

**Indiana State University**  
**Board of Trustees**  
**Schedule of Activities**  
**May 12-13, 2017**

**Friday, May 12, 2017**

- 8:30 a.m. Breakfast, Heritage Lounge, Tirey Hall
- 9:45 a.m. Nominating Committee, Heritage Lounge, Tirey Hall
- 10:00 a.m. Finance Committee Meeting, State Room, Tirey Hall
- 11:00 a.m. Executive Session, Part I, State Room, Tirey Hall
- 12:00 p.m. Lunch and Executive Session, Part II, Heritage Lounge, Tirey Hall
- 2:00 p.m. Board Seminar: ISU's Economic Impact (Nancy Rogers), State Room, Tirey Hall
- 2:30 p.m. Board Seminar: Career-Readiness Initiatives Update (Nancy Rogers), State Room, Tirey Hall
- 3:00 p.m. Break
- 3:15 p.m. Agenda Meeting, State Room, Tirey Hall
- 6:00 p.m. Reception and Dinner honoring John Beacon, The Landing at Fort Harrison, 3350 N. 4<sup>th</sup> Street, Terre Haute

**Saturday, May 13, 2017**

- 9:15 a.m. Robing and Pictures, Hulman Center
- 9:45 a.m. Processional, Hulman Center
- 10:00 a.m. Morning Commencement Ceremony: Graduate and Professional Studies, Arts and Sciences, Bayh College of Education, Scott College of Business, Hulman Center
- 12:00 p.m. Platform Party Brunch, Condit House
- 2:15 p.m. Robing and Pictures, Hulman Center
- 2:45 p.m. Processional, Hulman Center
- 3:00 p.m. Afternoon Commencement Ceremony: Graduate Studies, Health and Human Services, Technology, Hulman Center

**AGENDA**  
**Friday, May 12, 2017, 3:15 p.m.**  
**Meeting of the Indiana State University Board of Trustees**  
**State Room, Tiry Hall, Terre Haute, Indiana**

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**1. Agenda**

**2. Schedule**

**3. Call Annual Meeting to Order**

**Roll Call**

Robert Baesler

Tanya Bell

Kathleen Cabello

David Campbell

Haley Gravely

Randall Minas

Edward Pease

Kimberly Smith

Jeff Taylor

**4. Remarks**

Faculty Senate Chairperson (Dr. Hawkins)

Staff Council Chairperson (Ms. Torrence)

Student Government Association President (Mr. Velazquez)

Vice President for Development and CEO of the ISU Foundation (Mr. Carpenter)

President of the University (Dr. Bradley)

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

**5. New Business Items**

5a For Passage, Approval of the February 24, 2017 Meeting Minutes and Certification of Executive Session (Mr. Campbell)

5b For Passage, Approval of 2017-18 Board of Trustee Meeting Dates, (Mr. Campbell)

5b1, Nominating Committee Report (Mr. Pease)

For Passage, Board of Trustees Officers for 2017-18 (Mr. Campbell)

5c Finance Committee Report (Mr. Taylor)

5c1 For Passage, Housing and Dining System Revenue Bonds, Series 2017 (Ms. McKee)

5c2 For Passage, Amendment to ISU Dining Services Agreement (Ms. McKee)

5c3 For Passage, Year-End Closing Authorization (Ms. McKee)

5d Modification to University Handbook, (Dr. Licari)

5d1 For Passage, Modification of Policy 305 Faculty Appointment, Promotion, and Tenure (Dr. Licari)

5d2 For Passage, Modification of Policy 305.15.6.1 (formerly 305.7.6.1) Expectations to General 6 – Year Rule (Dr. Licari)

5d3 Modification of Policy 210.2 (Dr. Licari)

5d4 For Passage, Modification of Policy 310.1.8 Graduate Research and Thesis Committees (Dr. Licari)

5d5 Modification of Policy 315.1.1 Regular Graduate Faculty (Dr. Licari)

5d6 Modification of Policy 360 Sponsored Programs (Dr. Licari)

- 5d7 Modification of Policy 405 Family Educational Rights and Privacy Act Policy (Dr. Banks)
- 5d8 Modification to Policy 255 ISU Staff Council Bylaws (Ms. McKee)
- 5e For Passage, Candidates for Degrees (Dr. Licari)
- 5f For Passage, Approval of Academic Calendar for 2018-19 and 2019-20 (Dr. Licari)
- 5g For Passage, Accelerated Graduate Programs (Dr. Licari)
- 5h For Passage, Physics – Bachelor of Arts (Dr. Licari)
- 5i For Passage, Traffic Engineering Technology Minor (Dr. Licari)
- 5j For Passage, Intelligence Analysis (Dr. Licari)
- 5k For Passage, Cyber and Security Studies (Dr. Licari)
- 5l For Passage, Corrections Minor (Dr. Licari)
- 5m For Passage, Forensic Investigations Minor (Dr. Licari)
- 5n For Passage, Law and Administration Minor (Dr. Licari)
- 5o For Passage, Law Enforcement and Evidence Minor (Dr. Licari)
- 5p For Passage, Naming of the Recital Hall and Atrium in the Landini Center for Performing and Fine Arts (Mr. Carpenter)

**6. Items for the Information of the Trustees**

- 6a Investment Report
- 6b Financial Report
- 6c Purchasing Report
- 6d Vendor Report
- 6e Faculty Personnel
- 6f Other Personnel
- 6g Grants and Contracts
- 6h Agreements
- 6i Board Representation at University Events
- 6j In Memoriam

**7. Old Business**

**8. Adjournment**

**The next Agenda Meeting of the Board of Trustees will take place on campus Friday, June 23, 2017.**

**AGENDA**  
**Friday, May 12, 2017, 3:15 p.m.**  
**Meeting of the Indiana State University Board of Trustees**  
**State Room, Tirey Hall, Terre Haute, Indiana**

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### **3 Call to Order**

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### **4 Remarks**

Faculty Senate Chairperson (Dr. Hawkins)  
Staff Council Chairperson (Ms. Torrence)  
Student Government Association President (Mr. Velazquez)  
Vice President for Development and CEO of the ISU Foundation (Mr. Carpenter)  
President of the University (Dr. Bradley)  
President of the ISU Board of Trustees (Mr. Campbell)

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### **5 New Business Items**

#### **5a Approval of the Minutes of the February 24, 2017 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 24, 2017 in the State Room, Tirey Hall.

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

The Trustees met in a regularly scheduled meeting on Friday, February 24, 2017.

Trustees present: Mr. Baesler, Ms. Bell, Mrs. Cabello, Mr. Campbell, Ms. Gravely, Mr. Minas, Mrs. Smith and Mr. Taylor.

Trustees absent: Mr. Pease

**Recommendation:** Approval of Board Minutes and Certification of Executive Session.

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## 5b Board of Trustees Meeting Dates for 2017-18

June 23, 2017, Agenda Meeting  
August 30-31, 2017, Board Retreat  
October 20, 2017, Agenda Meeting  
December 15, 2017, Agenda Meeting  
February 22-23, 2018 Agenda Meeting  
May 11, 2018, Annual Organizational Meeting

**Recommendation:** Approval of the 2017-18 Board of Trustee Meetings.

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## 5b1 Report of the Nominating Committee, Board of Trustees Officers for 2017-18

The nominating committee met at 9:45 a.m. Friday, May 12, and places in nomination the following slate of officers for 2017-2018:

Chair:

Vice Chair:

Secretary:

Treasurer of the University:

**Recommendation:** Approval of the slate of Board of Trustees officers for 2017-2018, effective July 1, 2017.

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## 5c Finance Committee Report

### 5c1 Housing and Dining System Revenue Bonds, Series 2017

The Board of Trustees previously approved the renovation of Rhoads Residence Hall as Phase IV of a comprehensive renovation of the Sycamore Towers complex. Funding for the project is from residence hall capital reserves of \$4,100,000 and bond proceeds not to exceed \$16,400,000 (inclusive of bond premium or net of discount) plus additional amounts for cost of issuance. Renovations will begin in May at the conclusion of the Spring 2017 semester to be complete for occupancy in August of 2018. All state approvals have been secured with the final plan of financing subject to approval of the Indiana Finance Authority and State Budget Director.

**Recommendation:** Authorization of the Treasurer of the Board of Trustees to secure approval of final plan of financing to renovate Rhoads Residence Hall and the sale of Indiana State University Housing and Dining System Revenue Bonds, Series 2017 as governed by the resolution below.

RESOLUTIONS OF THE BOARD OF TRUSTEES FOR THE  
INDIANA STATE UNIVERSITY BOARD OF TRUSTEES  
APPROVING AND AUTHORIZING THE SALE OF THE  
INDIANA STATE UNIVERSITY HOUSING AND DINING SYSTEM  
REVENUE BONDS, SERIES 2017

WHEREAS, the Board of Trustees (the “Board”) of the Indiana State University Board of Trustees (the “University”) has full power and authority under and by virtue of the laws of the State of Indiana, including, more particularly, the provisions of Indiana Code 21-35-1 et seq., to issue bonds to finance or refinance housing and dining facilities on its campus in Terre Haute, Indiana, such bonds to be secured by the net income derived from such facilities; and

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

WHEREAS, the University has heretofore executed and delivered to First Financial Bank, N.A. (the “Trustee”) a certain Indenture of Trust dated as of November 1, 2009, as heretofore supplemented and amended (the “Indenture”), for the purpose of securing its Indiana State University Housing and Dining System Revenue Bonds (hereinafter sometimes referred to as the “Bonds”), to be issued from time to time thereunder; and

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

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

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

WHEREAS, the Board now desires to authorize the execution and delivery of the Indiana State University Housing and Dining System Revenue Bonds, Series 2017 (the “Series 2017 Bonds”), and a Seventh Supplemental and Amendatory Indenture (the “Seventh Supplemental Indenture”), a Construction and Rebate Agreement (the “Rebate Agreement”), a Preliminary Official Statement (the “Official Statement”), a final Official Statement, a Bond Purchase Agreement (the “Bond Purchase Agreement”), a Seventh Supplement to Amended and Restated Continuing Disclosure Undertaking Agreement (the “Seventh Supplement to Undertaking Agreement”), forms of the Series 2017 Bonds, and any further documents required to complete the execution and delivery of the Series 2017 Bonds (subject to any approvals as may be required from the State Budget Committee and the State Budget Director of the State of Indiana); and

WHEREAS, there has now been made available to the Board a form of Seventh Supplemental Indenture, a form of Rebate Agreement, a form of Official Statement, a form of Bond Purchase Agreement and a form of Seventh Supplement to Undertaking Agreement in connection with the issuance of the Series 2017 Bonds in an aggregate principal amount not to exceed \$16,400,000, plus additional amounts needed for underwriter's discount as described below and any original issue discount or bond premium, as permitted by law, capitalized interest (if any), costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance; and

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

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

WHEREAS, the University expects to issue debt not exceeding \$16,400,000 in aggregate principal amount for purposes of financing, refinancing or reimbursing all or a portion of the costs of the Project, plus additional amounts needed for costs of issuance, any debt service reserve fund, costs of any premiums for bond or debt service reserve fund insurance, underwriter's discount and original issue discount/bond premium as provided by law, capitalized interest (if any), and other incidental costs as required by the issue;

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

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

Section 2. The issuance of the Series 2017 Bonds by the University on the terms and conditions set forth in the Seventh Supplemental Indenture is hereby authorized in the total principal amount not to exceed \$16,400,000, plus additional amounts needed for underwriter's discount as described below and original issue discount or bond premium, as permitted by law, capitalized interest (if any), costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance. The Series 2017 Bonds shall be designated the "Indiana State University Board of Trustees, Indiana State University Housing and Dining System Revenue Bonds, Series 2017". The true interest cost of Series 2017 Bonds shall not exceed 4.75%, with a maximum underwriter's discount of 1.00%, and with such serial or term maturities and redemption features as the executing officers shall approve. The final maturity of the Series 2017 Bonds shall not extend beyond April 1, 2038. The Series 2017 Bonds shall be sold pursuant to the Bond Purchase Agreement at negotiated sale to an underwriter as selected and appointed pursuant to Section 12 below.

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

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

Section 5. The Official Statement is approved in substantially the form submitted to the Board and is made a part of this Resolution as if fully set forth herein. The Treasurer is hereby authorized and directed to make those changes in form or substance as are necessary or appropriate, to authorize the distribution of the Official Statement, to deem an Official Statement to be final or nearly final for purposes of applicable Securities and Exchange Commission rules, to execute and deliver the form of any final Official Statement with those changes in form or substance that the Treasurer shall approve, and to cause printed copies of the preliminary and final Official Statements to be provided to those prospective purchasers, investors and other persons as he may deem advisable in order to market the Series 2017 Bonds, and any such prior actions are hereby ratified and confirmed.

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

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

Section 8. The Seventh Supplement to Undertaking Agreement is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if set forth fully herein. The Chair, Vice Chair, and Treasurer, or any of them, are hereby authorized to execute and deliver the Seventh Supplement to Undertaking Agreement in substantially the form submitted to the Board, with those changes in form or



substance that the President and Treasurer, and the officers executing the Seventh Supplement to Undertaking Agreement, shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

Section 9. The Treasurer is hereby authorized to prepare the bond forms required for use in the issuance of the Series 2017 Bonds, on the terms and conditions set forth in the Seventh Supplemental Indenture, and to cause the same to be executed manually or by facsimile by the proper officers of the University as provided in the Seventh Supplemental Indenture and the Indenture. Upon execution of the Series 2017 Bonds, the Treasurer shall deliver the Series 2017 Bonds to the Trustee for authentication, and upon their authentication, the Treasurer is authorized and directed to deliver the Series 2017 Bonds to the purchasers thereof on payment of the purchase price, which price shall reflect the underwriter's discount permitted by this Resolution and original issue discount or bond premium, if any, as permitted by law.

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

Section 11. The Board hereby authorizes the Treasurer to make the necessary calculation with respect to the coverage factor of Net Income to Average Annual Debt Service Requirements, after the pricing of the Series 2017 Bonds, to be shown in the Official Statement for the Series 2017 Bonds.

Section 12. The Board hereby ratifies the selection of, and appoints, Citigroup Global Markets Inc. as underwriter for the Series 2017 Bonds, and further authorizes the President and the Treasurer in their discretion to select one or more other underwriters for the Series 2017 Bonds (or none at all). The Board hereby ratifies the selection of, and appoints, (i) Ice Miller LLP as bond counsel for the Series 2017 Bonds, and (ii) Blue Rose Capital Advisors as financial advisor for the Series 2017 Bonds.

Section 13. The use of bond insurance is hereby approved in connection with the Series 2017 Bonds, if deemed beneficial to the University in the best judgment of the President and the Treasurer. The President and Treasurer are hereby authorized to select a bond insurer, if deemed beneficial at their discretion and using their best judgment, and to accept any commitments and execute any agreements which may be necessary or advisable in connection with any such bond insurance for the Series 2017 Bonds.

Section 14. The Board hereby declares its official intent to acquire, construct, equip and/or rehabilitate the Project described in Exhibit A; to reimburse certain costs of acquiring, constructing, equipping and/or rehabilitating the Project with proceeds of debt to be incurred by the University; and to issue debt not exceeding \$16,400,000 in aggregate principal amount for purposes of financing, refinancing or reimbursing all or a portion of the costs of the Project, plus additional amounts needed for costs of issuance, any debt service reserve fund, costs of any premiums for bond or debt service reserve fund insurance, underwriter's discount and original issue discount/bond premium as provided by law, capitalized interest (if any), and other incidental costs as required by the issue.

Dated: May 12, 2017

## EXHIBIT A

### The Project

The Project consists of the renovation of Rhoads Hall, as the fourth phase of a comprehensive renovation of Sycamore Towers. The Rhoads Hall renovation project will be comprised of the renovation of approximately 99,953 square feet of residence hall space in Rhoads Hall, and will include the installation of new lighting, doors and hardware throughout, as well as new mechanical systems – including the installation of new HV/AC and fire suppression systems. The renovated facility will provide a total of approximately 360 beds. The Rhoads Hall renovation project is a part of a systematic upgrading of residence hall facilities to provide living and learning spaces that are attractive to prospective and returning students.

The overall cost of the Rhoads Hall renovation project is estimated at approximately \$20,500,000, of which approximately \$4,100,000 will be funded from Housing and Dining System reserves and approximately \$16,400,000 will be funded from proceeds of the Series 2017 Bonds. The Rhoads Hall renovation project is expected to be completed for Fall 2018 occupancy.

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## 5c2 Amendment to ISU Dining Services Agreement

Sodexo has provided food service to the ISU campus since 1989. Since that time the quality of food service to all campus constituents has been enhanced and services greatly expanded. The University has negotiated an amendment to the existing services agreement with Sodexo to extend this vendor relationship through June 30, 2031, including a funding mechanism sufficient to complete desired facilities/equipment renovations and enhancements to the Sycamore Towers dining facility. The proposed amendment is shown below.

**Recommendation:** Approval of the proposed Sodexo services agreement amendment.

### AMENDMENT

INDIANA STATE UNIVERSITY BOARD OF TRUSTEES

AND

SODEXO SERVICES OF INDIANA LIMITED PARTNERSHIP

THIS AMENDMENT, dated May 12, 2017, is between INDIANA STATE UNIVERSITY BOARD OF TRUSTEES (“ISU”) and SODEXO SERVICES OF INDIANA LIMITED PARTNERSHIP (“Sodexo”).

W I T N E S S E T H:

WHEREAS, ISU and Sodexo entered into a certain Management Agreement, dated February 22, 2011, as amended (“Agreement”), whereby Sodexo manages and operates ISU's Food Service operation in Terre Haute, Indiana;

WHEREAS, the parties now desire to further amend the aforesaid Agreement;

NOW, THEREFORE, in consideration of the promises herein contained and for other good and valuable consideration, the parties hereto agree as follows:

1. The parties have mutually agreed to extend the term of the Agreement for ten (10) years, commencing July 1, 2021

and continuing through June 30, 2031, and shall continue thereafter, until terminated by either party as provided in the Agreement.

2. Effective retroactive to July 1, 2010, Section 4.3 is deleted in its entirety and the following substituted therefor:

“4.3 ISU Student Employees. All student employees working less than twenty (20) hours per week shall be employees of ISU. Sodexo shall pay ISU one hundred percent (100%) of the amount of direct hourly wages paid by ISU to student employees working in Food Service operations. Sodexo will not participate in any federal work study program.”

3. Section 6.2 is deleted in its entirety and the following substituted therefor:

"6.2 Resident Meal Plans. Meals for ISU's resident dining patrons shall be provided in accordance with the meal credit system. This system provides that students purchase food credits to be spent on a declining balance basis for admission to each meal. The meal plans identified below have been selected for the 2016-2017 academic year. Future meal plans may be mutually agreed upon in writing by the parties.

Meal Plan A - Flex 10/102

1360 credits and \$102.00 Commons Cash per semester

Meal Plan B - Flex 10/204

1360 credits and \$204.00 Commons Cash per semester

Meal Plan C - Flex 10/306

1360 credits and \$306.00 Commons Cash per semester

Meal Plan D - Best Flex 12/102

1734 credits and \$102.00 Commons Cash per semester

Meal Plan E - Best Flex 12/204

1734 credits and \$204.00 Commons Cash per semester

Meal Plan F - Best Flex 12/306

1734 credits and \$306.00 Commons Cash per semester

Meal Plan G - High Flex 14/102

1972 credits and \$102.00 Commons Cash per semester

Meal Plan H - High Flex 14/204

1972 credits and \$204.00 Commons Cash per semester

Meal Plan I - High Flex 14/306

1972 credits and \$306.00 Commons Cash per semester

Meal Plan J - Non Flex

10 meals per week - Resident Dining Room meals only/unused meals forfeited at end of week

Meal Plan K - Hall Staff

1768 credits and \$102.00 Commons Cash per semester

Meal Plan L - Athletes

1360 credits and \$102.00 Commons Cash per semester

UA/500 – Off Campus Commuters

5 meals per week and \$102.00 Commons Cash per semester

Any remaining balances of credits and/or Commons Cash dollars at the end of the Fall semester may be transferred to the Spring semester, provided the meal plan participant purchases a meal plan for the Spring semester. Any remaining balances of credits and/or Commons Cash at the end of the Spring semester shall be handled as follows:

- If the plan holder moves out of ISU's resident housing, the plan holder will forfeit all remaining balances on his/her meal plan card, unless a qualifying commuter meal plan is purchased for the upcoming Fall semester, and

such forfeiture shall be for Sodexo's account.

- If the plan holder remains in ISU resident housing for the upcoming Fall semester or has purchased a qualifying commuter meal plan, the plan holder's remaining Commons Cash will be transferred dollar for dollar onto his/her meal plan for the upcoming Fall semester. Any remaining credits will be transferred into Commons Cash at the rate of \$0.20 per credit.

This Agreement between Sodexo and ISU provides that ISU grants Sodexo the exclusive right to provide ISU with meals related to meal plans, debit card points, flex points for ISU to resell to its students, faculty and staff at a specified rate per meal or daily rate."

4. The parties acknowledge and agree that the resident dining rates in effect for the 2015-2016 resident dining calendar was as follows:

Meal Plan A	Flex 10/102	34 weeks @ \$84.40
Meal Plan B	Flex 10/204	34 weeks @ \$90.40
Meal Plan C	Flex 10/306	34 weeks @ \$96.40
Meal Plan D	Best Flex 12/102	34 weeks @ \$88.80
Meal Plan E	Best Flex 12/204	34 weeks @ \$94.80
Meal Plan F	Best Flex 12/306	34 weeks @ \$100.80
Meal Plan G	High Flex 14/102	34 weeks @ \$91.60
Meal Plan H	High Flex 14/204	34 weeks @ \$97.60
Meal Plan I	High Flex 14/306	34 weeks @ \$103.60
Meal Plan J	Non Flex	34 weeks @ \$73.10
Meal Plan K	Hall Staff	34 weeks @ \$84.85
Meal Plan L	Athletes	34 weeks @ \$80.34
UA/500	Off Campus Commuters	34 weeks @ \$30.90

5. Section 6.3 is deleted in its entirety and the following substituted therefor:

"6.3 Resident Dining Rates.

A. The following resident dining rates are in effect commencing with the 2016-2017 resident dining calendar. Such rates shall be subject to an annual adjustment to reflect, at a minimum, increases in the U.S. Department of Labor Consumer Price Index for Finished Consumer Foods ("CPI"):

Meal Plan A	Flex 10/102	34 weeks @ \$ 87.80
Meal Plan B	Flex 10/204	34 weeks @ \$ 93.80
Meal Plan C	Flex 10/306	34 weeks @ \$ 99.80
Meal Plan D	Best Flex 12/102	34 weeks @ \$ 92.20
Meal Plan E	Best Flex 12/204	34 weeks @ \$ 98.20
Meal Plan F	Best Flex 12/306	34 weeks @ \$104.20
Meal Plan G	High Flex 14/102	34 weeks @ \$ 95.00
Meal Plan H	High Flex 14/204	34 weeks @ \$101.00
Meal Plan I	High Flex 14/306	34 weeks @ \$107.00
Meal Plan J	Non Flex	34 weeks @ \$ 76.50
Meal Plan K	Hall Staff	34 weeks @ \$ 88.25
Meal Plan L	Athletes	34 weeks @ \$ 83.74
UA/500	Off Campus Commuters	34 weeks @ \$ 34.30

B. The following resident dining rates are in effect commencing with the 2017-2018 resident dining calendar. Such rates shall be subject to an annual adjustment to reflect, at a minimum, increases in the U.S. Department of Labor Consumer Price Index for Finished Consumer Foods ("CPI"):

Meal Plan A	Flex 10/102	34 weeks @ \$ 89.10
Meal Plan B	Flex 10/204	34 weeks @ \$ 95.10
Meal Plan C	Flex 10/306	34 weeks @ \$ 101.10
Meal Plan D	Best Flex 12/102	34 weeks @ \$ 93.50
Meal Plan E	Best Flex 12/204	34 weeks @ \$ 99.50
Meal Plan F	Best Flex 12/306	34 weeks @ \$ 105.50
Meal Plan G	High Flex 14/102	34 weeks @ \$ 96.30
Meal Plan H	High Flex 14/204	34 weeks @ \$ 102.30
Meal Plan I	High Flex 14/306	34 weeks @ \$ 108.30
Meal Plan J	Non Flex	34 weeks @ \$ 77.80
Meal Plan K	Hall Staff	34 weeks @ \$ 89.55
Meal Plan L	Athletes	34 weeks @ \$ 85.04
UA/500	Off Campus Commuters	34 weeks @ \$ 35.60

C. Rates for the above Meal Plans in 6.3.A and 6.3.B are for each resident dining patron for each week during the thirty four (34) week calendar. Rates for the above meal plans in 6.3.A and 6.3.B are based on a required minimum thirty four (34) week calendar for each academic year, and a required average minimum number of meal plan participants for each academic year as follows:

July 1, 2016 through June 30, 2017	3,750 participants
July 1, 2017 through June 30, 2018	3,750 participants
July 1, 2018 and annually thereafter	3,900 participants

ISU shall be invoiced for the actual number of meal plan participants or the required minimum number of meal plan participants, whichever is greater, based on the required minimum thirty four (34) week calendar. If the required number of meal plan participants is greater, the shortfall shall be invoiced to ISU at sixty percent (60%) of the rate above for Meal Plan A.

Commencing July 1, 2017 and annually thereafter, the meal plan rates and other meal plan rates shall be increased by the percentage increase in the U.S. Department of Labor Consumer Price Index for Finished Consumer Foods ("CPI"), averaged for the prior twelve (12) month period."

6. Section 6.4 is deleted in its entirety and the following substituted therefor:

"6.4 Guest Faculty, Staff and Commuter Meals in Resident Dining Facilities.

For guests, faculty, staff and commuter diners, prices for meals served in resident dining facilities shall be as follows:

Breakfast:	\$6.31
Lunch:	\$7.80
Dinner	\$9.77
Saturday Brunch:	\$7.80
Sunday Brunch:	\$7.80

Plus applicable taxes, if any.”

7. Section 7.8 is deleted in its entirety and the following substituted therefor:

“7.8 Retail Sales. Sodexo shall retain all cash receipts realized from the retail program and shall pay all operating expenses associated with the retail program. Any profit or loss shall be for Sodexo’s account.”

8. Section 8.2 is deleted in its entirety and the following substituted therefor:

“8.2 Annual Renovation and Enhancement Fund. Commencing July 1, 2010, Sodexo shall establish and maintain an Annual Renovation and Enhancement Fund to be used towards the purchase of renovations and enhancements to the Food Service operation. Sodexo shall accrue the funds on a weekly basis up to a maximum annual amount in accordance with the following schedule:

<u>Contract Year</u>	<u>Maximum Annual Amount</u>
July 1, 2010 through June 30, 2011	\$225,000.00
July 1, 2011 through June 30, 2012	\$125,000.00
July 1, 2012 through June 30, 2013	\$ 50,000.00
July 1, 2013 through June 30, 2014	\$ 75,000.00
July 1, 2014 through June 30, 2015	\$ 50,000.00
July 1, 2015 through June 30, 2016	\$100,000.00
July 1, 2016 through June 30, 2017	\$100,000.00
July 1, 2017 through June 30, 2018	\$100,000.00
July 1, 2018 through June 30, 2021	1.0% of Net Sales*
July 1, 2021 through June 30, 2026	1.5% of Net Sales
July 1, 2026 through June 30, 2031	2.0% of Net Sales

\*Commencing July 1, 2018, if the fourth Resident Tower is not fully reopened, adding three hundred fifty (350) beds, then the maximum annual amount shall remain at One Hundred Thousand Dollars (\$100,000.00), until such time the fourth Resident Tower is fully reopened. Once fully reopened, the maximum annual amount for the remainder of that specific contract year shall change to reflect an accrual based on a percent of sales, in accordance with the above schedule.

The funds shall be held by Sodexo until such time as renovations and enhancements are to be made, as mutually agreed upon by the parties. Renovations and Enhancement Funds will carry over from year to year if not used in the current academic year. Upon termination or expiration of this Agreement, any unused funds in the account shall be paid to ISU and Sodexo shall have no further obligations as it relates to this Section 8.2 as of the effective date of termination.”

9. Section 8.3 is deleted in its entirety and the following substituted therefor:

“8.3 Repair and Replacement Accrual Account. Commencing July 1, 2016, and each subsequent July 1<sup>st</sup>, provided the Agreement remains in effect, Sodexo shall accrue funds annually, in an amount equal to one percent (1%) of Net Sales. The accrued funds shall be used towards the repair and/or replacement of Food Service equipment, as mutually agreed upon by the parties.

The funds shall be held by Sodexo until such time as repairs and replacements are to be made, as mutually agreed upon by the parties. Repair and replacement funds will carry over from year to year if not used in the current academic year. Upon termination or expiration of this Agreement, any unused funds in the account shall be paid to ISU and Sodexo shall have no further obligations as it relates to this Section 8.3 as of the effective date of termination.”

10. Section 8.4 is deleted in its entirety and the following substituted therefor:

“8.4 Investments.

A. Previous Investment 1. On or about July 1, 2010, Sodexo provided for the purchase of equipment and facility enhancements to the Food Service operations in an amount not to exceed Five Hundred Thousand Dollars (\$500,000.00) (“Previous Investment 1”). As of June 30, 2016, the total unamortized amount for Prior Investment 1 is One Hundred Ninety Four Thousand Three Hundred Seventy Three and 49/100 Dollars (\$194,373.49). Sodexo shall re-amortize the unamortized portion of Prior Investment 1 on a straight-line basis over fifteen (15) years, commencing July 1, 2016. Such amortization shall be charged as an operating expense of the Food Service operation. ISU shall own the Previous Investment 1.

B. Previous Investment 2. Sodexo provided for the purchase of equipment and facility enhancements to the Food Service operations in an amount not to exceed Two Million Nine Hundred Thousand Dollars (\$2,900,000.00) (“Previous Investment 2”). As of June 30, 2016, the total unamortized amount of Prior Investment 2 is One Million Five Hundred Fifty Three Thousand Four and 71/100 Dollars (\$1,553,004.71). Sodexo shall re-amortize the unamortized portion of Prior Investment 2 on a straight-line basis over fifteen (15) years, commencing July 1, 2016. Such amortization shall be charged as an operating expense of the Food Service operation. ISU shall own the Previous Investment 2.

C. Investment 3. On or about July 1, 2017 Sodexo shall pay to Client an amount equal to Five Million Dollars (\$5,000,000.00) (“Investment 3”) for the renovation of the Sycamore Dining Hall. Sodexo shall amortize Investment 3 on a straight-line basis over fifteen (15) years, commencing with the date payment is made. Such amortization shall be charged as an operating expense of the Food Service. Client shall own Investment 3, excluding proprietary equipment and signage utilized in the Branded Concepts operation.

If prior to the complete amortization of any of the above Investments any of the following events occur:

- (i) this Agreement expires or is terminated in whole or in part;
- (ii) this Agreement is amended and such modification has an adverse economic impact on Sodexo; or
- (iii) Sodexo’s procurement programs are no longer utilized for the purchase of goods in connection with the Services provided under this Agreement;

Then Client shall reimburse Sodexo, on the expiration date, or within five (5) days after receipt by either Party of any notice of termination under this Agreement or within ten (10) days after the occurrence of (ii) or (iii) above, the unamortized portion. Client agrees to de-identify and, if applicable, remove any proprietary elements of the Investment as directed by Sodexo. Client shall, within five (5) days after Sodexo’s request, execute a U.C.C. financing statement and Sodexo may put the same of record to secure its lien on the unamortized portion of any of the above Investments.”

11. Effective retroactive to July 1, 2014, the following is added to Article VIII, Financial Arrangements, as Section 8.8:

“8.8 Sycamore Banquet Center. Sodexo shall extend the Food Service operation to include the management and operation of the Sycamore Banquet Center located in the Hulman Memorial Student Union. In consideration for providing such service, the following terms and conditions shall apply:

- A. For purposes of this Section 8.8, the following definitions shall apply:

1. Deficit. The excess of the total of Operating Expenses and Management Fee over Sycamore Banquet Center Net Sales.
2. Gross Hourly Wages. The total wages earned by a Sodexo hourly employee (including overtime) without deducting taxes or any other items.
3. Operating Expenses. As defined in Section 8.8, Subsection B.
4. Surplus. The excess of Sycamore Banquet Center Net Sales over the total of Operating Expenses and Management Fee.

B. Management of Sycamore Banquet Center. Commencing on July 1, 2014, the following financial arrangements shall be in effect:

1. Sodexo shall pay Operating Expenses in connection with the Sycamore Banquet Center. Any Surplus or Deficit shall be for Client's account.
2. Operating Expenses shall be defined as all costs, Charges and expenses incurred in connection with the Sycamore Banquet Center including, but not limited to, the following:
  - a. The invoiced amounts to Sodexo for goods and services, including food, beverages, merchandise, cleaning products, equipment, supplies, and other contracted services, plus a Charge for procurement services equal to six tenths percent (.6%) of such invoiced amounts;
  - b. Sodexo's labor, including salaries (and bonuses, if any), wages, taxes, health benefits, relocation expenses, payroll processing, retirement plans, and the cost of administering such plans and services; (non-management health benefits to be Charged at twenty eight percent (28%) of Gross Hourly Wages);
  - c. Other costs, Charges and expenses, including, but not limited to, depreciation of equipment, Charges for workers' compensation and general liability insurance based on the average manual rates for such insurance in the geographic area of the Premises, other insurance related to the Services provided herein, cost of licenses, permits and certifications, information systems, software and software maintenance, armored car services, fees and expenses associated with accepting and processing credit and debit card sales, bank service fees (net of any interest) for depositing receipts from the Sycamore Banquet Center, third party recruitment and placement fees, marketing and promotional or proprietary materials, uniforms and linen, flowers, decorations, decor, signage, overnight delivery, if necessary, Smallwares, minor equipment, repair and maintenance of Sodexo-supplied equipment, sales, use and other taxes related to the Sycamore Banquet Center (other than taxes collected and remitted by Sodexo to a taxing authority), training expenses (including travel) for employees assigned to the Sycamore Banquet Center, criminal background investigations and drug screenings for Sodexo's employees assigned to the Sycamore Banquet Center at the Premises, expenses associated with the installation and implementation of Branded Concepts operated by Sodexo, a Charge for marketing support and culinary services equal to three tenths percent (.3%) of Net Sales, commissions paid, electronic meal program identification system supplies, and other items and contracted services purchased on behalf of the Sycamore Banquet Center.
3. In consideration for Sodexo's provision of the Sycamore Banquet Center services, Sodexo shall receive a "Management Fee" equal to ten percent (10%) of Operating Expenses describe in Subsections B.2.a, b and d; per Accounting Period (prorated for any partial Accounting Period).
4. Many of Sodexo's manufacturers, suppliers and distributors provide rebates, allowances, and other payments to



Sodexo based on Sodexo's purchasing commitments, aggregate growth incentives and other factors. Prompt payment discounts and all rebates, allowances and other payments obtained from manufacturers, suppliers and distributors, shall be retained by Sodexo.

C. Facility Obligations. ISU shall be responsible to provide the Sycamore Banquet Center and equipment for the services, including but not limited to, fire extinguishing equipment. Client shall be responsible to provide at the Sycamore Center security service, telephone service (including installation and local telephone billings, broadband internet access, pest extermination and control, window cleaning (including power washing as necessary), new equipment, replacement of inoperable or worn equipment, refuse removal, painting and decorating. Client shall also be responsible for payment of real and property taxes on the Sycamore Banquet Center. Notwithstanding the foregoing, Sodexo shall pay electricity, gas, water and other utilities for the Sycamore Banquet Center. Furthermore, Sodexo shall provide and be responsible for event set up and cleaning the Sycamore Banquet Center, audio/visual set up, and repair and maintenance of audio/visual equipment.

D. Sycamore Banquet Center Equipment. Sodexo and Client have inventoried ISU's Banquet Center equipment. Upon termination of this Agreement, Sodexo shall surrender such inventory of equipment to ISU.

E. Inventory of Supplies. Sodexo shall purchase the inventory of supplies, the Charges for which shall be Charged as Operating Expenses as provided in Section 8.8.B.2. Such inventory shall be owned by ISU.

F. Billing. No later than fifteen (15) days after the end of each Accounting Period, Sodexo shall submit to Client an invoice for Operating Expenses and Management Fee. Payment shall be due in accordance with Section 8.1.”

12. The following paragraph is added to the end of Section 10.2, Compliance with Law:

“Sodexo shall process credit/debit card transactions on Client's premises using Sodexo provided technology systems and broadband internet connectivity. This connectivity is to be provisioned by Sodexo and this connectivity will exist independent of the Client's existing network infrastructure. Client will grant Sodexo and its contractors access to all necessary points of demarcation for the provisioning of broadband internet connectivity and provide Sodexo with physical cabling structure necessary to extend broadband internet connectivity to the credit/debit cardholder data environment and associated hardware. Should Client be unable or unwilling to provide such cabling, Sodexo will install necessary cabling components using a Sodexo contracted vendor and will grant Sodexo and its contractor access to all necessary demarcation points and data closets in order to complete installation. Sodexo will provide network security and management, and all associated hardware, for the credit/debit cardholder environment at Client's premises through Sodexo's third-party provider. Sodexo will adhere to and maintain its network and data security practices at Client's premises in compliance with PCI DSS (Payment Card Industry Data Security Standard (<http://www.pcisecuritystandards.org>)).”

13. The following is added to Article X, General Terms and Conditions, as Section 10.14:

“10.14 Electronic Signatures. The parties agree that this Agreement, and subsequent Amendments, may be executed using electronic contracting technology using symbols or other data in digital form and agree that such electronic signature is the legal equivalent of a manual signature binding the parties to the terms and conditions stated herein.”

14. Exhibit C is deleted in its entirety and the following substituted therefor:

“Exhibit C Intentionally Omitted”

15. Unless otherwise stated herein, this Amendment is effective July 1, 2016, and thereafter, unless amended. All

other terms and conditions contained in the Agreement shall remain unchanged and in full force and effect, except by necessary implication.

IN WITNESS WHEREOF, the duly authorized officers of the parties have executed this Amendment, as of the date indicated in the first paragraph of this Amendment.

INDIANA STATE UNIVERSITY BOARD OF TRUSTEES

By:  
Name (printed): Diann McKee  
Title: Senior Vice President of Finance

SODEXO SERVICES OF INDIANA LIMITED PARTNERSHIP  
By: SODEXO MANAGEMENT, INC., its General Partner

By:  
Amy R. Buratti  
Regional Vice President

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## 5c3 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.

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## 5d Modification to University Handbook

### 5d1 Modification of Policy 305 Faculty Appointment, Promotion, and Tenure

**Rationale:** Faculty Senate has approved the following modification to Policy 305 Faculty Appointment, Promotion, and Tenure. The administration supports this modification and recommends its approval. The text below replaces the existing policy. Current Policy 305.4 will be deleted in its entirety, as it incorporated into the revised sections. Portions of the policy that are unchanged are proposed to be renumbered as indicated.

#### 305 Faculty Appointment, Promotion, and Tenure Policies

## **These policies are guided by AAUP Policy Documents and Reports.**

### **305.1 General.**

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

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

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

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

**305.2.1.2 Research/Scholarship/Creative Activity.** Research, scholarship, or creativity should be appropriate to the faculty member's discipline and in accordance with the standards and guidelines of the appropriate college and department/school. This may include original work focused on discovery and integration; and/or scholarship focused on teaching and learning; and/or the scholarship of application/engagement that utilizes disciplinary methods and theories to address substantial problems. The intellectual products of faculty members' research/scholarship/creativity will necessarily be highly varied and take many forms. The review process that determines the professional value of such work should include people with disciplinary expertise. Each academic unit (normally the department) is responsible for determining the relative importance of research activities within the unit.

**305.2.1.3 Service.** Service includes activities on behalf of the department/school, college, and University, as well as to the profession and the community. Community service includes discipline-related activities at the local, regional, national, and international levels. Each academic unit (normally the department) is responsible for determining the relative importance of service activities within the unit.

**305.2.2 Mission-Based Activities.** Faculty are expected to contribute to the missions, visions, and values of their department/school, college, and the University. The specific activities listed below have been recognized as central to the University mission, vision, and values. Faculty activities in these areas are evaluated in the context of a faculty member's role at the University, which may change over time; the requirements of their department; the

nature of their field; and other workload activities. Faculty are highly encouraged to incorporate mission-based activities throughout the domains of faculty work to effectively develop an integrated professional identity.

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

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

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

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

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

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

### 305.3 Evaluations

**305.3.1 Regular Evaluations.** The performance of faculty members on renewable term appointments (regular and temporary; full-time and part-time) shall be regularly evaluated according to established criteria and performance standards appropriate to their positions.

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

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

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

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

**305.4 Peer Review Committees.** Each department/school, and the college/library shall elect peer review committees of tenured faculty members and pre-tenure faculty and Instructors, when appropriate to evaluate the achievements of candidates for retention, promotion, and/or tenure. Chairpersons and deans shall not serve on these committees, and faculty members shall participate in no more than one (1) recommendation on a given case. It is the candidate's responsibility to present to reviewing bodies evidence of achievements in the related activities of teaching or librarianship; research, scholarship or creativity; and service in accordance with established criteria and standards of performance.

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

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

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

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

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

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

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

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

**305.9 Letters of Appointment.** Faculty appointments are made by letter from the Provost and Vice President for Academic Affairs prior to the start of the appointment. Appointment letters shall specify only general requirements for reappointment, promotion and tenure (if applicable); and where appropriate, contain notice of the years of prior service to be credited together with the dates of eligibility for promotion and tenure as provided by policies defined elsewhere in the University Handbook.

## **305.10 Faculty Appointment Classifications.**

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### **305.10.1 Faculty Titles**

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

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

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

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

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

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

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

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

**305.10.1.3 Affiliate Faculty.** Individuals who, by virtue of their credentials and expertise, are deemed qualified to make significant contributions to an academic unit may be considered for affiliate faculty status. Examples of contributions include: co-advising a student organization, facilitating student research, serving on graduate student committees, teaching courses, collaborating with faculty on research projects, serving as an off campus clinical preceptor, or other, similar, activities. Individuals who are traditionally referred to

as visiting faculty, post-doctoral appointees, and clinical preceptors, among others, shall hold affiliate faculty status. All such appointments will be made only when supported by the relevant department faculty and chair, the academic unit, the dean of the unit, and the Provost.

### **305.11 Hiring Policies and Procedures for Faculty Appointments.**

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#### **305.11.1 General Policies.**

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

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

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

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

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

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

#### **305.11.2 Hiring Policies and Procedures for Regular Faculty.**

##### **305.11.2.1 Hiring Policies Regular Faculty.**

###### **305.11.2.1.1 Hiring Policies for Tenure-Track Faculty.**

**305.11.2.1.1.1 Prior Service Credit at Assistant Level.** Individuals beginning their probationary period at the rank of assistant professor/librarian may be given credit for up to two (2) years of faculty achievements as an Assistant Professor at other accredited institutions. The Provost, in consultation with the Dean, department/school peer review committee and chairperson, will make the determination of prior service credit awarded. If such credit is granted, these appointees may apply during the year in which the years credited and the years of service at Indiana State University total six (6). For example, an assistant professor/ librarian credited with two (2) years from another institution could apply during his/her fourth year at Indiana State University.

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

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

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

**305.11.2.1.1.5 Recruitment and Selection Requirements.** Each department shall define in writing the qualifications, standards, and procedures for recruiting



and selecting regular faculty, in keeping with the procedures articulated by the University Policies.

### **305.11.2.1.2 Hiring Policies for Instructors**

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

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

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

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

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

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

#### **305.11.2.2.1 Hiring Procedures for Instructors**

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

#### **305.11.2.3 Hiring Policies for Lecturers.**

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

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

**305.11.2.3.3 Responsibilities.** Full-Time Lecturers' assigned duties must amount to a 15 credit-hour instructional load or equivalent each academic term and Part-Time Lecturers a 1-9 credit-hour instructional load or equivalent per term of employment. Lecturers may be assigned instructional and noninstructional duties including combinations of teaching, librarianship, supervision, clinical activities, research, creative activity, or service. The specific responsibilities of the position shall be articulated in writing by the department chairperson and agreed to by the Lecturer at the time of appointment. The assigned responsibilities will reflect the position description developed by the department.

#### **305.11.2.4 Hiring/Appointment Policies and Procedures for Affiliate Faculty.**

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

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

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

### **305.12 Criteria for Appropriate Achievement in Teaching, Scholarship, and Service.**

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

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

**305.12.3 Time in Rank.** Assistant Professors are eligible to apply for the academic rank of associate professor in their sixth year at ISU. Associate Professors are eligible to apply for the academic rank of Professor in their fourth year as a tenured Associate Professor at ISU. Instructors are eligible to apply for the academic rank of Senior Instructor in their sixth year as an Instructor at ISU.

### **305.12.4 Standards of Achievement by Rank.**

**305.12.4.1 Instructor.** Documented evidence of effectiveness in teaching or librarianship is required; documented evidence of adequacy in research, scholarship, or creative activity and/or of service is required, if such activities were assigned. Faculty members are to demonstrate continuous professional growth in teaching and other required areas. Documentation of effective student advising and mentoring, if such activities were assigned, is required. Documentation of experiential learning and/or community engagement activities may be used as evidence of efforts in any of the assigned domains.

**305.12.4.2 Senior Instructor.** Documented evidence of highly effective teaching or librarianship and evidence of continuous professional growth in teaching are required; evidence of achievement in research, scholarship, or creative activity and/or of service is required, if such activities were assigned. Documentation of effective student advising and mentoring, if such activities were assigned, is required. Documentation of experiential learning and/or community engagement activities may be used as evidence of efforts in any of the assigned domains.

**305.12.4.3 Assistant Professor/Librarian.** Documented evidence of sustained improvement in teaching or librarianship; of potential for achievement in research, scholarship, or creative activity; and of service are required. Faculty members are to demonstrate continuous professional growth in teaching or librarianship; research, scholarship, or creativity; and service. Documentation of effective student advising and mentoring, if such activities were assigned, is required. Documentation of experiential learning and/or community engagement activities may be used as evidence of efforts in the appropriate domain(s).

**305.12.4.4 Associate Professor/Librarian.** Documented evidence of sustained effective teaching or librarianship; a record of research, scholarship, or creative activity; and evidence of effective service to the University and to either the community or the profession are required. Documentation of effective student advising and mentoring, if such activities were assigned, is required. Documentation of experiential learning and/or community engagement activities may be used as evidence of efforts in the appropriate domain(s).

**305.12.4.5 Professor/Librarian.** Documented evidence of a combination of excellent, substantive, and/or sustained performance in the three domains of faculty work is required. Documentation of effective student advising and mentoring, if such activities were assigned, is required. Documentation of experiential learning and/or community engagement activities may be used as evidence of efforts in the appropriate domain(s). For example, a faculty member might present:

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

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

Current 305.4 Criteria for Academic Rank is deleted, as it is incorporated into the proposed policy language.

Current 305.5 Criteria for Tenure and Promotion will be renumbered to become Policy 305.13.

Current 305.6 Policies for Annual Probationary Reviews of Tenure-Track Faculty will be renumbered to become Policy 305.14.

Current 305.7 Policy Regarding Awarding of Tenure will be renumbered to become Policy 305.15.

Current 305.8 Policies and Procedures for Promotion and Tenure Reviews will be renumbered to become Policy 305.16.

Current 305.9 Appeals will be renumbered to become Policy 305.17.

Current 305.10 University Promotions and Tenure Oversight Committee will be renumbered to become Policy 305.18.

Current 305.11 Policies and Procedures for the Evaluation, Renewal, and Promotion of Instructors will be renumbered to become Policy 305.19.

Current 305.12 Policies and Procedures for the Evaluation and Reappointment of Lecturers will be renumbered to become Policy 305.20.

**Recommendation:** Approved the proposed modifications to Policy 305.

## **5d2 Modification of Policy 305.15.6.1 (formerly Policy 305.7.6.1) Exceptions to General 6-Year Rule**

**Rationale:** Faculty Senate has approved the following modification to Policy 305.15.6.1. The administration supports this modification and recommends its approval.

**305.7.15.6.1 Exceptions to General 6-Year Rule.** Under exceptional circumstances, a candidate in the fourth or fifth pre-tenure year may be considered for promotion and tenure prior to the end of his/her stated probationary period. For this to occur, the candidate's exceptionality must be formally recognized by his/her chairperson's nominating the candidate for early consideration, and the candidate must, in turn, earn the support of every reviewing entity in the process.

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

**305.7.15.6.1.2 Right to Appeal.** The candidate has the same right to appeal the decision as any other candidate and must follow the same appeal process as defined below.

**305.7.15.6.1.3 Preclusion of Early Tenure.** A negative recommendation in either the review or an appeal precludes the possibility of the candidate being given early consideration at a future date but does not terminate employment.

**Recommendation:** Approve the proposed modification to Policy 305.15.6.1.

## Item 5d3 Modification of Policy 210.2 Vision.

**Rationale:** Faculty Senate has approved the following modification to Policy 210.2 Vision. The administration supports this modification and recommends its approval.

**210.2 Vision.** Inspired by a shared commitment to improving our communities and inclusive excellence, Indiana State University will be known nationally for community engagement, experiential learning, and career readiness.

**210.2.1 Community Engagement.** Community engagement is the development of collaborations between education, business, social services, and government that contribute to the academic mission of the University and directly benefit the community.

**210.2.2 Experiential Learning.** Experiential learning is engaging students in learning through sequential exposure to challenging, compelling, and enriching activities conducted in appropriate settings. It integrates development of knowledge, skills, and dispositions, and fosters application of methods of critical inquiry. It engages students in personal reflection in order to organize, interpret, and bring meaning and coherence to their learning experience.

**210.2.3 Career Readiness.** Career readiness is the attainment and demonstration of requisite competencies that broadly prepare college graduates for a successful transition into the workplace.

**Recommendation:** Approve the proposed modification to Policy 210.2.

## Item 5d4 Modification of Policy 310.1.8 Graduate Research and Thesis Committees

**Rationale:** Faculty Senate has approved the following modification to Policy 310.1.8. The administration supports this modification and recommends its approval.

### 310.1.8 Graduate ~~Research and Thesis~~ Committees

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

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

**Recommendation:** Approve the proposed modification to Policy 310.1.8 Graduate Committees.

## Item 5d5 Modification of Policy 315.1.1 Regular Graduate Faculty

**Rationale:** Faculty Senate has approved the following modification to Policy 315.1.1. The administration supports this modification and recommends its approval.

### 315.1.1 Regular Graduate Faculty

**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 ~~a graduate faculty workshop sponsored by training on the responsible conduct of research and online Graduate Council to develop knowledge of the thesis/dissertation process at ISU~~ 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, or Dean of the College of Graduate and Professional Studies and will be conducted by the Graduate Faculty Subcommittee of the Graduate Council.

**Recommendation:** Approve the proposed modification to Policy 315.1.1 Graduate Faculty.

## 5d6 Modification of Policy 360 Sponsored Programs

**Rationale:** Faculty Senate has approved the following modification to Policy 360. The administration supports this modification and recommends its approval.

## 360 Sponsored Programs and Institutional Research Compliance

### 360.1 Proposals Grants and Contracts Externally Funded.

The University encourages faculty and professional staff to seek external support for research and creative projects. External sponsors often provide support for release time, personnel, equipment, travel, and expendable supplies. Because such activities affect the department and often require naming the University as the applicant, rather than the faculty member, all proposals submitted to external agencies or individuals must be approved by University departments/offices affected by the proposed project.

**360.1.1 Process for Proposal Approval.** ~~These approvals are obtained by routing the proposal through the steps outlined on the University Routing Sheet and in the pamphlet titled "Preparing and Routing a Grant Proposal at Indiana State University electronically through the Office of Sponsored Programs' online system", both of which are, available on the Sponsored Programs website.~~ This procedure assures coordinated effort and consistent reporting once the proposal is funded. At a minimum, proposal routing must include a grant narrative (sometimes called a Statement of Work) and a detailed budget, including any university funds committed to the project.

**360.1.2 Process for Development and Submission of Proposals.** To facilitate the development and submission of proposals for external funds, the following procedural steps have been established:

**360.1.2.1 Sponsored Programs Office.** Faculty members contemplating the preparation of proposals should contact the Sponsored Programs Office. This Office provides valuable information about funding opportunities and has a proposal development specialist to assist with the writing and a ~~grant account~~ specialist to assist with the budget. Seeking assistance while writing early drafts may eliminate potential problems in the routing process once the final draft is completed. It is also important for faculty and staff to discuss ideas with supervisors and any colleagues who might be involved with or affected by the project.

**360.1.2.2 Format of Proposal.** The prescribed format will usually be set forth in the agency's guidelines and application materials, and some agencies request special forms. The Sponsored Programs Office can aid in the preparation of a targeted, well-organized, well-written, specific proposal and provide assistance and institutional information needed to complete sponsor forms.

**360.1.2.3 Routing Process.** ~~A current University Routing Sheet should be obtained from the Sponsored Programs Office. Use of outdated forms may impede the routing process.~~ Completed, ~~typed~~ proposals should be routed through the Sponsored Programs' online grant system at least ten (10) days prior to the anticipated date of ~~posting/delivery~~ proposal submission.

~~**360.1.2.3.1 Number of Copies.** The University Routing Sheet should be circulated with one (1) complete original (or the number requiring original signatures) and two (2) additional complete copies which will be retained in the Sponsored Programs Office.~~

**360.1.2.3.2 Approvals.** These materials are to be circulated in the order listed below under "University Compliance Committees" or other applicable compliance committees; chairpersons of all departments affected by the proposed project; deans of all colleges affected by the project; and the ~~Provost and Vice President for Academic Affairs Office~~ Office of Sponsored Programs and Chief Research Officer for final review and approval.

~~**360.1.2.4. Budget Approval.** When all aspects of the proposal are in order, the Sponsored Programs Office forwards the proposal to the grants and contracts administrator in the Controller's Office for budget~~

~~approval. It is then forwarded to the Provost and Vice President for Academic Affairs Office for final approval.~~

~~**360.1.2.54 Signature Authority. Required Signature.** Signature authority for grant and contract All proposals, award documents, and sub-agreements must be signed by the Provost and Vice President for Academic Affairs vests with the Chief Research Officer or the appropriate vice president., in accordance with section 620 of the University Handbook, Contracts Approval, Signatory and Reporting Policy.~~

~~**360.1.2.65 Mailing Submission of the Proposal.** When all signatures approvals have been obtained, the Sponsored Programs Office will contact the faculty or staff member for mailing of the proposal. will work with the faculty or staff member to submit the proposal to the funding agency.~~

**360.1.3 Payments.** Externally funded or contracted projects will be in an amount agreed upon by the University and the sponsoring agency.

**360.1.3.1 Salary of Faculty Member.** Time spent on contract research or sponsored instructional activities will be reimbursed to the University out of contract funds, and the faculty and/or staff member will normally be paid no more than his/her established University salary during the academic or fiscal year. Salary amounts charged to state and federally funded projects will always be based upon the individual's institutional base salary.

**360.1.3.2 Institutional Base Salary (IBS) –** The annual compensation paid by the University for an individual's appointment, whether that individual's time is spent on research, instruction, administration, or other activities. IBS does not include extra service pay, consulting, one-time payments or incentive pay. Additionally, IBS does not include payments from other organizations or income that individuals are permitted to earn outside of their University responsibilities, such as consulting.

~~In no case will a faculty member be paid more than 120 per cent of his/her academic year salary when participation in such research or instructional assignment is added to the regular academic year assignment. During the summer, a faculty member may earn no more than 30 per cent of his/her academic year salary.~~

## **360.2 ~~University Institutional Research~~ Compliance Committees.**

Indiana State University acknowledges its responsibility to assure scientific and ethical research and to comply with federal mandates. The University has established compliance committees and filed appropriate assurances with the U. S. Department of Health and Human Services. These committees include: Institutional Review Board for the Protection of Human Subjects, Institutional Animal Care and Use Committee, Radiological Control Committee, Institutional Biosafety and Recombinant DNA Committee.

**360.2.1 Committee Approval.** Proposals requiring special approval from one or more of these committees should be routed to the chairperson of the respective committee(s) for approval prior to routing to the department chairperson(s). Further information on these committees is available ~~in~~ on the Sponsored Programs website ~~Office~~.

## **360.3 Human Subjects Research.**

Research projects involving the use of human subjects must be approved by the college in which the research project is located.

**360.3.1 Approval by Institutional Review Board.** The ISU Institutional Review Board for the Protection of Human Subjects must review and deem exempt or approve ~~external research proposals and may be asked to review~~



~~internal proposals~~ all projects involving the use of human subjects before the research begins. Once approval has been granted, it is unacceptable to deviate significantly from the approved protocol without again obtaining approval.

**360.3.1.1 Confidentiality.** It is also improper to violate the confidentiality of a human subject without the subject's approval.

**360.3.1.2 Manual.** A manual, "Policies and Procedures for the Review of Research Involving Human Subjects", has been prepared to assist all members of the University community in complying with the stated policy of ISU with respect to external and internal research involving human subjects. The attention of the researcher is especially drawn to the code of ethics adopted by the various behavioral sciences professional organizations.

**Recommendation:** Approve the proposed modification to Policy 360 Sponsored Programs and Institutional Research Compliance.

## 5d7 Modification of Policy 405 Family Educational Rights and Privacy Act Policy

**Rationale:** Policy 405 currently directs students to make inquiries about ISU's FERPA guidelines by contacting the General Counsel's Office. The Office of the General Counsel, the Office of Academic Affairs, and the Division of Student Affairs all support modification of Policy 405 to be more specific about the compliance obligations of the ISU community and the rights of students. Updating the University Handbook will allow the ISU community to more consistently reference the policy by linking directly to the online Handbook. Faculty Senate has approved the modification of Policy 405 and the administration supports the modification.

### Current Language

#### 405 Family Educational Rights and Privacy Act Policy.

##### 405.1 Policy.

It is the policy of Indiana State University that all practices and procedures related to the education records of students will be in accord with the provisions of the Family Educational Rights and Privacy Act (FERPA) of 1974, as amended. This policy has been implemented by the development of guidelines and a listing of the education records on campus. Both the guidelines and the listing are available for review and copying through the University Legal Affairs Office.

### Proposed Language.

#### 405 Student Educational Records.

**405.1 Policy and Designation of Responsible Office.** It is the policy of Indiana State University that all practices and procedures related to the education records of students will be in accord with the provisions of the Family Educational Rights and Privacy Act (FERPA) of 1974, as amended.

**405.1.1 Education Records.** Education records are those records maintained by Indiana State University or by a party acting on behalf of Indiana State University that contain information directly related to a student, except those records listed below:

- (1) Personal notes of Indiana State University faculty and staff;
- (2) Employment records of all employees whose employment is not dependent upon student status;
- (3) Medical and counseling records used solely for treatment;
- (4) Records in the Public Safety Department;

- (5) Financial records of Indiana State University students' parents;
- (6) Records that contain only information relating to a person after that person is no longer a student, such as alumni records;
- (7) Confidential letters and statements of recommendation for admission, employment, or honorary recognition placed in a student record after January 1, 1975 for which the student has waived the right to inspect and review.

**405.1.2 Responsible Office.** The Office of Registration and Records is designated as the office responsible for development of procedures associated with the maintenance, release, review and amendment of education records. In the event of an unauthorized disclosure of personally identifiable information in violation of this policy, the Office of Registration and Records will investigate the matter and provide information to the appropriate office or department for potential disciplinary action.

**405.1.3 Annual Notification of Rights.** The Office of Registration and Records shall annually notify eligible students currently in attendance of their rights under this Policy and the Family Educational Rights and Privacy Act. The notice shall be provided by any means deemed reasonable by the office to inform eligible students of these rights.

**405.2 Disclosure of Educational Records.** ISU will not provide access to nor disclose any personally identifiable information from a student's education records, except directory information as set forth in Section 405.3 below, without consent of the student except, within its discretion, as follows:

- (1) To school officials with legitimate educational interests, including instructional and administrative staff, contractors, consultants, volunteers, or other parties to whom the school has outsourced institutional services or functions, provided that the conditions;
- (2) To officials of another school where the student seeks or intends to enroll upon request from the other school;
- (3) To a contractor, consultant, volunteer or other party with whom ISU has contracted to provide institutional services or functions, provided, however, that the contractor, consultant, volunteer or other party has agreed to limits on re-disclosure as required by the Office of Registration and Records;
- (4) To authorized representatives for federal or state program purposes;
- (5) If disclosure is in connection with financial aid for which the student has applied or which the student has received;
- (6) To organizations conducting studies for or on behalf of the University;
- (7) To accrediting organizations to carry out their accrediting functions;
- (8) To parents of a dependent student;
- (9) To comply with a judicial order or lawfully issued subpoena;
- (10) To appropriate parties in a health or safety emergency in order to protect the student and others;
- (11) To parents in cases of drug or alcohol violations when the student is under the age of 21; or
- (12) To an alleged victim of any crime of violence or non-forcible sex offense the final results of a disciplinary proceeding conducted by ISU against an alleged perpetrator of that crime.

**405.3 Disclosure of Directory Information.** The university may disclose directory information unless the student has affirmatively made a written or online request to the Office of Records and Registration that the university withhold the information. Directory information is defined at ISU as:

- (1) Full name;
- (2) Address - campus and home;
- (3) Telephone listing;
- (4) E-mail address;
- (5) Major fields of study, including teacher licensure, majors and minors;
- (6) Participation in officially recognized activities and sports;

- (7) Weight, height, and position of members of athletic teams;
- (8) Dates of attendance (including current classification, matriculation, and withdrawal date);
- (9) Degrees, awards, honors, and dates received, including honor roll designations and merit-based scholarships;
- (10) The most recent previous educational institution attended;
- (11) Full or part-time status; and
- (12) Photograph, but limited to the student identification photograph.

**405.4 Legitimate Educational Interest.** A “legitimate education interest” is the person’s need to know in order to fulfill his or her professional responsibilities. A “need to know” includes but is not limited to the ability of an employee or contractor to:

- (1) Perform appropriate tasks that are specific in his/her position description or by a contract agreement;
- (2) Perform a task related to a student’s education;
- (3) Perform a task related to the discipline of a student; or
- (4) Perform a service or benefit relating to the student or the student’s family, such as health care, counseling, job placement, or financial aid.

**405.5 School Official.** Indiana State University defines the following people as “school officials”:

- (1) A person employed by ISU in an administrative, supervisory, academic or research, or staff position (including public safety personnel and health staff);
- (2) A person, company, or organization with whom ISU has contracted as its agent to provide a service instead of using ISU employees or officials (such as an attorney, auditor, or collection agent);
- (3) A person serving on the ISU Board of Trustees; or
- (4) A student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his/her tasks.

**405.6 Student Rights.** In accordance with obligations under FERPA, Indiana State University affords eligible students specific rights with respect to their education records:

**405.6.1 Right to Inspect.** A student has the right to inspect and review the student’s education records within forty-five (45) days of the date ISU’s Office of Registration and Records receives a request for access.

**405.2.2 Right to Request Amendment.** A student has the right to request amendment of the student’s education records that the parent or eligible student believes is inaccurate, misleading, or otherwise in violation of the student’s privacy rights under FERPA. Requests should be sent to the ISU Office of Registration and Records.

**405.2.3 Right to Privacy of Certain Information.** A student has the right to limit the disclosure of personally identifiable information in his or her education record, except to the extent that FERPA authorizes disclosure without student’s consent.

**405.2.4 Right to File Complaint.** A student has the right to file a complaint with the U.S. Department of Education concerning alleged failures by Indiana State University to comply with the requirements of FERPA at:

Family Policy Compliance Office  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202-590

**Recommendation:** Approve the proposed modification to Policy 405 Student Educational Record.

## 5d8 Modification to Policy 255 ISU Staff Council Bylaws

**Rationale:** Staff Council approved changes to its Bylaws. Some of these changes necessitated the renumbering of subsequent policies. The text in red represents additions and deletions to the policy.

### 255.3 Definition of Staff.

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

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

### 255.6 Divisions.

The Council shall be divided into five (5) voting groups (hereafter referred to as Divisions unless otherwise noted). The Divisions are:

255.6.1 Division 1. Academic Affairs

255.6.2 Division 2. Finance and Administration

255.6.3 Division 3. Enrollment Management, Marketing, and Communications

255.6.4 Division 4. Student Affairs

255.6.5 Division 5. University Engagement and University Development

255.6.6 Division Representation. Each Division representation shall be based on the percentage of Staff within that Division. Division representation will be re-evaluated by the Elections Committee Coordinator each year prior to the election process.

255.7.3 Terms of Membership. Membership on Council shall be for a three-year period unless completing a Representative’s vacated term. ~~Representatives may be elected for two consecutive terms (for a total of six consecutive years). After a one-year absence from Council, former Representatives are eligible to run for representation during the next election.~~

255.7.5.1 Steps If Vacancy Occurs. If a Vacancy occurs in a Division the following steps will be taken to fill the vacancy for the remainder of the term:

- a. The Council Chair shall notify the Elections Coordinator ~~Committee~~ of the vacancy.
- b. The Elections Coordinator ~~Committee~~ shall check to see if a nominee that had the next amount of votes in last Election is still interested in serving on Council. If so, that nominee shall fill the Vacancy and complete the Term. If there is a tie between those with the next amount of votes, an election will be held for that division to select one.
- c. The Elections Coordinator ~~Committee~~ shall if no nominee is next in line, accept nominations and an election will be held for that division to fill the Vacancy and complete the Term as specified in 255.7.8. An election will not be necessary if there is only one nominee.

255.7.6.3 Leaves in Excess of Three Months. If the leave will exceed three months, the Elections Coordinator ~~Committee~~ will be notified of the vacancy so that it can be filled temporarily during the approved leave of absence.

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

- a. Solicit nominations for new Representatives in each Division by online ballot.
- b. Contact the nominee(s) in each Division; if the nominee accepts the nomination, add the name to online ballot.
- c. Proceed with the election process in March by online voting.
- d. Tabulate results. The Elections ~~Coordinator Committee~~ must retain the election results until the next general election.
- e. Provide election results to the Council Chair and certify that the nomination and election process was conducted in accordance with prescribed procedure. The Council Chair will announce the election results.

**255.7.7.1 Audit of Election.** Steps to be taken if audit of election is requested by nominee:

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

**255.7.7.1.2 Recount.** A recount will be made by the Elections ~~Coordinator Committee~~ and the Council Vice Chair or his/her designee.

...

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

...

**255.7.9.1 Verification of Signatures.** Upon receipt of the Petition for Recall, the Council Chair will inform the Representative of the petition for removal and ask the Elections ~~Coordinator Committee~~ to verify the validity of the signatures. Upon verification of the signatures, the Representative shall cease to be a member of Council effective immediately. The Vacancy shall be referred to Elections ~~Coordinator Committee~~ (See 255.7.5).

...

**255.8.3 Duties of Chair.** The Chair shall:

**255.8.3.1** Preside at all Council meetings.

**255.8.3.2** Prepare and distribute Agendas for Council meetings.

**255.8.3.3** Chair Executive Committee meetings.

**255.8.3.4** Enforce all regulations and policies of Council.

255.8.3.5 Bring before Council all matters appropriate for consideration.

255.8.3.6 Be available for consultation with the Indiana State University President, Vice President and Board of Trustees.

255.8.3.7 Appoint members to the Council's Standing Committees.

255.8.3.8 Nominate Representatives to University Committees.

255.8.3.9 Call Special Meetings of Council when deemed necessary.

255.8.3.10 Upon receiving recommendations from Council, appoint a Parliamentarian.

255.8.3.11 Upon receiving recommendations from Council, appoint a Communications Officer.

255.8.3.12 Upon receiving recommendations from Council, appoint a Grievance Liaison.

255.8.3.13 Upon receiving recommendations from Council, appoint an Elections Coordinator.

255.8.3.~~14~~ ~~13~~ Encourage Representatives to attend appropriate University events.

255.8.3.~~15~~ ~~14~~ Assume the duties of the Council Vice Chair in his/her absence.

255.8.3.~~16~~ ~~15~~ Vote on Motions/Proposals only in the event of a tie (except for officer elections).

255.8.3.~~17~~ ~~16~~ Acquaint his/her successor with the duties and responsibilities of the office of Council chair.

255.8.3.~~18~~ ~~17~~ Rulings by or actions of the Council Chair are subject to discussion by Council and shall be changed upon a two-thirds majority vote of the current membership of Council.

...

**255.8.7 Duties of The Parliamentarian.** The Parliamentarian shall:

255.8.7.1 Be a Representative or Officer of Council with the knowledge of Roberts Rule of Order.

255.8.7.2 Serve a one year term at the discretion of the Council Chair.

255.8.7.3 Serve as advisor on parliamentary procedure to the Council and Standing Committees at their request.

255.8.7.4 Maintain an accurate and current copy of Council By-laws.

255.8.7.5 Maintain an accurate and current copy of Robert's Rules of Order.

255.8.7.6 Serve as a member of the Executive Committee.

255.8.7.7 Serve as back up to the Elections Coordinator.

...

**255.8.10 Duties of Elections Coordinator.**

255.8.10.1 Shall assume responsibility for carrying out Representative Elections as specified in 255.7.7.

255.8.10.2 Shall assume responsibility for carrying out Officer Elections as specified in 255.8.11

255.8.10.3 Shall assume responsibility for carrying out filling of Vacancies of Representatives as specified in 255.7.5.

255.8.10.4 Serve as a member of the Executive Committee.

255.8.10.5 Be a Representative with knowledge of the Council division breakdown.

255.8.10.6 Must carry out representative elections electronically.

**255.8.11 ~~40~~ Nominations and Election Process for Council Officers.** The Nomination and Election process for Officers will be conducted by the Elections Coordinator Committee. The Coordinator Committee shall:

**255.8.11~~40~~.1 Solicit Nominations.** Send an email to new and returning Representatives soliciting nominations for an Officer position.

**255.8.11~~40~~.2 Prepare Ballot.** After the nominations are accepted prepare a ballot for each Council Officer position.

**255.8.11~~40~~.3 First Order of Business at May Meeting.** At the May regular meeting, the first order of business will be the Officer Elections.

**255.8.11~~40~~.4 Procedure.**

**255.8.11~~40~~.4.1 Election.** The Council Chair shall turn the meeting over to the Elections Coordinator Committee Chair or his/her delegate to begin the Election. A designee must conduct the election if the Elections Coordinator Committee Chair is a nominee.

**255.8.11~~40~~.4.2 Secret Ballot.** Voting shall be done by secret ballot.

**255.8.11~~40~~.4.3 Order.** The order of elections is:

- 1) Chair
- 2) Vice Chair
- 3) Secretary
- 4) Treasurer

**255.8.11~~40~~.4.4 Tabulation of Votes.** The Elections Coordinator Committee Chair or his/her designee along with a Representative of Human Resources shall collect and tabulate the votes using the prepared ballots and proxy votes (see 255.7.8).

**255.8.11~~40~~.4.5 Announce Results.** The Elections Coordinator Committee Chair or his/her designee shall after certification of all ballots; announce the Election results of each Officer position.

**255.8.11~~40~~.5 Election Results in a Tie.** Steps to be taken if voting results in a tie:

**255.8.1140.5.1 Call for Second Vote.** The Elections ~~Coordinator Committee Chair or his/her designee~~ shall call for a second vote on only the two nominees that are tied with all of Council representatives present voting by secret ballot.

**255.8.1140.5.2 Elections ~~Coordinator Committee Chair~~ Abstain in Event of Tie.** If the vote of the Elections ~~Coordinator Committee Chair (or his/her designee)~~ will cause the outcome to again be a tie, the Elections ~~Coordinator Committee Chair (or his/her designee)~~ will abstain from voting.

**255.8.1140.5.3 Announce Results.** The Elections ~~Coordinator Committee Chair~~ or his/her designee shall announce the election results.

**255.8.1140.6 Audit Requested by Nominee.** Steps to be taken if audit of election is requested by nominee:

**255.8.1140.6.1 Request in Writing.** A request in writing must be made to the Council Chair within five (5) days of the election results. The Council Chair shall notify the Elections ~~Coordinator Committee~~ to proceed with the audit.

**255.8.1140.6.2 Recount.** A recount shall be made by the Elections ~~Coordinator Committee~~ and the Council Vice Chair or his/her designee. Any member of the Elections ~~Coordinator Committee~~ who was a nominee for the Council Officer position being audited cannot participate in the audit. The Council Chair must assign a Vice Chair designee to participate in the audit if the Vice Chair was a nominee for the Council Officer position being audited.

**255.8.1140.6.3 Release of Audit Results.** Audit results will be provided to the requestor.

**255.8.1140.6.4 Audit Results in Different Outcome.** If the audit results in a different outcome, the Council Chair shall notify the affected nominees and Staff Council representatives

**255.8.1244 Resignation of Officer.** If an Officer should resign and vacate their term, the Elections ~~Coordinator Committee Chair~~ shall be informed and the following shall occur:

**255.8.1244.1 Chair Resigns.** If the Chair resigns, the Vice Chair will assume all responsibilities of Chair and a new Vice Chair shall be elected).

**255.8.1244.2 If Officer Other than Chair Resigns.** If the Vice Chair, Secretary, or Treasurer resigns, the Council Chair shall assign one of the remaining Officers to assume the duties until an election is held.

**255.8.1244.3 Election for Open Position.** The Elections ~~Coordinator Committee Chair~~ will solicit nominations from Council members for the open officer position and after the nominations are accepted, prepare the ballot and conduct an election at the next regular Council meeting in accordance with the procedures described in 255.8.4011.

**255.8.1342 Petition for Removal.** An Officer shall be removed by a petition which outlines the reason for removal and is submitted to the Elections ~~Coordinator Committee Chair~~. The petition must contain the signatures of at least a two-thirds majority of the Council.



**255.8.1312.1 Validity of Petition.** Upon receipt of the petition, the Elections Coordinator ~~Committee Chair~~ will verify the validity of the signatures and inform the Officer of the petition for removal.

**255.8.1312.2 Presentment of Petition.** The Petition for Removal will be presented at the next Regular Council meeting.

**255.8.1312.3 Removal Effective Immediately.** The Representative shall cease to be an Officer effective immediately.

**255.8.1312.4 Follow Protocol to Fill Vacancy.** The vacancy will be filled according to the protocol for resignation of Officer (see 255.8.1112).

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~~**255.9.4 Rep Sessions.** The Employee Relations Committee shall hold two REP sessions; one to be held in fall and one to be held in spring of each year. The meeting will be for informational purposes and announcements.~~

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

## 255.10 Committees.

**255.10.1 Executive Committee.** The Executive Committee:

**255.10.1.1 Composition.** Shall be comprised of the Officers of Council, Parliamentarian, Communications Officer, ~~and~~ Grievance Liaison and Elections Coordinator.

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### ~~255.10.2.2 Election Committee.~~

~~**255.10.2.2.1 Composition.** Shall be comprised of at least eight (8) Staff.~~

~~**255.10.2.2.2 Representative Elections.** Shall assume responsibility for carrying out Representative Elections as specified in 255.7.7.~~

~~**255.10.2.2.3 Officer Elections.** Shall assume responsibility for carrying out Officer Elections as specified in 255.8.10.~~

~~**255.10.2.2.4 Vacancies.** Shall assume responsibility for carrying out filling of Vacancies of Representatives as specified in 255.7.5.~~

### 255.10.2.23 Employee Relations Committee.

**255.10.2.23.1 Composition.** Shall be comprised of at least eight (8) Staff.

**255.10.2.23.2 Advisory on Improvements.** Shall serve as an advisory body to Council in reference to improvements in the working environment for Staff.

**255.10.2.23.3 Professional Development.** Shall explore professional development opportunities for Staff.

~~255.10.2.3.4 Bi-Annual REP Sessions. Shall plan two REP sessions yearly, one in Fall and Spring.~~

**255.10.2.34 Public Relations Committee.**

**255.10.2.34.1 Composition.** Shall be comprised of at least eight (8) Staff.

**255.10.2.34.2 Advisory on Events.** Shall serve as an advisory body to Council in reference to all University events.

**255.10.2.34.3 Promotion of Events.** Shall promote and coordinate Social and Fundraising events for the Council.

**255.10.2.45 Employee Benefits Committee.**

**255.10.2.45.1 Composition.** Shall be comprised of at least eight (8) Staff.

**255.10.2.45.2 Advisory on Staff Benefits.** Shall serve as an advisory body to Council in reference to Staff benefits.

**255.10.2.45.3 Recommendation on Benefits Programs.** Shall review and prepare recommendations regarding adjustments to employee benefit programs for Staff and report its findings to Executive Committee.

**255.10.2.45.4 Chair.** The Committee chair may serve on the University Benefits Committee.

**Recommendation:** Approve modification of Policy 255 ISU Staff Council Bylaws.

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## 5e Candidates for Degrees

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

### Doctor of Athletic Training

Anderson, Dustin  
Boyd, David  
Brock, Kelly  
Coulombe, Brian  
Crossway, Ashley  
Ericson, Melissa  
Guindon, Caroline  
Hampton, Carolyn  
Kirkpatrick, Rachael  
Kitchen, Addam  
Merritt, Nicolas

Mulder, Evan  
Nikander, Jamie  
Nye, Emma  
Roberts, Ethan  
Rogers, Sean  
Rowe, Shannan  
Serrano, Devon  
Todaro, Brittany  
Toney, Chelsey  
Vallandingham, Robert

### **Doctor of Nursing Practice**

Antworth, Randi  
Collins, Karen  
Esker, Kristi  
Herd, David  
Horner, Diane  
Jessie, Jacquelyn  
Magee, Lori  
Owen, Julie  
Snyder, Shelley  
Thompson, Angela

### **Doctor of Philosophy**

Alalwan, Ola  
Alhalasa, Ghada  
Almutairi, Nada  
Alqahtani, Majed  
Alsobahi, Ghadeer  
Barrentine, Kyle  
Bradford, Curtis  
Buchanan-Rivera, Erica  
Clark, Chad  
DiNaso, Steven  
Edwards, James  
Freet, David  
Garwood, Jamie  
Hale, Aaron  
Harpool, Robert  
Hernandez, Magnolia  
Hilburn, Monty  
Hildenbrand-Moore, Regina  
Himsel, Christopher  
Hintz, James  
Hollowell, Roberta

Huang, Yu-Ju  
Jones, Shawntae  
Lekchiri, Siham  
Mason, Dynesha  
Moats, Katelynn  
Philhower, George  
Pleak, Gina  
Richard, Anand  
Rowe, Cathy  
Savage, Caroline  
Scott, Rebekah  
Seddon, Ryan  
Seiler, David  
Thompson, Kyle  
Townsend, Grant  
Wuerzburger, Jared

### **Educational Specialist**

Bernard, Brittany  
Circle, Ann-Marie  
Clanin, Krista  
Crum, John  
Daugherty, Rebecca  
DeRiter, Lindsey  
Eaton, Derek  
Frye, Holly  
Martinez, Ernesto  
McGuire, Vicki  
McKeand, Nathan  
Mires, Jill  
Newsome, Stephani  
Nortey, Candace  
Reese, Paris  
Shuman, Karen  
Webb, Amanda

### **Master of Arts**

Alanazi, Tahani  
Basabrin, Abrar  
Berti, Margherita  
Bradley, Allison  
Brown, Morgan  
Cosner, Ashley  
Emmons, Jonathan  
Gibson, Mark

Hamilton, William  
Hubbs, Ashley  
Kriescher, Dylan  
Licwinko, Cora-Ann  
Masoud, Abdulaziz  
Newton, Kaleigh  
Palguta, William  
Rogers, Ashley  
Sciacca, Katherine  
Spencer, Audie  
Thomas, Carol  
Wells, Randa  
White, Michael  
Yang, Shaojun  
York, Donelle

### **Master Business Administration**

Anderson, Thomas  
Balegana, Christine  
Bayless, Seth  
Carrillo, Tracy  
Hinshaw, Travis  
Holland, Sarah  
Kitchell, Jacob  
McAdam, Jesse  
McGinnis, Michael  
Montanari, Matthew  
Naidu, Santhana  
Panko, Thomas  
Prentice, Desean  
Roby, Romel  
Thompson, Jennifer  
Vadhera, Ishaan  
Wilson, Philip  
Zahn, Jefferson  
Zhang, Xuanming

### **Master of Education**

Alatwe, Huwayda  
Albalawi, Alaa  
Allen, Amanda  
Ammerman, Abby  
Bradley, Laura  
Chambers, Allison  
Chico, Matthew

Cook, Chelsea  
Cornett, Charles  
Davenport, Joshua  
Dishon, Shara  
Dixon, Jourdan  
Duez, Hillary  
Easton, Ryan  
Gagnon, Christopher  
Gilman, Ryan  
Gonzalez, Ramon  
Hackl, Amanda  
Held, Kelsey  
Henry, Samantha  
Henson, Alexandra  
Hobson, Corey  
Jarman, Kyle  
Magnuson, Lori  
Minick, Crystal  
Mogan, Nicole  
Norton, Brooke  
Rector, Randa  
Riggs, Tamika  
Siela, Sally  
Staggs, Christina  
Tanoos, Ashlee  
Tanoos, Daniel  
Tarquini Noble, Chelsea  
Tempel, Shea  
Tsai, Li-Min  
Tyler, Adam  
Vest, Daniel  
Walker, Stephanie  
Walls, Felicia  
Whitkanack, Jessica  
Wilbur, Robbin

**Master of Fine Art**

Chen, Yin  
Zhu, Zhenni

**Master of Music**

Dollar, Flint  
Seo, Inkyoung  
Thomas, Kyle

## **Master of Public Administration**

Carter, Robert  
Haggard, Anthonisha  
Hardesty, Daniel  
Jones, Clayton  
Kelley, Wendy  
Li, Yan  
Lima, Vanessa  
Murphy, Jacob  
Panitch, David  
White, Tiffany  
Winborn, Julian

## **Master of Science**

Adelli, Praveen Reddy  
Ahmad-Spratts, Saran  
Alcaraz, Grace  
Alharthi, Saud  
Allison, Stephanie  
Almuqbil, Mohammed  
Alramah, Omar  
Alshammari, Muteb  
Anglin, Jennifer  
Anumolu, Sravanthi  
Arnold, Kaitlin  
Babyak, Zachary  
Barclay, Megan  
Barnett, Lauren  
Basavaraj, Chithkala  
Bates-Bingham, Constance  
Beaver, Kevin  
Bohling, Ashley  
Bourne, Annie  
Bremer, Jessica  
Brower, Alexia  
Brown, Jeffrey  
Brown, Sean  
Budz, Erik  
Byrineni, Shiva Krishna  
Camble, Demetra  
Cantanzriti Chamar, Ellen  
Carrillo, Andrew  
Chalasani, Chaitanya  
Chambers-Staple, DaReshia  
Cheerla, Priyanka

Chelmella, Tulsidas  
Chintagunta, Abhijit  
Clum, Alexandria  
Cobb, Kelcie  
Coleman, Shervon  
Cook, Adrienne  
Cox, Aaron  
Crawford, Rashad  
Crowley, Molly  
Dass, Rahul  
Davidson, Ronald  
Davis, Jessica  
Davis, Stephanie  
Deardorf, Ciersten  
Denney, Mitt  
DeVors, Joshua  
Dharman Naidu, Siva  
Dietel, Keith  
Dion, Todd  
Dobelstein, Philip  
Dodd, Evan  
Dora, Cedric  
Dubbeldam, Ryan  
Dugan, Haylie  
Dulworth, James  
Eber, Sheraden  
Ejlali, Mirsiavash  
Ellis, Amber  
Elmore, Joshua  
Escobedo, Samantha  
Fennig, Hannah  
Fields, Christopher  
Finley, Olivia  
Foster, Jalen  
Fox, Misty  
Froderman, Sarah  
Fuelling, Kacey  
Furtner, Mitchell  
Gallmeier, Scott  
Gamse, Joshua  
Gauer, Emily  
Gaumer, William  
Ghogle, Timothy  
Gillespie, Mary  
Goglucci, Clemenza  
Goli, Girija Sankar  
Gonsalves, Rachel  
Greene, Caitlin  
Hadinezhad, Fatemeh



Harr Kulynych, Ryan  
Harris, Jess  
Haugen, Andrew  
Heidinger, Emily  
Hornback, Kathleen  
Horton, Nicholas  
Ibe, Kyrian  
Jewell, Austin  
Johnson, Taylor  
Jose, Jipin  
Kakarla, Rahul  
Kalva, Venkatesh  
Kamjula, Vamsi Krishna Reddy  
Keeling, Nicole  
Keller, Molli  
Kim, MiJin  
Kinder, Samuel  
Kirkham, Tim  
Klein, Brock  
Kommajosyula, Sri Krishna Sudh  
Koneru, Srinath  
Korsmo, Amanda  
Kotla, Sravani  
Kumari, Neha  
Larrowe, Ronald  
Larson, Kaleb  
Lee, Heather  
Lehman, Jenifer  
Letofsky, Taylor  
Letterman, Lisa  
Lewis, Zachary  
Llama, Alejandro  
Lowe, Dwayne  
Maddukuri, Shyam Satya Chand  
Mandala, Raj Reddy  
Manthana, Srinivas  
Maroney, Patrick  
Martinez-Becerril, Leslie  
Mathison, Bryan  
Maxwell, Mary  
May, Katharine  
McCarthy, Francesca  
McMahon, Hannah  
Medarametla, Charishma  
Mihalic, Ryan  
Miller, Adam  
Miller, Austin  
Miller, Julianne  
Miller, Katie

Mitchell, Garrett  
Mohan, Joseph  
Moore, Wesley  
Mothukuri, Shashidhar  
Mroczenski, Katelyn  
Mueller, John  
Mumgai, Siddharth Girish  
Muppalla, Theja  
Murray, John  
Myers, Katrina  
Nelson, Kaylee  
Ngu, Aymar  
Osborn, Sarah  
Pandirlapalli, Chaithanya Redd  
Papineni, Sai Sunil  
Park, Karoline  
Parray, Abdul  
Phillips, David  
Pittsford, Leigh Ann  
Price, Branden  
Pula, Ravindranath  
Raben, Alex  
Raj, Rishav  
Ramsey, Allison  
Randall, Gwendolyn  
Randall, LaDwandia  
Randall, Sheresa  
Rath, Ethan  
Ravi, Sai Aditya  
Ringer, Sabrina  
Roberson, Tyler  
Roberts, DeAnne  
Robertson, John  
Robertson, Kelly  
Royal, Shetikka  
Salazar-Curiel, Michaele  
Salman, Ali  
SamForay, Kenye  
Schnabel, Chelsy  
Schultz, Michael  
Shaffer, Franklin  
Shaw, Alicia  
Shea, Benjamin  
Singer, Natalie  
Sjogren, Cynthia  
Solberg, Sarah  
Stabenau, Kelly  
Stamper, Erin  
Standiford, Katharine

Starnes, Thomas  
Stewart, Carmelia  
Stinson, Alex  
Stoll, Eli  
Sultan, Mohamed  
Syed, Mohammed Ghouse  
Tappeta, Reddy Varun  
Terry, Aisa  
Toth, Ryan  
Tran, Giang  
Upadrashta, Manisha  
Vuliseti, Swamy Gangadhar Pav  
Whitehead, Morgan  
Wiese, Megan  
Wilkes, Kalen  
Wilkinson, Ashleigh  
Williams, Britney  
Williamson, Ashley  
Wilson, Amber  
Ybarra, Joe  
Ziegert, Deanne

### **Master of Nursing**

Allen, Chantelle  
Allsup, Gabrielle  
Anderson, Mary  
Asher, Ashley  
Baguioro, Mitzi  
Ballares, Victoria  
Barker, Melissa  
Bekkering, Jessica  
Blumberg, Joy  
Bradley, Crystal  
Branam, Karen  
Bronson, Connie  
Byrer, Stephanie  
Cook, Mallory  
Delnat, Andrew  
Dube, Thembelani  
Foor, Kayla  
Hagan, Jessica  
Hammett, Anne  
Harrison, Jessica  
Hendricks, Haley  
Holladay, Jennifer  
Isaacs, Justine  
Jackson, Sharon

Jarrell, Jennifer  
Jones, Donita  
Keddington, Amanda  
Kimeli, Gladys  
Kohler, Kathleen  
Lamb, Kendra  
Lamey, Nyoka  
Larson, Sandra  
Lloyd, Jesse  
Lundeen, Hayley  
Moore, Nathan  
Northcutt, Jessica  
Piccinini, Carina  
Savona, Cristina  
Strain, Amanda  
Talamantes, Amanda  
Thorpe, Crystal  
Waling, Charlotte  
Webster, Nathaniel

### **Master of Social Work**

Blower, Caroline  
Camp, Elizabeth  
Haase, Karyssa  
Hensley, Aaron  
Jackson, Dominique  
Johnson, Lakisha  
Kitch, Shelby  
McClellan, Erin  
Milam, Zachary  
Mishler, Kiera  
Simons, Dana  
Stingley, Shiann  
Triplett, Michael  
Watson, Tori

### **Certificate Graduate Level**

Bartlett, Vivian  
Berti, Margherita  
Cisco, Mary  
deCourville, Candace  
Ewing, Tiffani  
Facey, Maydia  
Geskos, Christina  
Hubbard, Laurel

Marshall, Christopher  
McFarland, Michael  
Meadows, Katherine  
Myers, Jessica  
Newton, Kaleigh  
Phipps, Cindy  
Pompermayer, Mark  
Rayner, Jessica  
Terry, Holly  
Wilson, Catherine

## **Undergraduate Degrees**

Abaalkhail, Abdulaziz Naif	Bachelor of Science
Abduljawad, Amjad Adel	Bachelor of Science
Abrew, Jerry Charly	Bachelor of Science
Accardi, Jamie Ellen Price	Bachelor of Science in Nursing
Acha, Cynthia	Bachelor of Science
Adams, Abigail Ellen	Bachelor of Science
Adams, Abigail Ellen	Bachelor of Science
Adams, Madison A	Bachelor of Science
Addington, Heaven Leigh	Bachelor of Social Work
Adewole, Jeremiah	Bachelor of Science
Ajamie, James Edward	Bachelor of Science
Akens, Jonathen Michael	Bachelor of Science
Aker, Zachary Dalton	Bachelor of Science
Akers, Talicia Rose	Bachelor of Science
Akrin, Muhannad Mohammed	Bachelor of Science
Al Kaabi, Sultan Abdulla	Bachelor of Science
Al Lowaimi, Hassan	Bachelor of Science
Al Magboul, Azzan Hasan	Bachelor of Science
Al Turki, Neda Faisal	Bachelor of Science
Alabbas, Fahad Saad	Bachelor of Science
Alaboud, Abdullah	Bachelor of Science
Alahmadi, Ahmed Hassan M	Bachelor of Science
Alajlani, Abdulaziz Ali	Bachelor of Science
Alalharith, Ali Mahdi S	Bachelor of Science
Alameri, Ali Aswad	Bachelor of Science
Alameri, Nasser	Bachelor of Science
Alameri, Saeed	Bachelor of Science
Alanazi, Abdulalah Abdullah	Bachelor of Science
Alanazi, Fahad Mohammed Z	Bachelor of Science
Alanazi, Jihad	Bachelor of Science

Alanizy, Hussain A	Bachelor of Science
Alao, Tobi	Bachelor of Science
Albanese, Tony Robert	Bachelor of Science
Albers, Makayla	Bachelor of Science
Albkhit, Ahmed Mohammed	Bachelor of Science
Albouq, Musab Ahmed	Bachelor of Science
Albrecht, Alexandria Lyn	Bachelor of Science
Aldakhil, Abdullah Abdulaziz A	Bachelor of Science
Aldawsari, Abdullah Saad	Bachelor of Science
Aldawsari, Saad Muadhid	Bachelor of Science
Aldawsari, Salem Abdullah	Bachelor of Science
Alderei, Mohammed Saif	Bachelor of Science
Aldhahri, Raiyan	Bachelor of Science
Aldosary, Abdulhadi Ghanem	Bachelor of Science
Aldossary, Nasser Nabil	Bachelor of Science
Alduways, Saleh Hadi	Bachelor of Science
Alefari, Ali Qanazel	Bachelor of Science
Alefari, Hamdan	Bachelor of Science
Alefari, Rashed	Bachelor of Science
Alessa, Mohammad	Bachelor of Science
Alexander, Evan Dwayne	Bachelor of Science
Alfalahi, Naser Mohamed Saeed Eissa	Bachelor of Science
Alfaleh, Athar	Bachelor of Science
Alghannam, Marwan Rashed	Bachelor of Science
Alhajiri, Nasser	Bachelor of Science
Alhamdhah, Yahya A	Bachelor of Science
Alhameli, Hazaa Abdulla Saeed Abdulla	Bachelor of Science
Alharbi, Abdullah D	Bachelor of Science
Alharthi, Nawaf	Bachelor of Science
Alhashim, Maitham Redha	Bachelor of Science
Alhawas, Waleed	Bachelor of Science
Al-Hetmi, Saqr Ahmed S A	Bachelor of Science
Ali, Anwar Ebrahim	Bachelor of Science
Alkhaldi, Mohammed Ali	Bachelor of Science
Alktebi, Ahmed R	Bachelor of Science
Allen, Benjamin David	Bachelor of Science
Allen, Brandi Taylor	Bachelor of Science
Allen, Marisa C	Bachelor of Science
Allen, Pierre D, Jr	Bachelor of Science
Allen, Skyla Christian	Bachelor of Science
Allen-Johnson, Tyshaya	Bachelor of Arts

Allmazrouei, Ahmed Kkhlfan	Bachelor of Science
Almajed, Batool A	Bachelor of Science
Almansoori Jr, Salem Saif	Bachelor of Science
Almansour, Rumah	Bachelor of Science
Almari, Faisal Nasser	Bachelor of Science
Almarri, Abdulrhman Hadi	Bachelor of Science
Almarri, Hamad Ali J	Bachelor of Science
Almarri, Rakan Saleh	Bachelor of Science
Almarri, Rashed Saleh	Bachelor of Science
Almateery, Abdualaziz	Bachelor of Science
Almatrafi, Abdullah Saadi	Bachelor of Science
Almazrouei, Hamad	Bachelor of Science
Almazrouei, Zayed Saeed	Bachelor of Science
Almomen, Ayat	Bachelor of Science
Almubayidh, Faisal	Bachelor of Science
Almuhri, Mahdi S	Bachelor of Science
Almulhim, Mohammed Yousef	Bachelor of Science
Almurashi, Ali Rajaa	Bachelor of Science
Almutairi, Rakan	Bachelor of Science
Almutairi, Saad	Bachelor of Science
Almutrafi, Wayel	Bachelor of Science
Almuzaini, Tariq M	Bachelor of Science
Alnakhlawi, Ali	Bachelor of Science
Alnasser, Fahad Hamad	Bachelor of Science
Alotaibi Sr, Ahmed Khalaf	Bachelor of Science
Alotaibi, Abdalrhman Moula	Bachelor of Science
Alotaibi, Fahad A	Bachelor of Science
Alotaibi, Fawaz Hamoud	Bachelor of Science
Aloufi, Assem	Bachelor of Science
Alowayshiz, Ali Saleh	Bachelor of Science
Alqahtani, Mohammed Rashed	Bachelor of Science
Alqahtani, Tami Raja	Bachelor of Science
Alqarni, Abdullah Mohammed	Bachelor of Science
Alramah, Abdulmohsen Abdulaziz	Bachelor of Science
Alrehaili, Amjad Abdulrahman	Bachelor of Science
Alruwaished, Zeyad	Bachelor of Science
Alsaleh, Abdulrahman Mohammed	Bachelor of Science
Alsarhani, Nouf Mohammad	Bachelor of Science
Alshammari, Fahd Hamd	Bachelor of Science
Alshammri, Mohand Arif	Bachelor of Science
Alshuhail, Salman Mohammed	Bachelor of Science

Alsirhani, Rawan M	Bachelor of Science
Alsubaie, Abdullah Naif	Bachelor of Science
Alsufayan, Khaled Saad	Bachelor of Science
Althani, Abdullah	Bachelor of Science
Altheide, Brooklynn Michelle	Bachelor of Science
AlTurki, Hawraa Abbas	Bachelor of Science
Alturki, Hussain Abbas H	Bachelor of Science
Alvarado, Juan Carlos, Jr	Bachelor of Science
Alwasaq, Umar Saleh	Bachelor of Science
Alyalak, Muath Salah	Bachelor of Science
Alzuraiq, Mohammad Adel	Bachelor of Science
Aman, Courtney Renee	Bachelor of Science
Ammons, Rachel Renee	Bachelor of Science
Amor, Nicholas Brent	Bachelor of Science
Anda, Bethany J	Bachelor of Science
Anderson, Brett Anthony	Bachelor of Science
Anderson, Caitlin Elizabeth Yang Huihui	Bachelor of Science
Anderson, Caitlin Elizabeth Yang Huihui	Bachelor of Science
Anderson, Dominique Terese	Bachelor of Science
Anderson, Hannah Eilene	Bachelor of Science
Anderson, Shannon	Bachelor of Science
Andrews, Trenton E	Bachelor of Science
Angel, Alexis Marie	Bachelor of Science
Annon, Calli Danielle	Bachelor of Science
Annon, Derek Tyler	Bachelor of Science
Anthis, Taylor Nicole	Bachelor of Science
Apke, Allison Taylor	Bachelor of Science
Appel, Joshua Jeffrey	Bachelor of Science
Applegate, John Wiliam Wang	Bachelor of Science
Arline, Shawn Anthony	Bachelor of Science
Armstrong, Jade Nichole	Bachelor of Science
Armstrong, John Matthew	Bachelor of Science
Arnholt, Cole Franke	Bachelor of Science
Arthur, Joseph Jude	Bachelor of Science
Artis, Brandon Marquette	Bachelor of Science
Artis, Brooklyn	Bachelor of Science
Asay, Jared Paul	Bachelor of Science
Ash, Kathleen Kay Ruth	Bachelor of Science
Ashby, Marcus Trent	Bachelor of Science
Ashley, Tyler William	Bachelor of Science
Askren, Kayla Marie	Bachelor of Science



Assr, Mawadah Abdulqader	Bachelor of Science
Atha, Elizabeth Jean	Bachelor of Science
Atkinson, Benjamin Lawrence	Bachelor of Music Education
Austin, Lindsey Marie	Bachelor of Science
Ayala, Alexandra	Bachelor of Science
Bacala, Patricia N	Bachelor of Science
Bachman, Timothy James	Bachelor of Science
Bailey, Alexis Merce'Des	Bachelor of Science
Bailey, Ariel Deshay	Bachelor of Science
Bailey, Chelsey Lynn	Bachelor of Science
Bajwa, Daljot Singh	Bachelor of Science
Baker, Cory Mitchell	Bachelor of Science
Baker, Darby	Bachelor of Science
Baker, Jeremy Dwayne	Bachelor of Science
Baker, Stephanie Renae	Bachelor of Science
Balhareth Jr, Majed Mohammed	Bachelor of Science
Banister, Austin Randolph	Bachelor of Science
Banks, Jaylin Omauri	Bachelor of Science
Bannon, Jarred L	Bachelor of Science
Baran, Loren Elizabeth	Bachelor of Science
Barber, Brooke Kristen Molly	Bachelor of Science
Barnett, Mercedes S	Bachelor of Science
Barnhart, Alan Michael	Bachelor of Science
Barton, Kacie Lee	Bachelor of Science
Bates, Kelsey Lynn	Bachelor of Science
Bauer, Kaine Michael	Bachelor of Science
Baugh, Markanda Eileen	Bachelor of Social Work
Baumgartner, Alecsandre' Nicholas	Bachelor of Science
Bayless, Taylor Nicole	Bachelor of Science
Bays, Olivia Renee	Bachelor of Science
Bazzano, Tatiana Renae	Bachelor of Science
Beamon, Justin Patrick	Bachelor of Science
Bean, Hayley Elizabeth	Bachelor of Science
Beard, Zackary Samuel	Bachelor of Science
Beckford, Shaneil Kyion	Bachelor of Science
Bedecki, Nathan Danial Ryan	Bachelor of Science
Bedwell, Audrey R	Bachelor of Science
Beedie, Adia Kenyette	Bachelor of Science
Belter, Kristin Marie	Bachelor of Science
Bender, Alexis Morgan	Bachelor of Science
Bender, Hannah Jane	Bachelor of Science

Bennett, Brian Lee	Bachelor of Science
Bennett, Djuan A	Bachelor of Science
Bennett, Emily Lauren	Bachelor of Science
Bennett, Jacqueline Marie	Bachelor of Science
Bennett, Misha S	Bachelor of Science
Benson, Kendra Renee	Bachelor of Science
Ber, Joanna Marie	Bachelor of Science
Berg, Nathaniel Cole	Bachelor of Science
Berg, Sydney Jo	Bachelor of Science
Berger, Emily Marie	Bachelor of Science
Berger, Lacy Jay	Bachelor of Science
Berkey, Krista Joy	Bachelor of Science
Berry, Ronda Rae	Bachelor of Science
Berry, Wade Douglas	Bachelor of Science
Berry-McCollough, Sharon Gray	Bachelor of Science
Bertermann, Peter J	Bachelor of Science
Bethea, James Parris	Bachelor of Science
Bickley, Makeisha LeAnn	Bachelor of Science
Bigger, Rhett Logan	Bachelor of Science
Binney, Samantha Nicole	Bachelor of Science
Birden, Hanna Danae	Bachelor of Science
Black, Brittany Janice	Bachelor of Science
Blackburn, Brandon C	Bachelor of Science
Blair, Brittany	Bachelor of Science
Bland, Adrienne Marie	Bachelor of Social Work
Blanton, Louis Craig	Bachelor of Science
Blaylock, Radasia Emani-Rose	Bachelor of Social Work
Ble Koidio, Yann Emmanuel Yves Alain	Bachelor of Science
Bloss, Austin Michael	Bachelor of Science
Bloyd, Stephanie	Bachelor of Science
Blue, Olandra Deava	Bachelor of Science
Bluis, Jennifer Rose	Bachelor of Science
Blunk, Alexis Rae	Bachelor of Science
Bly, Matthew Robert	Bachelor of Science
Bogart, Dylan Michael	Bachelor of Science
Boggs, Zachary Austin	Bachelor of Science
Boler, Byron Mitchell	Bachelor of Science
Bolton, Audra Lea	Bachelor of Science
Bonham, James	Bachelor of Science
Booe, Madison Christine	Bachelor of Science
Borden, Tammy Lynne	Bachelor of Science

Borders, Arielle Shardae	Bachelor of Science
Bordner, Kayleigh Jayden	Bachelor of Science
Bouslog, Tyler Quentin	Bachelor of Science
Bowman-Shaw, Jadie M	Bachelor of Science
Boyce, Caitlyn Elizabeth	Bachelor of Science
Boyd, Asia B	Bachelor of Science
Boyd, Nathaniel Wesley	Bachelor of Science
Boyer, Carson R	Bachelor of Science
Bradshaw, Anthony James	Bachelor of Science
Bramlett, Kendrick Davell	Bachelor of Science
Branch, Jermanie Lashae	Bachelor of Science
Branham, Tanner Dale	Bachelor of Science
Branstetter, Alec Jeffrey	Bachelor of Music Education
Brattain, Kendra Rae	Bachelor of Science
Braunecker, Adam Joseph	Bachelor of Science
Brennan, Andrew Patrick	Bachelor of Science
Brenneman, Brandon Douglas	Bachelor of Science
Brewer, Bailey Elizabeth	Bachelor of Science
Brewer, Shawnie N	Bachelor of Science
Brewster, Deonte Cortez	Bachelor of Science
Britton, Jonah L	Bachelor of Science
Brocar, Bryce Evan	Bachelor of Science
Brochin, Elizabeth Olivia	Bachelor of Science
Brock, Riley Steven	Bachelor of Science
Broderson, Bethany K	Bachelor of Science
Brooks-McCool, Kimberly Ann	Bachelor of Science
Brown, Devin Stephen	Bachelor of Science
Brown, Erica Bianca	Bachelor of Science
Brown, Jevon Lavale	Bachelor of Science
Brown, Jordan Michael	Bachelor of Science
Brown, Joseph	Bachelor of Science
Brown, Kassie	Bachelor of Science
Brown, Kendall C	Bachelor of Science
Brown, Shaun Hunter	Bachelor of Science
Brown, Zanosha Michelle	Bachelor of Science
Broyles, Zach Theodore	Bachelor of Science
Bryan, Emily J	Bachelor of Social Work
Buchanan, Ashley Nicole	Bachelor of Social Work
Buchanan, Kelli Nicole	Bachelor of Science
Buechler, Lance Alan	Bachelor of Science
Buffington, Miranda J	Bachelor of Science

BuHamad, Ahmad Yousef	Bachelor of Science
Buis, Derrick Wayne	Bachelor of Science
Bunch, Jessica Nicole	Bachelor of Science
Bunch, Samuel Denton	Bachelor of Science
Bunschoten, Neils	Bachelor of Science
Bunton, Elizabeth Lauren	Bachelor of Science
Burbank, Shana	Bachelor of Science
Burd, Michael Harry	Bachelor of Science
Burdette, Jason Robert	Bachelor of Science
Burdette, Melody Joy	Bachelor of Science
Burdine, Micaela Brenda Irene	Bachelor of Science
Burge, Jessica	Bachelor of Science
Burke, Robyn Elizabeth	Bachelor of Science
Burks, Ciara Rache'	Bachelor of Science
Burns, Amber-Lynn Joann	Bachelor of Science
Burns, Stephanie Anne	Bachelor of Science
Burton, Bradley Allan	Bachelor of Science
Burton, Cody B	Bachelor of Science
Burton, Gabriel D'Andre	Bachelor of Science
Burton, Haley Rose	Bachelor of Science
Burts, Ternessa Raletta	Bachelor of Science
Busboom, Jordan Alexander	Bachelor of Music Education
Bush, Brandon D	Bachelor of Science
Bushfield, Kimberly	Bachelor of Science
Bushur, Melissa R	Bachelor of Science
Byrd, Gloria	Bachelor of Science
Byrne, Jenny Marie	Bachelor of Applied Science
Byrum, Katie Lynette	Bachelor of Science
Cacovski, Noah Albert	Bachelor of Science
Cadwell, Cole Charles	Bachelor of Science
Cain, Caleb Michael	Bachelor of Science
Calhoun, Ethan Mathieu	Bachelor of Science
Campbell, Dylan Ka	Bachelor of Science
Campbell, Rashelle Rene	Bachelor of Science
Campbell, Steve Christopher, Jr	Bachelor of Science
Canary, Sahvanna L	Bachelor of Science
Capps, Drake M	Bachelor of Science
Cardinal, Kaitlyn Renae	Bachelor of Science
Carino, Paulito Mercado	Bachelor of Science
Carlock, Thomas LaValle	Bachelor of Science
Carlsgaard, Maegan Ann	Bachelor of Science

Carlson, Cassidy Ann	Bachelor of Science
Carlson, Kendra Lauree	Bachelor of Arts
Carpenter, Devon Michael	Bachelor of Science
Carrera, Bryan J	Bachelor of Science
Carson, Sydni Alexis	Bachelor of Science
Carter, Antoinette Katrina	Bachelor of Science
Casciotta, Alecia Lynette	Bachelor of Science
Case, Cecily Diana	Bachelor of Science
Cassiday, Brandon Christopher	Bachelor of Science
Castleberry, J'Lissa Nicole	Bachelor of Science
Cavender, Heather JoAnn	Bachelor of Science
Cavitt, Cody Lee	Bachelor of Science
Centofante, Philip John-Angelo	Bachelor of Science
Centofante, Philip John-Angelo	Bachelor of Science
Cervantes, Antonio De Jesus	Bachelor of Science
Chaabi, Ayoub	Bachelor of Science
Chamberlain, Pamela Sue	Bachelor of Science
Chaney, Bailey Fay	Bachelor of Science
Chaney, Morgan Lee	Bachelor of Science
Chang, Eunha	Bachelor of Science
Chappell, Tyler Scott	Bachelor of Science
Charleston, Erica Dorthieus	Bachelor of Science
Charleston-Trimble, Ti-Ishia Jasmine	Bachelor of Science
Chatman, Paul Jason	Bachelor of Science
Cheek, Patrick R	Bachelor of Science
Chen, Jie	Bachelor of Science
Chestnut, Ryan Christopher	Bachelor of Science
Cheung, Pak Hon	Bachelor of Science
Chikez, Zardy Chipeng	Bachelor of Science
Childress, Willie Ray	Bachelor of Science
Chiodo, Megan	Bachelor of Science
Christ, Collin Thomas	Bachelor of Science
Chuba, Bryan G	Bachelor of Science
Cimaroli, Catrina Emily	Bachelor of Arts
Cizar, Tyler Donald	Bachelor of Science
Clapp, Justin Paul	Bachelor of Science
Clapp, Travis James	Bachelor of Science
Clark, Alisa Jo	Bachelor of Science
Clark, Jordan Carter	Bachelor of Science
Clark, Joshua A	Bachelor of Science
Clark, Michela Riley	Bachelor of Science

Clark, Miles Jarrett	Bachelor of Science
Clarke, Dakota L	Bachelor of Science
Clayton, Kelsey Chantel	Bachelor of Science
Clements, Christopher Anthony	Bachelor of Science
Clements, Kaila-Danielle June	Bachelor of Social Work
Clemons, William E	Bachelor of Science
Clerk, Kendall Ilia-Joan	Bachelor of Science
Clifford, Katherine Stephanie	Bachelor of Science
Cline, Kelsey Mashelle	Bachelor of Science
Clinton, Lacrisha Leeann	Bachelor of Science
Clodfelter, Kayli Marie	Bachelor of Science
Coalter, Caitlyn	Bachelor of Science
Cochran, Kevin Micah	Bachelor of Science
Cochrane, Patricia Catherine	Bachelor of Science
Cockrell, Andrew Meyer	Bachelor of Applied Science
Coffman, Amanda Nicole	Bachelor of Science
Coffman, Austin Carter	Bachelor of Science
Cohen, Danielle E	Bachelor of Science
Cole, Charles Wayne III	Bachelor of Science
Cole, Faith Denise	Bachelor of Science
Cole, Hannah O	Bachelor of Science
Cole, Shelby Renee	Bachelor of Science
Cole, Troy Darnell, Jr	Bachelor of Science
Coleman, Shelby Rolene	Bachelor of Science
Coleman, Stephanie D	Bachelor of Science
Collenbaugh, Aaron Mathew	Bachelor of Science
Collier, Preston Scott	Bachelor of Science
Collins, Bethany Noel	Bachelor of Science
Collins, Jaelan E	Bachelor of Science
Collins, Lucas Craig	Bachelor of Science
Collins, Niimah Ruggayah	Bachelor of Science
Collins, Victoria Anne	Bachelor of Science
Combs, Ian	Bachelor of Science
Companion, Seth Adam	Bachelor of Science
Compton, Joshua Ryan	Bachelor of Science
Conley, Kyea Bena'	Bachelor of Science
Conrad, Pa'Jon KayLouria	Bachelor of Science
Conway, Austin Lee	Bachelor of Science
Cook, Terresa Ann	Bachelor of Science
Cook, Tina Marie	Bachelor of Science
Cooke, Shannon Marie	Bachelor of Science

Cooper, Ashley Brooke	Bachelor of Science
Coovert, Benjamin Harold David	Bachelor of Science
Corbin, Deborah C	Bachelor of Science
Corbin, Mercedes Sherice	Bachelor of Science
Cordero, Daniel Luis	Bachelor of Science
Cornelius, Tamutamu	Bachelor of Science
Corwin, Keerstan Elaina	Bachelor of Science
Coudret, Victoria Allen	Bachelor of Science
Couldry, Ciera Elizabeth	Bachelor of Science
Covington, Bradley Christopher	Bachelor of Science
Cowan, Sacha O	Bachelor of Science
Cox, Andrew Guille	Bachelor of Science
Cox, Ariel Christina	Bachelor of Science
Cox, Audra Jean	Bachelor of Science
Cox, Caitlyn Leigh	Bachelor of Science
Cox, Kaelynn Paige	Bachelor of Science
Craft, Lacey Marie	Bachelor of Science
Crain, Kayla Tonyae	Bachelor of Science
Crawford, Kristina Fay	Bachelor of Science
Crissman, Erika Teresa	Bachelor of Science
Crook, Davonte Arnell	Bachelor of Science
Croom, Monique Antoinette	Bachelor of Science
Cross, Charity Dawn	Bachelor of Science
Cross, Tiara Annette	Bachelor of Science
Crowe, Braydon Patrick	Bachelor of Science
Crowell, Kali Ann	Bachelor of Science
Crum, Darian Jacinta Jean	Bachelor of Science
Crumble, Imani T	Bachelor of Science
Crumrin, Kaytlin JoAnn	Bachelor of Science
Cuffle, Emily Dawn	Bachelor of Science
Culley, Morgan Fay	Bachelor of Science
Curry, Dontice Jamar	Bachelor of Science
Curtis, Olivia Abigail	Bachelor of Science
Cutter, Nicholas Hoefler	Bachelor of Science
Dandridge, Kierra Brianna	Bachelor of Science
Daniels, Jordan Laine	Bachelor of Science
Dardeen, Madison Rachelle	Bachelor of Science
Darin, Kelsey Lynn	Bachelor of Science
Dart, Rebecca	Bachelor of Science
Daub, Mandy Jo	Bachelor of Science
Daugherty, Brooklyn May	Bachelor of Science

David, Oluwafemi Olasode	Bachelor of Science
Davidson, Jwan	Bachelor of Science
Davis II, Kyle Aaron	Bachelor of Science
Davis II, Ronald Eugene	Bachelor of Science
Davis, Christopher Lee	Bachelor of Science
Davis, Evan Scott	Bachelor of Science
Davis, Jacob Evan	Bachelor of Science
Davis, Jasmine Brooke	Bachelor of Science
Davis, Madison Amber	Bachelor of Science
Davis, Meghan	Bachelor of Science
Davis, Stephen Duane, Jr	Bachelor of Science
Davis, Trey Edward	Bachelor of Science
Davis, Tyler Stuart	Bachelor of Science
Davison, Johnathan Lee	Bachelor of Science
Dawson, Morganne Elizabeth	Bachelor of Science
Day, Darryl Jordan	Bachelor of Science
Deady, Logan Turner	Bachelor of Science
Deal, Brenna Cheryl	Bachelor of Science
Dean, Summer	Bachelor of Applied Science
Decker, Kaleigh Ann	Bachelor of Science
Deguch, Theo	Bachelor of Science
DeHaven, Jessica Leigh	Bachelor of Science
Deko, Robert Josphe, Jr	Bachelor of Science
DeLude, Hayley Ann	Bachelor of Science
Denton, Tyler Michael	Bachelor of Science
Depasse, Patrick Jeffery	Bachelor of Science
DeSplinter, Seth Joseph	Bachelor of Science
Detrick, Cristina	Bachelor of Applied Science
DeWeese, Samantha	Bachelor of Science
Dickinson, Briana K	Bachelor of Science
Dillahunt, Brianne Marie	Bachelor of Science
Dillard, Taylor Nicole	Bachelor of Social Work
Dillion, Nathan Davis	Bachelor of Science
Dillon, Christopher Daniel	Bachelor of Science
Dillon, Travis Lee	Bachelor of Science
Dimmig, Paul Francis, Jr	Bachelor of Science
Diorio, Cassandra Lynn	Bachelor of Science
Disman, Mitchell Joseph	Bachelor of Science
Doble, Arlene	Bachelor of Science
Donaldson, Alison Rae	Bachelor of Science
Dong, Wendi	Bachelor of Science



Doppler, Alexander Benjamin	Bachelor of Science
Dorey, Abigail Jade	Bachelor of Science
Dove, Scott Lydell	Bachelor of Science
Dowdell, Tyrell Rashod	Bachelor of Science
Dowen, Ashley N	Bachelor of Social Work
Downard, Katheryn D	Bachelor of Science
Drake, Allison Maria	Bachelor of Science
Drexler, Tanner Eric	Bachelor of Science
Duff, Jasmin	Bachelor of Science
Dugan Jr, Rex A	Bachelor of Science
Dunfee, Hailee Denea	Bachelor of Science
Duregger, Carrie Elizabeth	Bachelor of Science
Durham, Katelyn Nicole	Bachelor of Science
Durphey, Brett Michael	Bachelor of Science
Duvall, Dawn	Bachelor of Science in Nursing
Dworek, Wesley Richard	Bachelor of Science
Dyar, Bethanie Diane	Bachelor of Science
Dye, Nathan T	Bachelor of Science
Dzubay, Daniel James	Bachelor of Science
Eads, Jeffery Wayne	Bachelor of Science
Easley, Christine Marie	Bachelor of Science
Echols, Tyler Lamont	Bachelor of Science
Eckerle, Rachel Denise	Bachelor of Science
Edmonds, Damani	Bachelor of Science
Edwards, Lauren Elizabeth	Bachelor of Science
Elbarassi, Tyler Morghan	Bachelor of Science
Elder, Kisha	Bachelor of Science
Elfson, Kyle Orden	Bachelor of Science
Eli, Alexandria Nicole	Bachelor of Science
Elliott, Anthony Wayne	Bachelor of Science
Elliott, Anthony Wayne	Bachelor of Science
Elliott, Daniel William	Bachelor of Science
Ellshoff, Cody F	Bachelor of Science
Elston, Reagan Elizabeth	Bachelor of Science
Embry, Ricky Lee	Bachelor of Science
Emerick, Morgan	Bachelor of Science
English, Tierra Nicole	Bachelor of Science
Erlenbaugh, Natalie	Bachelor of Science
Evans, Audrianna Nicole	Bachelor of Science
Evans, LeVisa De'ahn	Bachelor of Science
Evans, Tyler De'Vonte	Bachelor of Science

Ewart, Casey Marie	Bachelor of Science
Eyer, Hannah	Bachelor of Science
Ezeibe, Kingsley N	Bachelor of Science
Faith, Jalen Tyler	Bachelor of Social Work
Fang, Jingyang	Bachelor of Science
Fardulis, Kayla R	Bachelor of Science
Farrell, Lindsey Morgan	Bachelor of Science
Farrell, Morgan	Bachelor of Science
Faulkenburg, Cameron B	Bachelor of Science
Fautanu, Lafaale	Bachelor of Science
Fazekas, Rachel L	Bachelor of Science
Fell, Derek Andrew	Bachelor of Science
Fenton, Sydney Kay	Bachelor of Science
Ferguson, Diamond Cashyra	Bachelor of Science
Fields, Sara Elizabeth	Bachelor of Social Work
Fill, Nicole Renee	Bachelor of Science
Fillenwarth, Callie Irene	Bachelor of Science
Finchum, Ciera Lynn	Bachelor of Science
Fine, Nathaniel Jacob	Bachelor of Science
Fisher, Ethan Jon	Bachelor of Science
Flahive, Taylor Nicole	Bachelor of Science
Flanigan, Karlin A	Bachelor of Science
Fleetwood, Winter Eve	Bachelor of Science
Fleming, Garrick L	Bachelor of Science
Fleming, Sabrina Leigh	Bachelor of Science
Flis, Samantha Ann	Bachelor of Science
Florence, Dana E	Bachelor of Science
Foard, Nyrell T	Bachelor of Science
Fonner, Alexa Chevelle	Bachelor of Science
Forsyth, Jessica Jean Ann	Bachelor of Science
Foster, Ariana N	Bachelor of Science
Foster, Nicholas Robert	Bachelor of Science
Fox, Beth A	Bachelor of Science
Fox, Brittney Grace	Bachelor of Science
Fox, Jesse E	Bachelor of Science
Fox, Michelle E	Bachelor of Science
Francis, Briana	Bachelor of Science
Frazier, D'Andre Jalen	Bachelor of Science
Frazier, Ericka	Bachelor of Science
Frazier, Mekalah Marie	Bachelor of Science
Freeman, Tyler Nelson	Bachelor of Science

French, John Benton	Bachelor of Science
Frey, Joseph R	Bachelor of Science
Fridley, David A	Bachelor of Science
Frisz, Erin Elizabeth	Bachelor of Science
Fritz, Merissa Jean	Bachelor of Science
Fulford, Brentney Paige	Bachelor of Science
Fuller, Charles D	Bachelor of Science
Fulton, Alyssa Jo	Bachelor of Science
Gadacz, Valerie Pearl	Bachelor of Science
Galloway, Shondalin Shontan	Bachelor of Science
Galyen, Forrest	Bachelor of Science
Gamble, Mya Anaeze	Bachelor of Science
Gamroth, Paul	Bachelor of Science
Garcia, Eduardo Matthew	Bachelor of Science
Garcia, Jessica	Bachelor of Science
Gardner, Cody Dillon	Bachelor of Science
Garland, Larry William	Bachelor of Science
Garner, Holly Nicole	Bachelor of Social Work
Garrett, Jennifer Michele	Bachelor of Science
Garza, Linda Dalie	Bachelor of Science
Gaskey, Erik	Bachelor of Science
Gast, Charles Thomas	Bachelor of Science
Gates, Deonte Marquise	Bachelor of Science
Gathings, Telicia S	Bachelor of Science
Gee, Donnie Ray	Bachelor of Science
Gehrich, Brian Matthew	Bachelor of Science
George, Taylor Kirsten	Bachelor of Science
Gerike, Amy Elizabeth	Bachelor of Science
Gesiakowski, Scott	Bachelor of Arts
Gibson, Marcus L	Bachelor of Science
Giesler, Dane B	Bachelor of Science
Giesting, Allison Kate	Bachelor of Science
Gilbert, Jill Ann	Bachelor of Science
Gill, Shayla Leigh	Bachelor of Science
Gillum, Chelsey Marie	Bachelor of Science
Godby, Collin Thomas	Bachelor of Science
Godsey, Gabrielle Ann	Bachelor of Science
Goff, Matthew D	Bachelor of Science in Nursing
Gohn, Rance Travis	Bachelor of Science
Goings, Kaitlin A	Bachelor of Science
Goldman, Emoni Symone	Bachelor of Science

Gomez, Juan Pablo	Bachelor of Science
Gonzalez, Juan Carlos	Bachelor of Science
Goode, Taylor Renee	Bachelor of Science
Goodwin, Miranda D	Bachelor of Science
Gortney, Ryan Allen	Bachelor of Science
Gosman, Dustin Scott	Bachelor of Science
Gould, Krystal L	Bachelor of Social Work
Grady, Joshua Patrick	Bachelor of Science
Graft, Maria Danielle	Bachelor of Science
Graham, Amber Marie	Bachelor of Science
Graham, Makenna Kay	Bachelor of Science
Grant, Tavell Lawrence	Bachelor of Science
Grass, Jesse Dakota	Bachelor of Science
Gravely, Haley Elise	Bachelor of Science
Gray, Marcus Charles	Bachelor of Science
Gray, Thomas D	Bachelor of Science
Gray, Tina Marie	Bachelor of Science
Greene, Gabrielle Ganyard	Bachelor of Science
Greenr, Hannah L	Bachelor of Science
Greenwell, Tabitha	Bachelor of Science
Greeson, Jenna Michelle	Bachelor of Social Work
Gregory, Jacob Matthew	Bachelor of Science
Gregory, Kevaris	Bachelor of Science
Gregory, Sarah Ann	Bachelor of Social Work
Greuel, Valerie Anne-Marie	Bachelor of Science
Griffin, Amber Leigh	Bachelor of Science
Griffin, Anna M	Bachelor of Science
Griffin, Anthony Lee	Bachelor of Science
Griffin, Jasmine N	Bachelor of Science
Griffin, Levi M	Bachelor of Science
Griggs, Lindsey Janelle	Bachelor of Science
Grove, Amanda N	Bachelor of Science
Grubbs, Jessica Logan	Bachelor of Science
Gruener, Katrina Jolene	Bachelor of Science
Gruener, Taylor Paige	Bachelor of Science
Grundhoefer, Madison Renee	Bachelor of Science
Grundhoefer, Megan Louise	Bachelor of Science
Guay, Kelsi Elizabeth	Bachelor of Science
Guffey, Joshua Neil	Bachelor of Science
Gutierrez, Vanessa	Bachelor of Science
Hadley, Brennan Loraine	Bachelor of Science

Hagan, Robert J	Bachelor of Science
Hahn, Terrance C	Bachelor of Science
Hakami, Halemah Hefzallah	Bachelor of Science
Halberstadt, Baley Ann	Bachelor of Science
Hale, Haley Jo	Bachelor of Science
Haliburton, Rochelle A	Bachelor of Science
Hall, Christopher Jeffrey	Bachelor of Science
Hall, Daisha Doreall	Bachelor of Science
Hall, Kajanee	Bachelor of Science
Hall, Morgan Kay	Bachelor of Science
Halpin, Erin	Bachelor of Science
Halter, Decoda J	Bachelor of Science
Haltom, Matthew Gregory	Bachelor of Science
Hamilton, Pierre James-Ryan, Jr	Bachelor of Science
Hancock, Stephanie	Bachelor of Fine Arts
Haneline, Taylor Jenae	Bachelor of Science
Haniford, Steven Mark	Bachelor of Science
Hannon, Alexandria	Bachelor of Science
Hannon, Veronica M	Bachelor of Science
Hanthorne, Taylor	Bachelor of Science
Harden, Jason Matthew	Bachelor of Science
Hardimon, Latisha Donyea	Bachelor of Science
Hardwick, Taylor Ann	Bachelor of Science
Hardy, Jah'Shar La'Nae	Bachelor of Science
Harker, Isaac Andrew	Bachelor of Science
Harle, Jeremy Holden	Bachelor of Science
Harmon, Chance Everett	Bachelor of Science
Harmon, Delbert	Bachelor of Science
Harmon, Kiley Marie	Bachelor of Science
Harper, Patara Dawn	Bachelor of Science
Harrell, Brandon T	Bachelor of Science
Harrell, Taylor A	Bachelor of Science
Harris, Bradley Martin	Bachelor of Science
Harris, Chinaa L	Bachelor of Science
Harris, Courtney Alissa	Bachelor of Science
Harris, Dontesia Tanea	Bachelor of Science
Harris, Elizabeth Ann	Bachelor of Science
Harris, Heath Robert	Bachelor of Science
Harris, Keith Alexander Jr	Bachelor of Science
Harris, Shanice	Bachelor of Science
Hartmann, James Nicholas	Bachelor of Science

Hartwig, Karl D	Bachelor of Science
Harvey, Tyler Steven	Bachelor of Science
Hatfield, Brianna M	Bachelor of Science
Hathaway, Nicole Danielle	Bachelor of Science
Hauber, Alec Thomas	Bachelor of Science
Hawk, Evan Dant	Bachelor of Science
Hawkins, Candice D	Bachelor of Science
Hawsawi, Mohammed Mustafa	Bachelor of Science
Hayes, Hannah Renae	Bachelor of Science
Hayslett, Kyle Douglas	Bachelor of Science
Hayton, Joshua Jack	Bachelor of Science
Hayward, Kasey S	Bachelor of Science
Heath, David Aaron	Bachelor of Arts
Heath, Nicole Jean	Bachelor of Science
Heffner, Nicole Joan	Bachelor of Science
Hefner, Tiffany Marie	Bachelor of Science
Helal, Bader	Bachelor of Science
Held, Ethan	Bachelor of Science
Held, Kathryn M	Bachelor of Science
Helderman, Kendra Renea	Bachelor of Science
Helm, Lindsay Nicole Ingalsbe	Bachelor of Science
Henderson, Hunter Kay	Bachelor of Science
Hendricks, Michelle	Bachelor of Science
Hendry, Chantelle Janay	Bachelor of Science
Hennington, Stetson Omar	Bachelor of Science
Henry, Lindsay Marie	Bachelor of Science
Hensley, Clayton W	Bachelor of Science
Henzman, Dawnetta Jo	Bachelor of Science
Herman, Cassidy Kelly	Bachelor of Science
Herring, Breanna	Bachelor of Science
Herron, Errick Darnell Jr	Bachelor of Science
Herzog, Allison M	Bachelor of Science
Hess, Angela Lenore	Bachelor of Science
Hetherington, Nicholas Andrew	Bachelor of Science
Hibbets, Eric Matthew	Bachelor of Science
Hill, Anna Teresa	Bachelor of Science
Hill, Ashlea Vernitajane	Bachelor of Science
Hill, Justin Patrick	Bachelor of Science
Hill, Nicole Elizabeth	Bachelor of Science
Hill, Shawntrease J	Bachelor of Science
Hinds, Olivia Paige	Bachelor of Science

Hinkel, Haleigh M	Bachelor of Science
Hinton, Dasha	Bachelor of Science
Hintz, Lindsey Taylor	Bachelor of Science
Hoffarth, Michael Paul	Bachelor of Science
Hogan, Michaella Lynn	Bachelor of Science
Holdmann, Alyssa Katelin	Bachelor of Science
Hollaway, Kelsey Leigh-Ann	Bachelor of Science
Hon, Kristen Leigh	Bachelor of Science
Hook, Brock W	Bachelor of Science
Hooten, Eric Shaquille	Bachelor of Science
Hopf, Jessica N	Bachelor of Science
Hopf, Taylor Alexandra	Bachelor of Science
Hopkins, Darren K Jr	Bachelor of Science
Hormann, Brett A	Bachelor of Science
Hornsby, Justin	Bachelor of Science
Hornung, Shaun	Bachelor of Science
Hostetter, Nicole Lynn	Bachelor of Science
Hostrawser, Lynae	Bachelor of Science
Houser, Jordan Ray	Bachelor of Science
Howard, Dakota Shea	Bachelor of Science
Howard, Gregory David	Bachelor of Science
Howard, Kaylyn T	Bachelor of Science
Howard, Talynn Vida	Bachelor of Science
Howard, Trae Ladelle	Bachelor of Science
Howell, Diamond Alexis	Bachelor of Science
Howie, Kelsey M	Bachelor of Science
Howkinson, Adrian	Bachelor of Science
Hoy, Edward Jr	Bachelor of Science
Huang, Karan	Bachelor of Science
Hudson, Taylor Joe	Bachelor of Science
Huff, Benjamin A	Bachelor of Science
Huisinga, Landry	Bachelor of Science
Hulett, Natalie Rose	Bachelor of Science
Humphrey, Britney Ceeaisa	Bachelor of Science
Humrickhouse, Brendin Jay	Bachelor of Science
Hunt, Alyssa A	Bachelor of Science
Ikegwu, Jackline Augustina	Bachelor of Science
Immayel, Mohammed	Bachelor of Science
Ingle, Caleb Michael	Bachelor of Science
Ingle, Rachel M	Bachelor of Science
Isbell, Courtney	Bachelor of Science

Ivanovich, Jordan Alexei	Bachelor of Science
Iverson, Ashley Nicole Roll	Bachelor of Science
Jackson, Amani Dianne	Bachelor of Science
Jackson, Cody William	Bachelor of Science
Jackson, Jordan Montel	Bachelor of Science
Jackson, Macie Joan	Bachelor of Science
Jackson, Madison Elaine	Bachelor of Science
Jackson, Ty-Tiana Shawneece	Bachelor of Science
Jacobs, Casey Erin	Bachelor of Science
Jacobs, Korie Lynn	Bachelor of Science
Jacobson, Meghan Ann	Bachelor of Science
Jaeger, Charles Edward	Bachelor of Science
James, Amanda D'awn	Bachelor of Science
James, Eric D Jr	Bachelor of Science
Jarvis, Kaylin Mary	Bachelor of Science
Jefferson, Braydon Treavon	Bachelor of Science
Jemison, Jack Nathaniel	Bachelor of Science
Jenkins, Michael Alan	Bachelor of Science
Jennings, Evan M	Bachelor of Science
Jerrells, Luke A	Bachelor of Science
Jeter, Grace	Bachelor of Applied Science
Jewell, Brianna Nicole	Bachelor of Science
Jhatu, Prabjyot Kaur	Bachelor of Science
Johnson, Amanda Brooke	Bachelor of Science
Johnson, Corine LaShae	Bachelor of Science
Johnson, Crystal Marie	Bachelor of Science
Johnson, Daniel Jacob	Bachelor of Science
Johnson, Holly Megan	Bachelor of Science
Johnson, Keith Robert	Bachelor of Science
Johnson, Keyon Brandy Monique	Bachelor of Science
Johnson, Kiarra Monique	Bachelor of Science
Johnson, Kristan Elise	Bachelor of Science
Joiner, Cassandra	Bachelor of Science
Joiner, Sir James E III	Bachelor of Science
Jones, Abigale Montana	Bachelor of Science
Jones, Briana N	Bachelor of Science
Jones, Jenna Lee	Bachelor of Science
Jones, Kenya Renee	Bachelor of Science
Jones, Kesia M	Bachelor of Science
Jones, Khari Marcus	Bachelor of Science
Jones, Kristen Ashley	Bachelor of Science



Jones, Mandy E	Bachelor of Science
Jones, Moniece Karla	Bachelor of Science
Jones, Nathan	Bachelor of Science
Jones, Nathaniel Edward	Bachelor of Science
Jones, Nicole Elizabeth	Bachelor of Science
Jones, Rashaun Shaquille	Bachelor of Science
Jones, Sabrina	Bachelor of Science
Jones, Shanice Lanay	Bachelor of Science
Jones, Tevin Lamar	Bachelor of Science
Jones, Thurman Ayrius	Bachelor of Science
Jordan, Alize	Bachelor of Social Work
Jordan, Keyana Deshawn	Bachelor of Social Work
Jordan, Tatyana L	Bachelor of Science
Joslin, Jessica Jean	Bachelor of Science
Joyner, Gabriella Sabatini	Bachelor of Science
Kail, Brooke Elaine	Bachelor of Science
Kaiser, Koye Brodie	Bachelor of Science
Kaiser, Rachel Ann	Bachelor of Science
Kalfut, Hadi	Bachelor of Science
Kaptur, Timothy Jacob	Bachelor of Science
Karcher, Lauren Marie	Bachelor of Science
Karikar, Ahmad Daghim	Bachelor of Science
Keaffaber, Ryan Gene	Bachelor of Science
Kean, Mickenzie Ann	Bachelor of Science
Keaney, John Malachay	Bachelor of Science
Kehl, Megan P	Bachelor of Science
Kehrt, Jaylene S	Bachelor of Science
Keinsley, Brooklynn Jayde	Bachelor of Science
Keith, Larynda	Bachelor of Science
Kellar, Sydney Nicole	Bachelor of Science
Kellett, Torin Shea	Bachelor of Science
Kelley, Taylor Nicole	Bachelor of Science
Kelly, Dontrell Javonte	Bachelor of Science
Kempton, Corey M	Bachelor of Science
Kennedy, Kelci Shanice	Bachelor of Science
Kennel, David William	Bachelor of Science
Kerns, Travis Conan	Bachelor of Science
Kessinger, Alex Michael	Bachelor of Science
Keys, Jasmine Richelle	Bachelor of Science
Keys, Jaynard	Bachelor of Science
Keyt, Chad Michael	Bachelor of Science

Khoja, Sohaib	Bachelor of Science
Kidd, Rocky	Bachelor of Applied Science
Kiefer, Katelynn Kay	Bachelor of Science
Kiger, Nicole Joan	Bachelor of Science
Kilker, Kristen D	Bachelor of Science
Killion, Vic Ray	Bachelor of Science
Kim, Chanmi	Bachelor of Science
Kimbrough, Jalyn Alexa	Bachelor of Science
Kimmel, Jason Lee	Bachelor of Science
King, Brandon Ian	Bachelor of Science
King, Viktoria Marie	Bachelor of Science
Kinnett, Nolan Drake	Bachelor of Science
Kinney, Ben Ray	Bachelor of Science
Kirby, Parker Gentry	Bachelor of Science
Kirkhoff, David M	Bachelor of Science
Kistler, Megan M	Bachelor of Science
Knepper, Elijah Michael	Bachelor of Science
Knight, Brittney Lyniece	Bachelor of Arts
Knight, Keaton Michael	Bachelor of Science
Knight, Logan Elizabeth	Bachelor of Science
Knight, Travis Martin	Bachelor of Science
Knott, Rita Kay	Bachelor of Science
Knox, Samantha Brooke	Bachelor of Science
Koos, Mallory	Bachelor of Science
Koranda, Dawn M	Bachelor of Science
Kost, Lydia Francine	Bachelor of Science
Kreigh, Samuel M	Bachelor of Science
Krieger, Elizabeth Medellin	Bachelor of Science
Kron, Anne Marie	Bachelor of Science
Kubacki, Jessica Jaqueline	Bachelor of Science
Kump, Nathan	Bachelor of Science
Kurdelak, Jessica Dawn	Bachelor of Science
Lacey, Christopher Justin	Bachelor of Science
Lafary, James Robert	Bachelor of Science
Lake, Kennedy Anne	Bachelor of Science
Lambert, Kaleb Dwain	Bachelor of Science
Landreth, Allison Marie	Bachelor of Science
Lane, Christopher Todd	Bachelor of Science
Lange, Amanda Nicole	Bachelor of Science
Larsen, Monica Tailor	Bachelor of Science
Lattimer Jr, Arthur	Bachelor of Science

Lauck, Franklin Turner	Bachelor of Science
Lausman, Cody Bryan	Bachelor of Science
Law, Nicholas Andrew	Bachelor of Science
Lawler, Jordyn Renee	Bachelor of Science
Lawlyes, Trishia	Bachelor of Science
Lawson, Brianna Renee	Bachelor of Science
Lawson, Kaden T	Bachelor of Science
Layer, Abigail Linda	Bachelor of Music Education
Le, Mykim	Bachelor of Science
Leadingham, Jade Elizabeth	Bachelor of Science
Leak, Corisa Raschelle	Bachelor of Science
Leasor, Cody Wesley	Bachelor of Science
Leavell, Megan Marie	Bachelor of Science
Lebeda, Tod Jackson	Bachelor of Science
Lechner, Mikaela	Bachelor of Science
Lee, Brittni Rene	Bachelor of Science
Lee, Cami Rosamary	Bachelor of Science
Lee, Cassandra Rae	Bachelor of Science
Lee, Elizabeth Grace	Bachelor of Science
Lee, Jaehyuk	Bachelor of Science
Lee, Jordan Richard	Bachelor of Science
Lee, Madyson Taylor	Bachelor of Science
Lee, Shaquille Eontai	Bachelor of Science
Lee, Yunjeong	Bachelor of Science
Leek, Nathan Ray	Bachelor of Science
Lemley, Robert Joseph	Bachelor of Science
Lemus, Karen	Bachelor of Science
Lenne, Kaitlyn M	Bachelor of Science
Lester, Courtney J	Bachelor of Science
Leturgez, Melissa L	Bachelor of Fine Arts
Levingston, Sampson Deon	Bachelor of Science
Lewis Stevens, Tasha Jeananne	Bachelor of Science
Lewis, Jessie Du-Mauier	Bachelor of Science
Lewis, Karrie Michelle	Bachelor of Applied Science
Lewis, Natalie Paige	Bachelor of Science
Lewis, Yasmeen Bridgett	Bachelor of Science
Lewis, Zachary Miller	Bachelor of Science
Lilly, Colleen L	Bachelor of Science
Lindsay, Kayla D	Bachelor of Science
Lindsey, David Cade	Bachelor of Science
Littlejohn, Timothy Michael	Bachelor of Science

Littleton, Sharonda	Bachelor of Science
Lively, Chase W	Bachelor of Science
Lockwood, Taylor Marie	Bachelor of Science
Logan, Ashley Marie	Bachelor of Science
Logsdon, Cody Christopher	Bachelor of Science
Long, Alyssa Taylor	Bachelor of Science
Long, Amanda L	Bachelor of Science
Long, Kaelin Michelle	Bachelor of Science
Long, Tanner Reese	Bachelor of Science
Long, Tonya Mae	Bachelor of Science
Lonsberry, Samuel Elson	Bachelor of Science
Lord, RocKeyah Antawinesia	Bachelor of Science
Louden, Lucas Eugene	Bachelor of Science
Lubbenhusen, Hailey Rene'	Bachelor of Social Work
Lunsford, Seth	Bachelor of Science
Lunsford, Trent Griffin	Bachelor of Science
Lutes, Kalista G	Bachelor of Science
Lutz, Dylan Andrew	Bachelor of Science
Lyczynski, Amy L	Bachelor of Applied Science
Lynch, Kaleb Alexander	Bachelor of Science
Lynch, Peyton Nicole	Bachelor of Science
Lynn, Connor Duane	Bachelor of Science
Lyons, Alec W	Bachelor of Science
Lyons, Jessica Christine	Bachelor of Science
Lyons, Kristeen Elizabeth	Bachelor of Science
Mabone, Genae Shanelle	Bachelor of Science
Maciel, Crystal	Bachelor of Science
Mack, Lauren Michele	Bachelor of Science
Mackey, Jacob Alan	Bachelor of Science
Madden, Catherine Jo-Elyse	Bachelor of Science
Magner, Kristina M	Bachelor of Science
Main, Andrew Nathan	Bachelor of Science
Maitanmi, Olayinka	Bachelor of Science
Malilo Tambwe, Arnold	Bachelor of Science
Mallett, Felicia Albany	Bachelor of Science
Mangin, Jacob Michael	Bachelor of Science
Mangus, Michael	Bachelor of Science
Manley, Cody Dale	Bachelor of Science
Manning, Clayton Thomas	Bachelor of Science
Manning, William Nathaniel	Bachelor of Science
Marder, Nicole Irene	Bachelor of Science

Marino, Briana Leigh	Bachelor of Science
Mark, Spencer Richard	Bachelor of Science
Marlow, Daniel Steven	Bachelor of Science
Marlow, Stephanie Christina	Bachelor of Science
Marquez Velazquez, Andres Alejandro	Bachelor of Science
Marrero, Alethia A	Bachelor of Science
Marshall, Brianna Arielle	Bachelor of Science
Marshall, Jason R	Bachelor of Science
Marshall, Mary Anne	Bachelor of Science
Martin, Amy Christine Osborn	Bachelor of Applied Science
Martin, Korri Ann	Bachelor of Science
Martin, Trevor John	Bachelor of Science
Martin, Victoria	Bachelor of Science
Marts, Keshua Mari	Bachelor of Science
Marvel, Robert Jordan	Bachelor of Science
Marzke, Alyssa Lyn	Bachelor of Science
Matata, Francine	Bachelor of Science
Matherly, Austin T	Bachelor of Science
Mathis, Jake Kenneth	Bachelor of Science
Mathis, Jesse Cheyenne	Bachelor of Science
Matlock, Madeline Dean	Bachelor of Science
Matthers, Erin Nicole	Bachelor of Science
Mattingly, Meghan	Bachelor of Science
Mauck, Hannah Rae	Bachelor of Science
Mauk, William C	Bachelor of Science
Maxwell, Ory Lee	Bachelor of Science
Mayden, Caitlin Marie	Bachelor of Science
Mayer, Alexa Faythe	Bachelor of Science
Mayes, Dennis J	Bachelor of Science
Mayes, Dennis J	Bachelor of Science
Mayle, Macy Lane	Bachelor of Science
McBride, Abby Renae	Bachelor of Science
McCall, Katherine E	Bachelor of Science
McCarter, Barry Israel	Bachelor of Science
McClinton, Kristin	Bachelor of Science
McCloud, Zachary F	Bachelor of Music Education
McCormick, Bradley Patrick	Bachelor of Science
McCormick, Steven	Bachelor of Arts
McCormick, Steven	Bachelor of Science
McCown, Patrick Charles	Bachelor of Science
McCoy, Zach	Bachelor of Science

McCullough, Jared Michael	Bachelor of Science
McCutcheon, Melanie Grace	Bachelor of Science
McDonald, Joshua Allen	Bachelor of Science
McDonald, Michele L	Bachelor of Science
McDonald, Victoria Hope	Bachelor of Science
McDowell, Samuel David	Bachelor of Science
McElheny, Elizabeth Sue	Bachelor of Science
McGaughey, Jordann Nicole	Bachelor of Science
McGee, Karlie M	Bachelor of Science
McGovern, Jennifer Lyn	Bachelor of Science
McGowan, Madison M	Bachelor of Science
McGrath, Brittney J	Bachelor of Science
McKenzie, Zachary Logan	Bachelor of Science
McKibben, Zachary J	Bachelor of Science
McKinney, Namicia	Bachelor of Science
McLaughlin, Matthew	Bachelor of Science
McLaughlin, Matthew	Bachelor of Science
McQuay, Carl L	Bachelor of Science
McSween, Kelly Jo	Bachelor of Science
Mead, Logan Andrew	Bachelor of Science
Medsker, Rudy Tyler	Bachelor of Science
Meek, Landon Karl	Bachelor of Science
Meese, Collin R	Bachelor of Science
Megali, Megan Rose	Bachelor of Science
Melchi, Jessica Marie	Bachelor of Fine Arts
Mellenthin, Kierra J	Bachelor of Science
Meluch, William J	Bachelor of Science
Memmer, Erica Dawn	Bachelor of Science
Memmer, Samantha Marie	Bachelor of Science
Mercado, Israel Cordero	Bachelor of Science
Mercer, Kayla M	Bachelor of Science
Merritt, Kassady Noelle	Bachelor of Science
Meschen, Riley Sinclair	Bachelor of Science
Messer, Jalynne C	Bachelor of Science
Meyer, Samantha Leigh	Bachelor of Science
Middleton, Abby N	Bachelor of Science
Mikell, Devyn J	Bachelor of Science
Mikolajczyk, Nicole L	Bachelor of Science
Mikulaj, Brian Matthew	Bachelor of Science
Miller, Alexis J	Bachelor of Arts
Miller, Breena Lanae	Bachelor of Science

Miller, Brittney Faye	Bachelor of Science
Miller, Christy	Bachelor of Science
Miller, Jesse Robert	Bachelor of Science
Miller, Katherine Elizabeth	Bachelor of Science
Miller, Kayla-Anne Maria	Bachelor of Science
Miller, Paul Nathan	Bachelor of Science
Mills, Ryan	Bachelor of Science
Milton, Jasmine	Bachelor of Science
Minger, Clayton A	Bachelor of Science
Mitchell, Jerica Jenise	Bachelor of Science
Mitchell, Taylor Elizabeth	Bachelor of Science
Mock, Matthias Stephen	Bachelor of Science
Modglin, Paige	Bachelor of Social Work
Moffett, Jeremy Tyree	Bachelor of Science
Monge, Rina Michelle	Bachelor of Science
Montanez, Carlos	Bachelor of Science
Moore, Kaden	Bachelor of Science
Moore, Kyle Alexander	Bachelor of Science
Morales, Lindsey Nicolle	Bachelor of Science
Morales-Serrano, Heisy Isamar	Bachelor of Science
Morgan, Caitlin Lorraine	Bachelor of Science
Morgan, Haley Jo	Bachelor of Science
Morgan, Victor Sepha	Bachelor of Science
Morin, Jordan Nicole	Bachelor of Science
Morris, Benhamin Carlan	Bachelor of Science
Morris, Dakota M	Bachelor of Science
Morris, Shilah Janann	Bachelor of Science
Morrison, Emily R	Bachelor of Science
Moss, Alicia Nichole	Bachelor of Science
Moss, Linda Kay	Bachelor of Science
Mossell, Alanna Marie	Bachelor of Music Education
Moye, Cassidy R	Bachelor of Science
Mullen, Ruth	Bachelor of Science
Mun, Seong Jun	Bachelor of Science
Murphy, Amanda Marie	Bachelor of Science
Murphy, Shannon Colleen	Bachelor of Science
Murry, Roneezha Denise	Bachelor of Science
Musau, Esther	Bachelor of Science
Myers III, David Lee	Bachelor of Science
Myers, Tamera Maria Ruiz	Bachelor of Science
Nackers, Michael J	Bachelor of Science

Nail, Jacob Warren	Bachelor of Music Education
Nalls, Kynedi	Bachelor of Science
Nam, Young Tak	Bachelor of Science
Namgung, Innjae	Bachelor of Science
Natale, John M	Bachelor of Science
Ndege Jorina, Angella	Bachelor of Science
Neal, Destyni Marie-Symone	Bachelor of Science
Neal, Drew Robert	Bachelor of Science
Neal, Tyler	Bachelor of Applied Science
Neal, William A	Bachelor of Science
Nebb, Madison Katherine	Bachelor of Science
Neel, Jonathan	Bachelor of Science
Neely, Marcus Dawayne	Bachelor of Science
Nelson, Kiersten B	Bachelor of Science
Nelson, Nathaniel Bradley	Bachelor of Science
Nesbit, Lucy Mae	Bachelor of Science
Nesty, Dylan J	Bachelor of Science
Newtoff, Joseph M	Bachelor of Science
Ngele, Patrick	Bachelor of Science
Nice, Charles	Bachelor of Science
Nichols, Conner Scott	Bachelor of Science
Nicholson, Ariel	Bachelor of Science
Nobbe, Taylor Alexandra	Bachelor of Fine Arts
Noble, Michael Alan	Bachelor of Science
Noble, Samantha Jo	Bachelor of Science
Nodal, Marcilena	Bachelor of Science
Norman, Kayla	Bachelor of Science
Norris, Alexandra Leigh	Bachelor of Science
Norris, Garth	Bachelor of Science
Nunn, Valerie Rae	Bachelor of Science
Nuthak, Charles Kirk	Bachelor of Science
Nuthak, Charles Kirk	Bachelor of Science
Nwobi, Joseph Okechukwu	Bachelor of Science
Nyameengu, Edgar Magembe	Bachelor of Science
Nywening, Adam Joel	Bachelor of Science
Obeng Mensah, Erasmus	Bachelor of Science
O'Brien, Edmund Curtin	Bachelor of Science
Odili-Onu, Chineze	Bachelor of Science
Ogunyemi, Bukola A	Bachelor of Science
Omoruyi, Josephine O	Bachelor of Science
O'Neal, Brittain Kristopher	Bachelor of Science



O'Neal, Kristin Meredith	Bachelor of Science
Onken, Steven S	Bachelor of Science
Ooms, Kara Dawn	Bachelor of Science
Orf, Madeline M	Bachelor of Science
Ortega, Jasmine Renee	Bachelor of Arts
Ortega, Jasmine Renee	Bachelor of Science
Ortiz, Copeleigh Jean	Bachelor of Science
Owen Mata, Cassie	Bachelor of Science
Owen, Autumn Larissa	Bachelor of Science
Pablo, Jorge Luis	Bachelor of Science
Pacheco-Santiago, Sheryelen Cristal	Bachelor of Science
Padan, James Mathew	Bachelor of Science
Painter, Leah Anne	Bachelor of Science
Palmer, Brody Areta	Bachelor of Science
Pannell, Timothy Logan	Bachelor of Science
Parham, Otis Romerze, III	Bachelor of Science
Parker, Erin Kathleen	Bachelor of Science
Parker, Jake Dalton	Bachelor of Science
Parrett, Melissa Leigh	Bachelor of Science
Pascarella, David Gene, III	Bachelor of Science
Pascente, Gianna S	Bachelor of Science
Passmore Jr, Michael D	Bachelor of Science
Patterson, Alexandra F	Bachelor of Science
Patterson, Chelsey Grace	Bachelor of Science
Patterson, Sierra Brooke	Bachelor of Science
Pattyn, Carly Kirsop	Bachelor of Science
Paulson, Ryan C	Bachelor of Science
Paxson, Bryce P	Bachelor of Science
Payne, Zachary Alan	Bachelor of Science
Peel, Traquan Kentae	Bachelor of Science
Pell, Alli Lorraine	Bachelor of Science
Pell, Bailey Jane	Bachelor of Science
Pemberton IV, Richard A	Bachelor of Science
Pemberton, Emilee	Bachelor of Science
Penry, Alexander Marlin	Bachelor of Science
Pepelea, Meghan Elizabeth	Bachelor of Science
Perkins, Robin Leshawn	Bachelor of Science
Perry, Alyce I	Bachelor of Science
Perry, Amanda Renee	Bachelor of Science
Perry, Caleb A	Bachelor of Science
Peterman, Kallie Renee	Bachelor of Science

Peterson, Brian A	Bachelor of Science
Pfaff, Jeffrey B	Bachelor of Science
Pfaff, Tyler J	Bachelor of Science
Pharris, Amanda Jaine	Bachelor of Science
Pickett, Steffanie Elizabeth	Bachelor of Science
Pigg, Joshua D	Bachelor of Science
Pivoriute, Roberta	Bachelor of Science
Plachy, Madonna Ann	Bachelor of Science
Plazek, Tara Ann	Bachelor of Science
Pluimer, Rhett Taylor	Bachelor of Science
Plummer, Courtney L	Bachelor of Science
Poe, Letitia Rea	Bachelor of Applied Science
Poff-McDole, Mary Grace	Bachelor of Science
Pointer, Shalatrice Chamae	Bachelor of Science
Pollard, Makenzie Jo	Bachelor of Science
Pollock, William James	Bachelor of Science
Pomar, Colby A	Bachelor of Science
Pope, Whitney Chavon	Bachelor of Science
Porter, Keith Alan	Bachelor of Science
Porter, Keith Alan	Bachelor of Social Work
Porter, Lydia Faith Renee	Bachelor of Science
Porter, Tamara J	Bachelor of Science
Porter-Roach, Natosha C	Bachelor of Science
Portwood, Cory A	Bachelor of Science
Potoski, Jessica Marie	Bachelor of Science
Potts, Emily	Bachelor of Science
Powell, Bailee D	Bachelor of Science
Powell, Kristen D	Bachelor of Science
Power, Brittany Morgan	Bachelor of Science
Powers, Casey	Bachelor of Science
Pribbenow, Uyen Le	Bachelor of Science
Price, Hayley Janelle	Bachelor of Science
Priester Jr, James J	Bachelor of Science
Pringle, Reed M	Bachelor of Science
Pritchard, Alisha Nicole	Bachelor of Science
Proctor, Hayley Marie	Bachelor of Fine Arts
Pruden, Darrell Joseph	Bachelor of Science
Pruiett, Kena Rae	Bachelor of Arts
Pullum, Zachariah	Bachelor of Science
Pyatt, Samantha Lashay	Bachelor of Science
Pygman, Zachary David	Bachelor of Science

Qi, Chuan	Bachelor of Science
Qualis, Kyndi Ann	Bachelor of Science
Quiros, Lauren	Bachelor of Science
Radford, Tierra Symone	Bachelor of Science
Raiffe, Sarah Rose	Bachelor of Science
Rainey, Zachary	Bachelor of Science
Rajab, Mohammed Ahmed	Bachelor of Science
Raleigh, Yolanda D	Bachelor of Science in Nursing
Rance, Maxwell Raymond	Bachelor of Fine Arts
Randolph, Hannah Marie	Bachelor of Science
Rangel, Lisa	Bachelor of Science
Rankin, Kristen Louise	Bachelor of Science
Rasheed, Jamel Abdul	Bachelor of Science
Rauch, Brittany Nicole	Bachelor of Science
Rawlings, Clarissa Ann	Bachelor of Science
Ray, Erin Kathleen	Bachelor of Science
Reckerd, Mallory E	Bachelor of Science
Redmond, Alivia N	Bachelor of Social Work
Redmond, Tameka Lashawn	Bachelor of Science
Reed, Lindsey Taylor	Bachelor of Science
Rees, Morgan Kristine	Bachelor of Science
Rees, Sarah Marie	Bachelor of Science in Nursing
Reeves, Heather Lynn	Bachelor of Science
Reid, Jhani	Bachelor of Social Work
Reidy, Michael Joseph	Bachelor of Science
Rennels, Alyssa Kathryn	Bachelor of Science
Renner, Ashley E	Bachelor of Social Work
Reusser, Nathaniel Louis	Bachelor of Science
Reynolds, Cameron Sierra	Bachelor of Science
Reynolds, Davontae Maruice	Bachelor of Science
Reynolds, Kylie Alexandria	Bachelor of Science
Rhodus, Allen J	Bachelor of Science
Rhoton, Andrew Aloysius	Bachelor of Science
Rhymes, Maerobyn Andrea	Bachelor of Science
Richards, Aaron Patrick	Bachelor of Science
Richardson, Jaylon Raynell	Bachelor of Science
Richardson, Vanessa Renee'	Bachelor of Science
Richey, Aryn Taylor	Bachelor of Science
Ridgway, Mitchell Joseph	Bachelor of Music Education
Riemenschneider, Brooke E	Bachelor of Science
Riess, Kylie	Bachelor of Science

Riggs, Elizabeth G	Bachelor of Science
Rigoni, Anthony Armando	Bachelor of Science
Rissler, Morgan Carol	Bachelor of Science
Rivera, Alec Emilio	Bachelor of Science
Rivers, Jacob Micheal	Bachelor of Science
Roberts, Austin Kou	Bachelor of Science
Robertson, Laura Nicole	Bachelor of Science
Robinson, Caleb Taylor	Bachelor of Science
Robinson, Candice Lynne	Bachelor of Science
Robinson, Gabrielle O	Bachelor of Science
Robinson, Kia'Juana Chequia	Bachelor of Science
Robinson, Renado RayShawn	Bachelor of Science
Robinson, Richard David	Bachelor of Science
Robinson, Thomasina Marshay	Bachelor of Social Work
Roby, Makenzie Taylor	Bachelor of Social Work
Rodgers, Amie Renae	Bachelor of Science
Rodgers, Zachary Joe	Bachelor of Science
Rodimel, Hazel Jayne	Bachelor of Science
Rogers, Elizabeth Fern	Bachelor of Science
Rogers, Klaudia Ashanti	Bachelor of Social Work
Rolan, TaJanika Lorraine	Bachelor of Science
Rolling, Teosha Nashay	Bachelor of Science
Rollins, Dameon	Bachelor of Science
Rominger, Alec Curtis	Bachelor of Science
Rompf, Deitrich Howard	Bachelor of Science
Rompola, Ryan R	Bachelor of Science
Rosado, Anthony R	Bachelor of Science
Rosenbaum, Heidi Lynn	Bachelor of Science
Ross, Aniyah Mirisha	Bachelor of Science
Ross, Ciara Princess	Bachelor of Science
Rowe, Dalton	Bachelor of Science
Rudolph, Kimyanna Diane	Bachelor of Science
Rudolph, Stephanie Renee'	Bachelor of Science
Rulon, Kathleen M	Bachelor of Social Work
Rumbaugh, Logan Osgood	Bachelor of Science
Russell, Wesley Joseph	Bachelor of Science
Rutherford, Tishon	Bachelor of Science
Ryan, Jackson Todd	Bachelor of Science
Rybarski, Melanie Lauren	Bachelor of Science
Saalfrank, Lyndi Kaye	Bachelor of Science
Sabla, Erin E	Bachelor of Science

Sadorus, Paul	Bachelor of Science
Sagarsee, Jonathan M	Bachelor of Science
Sagarsee, Kevin Douglas	Bachelor of Science
Sairafi, Ahmad Salah	Bachelor of Science
Saleh, Wahbi Mohammed	Bachelor of Science
Salmon, Leah B	Bachelor of Science
Samm, Brooklyn Jolee	Bachelor of Science
San Roman, Brittany Marie	Bachelor of Science
Sanders, Tawanna	Bachelor of Science
Sands, Ethan M	Bachelor of Science
Sands, Jacob Daniel	Bachelor of Science
Schaak, Madeline	Bachelor of Science
Schaffer, Alexis R	Bachelor of Science
Schaidle, Aaron Daniel	Bachelor of Science
Scharlach, Terra Marie	Bachelor of Science
Scheeringa, Lorin	Bachelor of Science
Scheessele, Angela Joan	Bachelor of Science
Schelling, Mark James	Bachelor of Science
Schenck, Brooke	Bachelor of Science
Schildknecht, Randi Suzanne	Bachelor of Science
Schingel, Luke Brennan	Bachelor of Science
Schmalzried, Emily Elizabeth	Bachelor of Science
Schmidtke, Katie Ann	Bachelor of Science
Schmitter, Marissa Elizabeth Lynn	Bachelor of Science
Schneider, Morgan E	Bachelor of Science
Schoenberg, Allison Beth	Bachelor of Science
Schoenle, John Mitchel	Bachelor of Science
Scholes, Austin Michel	Bachelor of Science
Schroeder, Nikki Maureen	Bachelor of Science
Schultz, Allison Lea	Bachelor of Science
Schumpert, Michael Dewayne	Bachelor of Science
Schwiersch, Alicia Jo	Bachelor of Science
Scifres, Michael Andrew	Bachelor of Science
Scott, Evan R	Bachelor of Science
Scott, Genesis Alexis	Bachelor of Science
Scott, Kelsie	Bachelor of Science
Scott, Michael J	Bachelor of Science
Scott, Ricky Kwanta	Bachelor of Science
Scowden, Tracie Leigh	Bachelor of Science
Seifert, Haley Lynn	Bachelor of Arts
Selenis, Megan Lynn	Bachelor of Social Work

Selonke, Jeffrey Michael	Bachelor of Science
Seman, Mihaela	Bachelor of Science
Senter, Megan Leanne	Bachelor of Science
Sermersheim, Emily J	Bachelor of Science
Settles, Paige M	Bachelor of Science
Seyforth, Joseph Warren	Bachelor of Science
Shabanza, Armand	Bachelor of Science
Shackelton, Samara Marie	Bachelor of Science
Shaffer, Elizabeth Ann	Bachelor of Science
Shaffer, Jessica Lynn	Bachelor of Science
Shamsaie, Adam Ray	Bachelor of Science
Shands, Regina Lynn	Bachelor of Science
Shanklin, Nathaniel Reid	Bachelor of Science
Shanks, Abigail M	Bachelor of Science
Sharma, Natasha	Bachelor of Science
Sharp, Wendy A	Bachelor of Science
Shepard II, Michael Sharod	Bachelor of Science
Sheppard, Bernard J	Bachelor of Science
Sherrill, Katlyn Marie	Bachelor of Science
Shields, Benjamin	Bachelor of Science
Shields, Shelby L	Bachelor of Science
Shiple, Robert Austin	Bachelor of Science
Shoemaker, Scott Thomas	Bachelor of Science
Short, Marlee Suian	Bachelor of Science
Short, Tristen R	Bachelor of Arts
Shoulders, Alicia	Bachelor of Science
Shultz, Alyssa Monet	Bachelor of Science
Sibley, Brooklynn Nicole	Bachelor of Science
Simmons, Lisa Marie Crunk	Bachelor of Science
Simon, Paige Marie	Bachelor of Science
Simpson, Emily Mae	Bachelor of Science
Sinclair, David William	Bachelor of Science
Sinders, Kayla	Bachelor of Science
Singh, Tejpal	Bachelor of Science
Sisson, Dylan Brooke	Bachelor of Science
Skaggs, Gabrielle	Bachelor of Social Work
Slaby, Joseph	Bachelor of Science
Slaughter, Cierra April	Bachelor of Science
Slaughter, Sydney A	Bachelor of Science
Small, Dominique Tranae	Bachelor of Science
Smar, Danielle	Bachelor of Social Work

Smith, Alexandria	Bachelor of Science
Smith, Amber Leanne	Bachelor of Science
Smith, Ciera Diona	Bachelor of Science
Smith, Claire E	Bachelor of Science
Smith, Clayton J	Bachelor of Science
Smith, Donnell	Bachelor of Science
Smith, Harrison C	Bachelor of Science
Smith, Lessia J	Bachelor of Science
Smith, Lyndsey	Bachelor of Science
Smith, Marcus Terrell	Bachelor of Science
Smith, Olivia A	Bachelor of Science
Smith, Raven Aubrey	Bachelor of Science
Smith, Rhagen M	Bachelor of Science
Smith, Richard Devon	Bachelor of Science
Smith, Sarah Lynn	Bachelor of Science
Smith, Selby G	Bachelor of Science
Smith, Tyree	Bachelor of Science
Smith, Zephaniah Levi	Bachelor of Science
Smith-Finks, Clifford Miles	Bachelor of Science
Smith-Washington, Dojshana Nicole	Bachelor of Science
Smotherman, Kylie Kay Neal	Bachelor of Science
Smyth, Austin G	Bachelor of Science
Snellenbarger, Logan Michael	Bachelor of Science
Snyder, Kayleigh Christine	Bachelor of Science
Solwold, Brock	Bachelor of Science
Soto, Pedro De Jesus	Bachelor of Science
Spangler, BreeAnn E	Bachelor of Science
Sparks, Jeremiah Thomas	Bachelor of Science
Sparks, Troy Robert	Bachelor of Science
Spear, Marcus D	Bachelor of Science
Spencer, Danyielle Lisette	Bachelor of Science
Spitzig, Rebecca Grace	Bachelor of Science
Squarrel, Makeda	Bachelor of Science
Stacy, Austin	Bachelor of Science
Stamm, Hayley Brooke	Bachelor of Social Work
Stangle, Lynsey Bess	Bachelor of Science
Stansbery, Madison Haley	Bachelor of Science
Stanton, Ashley Nichol	Bachelor of Science
Stapleton, Mary C	Bachelor of Science
Starks, Kiana	Bachelor of Science
Stassin, Nicholas Spencer	Bachelor of Science

Stein, Sierra Skye	Bachelor of Science
Stejbach, Gaelen	Bachelor of Social Work
Stenger, Meagan Brianna	Bachelor of Science
Steward, Jeffrey Lucas	Bachelor of Science
Steward, Michael Eugene	Bachelor of Science
Stewart, Katie	Bachelor of Science
Stodden, Jonathan Mark	Bachelor of Science
Strahla, Halee Marie	Bachelor of Science
Strahm, Morgan A	Bachelor of Science
Strain, Steven Lee	Bachelor of Science
Strange, Dylan Lee	Bachelor of Science
Stuard, Ariel Danielle	Bachelor of Science
Stuart, Kirby A	Bachelor of Science
Stunkel, Alec Paul	Bachelor of Science
Sturdivant, Anthony Jr	Bachelor of Science
Sudduth, Brooke R	Bachelor of Science
Sullivan, Ashley Diondra	Bachelor of Science
Sullivan, Breena S	Bachelor of Science
Sullivan, Bridget L	Bachelor of Science
Sullivan, Meighan Haile	Bachelor of Science
Summerville, Hannah Noel	Bachelor of Science
Summitt, Hannah L	Bachelor of Science
Swartzentruber, Magdalena	Bachelor of Social Work
Sweatt, Lucas Anthony	Bachelor of Science
Sweeney, Christopher Wayne	Bachelor of Science
Swick, Holly Caroline	Bachelor of Science
Szczepanski, Faunia Ann	Bachelor of Science
Talbott, Sarah Nicole	Bachelor of Social Work
Tamayo, Brandon Lee	Bachelor of Arts
Tamayo, Brandon Lee	Bachelor of Science
Tanoos II, Peter Joseph	Bachelor of Science
Targett, Duane M	Bachelor of Science
Taylor, Diamond LaVette	Bachelor of Social Work
Taylor, KyJuan	Bachelor of Science
Taylor, Morgan Rachelle	Bachelor of Science
Taylor, Rhianna Arielle	Bachelor of Science
Taylor, Valerie Ann	Bachelor of Arts
Taylor, Valerie Ann	Bachelor of Science
Taylor-Pompey, Jourden Nicole	Bachelor of Social Work
Thalheimer, Trevin	Bachelor of Science
Tharp, Rhonda J	Bachelor of Science



Theiss, Conor Laine	Bachelor of Science
Theriault, Debi L	Bachelor of Science
Thom, Annette Renee	Bachelor of Science
Thomas, Cameron Gordon	Bachelor of Science
Thomas, Hayley L	Bachelor of Science
Thomas, Samiaya Y	Bachelor of Science
Thompson, Bradley Will	Bachelor of Science
Thompson, Makyla Lynne	Bachelor of Arts
Thompson, Matea Lynn	Bachelor of Science
Thompson, Steven	Bachelor of Science
Thompson, Taylor Nicole	Bachelor of Science
Thompson, Tenisha LaShawn	Bachelor of Science
Thurman, Jameer Avery	Bachelor of Science
Tidwell, Carol Hampton	Bachelor of Science
Timmerman, Seth M	Bachelor of Science
Tipton, Brandon Alexander	Bachelor of Science
Tipton, Nicole Marie Bailey	Bachelor of Science
Tipton, Whitney Monique	Bachelor of Science
Tobo, George N	Bachelor of Science
Todorow, Evelyn Ewing	Bachelor of Science
Tolliver, Rochelle Sharlet	Bachelor of Science
Toomer, Jennifer L	Bachelor of Science
Toran, Desiree S	Bachelor of Science
Torgerson, Nicole Marie	Bachelor of Science in Nursing
Torrence, Roxanne L	Bachelor of Science
Torres, Tiara Marie	Bachelor of Science
Touloukian, Blake Elliott	Bachelor of Science
Tracy, Eric Jordan	Bachelor of Science
Tracy, Karyn A	Bachelor of Science
Tracy, Karyn A	Bachelor of Science
Tracy, Kassydi Elizabeth	Bachelor of Science
Trageser, Chad	Bachelor of Science
Traub, Emily Elizabeth	Bachelor of Science
Trauscht, Nick J	Bachelor of Science
Travis, Kyle Joseph	Bachelor of Music Education
Trembczynski, Sara Ann	Bachelor of Science
Tribbett, Jamina Margaret	Bachelor of Science
Trierweiler, Paige Jeanine	Bachelor of Science
Trinkle, Samantha Kristine	Bachelor of Science
Trowbridge, Zachary Lewis	Bachelor of Science
Truitt, Michael Anthony	Bachelor of Science

Tulloch, Tayla I	Bachelor of Science
Turchi, Taylor Nicole	Bachelor of Science
Turitto, Mary Catherine	Bachelor of Science
Turner, Emily Elizabeth	Bachelor of Science
Turpen, Sara Jane	Bachelor of Science
Turpin, Jamie L	Bachelor of Science
Tyler, Bryana Monique	Bachelor of Science
Tyler, Darian Elisha	Bachelor of Science
Ubelhor, Riley Renee	Bachelor of Science
Udota, Erma	Bachelor of Science
Umeh, Osborn A	Bachelor of Science
Uradomo, Marissa T	Bachelor of Science
Utter, Kourtney Marie	Bachelor of Science
Vaid, Tulsi	Bachelor of Science
Valadez, Brenda	Bachelor of Science
Valadez, Madison Mae	Bachelor of Science
Valencia, Champika Nishanthi	Bachelor of Science
Van Scyoc, Matt Michael	Bachelor of Science
Vanderipe, Stephen Todd	Bachelor of Science
VanGilder, Shelby Lyn	Bachelor of Science
Vanlandingham, Martel Austin	Bachelor of Science
Vanvickle, Nicholas D	Bachelor of Science
Vanwey, Kourtney Nicole	Bachelor of Science
Varble, Kyle Samuel	Bachelor of Science
Varvil, Shane R	Bachelor of Science
Vasquez Jr, Alonzo Dominique	Bachelor of Science
Vester, Kendrick	Bachelor of Science
Vicars, Jedidiah Jeffrey	Bachelor of Science
Vines, Christopher Daniel	Bachelor of Science
Virgin, Sequoia Nicole	Bachelor of Social Work
Voelker, Joshua S	Bachelor of Science
Vondersaar, Jordanne Jeanette	Bachelor of Science
Vukelich, Renee	Bachelor of Science
Waddington, Sidney L	Bachelor of Science
Waggoner, Natasha Lynn	Bachelor of Science
Wagler, Marissa Lea'	Bachelor of Science
Wagner, Edmund Lloyd	Bachelor of Science
Wales, Michael Dewayne	Bachelor of Science
Walker, Abigail Dawn	Bachelor of Science
Walker, James Thomas, Jr	Bachelor of Applied Science
Walker, Julia Renee	Bachelor of Science

Walker, Olivia Marie	Bachelor of Science
Wallace, Jamia M	Bachelor of Science
Wallace, Kati Michelle	Bachelor of Science
Walters, Abigail M	Bachelor of Science
Walton, Christina Alisha	Bachelor of Science
Walton, Kyersten Danyelle	Bachelor of Science
Washington, Bryanna Virginia	Bachelor of Science
Watkins, Alyssa Lynn	Bachelor of Social Work
Watkins, Kyle	Bachelor of Science
Watson II, Mark Everett	Bachelor of Science
Weathers, Cameron Alexander	Bachelor of Science
Weatherspoon, Shiniece LaSha	Bachelor of Science
Webb, Justin T	Bachelor of Science
Weber, Benjamin Michel	Bachelor of Science
Weber, Rosemary Elizabeth	Bachelor of Science
Webster, William Jacob	Bachelor of Science
Wehner, Marissa Sue	Bachelor of Science
Weir, Olivia R	Bachelor of Science
Welch, Kayla Elaine	Bachelor of Science
Wells, Clayton Dean	Bachelor of Science
Wells, Jayson Donald	Bachelor of Science
Wells, Jonathan R	Bachelor of Science
Wells, Leah Elaine	Bachelor of Science
Wells, Ryan Casey	Bachelor of Science
Wells, Timothy John Austin	Bachelor of Science
Welsh, Tori D	Bachelor of Science
West, Emily Louise	Bachelor of Science
West, Landon Avery	Bachelor of Science
West, Matthew S	Bachelor of Science
Wetnight, Austin R	Bachelor of Science
Weust, Mitchell Adrianus	Bachelor of Science
Weymouth, Rochelle	Bachelor of Science
Wheaton, Charrell Charise	Bachelor of Science
Wheeler, Kourtney Jo	Bachelor of Science
Whitcomb, Anthony J	Bachelor of Science
White, Derrick Allen	Bachelor of Science
White, Hannah	Bachelor of Science
White, Jacquelyn Renee	Bachelor of Science
White, Khadijah	Bachelor of Science
White, Matthew Scott	Bachelor of Science
White, Nathaniel P	Bachelor of Science

White, Suzanne Marie	Bachelor of Science
White-Anding, Bryson Derrell	Bachelor of Science
Whitfield, Marc V	Bachelor of Fine Arts
Whittaker, Andre Eugene	Bachelor of Science
Whittemore, Justin E	Bachelor of Science
Whittington, Alexandria Clare	Bachelor of Science
Whitworth, Timothy Dylan	Bachelor of Science
Whybrew, John Thomas	Bachelor of Arts
Whybrew, John Thomas	Bachelor of Science
Wickware-Kelly, Domonique Michael	Bachelor of Science
Wiebenga, Brittany R	Bachelor of Science
Wilbon, Andrea Je'nae	Bachelor of Science
Wilburn, Jame Sade	Bachelor of Science
Wilcher, Kyle D	Bachelor of Science
Williams, Alanna Karin	Bachelor of Science
Williams, Aliyah Nicole	Bachelor of Science
Williams, Asad	Bachelor of Science
Williams, Darian	Bachelor of Science
Williams, Dominique LaMonte	Bachelor of Science
Williams, Hilary D	Bachelor of Science
Williams, Jasmine Chantel	Bachelor of Science
Williams, Keeley A	Bachelor of Science
Williams, LaPaige Cammillia	Bachelor of Science
Williams, Marianne Regine	Bachelor of Science
Williams, Mark Dewayne, II	Bachelor of Science
Williams, Shelby Elana	Bachelor of Science
Williams, Stanford	Bachelor of Science
Williams, Tina	Bachelor of Science
Wilson, Alexis Leeann	Bachelor of Science
Wilson, Dallas M	Bachelor of Science
Wilson, Danye Jo	Bachelor of Science
Wilson, Josh	Bachelor of Science
Wilson, Matthew Tyler	Bachelor of Arts
Wilson, Megan Marie	Bachelor of Science
Wilson, Nicole Elizabeth	Bachelor of Science
Wilson, Raven E	Bachelor of Science
Wilson, Raymond Blake	Bachelor of Science
Wilson, Shunte Victoria	Bachelor of Social Work
Wilson, Tyler	Bachelor of Science
Wilson, Tyler Jacob	Bachelor of Science
Wininger, Steven Randall	Bachelor of Science

Winslow, Landon S	Bachelor of Science
Wiram, Emily Ann	Bachelor of Science
Wiram, Seth Michael	Bachelor of Science
Wise, Trevor	Bachelor of Science
Wolfe, Mackenzie Elizabeth	Bachelor of Science
Wombles, Ashley Michelle	Bachelor of Science
Wood, Ashley Nicole	Bachelor of Science
Wood, Timothy Aaron	Bachelor of Science
Woodard, Breanna Shy'ron	Bachelor of Social Work
Woods, Corinne Nicole	Bachelor of Science
Woods, Kristen Marie	Bachelor of Science
Woolard, Matthew Dean	Bachelor of Science
Worthington, Joseph Moroni	Bachelor of Science
Wright, Angela Dawn	Bachelor of Science
Wright, Caleb Martin	Bachelor of Science
Wright, Jordon	Bachelor of Science
Wright, Kelly Jean	Bachelor of Science
Wright, Paige Lynne	Bachelor of Science
Wrightsman, John Thomas	Bachelor of Science
Yang, Suling	Bachelor of Science
York, Faith Daniele	Bachelor of Science
Young, Lashiona M	Bachelor of Social Work
Young, Sara R	Bachelor of Arts
Young, Sara R	Bachelor of Science
Young, Sha'Corey Marquis	Bachelor of Science
Yung, Haley Ann	Bachelor of Science
Zagorski, Shelby Kathleen	Bachelor of Science
Zeng, Zheng	Bachelor of Science
Zent, Samantha Marie	Bachelor of Science
Zeyad, Mohammed Suliman	Bachelor of Science
Zhang, Yuchen	Bachelor of Science
Zhong, Peiyan	Bachelor of Science

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## 5g New Program, Accelerated Graduate Programs

### Minimum Standards, Policies, and Procedures for Accelerated Graduate Programs

Programs are free to adopt more stringent rules or procedures. These are minimum requirements and programs are NOT required to adopt an Accelerated Graduate Program model; Accelerated Graduate Programs are an opt-in initiative. Admission to an Accelerated Graduate Program is **NOT** a “fifth year” extension to the four year graduation guarantee; graduate study is not covered by that guarantee.

- Accelerated Graduate Programs must be considered by Graduate Council and Faculty Senate as part of the Curricular Process. Curricula will not be approved without evidence of rigor appropriate to a Master's-level program.
- Programs interested in an Accelerated Graduate Program should consider modifications to their undergraduate programs so they articulate with their graduate curriculum.
- Programs can offer a regular AND accelerated graduate program option, but must submit regular and accelerated graduate degree maps to show the curriculum can be completed under both models.
- Accelerated Graduate Programs require a minimum undergraduate GPA of 3.0 at time of admission.
- Graduate admission is provisional until the Bachelor's degree is awarded with a final cumulative undergraduate GPA of 3.0 (programs may set a higher limit, so students should check program requirements). All applicants to Accelerated Graduate Programs are subject to usual graduate admissions procedures.
- To be admitted, students must have completed at least 80% of the total credits needed to earn their undergraduate degree (e.g., 96 credit hours out of a 120 credit hour degree) by the start of their fourth year.
- Students may be dual enrolled (undergraduate & graduate) for their last two semesters of their undergraduate degree, but must complete a dual enrollment agreement in order to do so. Graduate Assistantships (GA, RA, TA, etc.) are not available to dual-enrolled students; to be a Graduate Assistant, students must have been awarded an undergraduate degree.
- While dual enrolled, student status will be undergraduate for the purposes of financial aid and registration and records.
- Students may count up to 9 hours of graduate courses (400/500 level) toward both degrees. The course must be taken at the 500 level to count toward undergraduate and graduate degrees.
- 500-level credits will be recorded on the undergraduate transcript and then transferred to the graduate transcript once the undergraduate degree is awarded.
- Students will also be allowed to take up to 6 credit hours of 600-level courses during their senior year of undergraduate study.
- Credits earned at the 600-level while dual enrolled will count only toward the *graduate* degree and be recorded only on the graduate transcript.

Graduate Council: 8-0-0, March 1, 2017; Executive Committee addition in red: 9-0-0, 3/7/2017

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

**Recommendation:** Approval of the new program, Accelerated Graduate Programs, effective fall 2017.

## 5h New Program, Physics – Bachelor of Arts

This proposal stems from the external review of the chemistry and physics programs at ISU in 2015-16. It was recommended that we consider developing a B.A. degree in physics. The recommendation was recently reinforced in a joint report of the American Physical Society and American Association of Physics Teachers encouraging physics programs to redesign their curriculum, offering both B.S. and B.A. degrees, in which the latter is “intended to promote a broader education by requiring fewer physics courses.”

The ISU physics program offers an Engineering Physics B.S. concentration that couples a minimal set of physics courses with 22 credits of chemistry, computer science, and technology. Because students may well be interested in combining their study of physics with disciplines other than engineering, it seems reasonable that we eliminate these 22 credits and repackage

most of the remaining physics and math courses as the “B.A. Degree in Physics”. The B.A. allows students to combine physics with their interests in other disciplines, such as math, biology, business, chemistry, communications, education, music, political science, or technology. The B.A. curriculum can be straightforwardly completed by students within six semesters.

The B.A. degree is primarily intended for students who do not plan to pursue a career as a professional physicist or seek a graduate degree in physics. It is more appropriately suited for students who plan to pursue secondary teaching opportunities, enroll in a professional program in the medical or health sciences, or pursue other career paths (e.g. business opportunities, law school, the military, etc.). Half of the students who completed the physics major at ISU over the past six years have pursued these alternative career pathways.

The B.A. degree curriculum consists of 43 credits of physics and math, considerably fewer than the 62-65 credits of our B.S. degree concentrations.

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

**Recommendation:** Approval of the new program, Physics – Bachelor of Arts, effective fall 2017.

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## 5i New Program, Traffic Engineering Technology Minor

Adding a minor to the Civil Engineering Technology program to allow students a focus in the area of transportation engineering. This minor would be open to all ISU students and includes the required math and electronics prerequisites. The proposal has been approved by the Dean and Faculty of the College of Technology, Faculty Senate, and has the support of the Provost and Vice President for Academic Affairs.

**Recommendation:** That the Traffic Engineering Technology Minor, in the College Technology, be approved effective fall 2017.

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## 5j New Program, Intelligence Analysis

The impetus for the creation of this new program came from a variety of different sources. First, as part of our assessment process, we conduct focus groups of seniors at the end of each semester. Many students reported the desire to have exposure to various other courses in criminal justice related to intelligence analysis and cyber crime. Second, we interviewed several agency directors including a director of NCIS, a deputy director of the FBI, a director of a state correctional system, police chiefs, several police officers and federal law enforcement officers, a naval intelligence officer, and an army brigadier general in charge of an intelligence unit regarding the gaps in education for incoming employees and the field. All stated Intelligence Analysis is a growing sector of employment that is currently under-served by the educational community.

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

**Recommendation:** Approval of the new program, Intelligence Analysis, effective fall 2017.

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## 5k New Program, Cyber and Security Studies

The impetus for the creation of this new program came from a variety of different sources. First, as part of our assessment process, we conduct focus groups of seniors at the end of each semester. Many students reported the desire to have exposure to various other courses in criminal justice related to intelligence analysis, cyber crime and private security. Second, we interviewed several agency directors including a director of NCIS, a deputy director of the FBI, a director of a state correctional system, police chiefs, several police officers and federal law enforcement officers, a naval intelligence officer, and an army brigadier general in charge of an intelligence unit regarding the gaps in education for incoming employees and the field. All stated Cyber and Security Studies is a growing sector of employment that is currently underserved by the educational community.

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

**Recommendation:** Approval of the new program, Cyber and Security Studies, effective fall 2017.

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## 5l New Program, Corrections Minor

Since 2013, the Department of Criminology and Criminal Justice has been conducting a program assessment. Assessment results indicated a need to improve the writing skills of our students. To accomplish this goal, we have proposed elsewhere to modify our curriculum to add 9 credits to the required portion of the curriculum, which includes a writing intensive course. In an effort to keep our required major at 42 credits, we proposed to eliminate the required 9 credits of concentrations available for our students. Because our assessment also found that many students wanted to complete a focus area, we created minors that could be completed by CCJ majors, as well as any other major on campus.

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

**Recommendation:** Approval of the new program, Corrections Minor, effective fall 2017.

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## 5m New Program, Forensic Investigations Minor

Since 2013, the Department of Criminology and Criminal Justice has been conducting a program assessment. Assessment results indicated a need to improve the writing skills of our students. To accomplish this goal, we have proposed elsewhere to modify our curriculum to add 9 credits to the required portion of the curriculum, which includes a writing intensive course. In an effort to keep our required major at 42 credits, we proposed to eliminate the required 9 credits of concentrations available for our students. Because our assessment also found that many students wanted to complete a focus area, we created minors that could be completed by CCJ majors, as well as any other major on campus.

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



**Recommendation:** Approval of the new program, Forensic Investigations Minor, effective fall 2017.

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## 5n New Program, Law and Administration Minor

Since 2013, the Department of Criminology and Criminal Justice has been conducting a program assessment. Assessment results indicated a need to improve the writing skills of our students. To accomplish this goal, we have proposed elsewhere to modify our curriculum to add 9 credits to the required portion of the curriculum, which includes a writing intensive course. In an effort to keep our required major at 42 credits, we proposed to eliminate the required 9 credits of concentrations available for our students. Because our assessment also found that many students wanted to complete a focus area, we created minors that could be completed by CCJ majors, as well as any other major on campus.

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

**Recommendation:** Approval of the new program, Law and Administration Minor, effective fall 2017.

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## 5o New Program, Law Enforcement and Evidence Minor

Since 2013, the Department of Criminology and Criminal Justice has been conducting a program assessment. Assessment results indicated a need to improve the writing skills of our students. To accomplish this goal, we have proposed elsewhere to modify our curriculum to add 9 credits to the required portion of the curriculum, which includes a writing intensive course. In an effort to keep our required major at 42 credits, we proposed to eliminate the required 9 credits of concentrations available for our students. Because our assessment also found that many students wanted to complete a focus area, we created minors that could be completed by CCJ majors, as well as any other major on campus.

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

**Recommendation:** Approval of the new program, Law Enforcement and Evidence Minor, effective fall 2017.

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## 5p Naming of the Recital Hall and Atrium in the Landini Center for Performing and Fine Arts

Lt. Margaret L. Boyce was born in Terre Haute in 1926. She graduated from Indiana State Teacher's College in 1949 with a degree in business administration. While at ISU, she was active in the Women's Athletic Association, Sigma Kappa, and Mortar Board. She took most of her electives in music and sang in the College Chorus for four years.

During her senior year, she applied for and was accepted as an Ensign in the U.S. Navy. She reported to Officer Candidate School upon graduation and joined the second class of women to be accepted for WAVES Officer Training following World War II. She retired in 1975 after 26 years of active and reserve Navy service. She then worked as a civilian employee with the Navy and Coast Guard in a variety of roles until her retirement in 1990.

Lt. Boyce is a lifetime member of the Blue Card Club and is a long-time member of the President's Society. She has made substantial contributions to the University's School of Music fund and to an endowed scholarship for choral music students. She indicated she "could never have been an officer in the U.S. Navy or risen to GS-11 in the Federal Government Service without the fine education I received at Indiana State. So now it is time to give back."

The University seeks to pay tribute to Lt. Boyce for her long-standing support of Indiana State University and its music programs by naming the atrium and recital hall in the Richard G. Landini Center for Performing and Fine Arts in her honor as the Margaret L. Boyce Atrium and the Margaret L. Boyce Recital Hall.

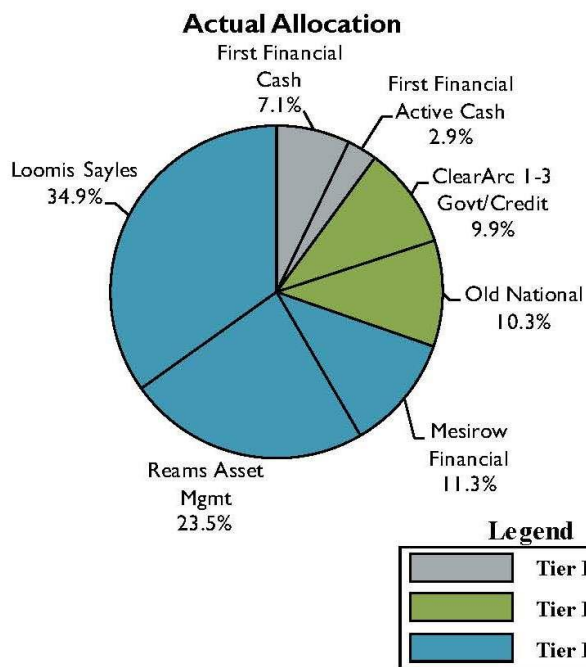
**Recommendation:** Approval to name the atrium and recital hall in the Landini Center for Performing and Fine Arts the Margaret L. Boyce Atrium and the Margaret L. Boyce Recital Hall in recognition of Lt. Boyce's long-standing support of Indiana State's music programs.

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## 6a 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, 2017.

### Indiana State University Operating Funds Plan Summary Period Ended March 31, 2017



Manager	Market Value
ISU-First Financial Cash	\$10,279,942
ISU-First Fincl. Active Cash	\$4,208,629
ISU-ClearArc	\$14,275,462
ISU-Old National	\$14,849,049
ISU-Mesirow Fincl.	\$16,208,758
ISU-Reams Asset Mgmt.	\$33,873,722
ISU-Loomis Sayles	\$50,149,387
<b>ISU-Total Fund</b>	<b>\$143,844,948</b>

March 31, 2017			
	Market Value	% of Total Assets	Target Allocation
<b>Tier I</b>			
First Financial Cash	\$10,279,942	7.1%	\$10mm - \$25mm
First Financial Active Cash	\$4,208,629	2.9%	
	<b>\$14,488,570</b>	<b>10.1%</b>	
<b>Tier II</b>			
ClearArc 1-3 Year Govt/Credit	\$14,275,462	9.9%	\$25mm - \$30mm
Old National Intermediate	\$14,849,049	10.3%	
	<b>\$29,124,510</b>	<b>20.2%</b>	
<b>Tier III</b>			
Mesirow Core Total Return	\$16,208,758	11.3%	Remaining Balance
Reams Asset Management Core	\$33,873,722	23.5%	
Loomis Sayles Core Plus	\$50,149,387	34.9%	
	<b>\$100,231,868</b>	<b>69.7%</b>	
	<b>\$143,844,948</b>	<b>100.0%</b>	

**QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER  
CURRENT QUARTER ENDED MARCH 31, 2017**

	<b>Beginning Market Value</b>	<b>Deposits/ Withdrawals</b>	<b>Investment Gain/Loss</b>	<b>Ending Market Value</b>
ISU-First Financial Cash	\$5,266,156	\$4,997,854	\$15,932	\$10,279,942
ISU-First Fincl. Active Cash	\$4,201,300	(\$1,855)	\$9,184	\$4,208,629
ISU-ClearArc	\$14,209,787	(\$6,280)	\$71,954	\$14,275,462
ISU-Old National	\$14,737,826	(\$8,679)	\$119,901	\$14,849,049
ISU-Mesirow Fincl.	\$16,100,206	(\$15,281)	\$123,834	\$16,208,758
ISU-Reams Asset Mgmt.	\$33,670,310	(\$30,310)	\$233,723	\$33,873,722
ISU-Loomis Sayles	\$48,944,329	(\$50,936)	\$1,255,994	\$50,149,387
<b>ISU-Total Fund</b>	<b>\$137,129,913</b>	<b>\$4,884,513</b>	<b>\$1,830,522</b>	<b>\$143,844,948</b>

**CHANGE IN MARKET VALUE BY INVESTMENT MANAGER  
FISCAL YEAR TO DATE ENDED MARCH 31, 2017**

	<b>Beginning Market Value</b>	<b>Deposits/ Withdrawals</b>	<b>Investment Gain/Loss</b>	<b>Ending Market Value</b>
ISU-First Financial Cash	\$3,257,781	\$6,995,153	\$27,007	\$10,279,942
ISU-First Fincl. Active Cash	\$2,810,391	\$1,394,462	\$3,776	\$4,208,629
ISU-ClearArc	\$14,251,368	(\$18,816)	\$42,910	\$14,275,462
ISU-Old National	\$14,760,827	\$273,972	(\$185,750)	\$14,849,049
ISU-Mesirow Fincl.	\$17,506,246	(\$1,047,342)	(\$250,145)	\$16,208,758
ISU-Reams Asset Mgmt.	\$34,783,754	(\$91,669)	(\$818,362)	\$33,873,722
ISU-Loomis Sayles	\$56,488,497	(\$7,159,916)	\$820,806	\$50,149,387
<b>ISU-Total Fund</b>	<b>\$143,858,864</b>	<b>\$345,843</b>	<b>(\$359,759)</b>	<b>\$143,844,948</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, 2017 Inception Date: October 1, 2010

	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Since Inception
<b>ISU-Tier 1</b>	<b>0.20</b>	<b>0.51</b>	<b>0.45</b>	<b>0.41</b>	<b>0.41</b>	<b>0.41</b>
ISU-First Financial Cash	0.16	0.84	0.51	0.42	0.36	0.34
3 Month T-Bill	0.10	0.36	0.24	0.17	0.14	0.13
ISU-First Fincl. Active Cash	0.22	0.35	0.43	0.45	0.51	0.56
Citigroup:US Treas 1 Yr	0.16	0.58	0.49	0.42	0.37	0.40
<b>ISU-Tier 2</b>	<b>0.66</b>	<b>0.58</b>	<b>1.33</b>	<b>1.77</b>	<b>1.61</b>	<b>1.79</b>
ISU-ClearArc	0.51	1.02	1.21	1.22	1.14	1.25
ClearArc:1-3 Yr G/C Comp	0.50	0.97	1.08	1.15	1.13	1.27
Blmbg:Gov/Cred 1-3 Yr	0.41	0.71	0.88	0.96	0.93	1.01
ISU-Old National	0.81	0.17	1.45	2.29	2.06	2.32
Old Nat'l: Interm Comp	0.74	0.22	1.52	2.39	2.25	2.46
Blmbg:Int Gov/Cred	0.78	0.42	1.24	2.01	1.88	2.20
<b>ISU-Tier 3</b>	<b>1.26</b>	<b>2.71</b>	<b>1.95</b>	<b>2.84</b>	<b>3.53</b>	<b>4.06</b>
ISU-Mesirow Fincl.	0.77	0.97	1.34	2.77	2.63	3.08
Mesirow:Core Comp	0.81	0.91	1.29	2.80	2.67	3.16
Blmbg:Aggregate	0.82	0.44	1.20	2.68	2.34	2.82
ISU-Reams Asset Mgmt.	0.78	(0.41)	1.32	2.43	2.51	3.22
Reams:Core Comp	0.81	0.09	1.59	2.25	2.50	3.25
Blmbg:Aggregate	0.82	0.44	1.20	2.68	2.34	2.82
ISU-Loomis Sayles	1.75	5.39	2.58	3.15	4.50	4.93
Loomis:Core Plus Comp	1.93	5.26	2.48	3.17	4.27	4.89
Blmbg:Aggregate	0.82	0.44	1.20	2.68	2.34	2.82
<b>ISU-Total Fund</b>	<b>1.04</b>	<b>2.15</b>	<b>1.70</b>	<b>2.35</b>	<b>2.76</b>	<b>3.01</b>
<b>ISU-Total Fund-Net</b>	<b>0.96</b>	<b>1.81</b>	<b>1.38</b>	<b>2.03</b>	<b>2.45</b>	<b>2.71</b>
<b>Total Fund Target*</b>	<b>0.60</b>	<b>0.49</b>	<b>0.97</b>	<b>1.88</b>	<b>1.66</b>	<b>1.97</b>

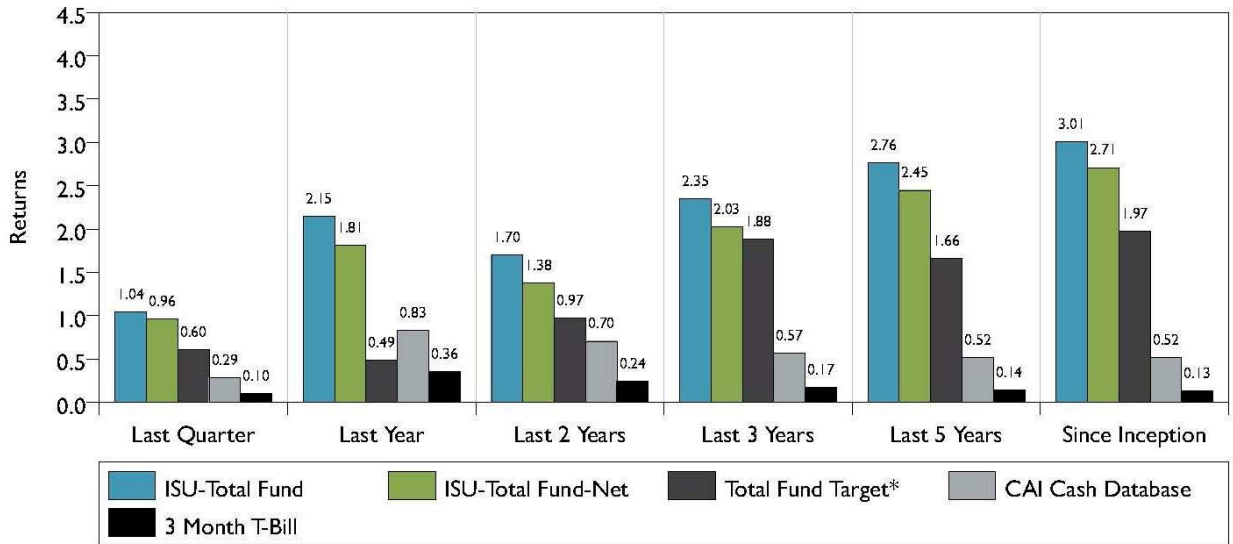
Total Fund Target\* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit 1-3 Year Index, 62% Barclays Aggregate Index

## RETURN SUMMARY PERIOD ENDED MARCH 31, 2017

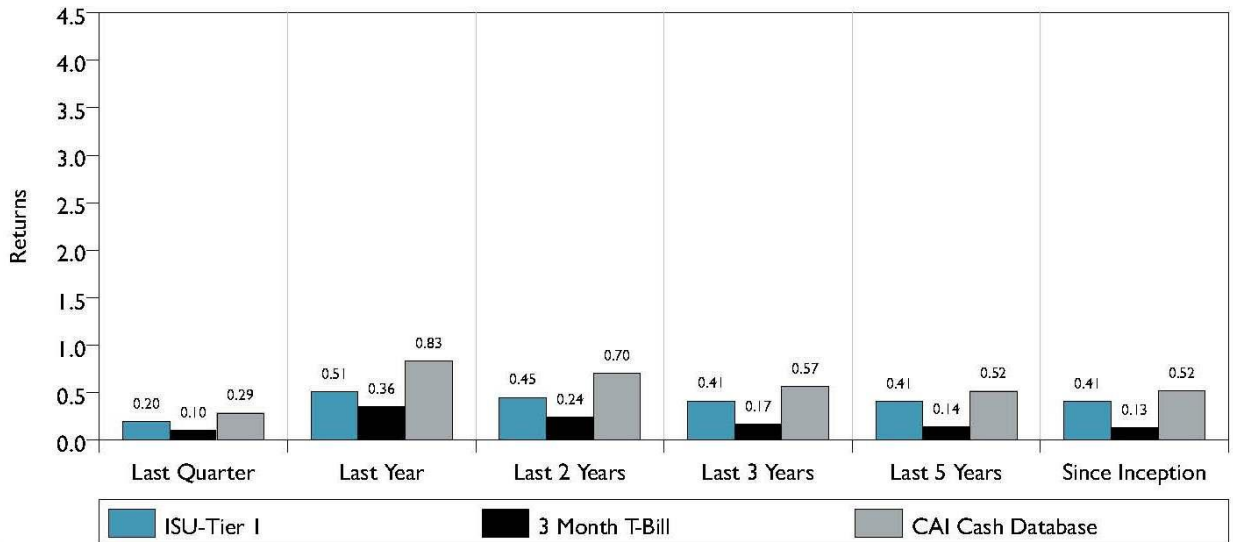
### Total Fund Performance

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, 2017  
Inception Date: October 1, 2010



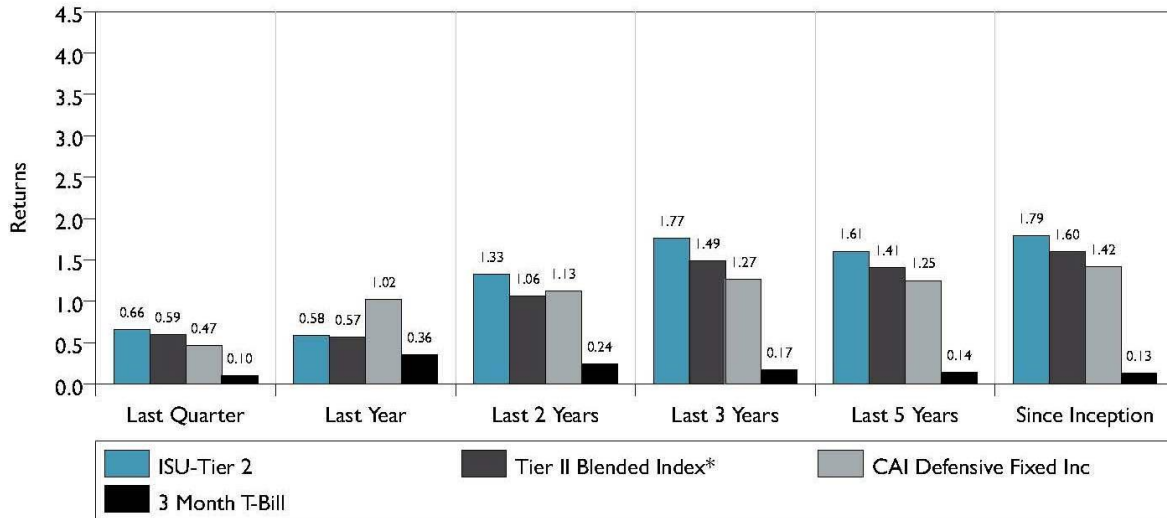
ISU Tier I Returns  
for Various Time Periods  
Current Quarter Ending March 31, 2017  
Inception Date: October 1, 2010



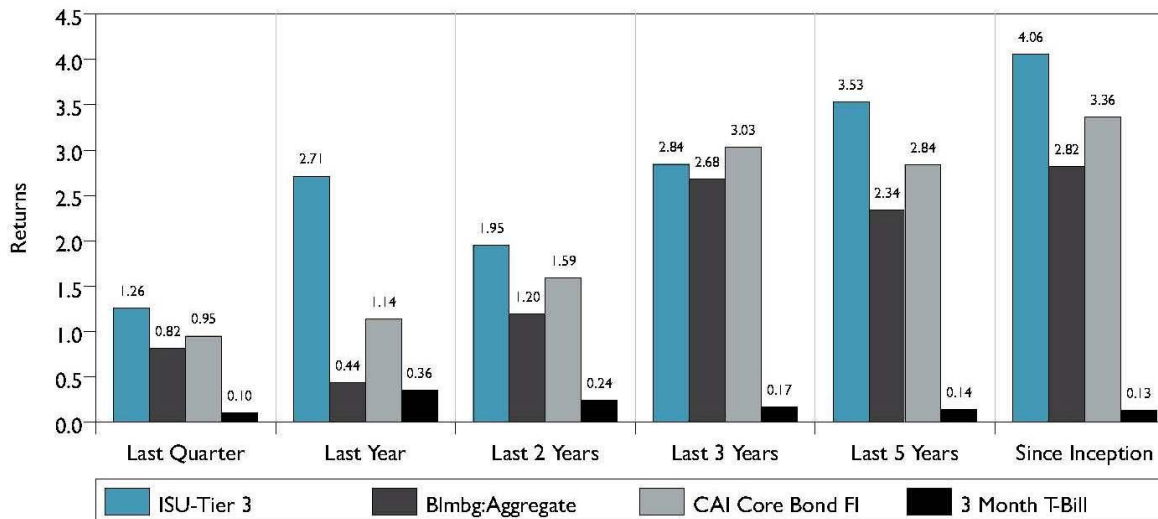
**RETURN SUMMARY**  
**PERIOD ENDED MARCH 31, 2017**

**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, 2017  
 Inception Date: October 1, 2010



ISU Tier 3 Returns  
 for Various Time Periods  
 Current Quarter Ending March 31, 2017  
 Inception Date: October 1, 2010



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

## 6b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING BUDGET REVENUE AND EXPENSE SUMMARY							
For the Period Ending March 31, 2017							
	2016-17 Base Budget	2016-17 Adjusted Budget	YTD through 3/31/17*	Percent of Adjusted Budget	2015-16 Adjusted Budget	YTD through 3/31/16*	Percent of Adjusted Budget
<b>Revenues</b>							
State Appropriations							
Operational	\$ 65,929,201	\$ 65,929,201	\$ 49,446,900	75.0%	\$ 66,194,030	\$ 49,645,521	75.0%
Debt Service Appropriation	10,009,889	10,009,889	4,477,134	44.7%	7,530,475	6,632,685	88.1%
Sub-Total State Appropriations	75,939,090	75,939,090	53,924,034		73,724,505	56,278,206	
Student Tuition	93,261,968	93,321,968	87,287,077	93.5%	91,120,303	89,540,883	98.3%
Other Fees and Charges	1,206,500	1,206,500	1,201,929	99.6%	1,210,500	1,462,851	120.8%
Other Income	5,392,442	5,978,042	4,794,176	80.2%	5,140,692	4,353,517	84.7%
<b>Total Budgeted Revenue</b>	<b>\$ 175,800,000</b>	<b>\$ 176,445,600</b>	<b>\$ 147,207,216</b>		<b>\$ 171,196,000</b>	<b>\$ 151,635,457</b>	
Encumbrances and Carryforward		12,453,744	12,453,744		14,166,053	14,166,053	
Reimbursements and Income Reappropriated From Other Sources		5,054,508	5,054,508		7,871,178	7,871,178	
<b>Total Revenues</b>	<b>\$ 175,800,000</b>	<b>\$ 193,953,852</b>	<b>\$ 164,715,468</b>	<b>84.9%</b>	<b>\$ 193,233,231</b>	<b>\$ 173,672,688</b>	<b>89.9%</b>
<b>Expenditures</b>							
Compensation							
Salaries and Wages	\$ 86,622,683	\$ 90,383,137	\$ 68,826,531	76.1%	\$ 87,669,155	\$ 67,656,745	77.2%
Fringe Benefits	25,744,807	26,486,468	18,967,473	71.6%	26,585,109	19,237,069	72.4%
Sub-Total Compensation	112,367,490	116,869,605	87,794,004	75.1%	114,254,264	86,893,814	76.1%
Departmental Expenses							
Supplies and Related Expenses	17,287,258	22,136,952	14,330,490	64.7%	23,550,322	15,057,857	63.9%
Repairs and Maintenance	4,666,346	5,849,849	5,509,295	94.2%	6,695,102	7,620,357	113.8%
Other Committed Expenses	1,210,348	1,248,829	1,035,842	82.9%	1,160,348	989,626	85.3%
Sub-Total Departmental Expenses	23,163,952	29,235,630	20,875,626	71.4%	31,405,772	23,667,840	75.4%
Utilities and Related Expenses	11,084,759	11,088,062	8,278,665	74.7%	10,814,399	7,507,121	69.4%
Equipment and Other Capital							
Library Acquisitions	1,610,729	1,621,708	894,534	55.2%	1,705,226	770,486	45.2%
Operating Equipment	2,066,992	3,541,745	568,788	16.1%	3,160,206	510,876	16.2%
Capital Improvements	4,000,000	5,932,640	3,854,205	65.0%	7,571,559	4,818,774	63.6%
Sub-Total Equipment & Other Capital	7,677,721	11,096,093	5,317,527	47.9%	12,436,992	6,100,136	49.0%
Student Scholarship and Fee Remissions	13,381,221	13,460,369	14,566,165	108.2%	13,391,479	14,864,411	111.0%
Laptop Scholarship Program	1,415,000	1,421,000	1,692,758	119.1%	1,507,526	1,624,000	107.7%
Reserve for Strategic Initiatives	1,576,527	1,248,645	-	0.0%	326,527	-	0.0%
Budgeted Reserve	5,133,330	5,133,330	-	0.0%	4,755,750	-	0.0%
Transfers Out		4,401,118	4,356,117		4,340,521	3,794,411	
<b>Total Expenditures</b>	<b>\$175,800,000</b>	<b>\$193,953,852</b>	<b>\$142,880,862</b>	<b>73.7%</b>	<b>\$193,233,231</b>	<b>\$144,451,733</b>	<b>74.8%</b>
*Includes encumbrances and open commitments							

### Revenues

#### Debt Service

Student Fee Bonds, Series R were issued in September 2016. The issue provided funding for the expansion/renovation of CHHS and refunded Series M and Series O.

As a result of the Series R financing structure, additional Series R principal and interest payment reimbursement will be received from the State of Indiana in the spring installment. The total amount to be received is \$5,321,747.



### Student Tuition

Student tuition is below the 2016 amount by \$2,253,806, reflecting a decline in enrollment. Fall tuition is below budget by \$825,881 and Spring tuition is below budget by \$1,499,268.

### Other Fees and Charges

Other Fees and Charges decreased \$260,922 from the prior year. This is a result of reduced collection fees, deferment fees, collection fees, and undergraduate admission fees.

### Other Income

Other Income is ahead of last year's total by \$440,659. This is due to an additional \$165,375 in utility reimbursement from Residential Life and a timing difference in the recognition of construction project management fees.

### Reimbursements and Income Reappropriated From Other Sources

Reimbursements and Income Reappropriated from Other Sources in 2016 includes \$1,545,623 that represents the salary and benefits of ISU Foundation employees that were transferred to the University in 2017.

## **Expenses**

### Compensation

Foundation employees were included in salaries and benefits for 2016 to make it comparable to 2017 in which Foundation employees were transferred to the University. Salaries and Wages grew by \$1,169,786 which reflects a 2 percent salary increase effective November 1, 2016. Fringe Benefits decreased by \$269,596 reflecting the reduction of life insurance and medical expense for retirees that are being reimbursed 100% from the VEBA Trust. This decrease was partially offset by growth in active employees' medical expense.

### Departmental Expenses

Departmental Expenses shows a decrease of \$2,792,214. This is a result of reduction of \$727,367 of Supplies and Related Expenses that is a net of decreased Foundation payments for services offset by additional search expenses and a reduction of \$2,111,062 in Repairs and Maintenance resulting from the IT fiber upgrade in various campus buildings during 2015-16.

### Utilities and Related Expenses

Utilities and Related Expenses shows an increase of \$771,544 due to increased electrical, water and sewage costs.

### Capital Improvements

Capital Improvements are below last year's amount by \$964,569. This is caused by timing differences as funds are not transferred until bids are received and awarded for capital projects.

### Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions decreased by \$298,246 reflecting a decline in enrollment.

### Transfers Out

Transfers Out increased \$561,706 reflecting timing differences on budgeted transfers.

## 6c Purchasing Report

<b>Purchase Order Activity for Period February 9, 2017 To April 26, 2017</b>			
<b>Purchases Over \$50,000</b>			
<b>Sole Source</b>			
Rixan Association Inc	P0081146	Robots For College Of Technology	\$60,505.38
<b>Sole Source</b>			
Royall and Company	P0081403	Financial Aid Analysis & Modeling	\$69,250.00
<b>Sole Source, Standardized To Match Current Equipment</b>			
Life Fitness	P0081392	Exercise Equipment	\$77,716.70
<b>Sole Source</b>			
Plae Vertical Inc	P0081438	Dynamic Athletic Flooring	\$91,951.44
<b>Sole Source</b>			
Musco Sports Lighting LLC	P0081292	Lighting & Installation, ISU's Wolfe Field	\$195,900.00
<b>Sole Source, Standardized To Match Current Equipment</b>			
Life Fitness	P0081391	Exercise Equipment	\$198,924.45

## 6d Vendors Report

The following vendors have accumulated purchases from the University for the time period February 1, 2017 through March 31, 2017 (Fiscal Year) in excess of \$250,000.		
WTHR-TV	\$ 251,575	Television and Digital Advertising
US Postmaster	\$ 256,100	Postage Expenses
CIM Audio Visual Inc	\$ 259,727	Landsbaum Center AV Upgrades/Classroom Support Technology
Williams Aviation LLC	\$ 264,649	Maintenance and Repairs of Aircraft at the Flight Academy
JWF Specialty Co.	\$ 269,086	Workers Compensation Payments
Wells Fargo Vendor Financial Services LLC	\$ 282,947	Copier Lease Payments
Anthem Life Insurance Company	\$ 2,128,749	Health Care Benefits and Reimbursements of Medical Claims (as of 1/1/2017)
<u>Previously Reported Vendors with Purchases Exceeding \$250,000</u>		
Ricoh USA Inc	\$ 254,530	Copier Lease Payments/Printer Purchases
RJE Interiors Inc	\$ 278,975	HMSU Furnishings; Miscellaneous Furniture Purchases
Mindpower Inc	\$ 282,131	Commercial, Video and Print Advertising Production
Butler Woodcrafters Inc	\$ 287,056	Blumberg Hall Case Goods
Razmus Demolition Services	\$ 327,818	Former Sherwin Williams Building and Toney Petroleum Building Demolition
ST Construction Inc	\$ 341,914	Lincoln Quad Courtyards; Dede Corridor East Exit
Office Works	\$ 343,177	Blumberg Hall Case Goods
CSX Transportation	\$ 380,799	Purchase of Property
SoftChoice Corporation	\$ 383,629	Maintenance on EES System and Licensing Software
T2 Systems Inc	\$ 384,191	Parking Services Computer Equipment Maintenance/Repair
Sycamore Engineering Inc	\$ 385,675	Parsons/Rankin/Tirey Fire Alarm
Martin Cohen and Gail Chandler Cohen	\$ 392,803	Purchase of Property at 1st and Cherry Streets through Trustee
Wabash Valley Asphalt Co LLC	\$ 400,663	Parking Lot I
Guy Brown Management LLC	\$ 406,492	Office Supplies
Browning Chapman LLC	\$ 420,000	Memorial Stadium Concrete Repairs
Indiana Department of Corrections	\$ 444,894	Academic Courses
Rural Health Innovation Collaborative	\$ 450,774	Partner Contribution for Simulation Center Operational Expenses
Lenovo Inc	\$ 463,919	Computer Equipment Purchases
Evan and Ryan Electrical Contractors	\$ 478,195	African American Cultural Center Renovation; Gillum Hall 2nd Floor Renovation; Sycamore Wellness and Applied Medicine Renovation
Indiana-American Water Company	\$ 507,684	Water Utility Payments
Otis Elevator	\$ 520,253	Maintenance Agreement for Campus Elevators; Gillum Hall Elevator Replacement
Barnes & Noble Booksellers	\$ 602,135	Textbook Scholarships
CDI Inc.	\$ 670,977	Utility Tunnel Renovation; Science Building Roof
Blakley Corporation	\$ 697,279	Hines and Jones Masonry Restoration
Delta Dental Plan of Indiana	\$ 711,832	Dental Claims Reimbursements
Network Solutions	\$ 749,099	Annual Smarnet Maintenance; Residential Life Networking Equipment
Symetra Life Insurance Company	\$ 783,241	Life and Long Term Disability Insurance
500 Wabash Housing LLC	\$ 901,125	Monthly Housing Expenses
ONI Risk Partners Inc	\$ 972,821	Athletic Medical, Flight Academy, Workers Compensation, and Commercial Property Insurance Policies
City of Terre Haute	\$ 1,042,706	Sewage Utility Payments; Fire & Emergency Medical Protection for Campus
EDF Energy Services LLC	\$ 1,330,077	Natural Gas Purchases
AmWins/NEBCO Group Benefits	\$ 1,554,901	Retiree Insurance Coverage
Technology Integration Group	\$ 1,897,007	Computer Equipment Purchases (Laptop Scholarships)
Medco Health Solutions	\$ 2,202,904	Prescription Drug Coverage
Ratio Architects Inc	\$ 2,871,657	College of HHS Renovation; Hulman Center Renovation; Rhoads Hall Renovation; Cromwell Renovation
Duke Energy	\$ 4,865,126	Electricity Utility Payments
TIAA CREF	\$ 7,903,549	Retirement Contributions
Sodexo Inc and Affiliates	\$ 8,988,318	Dining and Catering Services
CIGNA Health Care	\$ 11,490,898	Medical Claim Payments
Hannig Construction Inc	\$ 26,647,921	Blumberg Hall Renovation; Cromwell Hall Renovation; Science Lab Renovations; CNHHS Renovation

## 6e Faculty Personnel

### FACULTY

#### Appointments – 2017-2018 Academic Year

Robert Bennett; Assistant Professor, Department of Social Work; M.S.W., The Ohio State University; salary \$58,000 per academic year; effective August 1, 2017.

Maureen Casile; Assistant Professor, Department of Management, Information Systems, and Business Education; Ph.D., University of Texas at Austin; salary \$96,000 per academic year; effective August 1, 2017.

Missy Malone; Assistant Professor, Department of Social Work; M.S.W., Louisiana State University; salary \$58,000 per academic year; effective August 1, 2017.

Milton Soto-Ferrari; Assistant Professor, Department of Marketing and Operations; M.S., Universidad del Norte Barranquilla, Columbia; salary \$100,000 per academic year; effective August 1, 2017.

#### Instructor Appointments – 2017-2018 Academic Year

Emanuel Cohen; Instructor, Department of Accounting, Finance, Insurance, and Risk Management; M.B.A., Indiana State University; salary \$43,697 per academic year.

Kimberly LaGrange; Senior Instructor, Department of Management, Information Systems, and Business Education; M.B.A., Indiana State University; salary \$51,792 per academic year.

Sara Williams; Senior Instructor, Department of Marketing and Operations; M.M.R., Southern Illinois University, Edwardsville; salary \$51,278 per academic year; effective August 1, 2017.

#### Temporary Part-Time Appointments – 2017 Spring Semester

Jamie Edwards; Part-Time Lecturer, Department of Teaching and Learning; M.M., University of North Carolina; three hours; salary \$3,000.

Leslie Gackle; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.S., Indiana State University; eight hours; salary \$10,448.

Karla Hansen-Speer; Part-Time Lecturer, Department of Biology; A.M., Washington University - St. Louis three hours; salary \$3,000.

Stephen Moore; Part-Time Lecturer, Center for Science Education; M.S., Indiana State University; eight hours; salary \$8,160.

Catherine Spicer; Part-Time Lecturer, Department of English; M.A., Indiana State University; from three hours; salary \$3,183, to six hours; salary \$6,365.

Dorothy Carole Yaw; Professor Emerita, Department of Human Resource Development and Performance Technologies; Ph.D., Indiana State University; from three hours; salary \$3,918, to six hours; salary \$7,836.

### **Temporary Part-Time Appointments – Fall 2017 Semester**

Bruce McLaren; Professor Emeritus, Department of Marketing and Operations; Ph.D., Purdue University; three hours; salary \$5,001.

Janet Weatherly; Part-Time Lecturer, Department of Applied Health Sciences; M.P.H., University of South Carolina; three hours; salary \$3,000.

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

Todd Alberts; Senior Instructor, Department of Applied Engineering and Technology Management; ten percent promotion increase to the 2017-2018 base; salary \$72,101; effective August 1, 2017.

Azizi Arrington-Bey; Associate Professor, Department of Built Environment; ten percent promotion increase to the 2017-2018 base; salary \$73,229; effective August 1, 2017.

Linda Behrendt; Associate Professor, Department of Applied Health Sciences; stipend of \$1,500 for additional duties as Master Teacher Coordinator, Faculty Center for Teaching Excellence; for the appointment period of March 6, 2017, through May 12, 2017.

Kathryn Berlin; Interim Chair and Associate Professor, Department of Applied Health Sciences; ten percent promotion increase to the 2017-2018 base; salary \$66,531; effective August 1, 2017.

Kuntal Bhattacharyya; Associate Professor, Department of Marketing and Operations; ten percent promotion increase to the 2017-2018 base; salary \$120,607; effective August 1, 2017.

Kevin Bolinger; Professor, Department of Teaching and Learning; ten percent promotion increase to the 2017-2018 base; salary \$74,169; effective August 1, 2017.

Paul Bolinsky; Professor, Department of Psychology; ten percent promotion increase to the 2017-2018 base; salary \$73,291; effective August 1, 2017.

Natalie Bulick; Associate Librarian, Department of Library Services; ten percent promotion increase to the 2017-2018 base; salary \$62,106; effective July 1, 2017.

Jonathon Burns; Senior Instructor, Department of Criminology and Criminal Justice; ten percent promotion increase to the 2017-2018 base; salary \$43,157; effective August 1, 2017.

Lillian Chew; Senior Instructor, Department of English; ten percent promotion increase to the 2017-2018 base; salary \$43,874; effective August 1, 2017.

Amber Clark; Senior Instructor, Department of Human Resource Development and Performance Technologies; ten percent promotion increase to the 2017-2018 base; salary \$67,320; effective August 1, 2017.

Cynthia Crowder; Chairperson and Professor, Department of Human Resource Development and Performance Technologies; ten percent promotion increase to the 2017-2018 base; salary \$105,739; effective August 1, 2017.

Terry Dean; Associate Professor, School of Music; ten percent promotion increase to the 2017-2018 base; salary \$62,856; effective August 1, 2017.

Ryan Donlan; Associate Professor, Department of Educational Leadership; ten percent promotion increase to the 2017-2018 base; salary \$72,472; effective August 1, 2017.

Alfred Finch; Professor, Department of Kinesiology, Recreation, and Sport Management; supplemental instruction stipend of \$1,000 for teaching one additional hour; for the spring semester of the 2016-2017 academic year.

Harry Gallatin; Senior Instructor, Department of Accounting, Finance, Insurance, and Risk Management; ten percent promotion increase to the 2017-2018 base; salary \$49,269; effective August 1, 2017.

Kenneth Games; Associate Professor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to the 2017-2018 base; salary \$80,223; effective August 1, 2017.

Carroll Graham; Associate Professor, Department of Human Resource Development and Performance Technologies; supplemental instructional stipend of \$3,000, prorated for the appointment period of March 2, 2017, through May 31, 2017, for teaching an additional three hours.

James Gustafson; Associate Professor, Department of History; ten percent promotion increase to the 2017-2018 base; salary \$62,109; effective August 1, 2017.

Kandace Hinton; Professor, Department of Educational Leadership; ten percent promotion increase to the 2017-2018 base; salary \$75,529; effective August 1, 2017.

Kathleen Huun; Senior Instructor, Department of Baccalaureate Nursing Completion; ten percent promotion increase to the 2017-2018 base; salary \$87,346; effective August 1, 2017.

Amila Jeewandara; Senior Instructor, Department of Chemistry and Physics; ten percent promotion increase to the 2017-2018 base; salary \$54,877; effective August 1, 2017.

Shana Kopaczewski; Associate Professor, Department of Communication; ten percent promotion increase to the 2017-2018 base; salary \$63,466; effective August 1, 2017.

Isaac Land; Professor, Department of History; ten percent promotion increase to the 2017-2018 base; salary \$73,291; effective August 1, 2017.

Cinda May; Librarian, Library Services; ten percent promotion increase to 2017-2018 base; salary \$75,501; effective July 1, 2017.

Terry McDaniel; Professor, Department of Educational Leadership; ten percent promotion increase to the 2017-2018 base; salary \$95,818; effective August 1, 2017.

Alister McLeod; Associate Professor, Department of Applied Engineering and Technology Management; ten percent promotion increase to the 2017-2018 base; salary \$76,280; effective August 1, 2017.

Robert McMahan; Senior Instructor, Department of Accounting, Finance, Insurance, and Risk Management; ten percent promotion increase to the 2017-2018 base; salary \$50,255; effective August 1, 2017.

Bobbie Jo Monahan; Senior Instructor, Department of Educational Leadership; ten percent promotion increase to the 2017-2018 base; salary \$64,520; effective August 1, 2017.

Jennifer Mullen; Senior Instructor, Department of Communication; ten percent promotion increase to the 2017-2017 base; salary \$43,938; effective August 1, 2017.

Jennifer Murray; Associate Professor, Department of Criminology and Criminal Justice; ten percent promotion increase to the 2017-2018 base; salary \$67,737; effective August 1, 2017.

Malissa Muyumba; Full-Time Lecturer, Department of Communication; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2016-2017 academic year; prorated for the appointment period of February 10, 2017 to March 10, 2017.

David Nichols; Professor, Department of History; ten percent promotion increase to the 2017-2018 base; salary \$73,291; effective August 1, 2017.

Joy O'Keefe; Associate Professor, Department of Biology; ten percent promotion increase to the 2017-2018 base; salary \$80,879; effective August 1, 2017.

Andrew Payne; Chairperson and Professor, Department of Built Environment; ten percent promotion increase to 2017-2018 base; salary \$106,528; effective August 1, 2017.

Heather Roberts; Senior Instructor, Department of English; ten percent promotion increase to the 2017-2018 base; salary \$43,874; effective August 1, 2017.

Bridget Roberts-Pittman; Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; ten percent promotion increase to the 2017-2018 base; salary \$73,291; effective August 1, 2017.

Don Rogers; from Chairperson and Professor, Department of Kinesiology, Recreation, and Sport, to Professor, Department of Kinesiology, Recreation, and Sport; surrenders chair supplement of \$1,800 per month; effective May 16, 2017.

Melony Sacopulos; Assistant Professor, Department of Accounting, Finance, Insurance, and Risk Management; supplemental instructional stipend of \$500 for teaching an independent study course; for the spring semester of the 2017-2017 academic year.

Jeffery Stone; Associate Professor, Department of Earth and Environmental Systems; ten percent promotion increase to the 2017-2018 base; salary \$66,296; effective August 1, 2017.

Alina Waite; Associate Professor, Department of Human Resource Development and Performance Technologies; ten percent promotion increase to the 2017-2018 base; salary \$95,863; effective August 1, 2017.

Margaret Wheeler; Senior Instructor, Department of English; ten percent promotion increase to the 2017-2018 base; salary \$43,874; effective August 1, 2017.

Michael G. Williamson; Senior Instructor, Department of Built Environment; ten percent promotion increase to the 2017-2018 base; salary \$56,100; effective August 1, 2017.

Edith Wittenmyer; Senior Instructor, Department of Electronics and Computer Engineering Technology; ten percent promotion increase to the 2017-2018 base; salary \$71,792; effective August 1, 2017.

Wan-Ju Yen; Associate Professor, Department of Applied Health Sciences; ten percent promotion increase to the 2017-2018 base; salary \$69,399; effective August 1, 2017.

**Promotion to Full Professor**

(Effective August 1, 2017)

Kevin Bolinger, Department of Teaching and Learning

Paul Bolinsky, Department of Psychology

Cynthia Crowder, Department of Human Resource Development and Performance Technologies

Kandace Hinton, Department of Educational Leadership

Isaac Land, Department of History

Terry McDaniel, Department of Educational Leadership

David Nichols, Department of History

Andrew Payne, Department of Built Environment

Bridget Roberts-Pittman, Department of Communication Disorders and Counseling, School, and Educational Psychology

**Promotion to Librarian**

(Effective July 1, 2017)

Cinda May, Library Services

**Promotion to Associate Professor and Tenure**

(Effective August 1, 2017)

Azizi Arrington-Bey, Department of Built Environment

Kathryn Berlin, Department of Applied Health Sciences

Kuntal Bhattacharyya, Department of Marketing and Operations

Terry Dean, School of Music



Ryan Donlan, Department of Educational Leadership

Kenneth Games, Department of Applied Medicine and Rehabilitation

James Gustafson, Department of History

Shana Kopaczewski, Department of Communication

Alister McLeod, Department of Applied Engineering and Technology Management

Jennifer Murray, Department of Criminology and Criminal Justice

Joy O'Keefe, Department of Biology

Jeffery Stone, Department of Earth and Environmental Systems

Alina Waite, Department of Human Resource Development and Performance Technologies

Wan-Ju Yen, Department of Applied Health Sciences

**Promotion to Associate Librarian and Tenure**

(Effective July 1, 2017)

Natalie Bulick, Library Services

**Promotion to Senior Instructor**

(Effective August 1, 2017)

Todd Alberts, Department of Applied Engineering and Technology Management

Marilyn Bisch, Department of Languages, Literatures, and Linguistics

Jonathon Burns, Department of Criminology and Criminal Justice

Chester Burton, Department of Art and Design

Lillien Chew, Department of English

Amber Clark, Department of Human Resource Development and Performance Technologies

Nancy Cummins, Department of Kinesiology, Recreation, and Sport

Harry Gallatin, Department of Accounting, Finance, Insurance and Risk Management

Kathleen Huun, Department of Baccalaureate Nursing Completion

Amila Jeewandara, Department of Chemistry and Physics

Brian Johnston, Department of Communication

Andreas Kummerow, Department of Baccalaureate Nursing Completion

Kimberly LaGrange, Department of Management, Information Systems, and Business Education

Donald Maxwell, Department of History

Catherine McCullough, Department of Kinesiology, Recreation, and Sport

Robert McMahan, Department of Accounting, Finance, Insurance, and Risk Management

Donald McNabb, Department of Built Environment

Bobbie Jo Monahan, Department of Educational Leadership

Jennifer Mullen, Department of Communication

Heather Roberts, Department of English

Amanda Solesky, Department of Communication Disorders and Counseling, School and Educational Psychology

Kevin Ward, Department of Communication

Margaret Wheeler, Department of English

Sara Williams, Department of Marketing and Operations

Michael G. Williamson, Department of Built Environment

Edith Wittenmyer, Department of Electronics and Computer Engineering Technology

**Leave of Absence with Pay – July 1, 2017-December 31, 2017**

Susan Frey; Associate Librarian, Library Services

**Leave of Absence with Pay – Fall 2017**

Kuntal Bhattacharyya; Associate Professor, Department of Marketing and Operations

Sandra Brake; Professor, Department of Earth and Environmental Systems

Phillip Cochrane; Associate Professor, Department of Applied Engineering and Technology Management

Jimmy Finnie; Professor, School of Music

Frances Lattanzio; Professor, Art and Design

Theodore Piechocinski; Associate Professor, School of Music

### **Leave of Absence with Pay – Spring 2018**

Brendan Corcoran; Associate Professor, Department of English

Eric Glendening; Professor, Department of Chemistry and Physics

Namita Goswami; Associate Professor, Department of Multidisciplinary Studies

Jeffrey Kinne; Associate Professor, Department of Mathematics and Computer Science

Shana Kopaczewski; Associate Professor, Department of Communication

Mark Lewandowski; Professor, Department of English

Zhiyong Liu; Associate Professor, Department of Accounting, Finance, Insurance, and Risk Management

N. Ann Rider; Associate Professor, Department of Languages, Literatures, and Linguistics

JaDora Sailes; Associate Professor, Department of Communication Disorders and Counseling,  
School and Educational Psychology

Paul Schikora; Professor, Department of Marketing and Operations

### **Retirements**

Matthew Brennan; Professor, Department of English; effective May 31, 2017.

C. Russell Stafford; Professor, Department of Earth and Environmental Systems; effective May 31, 2017.

Patricia Wheeler; Professor, Department of Teaching and Learning; effective May 31, 2017.

### **Emeriti**

Matthew Brennan; Professor Emeritus, Department of English; effective May 31, 2017.

C. Russell Stafford; Professor Emeritus, Department of Earth and Environmental Systems; effective May 31, 2017.

Patricia Wheeler; Professor Emerita, Department of Teaching and Learning; effective May 31, 2017.

### **Separations**

Michael Deem; Assistant Professor, Department of Multidisciplinary Studies; effective May 31, 2017.

Xiaofen Zhang; Assistant Professor, Department of Mathematics and Computer Science; effective February 17, 2017.

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## 6f Other Personnel

### NON-EXEMPT

#### Appointments

Melisa Allen; Parking Services Assistant, Public Safety; \$13.07/hr; effective March 13, 2017.

Britany Dean; Registration & Records Coordinator, Office of Registration & Records; \$15.80/hr; effective February 20, 2017.

Dawn Hilderbrand; Custodian I, Facilities Management; \$11.16/hr; effective March 15, 2017.

David Hos; Custodian II, Facilities Management; \$11.83/hr; effective March 6, 2017.

Rita Knott; Administrative Assistant I, Conference Activities; \$13.07/hr; effective May 1, 2017.

Ronda Kozik-Mount; Custodian I, Facilities Management; \$11.16/hr; effective February 22, 2017.

Katie Reed; Instructional Technology Assistant, Online; \$15.00/hr; effective March 27, 2017.

Angar Tsoggerel; Laboratory Research Assistant, IU School of Medicine Terre Haute; \$14.00/hr; effective March 13, 2017.

Kali Watler; Enrollment Management Specialist, Admission and high School Relations; \$13.07/hr; effective February 22, 2017.

Melanie Willhite; Registration & Records Coordinator, Office of Registration & Records; \$15.55/hr; effective February 20, 2017.

#### Separations

Evan Barton; Groundskeeper, Facilities Management; effective March 2, 2017.

Linda Castor; Research Drawing Specialist Part Time w/Benefits, Biology; effective March 31, 2017.

Michael Farrar; Events Setup Technician I, Hulman Memorial Student Union; effective April 28, 2017.

Ronda Kozik-Mount; Custodian I, Facilities Management; effective March 10, 2017.

Jerry Lanzone; Custodian I, Sycamore Housing; effective March 31, 2017.

Mark Luczak; Custodian I, Facilities Management; effective June 30, 2017.

Shelby McConnaughey; Administrative Assistant I – 9/10 Month, University Faculty Senate; effective March 17, 2017.

Samuel Might; Police Officer, Public Safety; effective March 28, 2017.

Katharine Miner; Custodian I, Sycamore Housing; effective February 21, 2017.

Mary Tevlin; Custodian I, Facilities Management; effective April 21, 2017.

Kane Troxal; Custodian I, Sycamore Housing; effective March 29, 2017.

### **Others**

Rick Heyen; Custodian I, Facilities Management; deceased April 7, 2016.

### **Retirements**

Charles Brewer; Maintenance Mechanic, Maehling Terrace University Apartments; effective March 24, 2017.

### **Change in Status and/or Pay Rate**

#### **Promotion**

Carrie Bose; from Registration & Records Coordinator, Office of Registration & Records; \$17.48/hr to Special Events Coordinator, President Office; effective January 4, 2017.

Beth Farley; from Lead Custodian, Sycamore Housing; \$11.81/hr to Administrative Assistant I, Career Center; \$14.22/hr; effective February 21, 2017.

#### **Reclassification**

Melissa Chase; from Student Services Assistant I; \$13.61/hr to Student Services Assistant II; \$15.37/hr; Online; effective February 11, 2017.

Amanda Eyre; from Administrative Assistant I Part Time w/Benefits, \$13.61/hr to Administrative Assistant II Part Time w/Benefits, Extended Learning; \$15.37/hr; effective February 11, 2017.

Cheryl Pruitt; from Student Services Assistant II; \$18.15/hr to Student Services Assistant III; \$20.09/hr; Dean Extended Learning; effective February 11, 2017.

### **BI-WEEKLY PROFESSIONAL**

#### **Appointments**

Barbara Auman; Financial Aid Counselor; Student Financial Aid; M.S., Oakland City University; \$15.55/hr; effective March 3, 2017.

Karley Jines; Career Services Employer Relations Coordinator, Career Center; B.S., Indiana University Purdue University Indianapolis; \$20.51/hr; effective February 20, 2017.

Nicholas McCreary; Sustainability Coordinator, Institute for Community Sustainability; B.S., DePauw University; \$20.00/hr; effective June 19, 2017.

### **Change of Status**

Joseph M. Newport Jr.; Employee Benefits Administrator, Staff Benefits; salary adjustment to \$22.39/hr for additional duties; effective January 1, 2017.

Ellie Pounds; from Non-Exempt Math and Writing Center Coordinator, Writing Center; \$16.44/hr to Non-Exempt Professional, Math and Writing Center Coordinator, Writing Center; salary \$18.52/hr; effective February 11, 2017.

Courtney Prather; from Marketing Assistant-Reappointment Required to Marketing Assistant, Communications and Marketing; \$18.98/hr; effective February 25, 2017.

Lisa Winker; from Admissions Regional Coordinator 9 months to Admissions Regional Coordinator 10 months; salary \$24.61/hr; with no work period from May 15, 2017 through July 15, 2017.

### **Separations**

Alexander Barrett; Employee Wellness Coordinator, Human Resources; effective March 17, 2017.

Danielle Burgess; Career Center Events Coordinator, Career Center; effective April 13, 2017.

Lauren Perish; Enrollment Management Reporting Specialist; Admissions and High School Relations; effective March 16, 2017.

Elina Savoie; Program Coordinator; Enrollment Management Commuter Programs; effective April 27, 2017.

James Snapp; Budget Specialist, IU School of Medicine – Terre Haute; effective April 28, 2017.

### **EXEMPT**

### **Appointments**

Stephanie Jeffers; Career Services Coordinator, Career Center; M.S., Indiana State University; salary \$38,000 per fiscal year, prorated from the effective May 1, 2017.

Scott Noth; Assistant Chief Instructor Pilot, Department of Aviation Technology; B.S., Indiana State University; salary \$55,790 per fiscal year, prorated from the effective date of February 22, 2017.

Thomas Recker, Associate Vice President of Development, Development; M.S., Bowling Green State University; salary \$168,000 per fiscal year; prorated from the effective date of April 17, 2017.

### Change of Status

Kourtney Barrett; Student Conduct & Integrity Associate Director, Student Conduct & Integrity; stipend of \$325 per month for additional duties; for the appointment period of March 1, 2017 through June 30, 2017.

Kaitlin Diel; from Non-Exempt Professional as Meis Student Development Center Assistant Director, Dean, Scott College of Business to Exempt position as Meis Student Development Center Assistant Director; salary \$41,009; effective April 1, 2017.

Kevin Donnar; Chief Instructor Pilot, Department of Aviation Technology; position reclassified to pay grade 13; salary \$76,581 per fiscal year, prorated from the effective date of February 1, 2017.

Kelli Jackson; from Exempt position as Program Coordinator, Indiana Area Health Education Center, to part-time, no benefits position as WCI-AHEC Program Coordinator, Indiana Area Health Education Center; rate \$21.55 per hour; effective March 1, 2017.

Kimberly Kunz; from Constituent Communications Director to External Communications Director, Communications & Marketing; position reclassified to pay grade 11; no salary change; effective February 1, 2017.

Fred Luster; Rehabilitation Specialist, Physical Therapy and Sports Rehabilitation Clinic; stipend of \$500 per month for additional duties as Interim Director of Physical Therapy and Sports Rehabilitation Clinic, prorated from the effective date of February 16, 2017; for the appointment period of February 16, 2017 through June 30, 2017.

Heather Miklozek; Community Engagement Director, Center for Community Engagement, stipend of \$3000 per month for additional duties of overseeing Community School of the Arts; for the appointment period of February 27, 2017 through May 26, 2017.

Seth Payne; from Interim Sports Video Manager, Student Media, to Sports Video Manager, Student Media; salary \$47,483; prorated from the effective date of February 1, 2017.

Joshua Powers; from Interim Associate Vice President for Inclusive Excellence, Office of the Provost and Vice President for Academic Affairs, and Professor, Department of Educational Leadership, to Associate Vice President Academic Affairs, Office of the Provost and Vice President for Academic Affairs, and Professor, Department of Educational Leadership; salary \$151,058 per fiscal year, prorated from the effective date of February 20, 2017.

Leah Reynolds; from Assistant Vice President Equal Opportunity and Title IX Director, Office of Equal Opportunity, to Associate Vice President for Inclusive Excellence and Title IX Coordinator, Department of Equity, Diversity, and Inclusion; salary of \$119,000; prorated from the effective date of February 20, 2017.

Roland Shelton; from Interim Associate Vice President of Development to Development Officer, Advancement; salary \$109,242 per year, prorated from effective date of April 12, 2017.

Donna Simmonds; from Student Financial Aid Assistant Director to Student Financial Aid Associate Director; Student Financial Aid; salary \$51,580 per year; prorated from effective date of April 8, 2017.

Csilla Stewart; from Instructional Technology Assistant, Office of Information Technology, to Instructional Design Specialist, Office of Information Technology; salary \$48,000 per fiscal year, prorated from the effective date of March 1, 2017.

### **Retirement**

John Beacon; Senior Vice President, Enrollment Management, Marketing & Communications, Vice President, Enrollment Management, Marketing & Communications; effective Jun 30, 2017.

Brenda Monaghan; Residential Life Assistant Director - Custodial Operations, Residential Life; effective March 31, 2017.

Carol Reed; Clinical Coordinator Food and Nutrition, Department of Applied Health Sciences; effective May 31, 2017.

### **Separations**

Eliezer Bermudez; Interim Dean, College of Health and Human Services, and Professor, Department of Applied Health Sciences; effective June 30, 2017.

Deirdre Mahan; Enrollment Management Systems Manager, Admissions and High School Relations; effective March 1, 2017.

Roland Shelton; Development Officer, Advancement; effective May 19, 2017.

Zachary Turner; Residential Life Area Coordinator, Maehling Terrance University Apartments; effective March 31, 2017.

Douglas Weatherston; Business Intelligence Analyst, Office of Information Technology; effective March 31, 2017.

## **ATHLETICS**

### **Appointments**

Kevin Abrams; Assistant Coach, Football; annual salary \$38,000; effective February 14, 2017 through December 31, 2017.

Lindsay Allman; Head Coach, Volleyball; annual salary \$77,000; effective February 10, 2017 through December 31, 2017.

Marcus Belcher; Assistant Coach, Men's Basketball; annual salary \$79,003; effective April 1, 2017 through March 31, 2018.

Deon Broomfield; Assistant Coach, Football; annual salary \$38,000; effective February 10, 2017 through December 31, 2017.

Janet Eaton; Assistant Coach, Women's Basketball; annual salary \$74,286; effective April 1, 2017 through March 31, 2018.

Darrell Funk; Assistant Coach, Football; annual salary \$65,000; effective February 20, 2017 through December 31, 2017.

Louis Gudino; Associate Head Coach, Men's Basketball; annual salary \$110,214; effective April 1, 2017 through March 31, 2018.



Jeffrey Hecklinski; Assistant Coach, Football; annual salary \$100,670; effective February 1, 2017 through December 31, 2017.

Joshua Keister; Assistant Coach, Women's Basketball; annual salary \$73,828; effective April 1, 2017 through March 31, 2018.

Gregory Lansing; Head Coach, Men's Basketball; annual salary \$242,980; effective April 1, 2017 through December 31, 2018.

Samantha McCloud; Assistant Coach, Volleyball; annual salary \$36,000; effective March 15, 2017 through December 31, 2017.

Grant Olson; Assistant Coach, Football; annual salary \$42,000; effective February 6, 2017 through December 31, 2017.

Terry Parker; Assistant Coach, Men's Basketball; annual salary \$69,317; effective April 1, 2017 through March 31, 2018.

Roy Roundtree; Assistant Coach, Football; annual salary \$38,000; effective February 8, 2017 through December 31, 2017.

Samuel Sewell; Assistant Coach, Football; annual salary \$42,000; effective March 17, 2017 through December 31, 2017.

Jenna Smith; Assistant Coach, Women's Basketball; annual salary \$45,085; effective April 1, 2017 through March 31, 2018.

Mark Smith; Assistant Coach, Football; annual salary \$65,000; effective February 6, 2017 through December 31, 2017.

Joey Wells; Head Coach, Women's Basketball; annual salary \$122,638; effective April 1, 2017 through March 31, 2018.

Bradley Wilson; Assistant Coach, Football; annual salary \$68,619; effective February 15, 2017 through December 31, 2017.

### **Change in Status and/or Pay Rate/Promotion**

Tori Magner; Assistant Coach, Softball; move to Interim Head Coach, Softball; annual salary \$51,000; effective March 22, 2017 through June 30, 2017.

Jeffrey Hecklinski; Assistant Coach, Football; salary adjustment \$102,000; effective March 10, 2017.

### **Separations**

Shane Bouman; Head Coach, Softball; effective March 20, 2017.

Jayden Everett; Assistant Coach, Football; effective March 10, 2017.

Michael Perish; Assistant Coach, Football; effective January 31, 2017.

Jenna Smith; Assistant Coach, Women's Basketball; effective April 10, 2017.

Adam Stenavich; Assistant Coach, Football; effective February 20, 2017.

Nicole Wilson; Assistant Coach, Volleyball; effective February 28, 2017.

Amanda Zust; Assistant Coach, Softball; effective March 31, 2017.

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## 6g Grants and Contracts

1. Indiana Economic Development Corporation, Fund No. 549150, Proposal No. 17-045

An agreement in the amount of \$62,071.01 has been received from the Indiana Economic Development Corporation for the project entitled, “West Central Indiana Small Business Development Center-Federal,” under the direction of Courtney Richey, West Central Indiana Small Business Development Center, for the period January 1, 2017 through December 31, 2017.

2. Indiana Economic Development Corporation, Fund No. 549151, Proposal No. 17-045

An agreement in the amount of \$56,759.96 has been received from the Indiana Economic Development Corporation for the project entitled, “West Central Indiana Small Business Development Center-State,” under the direction of Courtney Richey, west Central Indiana Small Business Development Center, for the period January 1, 2017 through December 31, 2017.

3. Indiana University, Fund No. 549079, Proposal No. 17-099

Additional appropriations in the amount of \$47,880.00 have been received from Indiana University for the project entitled, “Eosinophil Activation in Pulmonary Aspergillosis,” under the direction of Taihung Duong, IU School of Medicine – Terre Haute, for the period of March 1, 2016 through February 28, 2018.

4. Purdue University, Fund No. 549155, Proposal No. 17-059

A sub agreement under National Aeronautics and Space Administration in the amount of \$5,635.00 has been received from Purdue University for the project entitled, “IN Space Grant Fellowship Program 2015-2018,” under the direction of Joy O’Keefe, Department of Biology, for the period May 17, 2016 through May 16, 2017.

5. University of Southern Indiana, Fund No. 549125, Proposal No. 17-103

Additional appropriations from a sub agreement under the U.S. Department of Education in the amount of \$1,620.00 has been received from University of Southern Indiana for the project entitled, “Creating Algebra Teaching Communities for Hoosiers (CATCH),” under the direction of Yi-Yin Ko, Department of Mathematics and Computer Science, for the period April 1, 2016 through March 31, 2017.

6. Indiana Council for Economic Education, Fund No. 549161, Proposal No. 16-146

An agreement in the amount of \$9,250.00 has been received from Indiana Council for Economic Education for the project entitled, “Center for Economic Education Operational Budget 2016/2017,” under the direction of John Conant, Department of Economics, for the period July 1, 2016 through June 30, 2017.

7. Union Hospital, Fund No. 549123, Proposal 17-013

An agreement reduction in the amount of \$26,098.00 has been made by Union Hospital for the project entitled, “Athletic Training Clinical Affiliation and Graduate Assistantship,” under the direction of Kenneth Games, Department of Applied Medicine and Rehabilitation, for the period August 1, 2016 through July 31, 2018.

8. Lilly Endowment Inc., Fund No. 549160, Proposal No. 17-058

An agreement in the amount of \$20,000.00 has been received from Lilly Endowment Inc. for the project entitled, “Comprehensive Counseling Initiative: Planning Grant for Counselor Preparation Program,” under the direction of Tonya

Balch, Department of Communication Disorders and Counseling, School and Educational Psychology, for the period March 1, 2017 through December 31, 2017.

9. Lilly Endowment Inc., Fund No. 549159, Proposal No. 17-073

An agreement in the amount of \$20,000.00 has been received from Lilly Endowment Inc. for the project entitled, "Comprehensive Counseling Initiative: Planning Grant for Principal Preparation Program," under the direction of Bobbie Monahan, Department of Educational Leadership, for the period March 1, 2017 through December 31, 2017.

10. Purdue University, Fund No. 549163, Proposal No. 17-094

A sub agreement under National Aeronautics and Space Administration in the amount of \$5,700.00 has been received from Purdue University for the project entitled, "IN Space Grant Fellowship Program 2015-2018," under the direction of Jennifer Latimer, Department of Earth and Environmental Systems, for the period May 17, 2016 through May 16, 2017.

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## 6h Agreements

### Non-clinical Agreements

Chair Massage on the Go, LLC d/b/a Campus Spa  
Clay Community School Corporation  
Dance All Night, Inc.  
GP Entertainment  
Keppler Associates, Inc.  
Kramer Entertainment Agency, Inc.  
Leadershape, Inc.  
Record-A-Hit Entertainment  
Thee Michael Issac Company  
YMCAs of the Wabash Valley - Vigo County Branch

### Affiliation Agreements

Advocate Health and Hospitals Corporation  
Arkansas Health Group  
Biloxi VA Medical Center  
Bluffton Regional Medical Center  
Carolinas Healthcare System  
Chickasaw Nation Department of Health  
Covered Bridge Special Education District  
Danville Regional Medical Center  
Dr. Kevin Windisch, MD  
Eastern State Hospital  
Eli Lilly  
Exceptional Living Centers  
Fast Track Physical Therapy  
Florida Department of Health Volusia County  
Franklin Township Community School Corporation  
Friends Hospital Psychology Internship, Foundations Behavioral Health  
Fyzical Therapy & Balance Center-New Orleans  
Gibault Children's Services

Glenview Rehab dba Illinois Bone and Joint Inst  
Good Samaritan Hospital, Vincennes  
Greater Lafayette Area Special Services  
Hamilton Center, Inc.  
Highpoint Health System  
HSHS Medical Group, Inc.  
Incremedical  
Integrated therapy Specialists  
Interface Rehab  
Johnson Memorial Hospital  
Kaiser Foundation Hospitals  
Kingston Health Care Company  
Lake Central School Corporation  
LifeCare Hospital  
Louisiana School Psychology Internship Consortium, Human Development Center, LSU Health  
M.D. Anderson Cancer Center  
Memorial Hermann (TX)  
Memorial Hospital (North Conway, NH)  
Metropolitan School District of Decatur Township  
Mid Michigan Health  
Mount Carmel Health System  
Naval Hospital Oak Harbor  
Oregon State Hospital  
Park Plaza Hospital  
Peyton Manning Children's Hospital at St. Vincent  
Planned Parenthood of Indiana and Kentucky  
Positive Steps Therapy  
Practice Plus  
Prevea Health and HSHS  
Ridgeview Institute  
Saint Mary's Medical Management  
San Francisco City Impact Health and Wellness  
Sky Lakes Medical Center  
St. Vincent Hospital and Health Care Center  
St. Vincent Hospital of the Hospital Sisters of the Third Order of St. Francis  
St. Vincent Medical Group  
The Children's Theraplay Foundation Inc.  
Theracare  
Tomah VA Medical Center  
Trinity Regional Health System - Unity Point  
Truman Medical Center  
Valley Health System  
WellStar Health System  
William Beaumont Army Med Center

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## 6i Board Representation at University Events

## Events Requiring Board Representation

June 23, 2017 Board of Trustees Meeting  
June 23, 2017 Dinner to Honor Bob Baesler & Haley Gravely

## Optional Events

May 20, 2017 Alumni Day at the Indianapolis 500 Track  
June 7, 2017 1:30 p.m., Tuition Hearing, State Room, Tirey Hall

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

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

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

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## **6k In Memoriam**

### **IN MEMORIAM: Mr. Phillip H. Britton**

WHEREAS, Mr. Phillip H. Britton, retired Carpenter of Indiana State University, died on the twelfth day of November two thousand sixteen and;

WHEREAS, Mr. Phillip H. Britton, had given loyal and devoted service to Indiana State University for ten 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, and that a copy thereof be duly executed and transmitted to his family.

### **IN MEMORIAM: Peggy A. Payne**

WHEREAS, Peggy A. Payne, retired Administrative Assistant II for Instructional Services, died on the eleventh day of December two thousand and sixteen; and

WHEREAS, Peggy A. Payne had given loyal and devoted service to Indiana State University for over twenty one 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, and that a copy thereof be duly executed and transmitted to her family.

**IN MEMORIAM: Mr. Carl Ringham**

WHEREAS, Mr. Carl Ringham retired Custodial Worker I for the Physical Plant, died on the twelfth day of December two thousand sixteen and;

WHEREAS, Mr. Carl Ringham, had given loyal and devoted service to Indiana State University for over twenty five 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, and that a copy thereof be duly executed and transmitted to his family.

**IN MEMORIAM: John McNichols**

WHEREAS, John McNichols, Men's Track and Field and Cross Country Coach in the Athletics Department of Indiana State University, died on the 21st day of December two thousand and sixteen; and

WHEREAS, John McNichols had given loyal and devoted service to Indiana State University for over 33 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, and that a copy thereof be duly executed and transmitted to his family.

**IN MEMORIAM: Mr. Charles M. Wishart**

WHEREAS, Mr. Charles M. Wishart, Associate Professor Emeritus of Economics of Indiana State University, died on the eighth day of February two thousand and seventeen; and

WHEREAS, Mr. Charles M. Wishart had given loyal and devoted service to Indiana State University for over twenty eight years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

BE IT FURTHER RESOLVED, that this Resolution be spread on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to his family.

**IN MEMORIAM: Bernice C. Hill**

WHEREAS, Bernice C. Hill, retired Account Clerk III for the Controller's Office of Indiana State University, died on the tenth day of March two thousand and seventeen; and

WHEREAS, Bernice C. Hill had given loyal and devoted service to Indiana State University for over thirteen years and had gained the respect of those who knew her as a dedicated co-worker 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 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, and that a copy thereof be duly executed and transmitted to her family.

**IN MEMORIAM: Virginia D. Shearon**

WHEREAS, Virginia D. Shearon, retired Office Assistant III for Arts & Sciences, died on the fifteenth day of March two thousand and seventeen; and

WHEREAS, Virginia D. Shearon had given loyal and devoted service to Indiana State University for fifteen 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, and that a copy thereof be duly executed and transmitted to her family.

**IN MEMORIAM: Wilma M. Dreher**

WHEREAS, Wilma M. Dreher, retired Custodial Worker I for Sycamore Housing, died on the first day of April two thousand and seventeen; and

WHEREAS, Wilma M. Dreher had given loyal and devoted service to Indiana State University for twenty seven 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, and that a copy thereof be duly executed and transmitted to her family.

**IN MEMORIAM: Mr. Ricky L. Heyen**

WHEREAS, Mr. Ricky L. Heyen, Custodian I of Indiana State University, died on the eighth of April two thousand seventeen and;

WHEREAS, Mr. Ricky L. Heyen, had given loyal and devoted service to Indiana State University for thirty five 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, and that a copy thereof be duly executed and transmitted to his family.

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## **7 Old Business**

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## **8 Adjournment**