



# Indiana State University

Board of Trustees Agenda Meeting

May 6, 2022

State Room, Tirey Hall



Computer Software Dr. Olsen	
3c3 Proposed Modifications to Policy 830 Data Security and Management Dr. Olsen	Approval
3c4 Proposed Modifications to Policy 840 Use of Electronic Mail Dr. Olsen	Approval
3c5 Proposed Modifications to Policy 145 Constitution of the Faculty Senate of Indiana State University.pdf Dr. Olsen	Information
3c6 Modification to 146 Bylaws of the Faculty Senate, Section 146.2 Administrative Affairs Committee Dr. Olsen	Information
3c7 Approval of Policy 225 Pass Fail Grading Dr. Olsen	Information
3c8 Proposed Modifications to Policy 315 Graduate Faculty Membership.pdf Dr. Olsen	Information
3c9 Proposed Modifications to Policy 505 Compensation, Section 505.12 Summer Sessions Dr. Olsen	Information
3c10 Proposed Modifications to Policy 510 Staff Benefits Programs Mrs. McKee	Information
3c11 Proposed Modifications to Policy 535 Retirement Benefits Mrs. McKee	Information
3d Nominating Committee Report and Election of Officers Mrs. Cabello	Approval
3e Reaffirmation of Fiscal Year 2023 Meeting Dates and Approval of Fiscal Year 2024 Meeting Dates Mrs. Cabello	Approval
3f Candidates for Degrees May 2022 Dr. Olsen	Approval
3g New Academic Program B.S. in Data Science Dr. Olsen	Approval
3h New Program Certificate in Civic Leadership Dr. Olsen	Approval
3i New Academic Programs Communication Minors	Approval

Dr. Olsen

3j New Academic Program Certificate in Nonprofit Leadership  
Dr. Olsen Approval

3k New Academic Program Certificate in History  
Dr. Olsen Information

3l Naming of the Yang Family University Art Gallery  
Mrs. Angel Approval

3m Naming of the Kim and Steve Smith Faculty Fellow in Insurance and Risk Management  
Mrs. Angel Approval

3n Conflict of Interest Disclosure Statements  
Ms. Butwin Approval

3o Resolution to Honor Service of a Trustee  
Mrs. Cabello Approval

#### 4. Items for the Information of the Trustees

4a University Investments

4b Financial Report

4c Purchasing Report

4d Vendor Report

4e Faculty Personnel

4f Other Personnel

4g Grants and Contracts

4h Agreements

4i Board Representation at University Events

4j In Memoriam

Old Business

Adjournment

# 1. Call Annual Organizational Meeting to Order with roll call attendance – Kathy Cabello

## Roll Call:

Kathleen Cabello  
Robert Casey  
Kimmie Collins  
Tanya McKinzie  
Randall Minas  
Cynthia Powers  
John Pratt  
Kimberly Smith  
Troy Woodruff

## 3a Minutes of the February 18, 2022 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 18, 2022.

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

The Trustees met in a regularly scheduled meeting on Friday, February 18, 2022 at 10:00 a.m.

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

Trustees absent: Mrs. Mckinzie and Mrs. Powers

**Recommendation:** Approve the Board Minutes of the February 18, 2022 Meeting and Certification of Executive Session.

## 3b1 Operating Budgets, 2022-23

Presented below are balanced operating budgets based upon estimates of tuition revenue, State appropriations, and other available sources for the fiscal year 2022-23. It is recommended the President of Indiana State University be further authorized to establish salaries and wages for the 2022-23 fiscal year within the capabilities of budgeted resources.

**Recommendation:** Approval of the following operating budgets for the 2022-23 fiscal year and authorization of the President of Indiana State University to establish salaries and wages within the capabilities of budgeted resources.

**INDIANA STATE UNIVERSITY**  
**General Fund Budget Summary**

	2021-22 Budget As Approved By Board of Trustees	Budget Change	Proposed 2022-23 Budget
<b>Source of Funds</b>			
Operating Appropriation	\$72,063,968	\$2,434,983	\$74,498,951
Academic Debt Service Appropriation *	<u>11,044,480</u>	<u>6,808</u>	<u>11,051,288</u>
Sub-Total State Appropriation	83,108,448	2,441,791	85,550,239
Student Tuition **	83,030,362	(7,357,767)	75,672,595
Other Fees and Charges	2,298,903		2,298,903
Other Income & Transfers	5,718,287	(90,024)	5,628,263
One-Time Funding Transfer		4,450,000	4,450,000
Total Source of Funds	<u>\$174,156,000</u>	<u>(\$556,000)</u>	<u>\$173,600,000</u>
<b>Use of Funds</b>			
<b>Compensation</b>			
Salaries and Wages	\$81,816,438	(\$1,559,051)	\$80,257,387
Fringe Benefits	<u>24,479,924</u>	<u>(91,701)</u>	<u>24,388,223</u>
Sub-Total Compensation	106,296,362	(1,650,752)	104,645,610
<b>Departmental Expenses</b>			
Supplies and Related Expenses	15,754,042	(688,418)	15,065,624
Repairs and Maintenance	4,656,735	394,628	5,051,363
Other Committed Expenses	<u>1,558,372</u>	<u>28,143</u>	<u>1,586,515</u>
Sub-Total Departmental Expenses	21,969,149	(265,647)	21,703,502
Utilities and Related Expenses	10,064,556	(100,000)	9,964,556
<b>Equipment and Other Capital</b>			
Operating Equipment	1,091,882	(127,102)	964,780
Capital Improvements	<u>3,000,000</u>	<u>1,600,000</u>	<u>4,600,000</u>
Sub-Total Equipment & Other Capital	4,091,882	1,472,898	5,564,780
Student Scholarship and Fee Remissions	16,081,571	180,693	16,262,264
Academic Debt Service *	11,652,480	6,808	11,659,288
Budget Reserve	<u>4,000,000</u>	<u>(200,000)</u>	<u>3,800,000</u>
Total Use of Funds	<u>\$174,156,000</u>	<u>(\$556,000)</u>	<u>\$173,600,000</u>

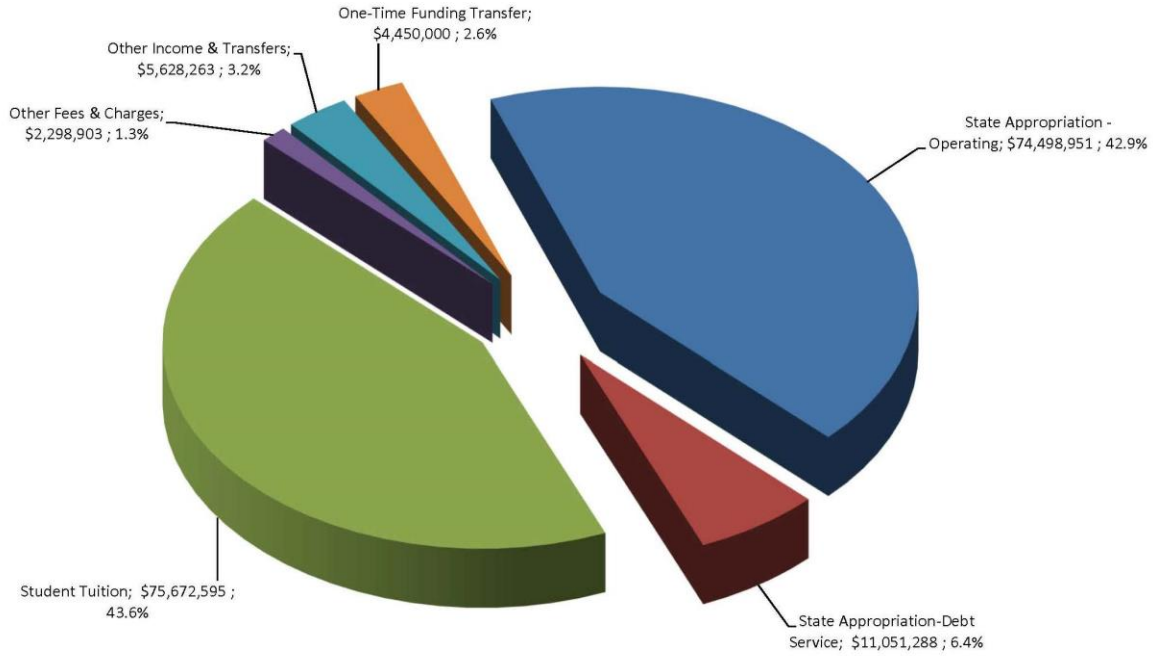
**Footnotes:**

\* Funding for Academic Debt Service payments.

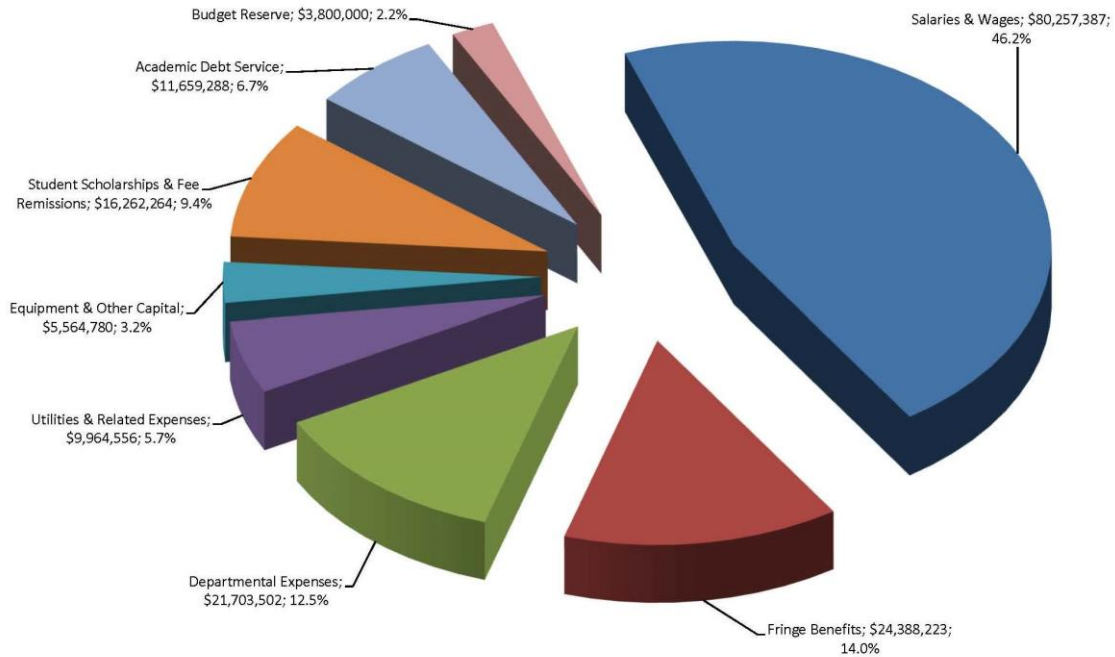
\*\* This decrease is inclusive of a 1.40% increase in tuition and mandatory fees for undergraduate and graduate students, a (\$8,809,000) adjustment for actual FY22 and projected FY23 enrollment declines, and other miscellaneous adjustments.



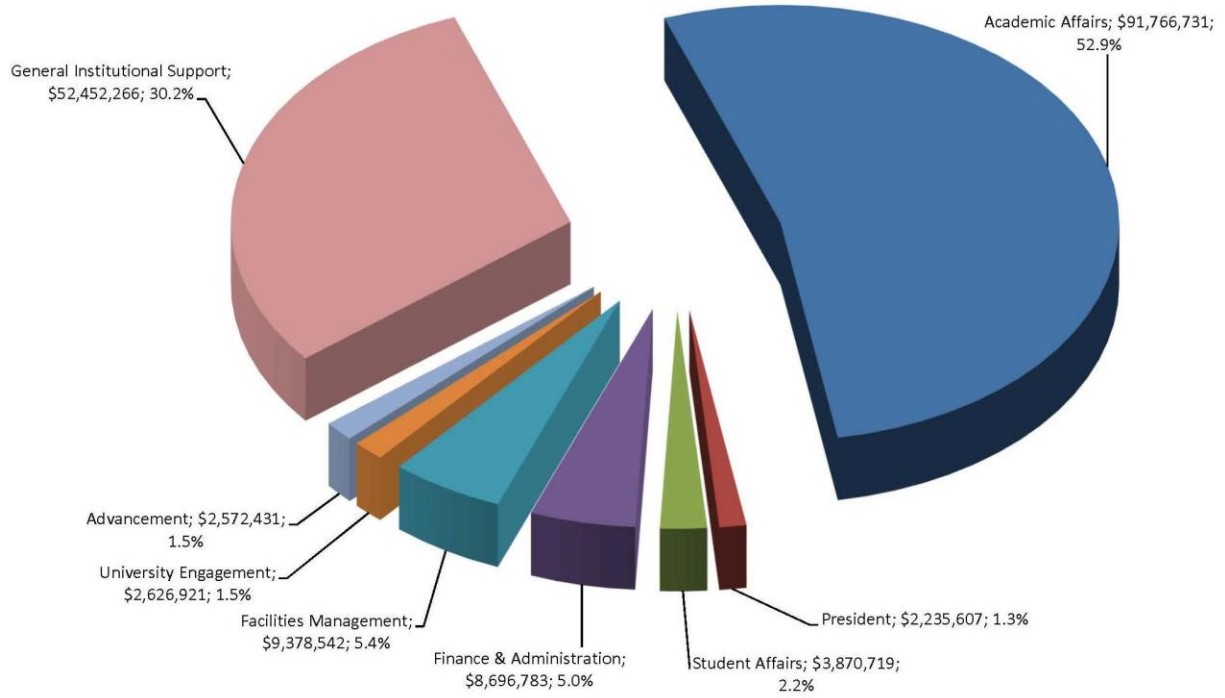
**INDIANA STATE UNIVERISTY**  
**Budgeted Revenues by Source - General Fund**  
**Fiscal Year 2022-23**



**INDIANA STATE UNIVERISTY**  
**Budgeted Expenditures By Function - General Fund**  
**Fiscal Year 2022-23**



**INDIANA STATE UNIVERSITY**  
**Budgeted Expenditures By Unit - General Fund**  
**Fiscal Year 2022-23**



**INDIANA STATE UNIVERSITY  
Student Activity Budget**

	<u>2021-22 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2022-23 Budget</u>
<b>Source of Funds</b>			
Student Tuition Allocation	\$14,477,935		\$14,477,935
Student Recreation Center Fee	1,516,039	(\$110,739)	1,405,300
<b>Total Source of Funds</b>	<b><u>\$15,993,974</u></b>	<b><u>(\$110,739)</u></b>	<b><u>\$15,883,235</u></b>
<b>Use of Funds</b>			
<b>Direct Allocations</b>			
Student Government	\$74,400		\$74,400
Graduate Student Association	3,000		3,000
Student Programming	91,772		91,772
Student Union Board	78,300		78,300
Student Yearbook	25,000		25,000
Student Recreation Center Bond Fund	1,190,315	(\$85,015)	1,105,300
Sub Total Direct Allocations	\$1,462,787	(\$85,015)	\$1,377,772
<b>Auxiliary Operations Supplemental Allocations</b>			
Identification Cards	\$42,062		\$42,062
Hulman Memorial Student Union	875,166		875,166
Intercollegiate Athletics	11,154,554		11,154,554
Statesman Newspaper	123,906		123,906
Hulman Center	946,410		946,410
Student Recreation Center	325,724	(\$25,724)	300,000
Sub Total Supplemental Allocations	\$13,467,822	(\$25,724)	\$13,442,098
<b>Transfers, Reserves and Other</b>			
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
<b>Total Use of Funds</b>	<b><u>\$15,993,974</u></b>	<b><u>(\$110,739)</u></b>	<b><u>\$15,883,235</u></b>

**STUDENT ACTIVITY DIRECT ALLOCATIONS**

	<u>2021-22 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2022-23 Budget</u>
<b>Student Government</b>			
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>
<b>Graduate Student Association</b>			
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>
<b>Student Programming</b>			
Compensation	\$0		\$0
Supplies and Related Expense	91,772		91,772
Repairs and Maintenance	0		0
Total	<u>\$91,772</u>	<u>\$0</u>	<u>\$91,772</u>
<b>Student Union Board</b>			
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>
<b>Student Yearbook</b>			
Compensation	\$18,949		\$18,949
Supplies and Related Expense	6,051		6,051
Repairs and Maintenance	0		0
Total	<u>\$25,000</u>	<u>\$0</u>	<u>\$25,000</u>
<b>Student Recreation Center Bond Fund</b>			
Student Recreation Center Debt Service	\$1,190,315	(\$85,015)	\$1,105,300

**INDIANA STATE UNIVERSITY**  
**AUXILIARY AND OTHER OPERATIONS**

	<u>2021-22 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2022-23 Budget</u>
<b>SUMMARY TOTALS</b>			
<b>SUMMARY INCOME</b>	<u>\$60,988,390</u>	<u>(\$1,483,921)</u>	<u>\$59,504,469</u>
<b>SUMMARY EXPENDITURES</b>			
Compensation	\$19,457,340	(\$376,314)	\$19,081,026
Supplies and Related Expense	24,574,128	(1,112,183)	23,461,945
Scholarships	5,312,729	87,605	5,400,334
Debt Service	8,768,689	(38,498)	8,730,191
Repairs and Maintenance	1,680,888	186,558	1,867,446
Capital	110,200	(14,100)	96,100
Budgeted Occupancy Reserve	<u>1,084,416</u>	<u>(216,989)</u>	<u>867,427</u>
Total	<u>\$60,988,390</u>	<u>(\$1,483,921)</u>	<u>\$59,504,469</u>
<hr/>			
<b>Hulman Center &amp; Event Services</b>			
Income			
Student Activity Allocation	\$946,410		\$946,410
Rental and Other Income	778,740	\$72,080	850,820
Transfer In	<u>16,525</u>		<u>16,525</u>
Total	\$1,741,675	\$72,080	\$1,813,755
Expenditures			
Compensation	\$1,383,652	\$25,120	\$1,408,772
Supplies and Related Expense	338,023	34,295	372,318
Repairs and Maintenance	10,000	12,665	22,665
Capital	<u>10,000</u>		<u>10,000</u>
Total	\$1,741,675	\$72,080	\$1,813,755
<b>Residential Life</b>			
Rental and Other Income	\$34,371,238	(\$1,601,263)	\$32,769,975
Expenditures			
Compensation	\$6,929,972	(\$347,104)	\$6,582,868
Supplies and Related Expense	17,043,086	(991,172)	16,051,914
Debt Service	8,578,689	(38,498)	8,540,191
Repairs and Maintenance	734,075	(6,500)	727,575
Capital	1,000	(1,000)	0
Budgeted Occupancy Reserve	<u>1,084,416</u>	<u>(216,989)</u>	<u>867,427</u>
Total	\$34,371,238	(\$1,601,263)	\$32,769,975

	<b>2021-22 Budget As Approved By Board of Trustees</b>	<b>Change</b>	<b>Proposed 2022-23 Budget</b>
<b>Hulman Memorial Student Union</b>			
Income			
Student Activity Allocation	\$875,166		\$875,166
Machine Sales and Vending	20,000	(\$4,000)	16,000
Outside Rental	76,228	816	77,044
Miscellaneous Income	96,500		96,500
Transfers In	131,472		131,472
Total	<u>\$1,199,366</u>	<u>(\$3,184)</u>	<u>\$1,196,182</u>
Expenditures			
Compensation	\$967,378	(\$7,504)	\$959,874
Supplies and Related Expense	196,988	(2,180)	194,808
Repairs and Maintenance	35,000	6,500	41,500
Capital	0		0
Total	<u>\$1,199,366</u>	<u>(\$3,184)</u>	<u>\$1,196,182</u>
<b>Athletics</b>			
Income			
Student Activity Allocation	\$11,154,554		\$11,154,554
Donor Contributions	1,350,000		1,350,000
Admission Sales	600,000		600,000
Commissions and Other Income	1,540,000	\$160,000	1,700,000
Guarantees	515,000	(12,000)	503,000
Transfer In	0		0
Total	<u>\$15,159,554</u>	<u>\$148,000</u>	<u>\$15,307,554</u>
Expenditures			
Compensation	\$5,580,274	\$46,955	\$5,627,229
Supplies and Related Expense	4,091,501	(6,110)	4,085,391
Scholarships	5,312,729	87,605	5,400,334
Repairs and Maintenance	93,850	20,750	114,600
Capital	81,200	(1,200)	80,000
Total	<u>\$15,159,554</u>	<u>\$148,000</u>	<u>\$15,307,554</u>
<b>Student Recreation Center</b>			
Income			
Student Recreation Center Fee Allocation	\$325,724	(\$25,724)	\$300,000
Memberships	45,700	5,273	50,973
Miscellaneous Income	72,900	1,500	74,400
Transfer In	296,352		296,352
Total	<u>\$740,676</u>	<u>(\$18,951)</u>	<u>\$721,725</u>
Expenditures			
Compensation	\$385,290	(\$5,956)	\$379,334
Supplies and Related Expense	324,955	(8,064)	316,891
Repairs and Maintenance	30,431	(4,931)	25,500
Capital	0		0
Total	<u>\$740,676</u>	<u>(\$18,951)</u>	<u>\$721,725</u>

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

	<b>2021-22 Budget As Approved By Board of Trustees</b>	<b>Change</b>	<b>Proposed 2022-23 Budget</b>
<b>Voice &amp; Data Network Services</b>			
Income			
Local Service Charges	\$1,472,073	(\$89,855)	\$1,382,218
Miscellaneous Reimbursement	90,711	17,465	108,176
Other Income	52,296	(796)	51,500
Total	<u>\$1,615,080</u>	<u>(\$73,186)</u>	<u>\$1,541,894</u>
Expenditures			
Compensation	\$776,133	(\$52,037)	\$724,096
Supplies and Related Expense	646,026	(146,016)	500,010
Repairs and Maintenance	189,921	124,867	314,788
Capital	3,000		3,000
Total	<u>\$1,615,080</u>	<u>(\$73,186)</u>	<u>\$1,541,894</u>
<b>Early Childhood Education Center</b>			
Income			
Child Care Fees	\$737,622	\$14,543	\$752,165
Other Income	50,000		50,000
Transfer In	226,705		226,705
Total	<u>\$1,014,327</u>	<u>\$14,543</u>	<u>\$1,028,870</u>
Expenditures			
Compensation	\$934,393	\$10,374	\$944,767
Supplies and Related Expense	78,534	3,621	82,155
Repairs and Maintenance	1,400	548	1,948
Capital	0		0
Total	<u>\$1,014,327</u>	<u>\$14,543</u>	<u>\$1,028,870</u>
<b>Physical Therapy &amp; Sports Rehab Clinic</b>			
Income			
	\$286,320	(\$18,320)	\$268,000
Expenditures			
Compensation	\$228,329	(\$8,117)	\$220,212
Supplies and Related Expense	57,891	(10,103)	47,788
Repairs and Maintenance	100	(100)	0
Total	<u>\$286,320</u>	<u>(\$18,320)</u>	<u>\$268,000</u>
<b>Statesman Newspaper</b>			
Income			
Advertising Sales	\$50,000	(\$25,000)	\$25,000
Student Activity Allocation	123,906		123,906
Other Income	0		0
Total	<u>\$173,906</u>	<u>(\$25,000)</u>	<u>\$148,906</u>
Expenditures			
Compensation	\$127,164	(\$39,944)	\$87,220
Supplies and Related Expense	46,468	14,944	61,412
Repairs and Maintenance	274		274
Capital	0		0
Total	<u>\$173,906</u>	<u>(\$25,000)</u>	<u>\$148,906</u>

	<b>2021-22 Budget As Approved By Board of Trustees</b>	<b>Change</b>	<b>Proposed 2022-23 Budget</b>
<b>ID Card System</b>			
Income			
Student Activity Allocation	\$42,062		\$42,062
Other Income	60,880	(\$2,000)	58,880
Total	<u>\$102,942</u>	<u>(\$2,000)</u>	<u>\$100,942</u>
Expenditures			
Compensation	\$49,555	(\$1,375)	\$48,180
Supplies and Related Expense	36,887	(825)	36,062
Repairs and Maintenance	6,500	10,100	16,600
Capital	10,000	(9,900)	100
Total	<u>\$102,942</u>	<u>(\$2,000)</u>	<u>\$100,942</u>
<b>HMSU Commons</b>			
Income			
CAM Charges	\$183,076		\$183,076
Transfer In	78,260		78,260
Total	<u>\$261,336</u>	<u>\$0</u>	<u>\$261,336</u>
Expenditures			
Compensation	\$0		\$0
Supplies and Related Expense	246,336		246,336
Repairs and Maintenance	15,000		15,000
Capital	0		0
Total	<u>\$261,336</u>	<u>\$0</u>	<u>\$261,336</u>
<b>Parking Services</b>			
Income			
Parking Income	\$545,700	\$43,500	\$589,200
Transfer In	180,000		180,000
Total	<u>\$725,700</u>	<u>\$43,500</u>	<u>\$769,200</u>
Expenditures			
Compensation	\$355,763	\$19,684	\$375,447
Supplies and Related Expense	97,550	7,552	105,102
Debt Service	190,000		190,000
Repairs and Maintenance	82,387	16,264	98,651
Capital	0		0
Total	<u>\$725,700</u>	<u>\$43,500</u>	<u>\$769,200</u>
<b>Extended Learning</b>			
Income			
Distance Delivery Fees	\$800,000		\$800,000
Expenditures			
Compensation	\$546,589	\$5,565	\$552,154
Supplies and Related Expense	253,411	(7,715)	245,696
Repairs and Maintenance	0	2,150	2,150
Capital	0		0
Total	<u>\$800,000</u>	<u>\$0</u>	<u>\$800,000</u>



	<b>2021-22 Budget As Approved By Board of Trustees</b>	<b>Change</b>	<b>Proposed 2022-23 Budget</b>
<b>Flight Academy</b>			
Income			
Flight Fees	\$2,165,635		\$2,165,635
Other Income	42,035		42,035
Transfer In	125,000		125,000
Total	<u>\$2,332,670</u>	<u>\$0</u>	<u>\$2,332,670</u>
Expenditures			
Compensation	\$777,271	(\$12,842)	\$764,429
Supplies and Related Expense	1,071,149	8,597	1,079,746
Repairs and Maintenance	479,250	6,245	485,495
Capital	5,000	(2,000)	3,000
Total	<u>\$2,332,670</u>	<u>\$0</u>	<u>\$2,332,670</u>
<b>Health and Wellness Fee</b>			
Fee Income			
	\$463,600	(\$20,140)	\$443,460
Expenditures			
Compensation	\$415,577	(\$9,133)	\$406,444
Supplies and Related Expense	45,323	(9,007)	36,316
Repairs and Maintenance	2,700	(2,000)	700
Capital	0		0
Total	<u>\$463,600</u>	<u>(\$20,140)</u>	<u>\$443,460</u>

**INDIANA STATE UNIVERSITY**  
**LINE-ITEM APPROPRIATIONS**

	<u>2021-22 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2022-23 Budget</u>
<b>Degree Link</b>			
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	\$424,099	(\$8,693)	\$415,406
Supplies and Related Expense	12,339	2,233	14,572
Repairs and Maintenance	10,000	6,460	16,460
Total Use of Funds	<u>\$446,438</u>	<u>\$0</u>	<u>\$446,438</u>
 <b>Nursing Program</b>			
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	\$178,490	(\$3,538)	\$174,952
Supplies and Related Expense	25,510	3,538	29,048
Repairs and Maintenance	0		0
Total Use of Funds	<u>\$204,000</u>	<u>\$0</u>	<u>\$204,000</u>
 <b>Dual Credit</b>			
Source of Funds			
Operating Appropriation	\$199,620		\$199,620
Total Source of Funds	<u>\$199,620</u>	<u>\$0</u>	<u>\$199,620</u>
Use of Funds			
Compensation	\$113,149	\$772	\$113,921
Supplies and Related Expense	46,471	(772)	45,699
Repairs and Maintenance	0		0
Scholarships	40,000		40,000
Total Use of Funds	<u>\$199,620</u>	<u>\$0</u>	<u>\$199,620</u>
 <b>Indiana Principal Leadership Institute</b>			
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	\$184,038	\$4,207	\$188,245
Supplies and Related Expense	415,962	(4,207)	411,755
Repairs and Maintenance	0		0
Total Use of Funds	<u>\$600,000</u>	<u>\$0</u>	<u>\$600,000</u>

## 3b2 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.

## **3c1 Proposed Modifications to Policy 810 Acceptable Use of Information Technology**

**Rationale:** As part of the three-year policy review cycle, the administration has identified a need to update Policy 810 Acceptable Use of Information Technology. The policy modifications clarify user responsibilities, including the obligation to: follow published security guidance, ensure devices are adequately protected, and promptly report information security incidents.

### **Proposed Modifications:**

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

#### **810.1 ~~Overview~~/Purpose**

Indiana State University provides a variety of computing resources to its campus and public constituents. Those who use University information resources are to take reasonable and necessary measures to safeguard the operating integrity of institutional systems and data. This policy covers aspects of legitimate use, information security, and privacy that arise in the use of computers, software, and electronic information. This policy strives to balance the individual's ability to benefit fully from these resources and the University's responsibility to maintain the accessibility, integrity, utility, and security of the electronic information environment.

The University's responsibilities in this area can generally be described as the delivery of information technology resources that are stable, reliable, and secure, and the delivery of support for those resources. In the information technology environment today, individuals and the institution play a role in meeting those responsibilities. As context for the requirements of acceptable use by individuals, it is helpful to understand in more detail some of the institutional duties in providing and supporting information technology. These include:

- a) Ensuring efficient and reliable performance of University computer systems and networks.
- b) Establishing and supporting reasonable standards of security for electronic information that University community members produce, use, or distribute.
- c) Protecting University computers, networks and information from destruction, tampering, unauthorized inspection and use.
- d) Ensuring that information technology resources are used in a manner consistent with the University's mission.
- e) Defining the limits of privacy that can be expected in the use of networked computer resources and preserving freedom of expression over this medium without countenancing unlawful activities.
- f) Ensuring that University computer systems do not lose important information due to hardware, software, or administrative failures or breakdowns.
- g) Communicating University policies and individuals' responsibilities systematically and regularly in a variety of formats, to all parts of the University community.
- h) Monitoring policies and proposing changes in policy as events or technology warrant.
- i) Managing computing resources so that members of the University community benefit equitably from their use.
- j) Enforcing policies by restricting access in case of serious violations (see section on "Sanctions").

## 810.2 Scope

This policy applies to the use of all computing devices owned by Indiana State University, and to all computing devices owned by others that are attached to the institutional network or used in the processing of institutional business or the creation, receipt, transmission, processing, use, storage, printing, or dissemination of institutional data.

## 810.3 ~~Individual-User~~ Responsibilities

Indiana State University supports networked information resources to further its mission and to foster a community of shared inquiry. All members of the University community must be cognizant of the rules and conventions that make these resources secure and efficient. It is the responsibility of each member of the University community to comply with all applicable University Information Technology policies and standards, including the following standard practices.

**810.3.1 Respect the Rights of Others.** Users are expected to (i) Respect the right of others to be free from harassment or intimidation to the same extent that this right is recognized in the use of other communications media and (ii) ~~R~~espect the privacy of other community members, regardless of whether their accounts are securely protected. Consequently, although each user has the right to freedom of speech, unlawful or harassing material may not be sent or displayed to others.

**810.3.2 Respect Intellectual Property Rights.** Users are expected to Respect copyright and other intellectual property rights. Unauthorized copying of files or passwords belonging to others or to the University may constitute plagiarism or theft. Modifying files without authorization (including altering information, introducing viruses or other malware, or damaging files) is unethical and may be illegal.

**810.3.3 Maintain Secure Passwords.** Users must establish appropriate passwords in the first instance, and should use different passwords for University accounts than are used for non-University accounts. Passwords must not be shared with others. This means that, except in emergency situations, University employees must not give someone else their password, and they must not accept a request, offer, or direction to use someone else's password. If an emergency situation arises where a user's password must be shared to perform a specific function, that password must be changed immediately. For accounts used in University operations, and for applications or services where University data is stored, users must change their password every six months, at a minimum. If a password is compromised, or if it is suspected or known that another individual has learned a user's password, the user must change their password immediately. Passwords should not be stored or transmitted through electronic communications, but if they must be, they must be encrypted.

**810.3.4 Identify Oneself Accurately.** Users are expected to ~~u~~identify oneself accurately and appropriately in electronic communications.

**810.3.5 Use Resources Efficiently.** Users should Aaccept limitations or restrictions on computing resources such as storage space, time limits, or amount of resources consumed when asked to do so by authorized personnel. University resources are to be used in a manner consistent with the University's mission. Use of University resources for personal activities should in no way interfere with or take precedence over

institutional uses. Indiana State University computing resources may not be used for commercial purposes.

**810.3.6 Recognize Limitations on Privacy.** ~~Users should R~~recognize the limitations to privacy afforded by electronic services. Users have a right to expect that what they create, store, and send will be seen only by those to whom permission is given. Users must know, however, that the security of electronic files on shared systems and networks is not inviolable – most people respect the security and privacy protocols, but a determined, technically-well-informed person may be able to breach them. Users must also note that, as part of their responsibilities, systems or technical managers may occasionally need to diagnose or solve problems by examining the contents of system files. Furthermore, when a personal device is used in the conduct of University business, there should be no expectation of privacy related to University data stored on or transmitted by that personal device.

**810.3.7 Recognize University's Maintenance of Network.** An individual's right to privacy may be superseded by the University's responsibility to maintain the network's integrity. Should the security of the network or a computer system be threatened, a person's files may be examined by an OIT administrator with approval from the Provost and Vice President for Academic Affairs or Associate Vice President for OIT ~~or or~~ General Counsel-designee. By law, instances can arise when material created or received via electronic means must be divulged (i.e., pursuant to a validly issued subpoena in connection with legal action).

**810.3.8 Abide by Security Restrictions.** ~~Users must A~~abide by security restrictions on all systems and information to which access is permitted. Users should not attempt to evade, disable, or "crack" passwords or other security provisions.

**810.3.9 ~~Abide by~~Comply with All Applicable Local, State and Federal-Laws and Regulations and Policies of the University.** ~~Users must A~~abide by all applicable local, state and federal ~~and state~~ laws. Indiana State University extends these principles and guidelines to systems outside the University that are accessed via the University's facilities (i.e., electronic mail or remote logins using the University's Internet connections). Network or computing providers outside Indiana State University may also impose their own conditions of appropriate use for which users at this University are responsible. For violations of the above, see the "Sanctions" section of this policy.

**810.3.10. Abide by Export Controls.** Indiana State University and its faculty, staff, and students must comply with all United State export control laws and regulations. Export control laws cover assets of the institution when they are taken or shipped to locations outside the United States, and in some cases when foreign nationals have access to certain kinds of equipment within the United States. Faculty, staff, and students are responsible for understanding whether equipment they are working with or responsible for is covered by export regulations in cases where they are traveling outside the United States, or working with foreign nationals inside the United States. ~~The Office of the Provost can advise on the requirements for specific data~~ Please see the Export Control webpage for more information.

**810.3.11 Abide by Security Restrictions and Best Practices When Using Personal Devices for Institutional Business.** ~~Users should M~~maintain awareness of, understand, and follow policies and recommended best practices for security when using personal mobile or other devices to access institutional resources such as Internet-

based services and electronic mail accounts. When specific standards are identified by the institution, abide by those standards. Personal devices used to create, access, store, transmit, use, or process institutional data or perform institutional business must adhere to institutional standards for data and information security (see Policy 830 Data Security and Management). In particular, a personal device used for institutional business, including electronic mail, or to store institutional data must be password protected.

**810.3.12 Protect the University's Information Technology Resources.** The University employs numerous measures to protect the security and integrity of its information resources and networks but cannot solely prevent unauthorized access or compromised accounts. Users are responsible for following published security guidance to ensure that all their devices that access ISU's resources are adequately protected. All users with ISU information technology resources must promptly report all information security incidents to the Office of Information Technology using the published incident reporting procedure available on the OIT website.

#### **810.4 Department and Individual Responsibilities with Servers**

**810.4.1 Approval Required.** Servers that are not maintained by OIT must be registered with and approved by OIT prior to their connection to the institutional network. Unregistered servers that are detected on the network may be disconnected and removed without notice by OIT.

**810.4.2. Security.** Servers and applications that are run on those servers that are not supported by OIT must be maintained at all times to a current level of upgrade for security. OIT may audit such servers at any time.

#### **810.5 Sanctions**

Individuals or groups who act in a manner contrary to existing policy and accepted standards for computer use or who take actions which have legal implications are subject to appropriate sanctions.

**810.5.1 Suspension or Revocation of Privileges.** Indiana State University reserves the right, at all times, to suspend or revoke the privilege of access to University electronic services. Violations of information technology policies will be dealt with in the same manner as violations of other University policies and may result in disciplinary review.

**810.5.2 Role of Office of Information Technology.** As a first step, such matters will be addressed by the appropriate Office of Information Technology (OIT) administrator. Whenever it becomes necessary to enforce University rules or policies, the University may take the following steps, and any other steps it deems appropriate to address the use or misuse of University electronic services. An authorized OIT administrator may:

- a. Disallow network connections by certain computers (departmental or personal).
- b. Require adequate identification of computers and users on the network.
- c. Undertake audits of software or information on shared systems where there is sufficient reason to suspect policy violations.

- d. Take steps to secure compromised computers that are connected to the network.
- e. Restrict or deny access to computers, the network, and institutional software and databases.
- f. Refer the matter for disciplinary action.

**810.5.3 Cooperation in Investigation.** Users are expected to cooperate with authorized investigations either of technical problems or of possible unauthorized or irresponsible use as defined in these guidelines; failure to do so may be additional grounds for suspension or termination of resource access privileges.

**810.5.4 Appeal.** If a matter is not resolved in discussion with the OIT administrator within 24 hours, the OIT administrator's action may be appealed to the administrator's direct supervisor or referred to the appropriate University administrator for resolution in a timely manner. Any revocation of privileges is subject to the normal due process available to all members of the faculty, staff and student body.

**810.5.4.1 Civil/Criminal Concerns.** In addition, certain kinds of abuse (such as copyright violation, fraud, violation of software licenses, or harassment) may entail initiation of civil or criminal investigation and/or prosecution.

**810.5.5 Additional Questions.** Additional questions relating to this policy should be directed to the Chief Information Officer in the Office of Information Technology.

**Recommendation:** Approval of the proposed modification to Policy 810 Acceptable Use of the Information Technology.



## 3c2 Proposed Modifications to Policy 820 Computer Software (Rename: Computer Software Procurement and Licensing Compliance)

**Rationale:** As part of the three-year policy review cycle, the administration has identified a need to update Policy 820 Computer Software, which is proposed to be re-named Policy 820 Computer Software Procurement and Licensing Compliance. Because of the proliferation of software licensing use, Policy 820 has been updated to provide more information to ISU employees and students about the expectations and requirements of software procurement and licensing compliance. The proposed policy removes reference to copyrighted video programs because copyright compliance generally is included in other policies. The proposed policy specifies the obligations of users and departments and adds information on potential sanctions for violation of licensing agreements, ISU policies, or legal requirements.

### Proposed Modifications:

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

Proposed New Name: Computer Software Procurement and Licensing Compliance.

### 820.1 Use of Computer Software – Overview and Scope

~~Indiana State University is committed to the appropriate use of software. Computer software is a form of intellectual property and generally covered under the copy right laws that protect against unauthorized copying, sharing or distribution.~~ With few exceptions, most software is copyrighted. Any software used on a University-owned computer must have a valid license. ~~Software delivered through the network is properly licensed. When the University licenses access to software for use by its students, staff, and faculty, it does not own the software and must still abide by any agreement that governs the software's use. If software is installed or upgraded on a University computer, i~~It is the individual's responsibility to ensure licensing requirements have been met when accessing software. Suspected violations of copyright and other applicable laws will be reported to appropriate University authorities.

This policy applies to:

- (a) All software used for University administrative, academic, teaching, learning, clinical, and research activities, including software obtained through Canvas or other school, university or department software procurement;
- (b) All software that is purchased and licensed from third-party vendors, developers, or companies irrespective of the University entity or individual that makes the purchase;
- (c) The acquisition of software installed on local computers or servers by faculty, staff, departments, vendors and affiliates.

Authority to bind the University to contracts and agreements for software purchases or licensing is governed by Policy 630 Purchasing. Only limited delegation of authority is granted to

department end users to commit funds for the purchase of software as provided for in this policy.

## **820.2 Copyrighted Video Programs**

~~Most programs from commercial or public television broadcasts are protected by copyright. Use of such programs in the University, whether for classes or for other purposes, could constitute violation of the copyright laws.~~

~~**820.2.1 Taping and Public Showings.** The taping and public showing without explicit permission of programs carried on cable or pay television is may be a violation of the law. The taping and public showing of copyrighted dramatic works from broadcast television is also amay also be a violation of law.~~

~~**820.2.1.1 Fair Use.** However, some allowances are made for showing in the educational setting. Such activity is termed "Fair Use" and is defined in copyright laws. In a non-profit university, non-dramatic literary or musical works recorded off the air may be shown in places normally devoted to instruction if the work is directly related to instruction. The institution may not profit financially from the showing.~~

## **820.2 User or Department Requirements.**

It is the obligation of ISU employees and students to acquire and use software in a way that strictly follows all applicable University policies and licensing contract requirements, including installations, use, copying, virtualization, maintenance, service, restrictions on the permitted use and/or the number of users, and other terms of the license agreement.

**820.2.1 Due Diligence and Compliance.** Departments and employees should review the software procurement guidelines found on the Procurement Services website prior to finalizing any software purchase. Purchasers of proprietary and open source software are frequently presented with an electronic license agreement or click-through agreement that establishes the purchaser's rights and responsibilities to use the software after having agreed to the vendors terms and conditions. Departments must comply with all terms and conditions of licensed software.

## **820.3 Software Disposal.**

All non-transferable licensed software should be permanently deleted before any electronic device or media is disposed of or transferred within ISU. Departments and users are obligated to follow the terms and conditions relating to the disposal or return of the software. Special consideration should be given to software purchased with funds from research, commercial, or government contracts or grants.

**820.2.4 Sanctions Violation of Software Licenses and Enforcement.** It is the policy of the University to uphold the letter and spirit of the law in copyright and other issues. Members of the University community are responsible for any violation of the terms and conditions of software licenses on ISU-owned devices or other copyright infringement that may occur. They will be subject to Violations of this policy may result in appropriate sanction or disciplinary action consistent with applicable University procedures up to and including the suspension, revocation or curtailment of privileges within the institution and or accounts or disciplinary action consistent

~~with ISU policy. Individuals who commit copyright infringement may be subject to personal and to civil or criminal~~ with ISU policy. Individuals who commit copyright infringement may be subject to personal and to civil or criminal fines, sanctions or prosecution from without under the U.S. Copyright Act.

**Recommendation:** Approval of the proposed modification to Policy 820 Computer Software (rename: Computer Software Procurement and Licensing Compliance)

## 3c3 Proposed Modifications to Policy 830 Data Security and Management

**Rationale:** As part of the three-year policy review cycle, the administration has identified a need to update Policy 830 Data Security and Management. The proposed policy modifications are general clarifications and updates based on current data security practices.

### Proposed Modifications:

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

**830.1 Institutional Data and Obligations – Overview** Institutional data are a valuable resource and asset to Indiana State University. The environment for data security is complex and constantly changing. A variety of international, federal and, state law, and industry regulations establish both personal and institutional responsibility for data security. In addition to these, ethical and professional considerations create an obligation for all members of the ISU community to care for institutional data with the highest levels of awareness and best practices.

**830.1.1 Scope.** Institutional Data are considered to be University resources and as such, policies controlling the creation, receipt, transmission, processing, use, storage, printing, or dissemination of data are set by the University. These policies will be augmented as needed by specific standards and procedures that will apply at the institutional level. Nothing in this policy shall negate the provisions of the Policy Library Policy 370 Intellectual Property.

**830.1.2 Definition of Institutional Data.** Indiana State University institutional data are data that are a data element which satisfies one or more of the following criteria:

- Created, received, processed, maintained, transmitted, or stored as a result of educational, clinical, research, patient-care, or service activities; ~~or~~
- Used directly or indirectly for Substantive, reliable, and relevant to the planning, managing, operating, documenting, staffing, or auditing of one or more major administrative functions of the University; ~~or~~
- Used to derive any data element that fits the above criteria;
- Included in an official University administrative report; -or
- Generated by a University workforce member or agent using any of the above data.

This definition applies regardless of the form or medium on which the data are created, received, processed, transmitted, or stored.

**830.2 Types of Data** ~~In order to communicate clearly about data management practices, it is necessary to -~~ ISU recognizes that there are different the following categories and classifications of institutional data

**830.2.1 Categories of Data.** Data categories are defined based on the function and/or use of institutional data. General institutional data categories include:

- Alumni data
- Contracts and grants data
- Research data
- Employee and benefits data
- Facilities data
- Faculty data
- Financial and budget data
- Health data
- International programs data
- Library data
- Purchasing and travel data
- Student and applicant data
- Instruction-related data

**830.2.2 Classifications of Data.** Data classifications are defined based on the need to ensure the security and privacy of institutional data. Data classifications are:

**830.2.2.1 Public Data.** Information and data that are intended for public view.

**830.2.2.2 University-Internal Data.** Data used internally to University operations or with selected University appointees or partners for ISU business purposes. Access to University Internal Data should be determined based on the job responsibilities of the employee, appointee, or partner.

**830.2.2.3 Restricted Data.** Data that are sensitive or confidential and, as a result, require specific authorization for access.

**830.2.2.4. Highly-Restricted Data.** Highly confidential data that, if released, could result in criminal or civil penalties, identity theft, personal financial loss, or invasion of privacy. Data protected under federal or state regulations or due to proprietary, ethical, or privacy considerations will typically be classified as Highly Restricted.

### **830.3 Access to and Handling of Data**

All ISU employees are responsible for handling institutional data properly based on its classification. Data handling includes all activities associated with the creation, storage, transmission, printing, backup, retention, disposal and publication of ISU data.

### 830.3.1 Control of Data Access.

**830.3.1.1 Access.** Access to data other than public data shall be accomplished through the use of usernames (ID) and passwords. Elements used to control access to data (like IDs and passwords) are not to be shared with other employees. As noted above, data dissemination is driven by 1) the classification of the data, and 2) the need to know.

**830.3.1.2 Supervision of Students.** Students who access ISU data other than public data will be supervised by full-time ISU personnel; student and student employee access to data other than public data shall be the responsibility of the full-time employee responsible for supervision of the student or student employee. Students and student employees are required to complete appropriate training in order to have access to non-public University Data.

**830.3.2 Data Handling and Use.** Users of institutional data must:

- Access data only related to their conduct of University business, and in ways consistent with furthering the University's mission of education, research, and public service.
- Respect the confidentiality and privacy of individuals whose records they may access.
- Observe any ethical or legal restrictions that apply to the data to which they have access.
- Abide by applicable laws, regulations, standards, and policies with respect to access, use, disclosure, retention, and/or disposal of information.

Users of institutional data must not:

- Disclose data to others except as required by their job responsibilities
- Use data for their own or others' personal gain or profit, except as set forth in the Policy Library Policy 370 Intellectual Property-allowed elsewhere in the University Policy Library by ISU Policy, including Policy 370 Intellectual Property-
- Access data to satisfy personal curiosity.

University standards and procedures for data handling are provided in the Indiana State University Data Storage Policy Matrix, documented as part of Office of Information Technology standards.

### **830.4 Export Control for University Data**

~~Indiana State University and its faculty, staff, and students must comply with all United States export control laws and regulations. Export control laws cover data as well as equipment and other assets. Faculty, staff, and students are responsible for understanding whether data they are working with are covered by export regulations, when there is a need to share data with or expose data to individuals outside the United States. The Office of the Provost can advise on the requirements for specific data.~~

## 830.45 Data Security Incidents

**830.45.1 Definition of a Data Security Incident.** A data security incident is an occurrence, threat, or possible compromise involving institutional data that are not Public Data. Such a threat may be associated with a hardware component (e.g. a laptop, a smartphone) or an account. Quite often, such incidents occur when a virus or malware infects an institutional computer or when criminals use social engineering techniques to steal user credentials and gain access to university systems, and the data on or accessible to that device or the accounts that are used on that device are subject to compromise as a result. In other cases, an action taken by an employee or student, such as theft, loss, or exposure of printed materials containing institutional data that are not Public Data, may constitute a compromise. For additional information please refer to Policy 651 Red Flags.

**830.45.2 Discovery of a Data Security Incident.** Discovery of a possible data security incident may occur in a variety of ways. The following are examples:

- ISU security or other software or network protocols ~~may demonstrates~~ that a possible compromise has occurred
- External security agencies ~~may~~ notify ISUs that a possible compromise has occurred
- A computer user ~~may~~ notices unexpected behavior and requests assistance from OIT support resources, who discover that a possible compromise has occurred
- Transactional or procedural activity ~~may~~ reveals that data has been compromised or released.

In some cases, discovery is made by information technology and/or security professionals; in others, discovery may be made by an individual employee and/or that employee's management.

**830.45.3 Reporting of a Data Security Incident.** All users with ISU information technology resources must promptly report all information or data security incidents to the Office of Information Technology using the published incident reporting procedure available on the OIT website. In all cases, when a possible data security incident is suspected or identified, institutional employees must report the incident immediately upon discovery to the employee supervisor or department head who in turn must report to the University Chief Information Security Officer. An individual employee should also report to his or her their supervisor any incident that appears to relate to a data security breach.

University procedures for reporting data security incidents can be found [HERE](#)

**Recommendation:** Approval of the proposed modification to Policy 830 Data Security and Management

## 3c4 Proposed Modifications to Policy 840 Use of Electronic Mail

**Rationale:** As part of the three-year policy review cycle, the administration has identified a need to update Policy 840 Use of Electronic Mail. The policy modifications clarify email user responsibilities and provide further information to users on prohibited conduct and data security restrictions, such as forwarding email to personal email accounts. Much of the redline in the policy comes from renumbering of sections.

### **Proposed Modifications:**

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

**840.1 Purpose.** The University provides electronic mail resources to support the educational and administrative activities of the University and serve as a means of official communication by and between users and the University in its work of teaching, scholarly research, and public service. This administrative policy statement sets forth the University's policy with regard to use of, access to, and disclosure of electronic mail to assist in ensuring that the University's resources serve those purposes. This policy applies to all faculty, staff, ~~and students,~~ and other affiliated classes of individuals, including alumni and official visitors, who have been granted access to use the Indiana State University network and systems, including electronic mail.

### **840.2 Statement of Policy**

#### **840.2.1**

#### **840.2 Privacy, Confidentiality and Public Records Considerations.**

Indiana State University will make reasonable efforts to maintain the integrity and effective operation of its electronic mail systems, but users are advised that these systems should in no way be regarded as a secure medium for the communication of sensitive or confidential information. Because of the nature and technology of electronic communication, ISU can assure neither the privacy of an individual user's use of the University's electronic mail resources nor the confidentiality of particular messages that may be created, transmitted, received, or stored, ~~on these.~~

**840.2.1.4 840.2.1 Public Records.** In addition, Indiana law provides that communications of University personnel that are sent by electronic mail may constitute "correspondence" and, therefore, may be considered public records subject to public inspection under the Access to Public Records Act (IC 5-14-3-3).

#### **840.32.2 ~~Permissible-Acceptable~~ Use of Electronic Mail.**

**840.3.12.2.1 Authorized Users.** Only ISU faculty, staff, and students and other persons who have received permission from the appropriate University authority are authorized users of the University's electronic mail systems and resources.

**840.3.22.2.2 Purpose of Use.** The use of any University resources for electronic mail must be related to University business, including academic pursuit. Incidental and occasional personal use of electronic mail may occur when such use does not generate a direct cost for the University. Any such incidental and occasional use of University



electronic mail resources for personal purposes is subject to the provisions of this policy.

**840.3.3 Acceptable Use** All uses of ISU email are subject to the provisions of Policy 810 Acceptable Use of Information Technology, and email users are required to be familiar with this policy.

**840.4.2.3 Prohibited Use of Electronic Mail.** Use of Electronic Mail is prohibited as follows:

- (a) Personal use that creates a direct cost for the University ~~is prohibited.~~
- (b) ~~The University's electronic mail resources shall not be used~~ Use for personal gain or for a commercial purposes that ~~is are~~ not directly related to University business.
- (c) Use for political or lobbying activities:
- (d) Use to create or maintain a false alias email address to impersonate someone or send fraudulent or harmful communications.

**840.5.2.4 Other Prohibited Uses.** Other prohibited uses of electronic mail include, but are not limited to:

- (a) ~~Sending copies of documents~~ Use of email in violation of copyright laws.
- ~~(b) Inclusion of the work of others in electronic mail communications in violation of copyright laws.~~
- (b) Capture and "opening" of electronic mail except as required in order for authorized employees to diagnose and correct delivery problems.
- (c) Use of electronic mail to harass or intimidate others or to interfere with the ability of others to conduct University business.
- (d) Use of electronic mail systems for any purpose restricted or prohibited by laws or regulations.
- (e) "Spoofing" ~~:-~~ which is defined as constructing an electronic mail communication so it appears to be from someone else.
- (f) "Spam" ~~:-~~ which is defined as mass sending of unsolicited electronic mail.
- (g) Attempting unauthorized access to electronic mail or attempting to breach any security measures on any electronic mail system, or attempting to intercept any electronic mail transmissions without proper authorization.

**840.6.2.5 University Access and Disclosure.**

**840.2.5.1 General Provisions.**

**840.6.12.5.1.1 Access and Disclosure.** To the extent permitted by law, the University reserves the right to access, inspect and disclose the contents of faculty, staff, student, and other users' electronic mail without the consent of the user. The University will do so when it believes it has a legitimate business interest need including, but not limited to, those listed in paragraph 3.D.3 (below),

and only after explicit authorization is obtained from the appropriate University authority.

**840.6.22-5.1.2 Faculty, Staff and Non-student Email.** Faculty, staff, and other non-student users are advised that the University's electronic mail systems should be treated like a shared filing system, with the expectation that communications sent or received on University business or with the use of University resources may be made available for review by any authorized University official for purposes related to University business. Email services are provided only to staff and faculty while the user is employed by the University or otherwise retains an affiliation with the University in which ISU email access is necessary. When a user's electronic services and computing privileges are terminated, the former employees may no longer access the contents of their mailboxes and are prohibited from exporting their mailbox to a personal account before departure.

**840.6.32-5.1.3 Student Email.** Electronic mail of students may constitute "education records" subject to the provisions of the Family Educational Rights and Privacy Act of 1974 (FERPA). The University may access, inspect, and disclose such records under conditions that are set forth in the statute. Email services are provided only while a student is enrolled in the University and once a student's electronic services and computing privileges are terminated, students may no longer access the contents of their email boxes.

**840.6.42-5.1.4 Use of Encryption Devices.** Any user of the University's electronic mail resources who makes use of an encryption device to restrict or inhibit access to ~~his or her~~their electronic mail must provide access to such encrypted communications when requested to do so under appropriate University authority.

**840.6.52-5.2 Monitoring of Communications.** The University will not monitor electronic mail as a routine matter but it may do so to the extent permitted by law as the University deems necessary for purposes of maintaining the integrity and effective operation of the University's electronic mail systems.

**840.6.62-5.3 Inspection and Disclosure of Communications.** The University reserves the right to inspect and disclose the contents of electronic mail:

- (a) in the course of an investigation triggered by indications of misconduct or misuse,
- (b) as needed to protect health and safety,
- (c) as needed to prevent interference with the academic mission, or
- (d) as needed to locate substantive information required for University business that is not more readily available by some other means.
- (e) in accordance with 840.6.1

**840.6.6.1 No Other Means.** The University ~~will~~may inspect and disclose the contents of electronic mail when such action is not more readily available by some other means.

**~~840.6.72.5.4~~ Limitations on Disclosure and Use of Information Obtained by Means of Access or Monitoring.** The contents of electronic mail communications, properly obtained for University purposes, may be disclosed without permission of the user. The University will attempt to refrain from disclosure of particular communications if disclosure appears likely to create personal embarrassment, unless such disclosure is required to serve a business purpose or satisfy a legal obligation.

**~~840.6.82.5.5~~ Special Procedures to Approve Access to, Disclosure of, or Use of Electronic Mail.** Individuals needing to access the electronic mail communications of others, to use information gained from such access, and/or to disclose information from such access and who do not have the prior consent of the user must obtain approval in advance of such activity from either the Chief Information Officer, the Provost or the President.

**~~840.7.2.6~~ Disciplinary Action.** Appropriate disciplinary action will be taken against individuals found to have engaged in prohibited use of the University's electronic mail resources.

**~~840.82.7~~ Public Inspection, Retention, and Archiving of Electronic Mail.**

**~~840.8.1.2.7.1~~ Public Inspection of Electronic Mail.** Communications of University employees in the form of electronic mail may constitute "correspondence" and therefore may be a public record subject to public inspection under the Indiana Access to Public Records Act (IC 5-14-3-3).

**~~840.8.22.7.2~~ Retention and Archiving of Electronic Mail.** Electronic mail messages produced or stored using University resources will be subject to such retention and archiving requirements as may be established by appropriate University authorities.

**~~840.9 Forwarding Email.~~ Employees shall not forward ISU email to a personal account. Use of a non-ISU email account for ISU business, including interactions with current students as a part of academic correspondence, is a violation of this policy.**

~~There are no exceptions to this policy.~~

**Recommendation:** Approval of the proposed modification to Policy 840 Use of Electronic Mail

## **3c5 Proposed Modifications to Policy 145 Constitution of the Faculty of Indiana State University**

**Rationale:** The policy modification to Policy 145.3.3 addresses the faculty's concern that faculty in colleges with a lower number of voting faculty have adequate nomination and representation opportunities. The modification was approved by the Senate Executive Committee on November 2, 2021, approved by the Faculty Senate on December 2, 2022 and approved by a full faculty vote on March 29, 2022. The administration supports this proposed modification.

### **Proposed Modification:**

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

### **145.3 Structure of the University Faculty Senate**

#### **145.3.1 Membership.**

**145.3.1.1 Faculty Representatives.** There shall be 34 elected faculty members. They shall be apportioned among the colleges of the University in this fashion: the total number of voting faculty in the University shall be divided by 34; this number, rounded off to the next higher whole number, shall be the "election unit." Each college shall have as many representatives as it has complete election units of voting faculty provided that every such college is to have at least one (1) representative. The remaining seats, up to the total of 34, shall be apportioned to the colleges with the largest fractional remainders of voting faculty, lot being resorted to if equal fractional remainders make this necessary. This calculation shall be made before each annual election.

**145.3.1.1.1 Transition Period.** In the transition from 40 to 34 members, there shall be an intermediate year with 37 members and 37 as the unity of election.

**145.3.1.1.2 University Library.** In this Constitution the word "college" shall be understood to include the University Library as a coordinate academic subdivision.

**145.3.1.1.3 College of Graduate and Professional Studies.** The College of Graduate and Professional Studies is not a coordinate academic subdivision in this sense and is not entitled to separate representation in the University Faculty Senate.

**145.3.1.1.4 University College.** The University College is not a coordinate academic subdivision in this sense and is not entitled to separate representation in the University Faculty Senate.

**145.3.1.2 Administration Representatives.** Five (5) administrators shall hold speaking seats in the University Faculty Senate. They shall comprise the University President, the Provost and Vice President for Academic Affairs, and three (3) other administrators appointed by the University President.

**145.3.1.3 Student Representatives.** Five (5) students shall hold speaking seats in the University Faculty Senate. They shall comprise the President of the Student Government Association, three (3) students elected by the Student Government Association Senate, and the President of the Graduate Student Association.

**145.3.1.4 Other Representatives.** Other persons with speaking seats on the University Faculty Senate shall include the Temporary Faculty Advocate and the Chair of Support Staff Council.

**145.3.2 Eligibility and Terms of Membership.** All persons who at the time of election are voting members of the University Faculty, as defined above, shall be eligible for election to the University Faculty Senate, except as provided in the following paragraph and except as provided below for re-election.

**145.3.2.1 Ineligible Administrators.** No voting member of the University Faculty who occupies the position of Assistant Dean, or who occupies a position determined by the University Faculty Senate to have administrative status equal or superior to that of Assistant Dean shall be eligible for election to the University Faculty Senate.

**145.3.2.2 Term.** The term of office of elected faculty members shall be two (2) years. Of the initial group of 34, 17 shall serve for one (1) year, 17 for two (2) years; the distinction shall be made by lot, and in such fashion that approximately half of the members from each college or school shall serve for one (1) year, half for two (2) years.

**145.3.2.3 Term Limitation for Faculty.** No elected faculty member may serve more than two (2) consecutive two-year terms.

**145.3.2.4 Term Limitation for Administrative Members.** The appointed administrative members shall serve one-year terms, but may be reappointed without limitation.

**145.3.2.5 Term Limitation for Student Representatives.** The elected student representatives shall serve one-year terms, but may be re-elected once.

**145.3.3 Manner of Election of University Faculty Representatives.**

**145.3.3.1 Nomination.** A candidate for election to a faculty seat is nominated by a petition signed by 33% or ten (10) voting faculty of his/her their college, whichever is less and addressed to the Secretary of the University Faculty Senate.

**145.3.3.2 Election.** The names of the nominees of each college shall be placed upon a ballot which the University Faculty Senate shall cause to be distributed to the voting members of that college. The seats apportioned to that academic unit shall be filled by the nominees receiving the largest number of votes; if two (2) or more nominees have an equal number of votes for the last seat or seats to be filled, the ties shall be resolved by lot.

**145.3.3.3 Timing of Nomination and Election.** Nominations will normally close the Friday after the return from Spring Break. The Faculty Senate Chairperson may extend this deadline by one (1) week if there are fewer nominees from a

college than there are open seats for that college. The election shall commence within one (1) week after the close of nominations and faculty will be given one (1) week to vote.

**145.3.3.4 Attendance Policy.** Senators on leave who will not be attending the Senate meetings for a semester are expected to notify the Senate Chair so that temporary alternates can be appointed. Other senators who miss two meetings in a semester will be reminded by the Senate Chair of their obligation to attend. If the senator misses an additional meeting during the remainder of the academic year, the senator may lose his/her seat upon a majority vote of the Executive Committee. If so, an alternate will be appointed if one is available, and the college the senator had represented will be notified of the change of status.

**145.3.3.5 Vacancies.** Should a Senate seat become vacant before the end of the term of office because of death, resignation, leave of absence, or other cause, it shall be filled for the period of vacancy by using the results from the most recent Senate election and offered to the nominee (not currently a member of the University Faculty Senate) of the affected college who had the largest vote, and so on successively until the seat is filled. Should a replacement not be identified in this manner, the college shall select a nominee using a process defined in its Constitution. No faculty member (without regard to the process used to make the selection) will be eligible to fill a vacancy if they were not eligible in the most recent election on which a vote has been held. For the period of time when a Senate seat is unoccupied, the seat shall not count to the total number of seats when determining whether a quorum has been met.

**145.3.3.6 [Removed]**

**145.3.3.7 Election Committee.** Superintendence of all aspects of the election process shall be the charge of the Committee. Physical ballots shall be secured in the Faculty Senate office. Electronic Ballots shall be cast and stored in a manner consistent with maintaining the integrity of such ballots. The Faculty Affairs Committee of the Faculty Senate shall conduct an annual audit of elections to verify that the elections were conducted properly and that the votes were counted accurately.

**145.3.4 Officers of the University Faculty Senate.**

**145.3.4.1 Composition.** The officers of the University Faculty Senate shall be a Chairperson, a Vice Chairperson, a Secretary, and a Parliamentarian. Only elected faculty members may serve as officers.

**145.3.4.2 Term.** The officers shall serve for one (1) year but may be re-elected.

**145.3.4.3 Timing.** The Chairperson, Vice Chairperson, and the Secretary of the newly constituted University Faculty Senate shall be elected at the first organizational meeting. The Parliamentarian shall be nominated by the Executive Committee of the Faculty Senate at its first meeting. This nomination shall be presented for confirmation by the members of the Faculty Senate at the first meeting of the Senate each fall.

**145.3.4.3.1 Officer Vacancies.** When events prevent the Chair of the Faculty Senate from completing his/her term, the title and duties of Chair

of the Senate shall be assumed by the Vice- Chair. When a vacancy exists in the position of Vice-Chair or Secretary of the Faculty Senate, the Chair shall call for nominations from members of the Senate at the next scheduled Faculty Senate meeting; the election shall be held immediately after the close of nominations (by secret ballot if there is more than one nominee). All members of the Senate, including sitting members of the Senate Executive Committee may stand for election to a vacant officer position; if a member of the Executive Committee is elected to an officer seat, the newly vacated executive committee seat shall then be filled in accordance with other provisions in this constitution (e.g., Policy 145, Section 3.5.5).

**145.3.4.4 Presiding Officers.** The University President, or in his/her absence the Provost and Vice President for Academic Affairs, shall preside at the organizational meeting of the newly constituted University Faculty Senate meeting until the officers are elected.

### **145.3.5 The Executive Committee of the University Faculty Senate.**

**145.3.5.1 Composition.** The Executive Committee of the University Faculty Senate shall include nine (9) voting members of the University Faculty Senate: the Chairperson, Vice Chairperson, and Secretary of the University Faculty Senate, and six (6) members elected by the University Faculty Senate. The University President and the Provost and Vice President for Academic Affairs shall have speaking seats on the Executive Committee.

**145.3.5.2 Officers.** The Chairperson, the Vice Chairperson, and Secretary of the University Faculty Senate shall be the officers of the Executive Committee.

**145.3.5.3 Nomination and Election.** The six (6) elected members of the Executive Committee shall be nominated at the April meeting of the newly constituted University Faculty Senate, their election to be supervised by the officers of the University Faculty Senate as soon as those officers have themselves been elected.

**145.3.5.4 Term of Service.** The Executive Committee of the Faculty Senate shall serve from June 1 of the upcoming academic year to May 31 of the following year.

**145.3.5.5 Vacancies.** When death, resignation, or other events create a vacancy on the Executive Committee, the seat shall be filled by offering it to members of the Senate who were nominated and included on the ballot in the most recent Executive Committee election, in order of votes received. Ties will be resolved by lot. If the list of previous nominees is exhausted and the seat remains unfilled, the Chair shall call for nominations at the next scheduled Senate meeting; the election shall be held immediately after the close of nominations (by secret ballot if there is more than one nominee).

**Recommendation:** The proposed policy is provided to the Board of Trustees for information only.

## 3c6 Modification to Policy 146 Bylaws of the Faculty Senate, Section 146.2 Administrative Affairs Committee

**Rationale:** The proposed policy modification to Policy 146.2 Administrative Affairs Committee addresses faculty concerns about consistency in the process for faculty representation on search committees for administrative officers. The proposed modification also includes university service as a consideration for faculty nominations to search committees. The proposed modification was approved by the Senate Executive Committee on November 9, 2021 and at the Faculty Senate on December 2, 2021. The administration supports this proposed modification.

### **Proposed Modification:**

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

### **146.2 Administrative Affairs Committee**

#### **146.2.1 Membership.**

**146.2.1.1 Faculty Representation.** Seven (7).

**146.2.1.2 Administrative Representation.** University President and Provost and Vice President of Academic Affairs.

**146.2.1.3 Student Representation.** Two (2) undergraduates, at least one of whom shall be a voting member of the Student Government Association Senate.

**146.2.2 Duties.** The purpose of this committee shall be to keep apprised of administrative policies and procedures and to fulfill the advisory functions of the University Faculty on such matters as:

**146.2.2.1 Administrative Services.** The organization and reorganization of administrative services.

**146.2.2.2 Administrative Officers.** Selection and removal of principal administrative officers having university-wide responsibilities as well as the creation or abolition of such offices.

**146.2.2.2.1 Search Committee Membership Nominations.** Upon notification by the Chairperson of the University Faculty Senate, the Administrative Affairs Committee shall generate a pool of at least fifteen faculty that represent each College/Library, each rank of the regular faculty, and the ethnic and gender composition of the faculty. University service experience of a nominee should be considered, if appropriate. From that pool, the Administrative Affairs Committee shall nominate two slates (without overlap) of at least 6 persons each to serve on the presidential or academic vice presidential search committees. The pool and the two slates will be forwarded to the Executive Committee of the University Faculty Senate for approval by the University Faculty Senate.

**146.2.2.2.1.1 Role of the Executive Committee.** The Executive Committee of the Faculty Senate will review the two slates to ensure



the search committee is broadly representative of the University faculty, and recommend one or both of the slates to the Faculty Senate. If the Executive Committee rejects both slates, it shall compose a third slate from the faculty pool generated by the Administrative Affairs Committee.

**146.2.2.2.1.2 Role of the Faculty Senate.** The Faculty Senate will act on the recommendation of the Executive Committee. If the Executive Committee has recommended more than one slate, an immediate single vote will be held between the two slates, with the one generating the higher number of votes to approve being adopted.

If the Executive Committee has recommended one of the original slates, but not the other, the Senate will vote to approve or reject this slate. If it is rejected, an immediate, single vote will be held between the two Administrative Affairs slates, with the slate generating the highest number of votes being the Senate's recommended slate.

If the Executive Committee has composed and recommended a third slate, an immediate, single vote will be held among the three slates, with the slate generating the highest number of votes being the Senate's recommended slate. If no slate receives a majority of the vote, a run-off vote will be held between the two slates receiving the highest number of votes, with the slate generating the higher number of votes being the Senate's recommended slate. The Chairperson of the Faculty Senate shall communicate the approved slate to the Chairperson of the Board of Trustees or the University President (or their designees).

**146.2.2.2.2 Number of Faculty Members on Search**

**Committee.** Faculty representatives shall constitute at least one-third of each such search committee.

**146.2.2.2.3 Reports.** Periodic progress reports by the chairperson (or designee) of the search committee shall be made to the University Faculty Senate without violating the confidentiality of the search. The members of the faculty elected to the search committee shall report to the Administrative Affairs Committee at the conclusion of the search.

**146.2.2.3** Campus Development and Physical Facilities.

**146.2.2.4** The Academic Calendar.

**146.2.2.5** Registration and Scheduling Procedures.

**146.2.2.6** Public Relations.

**146.2.2.7** University Publications.

**Recommendation:** The proposed policy is provided to the Board of Trustees for information only.

## 3c7 Approval of Policy 225 Pass/Fail Grading

**Rationale:** The proposed adoption of Policy 225 Pass/Fail Grading will encourage intellectual exploration and provide assistance to students when academic performance may have suffered due to an unexpected disruption beyond their control. This pass/fail option allows students to focus more on the learning objectives of the course, without the worry of how it will impact their grade point average. The Faculty Senate, after input from students and campus units, approved this policy. The administration also supports approval of this policy.

Policy 225 Pass/Fail Grading is proposed as a new policy.

### 225.1 General Policy

Undergraduate students pursuing their first baccalaureate degree at Indiana State University may elect to switch a maximum of 16 credits from a standard letter grade (A-F) to a Pass/Fail grade.

#### 225.1.1 Grade Standards and Restrictions

- The Passing grade (Pass) is defined as an equivalent to the standard letter grade of D- or better; course credit is earned but the grade does not calculate in the GPA.
- The Failing grade (Fail) is defined as an equivalent to the standard letter grade of F; course credit is not earned and the grade does not calculate in the GPA.
- Only a maximum of seven (7) credits will be allowed per semester/term, allowing for a maximum of 16 credits total.
- A course assigned a Pass/Fail grade is ineligible for the course repeat policy.
- Students must meet the semester/term deadlines, which align with the last day to drop/withdraw as listed in the academic calendar.
- Once the deadline has passed, there is no exception to reverse the Pass/Fail grade back to the standard final letter grade.
- A Passing grade will not fulfill a prerequisite requirement when a grade higher than a D- is required.
- Courses taken on a Pass/Fail basis will count toward full- or part-time standing for purposes of financial aid and loan deferments.
- Courses taken on a Pass/Fail basis will not be eligible for Dean's List or Latin Honors.

**Recommendation:** The proposed policy is provided to the Board of Trustees for information only.

## 3c8 Proposed Modifications to Policy 315 Graduate Faculty Membership

**Rationale:** This is a clean-up of policy; faculty are now appointed as graduate faculty at the time of hire. There is no longer a need for “pre-2007” language. The addition of the term “program director” is to account for the current role of program directors (of graduate programs) who lead the program and serve in coordinator/administrator roles. The final revision is a clarification on the appeal to the probation or revocation of graduate faculty status. Appeals are routed/addressed to the Provost’s office. Approved at Senate executive committee 10/26/21, 7-0-0. Approved at faculty senate 12/02/21, 31-0-0. The administration supports this proposed modification.

### **Proposed Modification:**

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

### **315 Graduate Faculty Membership**

#### **315.1.1 Regular Graduate Faculty**

**315.1.1.1 Faculty Appointment Appointed In or After Fall, 2007.** At the time of appointment (~~effective for all faculty appointed Fall 2007 or after~~) all regular faculty with terminal degrees will be granted graduate faculty membership.

**315.1.1.2 Current Faculty.** Current (~~as of Summer 2007~~) associate and regular members of the graduate faculty will automatically become members of the graduate faculty with the endorsement to chair thesis and/or doctoral committees. Faculty appointed prior to Fall 2007 who are not members of the graduate faculty must apply no later than January 2010 using the standards in place prior to Fall 2007.

**315.1.1.3 Initial Appointment.** The initial appointment will qualify the faculty member to teach graduate classes, to serve on thesis/dissertation committees and to serve on the Graduate Council and the subcommittees of the Council.

**315.1.1.4 Review of Graduate Faculty Membership.** Review of graduate faculty membership may occur at the request of the department chair, college dean, program director or Dean of the College of Graduate and Professional Studies and will be conducted by the Graduate Faculty Subcommittee of the Graduate Council.

**315.1.1.5 Endorsement to Supervise or Chair Scholarly or Creative Projects, Theses, or Dissertations.** An endorsement to chair or supervise scholarly or creative projects, theses, or dissertations is granted separately from graduate faculty status by a vote of a departmental committee (if applicable), approval of the department chairperson, college dean, and the Dean of the College of Graduate and Professional Studies. To qualify for the endorsement to chair or supervise scholarly or creative projects, thesis, or dissertation committees graduate faculty members must work with a graduate faculty mentor appointed by their department, serve on scholarly or creative project, thesis, or dissertation committees, and complete training on the responsible conduct of research and online Graduate Research Training.

**315.1.1.6 Review of Endorsement to Supervise or Chair Scholarly or Creative Projects, Theses, or Dissertations.** Review of the endorsement to supervise or chair scholarly or creative projects, theses, or dissertations may occur at the request of the department chair, college dean, program director or Dean of the College of Graduate and Professional Studies and will be conducted by the Graduate Faculty Subcommittee of the Graduate Council.

**315.1.2 Emeritus Graduate Faculty.** Faculty who are a regular member of the graduate faculty at the time of retirement will be granted Emeriti Graduate Faculty membership and have the rights and privileges of regular graduate faculty thereafter.

**315.1.3 Term-Limited Graduate Faculty.** An individual may be appointed for a limited period as a member of the graduate faculty. This faculty member must be at least one of the following:

**315.1.3.1 Regular Faculty With Terminal Degree.** Regular faculty with an earned doctorate or other terminal degree in the field of specialization, or a regular faculty who has an earned master's degree and has distinguished themselves in teaching, research, and /or service, but do not meet the requirements for Graduate Faculty membership; or

**315.1.3.2 Regular Faculty With All But Dissertation Completed.** Regular faculty or newly hired faculty with all but dissertation completed who are actively working toward a doctorate;

**315.1.3.3 Lecturers.** Lecturers at Indiana State University who have expertise for a specified graduate course or graduate thesis or dissertation committee; or

**315.1.3.4 Professionals.** Professionals who are not tenure-line faculty at Indiana State University, but have expertise for specified graduate courses, or graduate committees.

**315.1.3.5 Assignment of Term-Limited Faculty.** A faculty member may teach graduate courses, supervise practicums/clinicals, and may serve on thesis/dissertation committees. A faculty member will not be granted the endorsement to chair theses/dissertations.

**315.1.3.6 Term of Appointment.** The appointment is usually for the lesser of five years or the term requested, with the exception for Ph.D. dissertation committees.

**315.1.3.7 Reappointment.** Reappointment is unlimited, but the duties are limited to those described in the application packet at the time of appointment.

**315.1.4 Ex-Officio Graduate Faculty.** Ex-officio graduate faculty membership may be granted to university administrators who do not hold faculty rank. The membership qualifies the administrator to teach graduate courses and to serve on and direct graduate committees. Ex-officio graduate faculty will maintain the title without need for reapplication as long as the person maintains the administrative position.

**315.1.4.1 Administrators ~~Appointed Prior to Fall 2007.~~** All university administrators ~~appointed prior to Fall 2007,~~ who have a tenure-track faculty position and ex-officio graduate faculty membership will automatically become members of the graduate faculty with the endorsement to chair thesis and/or doctoral committees.

**315.1.5 Appeal Procedure.** In cases where an appeal is to be made regarding granting graduate faculty status, the Graduate Council of the University Faculty Senate is the body to which the appeal should be directed. In cases where an appeal is to be made regarding the probation or revocation of graduate faculty status, the Office of the Provost is where the appeal should be directed.

**Recommendation:** The proposed policy is provided to the Board of Trustees for information only.

## 3c9 Proposed Modifications to Policy 505 Compensation, Section 505.12 Summer Sessions

**Rationale:** In light of the current institutional climate, the faculty desired creation of an open and equitable system for summer compensation that prioritizes students' needs. These proposed modifications to Section 505.12 provide a transparent salary for summer instruction per credit hour based on faculty rank. The Faculty Senate approved the proposed modification on March 31, 2022. The Administration supports this policy modification.

### Proposed Modification:

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

### 505 Compensation

#### 505.12 Summer Sessions

**505.12.1 Summer Term Salaries Based on Teaching Load.** Summer term salaries are based on the number of credit hours (or equivalent) taught.

**505.12.2 Summer Term Rate of Pay.** The rate of payment ~~is 2, 2.5, or 3 per cent of the previous academic year base appointment salary for each semester hour of instruction (or equivalent) based on University enrollment guidelines;~~ shall be a flat fee based upon rank.

a. ~~Pay shall be as follows: Undergraduate Courses: (5-9 students = 2%, 10-19 students = 2.5%, and 20+ students = 3%), Assistant Professors, Associate Professors, and Full Professors: 3% of the salary floor for their respective rank, per credit. Senior Instructors: 2.75% of the salary floor for Assistant Professors, per credit. Instructors: 2.5% of the salary floor for Assistant Professors, per credit. Lecturers' pay shall be consistent with their compensation for Fall and Spring semester courses.~~

b. ~~Graduate Courses: (4-7 students = 2%, 8-15 = 2.5%, and 16+ students = 3%)~~

~~e.b.~~ Faculty teaching arranged/independent study sections will be paid a flat stipend per student. Rate shall be \$300 - ~~\$5400~~ per student up to a maximum of \$2500. ~~based on a three-semester hour independent study course or equivalent. The rate shall be determined based upon the amount of time and effort put into instruction.~~

**505.12.3 Enrollment Guidelines Must Be Met.** Summer session courses are subject to meeting minimum enrollment guidelines of the University (~~58~~ for undergraduate courses and ~~46~~ for graduate courses). If a course does not meet the minimum enrollment guidelines, the department chair may offer a faculty member the opportunity to teach at the course utilizing the arranged/independent study model presented in Section 505.12.2.

~~**505.12.3.1** Undergraduate course sections with enrollments of 40 or less may not be divided into multiple sections for the purpose of employing more faculty to~~

~~teach. Sections with enrollment greater than 40 may be considered for division into smaller enrolled sections.~~

**505.12.4 Summer Term Teaching Assignments.** Department chairs are responsible for scheduling department courses and for appointing faculty to teaching assignments.

**505.12.5 Timing of Pay.** Summer session faculty receive compensation following completion of the teaching assignment.

**Recommendation:** The proposed policy is provided to the Board of Trustees for information only.

## **3c10 Proposed Modifications to Policy 510 Staff Benefits Programs (Rename: Employee Benefit Plans)**

**Rationale:** As a part of a regular review of policies, the administration has identified the need to update these policies to ensure they are consistent with current practice and processes. Modify the title of the policy to **Employee Benefit Plans** to reflect more current terminology and content including updating the appropriate contact office as the Office of Employee Benefits and removing outdated references to items no longer available or allowed. A formal authorization of delegation for plan administration to the Vice President of Finance and Administration/Treasurer was added to this policy to be consistent with benefit plan documents.

### **Proposed Modifications:**

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

#### **510.1 General**

**510.1.1 Master Policies Govern.** Brief descriptions of the various University benefits plans follow. Every effort has been made to make these descriptions as accurate as possible. However, should any conflict arise between the descriptions presented in this University Policy Library and the text of the master policies, the text of the master policies shall govern in all cases. This University Policy Library is for informational purposes and is not intended to serve as legal interpretation of benefits. Reasonable effort is made to have this University Policy Library represent the intent of the master policy language. However, master policy language stands alone and is not considered as supplemented or amended in any way by the explanations or examples included in this University Policy Library.

**510.1.2 ISU Board of Trustees Reserve the Right to Modify.** The ISU Board of Trustees reserves the right to amend, modify, or eliminate any programs at any time without notice. University benefits programs are administered in accordance with the laws of the State of Indiana.

**510.1.3 Plan Administrator.** The Board of Trustees delegates the administration of employee benefit plans to the Vice President for Finance and Administration. The Plan Administrator shall have the authority to control and manage the operation and administration of employee benefit plans.

#### **510.2 Benefits Eligible Employees**

**510.2.1 Regular Faculty and Staff.** All Regular Faculty and Staff are eligible for Full Benefits.

**510.2.1.1 Retirement Criteria.** Effective March 1, 20~~22~~<sup>24</sup>, Regular Faculty and Staff are eligible for post-retirement health and life coverages if they have at least 20 years of service at ISU, have been covered by ISU plans for at least 20 years (including spouse, if covered), and retire after age ~~60~~<sup>or under rule of 85</sup>. Employees hired or insured on or after January 1, 2005, are not eligible for post-retirement benefits. The University and retiree share in the cost of the coverage, and schedules of coverage are subject to change.



510.2.1.2 Rule of 85. Effective March 1, 2022, a retirement option is available to eligible faculty and staff who are at least 55 but less than 60 years of age in which years of service and age at retirement equal 85 or more with 20 or more years of consecutive service at ISU.

**510.2.2 Temporary Faculty.** Temporary Faculty are eligible for life insurance and health coverage. ~~Part-time Temporary Faculty who are assigned to teach nine (9) or more semester hours each semester on an academic year appointment basis qualify to participate in the group life/accidental death and dismemberment insurance and group health plan programs.~~ Part-time Temporary Faculty ~~who are less than half-time (9 semester hours),~~ and other temporary employees, including students, are not eligible for the Faculty and Staff benefits. ~~health and welfare benefits programs.~~

### **510.2.3 Health and Welfare Benefits Coverage: Separation of Employment.**

**510.2.3.1 Staff.** Staff who separate employment at the University will have coverage for health benefits, life insurance, disability insurance, voluntary supplemental life insurance and voluntary vision insurance to the last day of the month in which separation occurs.

**510.2.3.2 Faculty.** Faculty who separate from employment at the end of the academic year may elect to extend coverage for health benefits, life insurance, voluntary supplemental life insurance, and voluntary vision insurance to that last day of August of the year in which separation occurs. Section 510.2.3.1 will apply to Faculty who separate from employment during the academic year.

**510.2.3.2.1 Faculty – Disability.** Disability insurance coverage for faculty will terminate on the last day of the month in which separation occurs.

**510.2.4 Disability Coverage.** Totally disabled Staff employees who qualify for benefits under the University disability insurance program may continue the University health plan coverage and reduced life insurance coverages in effect at the time the disability commences, regardless of age, as long as the disabled Staff employee member has the minimum years of service required by the University Retirement Policy (Section 510.2.1.1). University contributions will continue toward the coverage cost if required individual contributions are paid when due.

## **510.3 Group Life Insurance/Accidental Death and Dismemberment Plan**

**510.3.1 General.** Effective January 1, 1975, the life insurance program became mandatory for all new benefits-eligible employees. On August 1, 1985, employees could elect coverage under a Revised Schedule of benefits or could continue under the schedule of benefits in effect at that time. Benefits-eligible employees hired on and after August 1, 1985, are required to participate in the Revised Schedule of life insurance benefits.

**510.3.2 Revised Schedule.** The Revised Schedule of life insurance benefits offers coverage of two and one-half (2.5) times salary, rounded up to the next whole thousand, based on a schedule of benefits with a \$100,000 maximum coverage. Following retirement under the University Retirement Policy (Section 510.2.1.1), coverage is reduced to \$5,000.

**510.3.2.1 Schedule Pre-August 1, 1985.** Employees who elected to remain on the schedule in effect before August 1, 1985 have coverage of two (2) times salary, based on a schedule of benefits with a maximum coverage of \$75,000. Following retirement under the University Retirement Policy (Section 510.2.1.1), coverage is reduced by one-half (1/2), not to exceed \$20,000.

**510.3.3 Reduced Coverage During Leaves of Absence.** During an approved leave of absence without pay, life insurance will be reduced to no more than \$50,000, and the employee has the option to purchase any coverage reduced within 31 days of the date the coverage was reduced. Any reduced coverage purchased by the employee will be billed by the insurance carrier.

**510.3.3.1 Return to Work.** Upon return to work on a regular schedule, the life insurance will be increased to the amount of coverage based upon the plan in force at the time the leave was begun.

**510.3.3.2 Maximum Time During Leaves of Absence.** Life insurance may be carried for a maximum of 24 months during an approved leave without pay.

**510.3.4 Imputed Income.** There shall be imputed income calculated and taxes withheld on University-paid premiums on life insurance coverage in excess of \$50,000.

**510.3.5 Benefits for Accidental Death & Dismemberment; ~~Termination upon Retirement.~~** Group Life Insurance coverage includes accidental death and dismemberment coverage, which doubles the life insurance coverage amount in cases of accidental death. Benefits may also be provided in cases of accidental dismemberment. Accidental death and dismemberment coverage terminates upon retirement. The plan does not pay Repatriation Charges. Detailed schedules of life insurance benefits are available in the Office of Employee Staff Benefits.

**510.3.6 Conversion and Portability upon Separation from Employment.** A separated or retired employee may convert reduced or terminated group life insurance coverage.

~~**510.3.6.1 Minimum 5 Years Employment.** The insured, separated person must have been employed by ISU for a minimum of five (5) years, and apply for and pay for the conversion policy within 31 days after the life insurance under the contract reduces or terminates.~~

**510.3.6.21 Rates.** Rates for converted life insurance coverage are determined by the life insurance carrier and are based upon age and class of risk at the time of conversion.

**510.3.6.32 No Proof of Insurability.** There is no evidence of insurability required for conversion coverage.

**510.3.6.43 Contact Staff Employee Benefits.** Additional information is available in the Office of Employee Staff Benefits.

**510.3.6.4 Portability.** This plan has a portability clause, based upon the insured guidelines, may allow an employee to maintain coverage directly with the carrier after separation or service or retirement.

## **510.4 Voluntary Supplemental Life Insurance Plan**

**510.4.1 General.** The University offers a voluntary supplemental life insurance policy to benefits-eligible employees. Coverage may also be extended to a spouse and dependent children.

**510.4.2 Enrollment.** During the first 31 days of employment, an employee (and eligible dependents) may enroll in the plan and have the guarantee issue amount of coverage.

**510.4.3 Rates.** Rates are age-based and may change as the employee and dependents grow older.

**510.4.4 Proof of Insurability May Apply.** Applications for coverage in excess of the guarantee issue amounts, as well as late enrollment applications, require evidence of medical insurability.

**510.4.5 Payment of Premium.** The employee pays the full premium for this supplemental life insurance.

**510.4.6 Portability.** This plan has a portability clause which based upon the insured guidelines, may allow an employee to maintain coverage directly with the carrier after separation of service or retirement.

**510.4.7 Contact ~~Staff~~ Employee Benefits.** Detailed ~~schedules of~~ information regarding voluntary life insurance benefits including premium rates are available ~~in on~~ the Office of Employee Staff Benefits webpage.

## 510.5 Health Benefits Plan

**510.5.1 University-Provided Benefit.** The University's group health plan is self-insured and administered by a third-party administrator. Employee contribution rates are set annually depending on medical cost trend factors and claims experience within the University group and budgetary considerations.

**510.5.2 Dependent Child Coverage.** ~~Unmarried, D~~dependent children are eligible for coverage through the last day of the calendar year in which they reach age ~~of 26~~ 19 or, if enrolled as a full-time student, age 26. ~~Disabled, dependent children are covered under special provisions if the disability was established by age 18.~~ Further detailed information is available in the Office of Employee Staff Benefits.

**510.5.3 Dependents of Deceased Employees.** Health plan coverage may be continued for dependents of deceased employees if the deceased employee had worked the number of years of service required by the University Retirement Policy (Section 510.2.1.1) at the time of the employee's death. If a dependent spouse ~~or partner~~ of a deceased University employee or retiree remarries, then such dependent spouse ~~or partner~~ is not eligible for continuation of the health benefits coverage beyond the date of remarriage.

**510.5.4 Removed.**

**510.5.5 Enrollment Period.** The group health benefits plan is an optional program. Eligible ~~staff members~~ employees desiring this coverage must enroll in the program within 31 days of employment. Coverage is effective on the first day of the month following the enrollment date.

~~**510.5.5.1 Employees with Previous Coverage.** Employees who were covered by a previous policy within 63 days of enrollment in the ISU plan must provide a Health Insurance Portability and Accountability Certificate of Credible Service.~~

~~**510.5.5.2 Pre-existing Condition Limitation.** A pre-existing condition limitation applies for employees who were not previously covered and cannot supply the Health Insurance Portability and Accountability Certificate of Credible Service. Benefits are limited to \$2,500 for the first 12 months of coverage for any pre-existing condition. Under the coverage, a condition is considered pre-existing if the person was treated, received medical advice, or was prescribed medications during the six (6) months prior to the effective date of coverage in the ISU plan. Pregnancy is not considered a pre-existing condition.~~

**510.5.6 Additions and Changes in Covered Individuals.** New births or adoptions must be reported within 31 days of the event to add such dependents to the employee's coverage as of the date of such birth or adoption. Status changes of employees and dependents must be reported within 31 days of such change in order for coverage to be effective upon the date of such change. See Section 510.5.8 Special Enrollment Verification Documentation of such changes is required.

**510.5.7 Open Enrollment.** An open enrollment period for the health benefits plan will be offered in the fall of each year for s in November of each year for coverage effective the following January. ~~Any eligible employees or dependents enrolling in or adding to the health plan on or after January 1, 2005, are not eligible for post-retirement health benefits until the following year.~~

**510.5.8 Special Enrollment.** Special enrollment is available only if applied for within 31 days following a qualifying event, as follows:

- a. Loss of group health coverage with another group health plan (voluntary or involuntary).
- b. Loss of health coverage due to divorce from the spouse who has other group health coverage.
- c. Loss of group health coverage due to death of the spouse/relative who has other group health coverage.
- d. Termination of group health plan coverage by the employer of spouse/relative.

A dependent may be added through special enrollment if an application is received within 31 days of the following qualifying events:

- a. Marriage to a benefits-eligible employee who is enrolled in the health coverage.
- b. Birth of a child of a benefits-eligible employee who is enrolled in the health coverage.
- c. Legal adoption or placement of a child for adoption with a benefits-eligible employee who is enrolled in the health coverage.

d. In addition to the above, employees and/ or their dependents may have special enrollment rights if applied for within 60 days following one of the following:

1. Coverage is lost under Medicaid or a State health insurance program (~~“SCHIP”~~).
2. When the employee and/or their dependents gain eligibility for state premium assistance.

**510.5.9 Contact Employee Staff Benefits.** ~~Detailed information regarding the health benefits plan is contained in health benefits plan booklets available in the Office of Staff Benefits. For more information regarding health benefits, please contact the Office of Employee Benefits.~~

## **510.6 Section 125 Salary Conversion Program**

**510.6.1 General.** Under Section 125 of the Internal Revenue Code, the University is permitted to establish a program to pay health plan contributions with pre-tax dollars. By using pre-tax dollars to make contributions, a participant may increase take home pay resulting from lower income and Social Security (FICA) taxes. Participation in such a program may reduce tax liability. It may also reduce monthly Social Security benefits at retirement if current annual earnings are below the applicable Social Security wage contribution base.

**510.6.2 Enrollment Period.** An election to participate in the program must be received in the Office of Employee Staff Benefits by ~~December 10- the designated open enrollment period~~ in order to participate during the following calendar year. The election to participate must remain in force throughout the entire calendar year unless there is a change in family status.

**510.6.2.1 Non-Participation.** Also, should one desire not to participate in the Section 125 program, an election not to participate must be received in the Office of Employee Staff Benefits by December 10 for the following calendar year.

**510.6.2.2 Certain Mid-Year Changes Acceptable.** Federal law allows changes in family dependent status (marriage, divorce, new child) as a reason to make a change in election during the year.

**510.6.2.3 Elections Remain in Force until Changed.** Once an election is made, it will remain in force for future years until a new election form is received by the Office of Employee Staff Benefits.

## **510.7 Health Coverage for Employees/Spouses Working Beyond Age 65**

**510.7.1 Medicare Integration for Employed Individuals over 65.** ~~While employed, Employees staff members~~ and spouses ~~or partners~~ over age 65 are given a choice of retaining the University coverage or dropping the University coverage and having Medicare (Part A and B) as primary payor, according to the Tax Equity and Fiscal Responsibility Act of 1986 (TEFRA), while employed.

**510.7.1.1 Impact of Election to Retain University Benefits.** Should the employee/spouse working beyond age 65 elect to retain the University's health benefits plan, the plan will pay as a primary payor. If enrolled, Medicare will pay

as secondary. A summary of the benefits provided under the provisions of the coverage is available in the Office of [Employee Staff Benefits](#).

**510.7.1.2 Impact of Election for Medicare to be Primary Payor.** Should the employee/spouse/~~partner~~ working beyond age 65 elect to have Medicare as the primary payor, the ISU health plan must be dropped for the person making the ~~election election~~. If the employee elects to have Medicare as the primary payor, health benefits on the entire membership must also be ~~terminated. dropped.~~

**510.7.2 Medicare Integration for Retired Individuals over 65.** Following retirement and upon attainment of age 65 or eligibility for Medicare, the retiree and spouse are required to enroll in Medicare (Parts A and B) (hospital and medical insurance) when eligible in order to participate in the University's retiree health benefits plan. ~~The University makes an annual election on whether ISU retirees will be required to enroll in Medicare Part D prescription drug coverage. Should a retiree or dependent enroll in Part D, ISU's prescription drug coverage may not be utilized.~~

## 510.8 COBRA Continuation of Health Coverage

**510.8.1 General.** Federal law (Public Law 99-272, Title X) requires that most employers sponsoring group health plans offer an opportunity to continue health coverage at group rates in certain instances where coverage under the plan would otherwise end. This law is titled "Consolidated Omnibus Budget Reconciliation Act" (COBRA). In most cases, the individual is required to pay 102 per cent of the total group rate in order to continue health coverage. The extension of health coverage is for 18 to 36 months depending upon the circumstances of coverage termination. ~~Full details and necessary forms are available in the Office of Staff Benefits. For more information and forms, visit [Employee Benefits webpage](#) or contact the Office of Employee Benefits.~~

**510.8.2 Impact of Social Security Disability.** If an employee (or dependent) receives Social Security Disability while on the University's health plan, prior to termination of ISU employment, then notice should be provided to the Office of ~~Staff Employee~~ Benefits. It may be possible to extend COBRA coverage from 18 to 29 months. The individual is required to pay 102 ~~percent per cent~~ of the total group rate through the first 18 months and 150 ~~percent per cent~~ from the 19th month through the 29th month.

## 510.9 Flexible Spending Accounts

~~Effective February 1, 2006, V~~voluntary flexible spending accounts for eligible medical and dependent care expenses ~~were established are available~~. These accounts allow employees to set aside pre-tax money each tax year to be used to pay for eligible medical and dependent care expenses. The maximum amount that can be deferred ~~is determined by the IRS each year. for medical expenses is \$5,000 per year and \$5,000 per year for dependent care expenses.~~ Deductions for these accounts are for calendar year purposes and may not be changed except ~~within 31 days of a qualifying life event. in certain circumstances.~~

## 510.10 Voluntary Vision Insurance

The University offers voluntary vision insurance coverage for all benefits-eligible faculty and staff. Employees are eligible to enroll during the first 31 days of employment or during the open enrollment period each year. The plan utilizes a network of providers and requires that employees enroll for a one-year required coverage period. During this required coverage period, covered members can obtain one eye exam per 12 months, one set of lenses per 12 months,

and one set of frames per 24 months. The plan also provides a reimbursement schedule for services obtained through a non-network provider.

## 510.11 Disability Benefits

**510.11.1 General.** Disability benefits are provided under the provisions of the Social Security Act for those persons fully insured after it has been determined that a permanent disability exists. In some cases, there is a five-month waiting period which begins on the first day of the month following the date of onset of the sickness or injury. In order to determine benefits payable, employees should consult the local Social Security Office.

**510.11.2 INPRS PERF Disability Benefits.** The Indiana Public ~~Employees'~~ Retirement ~~System Fund~~ (INPRSPERF) provides disability benefits for those employees who are currently ~~in an INPRS eligible position active members of the Fund~~ with a minimum of five (5) years of service credit ~~and who become disabled while working in a PERF eligible position at ISU~~. Estimates of benefits payable are determined by INPRS secured at the time of the disability.

**510.11.3 Contact Employee Staff Benefits.** Questions regarding benefits and procedures under the Indiana Public Employees' Retirement Fund should be directed to the Office of Employee Staff Benefits.

## 510.12 Long-Term Disability Insurance PlanProgram

**510.12.1 Qualification for Coverage.** The University provides disability insurance coverage for full-time Regular Faculty and Staff upon completion of three (3) years of continuous service. The full cost of this program is paid by the University.

**510.12.1.1 Required Participation in Program.** Since July 1, 1982, all eligible employees are required to participate in the disability insurance program as a condition of employment after the third year of service.

**510.12.1.2 Three-Year Continuous Service Exception.** New employees may be eligible for coverage upon employment provided they were covered by the former employer under a similar group insurance program and benefits were payable for a minimum of five (5) years; such coverage must have been in effect within 90 days of employment at Indiana State University. It is the responsibility of the new employee to provide documentation of prior employer coverage to the Office of Employee Staff Benefits.

**510.12.1.3 One-Year or Temporary Ineligible.** One-year or Temporary employees are not eligible for the disability insurance program.

**510.12.2 Benefits under Plan.** The disability benefits program guarantees employees a 66 2/3 ~~per cent percent~~ income protection and annuity contribution continuation after 180 days of continuous total disability. The income protection amount is from all University participating sources. Should an employee become disabled and be granted disability, benefits received from the plan may be taxable.

**510.12.2.1 Structure of Benefits.** If total disability occurs at, or prior to, age 60, disability benefits will be paid until the employee's social security normal retirement age, continue to age 65. If total disability commences after age 60,

disability benefits will be payable as defined in the current plan contract. Contact Employee Benefits for more information. follows:

<del>Age When Maximum Disability Begins</del>	<del>Maximum Duration of Benefits</del>
<del>60 but less than 65</del>	<del>4 1/2 years</del>
<del>65 but less than 68 1/2</del>	<del>to age 70</del>
<del>68 1/2 and over</del>	<del>1 year</del>

~~A brochure detailing coverage information is available in the Office of Staff Benefits.~~

**510.13 Workers Compensation**

Employees of the University are covered under workers compensation for injuries incurred while engaged in regular assigned duties, and claims are processed in accordance with the State of Indiana workers compensation statutes. The benefits received for such injuries are dependent upon the nature of the injury.

**510.14 Retirement Plans**

For information regarding retirement plans, see Policy 535 Retirement Benefits and Policy 550 University Retirement.

**Recommendation:** The proposed policy is provided to the Board of Trustees for information only.



## 3c11 Proposed Modifications to Policy 535 Retirement Benefits

**Rationale:** As a part of a regular review of policies, the administration has identified the need to update these policies to ensure they are consistent with current practice and processes. Modifications include deleting wording no longer applicable and duplicative sections contained in other policies. Changes to this policy include a new section 535.5 TIAA-Auto Enroll program that was approved by the Board of Trustees on October 24, 2008. A delegation of plan administration similar to that contained in Policy 510 for TIAA Retirement Plan was also added to this policy.

### Proposed Modifications:

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

#### 535.1 Faculty, Exempt and Non-Exempt Professional Staff: TIAA Retirement Plan

**535.1.1 General.** Indiana State University ~~has participated~~ participates in the a Teachers Insurance and Annuity Association defined contribution retirement program since 1937. The Indiana State University Board of Trustees approved a Teachers Insurance and Annuity Association - College Retirement Equities Fund (TIAA) Revised Retirement Plan effective July 1, 1967. All new Regular Faculty, Exempt Staff, and Non-Exempt Professional Staff are required to participate in the TIAA Retirement Plan upon eligibility.

**535.1.2 Eligibility for Immediate Participation.** Regular Faculty, Exempt Staff, and Non-Exempt Professional Staff are eligible to participate in the TIAA Retirement Plan immediately upon employment.

**535.1.3 Management of Investment Options.** The TIAA Retirement Plan provides a variety of investment options. Each participating employee may elect and change investment strategy as often as allowed by TIAA. ~~It is the employee's responsibility to contact TIAA should a change in allocation between the many investment choices be desired.~~

**535.1.4 Contribution Rate.** Participating employees will receive University contributions to the TIAA Retirement Plan calculated at ten (10) percent of the base appointment salary. Eligible faculty teaching summer courses will receive University contributions calculated at ten (10) percent of summer earnings. University contributions vest immediately.

**535.1.5 Cash Option.** Effective July 1, 1994, the ISU Board of Trustees approved a cash option on ~~TIAA~~ Regular Retirement Annuity contracts. Upon any separation from service, cash is offered to

- A. Individuals with less than five (5) years of participation or contributions, or
- B. Individuals older than age 55 with more than five (5) years of contributions.

Separated employees who withdraw funds from TIAA may have tax liability and are advised to seek tax consultation prior to withdrawal.

Additional information is available in the Office of Employee Benefits.

## **535.2 Non-Exempt Staff: Indiana Public Retirement System**

**535.2.1 Eligibility.** All Regular Non-Exempt Staff participate in the Indiana Public Retirement System (INPRS) immediately upon employment.

**535.2.2 Contribution Rate.** Participating employees must contribute 3 percent, which is paid by Indiana State University. The University also contributes an additional amount that is determined actuarially each year by INPRS.

**535.2.3 About INPRS.** INPRS provides retirement annuity and pension benefits, disability income benefits, early retirement, and death benefits. A detailed description of the benefits available is contained in the Indiana Public Retirement System Member Handbook and is available at [www.in.gov/inprs](http://www.in.gov/inprs).

## **535.3 Tax-Deferred Annuities IRC 403 (b)**

The Indiana State University Board of Trustees has approved the participation of Regular Faculty and Regular Staff in tax-deferred annuity programs under Section 403(b) of the Internal Revenue Code. Such contributions are subject to Internal Revenue Code maximums.

## **~~535.4 TIAA Tax-Deferred Annuities~~**

~~Regular Faculty and Regular Staff may be eligible to apply additional retirement contributions to their regular TIAA retirement program (RA) as a tax-deferred annuity contribution. Such contributions are subject to Internal Revenue Code maximums.~~

## **~~535.5 Supplemental Tax-Deferred Annuities~~**

~~All Regular Faculty, Regular Exempt Staff, and Non-Exempt Professional Staff are authorized to participate in supplemental tax-deferred annuities by requesting a reduction of salary equal to the amount to be forwarded to selected TIAA contracts. The University does not contribute to these programs.~~

## **535.64 Deferred Compensation Plan IRC 457 (b)**

~~The Economic Growth and Tax Relief Reconciliation Act (EGTRRA) contained provisions expanding the retirement savings opportunities that colleges and universities may offer employees. Effective in 2002, All employees are eligible to take advantage of making additional pre-tax contributions toward retirement savings. There is an annual limit on contributions to this plan. Further detailed information may be secured from the Office of Employee Benefits.~~

## **535.5 TIAA Auto-Enroll**

To facilitate retirement savings, all new employees will have an automatic three (3) percent deducted from each payroll check before taxes to contribute to a TIAA Group Supplemental Retirement Annuity. The employee is responsible for choosing the investments and beneficiary(s) after the contract has been established. The employee may choose to opt out of this contribution.

## **535.67 Normal Retirement Age**

A "Normal Retirement" age of 65 will be used for benefit planning purposes. Certain University-sponsored benefit programs will be limited for those who continue employment beyond the "Normal Retirement" age. The following benefit limitations will apply:

**535.67.1 Life Insurance.** Term life insurance coverage will be 65 percent of the scheduled amount beginning July 1 following their 65th birthday. Accidental death and dismemberment coverage will be 65 percent of the scheduled amount beginning July 1 following their 65th birthday. Conversion privileges may apply; see the Office of Employee Benefits for further details.

**535.67.2 Health Benefits.** Coverage under the health benefits plan will be continued for employees, spouses, and eligible dependents who continue employment beyond normal retirement age 65. (See Policy 510 [Employee Staff Benefits Plans Programs](#), Section 510.7 *Health Coverage for Employees/Spouses Working Beyond Age 65.*)

**535.67.3 Disability Insurance.** Coverage is extended until six (6) months prior to retirement. ~~If an approved disability should occur, benefits will be paid according to the following schedule:~~

~~Age When Total Maximum~~

~~Disability Begins Duration of Benefit~~

~~65 but less than 68 ½ to age 70~~

~~68 1/2 and over 1 year~~

## **535.8 Post Retirement Life and Health For Employees Hired Prior to January 2, 2005**

~~The following benefits will be available to Regular Faculty, Regular Exempt Staff, Non-Exempt Professional Staff, and Regular Non-Exempt Staff retirees who have a minimum of 20 years of service at ISU and who retire after age 62 or who have retired under the disability insurance plan at any age with at least 20 years of service.~~

### **535.8.1 Life Insurance.**

~~**535.8.1.1 Revised Plan (August 1, 1985):** Upon retirement, life insurance coverage will be reduced to \$5,000. Accidental death and dismemberment coverage terminates on the effective date of retirement.~~

~~**535.8.1.2 Prior Plan:** Upon retirement prior to age 66 normal retirement, life insurance coverage will be reduced to 50 percent of the scheduled amount of coverage in effect at retirement with a maximum of \$20,000. At retirement after age 66 the life insurance coverage will be reduced to 50 percent of the coverage in effect on June 30 prior to normal retirement age (July 1 after age 66) with a maximum of \$20,000. Accidental death and dismemberment terminates on the effective date of retirement.~~

~~**535.8.2 Health Benefits Plan.** Following retirement, health coverage for the employee and dependents, if eligible, may be continued through the ISU group health plan if the retiree and dependent(s) were participating in the health plan for the minimum number of years required for the retirement plan at the time of retirement. Employees (hired prior to January 1, 2005) who have not had a full 20 years of health coverage are not eligible for post-retirement health coverage.~~

~~**535.8.2.1 Required Enrollment in Medicare.** Upon attainment of age 65 or upon eligibility, the retiree and spouse are required to enroll in the Medicare program (Part A and B) to participate in the University's fully insured retiree Supplemental medical coverage. Medicare would then become the primary payer for all medical charges with the ISU retiree health plan paying as secondary payer.~~

~~**535.8.2.2 Retiree Payment.** Retirees are charged a premium based upon the experience of the group. Retirees must enroll in and pay for Medicare Part A and B that can be deducted from the Social Security check. Should a retiree fail to pay the required share for the University retiree health plan, coverage will be terminated. Once terminated, coverage may not be reinstated at any time in the future. Retirees may not add dependents to the coverage after retirement.~~

~~**535.8.3 Ineligible Employees.** There are no post-retirement life or health benefits for employees hired after January 1, 2005.~~

## **535.79 Resignations/Terminations Other Than Retirement**

Any individual whose appointment has been discontinued, who resigns, or who has been terminated prior to eligibility for retirement, and who has a vested interest in the financial retirement plans, shall be entitled to the financial benefits, if any, of the respective retirement plan. Such individuals do not qualify for continuation of University group insurance coverage's following termination. The last day worked will be the effective date of separation in all cases except when the staff member fails to return from a leave of absence. The separation date may not be vacation, sick leave or convenience day.

### **535.8 Plan Administration**

The Board of Trustees delegates the administration of the TIAA Retirement Plan to the Vice President for Finance and Administration. As plan administrator, the Vice President for Finance and Administration shall have the authority to manage the operation of the TIAA Retirement Plan. Benefit provisions are established and amended by the Board of Trustees.

The retirement plan for non-exempt employees is governed and administered by the State of Indiana through INPRS.

**Recommendation:** The proposed policy is provided to the Board of Trustees for information only.

## 3d Nominating Committee Report and Election of Officers

The nominating committee met at 10:30 a.m. today May 6, 2022 to develop a recommended slate of officers for 2022-2023 election including the chair, vice chair, secretary, and assistant secretary. The committee also recommends the appointment of the University Treasurer.

The recommended slate is:

Chair:

Vice Chair:

Secretary:

Assistant Secretary:

University Treasurer:

**Recommendation:** Approve the slate of Board of Trustees officers and the appointment of the University Treasurer for 2022-23, effective July 1, 2022.

## 3e Reaffirmation of Fiscal Year 2023 Meeting Dates and Approval of Fiscal Year 2024 Meeting Dates

At its June 18, 2021 organizational meeting, the Board of Trustees approved meeting dates through fiscal year 2023. In keeping with a two-year schedule of meeting dates, the Board is being asked to reaffirm its meeting dates for fiscal year 2023 and approve meeting dates for fiscal year 2024.

### Board of Trustees Meeting Dates Fiscal Year 2023

July 28-29, 2022 (Thursday-Friday)	Board of Trustees Retreat
October 21, 2022 (Friday)	Homecoming – October 22, 2022
December 9, 2022 (Friday)	Winter Commencement – December 9 (Graduate), December 10 (Undergraduate)
February 16-17, 2023 (Thursday-Friday)	
May 5, 2023 (Friday)	Spring Commencement – May 5 (Graduate), May 6 (Undergraduate)
June 15, 2023 (Thursday)	Annual Organizational Meeting

### Board of Trustees Meeting Dates Fiscal Year 2024

July 27-28, 2023 (Thursday-Friday)	Board of Trustees Retreat
October 20, 2023 (Friday)	Homecoming – October 21, 2023
December 15, 2023 (Friday)	Winter Commencement – December 15 (Graduate), December 16 (Undergraduate)
February 15-16, 2024 (Thursday-Friday)	
May 10, 2024 (Friday)	Annual Organizational Meeting Spring Commencement – May 10 (Graduate), May 11 (Undergraduate)

**Recommendation:** Reaffirm the Fiscal Year 2023 meeting dates and approve the Fiscal Year 2024 meeting dates.

## 3f Candidates for Degrees May 2022

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

### **Graduate Degrees**

#### **Doctor of Athletic Training**

Baumgartner, Sydney Margaret  
Bocklund, Diana Denise  
Cantlebury, Katherine  
Chandler, Taylor Brooke  
Delgado, Daniel  
Flaig, Amanda Elizabeth  
Giorgi, Emily Maria  
Gonzalez, Karina Sophia  
Haller, Peggy Noelle  
Harrington, Kelly Lynn  
Harvey, Brooke Kelly  
Mills, Grace Anne  
Montez, Kimberly Kay  
Montoya, Jessica L.  
Schweitzer, Andrew Joseph  
Smith, Sarah  
Smith, Timothy Everette Hayes  
Solberg, Stacy Ann  
Spraggins, Jarod Clark  
Trella, Kara Louise  
Vaniman, Alyssa Laura  
Vannucci, Tyler Gregory  
Wilson, Eliza Jean

#### **Doctor of Health Science**

Lauritzen, Hailee Fern  
Lugar, Katherine Elizabeth

#### **Doctor of Nursing Practice**

Hatchett, Kimberly J.  
Hewitt, Sarah Elizabeth  
Hyde, Desirae Mashelle  
Junger, Stacey S.  
McCalla-Gilliatt, Katherine Anne  
Nabinger, Tiffanie Maye

## **Doctor of Philosophy**

Aslam, Naureen  
Beilke, Elizabeth Ann  
Berry, Laura Anne  
Bhandari, Pawan  
Bokhart, Brent Patrick  
Bridgewater, Lisa  
Cleghorn, Keeley A.  
Delefortrie, Zoe  
Ferrier, Douglas William  
Griffin, Virgil Khalid  
Harris, Karen Elizabeth  
Hobson, Tara Lyn  
Murphy, Theresa E.  
Pierce, Heather Dawn  
Poffinbarger, Debbie Kaye  
Prichard, Michael Wayne  
Rood-Emmick, Chelsea M.  
Rowe, Kevin  
Solomon, Jonathan William  
Tooley, Luceandy  
Williams, John Jennings  
Worthington, Sarah Elizabeth

## **Doctor of Physical Therapy**

Bailey, Melissa Ann  
Bean, Emily Elizabeth  
Boswell, Jarom Tyrel  
Brady, Caitlyn  
Breitweiser, Hannah M.  
Cain, Caitlyn  
Campbell, David James  
Collman, Heather  
Durnell II, John Nicholas  
Hills, Grace  
Howard, Matthew T.  
Karnezis, Rebecca  
Maxwell, Brynleigh  
McKinstry, Bryanna Lynn  
Oglesby, Breanne Danae  
Pollmann, Emilee Anne  
Prindiville, Jordan R.  
Ritz, Nicole M.  
Runyon, Noah T.  
Ryan, Blake Charles  
Sahagun, Vincent Guarin  
Seyler, Rebekah Anne  
Shourds, Kerrigan L.



Soliven Jr., Robert  
Stiener, Ashlyn Nicole  
Tapley, Reagan Elizabeth  
Vadeboncoeur, Amanda Lynne  
Ward, Tyler Hamilton

### **Educational Specialist**

Adamson, Robert Lloyd  
Cary, Jason Tyler  
Ells, Samuel Christopher  
French, Jody Sue  
Fuller, Juan P.  
Gordon, Katie Renee  
Hensley, Taylor Rae  
Holmquest, Justin Francis  
Hunt, Richard A.  
Loney, Shevaughn Marcella  
Long, Eric Lee  
Romine, Jonathan Charles  
Schmidt, Kylie Jo  
Schmit, Sydney Elizabeth  
Simmons, Ryan M.  
Speicher, Eric Alan  
Walker, Morgan Lee

### **Master of Arts**

Alotaibi, Ayidh Baraki  
Baysinger, Ashley Mariah  
Boesch, Floyd Edwin  
Carr, Caleb Steven  
Connelly, Ryan James  
Ferba, Briunna Shamari  
Gibbons, Patrick Michael  
Grant, Samuel Christopher  
Hupfeld, Coy Thomas  
Jenkins, Laura Rosemary  
Knowlton, Kayla  
Ligget, Sara S.  
Long Suiter, Aryn Precila  
McCormick, Barbara Nichole  
Smith, Shane Alan  
Tisson, Lori C.  
VanArsdale, Alisha D.

### **Master Business Administration**

Cioli, Lindy Jo  
Craft, Annie Blanche  
Davis, Nicholas Michael  
DeCicco, Isabel A.  
Dineen, Gavin Paul  
Divan, Nathan Michael  
Dulworth, Ryan Chance  
Ellison, Noah Ross  
Ghogle, Timothy  
Lin, Ping  
Niroula, Anuja  
Schikora, Sarah Nicole  
Simpson, Tamerick Jamal  
Vaughn, Martha

### **Master of Education**

Allender, Hannah Margaret  
Anderson, Matthew Allen  
Campbell, Nicole Lea  
Carey, Christin  
Catlin, Camil Marie  
Chao, I-Chen  
Corbin, Megan N.  
Dennis, Jessica Rae  
Dickey, Chet Thomas  
Dillion, Krissi Lynne Hodge  
Fidler, Susan Lee  
Freeman, Terri L.  
Giesen, Melissa Marie  
Haley, Clair S.  
Hall, Sierra Brooke  
Hansen, Crystal Gayle  
Hoffman, Melissa Denise  
Ijames, Jacqueline  
Kuehn, Kerry Ann  
Larrison, Joel Christopher  
Lee, Lauren Elizabeth  
Mahaffy, Megan Dawn  
Malibari, Duaa Mohammad  
Miller, Kelley Elaine  
Moon, Danyel LaCheon  
Mosley Jr, Reginald  
Murray, Madison Belle  
Pohlar, Terre Christina  
Schafer, Katelyn Marie  
Smith, Crimson Marie  
Stewart, Joshua Lee  
Stokes, Katelyn Elizabeth  
Stuart, Sarah Elizabeth

Tilley, Brooke Danielle  
Travis, Abigail Linda  
Wilber, Lauren Rachel  
Wilson, Emily J.  
Wishert, Mary A.  
Withers, Tonia Renae  
Witsman, Krista Kay  
Woods, Garien Dajaun  
Young, Amber Michelle

### **Master of Fine Art**

Byers, Jacob Michael

### **Master of Public Administration**

Aker, Logan M.  
Bayless, Taylor Nicole  
McCray, Claire Boren  
Pena, Anais  
Townsend, Christopher David

### **Master of Public Health**

Buford, Haskel John  
Johnson, Keyon Brandy Monique  
Kientz, Emilie Grace  
Lindsley, Zoe  
Lukach, Sara Jane  
Theisz, Allissa Maree

### **Master of Science**

Adams, Kristina D.  
Alsaadoun, Majed Abdullatif  
Anderson, Emmanuel Erasmus  
Anderson, Nicholas Andrew  
Armstrong, Joseph R.  
Arroyo, Cristina Isabel  
Atterson, Kyle Joseph  
Avtandilov, George Andranik  
Bauer, Taylor Noel  
Beeker, Dawn Colleen  
Beers, Chelsea Diane  
Billa, Meghna Reddy  
Blount, Peyton Darnell  
Bowen, Emilie Terese

Brandt, Madeline J.  
Calkins, Laura Elizabeth  
Carew, Morgan Nicole  
Chavez Jr, Frank Joseph  
Chickey, Anna Katherine  
Christmas, Joanna Katherine  
Clark, James Kevin  
Clark, Justin Allen  
Clever, Kamille Louise  
Combs, Caroline Joan  
Comer, Ty M.  
Compton, John Frank  
Conaway, Melissa Lynn  
Correale-Otto, Alexandria Jane  
Cox, Kaelynn Paige  
Cunningham, Keith G.  
Curry, Myles Tyler  
Davidson, Nikki Renee  
Dennis, Tyler James  
Dietrich, Dalton Chandler  
Donnell, Shane Christopher  
Eddy, Caitlyn  
Edwards, Rachael Maureen  
Fowle, Jessica  
Fuentes, Trevor Ray  
Garvey, Lascelles A.  
Gelfand, Ariel Brooke  
Gerling, Alexa Danielle  
Goldner, Destiny N.  
Gostic, Nicole Lauren  
Gravely, Haley Elise  
Gray Jr., Todd James  
Gruenert, Mackenzi B.  
Harambasic, Selma  
Harris, Jennifer I.  
Haywood, Abigail Mackenzie  
Henry, Adam J.  
Herbruck, Emily L.  
Hillier, Amy  
Hinesley, Kaitlan M.  
Hokanson, Rose Christine  
Holter, Carlotta Jo  
Horne, Christopher K.  
Hunter, Elizabeth Nicole  
Hunter, Michele Teresa  
Jaimon Thaiparambil, Merin Maria  
Jent, Andrew Thomas  
Jiang, Nan  
Kcehowski, Kevin Franklin  
Kim, Sehwan  
King, Ashley Michelle

Koppaka, Virali  
Kouassi, Amani Felix  
Kovacs, Christina  
Krampe, Hunter Michele  
Kroll, Amanda L.  
Kruger, Sarah J.  
Lamacki, Jonathon Robert  
Lane, Cody James  
Lee, David Akitomo  
Lewis, Gretha Elizabeth  
Li, Jing  
Lipphardt, Sarah  
Lopez, Salvador Lindsey  
Mankin, Mallory Marissa  
Markley-Deboy, Olivia Sue  
McCann, Carson Joel  
McCarrick, Maggie Isabelle  
McClellan, Yumi Nicholle  
McClurge, Phazione Donald  
McKeon, Thomas Jude  
McKiernan, Alyx  
Mendoza, Monica Jazmine  
Meunier, Caroline Julia  
Morris, Emily Allison  
Morrisey, Riley Elizabeth  
Mueller, Braeden  
Munro, Michael L.  
Muse, Danielle Elaine  
Noble, Zachary Taylor  
Okey Agoh, Chigozirim Amara  
Oyler, Alexandra Elizabeth  
Pace, Christine Leola  
Passmore Jr., Michael D.  
Patton, Aaron E.  
Percifield, Christopher Scott  
Peskin, Elisabeth Ann  
Peterson, Katlynd Violet  
Pierre, Carolane  
Pina, Niko Noel  
Pingel, Riley James  
Poindexter, Christopher William Earl  
Poreddy, Santhoshi Neeraja  
Powell, Trey B.  
Qasim, Lubna  
Ripperger, Nicholas  
Roemer, Madison Denise  
Rush Jr., Nickolas Joe Lee  
Ryder, Zachary William  
Sanon, Marie Prisca Glaphyra  
Sayles, Amber  
Schreibman, Alexandra

Seidler, Addison R.  
Simila, Artturi Matias  
Stott, LaKara Elaine  
Sweitzer, Michael  
Taylor, Drew Michael  
Tessema, Solomon T.  
Thapa, Ichchha  
Thomas, Marcus Ray  
Tooley, Erin Melissa  
Trageser, Chad  
Van Hoosen, Matthew Trenton  
Vasconcellos Bunholi, Ingrid  
Vogel, Trevor Michael  
Waggoner, MaKayla Cheyenne  
Weitkamp, Terena L.  
Wilderman, Kurtis Norman  
Wilson, Amber Lorine

### **Master of Nursing**

Alexander, Stephanie Jean  
Althoff, Callyn  
Anderson, Megan  
Bayless I, Robert Michael  
Crowley, Thomas Montgomery  
Deaton, Megan  
Gettle, Donna M.  
Gough, Lindsay Kay  
Isham Dean, Joshua Lee  
Jacobs-Campbell, Casey Erin  
Legginton, Lesley Leigh  
Leong, Leilani Marianne  
McAllister, Deanna Marie  
Mills, Emily Worrell  
Petralie, Toni J.  
Stajduhar, Laura Elizabeth

### **Master of Social Work**

Boyll, Erin Marie  
Bushey, Rachel Sarah  
Crenshaw, Deshonbra Myta  
Horn, Kassondra Marie  
Huey, Cheryl Ann  
Larson, Julia Anne  
Magill, Rachel Elizabeth  
Martin, Jessi  
Maurer, Amberleigh Morgan  
McKinney, Margo Emily

Mundell, Scheyanna Shalene  
Ooms, Kara Dawn  
Reilly, Alexandra Lyn  
Spung, Cole Vance  
Withers, Courtney Rae  
Woolley, Savannah Cathleen

### **Undergraduate Degrees**

Allen, Austin Michel	Bach of Science in Engineering
Arcot, Satyajit	Bach of Science in Engineering
Booe, Maggie M	Bach of Science in Engineering
Galminas, Sean Logan	Bach of Science in Engineering
Healy, Barbara M	Bach of Science in Engineering
Kiger, Nathan Robert	Bach of Science in Engineering
Messick, Cory M	Bach of Science in Engineering
Pruitt, Joshua Michael	Bach of Science in Engineering
Wiltermood, Ian Bradley	Bach of Science in Engineering
Cousins, Nicole	Bachelor of Applied Science
Davison, Jasmine B	Bachelor of Applied Science
Nidey, Carol	Bachelor of Applied Science
Price, Mallory	Bachelor of Applied Science
Allen, Brooklynn	Bachelor of Arts
Alsip, Martha J	Bachelor of Arts
Bailey, Emiley Ann	Bachelor of Arts
Barton, Jacob L	Bachelor of Arts
Bean, Kailey Brianne	Bachelor of Arts
Beddow, Andrew Jerrold	Bachelor of Arts
Black Jr, Daryl LeLand	Bachelor of Arts
Bock, Adair Elliott	Bachelor of Arts
Boillard, Brandie Leanne Nicole	Bachelor of Arts
Bonilla-Sanchez, Samuel	Bachelor of Arts
Bowling, Tori May	Bachelor of Arts
Brandle, Joshua Cole	Bachelor of Arts
Breedlove, Alaina Leigh	Bachelor of Arts
Brown, Abbrianna Renae	Bachelor of Arts
Brown, Elizabeth	Bachelor of Arts
Burchell, Emma M	Bachelor of Arts
Bursley, Dylan Michael	Bachelor of Arts
Carter, Jazzmiere Denise	Bachelor of Arts
Clouse, Abigail Leigh	Bachelor of Arts
Collins-Jones, Isaaiel	Bachelor of Arts
Cooper, Allison	Bachelor of Arts
Coutu, Matthew Christopher	Bachelor of Arts
Cox, Trevor David	Bachelor of Arts
Crowley, Holly Lynton	Bachelor of Arts

Cvengros, Mia R	Bachelor of Arts
Denton-Erlenbush, Joseph Donovan	Bachelor of Arts
Dingess, Logan H	Bachelor of Arts
Dunegan, Amy Fendley	Bachelor of Arts
Elsten, Addison	Bachelor of Arts
Evans, Grace Isabel Helena	Bachelor of Arts
Fauquher, Cheyenne MacKenzie	Bachelor of Arts
Fox, Taylor Haven	Bachelor of Arts
Gentrup, Lainey Elizabeth	Bachelor of Arts
Gentry, Laura Marie	Bachelor of Arts
Glass, Chase B	Bachelor of Arts
Glesing, Andrew	Bachelor of Arts
Graham Jr, Jeffrey Gerard	Bachelor of Arts
Hallett, Trey Michael	Bachelor of Arts
Harrmann, Jack	Bachelor of Arts
Harter, Anna Catherine	Bachelor of Arts
Hill, Hunter James	Bachelor of Arts
Hochhalter, Peyton Leigh	Bachelor of Arts
Houmes, Adrienne Nora	Bachelor of Arts
Hudachko, Katie Nicole	Bachelor of Arts
Jones, Rashaun Shaquille	Bachelor of Arts
Kehoe, Ashleigh Quinn	Bachelor of Arts
Kendall, Josie Elizabeth	Bachelor of Arts
Kilmon, J'Lee Rae	Bachelor of Arts
Knight, Elizabeth Anne	Bachelor of Arts
Kruse, Braden M	Bachelor of Arts
Lanning, Caitlin K	Bachelor of Arts
Lauridsen, Hannah Jane	Bachelor of Arts
Lax, Dylan National	Bachelor of Arts
Madison, Kassidy Symone	Bachelor of Arts
Marshall, Marisa R	Bachelor of Arts
Martinez, Sabrina Alexia Ann	Bachelor of Arts
Matyi, Heather Ryann	Bachelor of Arts
Maus, Brennen David	Bachelor of Arts
McCloud, Kayla Michele	Bachelor of Arts
McDonald, Brianna Morgan	Bachelor of Arts
McKim, Skyla	Bachelor of Arts
Melvin, Bailee M	Bachelor of Arts
Nettrouer, Austin D	Bachelor of Arts
Nichols, Aubrey Lee	Bachelor of Arts
Nicoson, Rashawn Desmond	Bachelor of Arts
Niesl, Misty Ray	Bachelor of Arts
Osborne, Toniya Danell	Bachelor of Arts
Osborne, Toriana Danielle	Bachelor of Arts
Parsons, Logan Thomas	Bachelor of Arts



Pearson, Jennafer Victoria Grace	Bachelor of Arts
Pesavento, Max Anthony	Bachelor of Arts
Pettijohn, Brenton	Bachelor of Arts
Pickett, Jacob Ashley	Bachelor of Arts
Rademacher, Andrew John	Bachelor of Arts
Reedy, Taylen Rain	Bachelor of Arts
Roberts, Emma Vonessa	Bachelor of Arts
Rodabough, Madelyn F	Bachelor of Arts
Runge, Jennifer Elizabeth	Bachelor of Arts
Saadatullah, MD Nihaid	Bachelor of Arts
Schumpert, Jonathan David	Bachelor of Arts
Simma-Martin, Chloe R	Bachelor of Arts
Sims, Shelby Rae Elin	Bachelor of Arts
Spears, Brett Logan	Bachelor of Arts
Strain, Sarah O	Bachelor of Arts
Stunick, Mason Patrick	Bachelor of Arts
Stunick, McCauley Brand	Bachelor of Arts
Tanguay, Ashly Lynn	Bachelor of Arts
Terrell, Julia Grace	Bachelor of Arts
Tschudy, Gabriella Marie	Bachelor of Arts
Upchurch, Lilly Nicole	Bachelor of Arts
Walts, Conner E	Bachelor of Arts
Wayland, Carsyn D	Bachelor of Arts
Wells, Audrea Lajoya	Bachelor of Arts
West, Mason B	Bachelor of Arts
Williams, Joseph Luke	Bachelor of Arts
Wilson, Alyssa Nicole	Bachelor of Arts
Wilson, Eric Anthony	Bachelor of Arts
Wilson, Matthew T	Bachelor of Arts
Wolf, Jennifer C	Bachelor of Arts
Woodruff, Ethan Patrick	Bachelor of Arts
Woods, Austin Michael	Bachelor of Arts
Bierly, Katherine Annelise	Bachelor of Fine Arts
Carr, Chloe Marie	Bachelor of Fine Arts
Dunham, Kalee J	Bachelor of Fine Arts
Gabonay, Kevin Michael	Bachelor of Fine Arts
Lacy, Maurice Carl	Bachelor of Fine Arts
Matthews, Hannah Elizabeth	Bachelor of Fine Arts
Pierce, Khalil Kasiem	Bachelor of Fine Arts
Wafzig, Shelby Nicole	Bachelor of Fine Arts
Downing, Robert D	Bachelor of Music
Harrison, Jacob A	Bachelor of Music
Cole, Ian R	Bachelor of Music Education
Eaton, Bailey Danielle	Bachelor of Music Education
Miller, Lydia Michelle	Bachelor of Music Education

Pederson, Dakota E	Bachelor of Music Education
DeBlock, Hannah Michelle	Bachelor of Public Health
Henderson, Te'Angela Lajoy	Bachelor of Public Health
Jennings, Savanna Louise	Bachelor of Public Health
Lumzy, Kenteria Danae'	Bachelor of Public Health
Mackey, Alexis Inez	Bachelor of Public Health
Milton, Emilly C	Bachelor of Public Health
Osei, Stephanie Sheila	Bachelor of Public Health
Quimby, Peighton R	Bachelor of Public Health
Abbott, Peyton Lee	Bachelor of Science
Abegg, Alaina Hahn	Bachelor of Science
Abraham, Junior	Bachelor of Science
Abram, Casidee Elise	Bachelor of Science
Adade, Maame	Bachelor of Science
Adamson, Chad F	Bachelor of Science
Addison, Montana Y	Bachelor of Science
Afuta Kapajika, Ernest	Bachelor of Science
Aguado, Melissa	Bachelor of Science
AL Ahmed, Abdullah Mohammed	Bachelor of Science
Alanazi, Mohammed Raja	Bachelor of Science
Alderson, Michael S	Bachelor of Science
Alibrahim, Mohammed Ali	Bachelor of Science
Allen, Lorin E	Bachelor of Science
Allsopp, Rebekah Noelle	Bachelor of Science
Alnasser, Hannah Leigh	Bachelor of Science
Alshammari, Malik Rshaid	Bachelor of Science
Alsubhi, Osama	Bachelor of Science
Amos, Karlee	Bachelor of Science
Andel, Riley Elizabeth	Bachelor of Science
Anderson, Ebony Lashae	Bachelor of Science
Anderson, Nicholas Lee	Bachelor of Science
Anthis, Ashlyn Richele	Bachelor of Science
Aparicio, Alayna E	Bachelor of Science
Archer, Michael D	Bachelor of Science
Armes, Dalton Lee	Bachelor of Science
Armstrong, Alyson	Bachelor of Science
Arnold, Samuel Mason	Bachelor of Science
Arnold, Sean Matthew	Bachelor of Science
Arvin, Cypress	Bachelor of Science
Asay, Jacob Allen	Bachelor of Science
Asche, Jason	Bachelor of Science
Ash, Kathryn Colene	Bachelor of Science
Ashcraft, John Logan	Bachelor of Science
Atkinson, Lauren Madison	Bachelor of Science
Avila, Xavier G	Bachelor of Science

Ayon, Olivia Rose	Bachelor of Science
Baer, Elizabeth Grace Jean Marie	Bachelor of Science
Bailey, Nathan Marchand	Bachelor of Science
Baker, Josie Kate	Bachelor of Science
Baker, Matthew Robert	Bachelor of Science
Balensiefer, Daisy Jayne	Bachelor of Science
Ball, Madison Taylor	Bachelor of Science
Banker, Zachary	Bachelor of Science
Baptista, Susannah Rose	Bachelor of Science
Barker, Isaac	Bachelor of Science
Barnes, Alexis Rose	Bachelor of Science
Barnhart, Jadelyn Brooke	Bachelor of Science
Barrett Jr, Joseph Patrick	Bachelor of Science
Bates, Monqual M	Bachelor of Science
Bathe, Kiefer Allen Freedom	Bachelor of Science
Baugh, Emilee	Bachelor of Science
Bayer, Dustin Reid	Bachelor of Science
Bayless, Jazzmyan S	Bachelor of Science
Bayless, Ryan Matthew	Bachelor of Science
Baysinger, Sydney D	Bachelor of Science
Beard, LaKyla Rayai	Bachelor of Science
Beauford, Blaise Michael	Bachelor of Science
Beber, Holly Anne	Bachelor of Science
Beddow, Dalton Ross	Bachelor of Science
Beeman, Elizabeth Brooke	Bachelor of Science
Behrens, Emma Grace	Bachelor of Science
Bell, Taneisha Janae	Bachelor of Science
Benjamin, Rylinn Marie	Bachelor of Science
Bennett, Christina L	Bachelor of Science
Bennett, Helen Marie	Bachelor of Science
Bernth, Carter Matthew	Bachelor of Science
Beverly, Erick Marcle	Bachelor of Science
Bierman, Jaxon Joseph	Bachelor of Science
Bilal, Talecialashay C	Bachelor of Science
Billings, Christopher William	Bachelor of Science
Biokoro, Ejiroghene J	Bachelor of Science
Bishop, Olivia	Bachelor of Science
Black, David Nathan	Bachelor of Science
Blair, Logan	Bachelor of Science
Blakeman, Alexia Renee	Bachelor of Science
Bland, Cierra Dawn	Bachelor of Science
Bland, Hayley Marie	Bachelor of Science
Bland, Valorie Lynn	Bachelor of Science
Blystone, Allison Xanna	Bachelor of Science
Boehm, Noah D	Bachelor of Science

Bolinger, Kyleigh M	Bachelor of Science
Bond, Thomas Randall	Bachelor of Science
Bonham, Emma D	Bachelor of Science
Book, Jacob Alan	Bachelor of Science
Boquiren, Jonah Quinn	Bachelor of Science
Borgman, Kayla Ann	Bachelor of Science
Bouye, Mikylah Marie	Bachelor of Science
Bovenschen, Moses E	Bachelor of Science
Bowen, Anne K	Bachelor of Science
Bowers, Lisa Marie	Bachelor of Science
Bowling, Sylvie Diana	Bachelor of Science
Boyd, Joshua Dalton	Bachelor of Science
Boyer, Cole	Bachelor of Science
Bradford, Michelle Leann	Bachelor of Science
Bradley, Bailey Kalyse	Bachelor of Science
Bradley, Zachary	Bachelor of Science
Brady, Britney M	Bachelor of Science
Brand, Madison Grace	Bachelor of Science
Brandenburg, Jarod C	Bachelor of Science
Branum, Madison Marie	Bachelor of Science
Bretz, Jonathan Scott	Bachelor of Science
Brewer, Aleni D	Bachelor of Science
Bridwell, Savannah	Bachelor of Science
Broeker, Jenna M	Bachelor of Science
Bromley, Alexis Marie	Bachelor of Science
Brooks, Nicholas James	Bachelor of Science
Broshears, Kerry Lee	Bachelor of Science
Brown, Dakota Dawn	Bachelor of Science
Brown, Delaney Rose	Bachelor of Science
Brown, Rylee Marie	Bachelor of Science
Browne, Cailynn Marie	Bachelor of Science
Bryant, Hannah J	Bachelor of Science
Buck, Jennifer Lynne	Bachelor of Science
Bucklew, Victoria Jane	Bachelor of Science
Budde, Kaleb Dylan	Bachelor of Science
Bunton Jr, Dwight Jerome	Bachelor of Science
Burger, Zachary Caleb	Bachelor of Science
Burkett, Daniel Lynn	Bachelor of Science
Burkhart, Gabriele Elizabeth	Bachelor of Science
Burnett, Calvin Leon, Jr	Bachelor of Science
Burton, Jacob Trent	Bachelor of Science
Byars, Aaron	Bachelor of Science
Byers, Christopher Owen	Bachelor of Science
Byrdsong, Bryce Augustus	Bachelor of Science
Cain, William	Bachelor of Science

Callihan, Roxanne Faith	Bachelor of Science
Carey, Rochelle L	Bachelor of Science
Carpenter, Olivia Mae	Bachelor of Science
Carr, Robert Lee, III	Bachelor of Science
Carver, Anna-Marie	Bachelor of Science
Cash, Matthias Carpenter	Bachelor of Science
Cash, Shelton Michael	Bachelor of Science
Castelluccio, Nicholas	Bachelor of Science
Castle, Taylor Marie	Bachelor of Science
Castrejon, Jonathan Jefferson	Bachelor of Science
Chambers, Ryan M	Bachelor of Science
Chansler, Makeilah	Bachelor of Science
Chapman, Jacob	Bachelor of Science
Chew, Allison N	Bachelor of Science
Chida Jordan, Victor Eliseo	Bachelor of Science
Christensen, Andrew Dale	Bachelor of Science
Chumley, Carlotta Ann Gobin	Bachelor of Science
Chupp, Spencer Elliot	Bachelor of Science
Church-Holder, Zebadiah Daniel	Bachelor of Science
Cisneroz, Alexander	Bachelor of Science
Ciszek, Margaret L	Bachelor of Science
Citron, Connor Charles	Bachelor of Science
Clark, Jordyn Elizabeth	Bachelor of Science
Clay, Kahlil Najee	Bachelor of Science
Clayton, Patrick Alexander	Bachelor of Science
Clingerman, Rachel	Bachelor of Science
Clone, Timothy J	Bachelor of Science
Cody, Mason	Bachelor of Science
Coffin, Daniel John	Bachelor of Science
Cole, Aubree Claire	Bachelor of Science
Coleman, Duran Evander	Bachelor of Science
Collins, Isabella Jean	Bachelor of Science
Collins, Kimberly Grace	Bachelor of Science
Colquitt, Symeon Lewis, III	Bachelor of Science
Colvin, Daniel Francis	Bachelor of Science
Colwell, Katherine Michelle Marie	Bachelor of Science
Congrove, Michelle	Bachelor of Science
Conklin, Emily Engle	Bachelor of Science
Cooke, Jamie Lee	Bachelor of Science
Cooley, Miranda	Bachelor of Science
Cork, Carter	Bachelor of Science
Cox, Ashley Lauren	Bachelor of Science
Cox, Benjamin Michael	Bachelor of Science
Cox, Caitlyn R	Bachelor of Science
Cox, Terah Kay	Bachelor of Science

Craft, Faith N	Bachelor of Science
Craig, Jacob M	Bachelor of Science
Craig, Savannah S	Bachelor of Science
Crain, Brady McKinley	Bachelor of Science
Crawford, Brooklyn Alyce	Bachelor of Science
Crawford, Jonathan	Bachelor of Science
Crouch, Faith N	Bachelor of Science
Crouch, Hunter Lee	Bachelor of Science
Darraah, Jesse Aaron	Bachelor of Science
Daugherty, Matthew Steven	Bachelor of Science
Davis, Grace Adele	Bachelor of Science
Davis, Jessica Ann	Bachelor of Science
Deady, Taylor K	Bachelor of Science
Deal, McKenzie Jo	Bachelor of Science
Dean, Bryce Kemric	Bachelor of Science
Deckard, Christopher D	Bachelor of Science
DeKeyser, Samuel Grant	Bachelor of Science
Dembowski, Mary Claire	Bachelor of Science
Denbo, Andrea Kay	Bachelor of Science
Denton, Hannah Christine	Bachelor of Science
Denton-Erlenbush, Joseph Donovan	Bachelor of Science
Dickey, Alana Michelle	Bachelor of Science
Diomande, Amara Aziz	Bachelor of Science
Djordjevich, Nathaniel Sean	Bachelor of Science
Dobbs, Ethan	Bachelor of Science
Doucette, Cassidy J	Bachelor of Science
Douglas, Taylor Steven	Bachelor of Science
Doyle, Meghan K	Bachelor of Science
Drappo Jr, William Joseph	Bachelor of Science
Drappo, Ann Michelle	Bachelor of Science
DuBois, Peyton Austin	Bachelor of Science
Duggan, David H	Bachelor of Science
Duncan, Megan Marie	Bachelor of Science
DuPriest II, Corey DeSean	Bachelor of Science
Duranleau, Laney Elizabeth	Bachelor of Science
Durbin, Andrew Max	Bachelor of Science
Dutko, Kyle Anthony	Bachelor of Science
Dye, Kayla Christina-Elaine	Bachelor of Science
Dykgraaf, Grace Anne	Bachelor of Science
Eckenberger, Corbin W	Bachelor of Science
Edgecomb, Madison R	Bachelor of Science
Edwards, Courtney Amanda	Bachelor of Science
Elliott, Caroline Elisabeth	Bachelor of Science
Eminian, Emily Hannah	Bachelor of Science
Emmons, Codie Matthew	Bachelor of Science

Engelsman, Derek	Bachelor of Science
Englert, Gavin Beck	Bachelor of Science
Enright, Addison N	Bachelor of Science
Erb, Peyton Annemarie	Bachelor of Science
Evans, Erica Marie	Bachelor of Science
Everett, Ashton John	Bachelor of Science
Evers, Alec Dale	Bachelor of Science
Ewing, Sidney Sanchez	Bachelor of Science
Fairer, Dorian S	Bachelor of Science
Falater, Margaret Doris	Bachelor of Science
Fann, Lillian Loren	Bachelor of Science
Farrell, Jessica Ann	Bachelor of Science
Fauver, Linzi N	Bachelor of Science
Fellows, Cassie A	Bachelor of Science
Fenimore, Meredith Muether	Bachelor of Science
Fenneman, Kenneth Ryan	Bachelor of Science
Fentress, Brady Andrew	Bachelor of Science
Ferguson, Anthony	Bachelor of Science
Fielder, Jayce A	Bachelor of Science
Figg, Ryan Gregory	Bachelor of Science
Finney, Brian P	Bachelor of Science
Fitzgerald, Tiara Michelle	Bachelor of Science
Flores, Adrian G	Bachelor of Science
Flynn, Shayden McKenzie	Bachelor of Science
Forrest, Skylar Jean	Bachelor of Science
Forsythe, Ian	Bachelor of Science
Foster, Conner	Bachelor of Science
Fougerousse, Libbi K	Bachelor of Science
Franco, Brittney	Bachelor of Science
Freeman, Andrew L	Bachelor of Science
Freeman, Larissa Nicole	Bachelor of Science
Fry, Zackary Alan	Bachelor of Science
Fuller, Benjamin David	Bachelor of Science
Funkhouser, Sydney Paige	Bachelor of Science
Gambill, Alea Elaine	Bachelor of Science
Gann, Alanson Parker	Bachelor of Science
Garner, Hannah Loraine	Bachelor of Science
Garton, Kendyl Anne	Bachelor of Science
Gates, Olivia Dawn	Bachelor of Science
Gates, Samantha Lorraine	Bachelor of Science
Gates, Tiffany Marie	Bachelor of Science
Gaul, Jaylyn Alyssa	Bachelor of Science
Gay, Cecily Devon	Bachelor of Science
Gebreyohannes, Nardos Haile	Bachelor of Science
Geigle, Ashlynn Pearl	Bachelor of Science

Geronimo, Lizet	Bachelor of Science
Geswein, Alexa Faith	Bachelor of Science
Gilbert, Lane	Bachelor of Science
Girten, Jacob	Bachelor of Science
Godare, Makayla	Bachelor of Science
Goforth, Kaci LeeAnn	Bachelor of Science
Gogel, Alyssa M	Bachelor of Science
Goodwin, Austin Tyler	Bachelor of Science
Goodwin, Justin D	Bachelor of Science
Gordon, Tecory	Bachelor of Science
Graber, Breanna Lynn	Bachelor of Science
Gramm, Sydney Marie	Bachelor of Science
Gravage, Miles B	Bachelor of Science
Gray, Candice Nicole	Bachelor of Science
Gray, Jaylon	Bachelor of Science
Green, Adam Daniel	Bachelor of Science
Gregory, Jacob John	Bachelor of Science
Gregory, Taylor KarmeCo	Bachelor of Science
Gretzinger, Ericka Kristine	Bachelor of Science
Grider, Alexis J	Bachelor of Science
Grim, Emery O	Bachelor of Science
Grimes, Nickolas Bryant	Bachelor of Science
Grubb, Tristin Rae	Bachelor of Science
Grube, Kathryn Ann	Bachelor of Science
Hagen, Benjamin Micheal	Bachelor of Science
Hahn, Audrina Danger	Bachelor of Science
Hailey, Ryan Mitchell	Bachelor of Science
Hair, Corey Anthony	Bachelor of Science
Halcomb, Jessica R	Bachelor of Science
Haley, Savannah Faye	Bachelor of Science
Hall, Casey Douglas	Bachelor of Science
Hall, Nakia	Bachelor of Science
Halle, Danielle	Bachelor of Science
Hambright, Tyreeon Jamar	Bachelor of Science
Hammond, Brent	Bachelor of Science
Hammond, Nicholas Joseph	Bachelor of Science
Hampton, Elliana Mariellene	Bachelor of Science
Hanauer, Avery I	Bachelor of Science
Harbaugh, Lucille Rees	Bachelor of Science
Harden, Anita Lucille	Bachelor of Science
Harden, Paul Andrew	Bachelor of Science
Hardiek, Lee W	Bachelor of Science
Hardig, Jeremiah Damion	Bachelor of Science
Hardin, Bryson Michael	Bachelor of Science
Harimoto, Alex Yoshio	Bachelor of Science



Harlan, Austin James	Bachelor of Science
Harney, Zhane' Lynice	Bachelor of Science
Harnish, Jared Thomas	Bachelor of Science
Harris, Alexander Charles	Bachelor of Science
Harrison, Jacob A	Bachelor of Science
Harrison, Tyler	Bachelor of Science
Harter, Alaina Kay	Bachelor of Science
Hartman-Jurumbo, Tristen K	Bachelor of Science
Hawn, Dustin L	Bachelor of Science
Hawsawi, Hamad Jameel	Bachelor of Science
Hayes, Abigail Lindy	Bachelor of Science
Hayes, Morgan Claire	Bachelor of Science
Haynes, Jada	Bachelor of Science
Heck, Annie Marie	Bachelor of Science
Heim, Noah E	Bachelor of Science
Heim, Noah E	Bachelor of Science
Helrigel, Alan	Bachelor of Science
Helvie, Eric Glen	Bachelor of Science
Hemmen, Lauren	Bachelor of Science
Hemmen, Lauren	Bachelor of Science
Henderson, Diamond Arinae	Bachelor of Science
Henderson, Richard R	Bachelor of Science
Henley, Sophie Jane	Bachelor of Science
Henry, Cameron	Bachelor of Science
Henry, Dakota Mikal	Bachelor of Science
Hernandez, Yahaira	Bachelor of Science
Herrin, Carter Matthew	Bachelor of Science
Herron, Dearis Laquan	Bachelor of Science
Hess, Brittany Madison	Bachelor of Science
Hessong, Kenneth Charles	Bachelor of Science
Hey, Brooklyn Elizabeth Leigh	Bachelor of Science
Hickerson, Thomas Vernon	Bachelor of Science
Hicks, Jennifer Marie	Bachelor of Science
Higginbotham, Olyvia Susane	Bachelor of Science
Higgs, Dayveon	Bachelor of Science
Hildreth, Cameo Grace	Bachelor of Science
Hill, Christian	Bachelor of Science
Hill, Jacob Paul	Bachelor of Science
Hill, Madeline R	Bachelor of Science
Hilley, Andrew Brian Wayne	Bachelor of Science
Hillman, Rolanda Danielle	Bachelor of Science
Himes, Cody Allen	Bachelor of Science
Hinton, Makenzie L	Bachelor of Science
Hoaks Jr, Gary D	Bachelor of Science
Hobbs, Austin Larrell	Bachelor of Science

Hoehn, Megan	Bachelor of Science
Hoene, Courtney	Bachelor of Science
Hoffman, Arionna Michell	Bachelor of Science
Hoffman, Heath Evan	Bachelor of Science
Hogan, Caleb	Bachelor of Science
Hogan, Kelsi Samara	Bachelor of Science
Hogg, Savannah Ruth	Bachelor of Science
Hoke, Zachariah Wilson	Bachelor of Science
Holden, Lauren Rae	Bachelor of Science
Hollins, Kamille J	Bachelor of Science
Holsapple, Emma Jane	Bachelor of Science
Hood, Melody H	Bachelor of Science
Hoopingarner, Natalie Nichole	Bachelor of Science
Hooton, Taylor Lindsay	Bachelor of Science
Hopple, Kyle	Bachelor of Science
Horn, Rhys Dylan	Bachelor of Science
Hoss, Alexander L	Bachelor of Science
Hounsell, Jaelen	Bachelor of Science
Howald, Trevor M	Bachelor of Science
Howard, James Watt	Bachelor of Science
Huffman, James Remington	Bachelor of Science
Hughes, Courtney Paige	Bachelor of Science
Hunefeld, Eli J	Bachelor of Science
Hunger, Grace Ann	Bachelor of Science
Hunt, Christian Brey	Bachelor of Science
Hunter, Joshua N	Bachelor of Science
Hunzinger, Hannah	Bachelor of Science
Hutchinson, Reece E	Bachelor of Science
Hyde, Levi Ash	Bachelor of Science
Hyder, Cecil Jay	Bachelor of Science
Ibanez, Darian Alexander	Bachelor of Science
Ingram, Hayden Edward	Bachelor of Science
Irvin, Danielle Nicole	Bachelor of Science
Jackson Jr, Scott R	Bachelor of Science
Jackson, Jalynn Bre'Elle	Bachelor of Science
Jackson, Lucencee C	Bachelor of Science
Jaeger, Gianna Marie	Bachelor of Science
James, Aubree J	Bachelor of Science
James, Landrey A	Bachelor of Science
Jensen, Katharine T	Bachelor of Science
Jerrels, Elise Marie	Bachelor of Science
Jerrels, Elise Marie	Bachelor of Science
Johns, Joseph D	Bachelor of Science
Johnson III, Richard Alton John	Bachelor of Science
Johnson, Alec Paul	Bachelor of Science

Johnson, Benjamin A	Bachelor of Science
Johnson, Brianna R	Bachelor of Science
Johnson, Jacob Aaron	Bachelor of Science
Johnson, Kenzie Mae	Bachelor of Science
Johnson, Marietta Grace	Bachelor of Science
Johnson, Mark William	Bachelor of Science
Johnson, Matthew L	Bachelor of Science
Johnson, Nathaniel	Bachelor of Science
Johnson, Sophia Jane	Bachelor of Science
Jonas, Amber Lynn	Bachelor of Science
Jones, Angela	Bachelor of Science
Jones, Courtney De'Nae Addylane	Bachelor of Science
Jones, Jada Lori	Bachelor of Science
Jones, Jordan Ashley	Bachelor of Science
Jones, Kristen Michelle	Bachelor of Science
Jones, Neil E	Bachelor of Science
Jones, Rakeisha M	Bachelor of Science
Jones, Rasheed Lamar	Bachelor of Science
Jones, Ryan Allen	Bachelor of Science
Jones, Sonya D	Bachelor of Science
Jones-Martin, Jada	Bachelor of Science
Kajmowicz, Joseph Nathaniel	Bachelor of Science
Kandharkar, Tejas Pushkar	Bachelor of Science
Katin, Tammie Lynn	Bachelor of Science
Katsimpalis, Noah Allen	Bachelor of Science
Keller, Dylan Lee	Bachelor of Science
Kelley, Brandon Robert	Bachelor of Science
Kelsey, Jordan A	Bachelor of Science
Kelshaw, Stephanie Ray	Bachelor of Science
Kent, Nicholas Adam	Bachelor of Science
Keplinger, Madeline Lucille	Bachelor of Science
Kern, Melody LeAnn	Bachelor of Science
Ketchum, Hannah Ruth	Bachelor of Science
Keubeng, Bryan Dohbila	Bachelor of Science
Kiarie, Raymond Kamau	Bachelor of Science
Kile, Jonathan Koki	Bachelor of Science
Kilian, Cale Michael	Bachelor of Science
Kim, Woo I	Bachelor of Science
King, Tanner	Bachelor of Science
Kissel, Kimberley Marie	Bachelor of Science
Knight, Justin Lee	Bachelor of Science
Knowles, Alexis Kaye	Bachelor of Science
Kraus, Mikaela Sharon	Bachelor of Science
Kruse, Kiara Nicole	Bachelor of Science
Lackner, Mallory E	Bachelor of Science

Lacy, Madison Irene	Bachelor of Science
Laffoon, Sawyer Heath	Bachelor of Science
Lafond, Aaron M	Bachelor of Science
Lalic, Natalia	Bachelor of Science
Lambert, Allison Renee	Bachelor of Science
Landor, Zacharia Talitha-Cumi	Bachelor of Science
Lane, Zachary David	Bachelor of Science
Lang, Dylan	Bachelor of Science
Lankford, Daniel David	Bachelor of Science
Lasecki, Ashlynn D	Bachelor of Science
Latta, Christopher Scott	Bachelor of Science
Latu, Eseta Sarai	Bachelor of Science
Lausas, Brittney	Bachelor of Science
Leake, Kahli Allena	Bachelor of Science
Lecklider, Sarah Elizabeth	Bachelor of Science
Lee, Jared R	Bachelor of Science
Lee, Jaunice Marie	Bachelor of Science
Lee, Keontae	Bachelor of Science
Lee, Kiera Elizabeth	Bachelor of Science
Leitch, Katie E	Bachelor of Science
Lewis, Erika Destiny	Bachelor of Science
Lewis, Lindsay Jo	Bachelor of Science
Liffick, Samantha Reinee	Bachelor of Science
Lima, Kacie Leanne	Bachelor of Science
Link, Cheyenne Dawn	Bachelor of Science
Linnert, Gerald G	Bachelor of Science
Litmer, Alyssa Nichole	Bachelor of Science
Livengood, Clint Mitchell	Bachelor of Science
Livingston, Emily Ann	Bachelor of Science
Lloyd, Brenton Alan	Bachelor of Science
Lloyd, Douglas	Bachelor of Science
Locke Jr, Keenan Alexander	Bachelor of Science
LoCoco, Angela Marie	Bachelor of Science
Loehr, John Karl	Bachelor of Science
Lopez, Mercedes Christina Marie	Bachelor of Science
Love, Sofia Rose	Bachelor of Science
Lowder, Jonathan Daniel	Bachelor of Science
Lowery, Elizabeth Mary	Bachelor of Science
Lucas, Emily Lina	Bachelor of Science
Luft, Rachel A	Bachelor of Science
Lunsford, Linzy	Bachelor of Science
Lutz, Jaydn Lynn	Bachelor of Science
Maag, Garrett D	Bachelor of Science
Mace, Trevor E	Bachelor of Science
Malagon Hernandez, Sandra	Bachelor of Science

Mallory, Jalen Ross	Bachelor of Science
Manley, Chase Parker	Bachelor of Science
Marchino, Luke J	Bachelor of Science
Marling, Michael Joseph	Bachelor of Science
Marlow, Shelby Christine	Bachelor of Science
Marshall, Elaine Renee	Bachelor of Science
Martin, Benjamin	Bachelor of Science
Martin, Marrisonna	Bachelor of Science
Martin, Presley Lynn	Bachelor of Science
Martin, Zachary R	Bachelor of Science
Masick, Jonah Joseph	Bachelor of Science
Mason, James C	Bachelor of Science
Matherly, Ashley Nicole	Bachelor of Science
Maupin, Alec Jacob	Bachelor of Science
Maxwell, Devon Wayne	Bachelor of Science
May, Jonathan Cody	Bachelor of Science
Mboga, Rachael Moraa	Bachelor of Science
McClure, Cassandra Kay	Bachelor of Science
McCormick, Preston Hoyt	Bachelor of Science
McCracken, Zachary Jarrell	Bachelor of Science
McCullough, Kaitlyn	Bachelor of Science
McDonald, Elesia L	Bachelor of Science
McElfresh, Trenton Blake	Bachelor of Science
McEnaney, Ian	Bachelor of Science
McGregor, Zachary Thomas	Bachelor of Science
McGuire, Evelyn Claire	Bachelor of Science
McIntyre, Isabella Rayann	Bachelor of Science
McMillian, Tras Gabriel	Bachelor of Science
McNabb, Zoey Grace	Bachelor of Science
McNary, Raw'Nesha Ja'Ton	Bachelor of Science
McNeal, Hanna	Bachelor of Science
McPherron, Cassandra Jane	Bachelor of Science
McRoy, Christa Marie	Bachelor of Science
Meadows, David J	Bachelor of Science
Medina, Antonio	Bachelor of Science
Medley, Makenna M	Bachelor of Science
Medsker, Hayley Anne	Bachelor of Science
Melendez, Adrian Emmanuel	Bachelor of Science
Melendez, Metzalitza	Bachelor of Science
Menkhaus, Sandra	Bachelor of Science
Merrick, Braiton Clay	Bachelor of Science
Mertl, Jacob Lane	Bachelor of Science
Messmer, Matthew Jackson	Bachelor of Science
Meyer, Chandler David	Bachelor of Science
Meyer, Jacob Aaron	Bachelor of Science

Mier, Matthew J	Bachelor of Science
Miles, Conner	Bachelor of Science
Miller, Austin Jared	Bachelor of Science
Miller, Drake Daniel	Bachelor of Science
Miller, Jarrod Eugene	Bachelor of Science
Miller, Kevin J	Bachelor of Science
Miller, Robert William	Bachelor of Science
Miller, Sarah M	Bachelor of Science
Miller, Sydney E	Bachelor of Science
Miller, Veronica Ann	Bachelor of Science
Minter Jr, Troy Lajuna	Bachelor of Science
Miracle, Rowan Jefri	Bachelor of Science
Mitchell, Casey Allen	Bachelor of Science
Mockabee-Collins, Carter Maicalin	Bachelor of Science
Monks, Jayse C	Bachelor of Science
Montes, Saira Belem	Bachelor of Science
Moore, Amanda Lynn	Bachelor of Science
Moore, David	Bachelor of Science
Moore, Dylan Andrew	Bachelor of Science
Morales, Carla Fernanda	Bachelor of Science
Morgan, Abigail H	Bachelor of Science
Morguson, Emma Faith	Bachelor of Science
Morris, Drew J	Bachelor of Science
Morris, Jackson Andrew Walker	Bachelor of Science
Morris, Joseph William	Bachelor of Science
Morsch, Carl Bradley	Bachelor of Science
Mott, Jace M	Bachelor of Science
Mulkey, Brittany Lee	Bachelor of Science
Mullen, Devin Wyatt	Bachelor of Science
Muniz, Dulce	Bachelor of Science
Murray, Madison Deborah	Bachelor of Science
Murrmann, Noah Monti	Bachelor of Science
Myers, Ethan Nathaniel	Bachelor of Science
Myers, Royale Leigh	Bachelor of Science
Nash, Koty Shawn	Bachelor of Science
Nash, Stevie	Bachelor of Science
Nasiou, Anna Maria	Bachelor of Science
Natalie, Emma J	Bachelor of Science
Nealon, Rian F	Bachelor of Science
Nease, Rocky Davis	Bachelor of Science
Nelson, Alanna Rae	Bachelor of Science
Nelson, Hayden J	Bachelor of Science
Nelson, Kyle P	Bachelor of Science
Nelson, Nathan Cole	Bachelor of Science
Neubeck, Travis	Bachelor of Science

Newell, John Wesley	Bachelor of Science
Newhard, Emma P	Bachelor of Science
Newkirk, Cody F	Bachelor of Science
Newport, Sarah B	Bachelor of Science
Newson, Alexis	Bachelor of Science
Nganga, Dickson M	Bachelor of Science
Nipper, Darian F	Bachelor of Science
Nixdorf, Morgan McKenzie	Bachelor of Science
Nkop, Kokoette Clement	Bachelor of Science
Noblitt, Shana Micael	Bachelor of Science
Norton, Brett Kevin	Bachelor of Science
Nunn, Imari Danye	Bachelor of Science
O'Bryan, Hunter James	Bachelor of Science
O'Connor, Daniel John	Bachelor of Science
Ogan, Hailey	Bachelor of Science
Ondash, Zachary John	Bachelor of Science
Orbin, Jacob Keith	Bachelor of Science
Orlea, Carson Renee	Bachelor of Science
Orndorff, Brittany Maureen	Bachelor of Science
Ortega, II, Rafael	Bachelor of Science
Oowski, Jayme Leigh	Bachelor of Science
Owens, Courtney LaShell	Bachelor of Science
Oxford, Brock R	Bachelor of Science
Oye, Carter Austin	Bachelor of Science
Pabon, Moses	Bachelor of Science
Palacios, Daisy	Bachelor of Science
Palmer, Alli Kristine	Bachelor of Science
Palmer, Allison C	Bachelor of Science
Palmer, Andrew Allen	Bachelor of Science
Panagouleas, Caleb Paul	Bachelor of Science
Panagouleas, Matthew S	Bachelor of Science
Parhm, Martez	Bachelor of Science
Parr, Cameron A	Bachelor of Science
Parrish, Brett Keith	Bachelor of Science
Pasternak, Jasper Michael	Bachelor of Science
Pate, Arica Renee	Bachelor of Science
Patel, Jay H	Bachelor of Science
Patton, Shelby Lynn	Bachelor of Science
Paxton, Shelby Nicole	Bachelor of Science
Pedigo, Makenna Elaine	Bachelor of Science
Pelikan, Jillian Grace	Bachelor of Science
Pell, Allison P	Bachelor of Science
Pepperworth, Taylor K	Bachelor of Science
Peratt, Cade Lawson	Bachelor of Science
Perkins, Hannah Danielle	Bachelor of Science

Perkins, Jasara	Bachelor of Science
Perrelle, Michelle L	Bachelor of Science
Peters, Hannah Mikaela	Bachelor of Science
Peters, Kearsten Nicole	Bachelor of Science
Phillips, Kylee M	Bachelor of Science
Piazza, Taylor Anthony	Bachelor of Science
Piersall, Hannah M	Bachelor of Science
Pinger, Nina	Bachelor of Science
Pishon, Joshua Emmett	Bachelor of Science
Plough, Madelyn Marie	Bachelor of Science
Polgar, Justyne McKenzie	Bachelor of Science
Pope, Hayllie Nicholle	Bachelor of Science
Porter, Brian McGwire	Bachelor of Science
Porter, Jacob Davis	Bachelor of Science
Potts, Kelsey Nicole	Bachelor of Science
Prindable, Mary Hannah	Bachelor of Science
Prindiville, Grant	Bachelor of Science
Prosser, Anne Elizabeth	Bachelor of Science
Pruitt, Cassandra Marie	Bachelor of Science
Quissell, MaKenzie Mae	Bachelor of Science
Radcliff, Mitchell E	Bachelor of Science
Rademaker, Macy Catherine	Bachelor of Science
Rampi, Ryan Dustin	Bachelor of Science
Randolph, Imani Julia	Bachelor of Science
Reece, Alison Gayle	Bachelor of Science
Reed, Evelyn Ellaine Lucy	Bachelor of Science
Reed, James L	Bachelor of Science
Reidenbach, Mastewal Sophia	Bachelor of Science
Reifeis, Emily	Bachelor of Science
Reifsteck, Casadee Rose	Bachelor of Science
Reimondo, John R	Bachelor of Science
Reist, Aaron	Bachelor of Science
Renteria, Felicia Maria Lynn	Bachelor of Science
Revesz, Trevor Daniel	Bachelor of Science
Reynolds, Brittany Elizabeth	Bachelor of Science
Rhoads, Gracie Anne	Bachelor of Science
Rhyne, Trinity	Bachelor of Science
Richter, Raine M	Bachelor of Science
Rickett, Hannah	Bachelor of Science
Ricketts, David Stryder	Bachelor of Science
Rider, Caitlin Justine	Bachelor of Science
Ridgway, Jake Braden	Bachelor of Science
Rippeon, Kaylee M	Bachelor of Science
Rivera, Felipe	Bachelor of Science
Rizwan, Damia	Bachelor of Science



Roach, Jordan J	Bachelor of Science
Roberts, Carson Isaac	Bachelor of Science
Roberts, Katelyn Jae	Bachelor of Science
Roberts, Sarah Beth	Bachelor of Science
Robertson, Ian M	Bachelor of Science
Robinson, Deja	Bachelor of Science
Robinson, Dominique	Bachelor of Science
Rogers, Noah	Bachelor of Science
Rogers-Peterson, Alijah Drew	Bachelor of Science
Rollo, Ashton Allard	Bachelor of Science
Romine, Colton Michael	Bachelor of Science
Rominger II, Ranza Jonathan	Bachelor of Science
Rose, Madeleine Elizabeth	Bachelor of Science
Rose, Samantha	Bachelor of Science
Ross, Sean Michael	Bachelor of Science
Rowan, Kennedy Asher	Bachelor of Science
Rowe, Becca Rae	Bachelor of Science
Rowe, Kathryn Sophie Louise	Bachelor of Science
Rowe, Kimberley Laree'	Bachelor of Science
Roy, Jacob Alan	Bachelor of Science
Roysdon, Lillian M	Bachelor of Science
Runge, Jennifer Elizabeth	Bachelor of Science
Runner, Alex Dale	Bachelor of Science
Rusiniak, Katelyn J	Bachelor of Science
Rusiniak, Katelyn J	Bachelor of Science
Russell, Hugh Ashton Caleb	Bachelor of Science
Russo, Danise Rosalie	Bachelor of Science
Rusznak, Jolie Mia	Bachelor of Science
Rutledge, Kayla	Bachelor of Science
Ryman, Rachel L	Bachelor of Science
Salesman, Brady D	Bachelor of Science
Samick, Amanda Diane	Bachelor of Science
Sample, Jackson M	Bachelor of Science
Sanders, Paiton	Bachelor of Science
Sanusi Sowemimo, Fatima Olawunmi	Bachelor of Science
Sawyer, Jessica Renee	Bachelor of Science
Schaffer, Jordan Bradley	Bachelor of Science
Schapker, Kara Ann	Bachelor of Science
Schindler, Devin James	Bachelor of Science
Schoenborn, Rogan	Bachelor of Science
Schooling, Kierstin Leigh	Bachelor of Science
Schroeder, Mary Elizabeth	Bachelor of Science
Schwartz, Kathryn Denise	Bachelor of Science
Scott Jr, Brandon Leigh	Bachelor of Science
Scott, Joshua David	Bachelor of Science

Sembawah, Abdullah Mohammed	Bachelor of Science
Sernel, Cloey Rae	Bachelor of Science
Sexton, Riley Anne	Bachelor of Science
Shade, Kayla Marie	Bachelor of Science
Shafer, Jayda Marie	Bachelor of Science
Shaul, Mackenzie Lynn	Bachelor of Science
Shaw, Jarel Edward	Bachelor of Science
Shaw, Michael Gregory	Bachelor of Science
Shelton, Keara	Bachelor of Science
Shepard, Benjamin Allen	Bachelor of Science
Shiflet, Deirdre Montonia	Bachelor of Science
Shorter, Tara	Bachelor of Science
Shotts, Blake	Bachelor of Science
Shrieves, Hannah Elizabeth	Bachelor of Science
Shroyer, Hannah Rose	Bachelor of Science
Simpson, Nash J	Bachelor of Science
Sinks, Ashleigh Elizabeth	Bachelor of Science
Sluyter, Sean Stuart	Bachelor of Science
Small, Jacob Robert	Bachelor of Science
Smith, Bethany Dawn	Bachelor of Science
Smith, Colin Lee	Bachelor of Science
Smith, Delanie Nicole	Bachelor of Science
Smith, Sheron Ashonti	Bachelor of Science
Smith, Sydney J'Nia	Bachelor of Science
Smith, Tobias Nolan	Bachelor of Science
Snellgrose, Kelsey Cheyanne	Bachelor of Science
Snyder, Daniel James	Bachelor of Science
Snyder, Sydney Elizabeth	Bachelor of Science
Sonner, Mikah Logahn	Bachelor of Science
Sora, Matthew James	Bachelor of Science
Soto-Alvarez, Joshuah	Bachelor of Science
Sparks, Savanna Denise	Bachelor of Science
Spring, Danielle	Bachelor of Science
Spung, Logan Link	Bachelor of Science
Stamps, Jaeilyn Leeichelle	Bachelor of Science
Starks, Thomas Edward	Bachelor of Science
Steele, Allison M	Bachelor of Science
Stegall, Timothy D	Bachelor of Science
Steinmetz, Hannah M	Bachelor of Science
Stephen, Heath	Bachelor of Science
Stephens, Kailex	Bachelor of Science
Stephens, Leah Jo	Bachelor of Science
Stokes, Prentis Foster	Bachelor of Science
Storey, Elizabeth	Bachelor of Science
Story, Chloe A	Bachelor of Science

Stowell, Drew Townsend	Bachelor of Science
Strange, Sydney Taylor	Bachelor of Science
Stucker, Thomas Robert	Bachelor of Science
Sumansky, Anna Mae	Bachelor of Science
Summers, Michael	Bachelor of Science
Sutherlin, Jacie Morgan	Bachelor of Science
Sutton, Zechariah	Bachelor of Science
Swanson, Tabatha	Bachelor of Science
Swearingen, Lauren Elizabeth	Bachelor of Science
Sweda, Erin Elizabeth	Bachelor of Science
Switzer, Gracyn Coryn	Bachelor of Science
Szajna, Ryan Michael	Bachelor of Science
Tabasco, Anthony	Bachelor of Science
Tamayo Jr, Antonio	Bachelor of Science
Tamez, Nathaniel	Bachelor of Science
Tarrh, Jeffrey Edward	Bachelor of Science
Taylor, Jibri O	Bachelor of Science
Taylor, Kathryn J	Bachelor of Science
Taylor, Myles Avery	Bachelor of Science
Tekulve, Benjamin Dale	Bachelor of Science
Tester, Derek Douglas	Bachelor of Science
Thomas, Alvineice LeeTrice	Bachelor of Science
Thomas, Loretta Helen	Bachelor of Science
Thomas, Samuel J	Bachelor of Science
Thompson, Logan Paul	Bachelor of Science
Thompson, Lucas W	Bachelor of Science
Tieu, Brandon Gia	Bachelor of Science
Tieu, Loan Hoang Thanh	Bachelor of Science
Tillman, Alexis Faith	Bachelor of Science
Timberman, John	Bachelor of Science
Titzer, Kacey Renee	Bachelor of Science
Tokarek, Anastasia Elizabeth	Bachelor of Science
Towle, Kayla	Bachelor of Science
Treble, Rylie	Bachelor of Science
Trent, Olivia Ann	Bachelor of Science
Trevino, Jovanni I	Bachelor of Science
Triplett, Makayla Marie	Bachelor of Science
Truitt, Michael Anthony	Bachelor of Science
Trzepacz, Gavin	Bachelor of Science
Tucker, Emma Nicole	Bachelor of Science
Tucker, Julian Lloyd	Bachelor of Science
Turner, David Aaron	Bachelor of Science
Tuttle, Rachel Adrienne	Bachelor of Science
Ulery, Brianna Grace	Bachelor of Science
Underhill, Noelle Christine	Bachelor of Science

Vanmeter, Austin Henry	Bachelor of Science
Vann, Kieya	Bachelor of Science
Vazquez, Jose	Bachelor of Science
Veach, Dalton Dale	Bachelor of Science
Vickers, Tristan Luke	Bachelor of Science
Voegerl, Braydon M	Bachelor of Science
Voges, Aaron Christopher	Bachelor of Science
Von Deylen, Claire Louise	Bachelor of Science
Wagers, Kaylynn Christine	Bachelor of Science
Wagner, Micah Bernell	Bachelor of Science
Walls, Elaina Mariah	Bachelor of Science
Waln, Mary Lisbeth	Bachelor of Science
Walterman, Hannah Morgan	Bachelor of Science
Wang, Ray	Bachelor of Science
Ward, Rylee Ann	Bachelor of Science
Ware, Mekhi Ray	Bachelor of Science
Warren, Maebre Ella	Bachelor of Science
Washkowiak, Ryan Matthew	Bachelor of Science
Watford Jr, James William	Bachelor of Science
Wathen, Ciera Ann	Bachelor of Science
Watson, Jada	Bachelor of Science
Watson, Jadelyn Rose	Bachelor of Science
Watson, Kathan Michael	Bachelor of Science
Watson, Keegan Hunt	Bachelor of Science
Webb, Tiarra Sue Ane	Bachelor of Science
Webster, Sarah Rae	Bachelor of Science
Weichel, Joshua	Bachelor of Science
Wendel, Margaret	Bachelor of Science
Wessel, Lauren	Bachelor of Science
West, Alyssa Louise	Bachelor of Science
West, Angela V	Bachelor of Science
Westberg, Dana	Bachelor of Science
Westerfeld, Hattie Louise	Bachelor of Science
West-Johnson, Dorian Marc	Bachelor of Science
Weyrauch, Kylee R	Bachelor of Science
Wheeler, Faith Elizabeth	Bachelor of Science
Whitaker, Montana Jade	Bachelor of Science
White, Elijah A	Bachelor of Science
White, Lucas Allen	Bachelor of Science
White, Shelby G	Bachelor of Science
Whitehouse, Callan Parker	Bachelor of Science
Whiteside, De'Avionne Nykole	Bachelor of Science
Whittenburg, Eric S	Bachelor of Science
Wilder, Edward James	Bachelor of Science
Williams, Landon James	Bachelor of Science

Williams, Marshayle	Bachelor of Science
Williams, Precious Princess	Bachelor of Science
Williams, Trevor Ryan	Bachelor of Science
Wilson Jr, Edwin S	Bachelor of Science
Wilson, Mallory Chrystyne	Bachelor of Science
Wilson, Melvona	Bachelor of Science
Wilson, Raelyn Nicole	Bachelor of Science
Wilson, Tommy Edward	Bachelor of Science
Winburn, Kherrion D	Bachelor of Science
Winner, Rachel Katherine	Bachelor of Science
Wirey, Hannah	Bachelor of Science
Witherow, Amber Dawn	Bachelor of Science
Wittmer, Matthew Alan	Bachelor of Science
Wolf, Lindsay Marie	Bachelor of Science
Wolfschlag, Casey L	Bachelor of Science
Woodcock, Henry Clay	Bachelor of Science
Wooten, Hannah Myree	Bachelor of Science
Worrell, Morgan Grace	Bachelor of Science
Wortman, Cory Austin	Bachelor of Science
Wright, Alexander	Bachelor of Science
Wright, Jordan Carli	Bachelor of Science
Wright, Lauren E	Bachelor of Science
Wyatt, Logan David	Bachelor of Science
Wyman, Wyatt Steven	Bachelor of Science
Wyre III, Bertran	Bachelor of Science
Yamafuji, Kory	Bachelor of Science
Yates, Nicole Kathryn	Bachelor of Science
Young, Aaron Joseph	Bachelor of Science
Young, Nautica A	Bachelor of Science
Young, Tirone De'Aundre	Bachelor of Science
Zeier, Hannah Elizabeth	Bachelor of Science
Zheng, Winne	Bachelor of Science
Zientara, Daniel R	Bachelor of Science
Zimmerman, Rachel Beth	Bachelor of Science
Alexander, Janai Renee	Bachelor of Science in Nursing
Anderson, Krysteena Danielle	Bachelor of Science in Nursing
Arnold, Ashley Nichole	Bachelor of Science in Nursing
Auer, Katherine Cecelia	Bachelor of Science in Nursing
Barnett, Dakota Charles	Bachelor of Science in Nursing
Blackstone, Traci Michelle	Bachelor of Science in Nursing
Blake, Karen Anne	Bachelor of Science in Nursing
Bonifer, Jaydan Marie	Bachelor of Science in Nursing
Boyles, Caitlin Elizabeth	Bachelor of Science in Nursing
Bradley, Amy Joy	Bachelor of Science in Nursing
Carlson, Samantha R	Bachelor of Science in Nursing

Choi, Sarah J	Bachelor of Science in Nursing
Colyer, April Marie	Bachelor of Science in Nursing
Cook, Charles Austin	Bachelor of Science in Nursing
Curtis, Courtney Anne	Bachelor of Science in Nursing
Custis, Jesse Cheyenne	Bachelor of Science in Nursing
Dalbec, Vanesa	Bachelor of Science in Nursing
Daniels, Nicole Marie Hill	Bachelor of Science in Nursing
Davenport, Breana Lynn	Bachelor of Science in Nursing
Davis, Abigail Marie	Bachelor of Science in Nursing
Delich, Lydia Senka	Bachelor of Science in Nursing
Duff, Amie Christine	Bachelor of Science in Nursing
Durham, Liberty Mae	Bachelor of Science in Nursing
Emser, Alise Brianne	Bachelor of Science in Nursing
Farrington, Brittanie Ann	Bachelor of Science in Nursing
Felix, Raymond Anthony	Bachelor of Science in Nursing
Fierstos, Skye Renae	Bachelor of Science in Nursing
Fishburn, Emily	Bachelor of Science in Nursing
Fowler, Tamara Marie	Bachelor of Science in Nursing
Gaines, Monique H. S.	Bachelor of Science in Nursing
George, Joelle	Bachelor of Science in Nursing
Grubb, April Lyn	Bachelor of Science in Nursing
Hacker, Andrea J	Bachelor of Science in Nursing
Hamman, Thomas John	Bachelor of Science in Nursing
Hankins, Kaitlyn Erin	Bachelor of Science in Nursing
Harris, Deviare D	Bachelor of Science in Nursing
Harris, Jaimie	Bachelor of Science in Nursing
Harter, Karen Nicole	Bachelor of Science in Nursing
Henderson, Jessica Marie	Bachelor of Science in Nursing
Hensley, Maria Anne	Bachelor of Science in Nursing
Holbrook, Alex Kent	Bachelor of Science in Nursing
Horne, Erica L	Bachelor of Science in Nursing
Howell, Lukas James	Bachelor of Science in Nursing
Jeffries, Robert M	Bachelor of Science in Nursing
Jenkins, Ashley Jo	Bachelor of Science in Nursing
Jenkins, Erykah J	Bachelor of Science in Nursing
Juhasz, Timea	Bachelor of Science in Nursing
Kerr, Karyn Gayle	Bachelor of Science in Nursing
Knutson, Shanon Dee	Bachelor of Science in Nursing
Lee, Olivia Anne	Bachelor of Science in Nursing
Lewis, Cheryl	Bachelor of Science in Nursing
Mackenzie, Mia	Bachelor of Science in Nursing
Magdici, Jacqueline Danielle	Bachelor of Science in Nursing
Mann, Marlee Mae	Bachelor of Science in Nursing
Martin, Hailey M	Bachelor of Science in Nursing
Martinez, Julio J	Bachelor of Science in Nursing

McCormick, Emma G	Bachelor of Science in Nursing
McCullough Steinke, Leigh Ann	Bachelor of Science in Nursing
McGinnis, Sherry	Bachelor of Science in Nursing
McKew, Trisha	Bachelor of Science in Nursing
McNeill, Felicia Renee	Bachelor of Science in Nursing
Moore, Elizabeth Allan	Bachelor of Science in Nursing
Morehouse, Kelsey	Bachelor of Science in Nursing
Murphy, Alyssa H	Bachelor of Science in Nursing
Nicoletti, Jenna Z	Bachelor of Science in Nursing
Odum, Ashley Lynn	Bachelor of Science in Nursing
Osowski, Alexis	Bachelor of Science in Nursing
Perry, Harleigh Ann	Bachelor of Science in Nursing
Petersen, Jenna Marie	Bachelor of Science in Nursing
Peterson, Jennifer Marie	Bachelor of Science in Nursing
Pinkston, Zoe Annabelle	Bachelor of Science in Nursing
Poorman, Paige	Bachelor of Science in Nursing
Prutsman, Elizabeth M	Bachelor of Science in Nursing
Pyles, Britney G	Bachelor of Science in Nursing
Quezada, Brenda	Bachelor of Science in Nursing
Randle, Jasmine	Bachelor of Science in Nursing
Reeves, Melinda E	Bachelor of Science in Nursing
Rexroad-Campbell, Kaylee Lynn	Bachelor of Science in Nursing
Rice, Ellen Kaydee	Bachelor of Science in Nursing
Richardson, Mauranda Diane	Bachelor of Science in Nursing
Robinson, Cindy	Bachelor of Science in Nursing
Ryan, Nichelle Renae	Bachelor of Science in Nursing
Sartain, Janet Smith	Bachelor of Science in Nursing
Schroeder, Amanda Ann	Bachelor of Science in Nursing
Shake, Sarah Nicole	Bachelor of Science in Nursing
Shaw, Tara L	Bachelor of Science in Nursing
Smith, Celia Marie	Bachelor of Science in Nursing
Stark, Ariana	Bachelor of Science in Nursing
Stem, Ashleigh Noel	Bachelor of Science in Nursing
Sucharski, Vivika Kirsten	Bachelor of Science in Nursing
Szalay, Cassandra A	Bachelor of Science in Nursing
Taylor, Kyli	Bachelor of Science in Nursing
Thomas, Elizabeth	Bachelor of Science in Nursing
Tierney, Samantha F	Bachelor of Science in Nursing
Trevino, Michelle	Bachelor of Science in Nursing
Walker, Tammy Sue	Bachelor of Science in Nursing
Webb, Emily	Bachelor of Science in Nursing
Weddle, Makenna Jane	Bachelor of Science in Nursing
Wever, Ashley Nicole	Bachelor of Science in Nursing
White, Teekeeta	Bachelor of Science in Nursing
Wingler, Addison Dean	Bachelor of Science in Nursing

Zila, Abigail Marie	Bachelor of Science in Nursing
Barnes, Emily Margaret	Bachelor of Social Work
Bontrager, Autumn	Bachelor of Social Work
Brooks, Madison D	Bachelor of Social Work
Burbrink, Jocelyn	Bachelor of Social Work
Cunningham, Riley Eileen	Bachelor of Social Work
Deeter, Libby Kaye	Bachelor of Social Work
Garcia, Olivia Katherine	Bachelor of Social Work
Gerren, Katherine E	Bachelor of Social Work
Gillihan, Hanah Nicole	Bachelor of Social Work
Golia, Madilyn Kathleen	Bachelor of Social Work
Ham, Abbi Nicole	Bachelor of Social Work
Haywood, Dejah Monae	Bachelor of Social Work
Kimbrell, Savannah Lynnae	Bachelor of Social Work
Lunsford, McKenna Anne	Bachelor of Social Work
Magner, Jalynn Alexis	Bachelor of Social Work
McAfee, Alexis Marie	Bachelor of Social Work
Millikan, Rachel L	Bachelor of Social Work
Moore, Dayon	Bachelor of Social Work
Morlan, Logan Alexis	Bachelor of Social Work
Oruahwo, Ejiroghene Onome	Bachelor of Social Work
Prast, Autumn Bree	Bachelor of Social Work
Ramirez, Alondra Karina	Bachelor of Social Work
Sanders, Brooklyn J	Bachelor of Social Work
Smith IV, John Cedric	Bachelor of Social Work
Smith, Emma Denise	Bachelor of Social Work
Sykes, LaMonica Mone'	Bachelor of Social Work
Thompson, Shelby Anne	Bachelor of Social Work
Weisman, Cassie Elizabeth	Bachelor of Social Work
Zeller, Jordan R	Bachelor of Social Work
Alnasser, Hannah Leigh	Certificate Undergraduate
Bowers, Lisa Marie	Certificate Undergraduate
Denton-Erlenbush, Joseph Donovan	Certificate Undergraduate
Gretzinger, Ericka Kristine	Certificate Undergraduate
Kile, Jonathan Koki	Certificate Undergraduate
Marshall, Marisa R	Certificate Undergraduate
Matyi, Heather Ryann	Certificate Undergraduate
Nealon, Rian F	Certificate Undergraduate
Niesl, Misty Ray	Certificate Undergraduate
Owens, Courtney LaShell	Certificate Undergraduate
Revesz, Trevor Daniel	Certificate Undergraduate
Sanusi Sowemimo, Fatima Olawunmi	Certificate Undergraduate
Shorter, Tara	Certificate Undergraduate
Thompson, Logan Paul	Certificate Undergraduate
Ateke, Fabia Wari	Bachelor of Applied Science



Bird, Samantha M	Bachelor of Arts
Daugherty, Sean Martin	Bachelor of Arts
Dinkins, Tonya Michelle	Bachelor of Arts
Freeman, Brant Micheal Patrick	Bachelor of Arts
Hall, Garrett Michael	Bachelor of Arts
Haller, Brea Gene	Bachelor of Arts
Hall-Purnell, Brianna R	Bachelor of Arts
Jarrett, Payton Denys	Bachelor of Arts
Miller, Kayla R	Bachelor of Arts
Reardon, Jennifer	Bachelor of Arts
Talbot, Jayln K	Bachelor of Arts
Taylor, Riley Allen	Bachelor of Arts
Thomas, Sarah Rose	Bachelor of Arts
Bilohlavek, Caytlin Brianne	Bachelor of Fine Arts
Davis, Megan Marie	Bachelor of Fine Arts
Hilgediek, Nicholas	Bachelor of Fine Arts
Kippenbrock, Emily Claire	Bachelor of Fine Arts
Walcott, Elizabeth Rose	Bachelor of Fine Arts
Wilson, Maci Monet	Bachelor of Fine Arts
Wilson, Najia Shiann	Bachelor of Fine Arts
Billik, Joshua	Bachelor of Music Education
Chambers, Mason	Bachelor of Public Health
Evans, Taylor	Bachelor of Public Health
Frempong, Nana Akua A.	Bachelor of Public Health
Gentry, McKenzie N	Bachelor of Public Health
Perkins, Samantha Fern	Bachelor of Public Health
Perry, Lexi M	Bachelor of Public Health
Sawtelle, Sierra LeeAnn	Bachelor of Public Health
Smith, Mackenzie Rose	Bachelor of Public Health
Tyrone, Ciara Marie	Bachelor of Public Health
Abdul-Haqq, Abdur'Rasheed	Bachelor of Science
Adams, Caleb Glenn	Bachelor of Science
Afonso, Joe Roland	Bachelor of Science
Alahmadi, Nassar	Bachelor of Science
Alamoudi, Turki	Bachelor of Science
Aldossari, Mohammed	Bachelor of Science
Aleem, Omar Abdul	Bachelor of Science
Aljurefani, Sultan Salah	Bachelor of Science
Alqahtani, Nasser Salem	Bachelor of Science
Alraidi, Khalid Ahmed	Bachelor of Science
Alsaede, Turke Khaled D	Bachelor of Science
Alsubhi, Fayyad	Bachelor of Science
Anderson, Austin Christopher	Bachelor of Science
Anderson, Preston Timothy	Bachelor of Science
Ayokunle, Oluwafemi	Bachelor of Science

Baeshen, Mohammed	Bachelor of Science
Baker, Braden Matthew	Bachelor of Science
Barnes, Sean Gregory	Bachelor of Science
Basinger, Dawson James	Bachelor of Science
Bealmear, Cheyanne Nicole	Bachelor of Science
Beaver, Sean M	Bachelor of Science
Benagh, Lauren E	Bachelor of Science
Blair, Caitlin E	Bachelor of Science
Bowen III, Richard Eugene	Bachelor of Science
Bridges, Cameron Wayne	Bachelor of Science
Brown, James A	Bachelor of Science
Bynum, Jayla Juwai Ann	Bachelor of Science
Carr, Tessa Renee	Bachelor of Science
Chavez, Kirsten Lee	Bachelor of Science
Chichester, Marcus Ryan	Bachelor of Science
Clark, Joseph T	Bachelor of Science
Cockrum, Ryan Christopher	Bachelor of Science
Compliment, Dillon Michael	Bachelor of Science
Cooper, Lilian Delphine	Bachelor of Science
Cox, Jaiden Alizabeth	Bachelor of Science
Cox, Taylor	Bachelor of Science
Coy, Marissa	Bachelor of Science
Curry, Ashley E	Bachelor of Science
Davis, Donald	Bachelor of Science
Deutscher, Emily N	Bachelor of Science
Dickerson, Sierra Summer	Bachelor of Science
Eldridge, Dakota Solomon	Bachelor of Science
Embry, Brooke Ann	Bachelor of Science
Espinal, Joshua	Bachelor of Science
Faris, Brigitte Ann	Bachelor of Science
Farrington, Bethanie Ann	Bachelor of Science
Faulkner, Tybresha Alylah Samone	Bachelor of Science
Fields, Gabrielle O	Bachelor of Science
Fleck, Summer Raye	Bachelor of Science
Forneris, Renee M	Bachelor of Science
France, Chyna CheyAnne	Bachelor of Science
Fritsch, Paul	Bachelor of Science
Fry, Madison Rae	Bachelor of Science
Galeas Arias, Cesar Antonio	Bachelor of Science
Galligan, David Roman	Bachelor of Science
Glackman, Alissa Breann	Bachelor of Science
Glover, Wyatt David	Bachelor of Science
Gordon, Mary	Bachelor of Science
Gossman, Hanna	Bachelor of Science
Granger, Tyrese Terrell	Bachelor of Science

Guess, Clay D II	Bachelor of Science
Hagedorn, Madison C	Bachelor of Science
Haley, Bolandon	Bachelor of Science
Harbaum, Chelsea Ann	Bachelor of Science
Harden, Elijah L	Bachelor of Science
Hargrave, Christopher James	Bachelor of Science
Harrison, Imari Brashae	Bachelor of Science
Harvison, Cody	Bachelor of Science
Hayes, Trevor B	Bachelor of Science
Healy, Michael Patrick	Bachelor of Science
Heleine, Aubrey L	Bachelor of Science
Hellmich, Emma Grace	Bachelor of Science
Henriquez, Judith	Bachelor of Science
Hill, Janiya K	Bachelor of Science
Hillsman, Darius	Bachelor of Science
Hnem, Van Bawi	Bachelor of Science
Holguin, Hector Daniel	Bachelor of Science
Howard, Emily Nicole	Bachelor of Science
Howerton, Carter Scott	Bachelor of Science
Hunter Jr, John Thomas	Bachelor of Science
Jackson, Kya Xandra	Bachelor of Science
Jacobs, Madison K	Bachelor of Science
James, Amiyah Milan	Bachelor of Science
Jarrett Jr, Dwayne Anthony	Bachelor of Science
Jerozal, Kyle R	Bachelor of Science
Johns, Morgan Nicole	Bachelor of Science
Jones, Morgan Renee	Bachelor of Science
Karaba, Madeline Josephine	Bachelor of Science
Keller, Ashton R	Bachelor of Science
Khawaji, Ahmad	Bachelor of Science
Kubblank, Corinne Rose	Bachelor of Science
LaFontaine, Steven Paul	Bachelor of Science
Lambert, Curtis	Bachelor of Science
Lambrecht, Megan Elizabeth	Bachelor of Science
Laws, Mary M	Bachelor of Science
Leary, Aariah Gabrielle	Bachelor of Science
Lee, Thovonne Lana'e	Bachelor of Science
Leonard, Dar'ci Samone	Bachelor of Science
Lett, Devin	Bachelor of Science
Lewis, Tremaine	Bachelor of Science
Liston, Brayton Alexander	Bachelor of Science
Love, Bryce	Bachelor of Science
Lynch, Macy Dawn	Bachelor of Science
Mack, Derek	Bachelor of Science
Maldonado, Belen	Bachelor of Science

Mason, Chloe L	Bachelor of Science
May, Thomas Joseph	Bachelor of Science
McCafferty, Delaney Kathryn	Bachelor of Science
McClure, Lindsay Jeannine	Bachelor of Science
McDonnell Jr, Gary William	Bachelor of Science
McGraw, BaToshia Keyonna	Bachelor of Science
McKire, Kamryne Shenee'	Bachelor of Science
McMullen, Taylor Channing	Bachelor of Science
Metallic, Luke C	Bachelor of Science
Michael, Parker Lee	Bachelor of Science
Michaels, Seaonna	Bachelor of Science
Miller, Patrick Dalton	Bachelor of Science
Misko, Madison Rae	Bachelor of Science
Mobley, Tatyanna E	Bachelor of Science
Mohamud, Farhani S	Bachelor of Science
Morel, Michael Reese	Bachelor of Science
Morse, Nakira Isabellia	Bachelor of Science
Moss, Meliek Donta	Bachelor of Science
Murray, Kelsey Faye	Bachelor of Science
Neas, Taylor P	Bachelor of Science
Neese, Cooper Jordan	Bachelor of Science
Nickouei, Mehdi	Bachelor of Science
Osterman, Adam D	Bachelor of Science
Pandher, Gurlal S	Bachelor of Science
Pastore-Edwards, Alyssa Kay	Bachelor of Science
Perez, Michael A	Bachelor of Science
Perkins, Samantha Fern	Bachelor of Science
Pfaff, Greta M	Bachelor of Science
Pickering, Harlan Rainer	Bachelor of Science
Plasse, Dylaney Nicole	Bachelor of Science
Plunkett, Joshua Joseph	Bachelor of Science
Pongonis, Tyler Richard	Bachelor of Science
Pratt, Asia L	Bachelor of Science
Rayhill, Stacy Lynn	Bachelor of Science
Reed, Adam Lee	Bachelor of Science
Risser, Payton Nichole	Bachelor of Science
Robertson, Blake Adam	Bachelor of Science
Rogers, Phoebe Renae	Bachelor of Science
Rose, Wesley Adam	Bachelor of Science
Ross, Madison Michelle	Bachelor of Science
Sabens, Kelsey Lynn	Bachelor of Science
Sameeh, Ibrahim Hussain	Bachelor of Science
Schanz, Madison Lorraine	Bachelor of Science
Shao, Yunfan	Bachelor of Science
Sheehy, Armica	Bachelor of Science

Shultz, Emily	Bachelor of Science
Sloan, Michael Steven	Bachelor of Science
Spear IV, James Lawrence	Bachelor of Science
Stibbs, Kierstyn A	Bachelor of Science
Sung, Christina Mihnem	Bachelor of Science
Taylor, Anna	Bachelor of Science
Terry, Kyla Kishay	Bachelor of Science
Thomas, Reese	Bachelor of Science
Thornton, Hunter	Bachelor of Science
Todd, Jason Allen	Bachelor of Science
Trost, Zachary Perry	Bachelor of Science
Tubbs, Patrick R	Bachelor of Science
Tucker, Matthew Thomas	Bachelor of Science
Turpin, Sarah Marie	Bachelor of Science
Umstead, Elizabeth A	Bachelor of Science
Villano, Amber Kristina-Rose	Bachelor of Science
Wahmon, Vida Belenamue	Bachelor of Science
Webb, Krystal	Bachelor of Science
Weber, Gage D	Bachelor of Science
Wertanen, Lesa Christine	Bachelor of Science
Wilhelm, Eva Lynn Francine	Bachelor of Science
Wilkinson, Kristi Leigh	Bachelor of Science
Williams, Briana	Bachelor of Science
Wilson, Caine Mykail	Bachelor of Science
Wilson, Clayton Andrew	Bachelor of Science
Wilson, De'Anna	Bachelor of Science
Winesberry, Christinea Imani	Bachelor of Science
Wolfe, Bailey Maraye	Bachelor of Science
Woodruff, Debra Ann	Bachelor of Science
Young, Isaac James	Bachelor of Science
Baker, Myriah Dawn	Bachelor of Science in Nursing
Beery, Denise Marie	Bachelor of Science in Nursing
Belafante, Jamie	Bachelor of Science in Nursing
Bennett, Derrick Michael	Bachelor of Science in Nursing
Bonnes, Michelle Lynn	Bachelor of Science in Nursing
Cabral, Jessica	Bachelor of Science in Nursing
Carter, Martha Jean	Bachelor of Science in Nursing
Copley, Jessica	Bachelor of Science in Nursing
Cross, Dominique G	Bachelor of Science in Nursing
Dembroski, Julia M	Bachelor of Science in Nursing
Dinwiddie, Agnes Marie	Bachelor of Science in Nursing
Duecy, Christi Michelle	Bachelor of Science in Nursing
Ekezie, Faustina Ahunna	Bachelor of Science in Nursing
Eno, Shanna	Bachelor of Science in Nursing
Filipowicz, Megan Christine	Bachelor of Science in Nursing

Findley, Kama Dawn	Bachelor of Science in Nursing
Finzel, Jordan Maye	Bachelor of Science in Nursing
Gitzen, Jennifer	Bachelor of Science in Nursing
Goldner, Jady Noe	Bachelor of Science in Nursing
Guitron, Rebecca	Bachelor of Science in Nursing
Gwa, Nyinyi	Bachelor of Science in Nursing
Hennelly, Christina	Bachelor of Science in Nursing
Hicks, Stephanie K	Bachelor of Science in Nursing
Hirt, Indre Ruta	Bachelor of Science in Nursing
Ito, Rina	Bachelor of Science in Nursing
Joseph, Stephanie Cheeks	Bachelor of Science in Nursing
Julian, Shayla R	Bachelor of Science in Nursing
Kaur, Harjot	Bachelor of Science in Nursing
Kemenesi, Jennifer Len	Bachelor of Science in Nursing
Kolesnikova, Nadezhda Y	Bachelor of Science in Nursing
Lacks, Amy Pugh	Bachelor of Science in Nursing
Lawton, Amanda Josephine	Bachelor of Science in Nursing
McNary, Sean	Bachelor of Science in Nursing
Mendez, Veronica	Bachelor of Science in Nursing
Miller, Dakota Dale	Bachelor of Science in Nursing
Milligan, Grace Catherine	Bachelor of Science in Nursing
O'Dell, Erin	Bachelor of Science in Nursing
Ouakeu, Hermann	Bachelor of Science in Nursing
Querry, Jacki Lynn	Bachelor of Science in Nursing
Rash, Lindsey Nichole	Bachelor of Science in Nursing
Roberts, Amy Nicole	Bachelor of Science in Nursing
Saelee, Lai Finh	Bachelor of Science in Nursing
Sevier, Amanda Ann	Bachelor of Science in Nursing
Shelton, Catherine	Bachelor of Science in Nursing
Soto, Diana Vanessa	Bachelor of Science in Nursing
Staley, Emily Lynn	Bachelor of Science in Nursing
Sutton, Melenie Deseriee	Bachelor of Science in Nursing
Walker, Eric Matthew	Bachelor of Science in Nursing
Cuffle, Jamie Lynn	Bachelor of Social Work
McMullen, Taylor Channing	Certificate Undergraduate
Plunkett, Joshua Joseph	Certificate Undergraduate
Thomas, Sarah Rose	Certificate Undergraduate

## 3g New Academic Program B.S. in Data Science

The Department of Math and Computer Science has created this program to provide students a new major that meets student and employer demand for and dovetails nicely with existing programs in mathematics, computer science, geographic information systems, business analytics, and biology. The proposal has been approved by faculty governance and administration. The degree will require full approval from the Indiana Commission of Higher Education.

**Recommendation:** Approval of the new B.S. in Data Science, effective Fall 2023 pending approval of ICHE.

### 3h New Program Certificate in Civic Leadership

The Department of Math and Computer Science has created this program to provide students a new major that meets student and employer demand for and dovetails nicely with existing programs in mathematics, computer science, geographic information systems, business analytics, and biology. The proposal has been approved by faculty governance and administration. The degree will require approval from the Indiana Commission of Higher Education.

**Recommendation:** Approval of the new certificate in Civic Leadership of B.S. in Data Science, effective Fall 2022, pending approval by ICHE.



### 3i New Academic Programs Communication Minors

The Department of Communication has created 5 new minors. These topical areas currently exist as concentration the Communication Minor. These new minors will stand-alone. The minors are:

- Digital and Interactive Media Minor
- Health Communication Minor
- Journalism Minor
- Public Relation Minor
- Cultural Communication Minor

These proposals have been approved by faculty governance and administration.

**Recommendation:** Approval of the four new minors, effective Fall 2022.

### 3j New Program Certificate in Nonprofit Leadership

As a certificate program, this program can be completed by degree seeking students, or non-degree students. This undergraduate certificate was developed to also support the proposed Leadership and Professional Development degree program. A certificate program requires approval by the Indiana Commission of Higher Education.

**Recommendation:** Approval of the new certificate in Nonprofit Leadership, effective Fall 2022, pending approval by ICHE.

## 3k New Academic Program Certificate in History

High school history teachers in Indiana need 18 credits of graduate coursework to be able to teach dual-credit courses. Until now, teachers in this situation have been admitted to our master's program but have stopped taking courses once they have reached 18 credits. This certificate would fulfill this need and provide these teachers with a real credential after 18 credits. A certificate program requires approval by the Indiana Commission of Higher Education.

**Recommendation:** This item is provided to the Board of Trustees for information only.

### 3I Naming of the Yang Family University Art Gallery

This item requests the Board of Trustees approval for naming the Yang Family University Art Gallery in the Landini Center for Performing and Fine Arts in recognition of a substantial gift from Ms. Yanya Yang and Mr. Neng Yang.

Siblings Neng Chiang Yang (97') and Yanya Yang (99') were international graduate students at Indiana State University. Neng earned a Master of Fine Arts with a painting concentration, and Yanya earned a Master of Fine Arts with a graphic design concentration. While studying at ISU, they received graduate assistantships which helped them tremendously while earning their degrees.

As proud alumni, the Yang siblings have generously contributed to Indiana State University, supporting their passions in ISU's Art and Design programs. They established the Yang Family Art Scholarship in 2019 and the Yang Family Enrichment Fund in 2022. These funds enhance the overall experience for art students through scholarship support and professional development, and funding for exhibitions, programming, and infrastructure enhancement in the University Art Gallery. Total giving to Indiana State University from the Yang siblings exceeds \$277,000.

It is fitting that Yanya and Neng continue their philanthropy with a gift that honors their family's deep connections to the university and the Department of Art and Design. Through this gift, they will support generations of Art students in perpetuity and advance the mission of the University Art Gallery to provide an enriched understanding and appreciation of the visual arts.

**Recommendation:** The total amount of the gift received to support this naming opportunity is consistent with the Indiana State University Naming Policy requirements. We respectfully recommend the naming of the Yang Family University Art Gallery.

## 3m Naming of the Kim and Steve Smith Faculty Fellow in Insurance and Risk Management

Trustee Kim Smith and Mr. Steve Smith have given \$200,000 to establish a named faculty fellow in the Scott College of Business Insurance and Risk Management Department. The fellowship will support, enhance, and further the study of insurance and risk management within the Scott College of Business. The fund will be used to support a full-time faculty member who demonstrates outstanding thought leadership in insurance and risk management. This prestigious fellowship intends to add value to the insurance and risk management program and bolster the reputation of the college.

Trustee Kim Smith is a 1977 magna cum laude graduate of Indiana State University with a degree from the College of Arts and Sciences. Upon graduation, Trustee Smith earned her law degree from Indiana University School of Law and began her insurance career in 1980 as a claims attorney in Indianapolis. She joined Indiana Farmers Mutual Insurance Company more than twenty years ago and worked her way through the ranks, being named the company's President and CEO in 2014. She was named a Sagamore of the Wabash by Governor Eric Holcomb in 2021. Trustee Smith served as President/CEO until her retirement in January of 2022.

Mr. Smith is a 1975 graduate of Hanover College with a BA degree in Political Science. Upon graduation, he earned his law degree summa cum laude from Indiana University School of Law. Mr. Smith served as a law clerk on the Indiana Court of Appeals and the Indiana Supreme Court, worked at the Indianapolis law firm Barnes & Thornburg, and served as a Senior Vice President and Assistant General Counsel for National City Bank, retiring in 2009.

Trustee Smith and Mr. Steve Smith understand the importance of faculty thought leadership and mentorship of our students. The idea for a faculty fellow is to reward high-achieving faculty that are advancing the insurance and risk management profession and creating new and innovative ways to educate students on the benefits of a career in this field.

**Recommendation:** As the amount of the gift is consistent with the Indiana State University naming policy requirements, management recommends the establishment of the Kim and Steve Smith Faculty Fellow in Insurance and Risk Management.

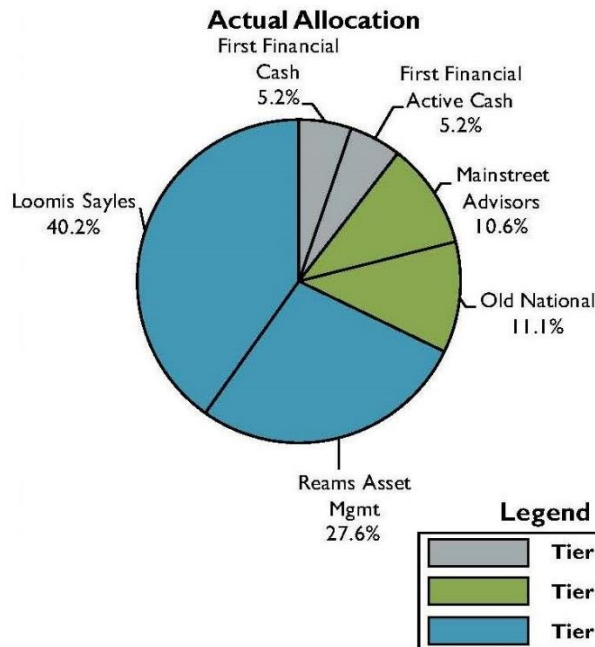
**3n Conflict of Interest Disclosure Statements**

## **3o Resolution to Honor Service of a Trustee**

## 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, 2022. Investment returns for the quarter ending March 31, 2022 are preliminary pending final returns from investment custodian.

### Indiana State University Operating Funds Plan Summary Period Ended March 31, 2022



Manager	Market Value
ISU-First Financial Cash	\$7,615,434
ISU-First Fincl. Active Cash	\$7,572,980
ISU-Mainstreet Adv.	\$15,372,403
ISU-Old National	\$16,148,546
ISU-Reams Asset Mgmt.	\$40,127,888
ISU-Loomis Sayles	\$58,308,199
<b>ISU-Total Fund</b>	<b>\$145,145,450</b>

March 31, 2022			
	Market Value	% of Total Assets	Target Allocation
<b>Tier I</b>			
First Financial Cash	\$7,615,434	5.2%	\$10mm - \$25mm
First Financial Active Cash	\$7,572,980	5.2%	
	<b>\$15,188,414</b>	<b>10.5%</b>	
<b>Tier II</b>			
Mainstreet Advisors	\$15,372,403	10.6%	\$25mm - \$30mm
Old National Intermediate	\$16,148,546	11.1%	
	<b>\$31,520,949</b>	<b>21.7%</b>	
<b>Tier III</b>			
Reams Asset Management Core	\$40,127,888	27.6%	Remaining Balance
Loomis Sayles Core Plus	\$58,308,199	40.2%	
	<b>\$98,436,087</b>	<b>67.8%</b>	
	<b>\$145,145,450</b>	<b>100.0%</b>	



**QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER**  
**CURRENT QUARTER ENDED MARCH 31, 2022**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$1,615,233	\$5,997,928	\$2,274	\$7,615,434
ISU-First Fincl. Active Cash	\$5,603,000	\$1,997,135	(\$27,155)	\$7,572,980
ISU-Mainstreet Adv.	\$15,696,904	(\$6,488)	(\$318,013)	\$15,372,403
ISU-Old National	\$16,848,431	(\$9,766)	(\$690,119)	\$16,148,546
ISU-Reams Asset Mgmt.	\$42,251,077	(\$36,630)	(\$2,086,560)	\$40,127,888
ISU-Loomis Sayles	\$61,430,836	(\$59,835)	(\$3,062,802)	\$58,308,199
<b>ISU-Total Fund</b>	<b>\$143,445,481</b>	<b>\$7,882,344</b>	<b>(\$6,182,375)</b>	<b>\$145,145,450</b>

**CHANGE IN MARKET VALUE BY INVESTMENT MANAGER**  
**FISCAL YEAR TO DATE ENDED MARCH 31, 2022**

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/ Loss	Ending Market Value
ISU-First Financial Cash	\$7,617,409	(\$8,565)	\$6,590	\$7,615,434
ISU-First Fincl. Active Cash	\$7,607,875	(\$9,141)	(\$25,754)	\$7,572,980
ISU-Mainstreet Adv.	\$15,769,815	(\$19,558)	(\$377,854)	\$15,372,403
ISU-Old National	\$16,953,553	(\$29,423)	(\$775,584)	\$16,148,546
ISU-Reams Asset Mgmt.	\$42,205,998	(\$108,385)	(\$1,969,725)	\$40,127,888
ISU-Loomis Sayles	\$61,557,592	(\$180,048)	(\$3,069,345)	\$58,308,199
<b>ISU-Total Fund</b>	<b>\$151,713,243</b>	<b>(\$355,119)</b>	<b>(\$6,212,673)</b>	<b>\$145,145,450</b>

## 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, 2022

Inception Date: October 1, 2010

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years	Since Inception
<b>ISU-Tier 1</b>	<b>(0.17)</b>	<b>(0.09)</b>	<b>0.80</b>	<b>1.15</b>	<b>0.95</b>	<b>0.78</b>	<b>0.73</b>
ISU-First Financial Cash	0.03	0.16	0.79	1.10	0.93	0.73	0.67
3 Month T-Bill	0.04	0.06	0.81	1.13	0.87	0.63	0.56
ISU-First Fincl. Active Cash	<b>(0.36)</b>	<b>(0.31)</b>	0.92	1.21	0.99	0.86	0.84
FTSE:Treas BM OTR 1 Yr	<b>(0.82)</b>	<b>(0.94)</b>	1.01	1.24	1.02	0.80	0.76
<b>ISU-Tier 2</b>	<b>(3.10)</b>	<b>(2.96)</b>	<b>1.54</b>	<b>1.80</b>	<b>1.66</b>	<b>1.70</b>	<b>1.79</b>
ISU-Mainstreet Adv.	<b>(2.03)</b>	<b>(2.24)</b>	1.41	1.66	1.53	1.40	1.43
MainStreet:1-3 Yr G/C Comp	<b>(2.05)</b>	<b>(2.27)</b>	1.40	1.63	1.47	1.38	1.43
Blmbg:Gov/Cred 1-3 Yr	<b>(2.49)</b>	<b>(2.91)</b>	1.02	1.26	1.15	1.09	1.12
ISU-Old National	<b>(4.10)</b>	<b>(3.63)</b>	1.66	1.93	1.79	2.00	2.15
Old Nat': Interm Comp	<b>(4.29)</b>	<b>(3.90)</b>	1.59	1.93	1.81	2.09	2.23
Blmbg:Intmtd Gov/Credit	<b>(4.51)</b>	<b>(4.10)</b>	1.50	1.81	1.65	1.85	2.03
<b>ISU-Tier 3</b>	<b>(4.90)</b>	<b>(2.78)</b>	<b>3.65</b>	<b>3.55</b>	<b>3.09</b>	<b>3.54</b>	<b>3.84</b>
ISU-Reams Asset Mgmt.	<b>(4.91)</b>	<b>(2.74)</b>	4.09	3.83	3.11	3.17	3.49
Reams:Core Comp	<b>(5.43)</b>	<b>(3.35)</b>	4.49	4.09	3.37	3.29	3.61
Blmbg:Aggregate	<b>(5.93)</b>	<b>(4.15)</b>	1.69	2.14	1.87	2.24	2.53
ISU-Loomis Sayles	<b>(4.90)</b>	<b>(2.82)</b>	3.56	3.54	3.26	4.02	4.32
Loomis:Core Plus Comp	<b>(5.28)</b>	<b>(3.22)</b>	3.49	3.48	3.20	3.88	4.28
Blmbg:Aggregate	<b>(5.93)</b>	<b>(4.15)</b>	1.69	2.14	1.87	2.24	2.53
<b>ISU-Total Fund</b>	<b>(4.07)</b>	<b>(2.57)</b>	<b>2.74</b>	<b>2.86</b>	<b>2.53</b>	<b>2.81</b>	<b>2.95</b>
<b>ISU-Total Fund-Net</b>	<b>(4.14)</b>	<b>(2.88)</b>	<b>2.41</b>	<b>2.53</b>	<b>2.20</b>	<b>2.49</b>	<b>2.63</b>
<b>Total Fund Target*</b>	<b>(4.14)</b>	<b>(3.09)</b>	<b>1.42</b>	<b>1.80</b>	<b>1.56</b>	<b>1.73</b>	<b>1.90</b>

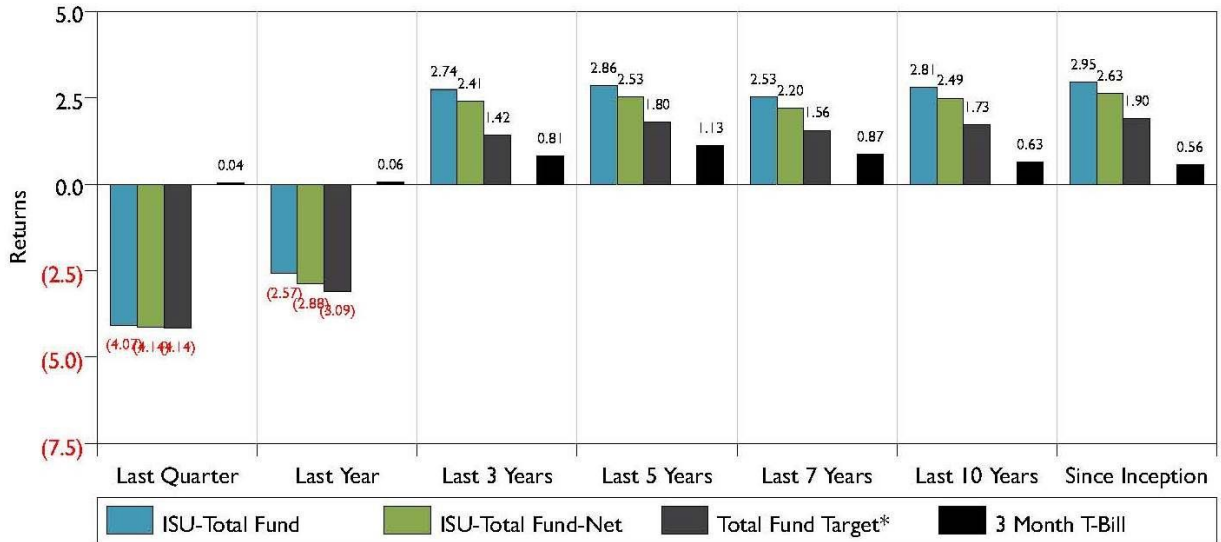
Total Fund Target\* = 19% 90 Day T-Bill, 19% Bloomberg Govt/Credit 1-3 Year Index, 62% Bloomberg Aggregate Index

## RETURN SUMMARY PERIOD ENDED MARCH 31, 2022

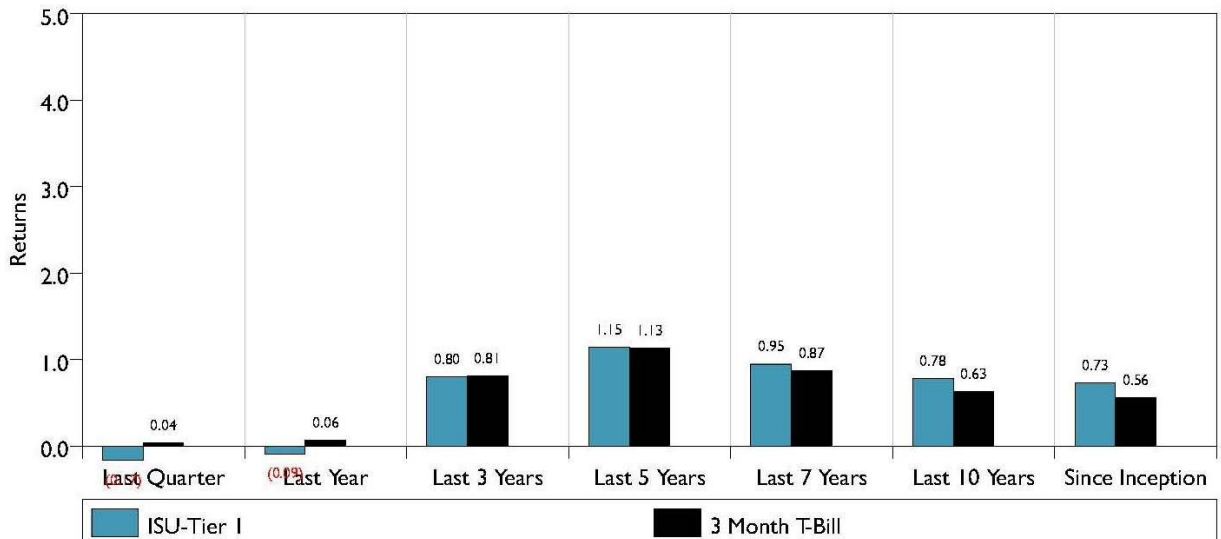
### Total Fund Performance

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

ISU Total Fund Returns  
for Various Time Periods  
Current Quarter Ending March 31, 2022  
Inception Date: October 1, 2010



ISU Tier I Returns  
for Various Time Periods  
Current Quarter Ending March 31, 2022  
Inception Date: October 1, 2010

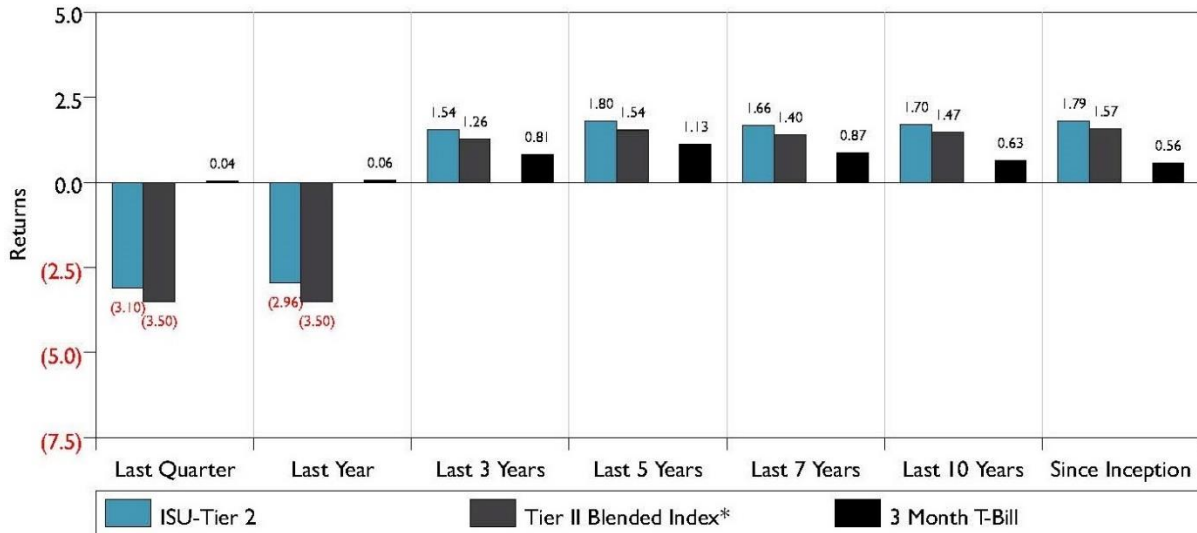


## RETURN SUMMARY PERIOD ENDED MARCH 31, 2022

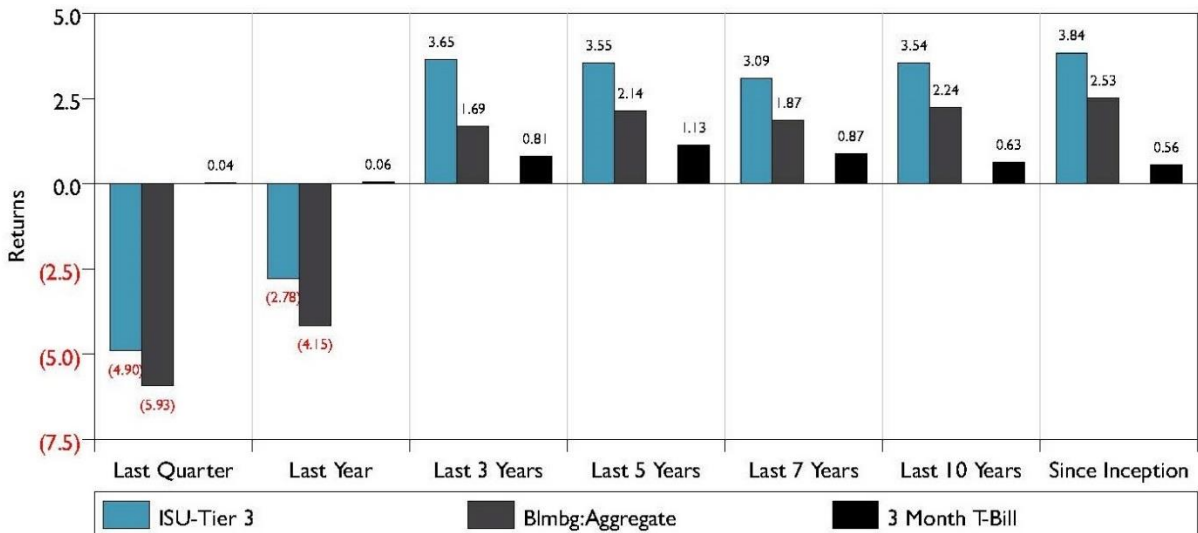
### Total Fund Performance

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

ISU Tier 2 Returns  
for Various Time Periods  
Current Quarter Ending March 31, 2022  
Inception Date: October 1, 2010



ISU Tier 3 Returns  
for Various Time Periods  
Current Quarter Ending March 31, 2022  
Inception Date: October 1, 2010



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

## 4b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY							
For the Period Ending March 31, 2022							
	2021-22 Base Budget	2021-22 Adjusted Budget	YTD through 3/31/22*	Percent of Adjusted Budget	2020-21 Adjusted Budget	YTD through 3/31/21*	Percent of Adjusted Budget
<b>Revenues</b>							
State Appropriations							
Operational	\$ 72,063,968	\$ 72,063,968	\$ 54,030,979	75.0%	\$ 72,063,968	\$ 50,264,618	69.8%
Debt Service Appropriation	11,044,480	11,044,480	8,757,520	79.3%	15,285,628	12,850,672	84.1%
Sub-Total State Appropriations	83,108,448	83,108,448	62,788,499		87,349,596	63,115,290	
Student Tuition	83,030,362	83,030,363	68,386,675	82.4%	91,271,096	80,736,985	88.5%
Other Fees and Charges	1,398,903	1,398,903	1,075,950	76.9%	1,387,903	1,180,006	85.0%
Other Income and Transfers	6,618,287	6,631,181	5,370,585	81.0%	6,776,524	5,383,609	79.4%
Program Fees	900,000	900,000	1,002,182	111.4%	900,000	954,915	106.1%
<b>Total Budgeted Revenue</b>	<b>\$ 175,056,000</b>	<b>\$ 175,068,895</b>	<b>\$ 138,623,891</b>		<b>\$ 187,685,119</b>	<b>\$ 151,370,805</b>	
Encumbrances and Carryforward		13,687,010	13,687,010		12,195,145	12,195,145	
Reimbursements and Income Reappropriated From Other Sources		6,356,265	6,356,265		2,512,496	2,512,496	
<b>Total Revenues</b>	<b>\$ 175,056,000</b>	<b>\$ 195,112,170</b>	<b>\$ 158,667,166</b>	<b>81.3%</b>	<b>\$ 202,392,760</b>	<b>\$ 166,078,446</b>	<b>82.1%</b>
<b>Expenditures</b>							
Compensation							
Salaries and Wages	\$ 81,719,271	\$ 81,860,717	\$ 58,800,126	71.8%	\$ 87,427,863	\$ 63,228,370	72.3%
Fringe Benefits	24,479,924	24,535,502	17,635,006	71.9%	25,765,189	18,467,047	71.7%
Sub-Total Compensation	106,199,195	106,396,219	76,435,132	71.8%	113,193,052	81,695,417	72.2%
Departmental Expenses							
Supplies and Related Expenses	14,178,138	17,909,988	10,888,477	60.8%	20,097,709	8,647,891	43.0%
Repairs and Maintenance	4,893,661	6,561,356	8,113,343	123.7%	5,377,294	7,004,195	130.3%
Other Committed Expenses	1,558,372	1,682,317	1,628,363	96.8%	1,459,830	1,306,524	89.5%
Sub-Total Departmental Expenses	20,630,171	26,153,661	20,630,183	78.9%	26,934,833	16,958,610	63.0%
Utilities and Related Expenses	10,064,556	10,390,011	8,003,539	77.0%	11,223,359	7,133,566	63.6%
Equipment and Other Capital							
Operating Equipment	993,329	2,388,062	713,527	29.9%	2,572,982	481,054	18.7%
Capital Improvements	3,000,000	3,000,000	150,813	5.0%	4,604,411	257,574	5.6%
Sub-Total Equipment & Other Capital	3,993,329	5,388,062	864,340	16.0%	7,177,393	738,628	10.3%
Student Scholarship and Fee Remissions	16,178,839	16,154,095	17,420,939	107.8%	16,400,609	18,499,461	112.8%
Academic Debt Service	11,652,480	11,652,480	12,841,318	110.2%	15,893,628	15,893,628	100.0%
Budgeted Reserve	4,000,000	4,000,000	-	0.0%	4,000,000	-	0.0%
Transfers Out and Program Fees	2,337,430	4,223,407	3,795,480	89.9%	4,583,491	4,510,660	98.4%
Reserve for Revenue Shortfall	-	6,299,437	-	0.0%	2,986,395	-	0.0%
Reserve for ARPA Draw Down	-	4,454,798	-	0.0%	-	-	0.0%
<b>Total Expenditures</b>	<b>\$ 175,056,000</b>	<b>\$ 195,112,170</b>	<b>\$ 139,990,931</b>	<b>71.7%</b>	<b>\$ 202,392,760</b>	<b>\$ 145,429,970</b>	<b>71.9%</b>
*Includes encumbrances and open commitments							

### Revenues

#### Student Tuition

Fall semester of \$34.8 is below budget by \$3.9 million and Spring tuition of \$30.6 million is below budget by \$3.9 million. Summer school tuition totals \$3.0 million which reflects only the second half of summer as this crosses the fiscal year.

#### Other Fees and Charges

Other Fees and Charges are below last year's amount by \$104,056. This is due to reduced college challenge, change of course fees, deferment fees, collection fees and Admission application fees.

#### Other Income and Transfers

Other Income and Transfers are down from the prior year by \$13,024 due to reduced transcript fees and other miscellaneous income.

#### Program Fees

Program fees are up \$47,267 due to NHHS program fees increases.

#### Encumbrances and Carryforward

Encumbrances and Carryforward increased by \$1.4 million due to an increase of \$1.1 million of open commitments in 2021 and \$0.3 million increase in carryforward. The University has reserved \$6.3 million to cover revenue shortfall of which \$4,450,000 is set aside for FY23.

#### Reimbursements and Income Reappropriated from Other Sources

Income from these sources also includes \$4.5 million from American Rescue Plan Act (ARPA) funds drawn to replace lost tuition revenues. These funds also show reduced lab fee revenues and the RHIC salary reimbursement recorded in designated funds.

### **Expenses**

#### Compensation

Compensation expense is below last year's total by \$5,260,285. Salaries and Wages are down \$4,428,244 which is the result of reduced administrative, support staff, and instructional employee headcount/FTE while student, graduate assistant and overtime wages increased. Benefit expense is below last year's amount by \$832,041 due to reduced medical insurance, retirement, and FICA charges, while retirement incentive payouts increased.

#### Departmental Expenses

Total Departmental Expenses increased by \$3,671,573. Supplies and Related Expenses grew by \$2,240,586 as the result of increased travel, recruiting, and accreditation and professional services. Repairs and Maintenance increased \$1,109,148 due to increased software maintenance and general building repairs. Other Committed Expenses increased by \$321,839 due to risk management premiums.

#### Utilities and Related Expenses

Utilities and Related Expenses increased by \$869,973 due to increased electricity and sewage costs while natural gas costs reduced.

#### Equipment and Other Capital

Equipment and Other Capital expenditures are up by \$125,712. Operating Equipment increased by \$232,473 related to OIT infrastructure, while Capital Improvements decreased by \$106,761.

#### Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions decreased by \$1,078,522. The expected overall scholarship shortfall is projected to be at \$1,486,365.

#### Academic Debt Service

Academic Debt Service includes fee replacement for academic facilities that are funded by the State of Indiana and the non-fee replaced debt service that is funded by interest income. The decrease of \$3,052,310 reflects the balloon payment for Series P made in 2021.

Budgeted Reserve

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

Transfers Out and Program Fees

Transfers Out and Program Fees decreased by \$715,180 due to decreased reduced lab fees and timing of transfers.

Reserve for Revenue Shortfall

Reserve for Revenue Shortfall reflects \$6,299,437 set aside to offset FY22 and projected FY23 revenue shortfalls.

Reserve for ARPA Draw Down

The University drew down \$4,454,798 to replace lost tuition revenue due to Covid 19.

## 4c Purchasing Report

Purchase Order Activity for Period January 26, 2022 to April 10, 2022			
<b>Purchases over \$50,000</b>			
<b>Sole Source-Consistency with Existing Equipment</b>			
RA-COMM Inc	P0090070	Motorola Avtec Scout Console Tier 1 License	\$71,552.69
<b>Sole Source-Consistency with Existing Equipment</b>			
Perkin Elmer Life and Analytical Sciences	P0090174	Item N0810005 Avio 550 Max Cycl./Concentric System	\$80,870.00
<b>Sole Source Contract Renewal-Service to Support Current Systems</b>			
TouchNet Information Systems Inc	P0090099	Auditing service contract renewal	\$123,250.00
<b>Sole Source Contract Renewal-Service to Support Current Systems</b>			
Open Storage Solutions Inc	P0090113	Digital data backup renewal	\$144,676.38



## 4d Vendor Report

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

Nalco Company	\$ 260,685	Water Purification Chemicals
Sycamore Engineering Inc	\$ 276,044	Various Electrical & HVAC Repairs
Barnes & Noble Booksellers	\$ 281,485	Textbook Scholarships
Bob McCloskey Insurance	\$ 294,665	Student Athlete Medical Insurance
Pepper Construction Co of Indiana LLC	\$ 302,692	Sycamore Dining Renovation
Pacesetter Sports	\$ 304,111	Athletic Gear & Equipment
Union Associated Physicians Clinic LLC	\$ 334,296	Student Health Center Services
Rural Health Innovation Collaborative	\$ 334,687	Partner Contribution for Simulation Center Operational Expenses
Ricoh USA Inc	\$ 349,705	Printing Costs (Per Copy Charges and Print Jobs)/Printer Purchases & Lease Payments
Ebsco Subscription Services	\$ 399,915	Library Electronic Database Subscriptions
Instructure Inc	\$ 401,648	Canvas Learning Management System Service and Implementation
One To One Health LLC	\$ 659,227	Administration & Management of COVID Testing
RJE Interiors Inc	\$ 662,171	Dreiser Hall Furniture, Finishings & Equipment

Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2022:

Lyrasis	\$ 230,907	Library Electronic Database Subscriptions
Blackboard Inc	\$ 269,651	Blackboard Software Maintenance & Storage
Bell Techlogix Inc	\$ 278,961	Microsoft Maintenance Licenses and Software
McGuire Excavating and Truck	\$ 296,797	Lincoln Quad Demolition and Site Restoration
Strode Construction LLC	\$ 328,474	Community Engagement Renovation; University Apartments Window Replacement; College of Technology Room Renovations
Key Government Finance Inc	\$ 407,000	Networking Software Maintenance Agreement
Williams Aviation LLC	\$ 410,978	Maintenance & Repairs of Airplanes for Flight Academy
Ellucian Company LP	\$ 420,010	Banner Software Maintenance
Otis Elevator	\$ 426,103	Maintenance Agreement for Campus Elevators; Elevator Repairs; HMSU Freight Elevator Upgrade
NRK Inc	\$ 432,092	High Voltage Replacement
Indiana-American Water Company	\$ 434,772	Water Utility Payments
Freitag Weinhardt Inc	\$ 535,527	General HVAC & Plumbing Repairs; Gillum Hall HVAC; IU School of Medicine Cage Washer Installation
Delta Dental Plan of Indiana	\$ 613,780	Dental Claims Reimbursements
Lincoln Life Assurance Co of Boston	\$ 733,229	Life and Long Term Disability Insurance
CIM Audio Visual Inc	\$ 761,877	Audio/Visual Classroom Equipment/Upgrades
EDF Energy Services LLC	\$ 857,166	Natural Gas Purchases
Dell Inc	\$ 873,198	Laptop Scholarships; General Campus Computer Equipment
Borshoff Inc	\$ 1,002,998	University Advertising Media Buy & Management
M S I Construction Inc	\$ 1,061,128	Science Plaza Restoration
500 Wabash Housing LLC	\$ 1,151,505	500 Wabash Lease Payments
AmWins/NEBCO Group Benefits	\$ 1,268,518	Retiree Insurance Coverage
Epic Insurance Midwest	\$ 1,272,850	Commercial Property, Flight Academy Liability and Workman's Comp Coverage Insurance Policies
City of Terre Haute	\$ 1,350,075	Sewage Utility Payments; Campus Fire Protection; Campus Bus Services
Network Solutions Inc	\$ 3,074,393	Networking Equipment and Software Maintenance & Licenses; Network Infrastructure Upgrades
CVS Pharmacy Inc	\$ 3,446,086	Prescription Drug Coverage
Duke Energy	\$ 5,257,294	Electricity Utility Payments
TIAA CREF	\$ 7,518,020	Retirement Contributions
Sodexo Inc and Affiliates	\$ 7,629,820	Dining and Catering Services
Hannig Construction Inc	\$ 8,184,862	Hulman Center Renovation; Dreiser Hall Renovation
Anthem Life Insurance Company	\$ 9,711,670	Health Care Benefits and Reimbursements of Medical Claims

## 4e Faculty Personnel

### FACULTY

#### Appointments

Dolapo Adeniji; Assistant Professor, Department of Social Work; salary \$65,000 per academic year; effective August 1, 2022.

Justin Miller; Assistant Professor, Department of Chemistry and Physics; salary \$58,500 per academic year; effective August 1, 2022.

Elizabeth Smith; Assistant Professor, Department of Psychology; salary \$61,000 per academic year; effective August 1, 2022.

#### Instructor Appointments of 2-5 years – 2022-2023 Academic Year

(Effective August 1, 2022 unless otherwise noted)

Amber Clark; Senior Instructor, Department of Human Resource Development and Performance Technologies; salary \$70,377 per academic year; effective August 1, 2022.

#### Temporary Full-Time Faculty for 2022-2023 Academic Year (Unless Stated Otherwise)

Joe Eckerle; Full-Time Lecturer, Department of Built Environment; salary \$60,600 per academic year; effective August 1, 2022.

#### Change of Status and/or Pay Rate

Heather Abbott; Associate Professor, Department of Kinesiology, Recreation, and Sport; ten percent promotion increase to the 2021-2022 base; salary \$69,057 per academic year; effective August 1, 2022.

Shaad Ahmad; Associate Professor, Department of Biology; ten percent promotion increase to the 2021-2022 base; salary \$72,119 per academic year; effective August 1, 2022.

Arif Akgul; Associate Professor, School of Criminology and Security Studies; ten percent promotion increase to the 2021-2022 base; salary \$72,765 per academic year; effective August 1, 2022.

Jon Bakos; Associate Professor, Department of Languages, Literatures, and Linguistics; ten percent promotion increase to the 2021-2022 base plus \$2,837 salary floor adjustment; salary \$64,963 per academic year; effective August 1, 2022.

Renee Bauer; Professor, School of Nursing; ten percent promotion increase to the 2021-2022 base; salary \$100,856 per academic year; effective August 1, 2022.

Scott Buchanan; from Chair and Professor, School of Music; to Professor, School of Music; salary \$86,637 per academic year; effective August 1, 2022.

Emily Capettini; Associate Professor, Department of English; ten percent promotion increase to the 2021-2022 base plus \$5,774 salary floor adjustment; salary \$64,963 per academic year; effective August 1, 2022.

Alice Cavanaugh; from Chair and Associate Professor, Department of Art & Design; to Associate Professor, Department of Art & Design; salary \$76,975 per academic year; salary is prorated; effective April 1, 2022.

Szufang Chuang; from Chair and Associate Professor, Department of Human Resource Development and Performance Technologies; to Associate Professor, Department of Human Resource Development and Performance Technologies; salary \$93,195 per academic year; effective August 1, 2022.

James Davis; Associate Professor, Department of Kinesiology, Recreation, and Sport; ten percent promotion increase to the 2021-2022 base; salary \$69,057 per academic year; effective August 1, 2022.

Kendra Dewese-Pittman; Senior Instructor, Department of Chemistry and Physics; ten percent promotion increase to the 2021-2022 base; salary \$48,579 per academic year; effective August 1, 2022.

Amy French; Associate Professor, Department of Educational Leadership; ten percent promotion increase to the 2021-2022 base; salary \$65,632 per academic year; effective August 1, 2022.

Rusty Gonser; from Professor, Department of Biology; to Chair and Professor, Department of Biology; supplement \$15,000 per academic year; salary adjustment to \$89,524 per academic year; effective August 1, 2022.

James Greene; Associate Professor, Department of English; ten percent promotion increase to the 2021-2022 base plus \$6,274 salary floor adjustment; salary \$64,963 per academic year; effective August 1, 2022.

Colleen Haas; Senior Instructor, Department of History; ten percent promotion increase to the 2021-2022 base; salary \$47,223 per academic year; effective August 1, 2022.

Jeremy Houser; Associate Professor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to the 2021-2022 base; salary \$122,834 per fiscal year; effective July 1, 2022.

Mark Inlow; Associate Professor, Department of Mathematics and Computer Science; ten percent promotion increase to the 2021-2022 base; salary \$82,764 per academic year; effective August 1, 2022.

Vincenzo Isaia; Associate Professor, Department of Mathematics and Computer Science; ten percent promotion increase to the 2021-2022 base; salary \$65,955 per academic year; effective August 1, 2022.

Paula Jarrard; Associate Professor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to the 2021-2022 base; salary \$119,075 per fiscal year; effective July 1, 2022.

Maria Javaid; Associate Professor Department of Electronics and Computer Engineering Technology; ten percent promotion increase to the 2021-2022 base; salary \$83,050 per academic year; effective August 1, 2022.

Brian Jose; Associate Professor, Department of Languages, Literatures and Linguistics; ten percent promotion increase to the 2021-2022 base plus \$2,837 salary floor adjustment; salary \$64,963 per academic year; effective August 1, 2022.

Sanghyun Lee; Associate Professor, Department of Electronics and Computer Engineering Technology; ten percent promotion increase to the 2021-2022 base; salary \$72,721 per academic year; effective August 1, 2022.

Xiaolong Li; from Chair and Professor, Department of Electronic & Computer Engineering Technology; to Professor, Department of Electronic & Computer Engineering Technology; salary \$91,714 per academic year; effective August 1, 2022.

Donald Maxwell; from Senior Instructor, Department of History; to Assistant Professor, Department of History; salary \$55,300 per academic year; effective August 1, 2022.

Alister McLeod; Professor, Department of Applied Engineering and Technology Management; ten percent promotion increase to the 2021-2022 base; salary \$87,645 per academic year; effective August 1, 2022.

Linda McQuiston; Professor, School of Nursing; ten percent promotion increase to the 2021-2022 base; salary \$98,915 per academic year; effective August 1, 2022.

Ahmed Mohamed; Associate Professor, Department of Applied Engineering and Technology Management; ten percent promotion increase to the 2021-2022 base; salary \$80,475 per academic year; effective August 1, 2022.

Jill Moore; Professor, School of Nursing; ten percent promotion increase to the 2021-2022 base; salary \$114,748 per fiscal year; effective July 1, 2022.

Charmaine Mullins-Jaime; from Assistant Professor, Department of Built Environment; to Professor & Master Program Coordinator, Department of Built Environment; stipend of \$1,500 for spring semester; effective January 1, 2022.

Katheryn Ocampo; Senior Instructor, Department of Psychology; ten percent promotion increase to the 2021-2022 base; salary \$77,050 per fiscal year; effective July 1, 2022.

Robert Owegi; Associate Professor, School of Nursing; ten percent promotion increase to the 2021-2022 base; salary \$81,426 per academic year; effective August 1, 2022.

Keith Perry; Senior Instructor, Department of Built Environment; ten percent promotion increase to the 2021-2022 base; salary \$70,199 per academic year; effective August 1, 2022.

Angela Reynolds; from Part-Time Lecturer, School of Music, to Full-Time Lecturer, School of Music; salary \$17,500 per semester, effective for Spring 2022 semester only.

Joyce Robinson; Associate Professor, Department of Human Resource Development and Performance Technologies; ten percent promotion increase to the 2021-2022 base; salary \$81,743 per academic year; effective August 1, 2022.

Virgil Sheets; from Chair and Professor, Department of Psychology; to Professor, Department of Psychology; salary \$104,778 per academic year; effective August 1, 2022.

Kimberly Smith; Senior Instructor, Department of Built Environment; ten percent promotion increase to the 2021-2022 base; salary \$65,632 per academic year; effective August 1, 2022.

Brian Stone; Associate Professor, Department of English; ten percent promotion increase to the 2021-2022 base plus \$6,274 salary floor adjustment; salary \$64,963 per academic year; effective August 1, 2022.

Matthew Warner; from Full-Time Lecturer, Department of Applied Health Sciences; to Instructor, Department of Applied Health Sciences; salary \$55,000 per academic year; effective August 1, 2022.

Chad Witkemper; Professor, Department of Kinesiology, Recreation, and Sport; ten percent promotion increase to the 2021-2022 base; salary \$76,820 per academic year; effective August 1, 2022.

Chad Yost; from Full-Time Lecturer, Department of Earth and Environmental Systems to Assistant Professor, Department of Earth and Environmental Systems; salary \$62,000 per academic year; effective August 1, 2022.

### **Promotion to Professor**

(Effective August 1, 2022, unless otherwise stated)

Renee Bauer, School of Nursing.

Alister McLeod, Department of Applied Engineering and Technology Management.

Linda McQuiston, School of Nursing.

Jill Moore, School of Nursing; *effective July 1, 2022.*

Chad Witkemper, Department of Kinesiology, Recreation, and Sport.

**Promotion to Associate Professor and Tenure**

(Effective August 1, 2022, unless otherwise stated)

Heather Abbott, Department of Kinesiology, Recreation, and Sport.

Shaad Ahmad, Department of Biology.

Arif Akgul, School of Criminology and Security Studies.

Jon Bakos, Department of Languages, Literatures, and Linguistics.

Emily Capettini, Department of English.

James Davis, Department of Kinesiology, Recreation, and Sport.

Amy French, Department of Educational Leadership.

James Greene, Department of English.

Jeremy Houser, Department of Applied Medicine and Rehabilitation; *effective July 1, 2022.*

Mark Inlow, Department of Mathematics and Computer Science.

Vincenzo Isaia, Department of Mathematics and Computer Science.

Paula Jarrard, Department of Applied Medicine and Rehabilitation; *effective July 1, 2022.*

Maria Javaid, Department of Electronics and Computer Engineering Technology.

Brian Jose, Department of Languages, Literatures and Linguistics.

Sanghyun Lee, Department of Electronics and Computer Engineering Technology.

Ahmed Mohamed, Department of Applied Engineering and Technology Management.

Robert Owegi, School of Nursing.

Joyce Robinson, Department of Human Resource Development and Performance Technologies.

Brian Stone, Department of English.

**Promotion to Senior Instructor**

(Effective August 1, 2022, unless otherwise stated)

Kendra Dewese-Pittman, Department of Chemistry and Physics.

Colleen Haas, Department of History.

Katheryn Ocampo, Department of Psychology; *effective July 1, 2022.*

Keith Perry, Department of Built Environment.

Kimberly Smith, Department of Built Environment.

### **Leave of Absence Without Pay**

Steve Baker; Instructor, Department of Mathematics and Computer Science; effective March 14, 2022.

Phillip Cochrane; Instructor, Department of Industrial and Mechanical Technology; effective December 31, 2021.

Nathaniel Wagner; Assistant Professor, Department of Applied Clinical and Educational Sciences; effective March 1, 2022.

### **Leave of Absence with Pay – Fall 2022**

Kevin Bolinsky; Professor, Department of Psychology; effective August 1, 2022.

Szufang Chuang; Associate Professor, Human Resource Development and Performance Technologies; effective August 1, 2022.

Mary Howard-Hamilton; Chair and Professor, Department of Educational Leadership; effective August 1, 2022.

Brian Stone; Associate Professor, Department of English; effective August 1, 2022.

Amos Winter; Professor, Department of Earth and Environmental Systems; effective August 1, 2022.

### **Leave of Absence with Pay – Spring 2023**

Matthew Blaszkas; Associate Professor, Department of Kinesiology, Recreation, and Sport; effective January 1, 2023.

Emily Capettini; Associate Professor, Department of English; effective January 1, 2023.

Marcee Everly; Professor, School of Nursing; effective January 1, 2023.

Amy French; Associate Professor, Department of Educational Leadership; effective January 1, 2023.

Yi-Yin Ko, Associate Professor, Department of Mathematics; effective January 1, 2023.

Ahmed Mohamed; Associate Professor, Department of Applied Engineering and Technology Management; effective January 1, 2023.

Lisa Phillips; Associate Professor, Department of History; effective January 1, 2023.

### **Leave of Absence with 60% Pay – 2022-2023 AY**

Brian Jose; Associate Professor, Department of Languages, Literatures and Linguistics; effective August 1, 2022.

### **Change in Sabbatical**

Elizabeth O'Laughlin; Professor, Department of Psychology; change in sabbatical from the spring semester 2022 to the spring semester 2023.

### **Retirement**

Sue Berta; Associate Professor, Department of Earth and Environmental Systems; effective February 1, 2022.

Timothy Mulkey; Associate Professor, Department of Biology; effective May 31, 2022.

Robert Sternfeld; Associate Professor, Department of Mathematics & Computer Science; effective May 31, 2022.

Bradford Venable; Associate Professor, Department of Art & Design; effective May 31, 2022.

### **Emeriti**

Sue Berta; Associate Professor, Department of Earth and Environmental Systems; effective February 1, 2022.

Timothy Mulkey; Associate Professor, Department of Biology; effective May 31, 2022.

Robert Sternfeld; Associate Professor, Department of Mathematics & Computer Science; effective May 31, 2022.

Bradford Venable; Associate Professor, Department of Art & Design; effective May 31, 2022.

Gregory Youngen, Associate Dean, Library Services; effective May 2021.

### **Separations**

Joshua Akens; Instructor, Department of English; effective May 31, 2022.

Daniel Bawinkel; Instructor, Department of Built Environment; effective May 31, 2022.

Kevin Beaver; Instructor, School of Criminology and Security Studies; effective May 31, 2022.

Eric Hampton; Professor, Department of Applied Clinical and Educational Sciences; effective January 24, 2022.

Jarod Hancock; Instructor, Department of Chemistry and Physics; effective May 31, 2022.

Jon Iftikar; Assistant Professor, Department of Educational Leadership; effective May 31, 2022.

Patrick Knight; Instructor, Department of Aviation Technology; effective May 31, 2022.

Daniel Lucky; Senior Instructor, School of Nursing; effective January 27, 2022.

Cassondra Strawser; Assistant Professor, Department of Applied Health Sciences; effective May 31, 2022.



Richard Tarr; Senior Instructor, Department of Applied Engineering and Technology Management; effective May 31, 2022.

## 4f Other Personnel

### NON-EXEMPT

#### Appointments

Infiniti Anderson; Administrative Assistant II, Earth & Environmental Systems; \$15.00 per hour; effective March 21, 2022.

Kathryn Elson; Administrative Assistant II, Applied Engineer & Tech Mang; \$16.56 per hour; effective February 14, 2022.

Ramon Hughes; Custodian I, Custodians; \$12.00 per hour; effective March 7, 2022.

Dana Joulani; Laboratory Research Coord IUSM, IU School of Medicine-Terre Haute; \$16.56 per hour; effective February 21, 2022.

Kristopher Ligget; Registrar Coordinator, Office of the Registrar; \$16.20 per hour; effective April 11, 2022.

Terri May; Administrative Assistant II, Human Res Devel & Perf Tech; \$15.00 per hour; effective March 24, 2022.

Brenda McCloud; Communications Officer, Public Safety Department; \$16.50 per hour; effective February 21, 2022.

Payton McCullough; Groundskeeper, Grounds; \$12.00 per hour; effective March 28, 2022.

Dustin Norris; Custodian I, Custodians; \$12.00 per hour; effective April 4, 2022.

Cassidy Orth; Custodian II, Student Rec Center; \$12.00 per hour; effective February 21, 2022.

Olivia Smith; Admin Asst II Req Reapt, Center for Student Success; \$15.00 per hour; effective January 31, 2022.

Joshua Snyder; Administrative Assistant I, Center for Teaching Excellence; \$13.95 per hour; effective April 4, 2022.

Megan Streeter; HR Assistant II, Employee Benefits; \$16.56 per hour; effective March 22, 2022.

David Wilson; Custodian I, Facilities Management; \$12.00 per hour; effective February 28, 2022.

Kali Wittenmyer; Student Services Assistant III, School of Nursing; \$16.20 per hour; effective March 14, 2022.

Brandon Wood; Operations Center Analyst, Office of Information Technology; \$18.89 per hour; effective March 21, 2022.

Paulina Young; Administrative Assistant I, School of Criminology & Security St; \$14.41 per hour; effective March 28, 2022.

**Promotions / Transfers**

Sharon Ellis; from Administrative Assistant I to Administrative Assistant II, Student Media; \$18.42 per hour; effective January 22, 2022.

Tammy Gage; from Enrollment Management Spec, Admissions and High Schl Relations, to Administrative Assistant II, Center for Community Engagement; \$15.00 per hour; effective March 11, 2022.

Brenton Gard; from Maintenance Mechanic, Maehling Terrace Univ Apartments, to Senior Maintenance Mechanic, Mechanical Trades; \$17.45 per hour; effective April 2, 2022.

Shena Gordon; from Early Childhood Asst Teacher to Early Childhood Ed Ctr Teacher, Early Childhood Education Center; \$16.00 per hour; effective February 7, 2022.

Kelly Hallett; from Groundskeeper, Grounds, to Parking Services Assistant, Public Safety Department; \$15.46 per hour; effective February 28, 2022.

Christopher Heleine; from Police Corporal to Police Sergeant, Public Safety Department; \$27.35 per hour; effective February 19, 2022.

Morgan Leek; from Registrar Coordinator, Office of the Registrar, to Dean's Assistant, Dean, College Health & Human Svcs; \$18.82 per hour; effective February 26, 2022.

Aaron Sloan; from Police Sergeant to Clery Comp and Patrol Lieut, Public Safety Department; \$29.35 per hour; effective April 2, 2022.

Lisa Syed; from Events Setup Technician I, HMSU-Operations, to Administrative Assistant I, Residential Life Programming; \$16.42 per hour; effective February 26, 2022.

Roxanne Toner; from Blumberg Center Budg Oper Spec to Blum Ctr Off Mgr Bud Oper Spec, Blumberg Center; \$18.61 per hour; effective January 22, 2022.

Israel Trueblood; from Groundskeeper to Grounds Technician, Grounds; \$13.93 per hour; effective April 2, 2022.

**Changes in Pay Rate**

Kelli Brian; Communications Officer, Public Safety Department; skill-based increase to \$16.85 per hour; effective February 8, 2022.

Melissa Chase; Administrative Assistant II, Center for Community Engagement; out-of-class pay for additional duties, \$19.01 per hour; effective January 3, 2022 through May 31, 2022.

Brent Denny; Police Sergeant, Public Safety Department; equity adjustment to \$28.09 per hour; effective February 19, 2022.

Jordan Gentry; Police Sergeant, Public Safety Department; equity adjustment to \$27.35 per hour; effective February 19, 2022.

Jason Hughes; Laboratory Research Coord IUSM, IU School of Medicine-Terre Haute; equity adjustment to \$16.56 per hour; effective February 5, 2022.

Anastasia Hunt; Payroll Specialist, Budget, Payroll & Risk Mgt; reclassification of position to \$19.41 per hour; effective March 12, 2022.

Ian Loomis; Patrol Captain, Public Safety Department; reclassification of position to \$35.75 per hour; effective April 4, 2022.

Louise Montgomery; Purchasing Assistant, Purchasing; reclassification of position to \$18.87 per hour; effective January 22, 2022.

Jordan Neill; Police Officer, Public Safety Department; education adjustment to \$19.73 per hour; effective December 10, 2021.

Jacquelyn Smith; Police Sergeant Comm Dev, Public Safety Department; equity adjustment to \$28.09 per hour; effective February 19, 2022.

Alivia Vaillancourt; Administrative Assistant I, Social Work; out-of-class pay to \$15.85 per hour; effective February 19, 2022 through May 27, 2022.

### **Retirements**

Thomas Everett; Electrician, Electrical; effective February 11, 2022.

### **Separations**

Bailey Benko; Custodian II, Maehling Terrace Univ Apartments; effective February 22, 2022.

Audre Brickey; Enroll Mgt Sys Process Spec, Student Financial Aid; effective March 10, 2022.

Paula Cramer; Student Services Assistant II, Applied Clinical & Educ Sciences; effective March 30, 2022.

William Downs; Senior Maintenance Mechanic, Mechanical Trades; effective March 4, 2022.

Holly Garrett; Travel Account Specialist, Assoc VP University Controller; effective April 1, 2022.

Derek Griffin; Police Officer, Public Safety Department; effective March 4, 2022.

Rita Knott; Administrative Assistant I, Conference Activities; effective April 1, 2022.

Elizabeth McInerney; Administrative Assistant I, Student Success; effective January 28, 2022.

Penny Morrison; Custodian I, Maehling Terrace Univ Apartments; effective March 4, 2022.

Makoto Omoto; Administrative Assistant I, Center for Teaching Excellence; effective March 9, 2022.

Dawn Padgett; Custodian I, Sandison Housing; effective March 29, 2022.

Charles Parker; Reserves Supervisor, Library Services; effective March 24, 2022.

Brian Pierce; Police Officer, Public Safety Department; effective February 9, 2022.

Christopher Pruiett; Custodian I, Custodians; effective March 25, 2022.

Mary Rowe; Custodian I, Sycamore Housing; effective March 9, 2022.

Kristen Sparks; Administrative Assistant I, Residential Life Programming; effective January 26, 2022.

Kimberly Tharp; Custodian I, Custodians; effective March 1, 2022.

David Wilson; Custodian I, Facilities Management; effective March 3, 2022.

## **NON-EXEMPT PROFESSIONAL**

### **Appointments**

Adam Bahus; Asst to VP/Constit Srvs Board, VP for Development; B.A., Indiana State University; \$23.16 per hour; effective March 7, 2022.

Sierra Gale; HR Business Partner, Human Resources; M.S., Indiana State University; \$21.03 per hour; effective January 24, 2022.

Sophie Morgan; Videographer, University Marketing; B.S., Indiana State University; \$21.50 per hour; effective February 28, 2022.

Lance Noble; IT Systems Technician, Office of Information Technology; B.S., Indiana State University; \$20.00 per hour; effective January 31, 2022.

Victor Oetjen; Data Analyst & Software Coord, Online; B.S., Indiana State University; \$20.00 per hour; effective February 21, 2022.

### **Promotions / Transfers**

Joseph Bosworth; from Student Services Assistant II to Bursar Operation Systems Coord, Assoc VP Finance Asst Treasurer; \$18.89 per hour; effective March 21, 2022.

Karen Sheets; from Payroll Coordinator, Budget, Payroll & Risk Mgt, to Fincl Advncmnt Srvcs Coord, ISU Foundation Operations; \$19.15 per hour; effective January 31, 2022.

Kara Sterling; from Purchasing Assistant to Buyer, Purchasing; \$22.57 per hour; effective March 5, 2022.

### **Changes in Pay Rate**

Nancy Swift; Budget Specialist, IU School of Medicine-Terre Haute; equity adjustment to \$26.15 per hour; effective October 5, 2021.

Karen Sheets; Fincl Advncmnt Srvcs Coord, ISU Foundation Operations; out-of-class pay to \$21.07 per hour; effective March 19, 2022.

Courtney Zellars; Asst Devel Officer Syc Ath Fu, Advancement; equity adjustment to \$23.16 per hour; effective February 19, 2022.

### **Retirements**

Mary Garvin; Financial Aid Operations Coord, Student Financial Aid; effective February 25, 2022.

### **Separations**

Iana Lutsenko; Benefits Specialist, Employee Benefits; effective January 28, 2022.

Ronda Kozik-Mount; Gift Services Manager, ISU Foundation Operations; effective March 16, 2022.

Zachary Moore; Product & Print Design Spec, University Marketing; effective February 4, 2022.

Mechell Waugh; ECEC Program Coordinator, Early Childhood Education Center; effective March 8, 2022.

Joey Weber; Research Associate - Bats, Biology; effective March 31, 2022.

## **ATHLETICS**

### **Appointments**

Colby Saul; Ath Mkt and Sponsorship Coord, Athletics-Adminstration; M.S., Florida State University; \$20.51 per hour; effective February 28, 2022.

### **Separations**

Tonya Sawyer; NCAA Compliance Asst Dir, Athletics-Adminstration; effective March 4, 2022.

## **EXEMPT**

### **Appointments**

Bradley Balch; Dean, Bayh Coll of Education, Dean, Bayh College of Education; Ph.D., Indiana State University; salary \$200,000 per fiscal year; effective April 1, 2022.

Emma Campbell; Career Ctr Asst Dir Er Relat, Career Center; B.S., St Mary-of-the-Woods College; salary \$51,000 per fiscal year; effective May 2, 2022.

Dillon Garver; Procurement Director, Purchasing; B.S., Univ Illinois Urbana-Champaign; salary \$80,000 per fiscal year; effective April 5, 2022.

Abigail Johnson; Campus Rec Asst Director, Campus Recreation; M.S., Valparaiso University; salary \$40,000 per fiscal year; effective May 16, 2022.

Craig Morin; Financial Analyst, Assoc VP University Controller; M.B.A., Indiana State University; salary \$52,000 per fiscal year; effective March 21, 2022.

Diyombu Muyumba; CSA Program Coordinator, Community School of the Arts; B.S., Indiana State University; salary \$40,000 per fiscal year; effective April 4, 2022.

Regina Walker; Staff Psychologist - 10 Month, Student Counseling Center; salary \$39,583.30 per fiscal year; effective March 21, 2022.

### **Temporary Appointments**

Dave Bittner; ION Business Advisor, ISU/Wabash Vally Small Bus Devel Ct; B.S., University of North Texas; salary \$50,675 per fiscal year; effective January 31, 2022 through June 30, 2022.

Mitsuko Korobkin; Postdoc Research Assoc - RR, Physics; Ph.D., Louisiana State Univ & A&M Clg; salary \$60,230 per fiscal year; effective February 16, 2022 through August 15, 2022.

### **Promotions / Transfers**

Debra Barber; from New Stu Trans Prog Asst Dir to New Student Orientation Dir, New Student Transition Programs; salary \$57,500 per fiscal year; effective March 21, 2022.

Michael Bonnett; from Buyer and Office Manager to Senior Buyer, Purchasing; M.B.A., Indiana State University; salary \$56,000 per fiscal year; effective February 1, 2022.

Annika Clawson; from Events Specialist, Conference Activities, to Conf and Evnt Srvs Asst Dir, Hulman Center; salary \$47,485 per fiscal year; effective April 2, 2022.

Olivia Finley; from Univ College Adviser Proj Succ to Project Success Training Coord, Dean University College; salary \$40,000 per fiscal year; effective February 1, 2022.

Rex Kendall; from Alumni Engagement Ex Director, VP for Development, to Chief of Staff, President's Office; salary \$125,500 per fiscal year; effective March 1, 2022.

Jolyn Osborne; from Legal Project Mgr/Policy Coord, Office of General Counsel, to Risk Mgmt and Ins Manager, Budget, Payroll & Risk Mgt; salary \$56,000 per fiscal year; effective February 1, 2022.

Harley Smithson; from Steam Plant Assistant Manager to Cent Heat Plant Manager, Power Plant; salary \$70,000 per fiscal year; effective January 15, 2022.

Margaret Welch; from Comp and Records Manager to Comp and Benefits Director, Human Resources; salary \$75,000 per fiscal year; effective February 1, 2022.

Brooke Young; from Student Athletic Success Coordinator Re Rea, Athletic Academic Advisement, to Athletic Studies Director, Dean University College; salary \$53,723 per fiscal year; effective March 1, 2022.

### **Title Changes**

Malea Crosby; from Accred & Acad Qual Init Dir to Continuous Improvement Dir, Dean, Bayh College of Education; effective April 1, 2022.

Peggy Weber; from Assc Dean COHHS Stu Comm Relat to CHHS Assc Dean for Students, Dean, College Health & Human Svcs; effective February 1, 2022.

### **Stipends**

Debra Barber; Intrm Trans & Stu Impact Dir, New Student Transition Programs; early end of stipend; effective March 18, 2022.

Tiffany Reed; Sti Additional Duties, African American Cultural Center; stipend of \$1,000 per month for additional duties; effective March 28, 2022 through June 30, 2022.

Clint Weddle; Sti Int Exec Dir Alum Aff, Advancement; stipend of \$1,800 per month for interim duties; effective March 1, 2022 through June 30, 2022.

### **Changes in Pay Rate**

Alexander Chihara; Network Engineer, Telecommunications; reclassification of position to salary \$64,000 per fiscal year; effective March 1, 2022.

Heather LeBrun; Clinical Coordinator - IUSM, IU School of Medicine-Terre Haute; equity adjustment to salary \$50,000 per fiscal year; effective October 1, 2021.

### **Retirements**

Jennifer Cook; Hulman Center Asst Director, Hulman Center; effective April 5, 2022.

Lynn Foster; University College Adviser, Dean University College; effective May 31, 2022.

Judith Price; Hulman Center TAF Asst Dir, Hulman Center; effective March 1, 2022.

### **Separations**

Kristina Allen; Ext Learn Adviser/Recruiter, Extended Learning Office; effective February 25, 2022.

Hilary Duncan; Annual Giving Director, Advancement; effective February 24, 2022.

Elonda Ervin; Ex Dir Multicult Svcs & Progs, Multicultural Svcs & Programs; effective March 25, 2022.

Lila Ferguson; Testing Coordinator, Testing Office; effective March 23, 2022.

Jalen Foster; IT Technology Manager-Res Life, Residential Life Programming; effective April 26, 2022.

Allison Hayes; Stu Conduct & Integ Assc Dir, Student Conduct & Integrity; effective March 4, 2022.

Kimberly Kunz; Steward & Const Ex Director, Advancement; effective April 8, 2022.

Steven Riley; Programmer Analyst, Office of Information Technology; effective February 11, 2022.



## **ATHLETICS**

### **Temporary Appointments**

Michael Bath; Asst Coach, Football, Athletics-Football; B.S., Miami University; salary \$79,110 per fiscal year; effective March 14, 2022 through December 31, 2022.

Zak Boisvert; Asst Coach, Men's Basketball, Athletics-Mens Basketball; salary \$79,500 per fiscal year; effective April 1, 2022 through March 31, 2023.

Matthew Graves; Asst Coach, Men's Basketball, Athletics-Mens Basketball; salary \$118,500 per fiscal year; effective April 1, 2022 through March 31, 2023.

Brandt Hicks; Asst Coach, Football, Athletics-Football; B.A., Univ Illinois Urbana-Champaign; salary \$40,500 per fiscal year; effective February 2, 2022 through December 31, 2022.

Deidra Johnson; Assc Hd Coach, Wmn's Bsktball, Athletics-Womens Basketball; salary \$80,500 per fiscal year; effective April 1, 2022 through March 31, 2023.

Chad Killinger; Head Coach, Women's Basketball, Athletics-Womens Basketball; salary \$133,500 per fiscal year; effective April 1, 2022 through March 31, 2023.

Kenisha Malone; Asst Coach, Women's Basketball, Athletics-Womens Basketball; salary \$52,500 per fiscal year; effective April 1, 2022 through March 31, 2023.

Joshua Schertz; Head Coach, Men's Basketball, Athletics-Mens Basketball; salary \$248,500 per fiscal year; effective April 1, 2022 through March 31, 2023.

Wolfgang Shafer; Asst Coach, Football, Athletics-Football; M.P.S., Middle Tennessee State Univ; salary \$40,500 per fiscal year; effective January 24, 2022 through December 31, 2022.

Patrick Shepard; Asst Coach, Football, Athletics-Football; M.S., Robert Morris University; salary \$40,500 per fiscal year; effective February 1, 2022 through December 31, 2022.

Bryston Williams; Asst Coach, Men's Basketball, Athletics-Mens Basketball; salary \$112,500 per fiscal year; effective April 1, 2022 through March 31, 2023.

Clint Williams; Asst Coach, Women's Basketball, Athletics-Womens Basketball; salary \$60,500 per fiscal year; effective April 1, 2022 through March 31, 2023.

### **Stipends**

Kathryn Adams; Sti Additional duties, Athletics-Volleyball; stipend of \$2,000 per month for additional duties; effective March 8, 2022 through March 31, 2022.

Joel McMullen; Sti Additional Duties, Athletics-Adminstration; stipend of \$2,000 per month for additional duties; effective March 7, 2022 through April 30, 2022.

Joshua Schertz; Sti Ath Promotion Activity, Athletics Sports Marketing; stipend of \$52,000 per fiscal year for additional duties; effective April 1, 2022 through March 31, 2023.

**Separations**

Kathryn Adams; Asst Coach, Volleyball, Athletics-Volleyball; effective April 4, 2022.

Lindsay Allman; Head Coach, Volleyball, Athletics-Volleyball; effective March 7, 2022.

Nicole Finnesand; Asst Coach, Wmn Swim & Diving, Athletics-Womens Swimming; effective May 31, 2022.

Jeffrey Kastl; Asst Coach, Football, Athletics-Football; effective February 24, 2022.

Michael Switzer; Asst Coach, Football, Athletics-Football; effective March 25, 2022.

## 4g Grants and Contracts

1. Smithsonian Institution, National Museum of Natural History, Fund No. 549459, Proposal 22-007

An agreement in the amount of \$10,000.00 has been received from Smithsonian Institution, National Museum of Natural History for the project entitled, "Professional, Technical Services to HOP, Anthropology, NMNH Preparation and Analysis of Samples From a Core 3A Collected as Part of the Olorgesailie Drilling Project," under the direction of Jeffery Stone, Department of Earth & Environmental Systems, for the period January 24, 2022 through December 15, 2022.

2. Wabash Valley Community Foundation – Terre Haute Day Nursery Fund, Fund No. 549458, Proposal 22-016

An agreement in the amount of \$3,492.00 has been received from Wabash Valley Community Foundation – Terre Haute Day Nursery Fund for the project entitled, "Empowering Preschoolers through Fine Arts," under the direction of Holly Curtsinger, Early Childhood Education Center, for the period January 7, 2022 through June 30, 2022.

3. Duke Energy Foundation, Fund No. 549460, Proposal No. 22-033

An agreement in the amount of \$40,000.00 has been received from Duke Energy Foundation, for the project entitled, "Annual Duke Energy Power of Reading and Math Summit" under the direction of Judith Sheese, Bayh College of Education Dean's Office, for the period April 1, 2022 through March 31, 2023.

4. Independent Colleges of Indiana, Fund No. 549344, Proposal 22-037

Additional appropriations in the amount of \$157,425.00 have been received from Independent Colleges of Indiana for the project entitled, "STEM Teach V," under the direction of Christopher Fischer, Dean's Office-College of Arts and Sciences, for the period November 1, 2019 through July 31, 2023.

## 4h Agreements

Date	Contract Type	Name	State
04/19/2022	Performers, Speakers and Entertainers	Speaker Agreement – Kim Campbell – 2023-07-11	IN
04/08/2022	Performers, Speakers and Entertainers	Speaker Agreement – Th Parallel Agency LLC	IN
03/25/2022	Performers, Speakers and Entertainers	Speaker Agreement – Marzano Resources, Mike Ruyle – 2023-01-26.	IN
03/24/2022	Performers, Speakers and Entertainers	Speaker Agreement – Doug Noll – 2022-07-07.	IN
03/15/2022	Performers, Speakers and Entertainers	Speaker Agreement – Bass Schuler Entertainment – 2022-04-05	IN
03/04/2022	Performers, Speakers and Entertainers	Speaker Agreement – APB Feminista Jones – 2022-03-24.	IN
03/03/2022	Performers, Speakers and Entertainers	Speaker Agreement – LEAD Benjamin Jarrod – 2022-03-26.	IN
02/23/2022	Performers, Speakers and Entertainers	Speaker Agreement – Greek University – 2022-03-20.	IN
02/21/2022	Performers, Speakers and Entertainers	Speaker Agreement – Steve Walden – 2022-02-21.	IN
02/17/2022	Performers, Speakers and Entertainers	Speaker Agreement – Adam Drummond – 2022-07-13.	IN
02/17/2022	Performers, Speakers and Entertainers	Speaker Agreement – Yavonne Talor – 2022-02-25.	IN
02/17/2022	Performers, Speakers and Entertainers	Speaker Agreement – Khadijah Hogans – 2022-02-24.	IN
02/16/2022	Performers, Speakers and Entertainers	Speaker Agreement – Rhonda Roos – 2022-01-26.	IN
01/31/2022	Performers, Speakers and Entertainers	Speaker Agreement – Phill Warrick – 2022-01-31.	IN
04/20/2022	Clinical Affiliation Agreement	Tanner Clinic	UT
04/07/2022	Clinical Affiliation Agreement	Deaconess Hospital, Inc. 2022	IN
04/12/2022	Clinical Affiliation Agreement	Purdue Sports Medicine	IN
04/07/2022	Clinical Affiliation Agreement	Indiana University Health Addendum	IN
04/07/2022	Clinical Affiliation Agreement	Indiana Department of Child Services	IN
04/05/2022	Clinical Affiliation Agreement	NeuroHope of Indiana	IN
04/05/2022	Clinical Affiliation Agreement	Bloom Therapy	IN
04/04/2022	Clinical Affiliation Agreement	Mercy Health Physicians Youngstown	OH
04/01/2022	Clinical Affiliation Agreement	Wingard Wellness & Therapy Services	IN
03/31/2022	Clinical Affiliation Agreement	Camp Woodward	PA
03/31/2022	Clinical Affiliation Agreement	Hoosier Academies	IN
03/29/2022	Clinical Affiliation Agreement	ISU & Sensory Solutions	KY
03/25/2022	Clinical Affiliation Agreement	ISU & Central Florida Health Care	FL
03/24/2022	Clinical Affiliation Agreement	ISU & Exceptional Children's Coop	IN
03/24/2022	Clinical Affiliation Agreement	ISU & HSHS – St. Elizabeth's Hospital	IL
03/24/2022	Clinical Affiliation Agreement	ISU & Marshfield Clinic Health System-Envision Physician	WI
03/23/2022	Clinical Affiliation Agreement	ISU & Parkview Health System	IN
03/22/2022	Clinical Affiliation Agreement	ISU & The Maple Center	IN

03/23/2022	Clinical Affiliation Agreement	ISU & Hand in Hand Comprehensive Therapy Specialists	IN
03/21/2022	Clinical Affiliation Agreement	ISU & Terre Haute Rex	IN
03/18/2022	Clinical Affiliation Agreement	ISU & Marion Superior Court Probation Department	IN
03/17/2022	Clinical Affiliation Agreement	ISU & Brentwood Springs, LLC	IN
03/16/2022	Clinical Affiliation Agreement	ISU & Brooks Rehabilitation	FL
03/10/2022	Clinical Affiliation Agreement	ISU & Orthopedic One	OH
03/10/2022	Clinical Affiliation Agreement	ISU & Progressive Health of Indiana	IN
03/10/2022	Clinical Affiliation Agreement	ISU & IU Health 2022 Addendum	IN
03/10/2022	Clinical Affiliation Agreement	ISU & Thera-Play Pediatrics	AR
03/08/2022	Clinical Affiliation Agreement	ISU & Westbrook Family Medicine	UT
03/04/2022	Clinical Affiliation Agreement	ISU & Robert Wood Johnsons/Barnabas Health	NJ
03/04/2022	Clinical Affiliation Agreement	ISU & Manassas Health Rehab Center	VA
03/01/2022	Clinical Affiliation Agreement	ISU & CORA Health Services	DE
03/01/2022	Clinical Affiliation Agreement	ISU & Southwest Parke School Corporation	IN
02/28/2022	Clinical Affiliation Agreement	ISU & Just Imagine Pediatric Therapy	IL
02/25/2022	Clinical Affiliation Agreement	ISU & Groups Recover Together	IN
02/25/2022	Clinical Affiliation Agreement	ISU & TMC, RYC & CADS	IL
02/24/2022	Clinical Affiliation Agreement	ISU & ATI Holdings, LLC	IL
02/23/2022	Clinical Affiliation Agreement	ISU & Vigo County Community Corrections	IN
02/23/2022	Clinical Affiliation Agreement	ISU & CommuniCare, Inc	OH
02/22/2022	Clinical Affiliation Agreement	ISU & Choices Counseling Consultation	IN
02/22/2022	Clinical Affiliation Agreement	ISU & Whitewater Valley Rehabilitation	IN
02/22/2022	Clinical Affiliation Agreement	ISU & Indiana Family to Family	IN
02/11/2022	Clinical Affiliation Agreement	ISU & Novant Health	NC
02/11/2022	Clinical Affiliation Agreement	ISU & Creative Health Solution	IN
02/10/2022	Clinical Affiliation Agreement	ISU & Grace and Heart OBGYN	FL
02/03/2022	Clinical Affiliation Agreement	ISU & Franciscan Clinical Affiliation and Graduate Assistantship Agreement	IN
02/02/2022	Clinical Affiliation Agreement	ISU & Rehabilitation Hospital of Indian	IN
02/02/2022	Clinical Affiliation Agreement	ISU & Atlantic Healthcare Services	VA

## 4i Board Representation at University Events

### Events Requiring Board Representation

July 28-29, 2022                                      Board of Trustees Annual Retreat

### Optional Events

May 15, 2022                                      Celebrating the Life of Dr. John Moore  
Indiana State University's 9<sup>th</sup> President  
Sycamore Banquet Center  
3:00 p.m. Reception  
4:00 p.m. Program

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

## 4j In Memoriam

### **IN MEMORIAM: Mr. Jack Lyle**

WHEREAS, Mr. Jack Lyle, retired Librarian from the Library of Indiana State University, died on the 22nd day of November two thousand and twenty one; and

WHEREAS, Mr. Jack Lyle had given loyal and devoted service to Indiana State University for thirty one 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: Donald Mier**

WHEREAS, Donald Mier, retired Unit Manager Engineering of Indiana State University, died on the 26<sup>th</sup> day of December two thousand and twenty one; and

WHEREAS, Donald Mier had given loyal and devoted service to Indiana State University for over seventeen years and had gained the respect of students and colleagues who knew him;

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. Robert Cooksey**

WHEREAS, Dr. Robert Cooksey retired Associate Professor in Industrial & Mechanical Tech, died on the 3rd day of January two thousand and twenty two; and

WHEREAS, Dr. Robert Cooksey had given loyal and devoted service to Indiana State University for 16 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. Gerald Hofmann**

WHEREAS, Mr. Gerald Hofmann, retired Instructor from the Department of Math & Computer Science, died on the 21st day of January two thousand and twenty two; and

WHEREAS, Mr. Gerald Hofmann had given loyal and devoted service to Indiana State University for 36 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: Ms. Anita Moon**

WHEREAS, Ms. Anita Moon, Retired Residential Life Office Coordinator in Lincoln Quad Housing, died on the 10th of February two thousand and twenty-two; and

WHEREAS, Ms. Anita Moon had given loyal and devoted service to Indiana State University for 37 years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

**IN MEMORIAM: Mr. William Driscoll**

WHEREAS, Mr. William Driscoll, retired Pharmacist in the Department of Student health Center, died on the 19th day of February two thousand and twenty two;

WHEREAS, Mr. William Driscoll, had given loyal and devoted service to Indiana State University for 26 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 W Moore**

WHEREAS, Dr. John W Moore, President Emeritus and Distinguished Trustee Professor, died on the 5th day of March two thousand and twenty two; and

WHEREAS, Dr. John W Moore had given loyal and devoted service to Indiana State University for 13 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: Mrs. Donna Stewart**

WHEREAS, Mrs. Donna Stewart, retired Assistant Professor from School of Business of Indiana State University, died on the 6<sup>th</sup> day of March two thousand and twenty two;

WHEREAS, Mrs. Donna Stewart had given loyal and devoted service to Indiana State University for 28 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: Ron Duke Carpenter**

WHEREAS, Ron Carpenter, Former Board of Trustee Chair and CEO of ISU Foundation, died on the 26th day of March two thousand and twenty two; and

WHEREAS, Ron Carpenter had given loyal and devoted service to Indiana State University throughout the years and was admired by alumni, donors and colleagues for his dedication;

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. Douglas Herrmann**

WHEREAS, Dr. Douglas Herrmann retired Professor in the Department of Psychology, died on the 3rd day of April two thousand and twenty two; and

WHEREAS, Dr. Douglas Herrmann had given loyal and devoted service to Indiana State University for 10 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. James Loyd**

WHEREAS, Dr. James Loyd retired Professor in the Department of Foreign Language and Literature, died on the 13th day of April two thousand and twenty two; and

WHEREAS, Dr. James Loyd had given loyal and devoted service to Indiana State University for 30 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. Ralph Boyd**

WHEREAS, Mr. Ralph Boyd, retired Custodian II in the Department of Physical Plant, died on the 21th day of April two thousand and twenty two;

WHEREAS, Mr. Ralph Boyd, had given loyal and devoted service to Indiana State University for 29 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

**IN MEMORIAM: Mr. Charles Fred Zimmerman**

WHEREAS, Mr. Charles Fred Zimmerman, retired Custodian II of the Hulman Memorial Student Union, died on the 23th day of April two thousand and twenty two;

WHEREAS, Mr. Charles Fred Zimmerman, had given loyal and devoted service to Indiana State University for 17 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.