occupancy Reserve | <u>2,104,779</u> | <u>(55,343)</u> | <u>2,049,436</u> |
| Total | \$41,368,107 | (\$2,995,674) | \$38,372,433 |

| | 2019-20 Budget As Approved By Board of Trustees | Change | Proposed 2020-21 Budget |
|--|--|-------------------|--|
| Hulman Memorial Student Union | | | |
| Income | | | |
| Student Activity Allocation | \$1,118,691 | | \$1,118,691 |
| Machine Sales and Vending | 24,000 | (\$1,950) | 22,050 |
| Outside Rental | 81,228 | 2,300 | 83,528 |
| Miscellaneous Income | 96,500 | | 96,500 |
| Transfers In | 125,228 | 6,244 | 131,472 |
| Total | <u>\$1,445,647</u> | <u>\$6,594</u> | <u>\$1,452,241</u> |
| Expenditures | | | |
| Compensation | \$1,195,514 | \$572 | \$1,196,086 |
| Supplies and Related Expense | 209,133 | 6,022 | 215,155 |
| Repairs and Maintenance | 41,000 | | 41,000 |
| Capital | 0 | | 0 |
| Total | <u>\$1,445,647</u> | <u>\$6,594</u> | <u>\$1,452,241</u> |
| Athletics | | | |
| Income | | | |
| Student Activity Allocation | \$11,055,247 | | \$11,055,247 |
| Donor Contributions | 290,000 | \$490,000 | 780,000 |
| Admission Sales | 450,000 | 150,000 | 600,000 |
| Commissions and Other Income | 1,565,466 | 204,534 | 1,770,000 |
| Guarantees | 450,000 | (44,500) | 405,500 |
| Transfer In | 300,000 | (300,000) | 0 |
| Total | <u>\$14,110,713</u> | <u>\$500,034</u> | <u>\$14,610,747</u> |
| Expenditures | | | |
| Compensation | \$5,310,844 | \$149,659 | \$5,460,503 |
| Supplies and Related Expense | 3,536,304 | 286,722 | 3,823,026 |
| Scholarships | 5,150,915 | 10,253 | 5,161,168 |
| Repairs and Maintenance | 49,050 | 35,800 | 84,850 |
| Capital | 63,600 | 17,600 | 81,200 |
| Total | <u>\$14,110,713</u> | <u>\$500,034</u> | <u>\$14,610,747</u> |
| Student Recreation Center | | | |
| Income | | | |
| Student Recreation Center Fee Allocation | \$350,241 | | \$350,241 |
| Memberships | 110,000 | (\$19,000) | 91,000 |
| Miscellaneous Income | 102,035 | (7,435) | 94,600 |
| Transfer In | 293,289 | | 293,289 |
| Total | <u>\$855,565</u> | <u>(\$26,435)</u> | <u>\$829,130</u> |
| Expenditures | | | |
| Compensation | \$433,103 | (\$11,181) | \$421,922 |
| Supplies and Related Expense | 397,662 | (15,554) | 382,108 |
| Repairs and Maintenance | 23,200 | 400 | 23,600 |
| Capital | 1,600 | (100) | 1,500 |
| Total | <u>\$855,565</u> | <u>(\$26,435)</u> | <u>\$829,130</u> |

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

| | 2019-20 Budget As Approved By Board of Trustees | Change | Proposed 2020-21 Budget |
|---|--|-------------------|--|
| Voice & Data Network Services | | | |
| Income | | | |
| Local Service Charges | \$1,691,911 | (\$89,788) | \$1,602,123 |
| Miscellaneous Reimbursement | 90,711 | | 90,711 |
| Other Income | 52,994 | 2,229 | 55,223 |
| Total | <u>\$1,835,616</u> | <u>(\$87,559)</u> | <u>\$1,748,057</u> |
| Expenditures | | | |
| Compensation | \$857,071 | (\$1,825) | \$855,246 |
| Supplies and Related Expense | 957,755 | (93,359) | 864,396 |
| Repairs and Maintenance | 15,790 | 9,625 | 25,415 |
| Capital | 5,000 | (2,000) | 3,000 |
| Total | <u>\$1,835,616</u> | <u>(\$87,559)</u> | <u>\$1,748,057</u> |
| Early Childhood Education Center | | | |
| Income | | | |
| Child Care Fees | \$772,833 | (\$18,576) | \$754,257 |
| Other Income | 50,000 | | 50,000 |
| Transfer In | 226,705 | | 226,705 |
| Total | <u>\$1,049,538</u> | <u>(\$18,576)</u> | <u>\$1,030,962</u> |
| Expenditures | | | |
| Compensation | \$939,087 | \$9,288 | \$948,375 |
| Supplies and Related Expense | 98,451 | (18,364) | 80,087 |
| Repairs and Maintenance | 7,000 | (4,500) | 2,500 |
| Capital | 5,000 | (5,000) | 0 |
| Total | <u>\$1,049,538</u> | <u>(\$18,576)</u> | <u>\$1,030,962</u> |
| Physical Therapy & Sports Rehab Clinic | | | |
| Income | | | |
| | \$481,553 | (\$37,607) | \$443,946 |
| Expenditures | | | |
| Compensation | \$427,523 | (\$45,957) | \$381,566 |
| Supplies and Related Expense | 48,030 | 14,250 | 62,280 |
| Repairs and Maintenance | 6,000 | (5,900) | 100 |
| Total | <u>\$481,553</u> | <u>(\$37,607)</u> | <u>\$443,946</u> |
| Statesman Newspaper | | | |
| Income | | | |
| Advertising Sales | \$85,000 | (\$25,000) | \$60,000 |
| Student Activity Allocation | 123,906 | | 123,906 |
| Other Income | 0 | | 0 |
| Total | <u>\$208,906</u> | <u>(\$25,000)</u> | <u>\$183,906</u> |
| Expenditures | | | |
| Compensation | \$160,955 | (\$28,781) | \$132,174 |
| Supplies and Related Expense | 47,951 | 3,517 | 51,468 |
| Repairs and Maintenance | 0 | 264 | 264 |
| Capital | 0 | | 0 |
| Total | <u>\$208,906</u> | <u>(\$25,000)</u> | <u>\$183,906</u> |

| | 2019-20 Budget As Approved By Board of Trustees | Change | Proposed 2020-21 Budget |
|------------------------------|--|-----------------|--|
| ID Card System | | | |
| Income | | | |
| Student Activity Allocation | \$42,062 | | \$42,062 |
| Other Income | 60,880 | | 60,880 |
| Total | <u>\$102,942</u> | <u>\$0</u> | <u>\$102,942</u> |
| Expenditures | | | |
| Compensation | \$42,965 | \$984 | \$43,949 |
| Supplies and Related Expense | 47,177 | (3,184) | 43,993 |
| Repairs and Maintenance | 2,800 | 2,200 | 5,000 |
| Capital | 10,000 | | 10,000 |
| Total | <u>\$102,942</u> | <u>\$0</u> | <u>\$102,942</u> |
| HMSU Commons | | | |
| Income | | | |
| CAM Charges | \$183,076 | | \$183,076 |
| Transfer In | 67,529 | | 67,529 |
| Total | <u>\$250,605</u> | <u>\$0</u> | <u>\$250,605</u> |
| Expenditures | | | |
| Compensation | \$0 | | \$0 |
| Supplies and Related Expense | 238,605 | | 238,605 |
| Repairs and Maintenance | 12,000 | | 12,000 |
| Capital | 0 | | 0 |
| Total | <u>\$250,605</u> | <u>\$0</u> | <u>\$250,605</u> |
| Parking Services | | | |
| Income | | | |
| Parking Income | \$616,607 | \$4,621 | \$621,228 |
| Transfer In | 180,000 | | 180,000 |
| Total | <u>\$796,607</u> | <u>\$4,621</u> | <u>\$801,228</u> |
| Expenditures | | | |
| Compensation | \$394,138 | (\$9,435) | \$384,703 |
| Supplies and Related Expense | 127,469 | 4,056 | 131,525 |
| Debt Service | 190,000 | | 190,000 |
| Repairs and Maintenance | 75,000 | 5,000 | 80,000 |
| Capital | 10,000 | 5,000 | 15,000 |
| Total | <u>\$796,607</u> | <u>\$4,621</u> | <u>\$801,228</u> |
| Extended Learning | | | |
| Income | | | |
| Distance Delivery Fees | \$643,597 | \$56,403 | \$700,000 |
| Expenditures | | | |
| Compensation | \$300,345 | \$269,755 | \$570,100 |
| Supplies and Related Expense | 343,252 | (213,352) | 129,900 |
| Repairs and Maintenance | 0 | | 0 |
| Capital | 0 | | 0 |
| Total | <u>\$643,597</u> | <u>\$56,403</u> | <u>\$700,000</u> |

| | 2019-20 Budget As Approved By Board of Trustees | Change | Proposed 2020-21 Budget |
|--------------------------------|--|------------------|--|
| Flight Academy | | | |
| Income | | | |
| Flight Fees | \$1,960,215 | \$264,805 | \$2,225,020 |
| Other Income | 40,279 | 3,511 | 43,790 |
| Transfer In | 125,000 | | 125,000 |
| Total | <u>\$2,125,494</u> | <u>\$268,316</u> | <u>\$2,393,810</u> |
| Expenditures | | | |
| Compensation | \$754,977 | \$73,283 | \$828,260 |
| Supplies and Related Expense | 906,832 | 109,753 | 1,016,585 |
| Repairs and Maintenance | 462,935 | 75,280 | 538,215 |
| Capital | 750 | 10,000 | 10,750 |
| Total | <u>\$2,125,494</u> | <u>\$268,316</u> | <u>\$2,393,810</u> |
| Health and Wellness Fee | | | |
| Income | | | |
| Fee Income | \$0 | \$558,980 | \$558,980 |
| Total | <u>\$0</u> | <u>\$558,980</u> | <u>\$558,980</u> |
| Expenditures | | | |
| Compensation | \$0 | \$449,005 | \$449,005 |
| Supplies and Related Expense | 0 | 107,275 | 107,275 |
| Repairs and Maintenance | 0 | 2,700 | 2,700 |
| Capital | 0 | 0 | 0 |
| Total | <u>\$0</u> | <u>\$558,980</u> | <u>\$558,980</u> |

INDIANA STATE UNIVERSITY
LINE-ITEM APPROPRIATIONS

| | <u>2019-20 Budget As Approved By Board of Trustees</u> | <u>Change</u> | <u>Proposed 2020-21 Budget</u> |
|---|--|---------------|--|
| Degree Link | | | |
| Source of Funds | | | |
| Operating Appropriation | \$446,438 | | \$446,438 |
| Total Source of Funds | <u>\$446,438</u> | <u>\$0</u> | <u>\$446,438</u> |
| Use of Funds | | | |
| Compensation | \$416,205 | \$14,030 | \$430,235 |
| Supplies and Related Expense | 29,233 | (14,030) | 15,203 |
| Repairs and Maintenance | 1,000 | | 1,000 |
| Total Use of Funds | <u>\$446,438</u> | <u>\$0</u> | <u>\$446,438</u> |
| Nursing Program | | | |
| Source of Funds | | | |
| Operating Appropriation | \$204,000 | | \$204,000 |
| Total Source of Funds | <u>\$204,000</u> | <u>\$0</u> | <u>\$204,000</u> |
| Use of Funds | | | |
| Compensation | \$143,450 | \$2,281 | \$145,731 |
| Supplies and Related Expense | 60,550 | (2,281) | 58,269 |
| Repairs and Maintenance | 0 | | 0 |
| Total Use of Funds | <u>\$204,000</u> | <u>\$0</u> | <u>\$204,000</u> |
| Dual Credit | | | |
| Source of Funds | | | |
| Operating Appropriation | \$176,257 | | \$176,257 |
| Total Source of Funds | <u>\$176,257</u> | <u>\$0</u> | <u>\$176,257</u> |
| Use of Funds | | | |
| Compensation | \$104,235 | \$599 | \$104,834 |
| Supplies and Related Expense | 49,122 | (8,972) | 40,150 |
| Repairs and Maintenance | 0 | | 0 |
| Scholarships | 22,900 | 8,373 | 31,273 |
| Total Use of Funds | <u>\$176,257</u> | <u>\$0</u> | <u>\$176,257</u> |
| Indiana Principal Leadership Institute | | | |
| Source of Funds | | | |
| Operating Appropriation | \$600,000 | | \$600,000 |
| Total Source of Funds | <u>\$600,000</u> | <u>\$0</u> | <u>\$600,000</u> |
| Use of Funds | | | |
| Compensation | \$189,671 | \$13,940 | \$203,611 |
| Supplies and Related Expense | 410,329 | (13,940) | 396,389 |
| Repairs and Maintenance | 0 | | 0 |
| Total Use of Funds | <u>\$600,000</u> | <u>\$0</u> | <u>\$600,000</u> |

3g3 Year-End Closing Authorization

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

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

Motion made by:

Motion seconded by:

Roll Call Vote:

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

Item 3h1 Proposed Modifications to Policy 955 Campus Tobacco

Rationale: President Curtis created the ISU Tobacco Free Task Force in September 2018 following increasing concerns regarding vaping and the use of electronic smoking devices on campus. The task force completed its work and issued a report in April 2019. The task force considered data, including the results of a survey to ISU students, faculty, and staff in which two-thirds of respondents supported a tobacco-free policy. In fall of 2019, the President asked each governance unit to solicit feedback on the report from their constituents and as a result of that feedback proposes this policy modification. Senate would like the smoking shacks to remain the same. The draft policy was provided to the Board of Trustees for information in February and this policy is being provided to the Board of Trustees for action.

Proposed Language:

955 ~~Campus~~-Tobacco, Vapor, and Smoke Free Campus

955.1 Overview of Policy

Indiana State University ~~has a commitment~~ is committed to the health and wellness of its students, faculty, and staff. This commitment is demonstrated by the Student Health Promotion and ~~Student Recreation Center~~ 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.

955.1.1 ~~Indiana Law Sets Minimum Standards~~–Documented research has substantiated the health problems caused by ~~both electronic smoking devices, hookah, smoking, tobacco products, and passive smoke, smoking 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.

955.1.2 ~~Applicability~~–~~Indiana State University has established the following policy regarding smoking for all facilities and vehicles in which University functions or services are carried out or offered.~~

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.

955.32 Prohibition of Sales

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

955.43 Prohibition of ~~Smoking~~Electronic Smoking Devices, Hookah, Smoking, and Tobacco Product Use.

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

955.43.1 Exception for Private Vehicles and Designated Areas. The use of ~~smoking tobacco products~~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.

955.43.32 Other Exceptions. Any other exceptions for the use of electronic smoking devices, hookah, smoking, and/or tobacco products ~~smoking 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. must be approved by the President or Provost.

955.54 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.

955.65 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. Observation of a violation of the policy should be reported to Public Safety at 5555. Follow up for violations of the policy should be referred to the appropriate administrative office for review and action for faculty through the office of Academic Affairs, for staff through Human Resources and to the Dean of Students for students

Recommendation: This item is provided to the ISU Board of Trustees for action.

Motion made by:

Motion seconded by:

Roll Call Vote:

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

Item 3h2 Proposed Policy 930 Sports Wagering

Rationale: In response to Indiana legislation allowing sports wagering to occur in Indiana, the administration proposes a policy that will prohibit employees from wagering on ISU intercollegiate athletic contests, athletic performances, or coaching performances. The purpose of the policy is to make clear ISU's commitment to student athletes and the University's expectation that employees embrace principles of integrity and ethical behavior. The proposed policy prohibits employees, including student employees and graduate students, from wagering on ISU Division 1 Intercollegiate athletic contest, players, and coaches. ISU student athletes, athletic department coaches, administrative staff, student staff, and others responsible for the administration of ISU's NCAA Division 1 program are prohibited from engaging in sports wagering by NCAA rule. The proposed policy is provided to the Trustees for information only.

Proposed Policy:

Policy 930 Sports Wagering

930.1 Commitment to Integrity and Fairness; Support of Student Athletes. Indiana State University is committed to integrity and fairness in all aspects of its participation in NCAA Division I Intercollegiate Athletics, the academic success of student athletes, and the promotion of student athlete health and well-being. ISU expects all ISU employees to embrace these principles of integrity and fairness, with a focus on student success.

930.2 Prohibition on Sports Wagering. ISU prohibits employees, including student employees and graduate assistants, from placing, accepting, or soliciting wagers on or related to Indiana State University NCAA Division I athletic contests. Sports Wagering is prohibited in-person, online, via mobile device, through any electronic mechanism, or via an intermediary.

930.2.1 Definition of wager. For purposes of this policy, the term "wager" refers to something (including money) risked on an uncertain event.

930.2.2 Definition of Sports Wagering. For purposes of this policy, the term "Sports Wagering" refers to the act of placing, accepting, or soliciting (on one's own behalf or on behalf of others) a wager on an ISU Division I intercollegiate athletic team, student athlete, or coach, whether in favor or against the team, student-athlete, or coach, at any time prior to or during an ISU athletic contest. For purposes of this policy, Sports Wagering does not include participation in paid fantasy sports.

930.2.3 NCAA or Conference Requirements. This policy does not limit NCAA or conference prohibitions on Sports Wagering or related requirements for ISU employees and students.

930.3 Violations of Policy. An employee determined to be in violation of this policy may be subject to employment discipline, up to and including termination. Termination will be reserved for repeated or egregious violations.

Recommendation: Policy 930 is provided to the Board of Trustees as information only.

3i Candidates for Degrees May 2020

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

Motion made by:

Motion seconded by:

Roll Call Vote:

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

Doctor of Athletic Training

Adado, Sadie Rose
Andrews, Timothy William
Armstrong, Tara A.
Chang, Isaac
Connell, Spencer Andrew
Dennison, Kendall Rita
Drescher, Matthew James
Eldred, Cameron Michael
Greffly, Thomas John Paul
Grimes, Anna Marie
Kielur, Devin Steven
Knight, Max Mackenzie
Meyer, Jennifer
Monk, Annette Diane
Redinger, Ansley Smallen
Reyburn, Robert James
Robinson, Elena Ann
Rusch, Louis R.
West, Jordan John Paul
White, Kimberly Ann
Young, Julia Teresa

Doctor of Nursing Practice

Bledsoe, Abbie Lynn
Cinbat, Sibel Oytum
Horn, Stacy Jean

Lasley, Michele Lynn
Le Moyne, Margaret Lucille
Lundeen, Hayley
Matthews, Jamie Maree
Ritchison, Linda Suzanne
Robinson-Meadows, Dawn Marie
Zeller, Edna Lou

Doctor of Philosophy

Arumugam, Sethu Rathnam
Baute, Aaron Jay
Bollinger, Patricia Blair
Clary, Joshua Richard
Divoll, Timothy James
Feng, Xiaoxiao
Hale, Lisa Marie
Houseworth, Matthew Alan
Jones, Shetina Marjeanetta
Kartz, Rachel Lynn
King, Martia Jewdon
Koudsia, Samer M.
Landrum, Amanda Dianne
Long, Joseph Daniel
Malibari, Alyaa
Mathew, Jiss Varghese
McCain, Heather
McCauley, Kathleen
McKenzie-Jakes, Angela
Miller, Lawrence Andrew
Penney, Samantha DeLay
Phipps, Gregory Edward
Rasche, Tara Michelle
Renner, Dawn
Rich, Frederick Ashburn
Slocum, Aaron Clark
Smith, Lyndsi Lee
Thomas, Joseph D.
Williams, John Jennings
Wolfger, Martin

Doctor of Physical Therapy

Ayoub, Nicholas Edward
Benson, Tanner
Bigger, Rhett Logan
Brown, Cassidy M.
Burton, Tyler Chase
Buske, Logan Andrew

Collins, Braden Michael
Cooper, Jessica Lynn
Damiani, Natalie Rose
Dye, Nathan T.
Foley, James Daniel
Gradison, Sarah Marie
Hunter, Callista Jean
Keal, Andrew
Knouse, Hannah
Mutchler, Logan Jack
Pablo, Jorge Luis
Reyes, Allison T.
Rogers, Marcus Quentin
Schindler, Jaclyn Michelle
Schmitz, Rachel
Skwirut, David
Solum, Nicholas
Warren, Grant
Wrzesinski, Nathan James
Yeager, Kyle Kindler
Yen, Chrystal
Zoelling, Matthew John

Educational Specialist

Chezem, Dara Ann
Ekwealor, Ogechukwu Ruthanne
Flynn, Emma-Leigh Sue
Hall, Patricia Eileen Jones
Kidwell, Kelci Nycole
Lytle, Taylor Mechelle
McGowen, Edwina Dalene
Schwartz, Kathryn Anne
Showalter, Ashleigh Danielle
Sonsini, Dawn Louise
Stok, Justin

Master of Arts

Alotaibi, Ayidh Baraki
Alqarni, Saad
Cotten, Rachel M.
Eberhardt, Jonas
Evans, Lanie Amelia Rose
Fields, Jordan Adrian
Fisher, Kayleigh Marie
Hall, Shelby Ann
Hance, Keenan Alek
Harmon, Sara Marie

Latini, Sara
Lee, Eunjin
Morley, Alysa Nicole
Seifert, Haley Lynn
Shogelola, Olaoluwajide
Smith, Alexander Cristian
Weston, Jacob Charles

Master Business Administration

Aplin, Matthew J.
Horan, Jordan Jean
Kassari, Ikram
Mustafa, Mustafa Elsheikh
Rayfield, Lois Anna
Sizemore, Shane David
Tompkins, Shanya Lanee

Master of Education

Arnold, Erica Kay
Atterson, Taylor Rae
Auterson, Emma Mae
Baker, Chastin Riley
Blacketer, Michael Courtney
Breedlove, Alicia Renee
Brooks, Kelly Rene
Coffey, Justin
Ellermann, Kaitlyn Leigh
Fehrenbacher, Jennifer Elizabeth
Finkbiner, Emily Page
Hamilton, Ian Horst
Hayhurst, Emily M.
Jennings, Alexandra Grace
Kawa, Cassandra Lyne
McCormick, Trent Shannon
Morikis, Alexis Nichole
Morris, Kelsey Renee
Murphy, Sean Michael
Newlin, Angela Lynn
Porter, William Anthony
Robards, Drew Ellis
Schiering, Grant
Smith, David Wayne Gerard, Jr.
Spear, Jason Henry
Tran-Piland, Amanda K.
Webb, Christopher Marvin
Weber, Ryan Christopher
Wells, Sarah Nicole

Zirkelbach, Kimberly Brooke

Master of Fine Art

Hu, Yichen
Marder, Nicole Irene
Roberts, Austin Kou

Master of Music

da Cruz Silveira, Rodrigo

Master of Public Administration

Hemrich, Ashley Nicole
Hale, Christina Marie
Lansanah, Armah Dabla
Robson, Joel William

Master of Science

Acevedo, Karlyvette
Adu-Mensah, William
Alderton, Taylor Michelle
Alkhalaf, Raddad Abdullah
Almarri, Mohammed Abdulmohsin A.
Alnakhlawi, Ali
Alqarni, Asmaa
Anastasiadis, William Alexander
Anderson, Jon-Marc Wesley
Anderson, Nathan James
Andia, Gustavo Adolfo
Bandaru, Sunil Kumar
Beller, Taylor Renae
Belsky, Ariana
Bender, Alexis Morgan
Betustak, Melissa Anne
Birden, Tanisha Elaine
Black, Brittany Janice
Boatman, Andrea Marie
Bodduluri, Anupriya
Bodemeijer, Karina Renae
Bommisetty, Shravani
Bonilla Amaya, Kathia Lisbeth
Boyle, Ryan Parker
Bradshaw, Anthony James
Branaman, Kourtney Marie

Brooks, Charles Joseph
Brunt, Kimberly Maureen
Burks, Ciara Rache'
Calzada, Frank, III
Campagna, Rachel Sophia
Campbell, Bradley Alan
Chemmachel, Alli Joy
Chen, Ruying
Coffer, TaDonja M.
Coffey, Annelise Christine
Corbitt, Elissa Nichelle
Courtney, Brandon James
Dall, Morgan Rose
Davenport, Adam Brent
Derda, Daniel Ervin
Ekwealor, Tobechukwu Jennifer
El mir, Jad Semaan
Evans, Chad T.
Faine, Ella Marie
Farley, Beth Ann
Fellers, Ellen Renee
Frisz, Sarah Anne
Gambill, Levi Scott
Gohmann, Elizabeth Anne
Golish, Gage Lee
Graham, Elizabeth Crystal
Grawe, Abigail June
Guerdet, Colette Renee
Guoli, Timothy Austin
Haberly, Benjamin
Hajjami, Omaima
Hanahan, Stephanie
Hannon, Joseph Miles
Harper, Patara Dawn
Hashmi, Muhammad-Usama
Hedeen, Garrett David
Held, Wyatt James
Hester, Leah Cannady
Hill, Nicole Christin
Hoff, Amanda Grace
Holmes, Sean John
Holt, Christina A.
Hopkins, Allen Patrick
Hubbard, Mattie Elizabeth
Hurley, Garrett Michael
Huxford, Brianne Nicole
Islam, Abdullah Nasif
Kaiser, Margaret Fances
Kellerman, Theresa
Kimmell, Benjamin James
Kinney, Terra Marie

Knecht, Cartney Marie
Knox, Justin Matthew
Largo, Samson
Lash, Alexis Ann
Lawrence, Stephanie Lynn
Lemon, Joshua David
Lesniak, Cody
Li, Krystal M.
Lowe, Dominique S.
Lockett, Bradley Nicholas
Magner, Tori Lee
Marcial, Edwin
Maxwell, Damian Anthony
Mayer, Alexa Faythe
McCloud, Courtney Lynn
McGuire, Jett Elena
McLemore, Brittini Errica
Melgar, Taylor Nicole
Mendenhall, Beth Ellyn
Miley, Chynna C.
Moore, Sarah Elizabeth
Moore, Tiara Sinetta
Moreland, Eleni Claire
Moreo, Cayle Jordan
Morrison, Megan Kathleen
Moss, Bailey Knicole
Murphy, Julie J.
Musselman, Aubrie R.
Nath, Stephanie Rae
Nepote, Domenic, III
Newtoff, Joseph M.
Noah-Sayers, Christopher Michael
Nolan, Addison Hope
Nwadiogbu, Victoria
Opshori, Musfica Murshid
Osuagwu, Malachy Chimezie
Ottino, Justin Ramon
Patel, Chandani Shantilal
Pham, Victoria
Post, Jeffrey T.
Propes, Amanda Louise
Ramsay, Whitney Drewes
Richard, Margaret Kathryn
Richardson, Haley Catherine
Roop, Samantha Marie
Samuelson, Audrey Grace
Schaeckel, Mitchell Ross
Schmidt, Madison Jane
Schmitt, Jonathan
Schubach, Kevin Patrick
Schuiteman, Courtney Paige

Sechrest, Michael Lee
Seward, Cole Andrew
Sharma, Shalini
Short, Daniel Lee
Shoults, Lainie
Sisson, Dylan Brooke
Stanton, Jeffrey Dillon
Stimac, Holly C.
Stultz, Christa Marie
Tarin, Victor
Tener, Kaeley Angeline
Tertocha, Gabriel William
Thaitrong, Phatt
Tofaute, Emily K.
Utterback, Andrew Mitchell
Utterback, Makenzie Elaine
Vinson, James Albert
Walter, Eric A.
Weaver, Rebecca Jean
Welch, Kayla Elaine
Whitmore, Nicole
Williams, Zachary Neil
Witt, Samantha Jane
Wunder, Holly Lynn
Young, Demetria R.

Master of Nursing

Bleemie, Ayee Teah
Bradshaw, Emily Alysse
Cross, Samantha Elizabeth
Daniels, Kyle Hashim
Depinet, Kaitlyn Michelle
Flach, Jeffrey Thomas
Garner, Amber N.
Grubb, Andrew Bennett
Haley, Corinne Rose
Harris, Laresse J.
Hassan, Amina Osman
Ho, Michelle E.
Hogg, Tricia Kay
Jones, Lisa Nicole
Karbowski, Lauren Marie
Key, Jaime Lynn
Loaiza, Jazmine Castaneda
Masco, Lynda Jean
Meyer-Hall, Rochelle Elizabeth
Middleton, Rachelle M.
Moore, Daniel Lewis
Pardiwala, Payal Chandra

Raver, Karen Gerri
Ritter, Dina Elana
Rutledge, Amanda M.
Shafer, Devin Wayne
Smith, Amanda Elaine
Stein, Allison Michelle
Theen, Ryan Frederick
Turner, Lori Ann
Walls, Katharine Elizabeth
Watkins, Michael Derek
Williams, Kathryn Danielle
Wirth, Kathryn Holland
Woodruff, Justin Michael
Woosley, Holly Ann
Zadai, Danielle Marie

Master of Social Work

Barnett, Carol J.
Blair, Tabor Nate' Flynn
Burdine, Micaela Brenda Irene
Delp, Kathrine Michelle
Eckerty, Alexandria R.
Goodwin, Peyton R.
Hardwick, Madelyn Taylor
Kerns, Christina Rene
Lewis, Jennifer Lynn
Lex, Hannah Nicole
McCammon, Annette R.
Putman, Dustin Cole
Richards, Katherine Elizabeth
Rivelli, Nicole Elise
Roby, Makenzie Taylor
Smith, Rolanda Tyee
Trice, Tyrin Derante

Undergraduate

| | |
|--------------------------|---------------------|
| Abu Hasel, Dhafer Ali | Bachelor of Science |
| Abubshait, Khalid Hamad | Bachelor of Science |
| Abuhaimed, Badr Nasser A | Bachelor of Science |
| Adams, Maura Mackenzie | Bachelor of Science |
| Adamson, Timothy Vortes | Bachelor of Science |
| Adcock, Austin J | Bachelor of Science |
| Ader, Morgan Ann | Bachelor of Arts |
| Aders, Coby Hubert | Bachelor of Science |
| Affan, Ghali Mohammed A | Bachelor of Science |
| Ahmad Jr, Ahmad | Bachelor of Science |

| | |
|---------------------------------------|--------------------------------|
| Ahmer, Sarah Nisar | Bachelor of Fine Arts |
| Aker, Logan M | Bachelor of Science |
| Al Dubais, Montadhar | Bachelor of Science |
| Al Hashim, Zahra | Bachelor of Science |
| Alabnalshaikh, Hussain Ali | Bachelor of Science |
| Alabood, Yousif | Bachelor of Science |
| AlAnazi, Abdulaziz | Bachelor of Science |
| Alanazi, Hani Falah | Bachelor of Science |
| Albarran, Perla A | Bachelor of Science |
| Albee, Zackary Austin-Daniel | Bachelor of Science |
| Albrecht, Molly Ann | Bachelor of Science |
| Albukhamsin, Ahmed | Bachelor of Science |
| Aldrees, Marwah Abdullah A | Bachelor of Science |
| Aldridge, Dayon Sha Bazz | Bachelor of Science |
| Alexander, Nathaniel Benjamin | Bachelor of Science |
| Alexis, Janelle Maxine | Bachelor of Social Work |
| Alfareed, Ali Hakeem | Bachelor of Science |
| Alhajri, Mohammed | Bachelor of Science |
| Alhashim, Hassan Alawi | Bachelor of Science |
| Alhawsawi Sr, Abdulsalam | Bachelor of Science |
| Alkhabbaz, Hassaan Ahmad | Bachelor of Science |
| Alkhatem, Habib Hassan H | Bachelor of Science |
| Allen, Joshua Ryan | Bachelor of Science in Nursing |
| Allen, Logan Mason | Bachelor of Science |
| Almansoori, Saeed Saif Saeed Dhaen | Bachelor of Science |
| Almari Sr, Jaber Ali | Bachelor of Science |
| Almari, Ahmed Zamil N | Bachelor of Science |
| Almarri, Hamad | Bachelor of Science |
| Almayweed Sr, Fahad R | Bachelor of Science |
| Alminhali Sr, Hamad Abdullah | Bachelor of Science |
| Alnakhlawi, Hussain | Bachelor of Science |
| Alnaser, Ali | Bachelor of Science |
| Alqassab, Nasser Abdrubalrasoul A | Bachelor of Science |
| Alramadan, Zinab Ali | Bachelor of Science |
| Alrehaili, Abdullah | Bachelor of Science |
| Alruwaili, Abdulmohsen Shilash | Bachelor of Science |
| Alshammari, Farhan Faraj | Bachelor of Science |
| Alston, Leah LaNae | Bachelor of Arts |
| Altrab Sr, Fadel Abbas | Bachelor of Science |
| Alwohaimed Sr, Turki Abdullah | Bachelor of Science |
| Alzahrani, Sarah S | Bachelor of Science |
| Andonian, Maria Elisabeth | Bachelor of Science in Nursing |
| Andreatta, Benjamin Louis | Bachelor of Science |

| | |
|--------------------------------|--------------------------------|
| Andrews, Anelia Elizabeth | Bachelor of Science |
| Angel, Tanner Donald | Bachelor of Science |
| Anstine, Lindsey O | Bachelor of Science |
| Anthony, Cherone Dior | Bachelor of Science in Nursing |
| Arcenal, Victor J | Bachelor of Science |
| Archie, Ernest Terrell, Jr | Bachelor of Science |
| Armbruster, Luke Daniel | Bachelor of Science |
| Armour, Zachary | Bachelor of Science |
| Armstrong Jr, Aaron Kenneth | Bachelor of Science |
| Armstrong, Kaylee | Bachelor of Science |
| Arnett, Braxton Cole | Bachelor of Science in Nursing |
| Arnold, Clara Ashley | Bachelor of Science |
| Arnold, Dayna M | Bachelor of Science |
| Asbury, Keegan Michael | Bachelor of Science |
| Ash, Kathleen Kay Ruth | Bachelor of Science in Nursing |
| Ashley, Allen Sebastian | Bachelor of Science |
| Atkinson, Mikala Elizabeth Ann | Bachelor of Science |
| Atterson, Kyle Joseph | Bachelor of Science |
| Atwood, Hanna Noel | Bachelor of Science |
| Avagian, Elise Arlene | Bachelor of Science |
| Bachman, Timothy James | Bachelor of Science |
| Badmos, Hafis Oluseyi | Bachelor of Science |
| Bailey, Breanna | Bachelor of Social Work |
| Bailey, Taniya Chere | Bachelor of Social Work |
| Baker, Ashley Carol | Bachelor of Science |
| Baker, Lydia Joyce | Bachelor of Science |
| Ball, Brandon | Bachelor of Science |
| Ball, Jacob R | Bachelor of Science |
| Barbee, Alexis C | Bachelor of Science |
| Barcus, Robert | Bachelor of Science |
| Barker, Aundrea | Bachelor of Science in Nursing |
| Barkwell, Toby Kieth | Bachelor of Science |
| Barnes, Amie Marie | Bachelor of Science |
| Barnes, Gabrielle Alise | Bachelor of Science |
| Bartholomew, Megan | Bachelor of Science |
| Barton, Elizabeth Renae | Bachelor of Science |
| Batiste IV, Lawrence | Bachelor of Science |
| Baugh, Evan L | Bachelor of Science |
| Baugh, Jason Andrew | Bachelor of Science |
| Baumgardner, Charles Everett | Bachelor of Science |
| Baumgartner, Eric Thomas | Bachelor of Science |
| Baysinger, Ashley Mariah | Bachelor of Science |
| Beasley, Katie Jo | Bachelor of Science |
| Behrens, Anna Lindsey | Bachelor of Science |

| | |
|------------------------------|--------------------------------|
| Belcher, Cheyenne M | Bachelor of Science |
| Bell, Kabrisha Me'Chelle'Le | Bachelor of Science |
| Bell, Kameron Troy | Bachelor of Science |
| Bell, Logan Troy | Bachelor of Science |
| Belle, T'Jerika Renee | Bachelor of Science |
| Bellovary, Stephanie Jo | Bachelor of Arts |
| Belser, Rebecca Jean | Bachelor of Science in Nursing |
| Belshaw, Kristofer Carol | Bachelor of Science in Nursing |
| Belton, Nia Leeshea | Bachelor of Arts |
| Bender, Stephanie Elaine | Bachelor of Science |
| Bent, Safi Esprit | Bachelor of Science |
| Berango, Jason Patrick | Bachelor of Science |
| Berkshire, Kaitlyn R | Bachelor of Music Education |
| Bermudez, Leah Marie | Bachelor of Science |
| Berry, Keegan Shae | Bachelor of Science |
| Besserman, Kathryn M | Bachelor of Science |
| Best, April Diane | Bachelor of Science |
| Betts, Ma'Kaiya B | Bachelor of Science |
| Beuligmann, Demi Rue | Bachelor of Music Education |
| Bice-Dunmoyer, Cassie Leigh | Bachelor of Social Work |
| Biddle, Christian T | Bachelor of Science |
| Biggs, Brooke Emily | Bachelor of Science |
| Bilibin, Adina Christina | Bachelor of Science in Nursing |
| Bingham, Paul Scott | Bachelor of Science |
| Binhusein, Motaz Abdulaziz M | Bachelor of Science |
| Binyon, Sara | Bachelor of Science |
| Blackmon, Taylor | Bachelor of Science |
| Blackwell, Chauncey Desean | Bachelor of Science |
| Blagrove, Garrett G | Bachelor of Science |
| Blanshan, Hannah Nicole | Bachelor of Science |
| Bockover, Evan Joseph | Bachelor of Science |
| Boesch, Floyd Edwin | Bachelor of Arts |
| Bogard, Karly A | Bachelor of Science |
| Boggs, Colin P | Bachelor of Science |
| Bojarun, Jonathan M | Bachelor of Science |
| Bokhart, Margo M | Bachelor of Science |
| Boling, Kellie Nicole | Bachelor of Science |
| Bonahoom, Christopher N | Bachelor of Science |
| Bontjes, John Philip | Bachelor of Science |
| Booker, Kaitlyn Jo | Bachelor of Science |
| Booth, Keaton James | Bachelor of Science |
| Borchers, JoAnne Iman | Bachelor of Science in Nursing |
| Borders, Patricia Sue | Bachelor of Science |
| Bottomley, Kansas Elizabeth | Bachelor of Science |

| | |
|-----------------------------|--------------------------------|
| Bowden, Alathia Neriah | Bachelor of Social Work |
| Bowlin, Casandra Nichole | Bachelor of Science |
| Bowling, Layton Scott | Bachelor of Science |
| Boyd, Kailyn Marie | Bachelor of Science |
| Boyd, Wesley E, Jr | Bachelor of Science |
| Boyd-Graninger, Gloria Jean | Bachelor of Science in Nursing |
| Braase, Jessica Marie | Bachelor of Science in Nursing |
| Brady, Ann Kelli Montano | Bachelor of Science in Nursing |
| Brady, Samantha Heaven | Bachelor of Science |
| Breclaw, Andrew | Bachelor of Science |
| Briggs, Taylor Marcellus | Bachelor of Science |
| Broadstreet, Mary | Bachelor of Science |
| Brooker, Lindsey E | Bachelor of Science |
| Brooks, Sadie Rene | Bachelor of Science |
| Broome, Ryan Alexzander | Bachelor of Science |
| Brosz, Heather Ann | Bachelor of Science in Nursing |
| Brown, April Faith | Bachelor of Science in Nursing |
| Brown, Courtney M | Bachelor of Science |
| Brown, Elliott Christopher | Bachelor of Science |
| Brown, Jakob L | Bachelor of Science |
| Brown, Jamie Nickolas | Bachelor of Science |
| Brown, Trevor A | Bachelor of Science |
| Brown, Tyler Hays | Bachelor of Science |
| Brown, Whitney Racquel | Bachelor of Science |
| Brown-Stites, Devezin Renee | Bachelor of Science |
| Bruce, Joshua David | Bachelor of Science |
| Brusdahl, Kaila Anne | Bachelor of Science |
| Buck, Cassandra Marie | Bachelor of Science |
| Buescher, Rebekah Louise | Bachelor of Science in Nursing |
| Bunch, Hannah Elizabeth | Bachelor of Science |
| Bunch, Savannah | Bachelor of Social Work |
| Buoy, Andrew James | Bachelor of Science |
| Burgett, Bret A | Bachelor of Science |
| Burk, Brian Lucas | Bachelor of Science |
| Burkhammer, Lane Michael | Bachelor of Science |
| Burkhart, Gretchen Kate | Bachelor of Science |
| Burner, Megan Denee | Bachelor of Science |
| Burris, Brandon | Bachelor of Science |
| Burton, Jordan Taylor | Bachelor of Science |
| Bush, Alyssa B | Bachelor of Science in Nursing |
| Buzbee, Jordan Robert | Bachelor of Science |
| Byrd Jr., Tyan J | Bachelor of Science |
| Byrum, Kevin | Bachelor of Science |
| Cahue, Cristian | Bachelor of Science |

| | |
|-----------------------------|--------------------------------|
| Cain, Cara LeAnne | Bachelor of Science |
| Cain, Shaylen Paige | Bachelor of Science |
| Caldwell III, Elvin Timothy | Bachelor of Science |
| Caldwell, Andrea Jo | Bachelor of Science |
| Callahan, Suzanne Audrey | Bachelor of Science |
| Calvin Jr, Glen Lonell | Bachelor of Science |
| Camden, Duncan Samuel | Bachelor of Science |
| Campbell, Cierra Anne | Bachelor of Science |
| Campbell, Jade Ashlyn | Bachelor of Science |
| Campbell, Jaela Ra'Chon | Bachelor of Science |
| Campbell, Kirsten H | Bachelor of Arts |
| Campbell, Maysa R | Bachelor of Science |
| Campos, Ashley Marie | Bachelor of Science in Nursing |
| Cannon, Chaienne N | Bachelor of Science |
| Cannon, Haleigh Marie | Bachelor of Science |
| Cannon, Jordan Drake | Bachelor of Science |
| Carlisle, Trevion C | Bachelor of Science |
| Carrasco, Jesus O | Bachelor of Science |
| Carson, Alexandra P | Bachelor of Science |
| Carson, MaKaysia Alazaye | Bachelor of Science |
| Carter, Cameron Avery | Bachelor of Science |
| Carter, Payton Taylor | Bachelor of Science |
| Carver, Christopher Lee | Bachelor of Science |
| Cash, Zachary Phillip | Bachelor of Science |
| Casile, Angelina Irene | Bachelor of Arts |
| Cass, Adam Lee | Bachelor of Science |
| Castellano, Collin Aric | Bachelor of Science |
| Cephus, Alexis Catherine | Bachelor of Science |
| Chamberlain, Baylee Alan | Pre Bachelor |
| Chambers, Chalen D | Bachelor of Science |
| Chaney, Kendra D | Bachelor of Science |
| Chapman, Richard Wayne | Bachelor of Science |
| Charles, Oneika A | Bachelor of Science in Nursing |
| Chastain, Joshua | Bachelor of Science |
| Chatman, Jacobi | Bachelor of Science |
| Chickey, Anna Katherine | Bachelor of Science |
| Choi, Cynthia Seonyea | Bachelor of Arts |
| Christner, Hailee Denise | Bachelor of Science |
| Cieslak, Sarah Ashley | Bachelor of Science |
| Clabaugh, Madeline Eileen | Bachelor of Science |
| Clark, Maya DeNae | Bachelor of Science |
| Clark, Stephanie Mae | Bachelor of Science |
| Clary, Cradeaja Ahmone | Bachelor of Science |
| Cochran, Jalen Tre'von | Bachelor of Science |

| | |
|------------------------------|--------------------------------|
| Cochrane, Patricia Catherine | Bachelor of Science |
| Coffman, Gabrielle Nicole | Bachelor of Science |
| Cohen, Kayla Ruth | Bachelor of Science |
| Cole, Destiny L | Bachelor of Social Work |
| Cole, Krystiauna Theresa | Bachelor of Science |
| Colegrove, Mackenzie E | Bachelor of Science |
| Coleman, Brianna Techell | Bachelor of Science |
| Collins, Isabella Jean | Bachelor of Science |
| Collins, Kirk Joseph | Bachelor of Science |
| Collins, Kyle Dean | Bachelor of Science |
| Collins, Lydia Nicole | Bachelor of Science |
| Collins, Mitchell | Bachelor of Science |
| Collins, Quatiana Kapreece | Bachelor of Science in Nursing |
| Collum, Scott Allen | Bachelor of Science |
| Colon Jr, Danny Walter | Bachelor of Science |
| Colson, Zene M | Bachelor of Arts |
| Colson, Zene M | Bachelor of Science |
| Coltharp, Jacob Dowling | Bachelor of Science |
| Condon, Grant Alan | Bachelor of Science |
| Connor, Catherine Shavonne | Bachelor of Science |
| Contreras, Bianca Victoria | Bachelor of Science |
| Cook, Katelynn Gail | Bachelor of Science |
| Cooke, Kara Ann | Bachelor of Science |
| Cooksey, Eli R | Bachelor of Science |
| Cool, Carol Marissa | Bachelor of Science in Nursing |
| Coomes, Madilyn Rae | Bachelor of Science |
| Cooper, Jessica Lee | Bachelor of Science |
| Cooper, Leeah Antonia | Bachelor of Science |
| Cooper, Shana Nicole Erin | Bachelor of Science |
| Cooper, Thomas John | Bachelor of Science |
| Corman, Ciera | Bachelor of Science |
| Cornelius Jr, Antonio | Bachelor of Science |
| Cossette, Brandon Lee | Bachelor of Science |
| Cowan, Lindsey A | Bachelor of Science |
| Cox, Brenden | Bachelor of Science |
| Cox, Jared P | Bachelor of Science |
| Cracraft, Cortez Michael | Bachelor of Science |
| Cradick, Cole Andrew | Bachelor of Science |
| Craft, Hannah Mackenzie | Bachelor of Science |
| Craig II, Derrick K | Bachelor of Science |
| Crane, Corie Ellen | Bachelor of Science in Nursing |
| Crawford, Jonathan | Bachelor of Science |
| Cronin, Jaxon B | Bachelor of Science |
| Crosby, Jesse | Bachelor of Arts |

| | |
|---------------------------------|--------------------------------|
| Crowe, Sierra Ann | Bachelor of Science |
| Cruz, David M | Bachelor of Arts |
| Cui, Yixian | Bachelor of Science |
| Culp, Nadia D | Bachelor of Science |
| Cunio, Jacqueline | Bachelor of Science |
| Cunio, Jacqueline | Certificate Undergraduate |
| Cunningham, Kristen Denise | Bachelor of Science in Nursing |
| Cunningham, Robert G | Bachelor of Science |
| Cunningham, Tut Joe | Bachelor of Science |
| Currey, Bryce Davis | Bachelor of Science |
| Curtis, Samuel Robert | Bachelor of Science |
| Cutter, Morgan Nicole | Bachelor of Arts |
| Dakic, Milovan | Bachelor of Science |
| Dakic, Milovan | Certificate Undergraduate |
| Daniels, Kindall Nicole | Bachelor of Science |
| Darling, Brianna Shai Elizabeth | Bachelor of Science in Nursing |
| Darling, Gregory Thomas | Bachelor of Science |
| Darling, Gregory Thomas | Certificate Undergraduate |
| Dart, David Allen | Bachelor of Science |
| Davenport, Maggie | Bachelor of Science |
| Davis, Alexis KC Maurine | Bachelor of Arts |
| Davis, Elijah Wayne | Bachelor of Science |
| Davis, Hannah Nicole | Bachelor of Science |
| Davis, Hannah Nicole | Certificate Undergraduate |
| Davis, Jacob | Bachelor of Science |
| Davis, Javon Anthony | Bachelor of Science |
| Davis, Sharmesha C | Bachelor of Science |
| Davis, Shiann N | Bachelor of Science |
| Davis, Venus Dee Charnette | Bachelor of Science |
| Dawson, Joy L | Bachelor of Science |
| Dawson, Sean Patrick | Bachelor of Science |
| Deady, Matthew James | Bachelor of Arts |
| Debrah-Pinamang, Philipa | Bachelor of Science |
| DeCicco, Isabel A | Bachelor of Science |
| Dennerle, Eric R | Bachelor of Science |
| Dennie, Pierra | Bachelor of Social Work |
| Denny, Makaela Elizabeth | Bachelor of Science |
| Denton, Jordan Noel | Bachelor of Science |
| Devine, Nathaniel S | Bachelor of Science |
| Dial, Josette Gaylene | Bachelor of Science |
| Diaz Romero, Yadira | Bachelor of Science |
| Diaz Trujillo, Kevin Arturo | Bachelor of Science |
| Dickerhoof, Shawna Marie | Bachelor of Science |
| Dickey, Samuel Braden | Bachelor of Science |

| | |
|-----------------------------|--------------------------------|
| Dietrich, Dalton Chandler | Bachelor of Science |
| Dillion, Benjamin Brian | Bachelor of Science |
| Dillman, Cierra Jade | Bachelor of Science |
| DiPalmo, Nicholas L | Bachelor of Science |
| Dircks, Emily Marie | Bachelor of Science |
| Divan, Nathan Michael | Bachelor of Science |
| Dixon, Sunshine Marie | Bachelor of Science |
| Dominguez, Natalie Alexis | Bachelor of Science |
| Donahue, Madison Kay | Bachelor of Social Work |
| Doppler, Elizabeth Anne | Bachelor of Social Work |
| Dosch, Caleb Ray | Bachelor of Science |
| Dossett-Ware I, Corey Z | Bachelor of Music Education |
| Douglas, Tanner Wade | Bachelor of Science |
| Dozier, Rachel Nicole | Bachelor of Science |
| DuBose, Kateri | Bachelor of Science |
| Dubree, Cassidy Maire | Bachelor of Science |
| Dudek, Ian Scott | Bachelor of Science |
| Dudley, Blake A | Bachelor of Science |
| Duncan-Marsh, Hailey Ashton | Bachelor of Science |
| Dunham, Kiefer Trey | Bachelor of Science |
| Durshimer, Teresa Gretchen | Bachelor of Science in Nursing |
| Eakins, Kenneth Edward III | Bachelor of Arts |
| Eastridge, Denise M | Bachelor of Science in Nursing |
| Eaton, Nicholas Todd | Bachelor of Science |
| Edgecomb, Dalton Eugene | Bachelor of Science |
| Edmond, Alexis Alaine | Bachelor of Science |
| Edmond, Darrilyn Denise | Bachelor of Science |
| Edwards, Emily Suzanne | Bachelor of Arts |
| Edwards, Isaiah Daniel | Bachelor of Science |
| Edwards, Jonelle Grace | Bachelor of Arts |
| Edwards, Kyndal M | Bachelor of Science |
| Edwards, Miranda Leigh | Bachelor of Science |
| Eisenhut, Trevor L | Bachelor of Science |
| Eldred, Lauren E | Bachelor of Science in Nursing |
| Elkins, Brailee Noelle | Bachelor of Science |
| Elliott, Chevy D | Bachelor of Science |
| Elliott, Joseph Michael | Bachelor of Science in Nursing |
| Ellrod, Kyle Brooks | Bachelor of Science |
| Elmore, Christopher Kane | Bachelor of Science |
| Elmore, Quenturha | Bachelor of Science |
| Eman, Lydia K | Bachelor of Science |
| Emery, Alexandra Lynn | Bachelor of Science |
| England, Riley L | Bachelor of Science |
| Engle, Carolyn Keegan | Bachelor of Science |

| | |
|----------------------------|--------------------------------|
| Englehardt, Gregory Jon | Bachelor of Applied Science |
| English, Chase Joselyn | Bachelor of Science |
| English, Shayla M | Bachelor of Science |
| Engstrom, Allison Casey | Bachelor of Science |
| Ennen, Amber Elizabeth | Bachelor of Science |
| Estrada, Aubrey Athena | Bachelor of Science |
| Evans, Brandon Blake | Bachelor of Science |
| Evans, Ryan Keith | Bachelor of Science |
| Evans, Tia Marie | Bachelor of Science |
| Evitts Jr, John Franklin | Bachelor of Science |
| Fair, Tajaa R | Bachelor of Arts |
| Faraci, Kevin Lewis | Bachelor of Science |
| Farley, John Wesley | Bachelor of Science |
| Farmer, Anna Lucille | Bachelor of Science in Nursing |
| Farnsworth, Jackson Kyle | Bachelor of Science |
| Felty, Casey Allen | Bachelor of Arts |
| Fenton, Kristen Samantha | Bachelor of Music Education |
| Ferba, Briunna Shamari | Bachelor of Science |
| Ferguson Jr, Carey | Bachelor of Science |
| Ferguson, Cassandra R | Bachelor of Science |
| Ferguson, Courtney Nicole | Bachelor of Science |
| Fiddler III, David Phillip | Bachelor of Science |
| Fiddler, Angelika Daun | Bachelor of Science |
| Field, Leah Dawn | Bachelor of Science in Nursing |
| Fields, Gabrielle O | Bachelor of Science |
| Fireline, Cheryl Ann | Bachelor of Science |
| Fitzgerald, Tiara Michelle | Bachelor of Science |
| Flood, Jessica Leigh | Bachelor of Science |
| Ford, Chelsea Ann | Bachelor of Science |
| Fore, Daniel Albert | Bachelor of Science |
| Fortman, Alexis Diane | Bachelor of Arts |
| Fosnight, Chloe Bernadette | Bachelor of Science |
| Foster, Darien Michelle | Bachelor of Science in Nursing |
| Foust, Logan Webster | Bachelor of Science |
| Frame, Jason Alexander | Bachelor of Science |
| Francis, DiAndre Marcio | Bachelor of Science |
| Franco, Mercedes McCutchen | Bachelor of Science |
| Frank, Zoeann Grace | Bachelor of Science in Nursing |
| Freeman, A'anyka Shavonne | Bachelor of Science |
| Freeman, Cody L | Bachelor of Science |
| Froehlich, Anthony | Bachelor of Science |
| Fulton, Taylor | Bachelor of Science |
| Gable, Karlee Cree | Bachelor of Science |
| Gallagher, Rowan Michelle | Bachelor of Science |

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| Gallup, Dylan J | Bachelor of Science |
| Gambill, Reagan M'Kae | Bachelor of Science in Nursing |
| Gann, Jaden Marie | Bachelor of Science |
| Garber, Olivia Jayne | Bachelor of Science |
| Garcia Castaneda, Victor Ezequiel | Bachelor of Science |
| Garcia, Brianne Nicole | Bachelor of Science |
| Garcia, Fernando E | Bachelor of Science |
| Gard, McKenzie Marie | Bachelor of Science in Nursing |
| Garmon, Alecia V | Bachelor of Science |
| Garrett, Jakeish Keshawn | Bachelor of Science |
| Garrett, Paige Amber | Bachelor of Science |
| Gary, Allyson Ivy | Bachelor of Science |
| Gaston, Tristan | Bachelor of Science |
| Gavaghan, Timothy Patrick | Bachelor of Science |
| Gay, Charles Gene | Bachelor of Science |
| Gee, Kelsie N | Bachelor of Arts |
| Gee, Kelsie N | Certificate Undergraduate |
| Gibbs, Rebecca | Bachelor of Science |
| Gibford, Shawn Michael | Bachelor of Science |
| Gigers, De'Jah Monik | Bachelor of Science |
| Gill, Jack Ruger | Bachelor of Science |
| Gipson, Caroline Ilma | Bachelor of Science |
| Givens, Amber | Bachelor of Science in Nursing |
| Glascott, Caitlin Marie | Bachelor of Science |
| Glass, Diana Renee | Bachelor of Social Work |
| Glidewell, Austin Bradley | Bachelor of Science |
| Glowinski, Margaret V | Bachelor of Science |
| Goben, Sarah Marie | Bachelor of Science |
| Goelz, Anthony J | Bachelor of Science |
| Goldner, Destiny N | Bachelor of Science |
| Goldsby, Laundon Mercedes | Bachelor of Science |
| Goldsmith, Taylor Brooke | Bachelor of Science |
| Gonzalez, Alyssa Lynne | Bachelor of Science |
| Gonzalez, Nicole A | Bachelor of Science |
| Goodall, Lauren Ruth | Bachelor of Science |
| Goodwin, Justin D | Bachelor of Science |
| Graham, Rachel Marie | Bachelor of Science |
| Graman, Kelsey Layne | Bachelor of Science |
| Grant, Samuel Christopher | Bachelor of Arts |
| Grauer, Tyler Wade | Bachelor of Science |
| Grayson, Robyn M | Bachelor of Social Work |
| Graziano, Samantha Charlene | Bachelor of Science |
| Greenberg, Taylor | Bachelor of Science |
| Greene, Neal Andrew | Bachelor of Science |

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| Greenley, Madolyn Rose | Bachelor of Science |
| Gregg, Brandi Nicole | Bachelor of Science |
| Greninger, Gina Marie | Bachelor of Science |
| Grier, Nakia Anquez | Bachelor of Science |
| Griffin, Derek | Bachelor of Science |
| Griffin, Nicole Louise | Bachelor of Science |
| Griffith I, Richard Charles | Bachelor of Science |
| Griswold, Robert Thomas | Bachelor of Arts |
| Grooms, Addison L | Bachelor of Science |
| Grooms, Michelle Margaret | Bachelor of Science |
| Grundlock, Daniel | Bachelor of Science |
| Gu, Yiyang | Bachelor of Science |
| Guerrero, Jeremy Gerald | Bachelor of Science |
| Hackler, Emily G | Bachelor of Science |
| Hackman, Briann R | Bachelor of Science |
| Hagan, Garrett Allen | Bachelor of Arts |
| Hageman, Daniel L | Bachelor of Science in Nursing |
| Hagen, Abby Patricia-Marie | Bachelor of Science |
| Hailegabriel, Kidest Tamru | Bachelor of Science in Nursing |
| Hair, Corey Anthony | Pre Bachelor |
| Hall, Andrew James | Bachelor of Science |
| Hall, Dahnia Rene | Bachelor of Science |
| Hall, Latisha M | Bachelor of Science in Nursing |
| Hall, Markila Felicia | Bachelor of Science |
| Halsema, Jordan Marie | Bachelor of Science |
| Halstead, Christopher Lee | Bachelor of Music Education |
| Hampton, Toni Lynn | Bachelor of Science |
| Hanchett, Sydney Rae | Bachelor of Science |
| Hancock, Hannah Lynn | Bachelor of Science |
| Hancock, Lilly Wren | Bachelor of Science |
| Hansen, Kendall Nicole | Bachelor of Science |
| Hanson, Ross William | Bachelor of Music Education |
| Hao, Beixi | Bachelor of Science |
| Harbin, Joslyn Reed | Bachelor of Science |
| Harden, Jacob Emory | Bachelor of Science |
| Hardin, Chelsea Renee | Bachelor of Social Work |
| Hardy, Monique Elise | Bachelor of Arts |
| Hargens, Sierra | Bachelor of Science |
| Harlan, Christopher William | Bachelor of Science |
| Harling, Will A | Bachelor of Science |
| Harman, Lillian Irene | Bachelor of Arts |
| Harrington, Emily DeeAnn | Bachelor of Science |
| Harris, Fontaine Dashawn | Bachelor of Science |
| Harris, Grant Thomas | Bachelor of Science |

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| Harris, Roosevelt Elliotte, Jr | Bachelor of Science |
| Harrison, Shania Shyanne | Bachelor of Science |
| Harrison, Stephanie L. | Bachelor of Science |
| Harrison, Zachary R | Bachelor of Science |
| Harsin, Jackson Lane | Bachelor of Arts |
| Harvey, Kelsey Brianna | Bachelor of Science |
| Haskins-Bennett, Landon Phillip | Bachelor of Science |
| Hawkinberry, Tiwana Lynne | Bachelor of Science |
| Hawkins, Josie E | Bachelor of Social Work |
| Hawley, Julia Nicole | Bachelor of Science |
| Hayden, Christopher Ivan | Bachelor of Science |
| Hayes, Lucy Boyd | Bachelor of Science in Nursing |
| Hayes, Payton Michael | Bachelor of Science |
| Haynes, Samantha R | Bachelor of Science |
| Haynes, Tracy Lee | Bachelor of Science |
| Hays, Tyler Madison | Bachelor of Arts |
| Hayslip, Tristan Joseph | Bachelor of Arts |
| Hayward, Emma Rosemary | Bachelor of Science |
| Hazelrigg, Emily A | Bachelor of Social Work |
| Hazzard, Kaci Nicole | Bachelor of Science |
| Hebble, Jillian Eileen | Bachelor of Social Work |
| Hecklinski, Riley M | Bachelor of Arts |
| Hedden, Haley Renee | Bachelor of Science |
| Helle, Caithlin Mairead | Bachelor of Science |
| Hellmich, Madeline Mae | Bachelor of Arts |
| Helmi, Ashley S | Bachelor of Science |
| Helms, Cassidy Tayler | Bachelor of Science |
| Helton, Seth Edward | Bachelor of Science |
| Hemphill, Ki'Jana Sharice | Bachelor of Science |
| Henderson, Jacob William Thomas | Bachelor of Science |
| Hendricks, Brooke Danielle | Bachelor of Science |
| Hendrixson, Brayden L | Bachelor of Science |
| Hendrixson, Brett H | Bachelor of Science |
| Hendry, Kirsten | Bachelor of Science |
| Henley, Alicia E | Bachelor of Science |
| Henley, Samia Renee | Bachelor of Social Work |
| Henning, Emma Louise | Bachelor of Science |
| Hentrup, Shannon Lee | Bachelor of Science |
| Herrera, Daniel Alexander | Bachelor of Science |
| Herrin, Margaret Alyse | Bachelor of Science |
| Herrmann, Jacob Mckinley | Bachelor of Science |
| Herron, Derek Wayne | Bachelor of Science |
| Hickerson, Shantel Niccole | Bachelor of Science |
| Higgins, Jacob Benjamin | Bachelor of Science |

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|--------------------------------|------------------------------------|
| Higgins, Katherine T | Bachelor of Science |
| Higgs, Hannah B | Bachelor of Science |
| Hill, Chad Allen | Bachelor of Science |
| Hill, Frances Marie | Bachelor of Science |
| Hill, Kaylyn E | Bachelor of Science |
| Hill, Shelbie | Bachelor of Science |
| Hillman, Rolanda Danielle | Bachelor of Science |
| Hines, Emily Michelle | Bachelor of Science |
| Hinkel, Jonathon Roberto | Bachelor of Science |
| Hinkle, Devin James Eugene | Bachelor of Science |
| Hinkle, Diamond Jewel | Bachelor of Science in Nursing |
| Hirt, Indre Ruta | Bachelor of Science |
| Hisel, Brandi | Bachelor of Science |
| Hocking, Morgan Aubri | Bachelor of Science |
| Hoffmann, Jade Davinia | Bachelor of Science |
| Hogan, Nicky Don | Bachelor of Science |
| Holbrook, Alexander Maxwell | Bachelor of Science |
| Holian, Dean Thomas | Bachelor of Science |
| Hollingsworth, Desiree N | Bachelor of Social Work |
| Hollingsworth, Kade R | Bachelor of Science |
| Hollinsworth, Samarcus Nicklos | Bachelor of Science |
| Hollis, Kenadi Lynn | Bachelor of Science |
| Hooten, Joseph Tyler | Bachelor of Science |
| Horn, Kassondra Marie | Bachelor of Social Work |
| Horton, Kevin Lee, II | Bachelor of Science |
| House, Allyson Marie | Bachelor of Social Work |
| Howard, Antoine D | Bachelor of Science |
| Howard, Tequilla C | Bachelor of Science |
| Howell, Niashja Samone | Bachelor of Science |
| Hubbert, Nayasia-Rae Raquel | Bachelor of Fine Arts |
| Huelsmann, Abbey Nicole | Bachelor of Science |
| Hughes, Lacey Nacoe | Bachelor of Science |
| Hughes, Matayzia Tasheonna | Bachelor of Science |
| Hull, Kyra Morgan | Bachelor of Science |
| Hummel, Abigail Marie | Bachelor of Science |
| Humphrey, Jeremy Paul | Bachelor of Science in Engineering |
| Huntley Jr, Chad Patrick | Bachelor of Science |
| Hurst, Katherine A | Bachelor of Science |
| Huser, Maleah Denae | Bachelor of Science |
| Hutzel, Joseph Ives | Bachelor of Science |
| Ibrahimovic, Selma | Bachelor of Science |
| Igleheart, Madison Belle | Bachelor of Science |
| Ince, Allana Njeri | Bachelor of Science |
| Ingall, Sutherland Marie | Bachelor of Science |

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|-----------------------------|--------------------------------|
| Ingram, Zachary Tra'shaun | Bachelor of Science |
| Irby Jr, Cezanne Rashad | Bachelor of Science |
| Isley, Jessica Annette | Bachelor of Science |
| Jackson, Ancil Matthew | Bachelor of Science |
| Jackson, Bryant Stearley | Bachelor of Science |
| Jackson, Paris Dominique | Bachelor of Science |
| Jackson, Racquel Marlene | Bachelor of Science |
| Jacobs, Alec Von | Bachelor of Science |
| Jaeger, Jo Elle | Bachelor of Science |
| Jandra, Michael Ray | Bachelor of Science |
| Jangala, Angela | Bachelor of Science in Nursing |
| Jaros, Savannah J | Bachelor of Science in Nursing |
| Jefson, Lyle Scott | Bachelor of Science |
| Jemison, Jaylen L | Bachelor of Science |
| Jenkins, Darius | Bachelor of Science |
| Jerrells, Bridget Nicole | Bachelor of Social Work |
| Jewell, Michael Todd | Bachelor of Science |
| Jiang, Lei | Bachelor of Science |
| Jindra, Michael | Bachelor of Science |
| Jobbe, Nicholas Anthony | Bachelor of Science |
| Johnson IV, James Lewis | Bachelor of Science |
| Johnson Jr, Donald | Bachelor of Science |
| Johnson, Allante' | Bachelor of Science |
| Johnson, Angela Nichole | Bachelor of Science |
| Johnson, Danielle Angelique | Bachelor of Science |
| Johnson, Erick Allen | Bachelor of Science |
| Johnson, Jenna Kelly | Bachelor of Science |
| Johnson, Jeremy Evan | Bachelor of Science |
| Johnson, Mara Nichole | Bachelor of Science |
| Johnson, Taylor Tinsley | Bachelor of Science |
| Johnson, Teana Bell | Bachelor of Science |
| Jones, Amber C | Bachelor of Science |
| Jones, Dana Arlene | Bachelor of Social Work |
| Jones, Danyale J | Bachelor of Arts |
| Jones, Elizabeth Jayne | Bachelor of Arts |
| Jones, Jasmine Chiquita | Bachelor of Science |
| Jones, Keaton Bradley | Bachelor of Science |
| Jones, McKenna Gabrielle | Bachelor of Arts |
| Jones, Sonya D | Pre Bachelor |
| Jones, Stephanie Lynn | Bachelor of Science |
| Jordan, James A | Bachelor of Science |
| Joyner, Dalton Anthony | Bachelor of Science |
| Jusevitch, Hunter E | Bachelor of Science |
| Kane, Austin R | Bachelor of Science |

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|----------------------------|--------------------------------|
| Karr, Ashton | Bachelor of Science in Nursing |
| Kauffman, Clayton M | Bachelor of Science |
| Kay, Rebecca A | Bachelor of Science |
| Kcehowski, Kevin Franklin | Bachelor of Science |
| Kearney, Neah N | Bachelor of Science |
| Kehrt, Braden Kreigh | Bachelor of Science |
| Keller, Jordan Mae | Bachelor of Science |
| Kelly, Jacob Robert | Bachelor of Science |
| Kerstiens, Luke Robert | Bachelor of Science |
| Kesselring, Natalie R | Bachelor of Science in Nursing |
| Kessinger, Bronson Thomas | Bachelor of Science |
| Kessinger, Bronson Thomas | Certificate Undergraduate |
| Kiefer, Nolan Othmar | Bachelor of Science |
| Kieti, Regina Nzisa | Bachelor of Science in Nursing |
| Kilburn, Heather Elizabeth | Bachelor of Science |
| Kimbrough, Alexis L | Bachelor of Science |
| King, TerRae M | Bachelor of Science |
| Kinsey, Alexa Rachelle | Bachelor of Science in Nursing |
| Kirby, Kari Ann | Bachelor of Science |
| Kirkhoff, David M | Bachelor of Science |
| Kirmse, Nichole Louise | Bachelor of Science |
| Kiser, Breanna | Bachelor of Science |
| Knight, Brook | Bachelor of Social Work |
| Knox, Stephen Robert | Bachelor of Science |
| Koch, Dakota Allen | Bachelor of Science |
| Koester, Matthew L | Bachelor of Science |
| Kongelf, Kimberly Jean | Bachelor of Science in Nursing |
| Kooi, Nathan K | Bachelor of Science |
| Kostka, Mykenzie Lynne | Bachelor of Science |
| Kozor, Anna | Bachelor of Science |
| Krampe, Hunter Michele | Bachelor of Science |
| Kruis, Charles | Bachelor of Science |
| Kuhling, Shila Rae | Bachelor of Science |
| Kuhns, Alex Weber | Bachelor of Science |
| Laino, Cassia Sue | Bachelor of Social Work |
| Lamacki, Jonathon Robert | Bachelor of Science |
| Lane, Carrie A | Bachelor of Science |
| Lane, Cody James | Bachelor of Science |
| LaPlante, Alyson Nicole | Bachelor of Arts |
| Large, Meghan Kaitlyn | Bachelor of Science |
| Larson, Anna | Bachelor of Science |
| Larson, Jakob Dylan | Bachelor of Science |
| Latham, Casey Evan | Bachelor of Science |
| Latta, MacKenzie Rae | Bachelor of Science |

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|---------------------------|--------------------------------|
| Lauzon-Hodge, Allie | Bachelor of Science |
| LaVoy, Ryan Thomas | Bachelor of Science |
| Lawler, Jordyn Renee | Bachelor of Science |
| Lawless, John William | Bachelor of Science |
| Lawson, Jenna Marie | Bachelor of Science |
| Layug, Vanessa Samantha P | Bachelor of Science |
| Lebran, Matthew James | Bachelor of Science |
| Leder, Erica Susan | Bachelor of Science in Nursing |
| Lee, Anna Elizabeth | Bachelor of Science |
| Lee, Dong Hyok | Bachelor of Science |
| Lee, Thovonne Lana'e | Bachelor of Science |
| Lenihan, Connor Malachy | Bachelor of Arts |
| Lennox, Ryan Michael | Bachelor of Science |
| Leverton, Kate Rose | Bachelor of Science |
| Lewis, Samantha Lynne | Bachelor of Science |
| Ligget, Sara S | Bachelor of Arts |
| Ligget, Sara S | Certificate Undergraduate |
| Lindauer, Ashli Anne | Bachelor of Science |
| Lindley, Justin | Bachelor of Science |
| Lindsay, Caitlyn | Bachelor of Science |
| Lindsley, Zoe | Bachelor of Science |
| Link, Natalee G | Bachelor of Arts |
| Linton I, Ethan Gregory | Bachelor of Science |
| Lira, Yulissa I | Bachelor of Science in Nursing |
| Little, Andrew R | Bachelor of Science |
| Littlejohn, Michelle | Bachelor of Science |
| Lkhider, Mohamed Yassine | Bachelor of Science |
| Lomax, Kiera M | Bachelor of Science |
| Long Suiter, Aryn Precila | Bachelor of Arts |
| Lopez, Chris Anthony | Bachelor of Science |
| Loughead, Autum Brooke | Bachelor of Science |
| Lowe, Rebecca Anne | Bachelor of Science |
| Lowe, Tucker William | Bachelor of Science |
| Lubbehusen, Conner Jacob | Bachelor of Science |
| Luke, Julia Kersti | Bachelor of Science |
| Lumbu, Justia Nonga | Bachelor of Science |
| Luna, Yvonne Nicole | Bachelor of Science |
| Lunger, Jordyn Renae | Bachelor of Science in Nursing |
| Lynch, Ashley Janel | Bachelor of Science |
| Lynch, Sydney D | Bachelor of Science |
| Maboh, Remy B | Bachelor of Science |
| Mabry, Ashley Nicole | Bachelor of Science in Nursing |
| MacFeely, Connor Wayne | Bachelor of Arts |
| Macke, Dana Bair | Bachelor of Science |

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|---------------------------------|--------------------------------|
| Mackey, Rhonda Kay | Bachelor of Science |
| Madden, Colleen E | Bachelor of Science |
| Maffioli, Nicole Leann | Bachelor of Social Work |
| Magness, Jared Allen | Bachelor of Science |
| Maikranz, Madison Leigh | Bachelor of Applied Science |
| Main, Xavier Alexander | Bachelor of Science |
| Maiserouille, Caitlyn Elizabeth | Bachelor of Science |
| Maisonneuve, Cory Martin | Bachelor of Science |
| Malchiodi, Amanda Rae | Bachelor of Science |
| Malek, Kaitlyn Kaye | Bachelor of Science |
| Malicki, Cameron Scott | Bachelor of Science |
| Malmborg, Alexandra Leigh | Bachelor of Science in Nursing |
| Maple, Connor Peyton | Bachelor of Arts |
| Marawi, Haythem Isam | Bachelor of Science |
| Marietta, Taylor Nicole | Bachelor of Science in Nursing |
| Mariscal, Mariah Kay | Bachelor of Science |
| Marks, Chloie Marie | Bachelor of Science |
| Maroney, Jacob E | Bachelor of Science |
| Marsh, Luke Scott | Bachelor of Science |
| Martinez, Angelica | Bachelor of Science in Nursing |
| Martinez, Glorio Andrew | Bachelor of Science in Nursing |
| Marvel-Groppenbacher, Dylan | Bachelor of Science |
| Marvell Jr, Paul William | Bachelor of Science |
| Mascreen, Rony | Bachelor of Science |
| Mattingly, Aaron Wayne | Bachelor of Science |
| Mattos, Donald J | Bachelor of Science |
| Maxwell, Abigail Nicole | Bachelor of Science |
| Mayfield, Rylie Daisha | Bachelor of Science |
| Mbiso, Igor Mbeku | Bachelor of Science |
| McAdams, Caitlenn Marie | Bachelor of Social Work |
| McAtee, Cameron Tyler | Bachelor of Science |
| McCadden, Jennifer A | Bachelor of Science in Nursing |
| McCall, Stefan Natiel Taheer | Bachelor of Arts |
| McCarter Jr, Contrell | Bachelor of Science |
| McClain, Rebecca Carrell | Bachelor of Applied Science |
| McClendon, Matthew J | Bachelor of Science |
| McClendon, Monique Marie | Bachelor of Science |
| McCord Koontz, Taylor Suzann | Bachelor of Science |
| McCoy, Rileigh Nicole | Bachelor of Arts |
| McDaniel, Craig M | Bachelor of Science |
| McDonald, Madison L | Bachelor of Arts |
| McDonald, Madison L | Bachelor of Science |
| McDonald, Sarah Janine | Bachelor of Science |
| McKinney, Margo Emily | Bachelor of Social Work |

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|------------------------------|--------------------------------|
| McKinney, Taylor Kay | Bachelor of Science |
| McMahan, Casey Lauren | Bachelor of Science |
| McMasters II, Douglas Edward | Bachelor of Science |
| McNair, Jontel Kye | Bachelor of Science |
| McWhorter, Wyatt James | Bachelor of Science |
| McWilliams, Bailey C | Bachelor of Fine Arts |
| Meadows, Jessika Elexis | Bachelor of Science |
| Mefford, Morgan Marie | Bachelor of Science in Nursing |
| Mehany, Phoebe Anwar | Bachelor of Public Health |
| Mehringer, Kendra Marie | Bachelor of Science |
| Mellon, Nakylie Kay | Bachelor of Science |
| Memmer, Joseph Daniel | Bachelor of Science |
| Mentado, Tamar | Bachelor of Science in Nursing |
| Mesaeh, Sarah Jane | Bachelor of Science |
| Mesaeh, Sarah Jane | Certificate Undergraduate |
| Messmer, Maggie Elizabeth | Bachelor of Arts |
| Metcalf, Breonna K | Bachelor of Science |
| Meurer, Shelsie Drew | Bachelor of Science |
| Meyer, Aaron John | Bachelor of Science |
| Michalic, Madison P | Bachelor of Science |
| Middleton, Amanda Louise | Bachelor of Science |
| Mikesell, Brandon K | Bachelor of Science |
| Mikhail, Crystal Karim | Bachelor of Arts |
| Milanowski, April Jane | Bachelor of Science in Nursing |
| Millen, Lucas James | Bachelor of Science |
| Miller, Caitlyn M | Bachelor of Science in Nursing |
| Miller, Christopher S | Bachelor of Applied Science |
| Miller, Jodi Marie | Bachelor of Science |
| Miller, Maureasa Cemone | Bachelor of Science |
| Miller, Max Andrew | Bachelor of Science |
| Miller, Michael | Bachelor of Science |
| Millikan, Joshua Brantly | Bachelor of Science |
| Minatra, Katherine Ann | Bachelor of Science |
| Mitchell, Amanda Mae | Bachelor of Science |
| Mitchell, Brock Aaron | Bachelor of Science |
| Mkoma, Brenda Jackson | Bachelor of Science |
| Moan, Benjamin Nicholas | Bachelor of Music Education |
| Momanyi, Enoch | Bachelor of Science |
| Money, Zane Thomas | Bachelor of Arts |
| Monge, Sandy | Bachelor of Science |
| Montemayer, Brittany D | Bachelor of Science |
| Montgomery, Cora Dean | Bachelor of Social Work |
| Montgomery, Geoffrey Allen | Bachelor of Science |
| Montgomery, Tamia Manae | Bachelor of Science |

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|-----------------------------|--------------------------------|
| Moore, Ciera Maylynn Marie | Bachelor of Science |
| Moore, Patty Ann | Bachelor of Science |
| Moore, Sierra Brooke | Bachelor of Science |
| Moore, Sierra Dawn | Bachelor of Science |
| Moore, Taylin Renee | Bachelor of Science |
| Moore, Zechariah | Bachelor of Science |
| Moralis, Austin Mychael | Bachelor of Science |
| Moran, Briana Nicole | Bachelor of Science |
| Moran, Hunter Scott | Bachelor of Science |
| Moreno, Kevin, Sr | Bachelor of Science |
| Morgan, Alyssa Lynn | Bachelor of Music Education |
| Morgan, Cole Johnathon | Bachelor of Science |
| Morgan, Sophie Alisa | Bachelor of Science |
| Morgan, Wyatt Nathaniel | Bachelor of Science |
| Morlan, Devin | Bachelor of Science |
| Morozoff, Rhiannon Georgina | Bachelor of Science |
| Morris, Taylor Elane | Bachelor of Science |
| Morris, Zachary Amir | Bachelor of Science |
| Morrow, Jada | Bachelor of Science |
| Morton, Randy E, III | Bachelor of Science |
| Mukes Jr, DeShay Antoine | Bachelor of Science |
| Mullins, Bryce Evan | Bachelor of Science |
| Munro, Michael | Bachelor of Science |
| Murphy, Braden Vincent | Bachelor of Science |
| Murphy, Bradley a | Bachelor of Science |
| Murphy, Walter Allan | Bachelor of Science |
| Murray-Staples, Knija Kean | Bachelor of Science in Nursing |
| Myers, Jason Wayne | Bachelor of Science |
| Naylor, Kevin | Bachelor of Arts |
| Ndifor, Lenora | Bachelor of Science |
| Ndoye, Amie Michelle | Bachelor of Science |
| Neal, Melody Alyssa | Bachelor of Arts |
| Neill, Jordan C | Bachelor of Science |
| Nelson, Evan Bradley | Bachelor of Science in Nursing |
| Nelson, Kaileigh M | Bachelor of Science |
| Ness, Abigail Jeanne | Bachelor of Science |
| Neuenschwander, Tyler L | Bachelor of Science |
| Newhouse, Seth Aaron | Bachelor of Science |
| Ngwenya, Hazeltine | Bachelor of Science |
| Nicholson, Carlie LeeAnna | Bachelor of Science |
| Nickle, Storie Alexandra | Bachelor of Science |
| Niemann, Brittany Nicole | Bachelor of Science |
| Nier, Bailey Jean | Bachelor of Science |
| Nirwal, Karnpreet Kaur | Bachelor of Science |

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|---------------------------------|--------------------------------|
| Nixon, Alden Joshua | Bachelor of Science |
| Nobbe, Seirra Bryanne | Bachelor of Arts |
| Nowaskie, Brandt Joseph | Bachelor of Science |
| Nulph, Madeline Elaine | Bachelor of Science |
| Nunez, Jerry Eden | Bachelor of Science |
| Nuthak, Katelyn Dianne | Bachelor of Science |
| Nuyen, Courtney E | Bachelor of Science |
| Oakley, Veronica Elena | Bachelor of Science |
| Oblinger-Hammond, Ripley Morgan | Bachelor of Arts |
| O'Brien, Spencer Shane | Bachelor of Science |
| Ocasio, Carlos Manuel | Bachelor of Science |
| Oellig, Blaire | Bachelor of Arts |
| Okomba, Virgini | Bachelor of Science |
| Olinger, Emily Jo | Bachelor of Science |
| Oliver, Jelessa Na'Kole | Bachelor of Science in Nursing |
| O'Neal, Clayton Gorham | Bachelor of Science |
| O'Neal, Erin Elizabeth | Bachelor of Science |
| Orlando, Mikayla Ann | Bachelor of Science |
| Ornduff, Steven Nicholas | Bachelor of Science |
| Ortiz, Tracy | Bachelor of Science |
| Osborn, Austin R | Bachelor of Science |
| O'Sullivan, James Nabeel | Bachelor of Arts |
| Oudes, Jonathan Cole | Bachelor of Science |
| Overstreet, Shelby | Bachelor of Science |
| Owen Sr, Harley Gene | Bachelor of Science |
| Owen, Arthur James | Bachelor of Science |
| Owens, Maleyke' Charyce | Bachelor of Science |
| Owensby, A'via | Bachelor of Science |
| Owsley, Aireon Monai | Bachelor of Social Work |
| Oxford, Garrett Howard | Bachelor of Science |
| Oyedeji, Jide Johnson | Bachelor of Science |
| Pace, Christine Leola | Bachelor of Science |
| Pack, Hannah Elizabeth | Bachelor of Science |
| Padan, Sarah Elizabeth | Bachelor of Science |
| Page, August | Bachelor of Science |
| Paige, Tavonte Dejuan | Bachelor of Arts |
| Paige, Tavonte Dejuan | Certificate Undergraduate |
| Pankey, Mackenzie Nicole | Bachelor of Science |
| Papa, Alexzandra | Bachelor of Science |
| Parks, William Michael | Bachelor of Science |
| Patel, Chirag Sandeep | Bachelor of Science |
| Patel, Parth | Pre Bachelor |
| Patel, Shan K | Bachelor of Arts |
| Patrick, Kourtney N | Bachelor of Science |

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|-----------------------------------|--------------------------------|
| Pattengale, Veronica Lynn | Bachelor of Science |
| Patton, Daniel Ray | Bachelor of Science |
| Patton, Garrett Wayne | Bachelor of Science |
| Paul, Richard Darren | Bachelor of Science |
| Pavot, Justin Robert Drew Taroshi | Bachelor of Music Education |
| Peecher, Serea Antoinette | Bachelor of Science |
| Peele, Evan Wayne | Bachelor of Science |
| Pell, Hallie Marie | Bachelor of Science |
| Perez, Ariana Joy | Bachelor of Science |
| Perrelle, Lauren Makenzie | Bachelor of Science |
| Perry, Austin C | Bachelor of Science |
| Perry, Erika Catheryn | Bachelor of Science |
| Persinger, Seth Bryton | Bachelor of Science |
| Pesavento, Nicholas M | Bachelor of Science |
| Peskin, Elisabeth Ann | Bachelor of Science |
| Peters, Sarah Katherine | Bachelor of Science in Nursing |
| Peterson, Katlynd Violet | Bachelor of Science |
| Petro, Lillian S | Bachelor of Science |
| Petro, Samuel R | Bachelor of Science |
| Petry, Eric S | Bachelor of Science |
| Pezan, Alyssa D | Bachelor of Science |
| Phillipy, Patrick Owen | Bachelor of Science |
| Pickett, Joshua A | Bachelor of Science |
| Piel, Abigail C | Bachelor of Science |
| Piloni, Alberto Camacho | Bachelor of Science |
| Pippin, Malachi Tyre | Bachelor of Science |
| Pittman, Ian G | Bachelor of Science |
| Pizano, Gloria A | Bachelor of Science |
| Poindexter, Alan Lee | Bachelor of Science |
| Pongonis, Tyler Richard | Bachelor of Science |
| Pool, Sheridan Maureen | Bachelor of Science |
| Poole, Evan | Bachelor of Science |
| Porter, Kyla Marie | Bachelor of Science |
| Posz, Jarett Michael | Bachelor of Science |
| Powell, Julia Marie | Bachelor of Music |
| Prange, Kevin James | Bachelor of Science |
| Prechtel, Payton R | Bachelor of Science |
| Pribyl, Cody Allen | Bachelor of Science |
| Price, Deshawn I | Bachelor of Science |
| Price, Ishmael Ja'Quan | Bachelor of Science |
| Pringle, Erika D | Bachelor of Science |
| Prosch III, Thomas John | Bachelor of Science |
| Purcell, Madison Elizabeth | Bachelor of Science |
| Qualkenbush, Amanda | Bachelor of Science |

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| Quarles, Dariane Marquis | Bachelor of Science |
| Quinn, Taylor Nicole | Bachelor of Science |
| Raby, Ashley Elizabeth | Bachelor of Science |
| Raley, Shannon K | Bachelor of Science in Nursing |
| Ramey, Chandler Mae | Bachelor of Science in Nursing |
| Ramirez, Jazmin Leya | Bachelor of Science |
| Ramsey, William Morgan | Bachelor of Science |
| Ransom, Amir Taiymn | Bachelor of Science |
| Ratliff, Emily Elizabeth | Bachelor of Science |
| Ray, Asiyah Amore | Bachelor of Science |
| Raybould, Tristen Kent Hall | Bachelor of Science |
| Raymer, Heaven Lillian | Bachelor of Science |
| Reckelhoff, Allison Nichole | Bachelor of Arts |
| Rednour, Madelyn Ruth | Bachelor of Science |
| Reed, Bria Simone | Bachelor of Science |
| Reed, Samantha Nichole | Bachelor of Science |
| Reichelt, Jonathan Robert | Bachelor of Science |
| Reichert, Patricia Danielle | Bachelor of Science |
| Reininga, Nathaniel Scott | Bachelor of Arts |
| Reis, Brandi Nicole | Bachelor of Science |
| Rempe, Laura | Bachelor of Science |
| Rex, Joshua Paul | Bachelor of Science |
| Reynolds, De'Maria Amoni | Bachelor of Science in Nursing |
| Rhodes, Sarah Marie | Bachelor of Music Education |
| Rice, Dionte D | Bachelor of Science |
| Richardson, Addias | Bachelor of Science in Nursing |
| Richardson, Patrick Joseph | Bachelor of Science |
| Richmond, Madeline Leigh | Bachelor of Science |
| Ricket, Jocelyn Nicole | Bachelor of Science |
| Ridley, Najah Kwasi | Bachelor of Science |
| Ripperdan, Jordan Chase | Bachelor of Science |
| Rizzuto, Melissa Ann | Bachelor of Science |
| Roach, Shawn William | Bachelor of Science |
| Roark, Rachel M | Bachelor of Science |
| Robbins, Logan Michael | Bachelor of Science |
| Robbins, Tracy J | Bachelor of Science |
| Roberts, Cidney Ann | Bachelor of Science |
| Roberts, Santanna R | Bachelor of Science in Nursing |
| Roberts, Shelby Lynn | Bachelor of Science |
| Robinson, Madison Leigh | Bachelor of Science |
| Robinson, Makayla Lee | Bachelor of Science |
| Robison, Madeline Taylor | Bachelor of Science |
| Rodriguez, Vanessa | Bachelor of Science |
| Roessler, Brittney Jane | Bachelor of Science |

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| Rogers, Laura June | Bachelor of Arts |
| Roller, Cassidy Lee | Bachelor of Science |
| Ross, Lauren Elizabeth | Bachelor of Science in Nursing |
| Rouse, Lauren Ashira | Bachelor of Science |
| Rowan, Jazlyn N | Bachelor of Science |
| Royer, Whitney | Bachelor of Science in Nursing |
| Ruggiero, Aaron Lucas | Bachelor of Science |
| Runde, Jackelyn M | Bachelor of Science |
| Russell, Kailee Jo | Bachelor of Science |
| Ryan, Kayla L | Bachelor of Science |
| Saavedra Rios, Jennifer | Bachelor of Science |
| Sabins, Ashley | Bachelor of Science |
| Salazar, Abigail Marie | Bachelor of Science |
| Salisbury, Luke William | Bachelor of Arts |
| Salisbury, Luke William | Certificate Undergraduate |
| Sams, Kannon Jacob | Bachelor of Science |
| Sanders, Cole Benjamin | Bachelor of Science in Nursing |
| Sanquenetti, Diana Lynn | Bachelor of Science in Nursing |
| Saylor, Brittany Lynn | Bachelor of Science |
| Schafer, Brooke Diane | Bachelor of Science |
| Scharton, Abigail Rachael | Bachelor of Science |
| Schindler, Olivia Jo | Bachelor of Science |
| Schloegl, Morgan Elaine | Bachelor of Science |
| Schmit, Maverick L | Bachelor of Science |
| Schneider, Joshua Howard | Bachelor of Science |
| Schneider, Kimberly D | Bachelor of Science |
| Schock, Adam Philip | Bachelor of Science |
| Schoelkopf, Austin James | Bachelor of Science |
| Schooler, Jacob Robert | Bachelor of Science |
| Schrock, Taylor R | Bachelor of Science |
| Schubert, Julie Leann | Bachelor of Arts |
| Schum, Bre Halley | Bachelor of Science |
| Schweinsberg, Lucas M | Bachelor of Science |
| Scott, Brenton | Bachelor of Science |
| Scott, Heather Andrea | Bachelor of Science |
| Scott, Zachary E | Bachelor of Science |
| Scroggin, Gavin Frederick | Bachelor of Science |
| Seay, Patrise | Bachelor of Social Work |
| Secondino, Amy Rose Ward | Bachelor of Science |
| Seward, Nolan Parker | Bachelor of Science |
| Sexton, Joseph Wels | Bachelor of Science |
| Shank, Charlene Shanna | Bachelor of Science |
| Sharp, Benjamin Taylor | Bachelor of Science |
| Sharp, Nina Rene | Bachelor of Science |

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| Sharp, Shaliyah | Bachelor of Science |
| Shepard, Tessa Irene | Bachelor of Science |
| Sherwood, Natalie E | Bachelor of Science in Nursing |
| Shewmake, Tiffany June | Bachelor of Science |
| Shockome, Bailey Jay | Bachelor of Science |
| Shore, Abbigail R | Bachelor of Arts |
| Shouse, Kaelyn Allie | Bachelor of Science |
| Shreve, Shaelyn Sue | Bachelor of Science |
| Sibrel, Beau | Bachelor of Science |
| Sichting, Haley Nicole | Bachelor of Science in Nursing |
| Siddons, Jade Nicole | Bachelor of Science |
| Sidloski, Katelyn E | Bachelor of Science |
| Siewers, Lauren Lea | Bachelor of Science |
| Silies, Pamela R | Bachelor of Science |
| Simon, Abigail Renae | Bachelor of Science |
| Simonson, Nathan E | Bachelor of Science |
| Sims, Leslie Marie | Bachelor of Science |
| Siner, Gregory Matthew | Bachelor of Science |
| Skyer, Cassandra Grayce | Bachelor of Science |
| Slankard, Corrin Marie | Bachelor of Science in Nursing |
| Slaven, Molly K | Bachelor of Science |
| Sledge, Courtney Suzanne | Bachelor of Science |
| Sloan, Bianca Theeonn | Bachelor of Arts |
| Small, Shelby I | Bachelor of Science |
| Smith, Abbie Taylor | Bachelor of Science |
| Smith, Antonia M | Bachelor of Science |
| Smith, Chase Ryan | Bachelor of Science |
| Smith, Elaina Joy | Bachelor of Science |
| Smith, Harrison C | Bachelor of Science |
| Smith, KayLynn Nicole | Bachelor of Science |
| Smith, Lakin Marie | Bachelor of Science |
| Smith, Matthew Phillip | Bachelor of Science |
| Smith, Samantha Rae | Bachelor of Science |
| Smith, Shyla Mae | Bachelor of Science |
| Smith, Sydney Lynn | Bachelor of Science |
| Smithhart, Tiffany M | Bachelor of Science |
| Smythe, Devin Michael Wade | Bachelor of Science in Nursing |
| Snapp, Michaela Rachelle | Bachelor of Science |
| Snedeker, Beau Patrick | Bachelor of Science |
| Snow, MaKenzie Leigh | Bachelor of Science |
| Snowden, Macie D | Bachelor of Science |
| Solana, Kendra Renee Madison | Bachelor of Social Work |
| Sopitan, Oluseyi O | Bachelor of Science |
| Soto, Cecilia Lee | Bachelor of Arts |

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| Souder I, Cassie Rochelle | Bachelor of Science in Nursing |
| Southwood, Hannah Margaret | Bachelor of Science |
| Spangler, Austin Garrett | Bachelor of Science |
| Spates, Breanna Mone' | Bachelor of Science |
| Spears, Leah Marie | Bachelor of Science in Nursing |
| Spencer, Jack R | Bachelor of Science |
| Spencer, Sierra Ranaye | Bachelor of Science |
| Spung, Cole Vance | Bachelor of Social Work |
| Spurgeon, David Lynn | Bachelor of Science |
| Stacks, Ian Isaac | Bachelor of Science |
| Stafford, Drake Eugene | Bachelor of Science |
| Stafford, Travis Alan | Bachelor of Science |
| Stahl, Dayton Elliott | Bachelor of Science |
| Staley, Jonathan Reed | Bachelor of Science |
| Stapleton, Elisabeth Ann | Bachelor of Science |
| Startzman, Kendall Jean | Bachelor of Science |
| Staves, Jordan Matthew | Bachelor of Science |
| Stayte, Abigail Katelyn | Bachelor of Social Work |
| Steele Jr., A L | Bachelor of Science |
| Steele, Sarah Marie | Bachelor of Science |
| Stephens, Andriana D | Bachelor of Science |
| Stephens, Benjamin Joe | Bachelor of Science |
| Stephens, Benjamin Joe | Certificate Undergraduate |
| Stephens, Megan Danielle | Bachelor of Science |
| Stephens, Ruth E | Bachelor of Science |
| Stephenson, Emily R | Bachelor of Science |
| Stepp, Damon Paul | Bachelor of Science |
| Stewart, Abrykia Mayme Marie | Bachelor of Science |
| Stone, Olivia Malyn | Bachelor of Arts |
| Stone, William Kaine | Bachelor of Science |
| Stordy, Thomas E | Bachelor of Science |
| Stott, LaKara Elaine | Bachelor of Science |
| Stovall Jr, Kenneth Lavell | Bachelor of Science |
| Stowe, SaBreelyn Nichole | Bachelor of Science |
| Strack, Vicki | Bachelor of Science |
| Streeter, Megan Elizabeth | Bachelor of Science |
| Strickland, Sydney Lynn | Bachelor of Science |
| Stringer, Amber M | Bachelor of Arts |
| Strunk, Sarah L | Bachelor of Science |
| Stutts, Mia | Bachelor of Science |
| Sullivan, Hannah F | Bachelor of Science |
| Sum, Claire Madeline | Bachelor of Science |
| Sumansky, Joseph Allen | Bachelor of Science |
| Sumler, Niccole M | Bachelor of Arts |

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| Sumler, Niccole M | Certificate Undergraduate |
| Summers, Allison P | Bachelor of Science |
| Summers, Alyssa Rae | Bachelor of Science |
| Suter, Charles Bailey | Bachelor of Science |
| Sutherland, Christina Grace | Bachelor of Science |
| Sutton, Kamae Necole | Bachelor of Science |
| Sutton, Tristan Raye | Bachelor of Science |
| Swanson, Jessica Darlene | Bachelor of Science |
| Swanson, Jessica Darlene | Certificate Undergraduate |
| Sweet, Austin Graham | Bachelor of Science |
| Sweet, Ethan W | Bachelor of Science |
| Sweitzer, Michael | Bachelor of Science |
| Synesael, Miranda Paige | Bachelor of Science |
| Tague, Hayley C | Bachelor of Science |
| Tarvin, Robin Latrice | Bachelor of Science |
| Taylor, Andi Shawntel | Bachelor of Science |
| Taylor, Brady Lee | Bachelor of Science |
| Taylor, Jordyn Diana | Bachelor of Science |
| Taylor, Reilly Maye | Bachelor of Science |
| Taylor, Tiarra Sherie | Bachelor of Arts |
| Teague, Olivia M | Bachelor of Social Work |
| Telemaco, Shannon Sheree | Bachelor of Science in Nursing |
| Tharp, Lydia S | Bachelor of Science |
| Tharp-Phillips, Shanelle Reann | Bachelor of Science |
| Theisz, Austin Raymond | Bachelor of Science |
| Thoman, Christopher | Bachelor of Science |
| Thomas, Elaina Bethany | Bachelor of Science |
| Thomas, Jasey Nicole | Bachelor of Science |
| Thomas, Michael Steven | Bachelor of Science |
| Thomas, Santiara Danae | Bachelor of Science |
| Thompson, Joshua David | Bachelor of Science |
| Thompson, Miles Richard | Bachelor of Science |
| Thornton, Corinne Elizabeth | Bachelor of Science in Nursing |
| Thorpe, David Jeremiah | Bachelor of Science |
| Thrasher, Taylor Michelle | Bachelor of Science |
| Thurmond, Taylor Renee | Bachelor of Arts |
| Tickle, Emily Kate | Bachelor of Science |
| Tieken, Patrick Edward | Bachelor of Science |
| Todd, Joshua Michael | Bachelor of Science |
| Todd, Kirrsten Elizabeth | Bachelor of Science |
| Tomaszewski, Alexandra K | Bachelor of Science |
| Tompkins, Joshua James | Bachelor of Science |
| Toombs, Alexandra Marie Leonie | Bachelor of Science |
| Toptsi, Hannah Elizabeth | Certificate Undergraduate |

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| Torry, Nia Chantae | Bachelor of Science |
| Trabue, Antonio R | Bachelor of Science |
| Treadway, Jon Chandler | Bachelor of Music |
| Treadway, Jon Chandler | Certificate Undergraduate |
| Trotter, Graham C | Bachelor of Science |
| Trotter, Te'Nyraa Naqueah | Bachelor of Science |
| Trout, Tyonna | Bachelor of Science in Nursing |
| Truby, Alexandria Nichole | Bachelor of Arts |
| Trumble, Connor Joseph | Bachelor of Science |
| Trusty, Madison Colleen | Bachelor of Science |
| Tukey, Maxwell Steven | Bachelor of Science |
| Tungate, Sydney R | Bachelor of Science |
| Turner, Hailey Marie | Bachelor of Arts |
| Uidl, Bradley James | Bachelor of Science |
| Underwood, Collin Tyler | Bachelor of Science |
| Utle, Logan A | Bachelor of Arts |
| Vakulenko, Daria Mikhailovna | Bachelor of Science |
| VanArsdale, Alisha D | Bachelor of Arts |
| Vanhorn, Brice Leon | Bachelor of Science |
| Vaughn, Breanna Danielle | Bachelor of Science |
| Vaughn, Brittany Morgan | Bachelor of Science |
| Vaught, Preslee R | Bachelor of Science |
| Vega, Wyatt Perry | Bachelor of Science |
| Veldhuizen, Hannah Juliette | Bachelor of Science |
| Vickers II, David | Bachelor of Arts |
| Viewegh, Haley N | Bachelor of Science in Nursing |
| Villain, Haleigh Lynee | Bachelor of Arts |
| Villalpando, Alex Branden | Bachelor of Music Education |
| Vinup, Tiffany Lynn | Bachelor of Science |
| Vicek, Kyle L | Bachelor of Arts |
| Voeller, Ciera Marie | Bachelor of Science |
| Voges, Marcus Henry | Bachelor of Science |
| Wa Mukwanga, Jerry Charles | Bachelor of Science |
| Wade, Jacob Michael | Bachelor of Science |
| Waggoner, MaKayla | Bachelor of Science |
| Wagner, Alecia Jalen | Bachelor of Science |
| Wagner, Roman Aylett Kent | Bachelor of Science |
| Wagoner, Ravine N | Bachelor of Science |
| Walden, Benjamin Andrew | Bachelor of Music Education |
| Walk, Ethan J | Bachelor of Science |
| Walker Jr., Atlantis Lashawn | Bachelor of Science |
| Walker, Allison Lauren | Bachelor of Science |
| Walker, Blake A | Bachelor of Science |
| Walker, Brett Stephen | Bachelor of Science |

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| Walker, Bryan E | Bachelor of Science |
| Walker, Matthew | Bachelor of Science |
| Walker, Mikayla Janee' | Bachelor of Science |
| Wallace, Ryan W | Bachelor of Science |
| Walter, Victoria Elizabeth | Bachelor of Science |
| Walther, Raegan Michelle | Bachelor of Science |
| Ward, Michaela Brianne | Bachelor of Science |
| Warman, Benjamin Thomas | Bachelor of Science |
| Warner, Janeece Leah | Bachelor of Arts |
| Warren, DeWaun Brian | Bachelor of Science |
| Warren, Torrie Cheyenne | Bachelor of Science |
| Washburn, Ashley Lynn | Bachelor of Arts |
| Washington, Jeremy | Bachelor of Science |
| Waters, Alexis Kay | Bachelor of Arts |
| Watler, Amanda Jayne | Bachelor of Science |
| Watson, Kyle Randall | Bachelor of Science |
| Wear, Kaylee Nicole | Bachelor of Science |
| Weber, Emily Grace | Bachelor of Science |
| Weber, Gage D | Bachelor of Science |
| Weeks, Jennefer M | Bachelor of Science |
| Weiler, Donovan Michael | Bachelor of Science |
| Weimer, Claire C | Bachelor of Science |
| Weimer, Ethan Michael | Bachelor of Science |
| Weir, Jaylen Faye | Bachelor of Science |
| Weiss, Jessica Taylor | Bachelor of Science |
| Weitkamp, Terena L | Bachelor of Science |
| Wellbaum, Jordan D | Bachelor of Science |
| Wells, Dashon | Bachelor of Science |
| Wells, Faith Danielle | Bachelor of Science |
| Wells, Somer L | Bachelor of Science in Nursing |
| Welsh, Paige Amber Dianne | Bachelor of Science |
| Wence, Braelyn N | Bachelor of Science |
| Wermert, Kelsey Ann | Bachelor of Science |
| West, Alexis Diamond | Bachelor of Science |
| West, Allison Danielle | Bachelor of Science |
| West, Brenna Layne | Bachelor of Science |
| Wewe, Matthew Edward | Bachelor of Science |
| Wheeler, Garry Michael | Bachelor of Science in Nursing |
| Whitbread, Tyler | Bachelor of Science |
| White, Jada Raye-Markisha | Bachelor of Science |
| White, Malik Ryheem | Bachelor of Science |
| White, Nathan Lee | Bachelor of Science |
| Whitman, Seth Jewell | Bachelor of Science |
| Whitted, Miranda Nicole | Bachelor of Science |

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| Wickens, Kaitlyn Elizabeth | Bachelor of Science |
| Wickens, Kyle Bradley | Bachelor of Science |
| Wiersum, Samantha Paige | Bachelor of Science |
| Wiersum, Samantha Paige | Certificate Undergraduate |
| Wildt, Joseph Daniel | Bachelor of Science |
| Wilkey, Emily Elizabeth | Bachelor of Arts |
| Wilkins, Caitlin Paige | Bachelor of Science |
| Wilkinson, Jake R | Bachelor of Science |
| Williams, Alaina Simone | Bachelor of Science |
| Williams, DeAndre Tyree | Bachelor of Science |
| Williams, Dorthea | Bachelor of Science in Nursing |
| Williams, Emily | Bachelor of Science |
| Williams, Jack Andrew | Bachelor of Science |
| Williams, Jasmine | Bachelor of Science |
| Williams, Lilly Nicole | Bachelor of Science |
| Williams, Paige | Bachelor of Science |
| Williams, Tessa A | Bachelor of Arts |
| Williams, Tony Christopher | Bachelor of Science |
| Williams, William M | Bachelor of Arts |
| Williams, Yasmine Juanita | Bachelor of Science |
| Williamson, Andrew Wayne | Bachelor of Science |
| Wilson, Kyle Edward | Bachelor of Science |
| Winegard, Leann Faith | Bachelor of Science |
| Winkler, Tristen Cole | Bachelor of Science |
| Wire, Allesha Victoria | Bachelor of Science |
| Wold, Jessica Rose | Bachelor of Science |
| Wolf, Samuel Matthew | Bachelor of Science |
| Woodard, Linzi Michelle | Bachelor of Science |
| Woodhull, Krista Renee | Bachelor of Music Education |
| Woodward, Andra Kenzi | Bachelor of Science |
| Woolley, Savannah Cathleen | Bachelor of Science |
| Wright, Alayza M | Bachelor of Science |
| Wright, Cody A | Bachelor of Science |
| Wright, James Russell | Bachelor of Science |
| Wright, Leah Marguerite | Bachelor of Science |
| Wright, Maxwell John Samuel | Bachelor of Science |
| Wright, Morgan M | Bachelor of Science |
| Wright, Patrick R | Bachelor of Science |
| Wrucke, Christian Anne | Bachelor of Science |
| Wyrick, Sarah Rachel | Bachelor of Science |
| Wyse, Megan Elizabeth | Bachelor of Science |
| Yagelski, Danielle Nicole | Bachelor of Science |
| Yarbrough, Montel Monya, Jr | Bachelor of Science |
| Yaros Jr, Daniel John | Bachelor of Science |

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| Yates, Taylor Loryn-Nicole | Bachelor of Science |
| Yeakley, Colton Steven | Bachelor of Science |
| York, Jayden R | Bachelor of Science |
| Zdrojewski, Nicole Anne | Bachelor of Science |
| Zerwig, Regan Marie | Bachelor of Arts |
| Ziebold, Drake Alexander | Bachelor of Science |
| Zimmerman, Krista Michelle | Bachelor of Science |
| Zondor, Michael Andrew | Bachelor of Science |

3j Elimination of Program Social Studies Licensure Programs

The following programs are no longer recognized as individual paths for licensure in Social Studies by the Indiana Department of Education. The elimination is to clean up catalog and Banner and ensure that listed programs can be selected by students.

- Geography for Social Studies Licensure
- Government for Social Studies Licensure
- Psychology for Social Studies Licensure

The proposal has been approved by the Dean of the College of Arts and Sciences, the Teacher Education Committee, Faculty Senate, and has the support of the Provost and Vice President for Academic Affairs.

Recommendation: Approval of the elimination of the listed Social Studies licensure areas, effective fall 2020.

Motion made by:

Motion seconded by:

Roll Call Vote:

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

3k New Program Certificate in Emerging Technology

As Indiana coal plants convert to other energy forms, the workers in these electricity plants do not have the skills necessary to work on the electrical grid associated with different forms of energy generation. These workers risk being laid off from their current positions and do not possess the skills necessary to transition to other positions.

Hoosier Energy worked with the College of Technology to develop the course sequence that will give employees the needed skills to move to new positions within the company or to be competitive outside the company. Hoosier Energy is paying the tuition for the employees.

This 21-credit hour certificate program will be offered online and in 8 week course segments. The department of Applied Engineering and Technology Management, and the Math and Computer Science department worked with the faculty of Electronic Computer and Engineering to make any necessary course revisions and put the course sequence together.

The program will use CIP 15.0303, and this proposal will need to go forward the Indiana Commission of Higher Education for desk action.

The proposal has been approved by the Dean of the College of Technology, Faculty Senate, and has the support of the Provost and Vice President for Academic Affairs.

Recommendation: Approval of the Certificate in Emerging Technology, effective fall 2020.

Motion made by:

Motion seconded by:

Roll Call Vote:

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

3I New Program Computer Science Teaching Minor

The Computer Science Teaching minor focuses on (a) CS skills necessary to teach courses that are licensed in Indiana by the Computer Science license, (b) methods in CS teaching. CS skills that are developed include imperative programming, object-oriented programming, information technology software and hardware, and the fundamentals of computing. CS teaching students apply these skills to teaching scenarios for courses that are taught by K-12 Computer Educators in Indiana.

This minor, in conjunction with (a) a separate education major that grants a teaching license and (b) the appropriate state licensure test score, qualifies the student for a computer science teaching license. The minor without a teaching license does not satisfy requirements for teaching computing courses in the state.

The minor is being proposed in part due to a continuing lack of qualified teachers to teach CS in K-12, and a focus by the state of Indiana on improving CS teaching in K-12 and curriculum. The CS Teaching Minor could be attractive to either education majors in STEM areas (e.g., mathematics, science), or education majors for which teaching positions are particularly difficult to obtain.

The proposal has been approved by the Dean of the College of Arts and Sciences, the Teacher Education Committee, Faculty Senate, and has the support of the Provost and Vice President for Academic Affairs.

Recommendation: Approval of the Computer Science Teaching Minor, effective fall 2020.

Motion made by:

Motion seconded by:

Roll Call Vote:

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

3m Faculty Performance Evaluation Procedures

Approved by Executive Committee 3/17/2020

Approved by Faculty Senate 4/16/2020

Rationale

Faculty Performance Evaluations (FPE) are a means by which Indiana State University can assess and acknowledge the work of its faculty. Through the evaluation process, the institution can support faculty in their professional goals and demonstrate to external constituencies on an ongoing basis that ISU faculty meet professional standards of performance in all domains of their work. The faculty performance evaluation model is not a substitute for existing faculty dismissal processes. Neither is it meant to replicate the rigor of tenure/promotion processes and standards. This process is designed to be faculty driven and focused on professional growth.

Toward this end, all regular university faculty shall be evaluated annually and a record of that evaluation placed in their official personnel files. Pre-tenure faculty and instructors subject to annual review and faculty who were promoted effective August of year 3 of the review cycle will not be included in this process. In these, as in all faculty evaluative processes, Indiana State University subscribes to existing AAUP guidelines.

Overview

Each faculty member shall place into the Faculty Activities Database (FAD) evidence of their teaching/librarianship, scholarship/creative activity, and service activities by September 20 each year for the previous August 1-July 31 period. Each faculty member's performance will be evaluated for each assigned component (teaching/librarianship, scholarship/creativity, and service) annually. The individual categories will be designated *Meets Expectations* or *Does Not Meet Expectations*.

In Years 1 and 2 of the cycle they will be evaluated by their chair and dean, either of whom may trigger a review by the college personnel committee, which may then lead to a full review or not. In year 3, faculty will be evaluated by their department personnel committee and department chair in independent reviews.

Annual Data Entry

Each faculty member shall place into the Faculty Activities Database (FAD) evidence of their teaching/librarianship, scholarship/creative activity, and service activities by September 20 each year for the previous August 1-July 31 period. Evidence of teaching effectiveness must include, at a minimum, syllabi and the University-wide student course evaluations for any courses taught during the review period*. Faculty may include evidence providing support of effectiveness in other domains, but only the domains in which the faculty member has an assignment shall be considered relevant. Faculty who serve as chairpersons also may submit materials related to their administrative duties in the three faculty domains, as appropriate.

*Exempting those for Spring 2020

(It should be noted that faculty who serve as chairpersons undergo a separate, triennial evaluation of their administrative effectiveness. See Faculty Handbook, Section 350.4). Only

that portion of the chairperson's activities related to the faculty-specific domains shall be evaluated within the framework of the Faculty Performance Evaluation as described in this document.

Process for Years 1 and 2

Chair Review

Each year, after September 20, the chairperson/executive director shall review the faculty member's materials for the review period in the FAD and evaluate the faculty member's performance in each assigned area. This evaluation will include a rationale for a determination of not meeting expectations in any of the three faculty domains. The faculty member will be notified of the results of this evaluation by October 20.

Dean Review

Each year, after September 20, the Dean shall review the faculty member's materials for the review period in the FAD and evaluate the faculty member's performance in each assigned area. The Dean will also review department chairpersons in the three faculty domains. This evaluation will include a rationale for a determination of not meeting expectations in any of the three faculty domains. The faculty member will be notified of the results of this evaluation by November 10.

Outcomes of Chair and Dean Reviews

If both the chair and the Dean agree that the faculty member is meeting expectations in all three domains, the review is complete.

If they do not agree, then the college personnel committee shall determine by November 30, based on the faculty member's materials and the review by the chair and Dean whether a full review is required. If they determine that a full review is not required, the review process is complete.

If both the chair and the Dean agree that the faculty member is NOT meeting expectations in at least one of the three domains, a full review will be conducted.

Full Review

If a full review is required, the faculty member will have the opportunity to provide a one page narrative of no more than 3000 characters to explain, rebut, or appeal the finding of not meeting expectations. This narrative will be due no later than December 10.

A full review involves review by the departmental personnel committee, department chair, college personnel committee, and Dean. Each level of review will consider the narrative submitted by the faculty member along with the faculty member's FAD materials for the review period. The department personnel committee and chair will have their independent evaluations made by January 20 and will meet to reconcile any differences and forward their findings to the college by January 25. If the two evaluations are not reconciled, the college personnel committee and the Dean, working together, will make a final determination. When the department level evaluations are reconciled but the Dean disagrees with the evaluations, the college personnel committee will make a final determination. The review process must be completed no later than February 10.

Faculty who undergo a full review in year 1 or year 2 and are found to be meeting expectations in all faculty domains, may not receive their anticipated across-the-board pay increase in the same payroll that all faculty receive theirs'. Those impacted will receive those increases (current month and back pay) on the next monthly payroll.

Completed Review

Once the review process is complete, the chair shall meet with each faculty member within one month of the completion date to discuss the previous years' activities and goals for subsequent years.

Process for Year 3

Narrative

In every year 3, faculty have the option to submit a one page narrative that briefly summarizes their activities, with no more than 1000 characters (approx. 143 words) devoted to each domain of faculty work in the FAD.

Department Committee and Chair Review

The department committee *and* the department chairperson/executive director will independently read and evaluate the submitted materials for each faculty member. Department chairs will be evaluated by their department committee. The department committee and department chair will then meet together to discuss their evaluations and reconcile them if they disagree. Faculty who are chairing departments other than the department of their faculty status shall have their performance in the domains of faculty work assessed by their home department.

During this meeting, the chairperson/executive director may provide to the department committee official university data, peer or professional teaching evaluations, and/or sensitive personnel information documented in the faculty member's official personnel file (see Faculty Handbook, Section 570) that is germane to the review. Individual or collected student complaints shall not be inserted unless they have resulted in a letter of admonishment regarding deficient performance.

The department will complete the review process for each eligible faculty member and notify them of the results by October 31.

College Review

Each year 3, after September 20, the Dean shall review the faculty member's materials for the review period in the FAD and evaluate the faculty member's performance in each assigned area. The Dean will also review department chairpersons in the three faculty domains. This evaluation will include a rationale for a determination of not meeting expectations in any of the three faculty domains. The faculty member will be notified of the results of this evaluation by November 10.

Unreconciled Evaluations

When any of the domain-specific performance evaluations are not reconciled at the department level, the college personnel committee and the dean, working together will make a final determination. When the department level evaluations are reconciled but the Dean disagrees with the evaluations, the college personnel committee will make a final determination. The review process must be completed no later than December 10.

Completed Review

Once the review process is complete, the chair shall meet with each faculty member within one month of the completion date to discuss the previous years' activities and goals for subsequent years.

Consequences (For All Years)

Failure to Upload Materials to FAD

Absent exigent circumstances, faculty who do not submit materials for evaluation, will on advice from the chairperson, executive director (if one exists), and dean and at the discretion of the provost, be subject to: 1) being designated as *Does Not Meet Expectations* in each domain of their responsibility; 2) having a professional development plan constructed for them by their department committee, executive director (if one exists), department chairperson, and dean; 3) ineligibility for any compensation adjustments until the next triennial review period; and/or 4) a letter of admonishment from their chairperson (Faculty Handbook Section 350).

Does Not Meet Expectations

Faculty who receive domain-specific performance evaluations of *Does Not Meet Expectations* will have a professional development plan constructed for them with their input by their department committee, executive director (if one exists), department chairperson, and dean within two weeks of the completed review. Failure to agree to submit a professional development plan or failure to show improvement by the end of the designated improvement period may lead to additional consequences.

Faculty who receive domain-specific performance evaluations of *Does Not Meet Expectations* will be ineligible for any salary adjustment and may remain ineligible for any adjustment until achieving at least a *Meets Expectations* designation in a Faculty Performance Evaluation.

Professional Development Plans

The faculty member and their chairperson/executive director will meet to develop the professional development plan. The plan may include (but is not limited to) identifying professional development goals, mentoring, and/or a partial or temporary reassignment of responsibilities. The plan, developed with the input of the faculty member, shall then be recorded in a letter and returned for review to the department committee. The committee may accept the plan or return it to the chairperson/executive director with further recommendations.

Appeal Process

Within 5 days of notification of their evaluation at the department level, a faculty member may forward to the college a one-page objection to any portion, representation, or conclusion of the evaluation. The college committee and the dean shall consider the objection when finalizing the evaluation.

A faculty member may appeal a domain-specific assessment of *Does Not Meet Expectations* to the appropriate college appeals/grievance committee. Appeals may be made on the basis of a) inadequate consideration of the submitted materials; or b) inadequate consideration of the department's recommendation.

Within five (5) working days of notification, the faculty member will provide to the college appeals/grievance committee material that explains the basis for the appeal. The committee will review all material relevant to the performance evaluation. No later than February 1, the committee will report its recommendation affirming or disputing the domain-specific assessment to the faculty member and to the dean. The recommendation by the appeals committee will constitute the final recommendation of the domain-specific assessment of the faculty member's performance. If the committee affirms, the domain-specific assessment will be *Does Not Meet Expectations*. If the committee disputes, the domain-specific assessment will be *Meets Expectations*. The dean will forward the final recommendation of the appeals committee to the provost for a final decision and the appeal ends.

Criteria

In alignment with Indiana State University's and the applicable college's mission, each department will establish the criteria and process by which to evaluate teaching/librarianship, scholarship/creativity, and service. It is strongly advised that each department's criteria be specific to its disciplinary goals and/or program requirements and be reviewed on a regular basis. It is expected that each department's criteria will be more specific than the general guidelines below.

A college may choose to use a single set of guidelines for every department within that college. A department may choose not to create its own criteria in which case the college guidelines shall apply. In both exceptional cases, the college and or department must state that its faculty members are governed by the college criteria in its governing documents.

No criteria may be used to review a faculty member's domain-specific performance unless those criteria have been in place for at least one calendar year prior to the departmental evaluation of materials and were the result of a departmental vote. The inclusion or consideration of any materials or information other than that provided by the faculty member or the department chairperson/executive director is prohibited.

Teaching/Librarianship, Scholarship/Creativity, and Service

Evaluators (committee members, chairpersons, executive directors and/or other immediate supervisors, deans) should focus on the quality of the work in each domain in order to determine whether the faculty member is meeting or not meeting expectations.

Teaching/Librarianship

Meets Expectations: A faculty member meets his/her department's definition of *Meets Expectations*.

Does Not Meet Expectations: A faculty member fails to meet his/her teaching responsibilities as laid out in section 310.1 of the University Handbook, or regularly engages in one or more of the following practices: teaches courses or practices librarianship in a fashion that produces substantiated breaches of propriety or professionalism including failure to complete required attendance, interim or final grade reporting; refuses to have his/her teaching or librarianship evaluated*; does not substantively cover the prescribed course content; has evaluations* well below those typical of departmental colleagues; generally provides an environment inappropriate to facilitate learning; or in other ways does not meet his/her department's definition of *Meets Expectations*. University, college, and department wide metrics shall be used, in part, to evaluate a faculty member.

*The Faculty Senate has endorsed a University policy that states that students have the right to evaluate teaching. That policy, however, does not imply that those evaluations should be the sole source of information regarding quality of teaching. The Faculty Senate strongly encourages departments and colleges to use teaching evaluation systems with multiple sources of input that includes student, peer, and chairperson evaluations.

Scholarship/Creativity

Meets Expectations: A faculty member meets his/her department's definition of *Meets Expectations*.

Does Not Meet Expectations: A faculty member does not have a recent record of scholarship/creativity, and provides no evidence of progress on any project of significant magnitude, or in other ways does not meet his/her department's definition of *Meets Expectations*.

Service

Meets Expectations: A faculty member meets his/her department's definition of *Meets Expectations*.

Does Not Meet Expectations: A faculty member does not work with colleagues to advance the mission of the department, college, and/or University, or in other ways does not meet his/her department's definition of *Meets Expectations*.

Irrelevancy of Contributions in Unassigned Domains

Contributions in unassigned domains are not to be considered during this process.

Interpretation

All questions regarding the interpretation of this document shall be directed to the Faculty Senate chairperson. The faculty Senate chairperson shall immediately consult the other Senate officers and the provost on all such questions of interpretation. Their agreed-upon interpretation shall be communicated to the person or body asking for it and shall be considered the final interpretation of these sections. If the Senate officers and the Provost fail to agree on an interpretation, they will present both the question and their respective interpretations to the university President who shall render the final interpretation. The final interpretation will be sent, in writing, to all relevant parties (and at the discretion of the Provost to the deans and chairpersons/executive director) and to the chairperson of the Faculty Affairs Committee of the Faculty Senate for inclusion in the ongoing improvement process described below.

Ongoing Improvement to the Review Process

After each complete three-year review cycle, the Faculty Senate's Faculty Affairs Committee (FAC) will be charged with issuing a report to the Executive Committee of the Faculty Senate concerning the effectiveness of the review process in meeting the goals stated in the preamble of this document. In that report, FAC may offer recommendations for improving the review process for the next cycle.

Recommendation: This document is provided to the Board of Trustees for information.

3n Naming of Tabco – Tom and Dotty Bilyeu Lab

This item is to request Board of Trustee approval of the naming of the Tabco – Tom and Dotty Bilyeu Lab located in the lower level room 002 of the Federal Hall Building. The naming of the lab would be the result of a \$25,000 gift from the families of the late Tom and Dotty Bilyeu. The gift has been funded fully with a gift of cash and will support Bridge the Gap Scholarships.

Tom and Dotty Bilyeu started Tabco Business Forms in Terre Haute in 1978. Tom and Dotty remained active as part of Tabco Business Forms, Inc. until their full retirement in 2012. Together the Bilyeu's worked tirelessly to provide educational opportunity for their children and eventually employed their two sons who run the business today. Tom and Dotty were quite proud of the fact that three of their four children and five of their ten grandchildren attended Indiana State University. Tom and Dotty's hard work, dedication, and love in their hearts was synonymous with laying a foundation of success for others. This gift honors the their legacy by providing opportunity for those aspiring to reach their educational goals at Indiana State University, while positively shaping communities in which Sycamore graduates call home.

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

Recommendation: Approval of the naming of the lower level lab room (002) of the Federal Hall Building to Tabco – Tom and Dotty Bilyeu Lab.

Motion made by:

Motion seconded by:

Roll Call Vote:

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

3o Proposed Modification to University's Foundational Statements and removal of statements from University Policy Library

Rationale: In preparation for the development of its next strategic plan, Indiana State University began a review of its foundational statements in August 2019. The review includes the institution's current Mission Statement, Vision Statement and Core Values as shown at: <https://www.indstate.edu/policy-library/mission-vision-and-core-values>.

President Deborah Curtis asked Dr. Brad Balch, dean emeritus of Indiana State's Bayh College of Education and professor of education, to lead this review process. Dr. Balch has more than 20 years of strategic planning experience and has served as a consultant to numerous educational entities. He has been working with Teresa Exline, chief of staff, in guiding this process.

Last fall, Dr. Balch conducted a series of individual and group sessions to garner input from campus and various ISU leadership groups. An electronic survey was also provided to the entire campus to garner additional input. In total, around 200 individuals participated in this portion of the process.

The results of these sessions were used to help guide a small working group led by Dr. Balch and including Chris MacDonald, chair of the Faculty Senate; Todd LaComba, chair of the Staff Council; Madison Longyear, President of the Student Government Association; Santhana Naidu, Associate Vice President and Chief Marketing Officer; and Teresa Exline.

The group developed new draft core values, vision and mission statements which were presented to the Board at its February 21, 2020 meeting for information. The statements were also distributed to campus for additional feedback. Based upon that feedback and additional conversations with the working group and campus leadership, further revisions were made.

The revised statements are:

Core Values

Indiana State is committed to these core values:

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

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

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

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

Indiana State University Vision Statement

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

Indiana State University Mission Statement

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

As part of this process, management is also recommending that the Core Values, Vision, and Mission statements be removed from the policy library (current policy 110) and placed on a dedicated webpage. Appropriate units from throughout the University (Policy Library, Board of Trustees, Office of the President, Strategic Planning, Academic Affairs, Human Resources, Governance Units, etc.) will link to this dedicated site.

Recommendation:

Approval of the revised Core Values, Vision and Mission Statements.

Motion made by:

Motion seconded by:

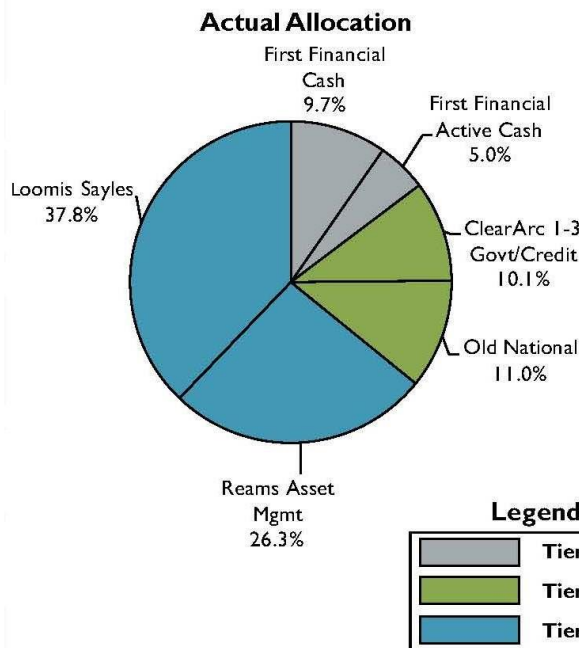
Roll Call Vote:

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

4a University Investments

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending March 31, 2020.

Indiana State University Operating Funds Plan Summary Period Ended March 31, 2020



| Manager | Market Value |
|------------------------------|----------------------|
| ISU-First Financial Cash | \$14,616,740 |
| ISU-First Fincl. Active Cash | \$7,572,451 |
| ISU-ClearArc | \$15,296,979 |
| ISU-Old National | \$16,588,368 |
| ISU-Reams Asset Mgmt. | \$39,669,087 |
| ISU-Loomis Sayles | \$57,053,388 |
| ISU-Total Fund | \$150,797,013 |

| March 31, 2020 | | | |
|-------------------------------|----------------------|-------------------|-------------------|
| | Market Value | % of Total Assets | Target Allocation |
| Tier I | | | |
| First Financial Cash | \$14,616,740 | 9.7% | \$10mm - \$25mm |
| First Financial Active Cash | \$7,572,451 | 5.0% | |
| | \$22,189,191 | 14.7% | |
| Tier II | | | |
| ClearArc I-3 Year Govt/Credit | \$15,296,979 | 10.1% | \$25mm - \$30mm |
| Old National Intermediate | \$16,588,368 | 11.0% | |
| | \$31,885,347 | 21.1% | |
| Tier III | | | |
| Reams Asset Management Core | \$39,669,087 | 26.3% | Remaining Balance |
| Loomis Sayles Core Plus | \$57,053,388 | 37.8% | |
| | \$96,722,475 | 64.1% | |
| | \$150,797,013 | 100.0% | |

QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER
CURRENT QUARTER ENDED MARCH 31, 2020

| | Beginning Market Value | Deposits/ Withdrawals | Investment Gain/ Loss | Ending Market Value |
|------------------------------|------------------------|--------------------------|--------------------------|----------------------|
| ISU-First Financial Cash | \$14,574,681 | (\$6,863) | \$48,922 | \$14,616,740 |
| ISU-First Fincl. Active Cash | \$7,531,970 | (\$3,147) | \$43,628 | \$7,572,451 |
| ISU-ClearArc | \$15,230,757 | (\$6,361) | \$72,583 | \$15,296,979 |
| ISU-Old National | \$16,116,876 | (\$9,507) | \$480,999 | \$16,588,368 |
| ISU-Reams Asset Mgmt. | \$37,635,856 | (\$32,535) | \$2,065,766 | \$39,669,087 |
| ISU-Loomis Sayles | \$56,089,161 | (\$56,127) | \$1,020,354 | \$57,053,388 |
| ISU-Total Fund | \$147,179,301 | (\$114,539) | \$3,732,252 | \$150,797,013 |

CHANGE IN MARKET VALUE BY INVESTMENT MANAGER
FISCAL YEAR TO DATE ENDED MARCH 31, 2020

| | Beginning Market Value | Deposits/ Withdrawals | Investment Gain/ Loss | Ending Market Value |
|------------------------------|------------------------|--------------------------|--------------------------|----------------------|
| ISU-First Financial Cash | \$20,413,694 | (\$6,025,819) | \$228,866 | \$14,616,740 |
| ISU-First Fincl. Active Cash | \$7,451,706 | (\$9,329) | \$130,074 | \$7,572,451 |
| ISU-ClearArc | \$15,026,184 | (\$18,913) | \$289,708 | \$15,296,979 |
| ISU-Old National | \$15,851,964 | (\$28,121) | \$764,526 | \$16,588,368 |
| ISU-Reams Asset Mgmt. | \$36,926,928 | (\$96,564) | \$2,838,722 | \$39,669,087 |
| ISU-Loomis Sayles | \$54,739,181 | (\$167,444) | \$2,481,652 | \$57,053,388 |
| ISU-Total Fund | \$150,409,656 | (\$6,346,191) | \$6,733,549 | \$150,797,013 |

INVESTMENT MANAGER RETURNS

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

Returns for Periods Ended March 31, 2020 Inception Date: October 1, 2010

| | Last Quarter | Last Year | Last 3 Years | Last 5 Years | Last 7 Years | Since Inception |
|------------------------------|-----------------|-------------|-----------------|-----------------|-----------------|--------------------|
| ISU-Tier 1 | 0.43 | 2.15 | 1.82 | 1.27 | 1.00 | 0.85 |
| ISU-First Financial Cash | 0.34 | 1.97 | 1.71 | 1.23 | 0.94 | 0.77 |
| 3 Month T-Bill | 0.57 | 2.25 | 1.83 | 1.19 | 0.86 | 0.66 |
| ISU-First Fincl. Active Cash | 0.58 | 2.45 | 1.91 | 1.32 | 1.08 | 0.99 |
| FTSE:Treas BM OTR 1 Yr | 1.64 | 3.73 | 2.29 | 1.57 | 1.19 | 0.99 |
| ISU-Tier 2 | 1.76 | 5.47 | 3.27 | 2.49 | 2.22 | 2.26 |
| ISU-ClearArc | 0.47 | 3.44 | 2.50 | 1.98 | 1.71 | 1.64 |
| ClearArc:1-3 Yr G/C Comp | 0.59 | 3.57 | 2.51 | 1.93 | 1.68 | 1.66 |
| Blmbg:Gov/Cred 1-3 Yr | 1.69 | 4.53 | 2.58 | 1.90 | 1.61 | 1.50 |
| ISU-Old National | 2.98 | 7.43 | 4.00 | 2.97 | 2.72 | 2.85 |
| Old Nat'l: Interm Comp | 3.08 | 7.52 | 4.11 | 3.07 | 2.86 | 2.98 |
| Blmbg:Intmtdt Gov/Credit | 2.40 | 6.88 | 3.79 | 2.76 | 2.46 | 2.70 |
| ISU-Tier 3 | 3.08 | 8.51 | 5.08 | 3.82 | 3.65 | 4.38 |
| ISU-Reams Asset Mgmt. | 5.19 | 10.69 | 5.81 | 3.99 | 3.56 | 4.03 |
| Reams:Core Comp | 6.36 | 11.94 | 6.24 | 4.35 | 3.71 | 4.18 |
| Blmbg:Aggregate | 3.15 | 8.93 | 4.82 | 3.36 | 3.19 | 3.45 |
| ISU-Loomis Sayles | 1.66 | 7.69 | 4.89 | 3.96 | 3.91 | 4.92 |
| Loomis:Core Plus Comp | 1.40 | 7.35 | 4.75 | 3.84 | 3.76 | 4.85 |
| Blmbg:Aggregate | 3.15 | 8.93 | 4.82 | 3.36 | 3.19 | 3.45 |
| ISU-Total Fund | 2.45 | 6.95 | 4.33 | 3.27 | 3.04 | 3.42 |
| ISU-Total Fund-Net | 2.37 | 6.60 | 3.99 | 2.94 | 2.72 | 3.11 |
| Total Fund Target* | 2.38 | 6.80 | 3.83 | 2.68 | 2.45 | 2.56 |

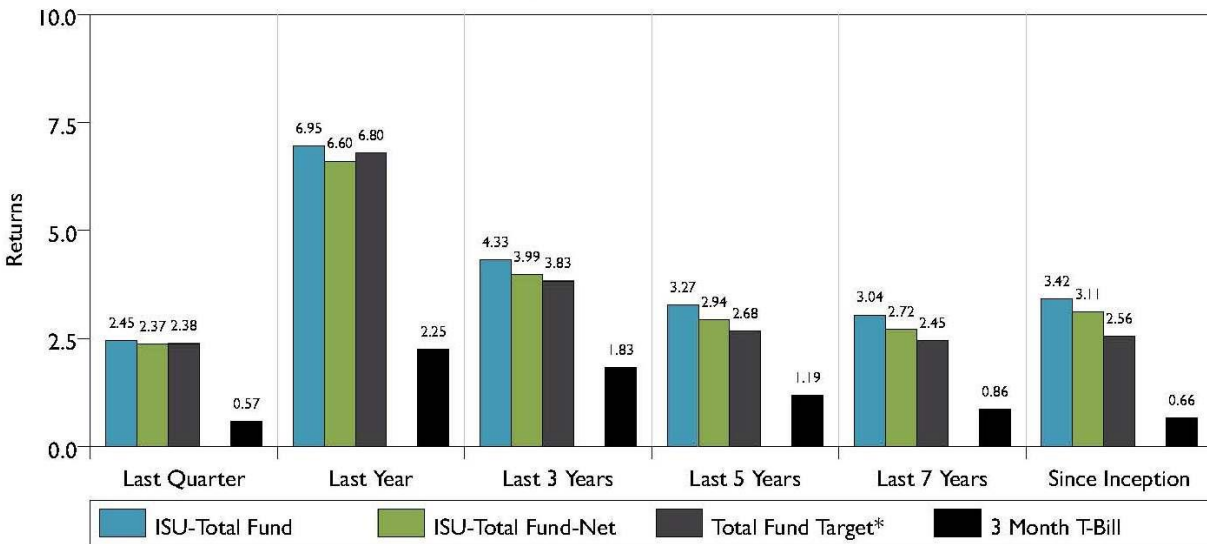
Total Fund Target* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit 1-3 Year Index, 62% Barclays Aggregate Index

RETURN SUMMARY PERIOD ENDED MARCH 31, 2020

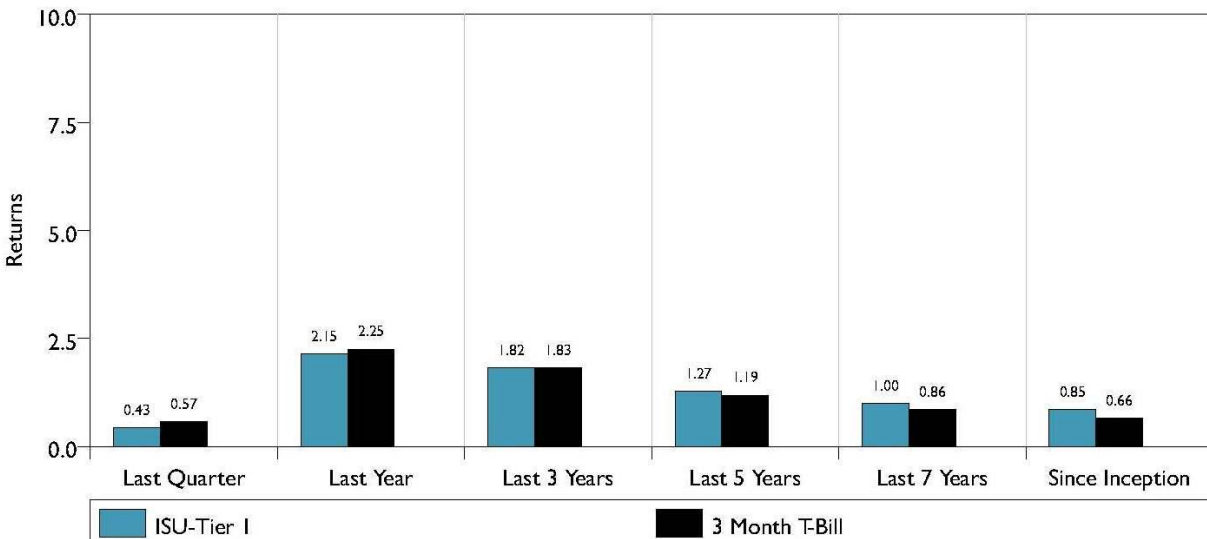
Total Fund Performance

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

ISU Total Fund Returns
for Various Time Periods
Current Quarter Ending March 31, 2020
Inception Date: October 1, 2010



ISU Tier I Returns
for Various Time Periods
Current Quarter Ending March 31, 2020
Inception Date: October 1, 2010

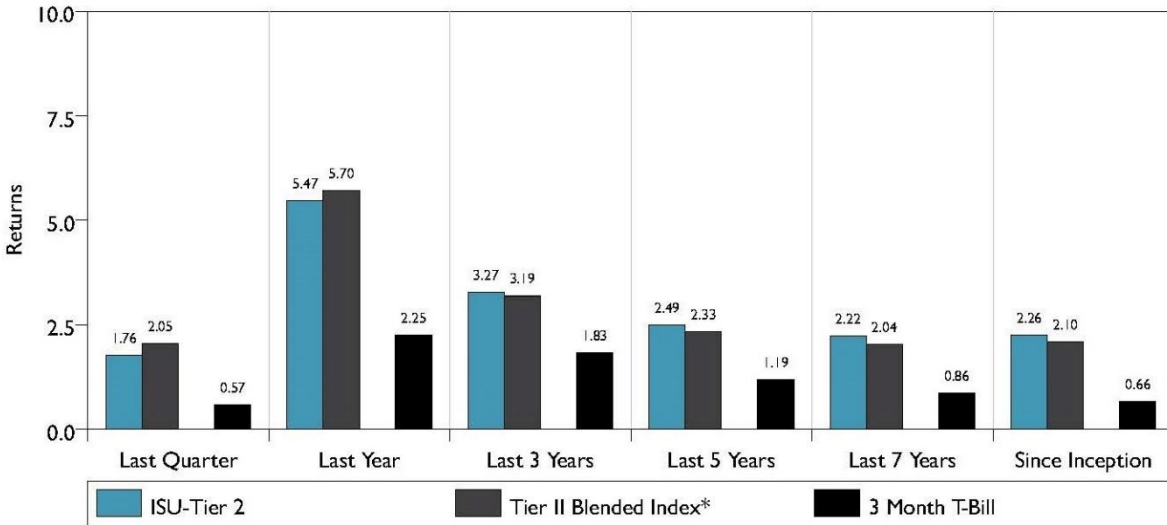


**RETURN SUMMARY
PERIOD ENDED MARCH 31, 2020**

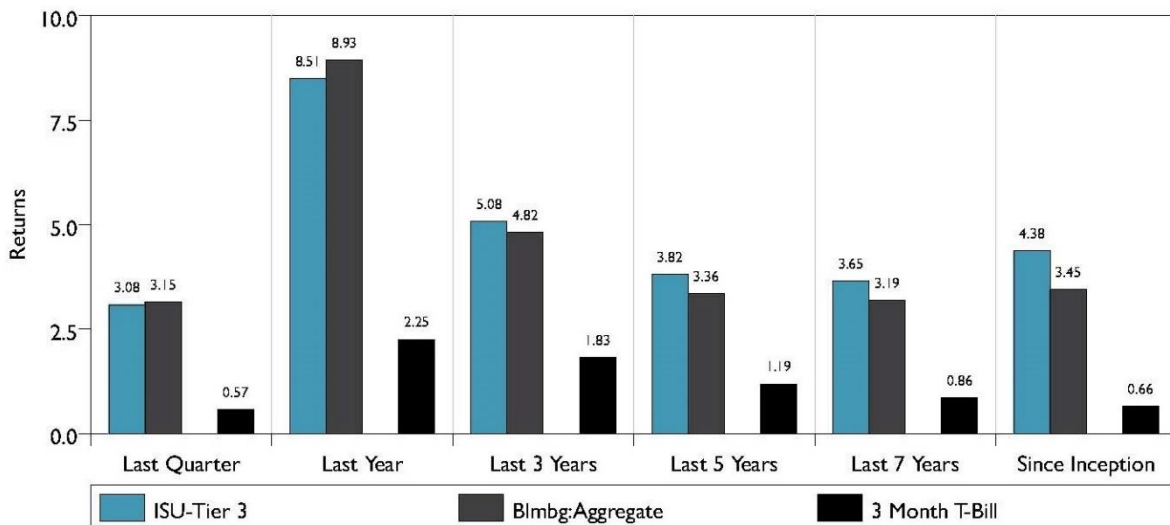
Total Fund Performance

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

ISU Tier 2 Returns
for Various Time Periods
Current Quarter Ending March 31, 2020
Inception Date: October 1, 2010



ISU Tier 3 Returns
for Various Time Periods
Current Quarter Ending March 31, 2020
Inception Date: October 1, 2010



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

4b Financial Report

| INDIANA STATE UNIVERSITY | | | | | | | |
|--|---------------------------|-------------------------------|----------------------------|-------------------------------------|-------------------------------|----------------------------|-------------------------------------|
| GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY | | | | | | | |
| For the Period Ending March 31, 2020 | | | | | | | |
| | 2019-20 Base Budget | 2019-20 Adjusted Budget | YTD through 3/31/20* | Percent of Adjusted Budget | 2018-19 Adjusted Budget | YTD through 3/31/19* | Percent of Adjusted Budget |
| Revenues | | | | | | | |
| State Appropriations | | | | | | | |
| Operational | \$ 71,009,278 | \$ 71,009,278 | \$ 53,256,958 | 75.0% | \$ 67,923,788 | \$ 50,942,835 | 75.0% |
| Debt Service Appropriation | 11,574,682 | 11,574,682 | 9,266,026 | 80.1% | 11,649,230 | 9,488,025 | 81.4% |
| Sub-Total State Appropriations | 82,583,960 | 82,583,960 | 62,522,984 | | 79,573,018 | 60,430,860 | |
| Student Tuition | 97,808,697 | 97,808,697 | 87,757,266 | 89.7% | 107,570,371 | 93,489,326 | 86.9% |
| Other Fees and Charges | 1,387,903 | 1,387,903 | 1,213,085 | 87.4% | 1,131,500 | 1,018,653 | 90.0% |
| Other Income and Transfers | 7,165,440 | 7,165,468 | 6,052,131 | 84.5% | 7,026,368 | 5,456,230 | 77.7% |
| Program Fees | 900,000 | 900,000 | 945,791 | 105.1% | 900,000 | 762,870 | 84.8% |
| Total Budgeted Revenue | \$ 189,846,000 | \$ 189,846,028 | \$ 158,491,257 | | \$ 196,201,257 | \$ 161,157,939 | |
| Encumbrances and Carryforward | | 9,881,336 | 9,881,336 | | 10,070,397 | 10,070,397 | |
| Reimbursements and Income Reappropriated From Other Sources | | 3,290,777 | 3,290,777 | | 4,166,842 | 4,166,842 | |
| Total Revenues | \$ 189,846,000 | \$ 203,018,141 | \$ 171,663,370 | 84.6% | \$ 210,438,496 | \$ 175,395,178 | 83.3% |
| Expenditures | | | | | | | |
| Compensation | | | | | | | |
| Salaries and Wages | \$ 90,731,336 | \$ 92,124,728 | \$ 66,921,720 | 72.6% | \$ 92,356,442 | \$ 69,305,863 | 75.0% |
| Fringe Benefits | 27,013,475 | 27,178,431 | 19,190,838 | 70.6% | 27,929,480 | 19,329,386 | 69.2% |
| Sub-Total Compensation | 117,744,811 | 119,303,159 | 86,112,558 | 72.2% | 120,285,922 | 88,635,249 | 73.7% |
| Departmental Expenses | | | | | | | |
| Supplies and Related Expenses | 14,785,240 | 20,090,210 | 11,177,411 | 55.6% | 21,294,019 | 12,729,463 | 59.8% |
| Repairs and Maintenance | 4,829,828 | 5,620,601 | 7,091,020 | 126.2% | 5,442,774 | 6,572,508 | 120.8% |
| Other Committed Expenses | 1,360,348 | 1,360,348 | 1,186,892 | 87.2% | 1,313,802 | 1,192,152 | 90.7% |
| Sub-Total Departmental Expenses | 20,975,416 | 27,071,159 | 19,455,323 | 71.9% | 28,050,595 | 20,494,123 | 73.1% |
| Utilities and Related Expenses | 11,130,954 | 11,253,743 | 7,653,072 | 68.0% | 11,229,954 | 8,150,826 | 72.6% |
| Equipment and Other Capital | | | | | | | |
| Library Acquisitions | 1,534,974 | 1,581,206 | 904,123 | 57.2% | 1,613,169 | 1,390,918 | 86.2% |
| Operating Equipment | 1,171,486 | 2,509,587 | 692,945 | 27.6% | 3,415,086 | 1,372,254 | 40.2% |
| Capital Improvements | 4,600,000 | 4,600,000 | 2,823,811 | 61.4% | 4,608,823 | 1,173,018 | 25.5% |
| Sub-Total Equipment & Other Capital | 7,306,460 | 8,690,793 | 4,420,879 | 50.9% | 9,637,078 | 3,936,190 | 40.8% |
| Student Scholarship and Fee Remissions | 14,190,677 | 14,428,141 | 18,083,230 | 125.3% | 14,376,881 | 17,465,112 | 121.5% |
| Laptop Scholarship Program | 1,415,000 | 1,415,000 | 929,940 | 65.7% | 1,415,000 | 1,207,168 | 85.3% |
| Academic Debt Service | 12,182,682 | 12,182,682 | 12,182,682 | 100.0% | 12,257,229 | 12,257,229 | 100.0% |
| Reserve for Strategic Initiatives | - | - | - | 0.0% | 1,031,253 | - | 0.0% |
| Reserve for Student Success | - | - | - | 0.0% | 1,219,007 | - | 0.0% |
| Budgeted Reserve | 4,000,000 | 4,000,000 | - | 0.0% | 5,374,000 | - | 0.0% |
| Transfers Out and Program Fees | 900,000 | 4,673,464 | 4,636,965 | 99.2% | 5,561,577 | 5,390,497 | 96.9% |
| Total Expenditures | \$ 189,846,000 | \$ 203,018,141 | \$ 153,474,649 | 75.6% | \$ 210,438,496 | \$ 157,536,394 | 74.9% |

*Includes encumbrances and open commitments

Revenues

Student Tuition

Fall semester tuition of \$43.4 million is below budget by \$2.5 million. Spring semester tuition is also below budget by \$1.7 million. This does not include any transfer for Spring revenue sharing programs. The University has budgeted \$4.0 million as a reserve to offset this shortfall. Summer school tuition totals \$4.1 million which reflects only the second half of summer as this

crosses the fiscal years with the remaining tuition income for summer to be recognized before June 30, 2020.

Other Fees and Charges

Other Fees and Charges are above last year's amount by \$194,432. This is due to an additional amount of distance delivery fees of \$256,403 and a reduction of change of course, collection and deferment fees.

Other Income and Transfers

Other Income and Transfers are above last year's totals by \$595,901 which reflects increased utility reimbursement by Residential Life, increased interest income allocated to the general fund and timing of project management fee recognition.

Program Fees

Program Fees increased by \$182,921 due to new NHHS nursing fees.

Reimbursements and Income Reappropriated from Other Sources

Income from these sources are down \$876,065 resulting from reduced marketing transfer and close-out of designated Academic Affairs funds in 2019.

Expenses

Compensation

Compensation expense is below last year's total by \$2.5 million. Salaries and Wages are down \$2.4 million to reflect reduced administrative, instructional, support, overtime, and student wages. Fringe benefits decreased by \$0.1 million due to reduced medical, retirement, and FICA costs that were offset by timing of retirement incentive payouts.

Departmental Expenses

Total Departmental Expenses decreased \$1,038,800. Supplies and Related Expenses decreased by \$1,552,052 due to reduced searches, travel, printing, marketing, and student media purchases. Repairs and Maintenance expenses are up \$518,512 on increased encumbrances in Facilities Management. Other Committed Expenses are down \$5,260 from the previous year.

Utilities and Related Expenses

Utilities and Related Expenses are below last year's total by \$497,754 reflecting lower sewage, natural gas, and water costs.

Equipment and Other Capital

Equipment and Other Capital expenditures are up \$484,689. Library Acquisitions are below last year's expenditures by \$486,795 due to timing of purchase orders on library subscription services. Operating Equipment expenses are down \$673,309 as the result of reduced technology and student media purchases. Capital Improvement costs are up \$1,650,793 due to timing of transfers.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions are above last year's total by \$618,118. The growth in scholarships reflects a change that started in FY18 in eligibility criteria for merit based aid and the addition of the Illinois scholarship and Midwest Achievement scholarship programs. Based on Fall and Spring scholarship data a projected \$3.2 million budget deficit is anticipated. The Laptop scholarship program will produce a \$485,060 reversion and was netted against the scholarship shortfall.

Academic Debt Service

Academic Debt Service is at \$12.2 million for 2020 and shows a decrease of \$74,547. This reflects the debt service schedule for 2020.

Budgeted Reserve

For FY20 a budgeted reserve of \$4.0 million was established to be used to offset tuition revenue shortfalls and student scholarship and fee remission overages.

Transfers Out and Program Fees

Transfers Out decreased \$753,532 due to the reduction in course fee transfers and the timing of the RHIC transfer.

4c Purchasing Report

| Purchase Order Activity for Period January 30, 2020 to April 15, 2020 | | | |
|---|----------|---|----------------|
| Purchases Over \$50,000 | | | |
| Lowest Best Proposal | | | |
| arcDESIGN | P0087000 | A&E Services for Root Hall & Holmstedt Hall & Feasibility Stu | \$50,850.00 |
| Lowest To Meet Specifications | | | |
| Collegis Education | P0087114 | Consulting Services for Online Learning | \$65,000.00 |
| Sole Source | | | |
| Precision Flight Controls Inc | P0087116 | Modular Flight Deck AATD Flight Training | \$193,120.00 |
| One Bid Received, Three Bids Solicited | | | |
| Cytek Biosciences Inc | P0087106 | Cytek Aurora 3 Laser | \$220,160.00 |
| Lowest Best Proposal | | | |
| Browning Day Mullins Dierdorf Inc | P0087010 | A&E Services for Dreiser Hall Renovation | \$1,110,700.00 |

4d Vendor Report

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

| | | |
|---------------------------------------|--------------|---|
| Turner Coaches Inc | \$ 252,419 | Student Field Trip & Athletic Travel |
| Terre Haute Transit Utility | \$ 258,915 | Bus Services for ISU Students |
| Nalco Company | \$ 279,618 | Water Purification Chemicals |
| JWF Specialty Co. | \$ 289,640 | Workman's Compensation |
| Guy Brown Management | \$ 305,614 | Office Supplies |
| Browning Day Mullins Dierdorf Inc | \$ 306,620 | Architectural Services for Dreiser Hall Renovation |
| Ricoh USA Inc | \$ 353,544 | Printing Costs (Per Copy Charges and Print Jobs)/Printer Purchases |
| Chard Snyder & Associates Inc | \$ 366,990 | Flexible Spending Account Claims |
| Delta Cooling Towers Inc | \$ 366,990 | Central Chilled Water Tower Replacement |
| Crown Electric Inc | \$ 377,646 | Campus-Wide Electrical Repairs; Theater Fire Alarm Replacement; University Apartments Emergency Generator |
| Williams Aviation LLC | \$ 382,288 | Maintenance & Repairs of Airplanes for Flight Academy |
| Rural Health Innovation Collaborative | \$ 437,148 | Partner Contribution for Simulation Center Operational Expenses |
| ONI Risk Partners Inc | \$ 1,019,397 | Flight Academy, Workers Compensation, and Commercial Property Insurance Policies |

Previously Reported Vendors with Purchases Exceeding \$250,000 in FY20

| | | |
|--|---------------|--|
| National Environmental Services Corp | \$ 280,092 | Hulman Center Asbestos Abatement |
| Otis Elevator | \$ 343,599 | Maintenance Agreement for Campus Elevators; Elevator Repairs |
| Pacesetter Sports | \$ 345,218 | Athletic Gear & Equipment |
| Blackboard Inc | \$ 359,539 | Blackboard Software Maintenance & Storage |
| Ellucian Company LP | \$ 373,095 | Banner Software Maintenance |
| Indiana-American Water Company | \$ 380,146 | Water Utility Payments |
| Key Government Finance Inc | \$ 380,500 | Networking Software Maintenance Agreement |
| Bob McCloskey Insurance | \$ 403,461 | Student Athlete Medical Insurance |
| Ebsco Subscription Services | \$ 465,521 | Library Electronic Database Subscriptions |
| EAB Global Inc | \$ 558,993 | Global Research Partnership Fees; Student Marketing Programs |
| Barnes & Noble Booksellers | \$ 581,946 | Textbook Scholarships |
| Delta Dental Plan of Indiana | \$ 644,109 | Dental Claims Reimbursements |
| Unum Life Insurance Company of America | \$ 759,608 | Life and Long Term Disability Insurance |
| Ratio Architects Inc | \$ 763,795 | Architectural Services for CHHS Renovation, Hulman Center Renovation, Sycamore Dining Renovation, College of Technology Building Assessment |
| Network Solutions Inc | \$ 782,740 | Networking Equipment and Software Maintenance & Licenses; Residential Life Networking Upgrades; Networking Equipment for Fine Arts & Commerce Building and Hulman Center Renovations |
| M S I Construction Inc | \$ 791,209 | University Apartments Window Replacement; Science Building Southwest Entrance Improvements |
| RJE Interiors Inc | \$ 835,266 | Fine Arts & Commerce Building Case Goods; Sycamore Dining Case Goods; Science Lab 158 Furnishings; Miscellaneous Furniture Purchases |
| City of Terre Haute | \$ 872,881 | Sewage Utility Payments; Campus Fire Protection |
| EDF Energy Services LLC | \$ 1,057,054 | Natural Gas Purchases |
| Evan and Ryan Electrical Contractors Inc | \$ 1,069,286 | Root Hall Restroom Renovation; Holmstedt South Lobby Renovation; Sycamore Towers Emergency Generator; Root Hall Lower Level Classroom Renovation; Career Center Renovation; Starbucks Build-Out; CML Mentoring Center; Myers Technology Classroom Renovations; Science Lab Renovations; College of Technology Office Renovation; HMSU 8th Floor Renovation |
| 500 Wabash Housing LLC | \$ 1,151,505 | 500 Wabash Lease Payments |
| AmWins/NEBCO Group Benefits | \$ 1,258,085 | Retiree Insurance Coverage |
| Associated Roofing Professionals Inc | \$ 1,383,937 | College of Technology Roof Replacement; New Theater Roof Replacement; Wellness Center Roof Replacement; Various Roof Repairs |
| Weddle Bros Building Group LLC | \$ 2,141,214 | Fine Arts Renovation |
| CVS Pharmacy Inc | \$ 3,471,025 | Prescription Drug Coverage |
| Duke Energy | \$ 5,287,370 | Electricity Utility Payments |
| TIAA CREF | \$ 8,068,992 | Retirement Contributions |
| Sodexo Inc and Affiliates | \$ 9,057,063 | Dining and Catering Services |
| Anthem Life Insurance Company | \$ 11,283,780 | Health Care Benefits and Reimbursements of Medical Claims |
| Pepper Construction Co of Indiana LLC | \$ 11,977,817 | Sycamore Dining Renovation |
| Hannig Construction Inc | \$ 28,445,507 | Hulman Center Renovation; CHHS Renovation |

4e Faculty Personnel

FACULTY

Appointments

(effective August 1, 2020 unless otherwise noted)

Eric Post; Assistant Professor, Department of Applied Medicine and Rehabilitation; Ph.D., University of Wisconsin – Madison; salary \$80,000 per fiscal year, prorated from the effective date of August 1, 2020.

Instructor Appointments of 2-5 years – 2020-2021 Academic Year

(Effective August 1, 2020 unless otherwise noted)

Emanuel Cohen; Senior Instructor, Department of Accounting, Finance, Insurance and Risk Management; M.B.A., Indiana State University; salary \$49,949 per academic year.

Nancy Cummins; Senior Instructor, Department of Kinesiology, Recreation and Sport; B.S., Indiana University; salary \$45,436 per academic year.

Jason James; Instructor, School of Criminology and Security Studies; Doctor of Science, Robert Morris College Pennsylvania; salary \$47,000 per academic year.

Patrick Knight; Instructor, Department of Aviation Technology; M.B.A., Trident University International; salary \$62,500 per academic year.

Ami McCalister; Instructor, Department of Baccalaureate Nursing; M.S.N., Indiana State University; salary \$50,000 per academic year; effective January 1, 2020.

Donald McNabb; Senior Instructor, Department of Built Environment; M.S., Indiana State University; salary \$76,011 per academic year.

Charmaine Mullins-Jaime; Instructor, Department of Built Environment; M.S., University of Wisconsin – Whitewater; salary \$60,000 per academic year.

Full-Time Lecturer, 1-Year Appointment – 2020-2021 Academic Year

(Effective August 1, 2020 unless otherwise noted)

Tim Koba; Full-Time Lecturer, Department of Kinesiology, Recreation and Sport; M.S., SUNY College at Cortland; salary \$55,000 per academic year, prorated for the appointment period of January 1, 2020 through May 31, 2020.

Heather Pfrank; Full-Time Lecturer, Department of Applied Health Sciences; M.S., Indiana State University; salary \$51,204 per academic year, prorated for the appointment period of January 1, 2020 through May 31, 2020.

Change of Status and/or Pay Rate

Matthew Bergbower; from Associate Professor, Department of Political Science, to Chairperson and Associate Professor, Department of Political Science; chair supplement of \$1,500 per month; salary \$71,086 per academic year; effective July 1, 2020.

Richard Lotspeich; Professor Emeritus; phased retirement stipend of \$27,713.39; for the fall semester of the 2020-2021 academic year.

Keith Perry; from Instructor, Department of Built Environment, to Instructor and Coordinator of the UG Safety Management Program; stipend of \$1,500; for the spring semester of the 2019-2020 academic year.

Tarek Zaher; Professor, Department of Accounting, Finance, Insurance and Risk Management and Student Managed Investment Fund Consortium (SMIFC) Coordinator; additional stipend of \$3,000 for coordinating and overseeing the annual SMIFC Conference; for the spring semester of the 2019-2020 academic year.

Promotion to Full Professor

(Effective August 1, 2020)

Stephen Aldrich, Department of Earth and Environmental Systems

Linda Behrendt, Department of Applied Health Sciences

Christopher Berchild, Department of Theater

David Fleming, Department of Marketing and Operations

Tina Kruger Newsham, Department of Multidisciplinary Studies

Namita Goswami, Department of Multidisciplinary Studies

Matthew Hutchins, Department of Applied Health Sciences

Jennifer Inlow, Department of Chemistry and Physics

Jeffrey Kinne, Department of Mathematics and Computer Science

Amanda Muhammad, Department of Human Resource Development and Performance
Technologies

Yong Joon Park, Department of Teaching and learning

Elsun Seung, Department of Chemistry and Physics

Barbara Skinner, Department of History

Erik Southard, Department of Advanced Practice Nursing (effective July 1, 2020)

Stephen Stofferahn, Department of History

Debra Vincent, Department of Advanced Practice Nursing (effective July 1, 2020)

Promotion to Associate Professor and Tenure

(Effective August 1, 2020, unless otherwise indicated)

Mathew Blaszkza, Department of Kinesiology, Recreation and Sport

Szufang Chuang, Department of Human Resource Development and Performance
Technologies

Darleesa Doss, Department of Applied Health Sciences

Christopher Drew, Department of English

Cody Hanson, Department of Languages, Literatures and Linguistics

Nicole Heck, Department of Applied Medicine and Rehabilitation (effective July 1, 2020)

Amanda Lubold, Department of Multidisciplinary Studies

Whitney Nesser, Department of Applied Health Sciences

Arash Rafiey, Department of Mathematics and Computer Science

Julia Reynolds, School of Music

Carly Schmitt, Department of Political Science
Scott Sterling, Department of Languages, Literatures and Linguistics
Stasia Tapley, Department of Applied Medicine and Rehabilitation (effective July 1, 2020)
Jan Weust, Department of Baccalaureate Nursing

Promotion to Associate Librarian and Tenure

(Effective July 1, 2020)

Melissa Gustafson, Library Services

Promotion to Senior Instructor

(Effective August 1, 2020)

Stephanie Alexander, Department of English
Heather Anderson, Department of Baccalaureate Nursing
Derrick Bowman, Department of Mathematics and Computer Science
Katherine Christie, Department of Languages, Literatures and Linguistics
Emmanuel Cohen, Department of Accounting, Finance, Insurance and Risk Management
Ruth Fairbanks, Department of Multidisciplinary Studies
Adrienne Gilbert, Department of Chemistry and Physics
Michael Harrold, Department of English
Lee Luttrell, Department of Applied Clinical and Educational Sciences

Retirements

Paul Burkett; Professor, Department of Economics; effective May 31, 2020.

Emeriti

Paul Burkett; Professor Emeritus, Department of Economics; effective June 1, 2020.

Separations

Michael Davis; Instructor, Department of Applied Engineering and Technology Management; effective May 31, 2020.

Tina Kruger Newsham; Chairperson and Associate Professor; effective May 31, 2020.

Blake Rayfield; Assistant Professor, Department of Accounting, Finance, Insurance and Risk Management; effective May 31, 2020.

4f Other Personnel

NON-EXEMPT

Appointments

Derek Blann; Events Setup Technician I, HMSU-Operations; \$11.40 per hour; effective February 24, 2020.

Kelly Bridgewater; Stu Fin Aid Client Serv Spec; Student Financial Aid; \$13.35 per hour; effective March 23, 2020.

Julie Land; Early Childhood Asst Teacher, Early Childhood Education Center; \$12.34 per hour; effective March 16, 2020.

Kimberly Larsen; Research Lab Coordinator, IU School of Medicine-Terre Haute; \$14.51 per hour; effective March 23, 2020.

Jeffrey Smith; Senior Maintenance Mechanic, Mechanical Trades; \$15.87 per hour; effective February 24, 2020.

David Treash; Senior Maintenance Mechanic, Mechanical Trades; \$15.87 per hour; effective March 9, 2020.

Change in Status and/or Pay Rate

Promotion

Erick Barnett; from Equipment Operation Supervisor, Grounds to Fleet Management Supervisor, Garage; \$22.31 per hour; effective March 30, 2020.

Gary Brewer; from Lead Carpenter to Maintenance Supervisor, Crafts; \$23.43 per hour; effective January 21, 2020.

Alberta Budd; from Custodian II to Custodial Supervisor, Custodians; \$17.60 per hour; effective February 10, 2020.

Retirements

Pamala Atterson; Custodian I, Custodians; effective January 24, 2020.

Sharon Bryan; Budget Coordinator, Blumberg Center; effective March 31, 2020.

Debbie Higginbotham; Custodian I, Sycamore Housing; effective February 7, 2020.

Timothy Keen; Fleet Management Supervisor, Garage; effective February 28, 2020.

Allen Perry; Refrigeration Mechanic, Housing Facilities Operations; effective January 10, 2020.

Separations

Jacqueline Bennett; Parking Services Assistant, Public Safety Department; effective February 7, 2020.

Mark Gulley; Student Services Assistant II – RR, Extended Learning; effective March 6 2020.

Erin Harmon; Library Associate I, Library Services; effective January 31, 2020.

Blake Kinsel; Communications Officer, Public Safety Department; effective March 31, 2020.

Julie Land; Early Child Edu Teacher – RR, Early Childhood Education Center; effective March 3, 2020.

Sufen Liu; Early Childhood Asst Teacher, Early Childhood Education Center; effective March 12, 2020.

Kayla Lydick; Early Childhood Ed Ctr Teacher, Early Childhood Education Center; effective March 12, 2020.

Kristen Taylor; Custodian I, Sycamore Housing; effective February 28, 2020.

NON-EXEMPT PROFESSIONAL

Appointments

Richard Kidd; Asst Dir Dev Ath Fu, Advancement; M.A., Ball State University; \$20.30 per hour; effective February 3, 2020.

Iana Lutsenko; Benefits Specialist, Employee Benefits; MBA., Kyiv Ntnl Uni of Trade/Econ; \$20.88 per hour; effective March 2, 2020.

Separations

Kaleigh All; Career Services Emp Rela Coord, Career Center; effective February 25, 2020.

Nicholas McCreary; Sustainability Coordinator, Institute for Community Sustainability; effective March 12, 2020.

Abigail Miller; Admissions Event Coordinator, Admissions and High Schl Relations; effective February 28, 2020.

Kevin Phillips; Technical Services Manager; HMSU-Operations; effective March 20, 2020.

Change in Status and/or Pay Rate

Promotion/Transfer

Teresa Dwyer; from Career Svcs Asst Dir Emp Rela to Career Services Emp Rela Coord, Career Center; \$25.80 per hour; effective March 21, 2020.

Kristin Fritz; from Budget Coordinator, Residential Life Programming to Benefits Analyst, Employee Benefits; \$21.90 per hour; effective February 24, 2020.

Christa Stultz; from Career Center Technology Asst to Career Services Emp Rela Coord, Career Center; \$20.30 per hour; effective March 21, 2020.

Reclassifications/Title Changes

Brandie Perry; from pay grade 8 to pay grade 9; Financial Aid Systems Coord, Student Financial Aid; \$20.52 per hour; effective February 8, 2020.

ATHLETICS

Separations

Keevan Vonderheide; Athletic Fac/Oper Coordinator, Athletic Operations; effective March 5, 2020.

EXEMPT

Appointments

Esteban Amigo; Systems Integrator, Office of Information Technology; B.S., Indiana State University; salary \$70,000 per fiscal year; effective February 10, 2020.

Sarah Neeley; Student Employment Prog Coord, Career Center; B.S., Indiana State University; salary \$36,056 per fiscal year; effective January 27, 2020.

Dianne Frances Powell; Assoc Dir of Univ Comm, University Communications; M.A., Ohio University; salary \$55,000 per fiscal year; effective April 1, 2020.

Temporary Appointments

Kane Saylor; Sr Flight Instructor Req Reap, Aviation Technology; B.S., Indiana State University; salary \$40,600 per fiscal year; effective February 10, 2020 through June 30, 2021.

Change in Status and/or Pay Rate Promotion/Transfers

Michael Lechner; from Programmer Trainee-RR to Programmer Analyst, Office of Information Technology; salary \$47,483 per fiscal year; effective January 25, 2020.

Elizabeth Metzger; from Contracts and Grants Spec to Sponsored Programs Director, Office of Sponsored Programs; salary \$65,000 per fiscal year; effective February 24, 2020.

Retirements

Allen Asay; Systems Administrator, Library Services; effective August 17, 2020.

John Lentz; Campus Recreation Director, Campus Recreation; effective June 30, 2020.

Separations

Katharine May; COHHS College Advisor, Dean, College Health & Human Svcs; effective March 20, 2020.

Lisa Moore; Internal Communications Dir, University Communications; effective March 12, 2020.

Grace VanLue; Business Intelligence Analyst, Office of Information Technology; effective February 12, 2020.

ATHLETICS

Appointments

Kathryn Adams; Asst Coach, Volleyball, Athletics-Volleyball; \$37,497 per fiscal year; effective February 5, 2020 through December 31, 2020.

Lindsay Allman; Head Coach, Volleyball, Athletics-Volleyball; \$79,924 per fiscal year; effective January 1, 2020 through December 31, 2020.

Brett Carey; Asst Coach, Men's Basketball, Athletics-Mens Basketball; \$88,228 per fiscal year; effective April 1, 2020 through March 31, 2021.

Tyler Funk; Asst Coach, Football, Athletics-Football; \$45,613 per fiscal year; effective January 1, 2020 through December 31, 2020.

Vicki Hall; Head Coach, Women's Basketball, Athletics-Womens Basketball; \$133,270 per fiscal year; effective April 1, 2020 through March 31, 2021.

Julie Hanley; Head Coach, Women's Soccer, Athletics-Womens Soccer; \$62,278 per fiscal year; effective January 1, 2020 through December 31, 2020.

Jeffrey Kastl; Asst Coach, Football, Athletics-Football; \$53,530 per fiscal year; effective January 1, 2020 through December 31, 2020.

Adam Kleman; Asst Coach, Women's Soccer, Athletics-Womens Soccer; \$38,055 per fiscal year; effective January 1, 2020 through December 31, 2020.

Marcus Knight; Asst Coach, Football, Athletics-Football; \$47,500 per fiscal year; effective January 1, 2020 through December 31, 2020.

Greg Lansing; Head Coach, Men's Basketball, Athletics-Mens Basketball; \$248,478 per fiscal year; effective April 1, 2020 through March 31, 2021.

Curt Mallory; Head Coach, Football, Athletics-Football; \$217,694 per fiscal year; effective January 1, 2020 through December 31, 2020.

Desmond Morgan; Asst Coach, Football, Athletics-Football; \$40,000 per fiscal year; effective February 3, 2020 through December 31, 2020.

Deneen Parker; Asst Coach, Women's Basketball, Athletics-Womens Basketball; \$62,620 per fiscal year; effective April 1, 2020 through March 31, 2021.

Terry Parker; Asst Coach, Men's Basketball, Athletics-Mens Basketball; \$71,949 per fiscal year; effective April 1, 2020 through March 31, 2021.

Kareem Richardson; Asst Coach, Men's Basketball, Athletics-Mens Basketball; \$103,797 per fiscal year; effective April 1, 2020 through March 31, 2021.

Luke Scheidecker; Asst Coach, Women's Basketball, Athletics-Womens Basketball; \$60,600 per fiscal year; effective April 1, 2020 through March 31, 2021.

Mark Smith; Asst Coach, Football, Athletics-Football; \$70,195 per fiscal year; effective January 1, 2020 through December 31, 2020.

Ryan Stokes; Asst Coach, Football, Athletics-Football; \$36,000 per fiscal year; effective January 1, 2020 through December 31, 2020.

David Stuckman; Asst Coach, Football, Athletics-Football; \$40,000 per fiscal year; effective February 7, 2020 through December 31, 2020.

Michael Switzer; Asst Coach, Football, Athletics-Football; \$75,750 per fiscal year; effective January 1, 2020 through December 31, 2020.

Bradley Wilson; Asst Coach, Football, Athletics-Football; \$80,800 per fiscal year; effective January 1, 2020 through December 31, 2020.

Aaron Young; Asst Coach, Football, Athletics-Football; \$36,500 per fiscal year; effective January 1, 2020 through December 31, 2020.

Change in Status and/or Pay Rate
(Effective February 1, 2020 through December 31, 2020 unless otherwise noted)

Tyler Funk; Asst Coach, Football, Athletics-Football; \$46,613 per fiscal year.

Jeffrey Kastl; Asst Coach, Football, Athletics-Football; \$60,000 per fiscal year.

Marcus Knight; Asst Coach, Football, Athletics-Football; \$52,000 per fiscal year.

Mark Smith; Asst Coach, Football, Athletics-Football; \$74,000 per fiscal year.

Ryan Stokes; Asst Coach, Football, Athletics-Football; \$40,000 per fiscal year.

Michael Switzer; Asst Coach, Football, Athletics-Football; \$79,110 per fiscal year.

Bradley Wilson; Asst Coach, Football, Athletics-Football; \$84,110 per fiscal year.

Aaron Young; Asst Coach, Football, Athletics-Football; \$40,000 per fiscal year.

Separations

Deon Broomfield; Asst Coach, Football, Athletics-Football; effective January 27, 2020.

4g Grants and Contracts

1. Sigma Xi, The Scientific Research Society, Fund No. 549352, Proposal 20-040
An agreement in the amount of \$998.00 has been received from Sigma Xi, The Scientific Research Society for the project entitled, "Investigating the Sex-, Segment-, and Tissue-Specific Regulation of the Branchless Gene in D. Melanogaster," under the direction of Naureen Aslam, Department of Biology, for the period January 1, 2020 through December 31, 2020.
2. Wabash Valley Community Foundation, Fund No. 549351, Proposal 20-046
An agreement in the amount of \$3,396.29 has been received from Wabash Valley Community Foundation for the project entitled, "Growing up with Gross Motor Skills," under the direction of Holly Curtsinger, Early Childhood Education Center, for the period January 27, 2020 through June 30, 2020.
3. Indiana Youth Institute, Fund No. 549347, Proposal 20-036
An agreement in the amount of \$747.00 has been received from Indiana Youth Institute for the project entitled, "National Association for the Education of Young Children Annual Conference," under the direction of Holly Curtsinger, Early Childhood Education Center, for the period October 1 2019 through December 31, 2019.
4. Charles Koch Foundation, Fund No. 549353, Proposal 20-054
An agreement in the amount of \$12,200.00 has been received from Charles Koch Foundation for the project entitled, "Research on Occupational Licensure," under the direction of Julia Valdes, Department of Political Science, for the period November 5, 2019 through December 31, 2020.

4h Agreements

| Contract Type | Name |
|--------------------------------|--|
| Athletics | Vanderbilt University Women's Basketball 2020 |
| Athletics | 2020 Gulf Coast Showcase Agreement 2020 |
| Athletics | Men's Basketball vs. Purdue 2020 |
| Clinical Affiliation Agreement | Columbia Valley Community Health (CVCH) |
| Clinical Affiliation Agreement | Wabash General Hospital |
| Clinical Affiliation Agreement | Richard Roudebush VAMC |
| Clinical Affiliation Agreement | Signature HealthCARE of Tarpon Springs 2018 |
| Clinical Affiliation Agreement | VA Healthcare System Chillicothe |
| Clinical Affiliation Agreement | EVERFI ISU Amendment and Agreement 3.26.2020 |
| Clinical Affiliation Agreement | Body Central Physical Therapy |
| Clinical Affiliation Agreement | Pappas Physical & Hand Therapy |
| Clinical Affiliation Agreement | Record-A-Hit Contract.Residentail Life |
| Speaker Agreement | ISU.CampuSpeak.Mo-Men-Tum.ContractRider.Signed.3.5.20 |
| Speaker Agreement | ISU.CampuSpeak.LeadingFromThePassengerSeat.ContractRider.Signed.3.5.20 |
| Clinical Affiliation Agreement | Parke/Vermillion County CASA |
| Clinical Affiliation Agreement | VA Illiana Health Care System |
| Speaker Agreement | The Songwriter Project.Chrisie Santoni |
| Clinical Affiliation Agreement | 2020 Indiana State University and the University of Iowa Hospitals and Clinics |
| Athletics | THNLL Facility Rental |
| Clinical Affiliation Agreement | Klickitat Valley Health |
| Clinical Affiliation Agreement | Mental Health America of West Central Indiana |
| Clinical Affiliation Agreement | Indiana University Health Renewal |
| Clinical Affiliation Agreement | Associated Surgeons and Physicians LLC dba Women's Health Advantage |
| Clinical Affiliation Agreement | Marion Hospital Corporation d/b/a Heartland Regional Medical Center |

| | |
|--------------------------------|--|
| Clinical Affiliation Agreement | Perry Township Schools |
| Clinical Affiliation Agreement | Cheshire Medical Center |
| Clinical Affiliation Agreement | Maglinger Home Based Services |
| Performance Agreement | Professional Art Services Agreement_Vexler |
| Confidential Agreement | Ingram Express Confidentiality Agreement |
| Clinical Affiliation Agreement | Dynamic Strides Therapy |
| Clinical Affiliation Agreement | Disability Awareness Month Jazz Performance |
| Speaker Agreement | Indiana Statewide Independent Living Council |
| Speaker Agreement | Belief Zone |
| Clinical Affiliation Agreement | Indiana Physical Therapy |
| Non-Disclosure Agreement | Carrier Corporation Mutual Nondisclosure Agreement |
| Clinical Affiliation Agreement | Creative Health Solutions Health & Rehabilitation Centers |
| Clinical Affiliation Agreement | Counseling For Change Inc |
| Clinical Affiliation Agreement | Terre Haute Regional Hospital |
| Rental Agreement | Indiana Theatre Rental Agreement.Spring Week Spring Sing |
| Membership Agreement | Final Visual Compliance Indiana Statewide Membership Agreement |
| Clinical Affiliation Agreement | Hamilton Southeastern Schools Clinical Affiliation Agreement |

4i Board Representation at University Events

Events Requiring Board Representation

July 30-31, 2020

Board of Trustees Retreat

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

4j In Memoriam

IN MEMORIAM: Ms. Loretta Gray

WHEREAS, Ms. Loretta Gray, retired Custodial Worker, died on the thirtieth day of December two thousand and nineteen;

WHEREAS, Ms. Loretta Gray had given loyal and devoted service to Indiana State University for fifteen and one-half 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: Mrs. Marcella Blankenship

WHEREAS, Mrs. Marcella Blankenship, retired Custodial Worker, died on the sixteenth day of December two thousand and nineteen;

WHEREAS, Mrs. Marcella Blankenship had given loyal and devoted service to Indiana State University for twenty and one-half 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. Herbert Diekhans

WHEREAS, Dr. Herbert Diekhans, Professor of Math of Indiana State University, died on the twenty-third day of December two thousand and nineteen; and

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

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

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

IN MEMORIAM: Dr. Lois Latta

WHEREAS, Dr. Lois Latta, Associate Professor of Geography and Geology of Indiana State University, died on the first day of January two thousand and twenty;

WHEREAS, Dr. Lois Latta had given loyal and devoted service to Indiana State University for fourteen 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: Ms. Ruth Miller

WHEREAS, Ms. Ruth Miller, Faculty Member of Indiana State University, died on the eighth day of January two thousand and twenty;

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

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

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

IN MEMORIAM: Mr. Robert Schwindy

WHEREAS, Mr. Robert Schwindy, retired Project Coordinator, died on the tenth day of February two thousand and twenty;

WHEREAS, Mr. Robert Schwindy, had given loyal and devoted service to Indiana State University for over 11 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Dr. John M. Doty

WHEREAS, Dr. John M. Doty, Professor and Chairperson of Health and Safety Department of Indiana State University, died on the twelfth day of February two thousand and twenty; and

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

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

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

IN MEMORIAM: Dr. Effie Neva Hunt

WHEREAS, Dr. Effie Hunt, Dean Emerita in the College of Arts and Sciences of Indiana State University, died on the twenty-first day of February two thousand and twenty;

WHEREAS, Dr. Effie Hunt had given loyal and devoted service to Indiana State University for twenty three and one-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: Mrs. Mary Gertrude Slack

WHEREAS, Mrs. Mary Gertrude Slack, Faculty Member in the University School of Indiana State University, died on the twelfth day of February two thousand and twenty;

WHEREAS, Mrs. Mary Gertrude Slack had given loyal and devoted service to Indiana State University for twenty two 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. Bobby Smiley

WHEREAS, Dr. Bobby Smiley, Associate Professor of Marketing of Indiana State University, died on the eighteenth day of March two thousand and twenty; and

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

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

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

IN MEMORIAM: Dr. William Giffin

WHEREAS, Dr. William Giffin, Professor of History of Indiana State University, died on the twenty-fourth day of March two thousand and twenty; and

WHEREAS Dr. William Giffin had given loyal and devoted service to Indiana State University for over forty-nine years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. P. Gnanaolivu Aaron

WHEREAS, Dr. P. Gnanaolivu Aaron, Professor of Psychology of Indiana State University, died on the twenty-fifth day of March two thousand and twenty; and

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

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

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

IN MEMORIAM: Mr. Jerry Lankford

WHEREAS, Mr. Jerry Lankford, retired Electrical Supervisor, died on the fourth day of April two thousand twenty and;

WHEREAS, Jerry Lankford, had given loyal and devoted service to Indiana State University for 27 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.