

Indiana State University
Board of Trustees
Schedule of Activities
May 11-12, 2018

Friday, May 11, 2018

- 9:30 a.m. Nominating Committee, State Room, Tirey Hall
- 10:00 a.m. Finance Committee Meeting, State Room, Tirey Hall
- 11:00 a.m. Executive Session and Lunch, Heritage Lounge, Tirey Hall
- 1:00 p.m. Open House and Brief Program at the College of Health and Human Services
- 2:30 p.m. Agenda Meeting, State Room, Tirey Hall
- 6:30 p.m. Reception with President's Cabinet, HMSU 9th Floor, Spouses/Guests Included
- 7:30 p.m. Dinner with President's Cabinet, HMSU 9th Floor, Spouses/Guests Included

Saturday, May 12, 2018

- 9:15 a.m. Robing, Hulman Center
- 9:45 a.m. Processional, Hulman Center
- 10:00 a.m. Commencement Ceremony 1, Graduate Studies, College of Arts and Sciences, Bayh College of Education and Scott College of Business
- 12:00 p.m. Brunch, Condit House
- 2:15 p.m. Robing, Hulman Center
- 2:45 p.m. Processional, Hulman Center
- 3:00 p.m. Commencement Ceremony 2, Graduate Studies, College of Health and Human Services and College of Technology

MINUTES
Friday, May 11, 2018, 2:30 p.m.
Meeting of the Indiana State University Board of Trustees
State Room, Tirey Hall, Terre Haute, Indiana

1. Call Annual Meeting to Order

Roll Call

Tanya Bell
Kathleen Cabello
David Campbell
Andrew Case
Randall Minas
Edward Pease
Cynthia Powers
Kimberly Smith
Jeff Taylor

2. Remarks

Faculty Senate Chairperson (Dr. Brown)
Staff Council Chairperson (Ms. Phillips)
Student Government Association President (Mr. Smith)
Interim Vice President for Development and CEO of the ISU Foundation (Mr. Smith)
President of the University (Dr. Curtis)
Chairperson of the ISU Board of Trustees (Mr. Campbell)

3. New Business Items

- 3a For Passage, Approval of the February 23, 2018 Meeting Minutes and Certification of Executive Session (Mr. Campbell)
- 3b Nominating Committee Report (Mr. Minas)
 - 3b1 For Passage, Board of Trustees Officers for 2018-19 (Mr. Campbell)
- 3c For Passage, Approval of 2018-2019 Board of Trustees Meeting Dates (Mr. Campbell)
- 3d Finance Committee Report (Mr. Taylor)
 - 3d1 For Passage, Operating Budgets, 2018-19 (Ms. McKee)
 - 3d2 For Passage, Modification of 630 Purchasing Policy (Ms. McKee)
 - 3d3 For Passage, Year-End Closing Authorization (Ms. McKee)
- 3e Proposed Modifications to University Handbook
 - 3e1 For Passage, Policy 932 Data Security Policy (Dr. Licari)
 - 3e2 For Passage, Policy 922.4 Appeals in Sexual Misconduct Cases Involving Students (Dr. Banks)
 - 3e3 For Passage, Policy 270.1 President's Council on Inclusive Excellence (Dr. Licari)
 - 3e4 For Passage, Policies 305.17 and 305.15.6.1 (Dr. Licari)
- 3f For Passage, Candidates for Degrees (Dr. Licari)
- 3g For Passage, Geography and Sustainability BA/BS Anthropology BS, (Dr. Licari)
- 3h For Passage, New Programs Geology BS & Environmental BA, (Dr. Licari)
- 3i For Passage, New Middle School Mathematics Teaching Major (Dr. Licari)
- 3j For Passage, Textiles, Apparel, & Merchandising – Merchandising Minor (TAM Majors Only) (Dr. Licari)
- 3k For Passage, Textiles, Apparel, & Merchandising – Design Minor (TAM Majors Only) (Dr. Licari)
- 3l For Passage, Financial Services Selling Minor (Dr. Licari)
- 3m For Passage, Elimination of Medical Sales Certificate (Dr. Licari)
- 3n For Passage, Naming of Football Practice Facility (Mr. Smith)
- 3o For Passage, Board of Trustees Operating Principles (Mr. Campbell)
- 3p For Information, Appointment of Finance Committee by Chair Elect

4. Items for the Information of the Trustees

- 4a Investment Report
- 4b Financial Report
- 4c Purchasing Report
- 4d Vendor Report
- 4e Faculty Personnel
- 4f Other Personnel
- 4g Grants and Contracts
- 4h Agreements
- 4i Board Representation at University Events
- 4j In Memoriam
- 5. Old Business**
- 6. Adjournment**

The Board of Trustees will hold its Annual Retreat on Wednesday & Thursday, August 29 & 30, 2018.

MINUTES
Friday, May 11, 2018, 2:30 p.m.
Meeting of the Indiana State University Board of Trustees
State Room, Tirey Hall, Terre Haute, Indiana

1 Call Annual Meeting to Order

The meeting was called to order at 10:30 a.m.

Roll Call

Tanya Bell, Present
Kathleen Cabello, Present
David Campbell, Present
Andrew Case, Present
Randall Minas, Absent
Edward Pease, Present
Cynthia Powers, Present
Kimberly Smith, Present
Jeff Taylor, Present

2 Remarks

Faculty Senate Chairperson (Dr. Brown)
Staff Council Chairperson (Ms. Phillips)
Student Government Association President (Mr. Smith)
Interim Vice President for Development and CEO of the ISU Foundation (Mr. Smith)
President of the University (Dr. Curtis)
President of the ISU Board of Trustees (Mr. Campbell)

REPORT OF THE FACULY SENATE CHAIRPERSON (Dr. Brown)

This is my last report as Senate Chair and you are rid of me at last unless Tim Hawkins is unable to attend a meeting in the coming year.

This is a busy, but exciting time for faculty and students. Students are now finished with their final exams and we, the faculty, are now engaged in the grueling business of grading exams, final papers, and projects. I am looking forward to a few days of rest prior to the intensive scholarly work that most faculty engage in during the summer months. Finally, I am personally pleased to see our new Middle School Mathematics Teaching major on your agenda for today. Although most people might want to run screaming when they see Middle School and Mathematics side-by-side, there is a select group who love both and will now have a shorter, more focused pathway to this important work.

Thank you and I look forward to seeing you all at commencement tomorrow.

REPORT OF THE STAFF COUNCIL CHAIRPERSON (Ms. Phillips)

In the last month, we have had our elections for members and officers for the coming year. We have four incoming members. Ryan Hamilton: ORR, Britany Dean: ORR, Teresa Sale: Controller, and Tracy McDaniel: Biology. I would like to thank our outgoing members for their service during the last 3 years: Laura Jenkins, Chris Middleton and JoEllen Ornduff.

We have an all new set of officers for the coming year. If they are here, will you please stand: Treasurer Rhonda Beecroft Student Success, Secretary: Sarah Froderman Office of Financial Aid, Vice Chair: Alisha Moorhead Cunningham Memorial Library, Chair: El-Houcin Chaqra Center for Global Engagement who would like to say a few words. Here in the next few weeks they will be appointing the rest of the executive council positions to prepare to start their year on June 1st.

I would like to thank the board for making me feel welcome during my year as chair and the members of Staff Council for all they do to not only support the staff but the ISU community as a whole.

REPORT OF THE PRESIDENT OF THE STUDENT GOVERNMENT ASSOCIATION (Mr. Smith)

Today I'd like to share some of the final projects SGA has been closing out since the last Board meeting. The first of which is a project that started a year ago, when Justin & I took office for the first time. We wanted to find a way to get students talking about their differences, and more specifically to talk with people about their differences, than talk at people. We were inspired by a Heineken campaign called "World's Apart", and when our Director of Inclusive Excellence, Michelle White, took over, she ran with it. The project has evolved into what will now be known as the 100% BLUE project. I'd like to debut the teaser video with you all here in just a moment. Michelle was unable to make it today, she asked that I share a few words in about the project in her absence:

Michelle:

"During the presentation you can just mention that my committee included myself, Brooks Moore, Dr. Joshua Powers, and Tony Campbell. The project started with over 150 applicants which were then narrowed down to 40 potential participants for a listening session (to gauge their interest in the project and see if they were comfortable in front of the camera) to 15-20 final participants (some did not show up as the project progressed). The video sessions included the initial testing video (the teaser), individual sessions (each participant sharing their background), and the final group session. I have the expectation that the individual sessions will be broken up into a few videos if not a video for each individual. For the group session we had Dr. Willie Banks, Dr. Leah Reynolds, and Megan Tucker (from Genomics) facilitate. We also had the idea to have these videos shown at New Student Orientation as well as have faculty sessions discussing diversity and how we can embody **inclusive excellence** on our campus.

Please stress how much Tony Campbell and Rachel Keyes did for this project. They helped bring my idea to life and spent so much time with each participant and editing the video/soon to come videos. Their office also absorbed the cost for all the DNA kits from FamilyTree DNA."

Party at the Fountain, a Sycamore Tradition hosted annually by SGA, is a staple of Fall Welcome Week. At the end of this Fall's wildly successful Party at the Fountain, we received a great deal of feedback asking for a Spring PATF. After some careful financial management throughout the year, we were able to allocate the resources needed to host a Spring PATF. In order to plan the event, we tapped into Sycamore Leadership Coalition, the freshman leadership development branch of SGA. These 30-40 students each year apply, interview, and are accepted into a yearlong & intensive leadership program sponsored by SGA and supported by the Office of Campus Life. For their capstone project, they are tasked with hosting an event to support campus life for students. In the past, the maximum number of attendees (at least to my knowledge) was a couple hundred students. This year, we offered them the opportunity to plan & execute Party at the Fountain 2 – and they took it. This event was monumental, marking the first ever Spring PATF, the first ever dance concert at the Fountain,

feeding hundreds of students, showcasing some of our amazing student performers on campus and garnering over 1200 students in attendance. I would like to congratulate the members of SLC for their hard work and planning on this event.

**REPORT OF THE INTERIM VICE PRESIDENT OF DEVELOPMENT AND CEO OF THE ISU FOUNDATION
(Mr. Smith)**

Chair Campbell, President Curtis, members of the Board of Trustees, colleagues from the campus community. Thank you for the opportunity to share time with you this morning to communicate areas of focus and priority, activities, and results of the University's development area, and the Indiana State University Foundation.

At this time, I would like to recognize Tom Bareford, Chair of the Foundation Board who is attending today and thank him for his service to the University over these many years.

We have been active on multiple fronts but four, in particular, are providing the catalyst for most of our time and efforts:

- (1) First, is to provide President Curtis with counsel on the University's advancement culture, strategy, and structure with the goal of positioning the University for dramatically improved results in private giving. Inherent in that process has been an assessment of talent and alignment, and to address ways we can more effectively connect with alumni and friends of the University.
- (2) Second, is to better integrate Development activities with the University. As part of that process, we have just completed working with the campus community in identifying funding priorities which will provide the platform for fundraising efforts moving forward, as well as messaging to our donor community. While we are still compiling these results it is clear that raising funds for scholarships and providing support for programs geared to student success will be a major emphasis for our development staff over the course of the next year.
- (3) Third, we have put in motion a number of development initiatives geared to enhance our annual, major, and corporate giving results and to lay the foundation for sustainable increases over time. These include, among others greater focus on lead gift prospect identification, cultivation and solicitation, developing an "Annual Day of Giving" next Spring, development of a plan to revitalize our "Student Call Center" next Fall, developing a more robust "Faculty/Staff Campaign", and begin the process of introducing philanthropy as a core value among the student body at ISU. Additionally, we are developing a "Corporate Partners" Program which we believe has the opportunity to become a signature advancement program in the state of Indiana among colleges and Universities.
- (4) And finally, the Foundation Board has been active working with Development on ways they can be supportive of the Universities plans particularly in the area of advancing our philanthropic agenda. Of note in that arena is lead prospect identification and follow-up as well as hosting donor receptions with President Curtis beginning this Spring-the first of which will be the end of this month in Indianapolis hosted by Directors Mike Alley and Christi Hill and their respective spouses. Former University Bob Baesler and his wife Julie will be hosting a similar event in their home at the end of June, and others are in the planning stages for Cincinnati, Chicago, and the West coast.

On the performance front private giving results through April of \$3,950,000 are down \$4.4 million from prior year, primarily due to us receiving a \$3.8 million bequest and \$1.0 cash gift in fiscal year 2017. On a more positive note the number of donors is up 9.5% over prior year, and giving to athletics has increased by roughly \$100,000 for the same period last year.

With respect to the Foundation's investments we experienced a slight pull back in the first quarter of -0.03% which still beat our targeted benchmark by 100 basis points. For the fiscal year we are still north of 15% for the fiscal year and total assets are up by \$5.3 million.

In closing, the Foundation Board upon the recommendation of its Development Committee approved the 2018 March On! Awardees which will be presented on campus this coming August 24th. As you review your schedule for the upcoming year please give that occasion every consideration as we celebrate the philanthropy of those individuals and corporations who have made significant contributions to our University. Thank you. That concludes my remarks for today.

REPORT OF THE UNIVERSITY PRESIDENT (Dr. Curtis)

- This has been a week of incredible emotional swings with the excitement of commencement and the end to another academic year coupled with the funeral of a Terre Haute Police Officer who was killed in the line of duty.
- We were also saddened to learn that Officer Robert Pitts' daughter, Brooke, is a student at Indiana State. We extend our deepest condolences to Brooke and her family, as well as the friends and colleagues of Officer Pitts. I would like to thank the staff in Academic Affairs and Student Affairs for assisting Brooke in notifying her professors and making necessary arrangements. Our Sycamores Care group in Student Affairs has been in contact with Brooke to help her through this tragic loss and will continue to reach out to her.
- I would also like to thank the staff at Hulman Center for their work with the Fraternal Order of Police and others in handling the funeral service. It was a beautiful service which drew police officers from throughout Indiana and beyond as well as a large crowd of family, friends and others who wanted to pay tribute to this fallen hero. I would like to ask us all to pause for a moment of silence in memory of Officer Robert Pitts.

[Moment of silence.]

Thank you.

- I am pleased to announce that the State Budget Committee has approved the release of a \$15 million cash appropriation for the renovation of the Fine Arts and Commerce Building as well as our request to proceed with the Sycamores Towers Dining renovation, a project funded with non-state dollars.
- I would like to thank our state leaders for their support of Indiana State University and these projects. Earlier this afternoon, that support was also evidenced by the open house at the new College of Health and Human Services. Our faculty have now moved into the new facility, and work on Phase II, the renovation of the former facility, is underway.
- This is an exciting time to be at Indiana State as major improvements to our facilities continue, helping us carry out our critical mission of serving the state of Indiana and our students.

[Introduction of Donna Simmonds, Richard Enyard, and Vicki Hall]

I am also pleased to have three new campus leaders here today. First, I would like to recognize Senior Vice President John Beacon to introduce our new director of student financial aid.

[John to introduce Donna Simmonds. Comments from Donna Simmonds.]

Thank you, John. Welcome Donna to your new role and thank you for the leadership you will provide to this critically important area.

Next, I would like to call upon **Senior Vice President Diann McKee** to introduce our new executive director of Human Resources.

[Diann to introduce Richard Enyard who will provide brief comments.]

Thank you, Diann and Richard. Attracting and retaining great employees is one of our strategic goals, and we look forward to working with Richard and his team to advance this goal.

Lastly, AD Sherard Clinkscales could not be here today, so I am delighted to have the honor of introducing our new head women's basketball coach, **Vicki Hall**.

- We are pleased to welcome Coach Hall back home to Indiana where she earned the 1988 Miss Indiana Basketball title and received the Gatorade and Naismith National Player of the Year awards while leading Brebeuf High School.
- She went on to letter for four years at Texas where she earned her bachelor's degree in psychology. She was named to the Southwest Conference All-Decade Team for the 1990s and was part of four straight appearances in the NCAA Tournament. She also was a member of the United States National Team for several years including the 1990 World Champions and the gold-medal winners at the 1990 Goodwill Games in Seattle.
- From there, she had an extensive 16-year professional career including stints overseas as well as with the American Basketball League and the WNBA.
- She has coached at both the professional and collegiate levels and comes to us after spending six seasons as the associate head coach at Toledo where she helped lead the Rockets to four postseason appearances.
- It is my privilege to introduce **Coach Vicki Hall**, and I invite her to come forward to make a few comments.

[Comments from Coach Hall]

Thank you, Coach Hall. We are looking forward to cheering on the Sycamores to many victories in the coming years.

Recognition of Student Media and State Dance Marathon students

I would also like to recognize two groups of students for their incredible achievements this year. The first group is from our Student Media area, and I would like to call upon its executive director, **Dr. Phil Glende**, to detail their accomplishments.

[Comments from Phil Glende and students]

Thank you, Phil and congratulations to all of our students for earning these honors. I would like to ask Trustee Campbell to join me for a photo with Dr. Glende and the students.

[Move to inside of horseshoe, pose for photo.]

The second group I would like to recognize is a phenomenal group of enthusiastic students who have poured their heart and soul into raising money to support Riley Hospital for Children. I would like to ask the adviser for the State Dance Marathon program, **Hilary Duncan**, to introduce her group.

[Comments from Hilary Duncan and students]

Thank you Hilary, and congratulations to all of the State Dance Marathon students for a phenomenal job. Once again, I would like to ask Trustee Campbell to join me for a photo with this amazing group of students and Hilary.

[Pose for photo]

Tobacco Free Blue Presentation

The last item in my report is from a student-led group that is interested in promoting healthier lifestyles on our campus. For a brief presentation, I would like to recognize **Katie Lugar** from the Tobacco Free Blue Group.

[Presentation from Tobacco Free Blue Group]

Thank you, Katie. In concert with this presentation, Senior Vice President Diann McKee has pulled together some interesting facts regarding tobacco usage and its impact on healthcare costs.

- A Center for Disease Control and Prevention study indicates that out of every \$10 spent on healthcare in the United States, almost 90 cents or 8.7% of all healthcare spending is for illness caused by tobacco smoke. The report also indicates that more than 18 percent of U.S. adults smoke cigarettes and that approximately one in five deaths are caused by smoking.
- A lifestyle conditions report breaking out ISU-specific health care claims by lifestyle conditions such as obesity, tobacco use, etc. indicates that \$1.1 million in direct costs and \$1.24 million in indirect costs can be associated with tobacco use, although other conditions may also apply.
- These are significant costs. For several years, Indiana State has worked to reduce tobacco use by offering several types of free tobacco cessation programs to its employees.
- I would anticipate that I will be coming back to the board in the future with policy recommendations related to this issue.

That concludes my report.

REPORT OF THE BOARD CHAIRPERSON (Mr. Campbell)

The Board gives congratulations to Donna Simmonds, Richard Enyart and Coach Hall and welcomes all of you to ISU. I also want to say congratulations and thank our State Marathon Students and their advisor Hilary Duncan for an amazing job of raising money for Riley's Children Hospital.

Tomorrow is commencement and we welcome all of our students and their families to campus for this celebration. The board would like to express their appreciation to faculty, staff and administration. Everyone has worked very hard over the course of the last academic year and this has resulted in successful graduates from Indiana State University. Please congratulate our graduates as you see them out and about around campus this weekend.

3 New Business Items

3a Approval of the Minutes of the February 23, 2018 Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 1:15 p.m. on Thursday, February 22, 2018 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 23, 2018.

Trustees present: Ms. Bell, Mrs. Cabello, Mr. Campbell, Mr. Case, Mr. Minas, Mr. Pease, Mrs. Powers and Mr. Taylor.

Trustees absent: Mrs. Smith

Recommendation: Approve the Board Minutes for February 23, 2018 and Certification of Executive Session held on February 22, 2018.

On a motion by Mr. Pease, seconded by Mr. Case, the recommendation was approved.

3b Nominating Committee Report

3b1 Board of Trustees Officers

The nominating committee will meet at 9:30 a.m. on Friday, May 11, 2018, and recommend a slate of officers for 2018-19 for election including the chair, vice chair, secretary, and assistant secretary. The committee will also recommend the appointment of the University Treasurer, and the trustee who will serve as an ex-officio member of the ISU Foundation Board (in addition to the board chair).

Chair: Edward Pease

Vice Chair: Jeff Taylor

Secretary: Kathleen Cabello

Assistant Secretary: Kimberly Smith

Recommendation: Approve the slate of Board of Trustees officers for 2018-19, effective July 1, 2018, the appointment of the University Treasurer, and the trustee who will serve as an ex-officio member of the ISU Foundation Board.

On a motion by Mr. Campbell, seconded by Ms. Bell, the recommendation was approved.

3c 2018-2019 Board of Trustees Meeting Dates

August, 29-30, 2018	Board of Trustees Retreat
October 12, 2018	Agenda Meeting
December 14, 2018	Agenda Meeting
December 15, 2018	Commencement
February 21-22, 2019	Agenda Meeting
May 10, 2019	Agenda Meeting
May 11, 2019	Commencement
June 21, 2019	Organizational Meeting

Recommendation: Approve the 2018-2019 Board of Trustees Meeting Schedule

On a motion by Mr. Pease, seconded by Mr. Taylor, the recommendation was approved.

3d Finance Committee Report

3d1 Operating Budgets, 2018-19

Presented below are balanced operating budgets based upon estimates of tuition revenue, State appropriations, and other available sources for the fiscal year 2018-19. It is recommended the President of Indiana State University be further authorized to establish salaries and wages for the 2018-19 fiscal year within the capabilities of budgeted resources.

Recommendation: Approval of the following operating budgets for the 2018-19 fiscal year and authorization of the President of Indiana State University to establish salaries and wages within the capabilities of budgeted resources.

Mr. Taylor reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.

INDIANA STATE UNIVERSITY 2018-19 Budgets

The General Fund, Student Activity, Auxiliary and Other Operating Units, and Line-Item summary budgets for 2018-19 are described below along with the related key planning points as discussed with the Board of Trustees Finance Committee on February 23, 2018.

GENERAL FUND BUDGET

Revenues

Revenue projected for the 2018-19 General Fund budget totals \$195,300,000, as compared to \$189,300,000 in 2017-18. The change in revenue comes primarily from a general student fee increase for resident and non-resident students, the inclusion of academic program fees for certain graduate programs, an increase of \$2,610,642 for fee-replaced academic debt service, and other miscellaneous revenue adjustments including \$608,000 from interest income to offset costs related to debt service for the non-fee replaced portion of academic facility debt service.

The operating appropriation increased by \$419,341 from the 2017-18 level. The 2017 Indiana General Assembly appropriated a separate allocation of \$2,350,000 dedicated to Student Success Initiatives. Budgeted tuition for 2018-19 assumes an average of 100 percent of the undergraduate and graduate full-time equivalent enrollment of the previous two fall semesters. The increase in budgeted tuition is inclusive of a 1.95 percent tuition and mandatory fee increase (\$2,166,777). Overall, student tuition represents 55.1 percent of the total general fund revenues as compared to 40.7 percent for state support including operating and academic debt service appropriations. The remaining 4.2 percent represents other fees and charges, miscellaneous income and transfers.

To meet the priorities and commitments reflected in the budget, reallocations (reductions) were required as a part of the 2018-19 budget planning process. A total of \$662,339 was reallocated from 2017-18 base budgets to fund increases in compensation and other priority budget items including \$224,000 to support the newly created Honors College.

Expenditures

I. Compensation

The 2018-19 operating budget contains a projected 1.8 percent increase pool for salary adjustments inclusive of a 1.5 percent across the board increase for employees with good performance and amounts set aside for faculty and staff target salary programs. Criteria for any salary adjustments will be determined once enrollment numbers are known

for the fall 2018 semester and an assessment of overall budgetary conditions has been made. Student wage departmental budgets were also increased by 1.5 percent overall.

Fringe benefit budgets allocated to each division of the University are annually realigned to more closely reflect actual expenditure patterns. The University provides eligible employees with a full benefit package which includes health coverage (medical, prescription, dental), retirement contributions, life insurance, and long-term disability.

II. Departmental Supplies and Related Expense

Adjustments to the supplies/expense budgets and repair/maintenance lines include various realignments within departments and divisions of the University to more accurately reflect appropriate budgetary classifications.

III. Equipment and Other Capital

A fund for capital improvements of \$4,600,000 is maintained as a part of the 2018-19 budget. The adopted State budget for the 2017-19 biennia provides approximately \$1,400,000 of repair and rehabilitation funding for 2018-19 with the expectation that institutions provide additional resources as a part of their respective budgets. These funds will be used to address deferred maintenance and renewal needs of academic/administrative facilities.

IV. Student Scholarships

The recommended student scholarship and fee remission budget for 2018-19 totals \$13,837,428 (or 7.1 percent of the total general fund operating budget). This amount is inclusive of a two percent increase from the 2017-18 level.

The scholarship and fee remission budget consists of two components. The major portion (\$13,637,428) will be awarded directly to students through such programs as the President's Scholars and various other academic and need based scholarships as well as institutional fee remissions for undergraduate and graduate students. The second portion (\$200,000) of the budget accounts for matching funds needed for federal student aid programs.

An additional component of Student Scholarships is the laptop scholarship program for incoming freshman and transfer students with a minimum 3.0 GPA. Base funding of \$1,415,000 is provided in a separate student aid allocation.

V. Academic Debt Service

The State of Indiana provides a separate appropriation (known as *fee replacement*) to offset the principal and interest on student fee bonds used to finance academic facility projects authorized by the General Assembly, reviewed by the Commission for Higher Education, and approved by the State Budget Committee. Institutions are required to issue debt associated with these facilities and pledge student tuition dollars as repayment. The State then replaces the pledged tuition through a *fee replacement* or debt service appropriation.

The payment of fee replaced and non-fee replaced academic debt service is included as a direct expense line in the General Fund budget offset by the Academic Debt Service appropriation and other income in the revenue section of the budget. The increased amount reflects debt service for the renovation of Hulman Center.

VI. Reserves

An allocation of \$1,552,808 was set aside as a part of the 2017-18 budget to fund high priority strategic initiatives. During the past fiscal year \$693,836 of this amount was allocated to support base budget needs of strategic importance. An additional \$300,000 has been added to the reserve pool for strategic initiatives as a part of the 2018-19 budget.

A second reserve pool of five percent of gross student tuition is set aside to absorb any revenue shortfalls. For the 2018-19 year, this amounts to \$5,374,000.

As previously mentioned, for the 2017-19 biennia, the State of Indiana is allocating \$2,350,000 each year in a special appropriation for Student Success Initiatives to assist Indiana State in the continuation and expansion of degree completion efforts. Of this amount, \$1,219,007 is set aside as a reserve to support ongoing initiatives.

STUDENT ACTIVITY BUDGET

The Student Activity budget allocates a portion of student tuition to operating units within the Designated and Auxiliary fund groups to support student activities and related programs. These funds are primarily used to offset increased operating costs for those units supported by the Student Activity budget. Included for 2018-19 is an increase of \$297,000 in the allocation of student tuition to support student activities and related programs.

AUXILIARY AND OTHER OPERATIONS

Auxiliaries are operated as independent units supporting students and the University in various capacities. Residential Life is the largest University auxiliary unit. Each of the Auxiliary units generates outside revenues to support the individual operating budget of the unit. The financial planning components for the General Fund Operating budget were also used in the preparation of Auxiliary budgets.

As in prior fiscal years, a reserve pool for capital improvements is maintained as a part of the Residential Life budget. This reserve pool will be allocated to planned future improvements for student housing and dining facilities.

LINE-ITEM APPROPRIATIONS

The state maintained the same level of support for Degree Link, a separate line item appropriation, as during the 2017-18 year of \$446,438. The appropriation is accounted for in a separate cost center budget to support the delivery of Indiana State University baccalaureate degree programs at Ivy Tech Community College and Vincennes University locations.

Other line-item appropriations allocated to the University for 2018-19 include; \$204,000 for the ISU Nursing Program, \$180,750 for Dual Credit programs (based on State formula), and \$600,000 for the Indiana Principal Leadership Institute operated by the Bayh College of Education.

INDIANA STATE UNIVERSITY
General Fund Budget Summary

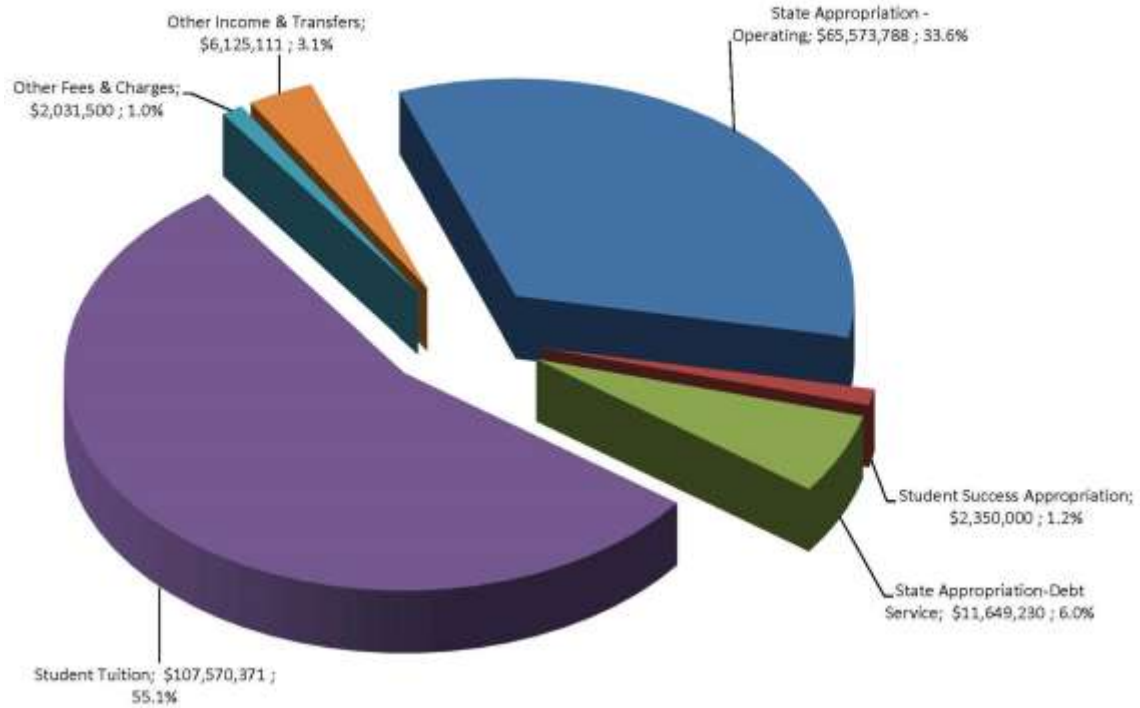
	2017-18 Budget As Approved By Board of Trustees	Budget Change	Proposed 2018-19 Budget
Source of Funds			
Operating Appropriation	\$65,154,447	\$419,341	\$65,573,788
Student Success Appropriation	2,350,000		2,350,000
Academic Debt Service Appropriation *	9,038,588	2,610,642	11,649,230
Sub-Total State Appropriation	<u>76,543,035</u>	<u>3,029,983</u>	<u>79,573,018</u>
Student Tuition **	105,403,594	2,166,777	107,570,371
Other Fees and Charges	1,131,500	900,000	2,031,500
Other Income & Transfers	6,221,871	(96,760)	6,125,111
Total Source of Funds	<u>\$189,300,000</u>	<u>\$6,000,000</u>	<u>\$195,300,000</u>
Use of Funds			
Compensation			
Salaries and Wages	\$89,351,359	\$1,419,113	\$90,770,472
Fringe Benefits	26,889,592	851,554	27,741,146
Sub-Total Compensation	<u>116,240,951</u>	<u>2,270,667</u>	<u>118,511,618</u>
Departmental Expenses			
Supplies and Related Expenses	15,728,099	340,992	16,069,091
Library Acquisitions	1,610,729		1,610,729
Repairs and Maintenance	4,663,580	(21,500)	4,642,080
Other Committed Expenses	1,310,348		1,310,348
Sub-Total Departmental Expenses	<u>23,312,756</u>	<u>319,492</u>	<u>23,632,248</u>
Utilities and Related Expenses	11,009,759	220,195	11,229,954
Equipment and Other Capital			
Operating Equipment	2,066,992	(2,450)	2,064,542
Capital Improvements	4,300,000	300,000	4,600,000
Sub-Total Equipment & Other Capital	<u>6,366,992</u>	<u>297,550</u>	<u>6,664,542</u>
Student Scholarship and Fee Remissions	13,664,145	173,283	13,837,428
Laptop Scholarship Program	1,415,000		1,415,000
Academic Debt Service *	9,038,588	3,218,642	12,257,230
Reserve for Strategic Initiatives	1,552,808	(393,836)	1,158,972
Reserve for Student Success	1,425,000	(205,993)	1,219,007
Budgeted Reserve	5,274,000	100,000	5,374,000
Total Use of Funds	<u>\$189,300,000</u>	<u>\$6,000,000</u>	<u>\$195,300,000</u>

Footnotes:

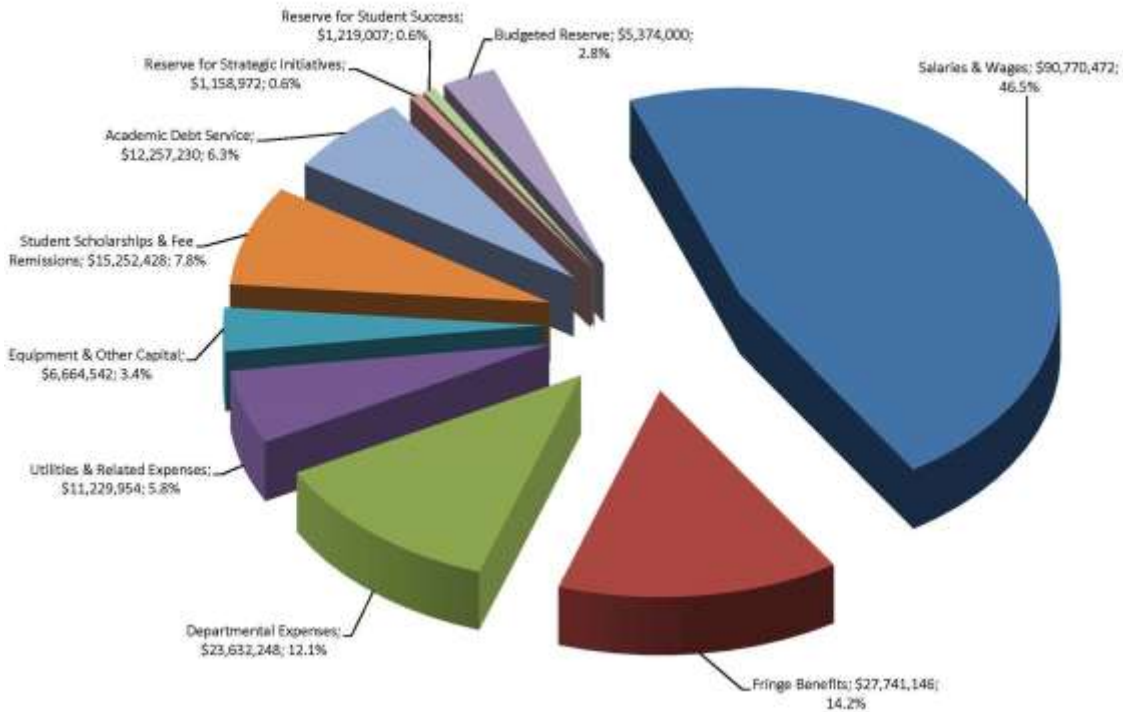
* Funding for Academic Debt Service payments.

** This increase is inclusive of a 1.95% increase in tuition and mandatory fees for undergraduate and graduate students, and other minor adjustments.

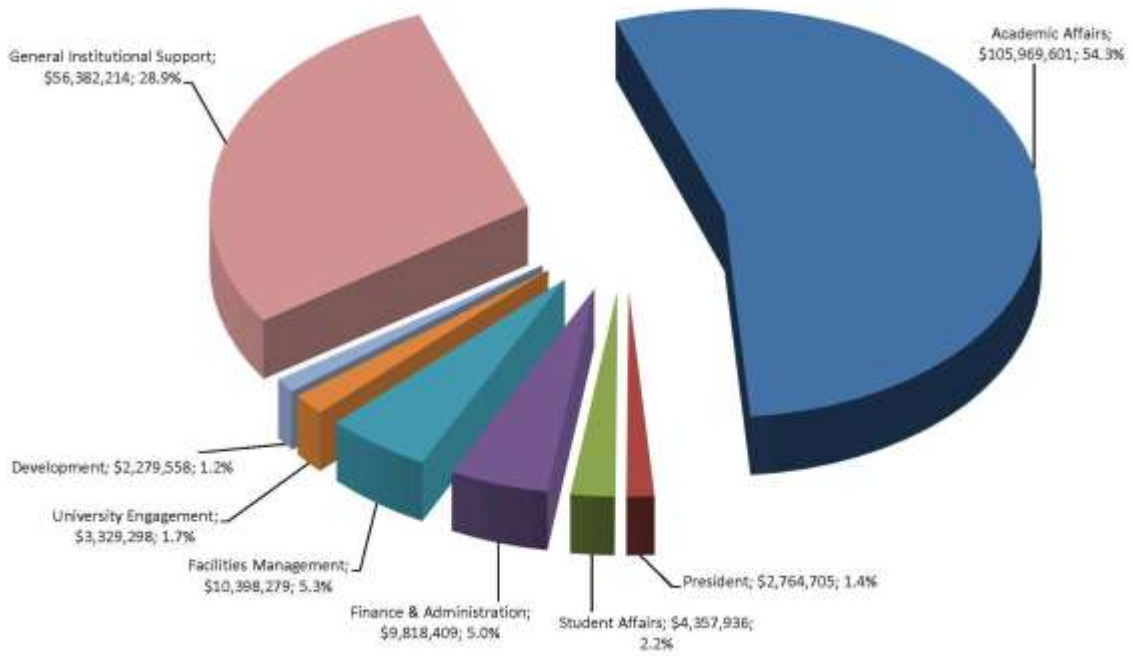
**INDIANA STATE UNIVERSITY
Budgeted Revenues by Source - General Fund
Fiscal Year 2018-19**



**INDIANA STATE UNIVERSITY
Budgeted Expenditures By Function - General Fund
Fiscal Year 2018-19**



**INDIANA STATE UNIVERSITY
 Budgeted Expenditures By Unit - General Fund
 Fiscal Year 2018-19**



**INDIANA STATE UNIVERSITY
Student Activity Budget**

	<u>2017-18 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2018-19 Budget</u>
Source of Funds			
Student Tuition Allocation	\$14,415,731	\$288,000	\$14,703,731
Student Recreation Center Fee	1,540,781		1,540,781
Fee Waivers	<u>448,000</u>	<u>9,000</u>	<u>457,000</u>
Total Source of Funds	<u>\$16,404,512</u>	<u>\$297,000</u>	<u>\$16,701,512</u>
Use of Funds			
Direct Allocations			
Student Government	\$74,400		\$74,400
Graduate Student Association	3,000		3,000
African American Cultural Center	13,300		13,300
Sparkettes	36,942	\$5,682	42,624
Cheerleaders	34,102	7,581	41,683
Student Programming	126,608		126,608
Student Union Board	78,300		78,300
Student Yearbook	25,000		25,000
Student Recreation Center Bond Fund	<u>1,190,540</u>		<u>1,190,540</u>
Sub Total Direct Allocations	\$1,582,192	\$13,263	\$1,595,455
Auxiliary Operations Supplemental Allocations			
Identification Cards	\$42,062		\$42,062
Hulman Memorial Student Union	1,103,216	\$15,475	1,118,691
Intercollegiate Athletics	10,633,867	239,823	10,873,690
Statesman Newspaper	122,267	1,639	123,906
Hulman Center	928,610	17,800	946,410
Student Recreation Center	<u>350,241</u>		<u>350,241</u>
Sub Total Supplemental Allocations	\$13,180,263	\$274,737	\$13,455,000
Transfers, Reserves and Other			
Capital Project Reserve	\$1,050,000		\$1,050,000
Student Alumni Association	3,365		3,365
ID Equipment Maintenance	10,000		10,000
Allowance for Doubtful Accounts	130,692		130,692
Fee Waivers	<u>448,000</u>	<u>\$9,000</u>	<u>457,000</u>
Sub Total Transfers, Reserves & Other	\$1,642,057	\$9,000	\$1,651,057
Total Use of Funds	<u>\$16,404,512</u>	<u>\$297,000</u>	<u>\$16,701,512</u>

STUDENT ACTIVITY DIRECT ALLOCATIONS

	<u>2017-18 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2018-19 Budget</u>
Student Government			
Compensation	\$53,160		\$53,160
Supplies and Related Expense	21,240		21,240
Repairs and Maintenance	0		0
Capital	0		0
Total	<u>\$74,400</u>	<u>\$0</u>	<u>\$74,400</u>
Graduate Student Association			
Compensation	\$0		\$0
Supplies and Related Expense	3,000		3,000
Repairs and Maintenance	0		0
Total	<u>\$3,000</u>	<u>\$0</u>	<u>\$3,000</u>
African American Cultural Center			
Compensation	\$0		\$0
Supplies and Related Expense	13,300		13,300
Repairs and Maintenance	0		0
Total	<u>\$13,300</u>	<u>\$0</u>	<u>\$13,300</u>
Sparkettes			
Compensation	\$29,924	\$5,682	\$35,606
Supplies and Related Expense	7,018		7,018
Repairs and Maintenance	0		0
Total	<u>\$36,942</u>	<u>\$5,682</u>	<u>\$42,624</u>
Cheerleaders			
Compensation	\$19,950	\$7,581	\$27,531
Supplies and Related Expense	14,152		14,152
Repairs and Maintenance	0		0
Total	<u>\$34,102</u>	<u>\$7,581</u>	<u>\$41,683</u>
Student Programming			
Compensation	\$0		\$0
Supplies and Related Expense	126,608		126,608
Repairs and Maintenance	0		0
Total	<u>\$126,608</u>	<u>\$0</u>	<u>\$126,608</u>
Student Union Board			
Compensation	\$0		\$0
Supplies and Related Expense	78,300		78,300
Repairs and Maintenance	0		0
Total	<u>\$78,300</u>	<u>\$0</u>	<u>\$78,300</u>
Student Yearbook			
Compensation	\$23,200		\$23,200
Supplies and Related Expense	1,800		1,800
Repairs and Maintenance	0		0
Total	<u>\$25,000</u>	<u>\$0</u>	<u>\$25,000</u>
Student Recreation Center Bond Fund			
Student Recreation Center Debt Service	\$1,190,540	\$0	\$1,190,540

INDIANA STATE UNIVERSITY
AUXILIARY AND OTHER OPERATIONS

	<u>2017-18 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2018-19 Budget</u>
SUMMARY TOTALS			
SUMMARY INCOME	<u>\$66,853,638</u>	<u>\$2,495,837</u>	<u>\$69,349,475</u>
SUMMARY EXPENDITURES			
Compensation	\$20,272,342	\$646,819	\$20,919,161
Supplies and Related Expense	27,308,626	1,654,748	28,963,374
Scholarships	4,843,895	354,011	5,197,906
Debt Service	8,190,000	400,000	8,590,000
Repairs and Maintenance	1,859,031	(46,932)	1,812,099
Capital	614,812	(11,526)	603,286
Reserve for Capital Improvements	<u>3,764,932</u>	<u>(501,283)</u>	<u>3,263,649</u>
Total	<u>\$66,853,638</u>	<u>\$2,495,837</u>	<u>\$69,349,475</u>

Hulman Center & Event Services

Income			
Student Activity Allocation	\$928,610	\$17,800	\$946,410
Rental and Other Income	978,285	(338,716)	639,569
Transfer In	<u>16,468</u>	<u>37</u>	<u>16,505</u>
Total	<u>\$1,923,363</u>	<u>(\$320,879)</u>	<u>\$1,602,484</u>
Expenditures			
Compensation	\$1,601,965	(\$223,665)	\$1,378,300
Supplies and Related Expense	271,398	(71,214)	200,184
Repairs and Maintenance	20,000	(14,000)	6,000
Capital	<u>30,000</u>	<u>(12,000)</u>	<u>18,000</u>
Total	<u>\$1,923,363</u>	<u>(\$320,879)</u>	<u>\$1,602,484</u>

The Hulman Center budget reflects a reduction in the number of events due to the renovation of the Hulman Center during the FY19 budget year.

Residential Life

Rental and Other Income	\$42,080,849	\$1,888,554	\$43,969,403
Expenditures			
Compensation	\$8,229,636	\$446,200	\$8,675,836
Supplies and Related Expense	20,495,236	1,516,897	22,012,133
Debt Service	8,000,000	400,000	8,400,000
Repairs and Maintenance	1,146,341	4,818	1,151,159
Capital	444,704	21,922	466,626
Reserve for Capital Improvements	<u>3,764,932</u>	<u>(501,283)</u>	<u>3,263,649</u>
Total	<u>\$42,080,849</u>	<u>\$1,888,554</u>	<u>\$43,969,403</u>

	2017-18 Budget As Approved By Board of Trustees	Change	Proposed 2018-19 Budget
Hulman Memorial Student Union			
Income			
Student Activity Allocation	\$1,103,216	\$15,475	\$1,118,691
Machine Sales and Vending	24,000		24,000
Room Rental	11,000	3,000	14,000
Miscellaneous Income	129,289	25,000	154,289
Transfers In	133,417	(20,355)	113,062
Total	\$1,400,922	\$23,120	\$1,424,042
Expenditures			
Compensation	\$1,166,432	\$13,813	\$1,180,245
Supplies and Related Expense	193,990	8,807	202,797
Repairs and Maintenance	40,500	500	41,000
Capital	0		0
Total	\$1,400,922	\$23,120	\$1,424,042
Athletics			
Income			
Student Activity Allocation	\$10,633,867	\$239,823	\$10,873,690
Donor Contributions	220,000	20,000	240,000
Admission Sales	550,000		550,000
Commissions and Other Income	1,270,000	380,466	1,650,466
Guarantees	570,000	(70,000)	500,000
Transfer In	300,000		300,000
Total	\$13,543,867	\$570,289	\$14,114,156
Expenditures			
Compensation	\$5,304,415	\$131,155	\$5,435,570
Supplies and Related Expense	3,253,497	85,123	3,338,620
Scholarships	4,843,895	354,011	5,197,906
Repairs and Maintenance	70,750		70,750
Capital	71,310		71,310
Total	\$13,543,867	\$570,289	\$14,114,156
Student Recreation Center			
Income			
Student Recreation Center Fee Allocation	\$350,241		\$350,241
Memberships	113,400	(\$3,400)	110,000
Miscellaneous Income	114,200	(7,901)	106,299
Transfer In	288,152	5,137	293,289
Total	\$865,993	(\$6,164)	\$859,829
Expenditures			
Compensation	\$432,610	(\$971)	\$431,639
Supplies and Related Expense	400,283	3,107	403,390
Repairs and Maintenance	29,900	(6,700)	23,200
Capital	3,200	(1,600)	1,600
Total	\$865,993	(\$6,164)	\$859,829

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

	<u>2017-18 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2018-19 Budget</u>
Voice & Data Network Services			
Income			
Local Service Charges	\$1,618,373	\$45,070	\$1,663,443
Miscellaneous Reimbursement	86,014		86,014
Other Income	47,195		47,195
Total	<u>\$1,751,582</u>	<u>\$45,070</u>	<u>\$1,796,652</u>
Expenditures			
Compensation	\$824,506	\$15,281	\$839,787
Supplies and Related Expense	842,116	93,559	935,675
Repairs and Maintenance	64,190	(48,000)	16,190
Capital	20,770	(15,770)	5,000
Total	<u>\$1,751,582</u>	<u>\$45,070</u>	<u>\$1,796,652</u>
Early Childhood Education Center			
Income			
Child Care Fees	\$755,542	(\$7,026)	\$748,516
Other Income	146,322	80,383	226,705
Transfer In	50,000		50,000
Total	<u>\$951,864</u>	<u>\$73,357</u>	<u>\$1,025,221</u>
Expenditures			
Compensation	\$868,477	\$72,359	\$940,836
Supplies and Related Expense	77,387	998	78,385
Repairs and Maintenance	1,000		1,000
Capital	5,000		5,000
Total	<u>\$951,864</u>	<u>\$73,357</u>	<u>\$1,025,221</u>
Physical Therapy & Sports Rehab Clinic			
Income			
	\$488,192	\$48,703	\$536,895
Expenditures			
Compensation	\$433,287	\$51,878	\$485,165
Supplies and Related Expense	54,905	(3,175)	51,730
Capital	0		0
Total	<u>\$488,192</u>	<u>\$48,703</u>	<u>\$536,895</u>
Statesman Newspaper			
Income			
Advertising Sales	\$146,670	(\$47,670)	\$99,000
Student Activity Allocation	122,267	1,639	123,906
Other Income	2,500		2,500
Total	<u>\$271,437</u>	<u>(\$46,031)</u>	<u>\$225,406</u>
Expenditures			
Compensation	\$199,369	(\$27,942)	\$171,427
Supplies and Related Expense	72,068	(18,089)	53,979
Repairs and Maintenance	0		0
Capital	0		0
Total	<u>\$271,437</u>	<u>(\$46,031)</u>	<u>\$225,406</u>

	2017-18 Budget As Approved By Board of Trustees	Change	Proposed 2018-19 Budget
ID Card System			
Income			
Student Activity Allocation	\$42,062	\$0	\$42,062
Other Income	57,710		57,710
Total	<u>\$99,772</u>	<u>\$0</u>	<u>\$99,772</u>
Expenditures			
Compensation	\$47,892	(\$4,758)	\$43,134
Supplies and Related Expense	35,880	758	36,638
Repairs and Maintenance	10,000		10,000
Capital	6,000	4,000	10,000
Total	<u>\$99,772</u>	<u>\$0</u>	<u>\$99,772</u>
HMSU Commons			
Income			
CAM Charges	\$183,076		\$183,076
Transfer In	67,529		67,529
Total	<u>\$250,605</u>	<u>\$0</u>	<u>\$250,605</u>
Expenditures			
Compensation	\$0		\$0
Supplies and Related Expense	238,605		238,605
Repairs and Maintenance	12,000		12,000
Capital	0		0
Total	<u>\$250,605</u>	<u>\$0</u>	<u>\$250,605</u>
Parking Services			
Income			
Parking Income	\$546,500	\$36,500	\$583,000
Transfer In	263,009	(83,009)	180,000
Total	<u>\$809,509</u>	<u>(\$46,509)</u>	<u>\$763,000</u>
Expenditures			
Compensation	\$337,766	(\$22,590)	\$315,176
Supplies and Related Expense	148,665	(15,841)	132,824
Debt Service	190,000		190,000
Repairs and Maintenance	100,000		100,000
Capital	33,078	(8,078)	25,000
Total	<u>\$809,509</u>	<u>(\$46,509)</u>	<u>\$763,000</u>
Extended Learning			
Income			
Distance Delivery Fees	\$774,583	\$125,417	\$900,000
Expenditures			
Compensation	\$278,632	\$97,961	\$376,593
Supplies and Related Expense	495,951	27,456	523,407
Repairs and Maintenance	0		0
Capital	0		0
Total	<u>\$774,583</u>	<u>\$125,417</u>	<u>\$900,000</u>

	2017-18 Budget As Approved By Board of Trustees	Change	Proposed 2018-19 Budget
Flight Academy			
Income			
Flight Fees	\$1,363,050	\$137,880	\$1,500,930
Other Income	28,050	3,030	31,080
Transfer In	250,000		250,000
Total	<u>\$1,641,100</u>	<u>\$140,910</u>	<u>\$1,782,010</u>
Expenditures			
Compensation	\$547,355	\$98,098	\$645,453
Supplies and Related Expense	728,645	26,362	755,007
Repairs and Maintenance	364,350	16,450	380,800
Capital	750		750
Total	<u>\$1,641,100</u>	<u>\$140,910</u>	<u>\$1,782,010</u>

**INDIANA STATE UNIVERSITY
Degree Link Budget**

	<u>2017-18 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2018-19 Budget</u>
Source of Funds			
Operating Appropriation	\$446,438		\$446,438
Total Source of Funds	<u>\$446,438</u>	<u>\$0</u>	<u>\$446,438</u>
Use of Funds			
Compensation			
Salaries and Wages	\$297,493	\$8,272	\$305,765
Fringe Benefits	120,342	(22,007)	98,335
Student Wages	2,000	10,000	12,000
Supplies and Related Expenses			
Travel	11,003	1,497	12,500
Telephone Expenses	3,000	(500)	2,500
Printing	1,600	(600)	1,000
Supplies	4,000		4,000
Other Services	7,000	2,338	9,338
Repairs and Maintenance			
Computer Software Maintenance	0	1,000	1,000
Total Use of Funds	<u>\$446,438</u>	<u>\$0</u>	<u>\$446,438</u>

**INDIANA STATE UNIVERSITY
Nursing Program Budget**

Source of Funds	2017-18 Budget As Approved By Board of Trustees	Change	Proposed 2018-19 Budget
Operating Appropriation	\$204,000		\$204,000
Total Source of Funds	<u>\$204,000</u>	<u>\$0</u>	<u>\$204,000</u>
 Use of Funds			
Compensation			
Salaries and Wages	\$112,513	(\$5,596)	\$106,917
Fringe Benefits	40,280	(13,557)	26,723
Supplies and Related Expenses			
Faculty Development/Travel	31,487	19,073	50,560
Printing	0	3,500	3,500
Supplies	1,200		1,200
Other Services	18,500	(3,500)	15,000
Miscellaneous Expenses	20	80	100
Total Use of Funds	<u>\$204,000</u>	<u>\$0</u>	<u>\$204,000</u>

**INDIANA STATE UNIVERSITY
Dual Credit Budget**

	<u>2017-18 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2018-19 Budget</u>
Source of Funds			
Operating Appropriation	\$180,750	\$0	\$180,750
Total Source of Funds	<u>\$180,750</u>	<u>\$0</u>	<u>\$180,750</u>
Use of Funds			
Compensation			
Salaries and Wages	\$93,930	\$1,616	\$95,546
Fringe Benefits	13,058	229	13,287
Supplies and Related Expenses			
Personnel and Contract Services	30,000		30,000
Travel	5,000	(500)	4,500
Postage	1,500		1,500
Telephone Expenses	400		400
Printing	5,600	400	6,000
Supplies	500	1,517	2,017
Other Services	10,762	(762)	10,000
Scholarships	20,000	(2,500)	17,500
Total Use of Funds	<u>\$180,750</u>	<u>\$0</u>	<u>\$180,750</u>

**INDIANA STATE UNIVERSITY
Principal Leadership Institute Budget**

Source of Funds	<u>2017-18 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2018-19 Budget</u>
Operating Appropriation	\$600,000		\$600,000
Total Source of Funds	<u>\$600,000</u>	<u>\$0</u>	<u>\$600,000</u>
 Use of Funds			
Compensation			
Salaries and Wages	\$155,956	\$8,241	\$164,197
Fringe Benefits	36,171	1,810	37,981
Supplies and Related Expenses			
Personnel and Contract Services	258,339	(14,252)	244,087
Travel	45,000	3,000	48,000
Telephone Expenses	350		350
Printing	7,000		7,000
Supplies	20,000		20,000
Other Services	76,984	1,201	78,185
Miscellaneous Expenses	200		200
Total Use of Funds	<u>\$600,000</u>	<u>\$0</u>	<u>\$600,000</u>

3d2 Modification of Policy 630 Purchasing Policy

For fiscal years beginning on or after December 26, 2017 non-Federal entities are required to implement new procurement standards for federal awards as promulgated by the Office of Management and Budget (OMB) in guidance titled “Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards”. The 630 Purchasing Policy modification, incorporating the OMB standards, also includes an increase in the maximum transaction limit for procurement cards from \$1,000 to \$1,500 and the monthly total limit, per card, from \$3,000 to \$3,500 unless purchasing volume or activities warrant higher limits.

The current Purchasing Policy can be found in the University Handbook section 630 <https://www.indstate.edu/handbook/600-financial-business-affairs/630>. Current policy 630 will be replaced with the proposed modified policy, as included below.

Proposed Policy 630 Purchasing Policy

630.1 General

The Purchasing and Receiving Department has been charged by the Board of Trustees with the responsibility for the procurement of all materials, equipment, supplies, contracted services, central receiving, and the disposal and sale of surplus materials and equipment. Purchasing and Receiving is delegated authority to develop and enforce Purchasing Procedures consistent with this policy. Additionally, the Board of Trustees has authorized purchases by University Departments that use the ISU procurement card, and has delegated authority to establish procurement card program rules for University personnel and departments. The procurement card guidelines can be found at: indstate.edu/purchasing/ProCard/Pcard.htm

630.1.1 Sole Authority. The Purchasing and Receiving Department has the sole authority to order materials, equipment, goods, and services on behalf of ISU and obligate the University for purchase of same, except for purchases made through the procurement card program or as set forth in University Handbook Policy 620. Any purchases, whether written or verbal, will be recognized only if authorized by or through the Purchasing and Receiving Department, or as a result of the proper use of the procurement card system.

630.1.2 Procurement Standards. Procurement shall be conducted according to Indiana law and, where applicable, Federal law. State law requires that state educational institutions provide the State of Indiana with vendor lists to determine if vendors have an Indiana registered retail merchant certificate and are not delinquent in paying gross retail and use taxes.

630.1.3 Contracts, Or Items Not Handled by Purchasing. Contracts other than those identified in this policy are governed by University Handbook Policy 620.

630.1.4 Emergency Procurement. Emergency procurement procedures may be conducted as provided for in IC 5-16-1-1.6.

630.2 Procurement Methods. ISU has four basic methods available for procurement: Procurement Cards; Purchase Orders, generated from Requisitions; Direct Payments, generated from a Check Request; and Sole Source Procurement (Noncompetitive Proposals).

630.2.1 Procurement Cards. The standard ISU Procurement Card maximum transaction limit shall be \$1,500, with a maximum total monthly purchase limit of \$3,500. The maximum transaction limit and the monthly total limit may be higher for some departments whose purchasing volume and/or activities warrant higher limits, if requested by a department head, and if approved by the Purchasing Department. The procurement cardholder shall only be required to obtain one quote/proposal, provided that the cardholder determines that the price obtained is reasonable.

630.2.2 Purchase Orders and Requisitions. Purchase Orders may be used for any size purchase and should be used when a transaction amount exceeds a user's procurement card limit.

630.2.3 Direct Payments. Direct payments in the form of a Check Request should be used to pay vendors when a purchase order is not required, when a procurement card cannot be used, or to reimburse employees for items purchased on behalf of the University. Employees should receive advance approval from their supervisor before spending personal

funds for University purposes. Purchases not eligible for reimbursement include payments for contracted services and any other unallowable expenditure.

630.2.4 Sole Source Procurement (Operating and Restricted Funds). Sole Source is the solicitation of a proposal from only one source when one or more of the following circumstances apply:

- ISU has determined that the good or service is only available from a single source.
- For restricted funds where the Federal awarding agency or pass-through entity expressly authorizes noncompetitive proposals in response to a written request from the non-Federal entity.
- In the case of an emergency.
- After solicitation of a number of sources and the competition is determined to be inadequate, or when only one bid was received.

ISU Purchasing and Receiving may require documentation from the requisitioning department in order to justify why the characteristics inherent in a particular item or service makes it essential to the project and in preference to any other offers. ISU shall always be open to proposed alternates, provided that the end user determines that an alternate will meet their needs. Final responsibility in determining whether an item is truly a proprietary item and may be purchased from a sole source rests with the ISU Purchasing and Receiving Department.

630.2.5 Departmental Authorization. The Department Chair, or the Administrative Head responsible for the appropriated funds, or their authorized designee, must approve all Requisitions and Check Requests.

630.3 Policy on Bidding.

630.3.1 Operating Funds. Operating Funds are funds that do not have a third party restriction for a specific purpose and the source of these funds come generally from the State of Indiana, student tuition and fees, or other budgeted operating funds. Indiana State University abides by the laws of the State of Indiana regarding procurement when using operating funds.

630.3.1.2 Purchases Under \$3,500. Purchases may be made on either the Procurement Card, as dictated by the cardholder's limits, or by Purchase Order, without soliciting quotations, if the price is considered reasonable. There may be instances however where the buyer of items at this dollar level may want to verify pricing in some manner.

630.3.1.3 Purchases \$3,500 or Higher. The Purchasing Department shall attempt to obtain a minimum of at least three written quotes from vendors on Indiana State University forms.

630.3.1.4 Public Works Projects. Public works projects (construction, renovation etc.) are advertised and competitively bid in accordance with laws of the State of Indiana..

630.3.1.5 Standing Purchase Orders. A Standing Purchase Order is a purchase order which stays open for a period of time (for example for a fiscal year) permitting multiple invoices to be billed against the standing purchase order number throughout the period. When the materials and/or labor can be identified and is measurable, then the Purchasing Department will solicit bids in order to establish the cost of the time and/or materials for the period of time specified. Where the item to be purchased is not known ahead of time, a standing purchase order will be established with instructions to the supplier stating ISU's expectation that any volume discounts are to be applied.

630.3.2 Restricted Funds. Restricted funds are defined as projects that have been externally funded, have been restricted to a specific purpose, and are generally funded by either federal, state, or private funds. Indiana State University abides by the federal guidelines regarding procurement when using federal grants and restricted funds according to Federal Uniform

Procurement Guidance 2 CFR 200.320. All University personnel are required to abide by the determination of the Senior Vice President for Administration and Finance or designee in the use of restricted funds.

630.3.2.1 Standing Purchase Orders and Restricted Funds. Standing Purchase Orders cannot be used when restricted funds are to be utilized.

630.3.2.2 Purchases \$3,500 Or Under (Micro-Purchases) Using Restricted Funds. Purchases may be made on either the Procurement Card (up to a maximum per transaction amount of \$3,500.00) or by Purchase Order, or by Direct Pay, without soliciting quotations, if the price is considered reasonable.

630.3.2.3 Purchases Between \$3,501 to \$150,000 (Small Purchase Procedures) Using Restricted Funds. The Purchasing Department shall obtain a minimum of at least two quotes from vendors. If only one quote can be obtained, the procurement transaction will automatically be defined and identified as a Sole Source purchase.

630.3.2.4 Competitive Proposals Greater Than \$150,000 (Non-Public Works) Using Restricted Funds. The technique of competitive proposals is normally conducted with more than one source submitting an offer, and either a fixed price or cost-reimbursement type contract is awarded. It is generally used when conditions are not appropriate for the use of sealed bids. If this method is used the following requirements apply:

- ISU shall perform a cost and price analysis with every procurement in excess of \$150,000, including contract modifications. Cost estimates will be made prior to receiving bids or proposals.
- If Restricted Funds are to be used, the requesting department must contact the Purchasing Department prior to the solicitation of proposals in order to identify the evaluation factors and their relative importance that will be used to evaluate project proposals and which are to be included and shown in the Request for Proposal.
- Purchases over \$150,000 are to be publicized by posting a Notice to Bidders on Indiana State University Purchasing Department web site.
- Proposals must be solicited from two or more qualified sources. If only one proposal is received the procurement transaction will automatically be defined and identified as a Sole Source purchase.
- Contracts must be awarded to the responsible firm whose proposal is most advantageous to the program, with price and other factors considered.

630.3.2.5 Sealed Bids Greater Than \$150,000, (Public Works Projects) Using Restricted Funds. Public works projects (construction, renovation etc.) using Restricted Funds are advertised and competitively bid in accordance with the laws of the State of Indiana provided that the procurement conforms to applicable federal law. ISU must perform a cost and price analysis with every procurement in excess of \$150,000, including proposed alternates. Estimates must be made, before receiving bids or proposals.

Public Works Projects (construction, renovation etc.) are advertised and competitively bid. This process includes development of complete specifications, public notice, sufficient lead-time prior to bid opening, and the public opening of sealed bids. ISU reserves the right to accept or reject any or all bids, and the award shall be made to the lowest and best bid, based upon written documentation from the end user. Value engineering, which is a systematic analysis of each contract item or task to ensure that its essential function is provided at the overall lowest cost, may be used by ISU in determining the bid awardee

630.3.3 Immediate Action. Certain situations, circumstances, standardized sources, and/or emergency requirements may demand flexibility and/or an immediate solution. The buying staff is expected to interpret, adequately document and handle purchases in the best interests of the University.

630.3.4 Pre-Bid Agreements Established by Outside Entities. ISU may award a contracts to a vendor, or service provider, where the bidding and overarching contract has been established by an outside organization such as the Federal Government – GSA contract, State Government contract, or organizations such as E&I Cooperative (procurement

cooperative - owned by the Universities in the U.S.), Midwestern Higher Education Compact (MHEC), U.S. Communities (cooperative purchasing program for schools & government), or comparable organizations as determined by the Purchasing Department.

630.3.5 Time & Materials Contracts. ISU may use a time and material type contract after it has been determined that no other contract is suitable. The ceiling price of the time and materials contract shall be specified on ISU's Purchase Order.

630.4 Board of Trustees Reporting. Items to be reported to the Board of Trustees include sole source purchases of more than \$50,000, single purchases of more than \$50,000 if a bid other than the low bid was accepted; and accumulated expenditures by vendor in excess of \$250,000 during the fiscal year.

630.5 Prepayment of Orders. Payment for goods or services shall not be tendered until requested goods or services have been received and approved by the requesting department. The following exceptions exist:

- Payments to local, state, and federal government entities.
- Any procurement of goods or services where the source provides an instrument of security.
- Where the funding agency has authorized prepayment.
- Service and maintenance contracts where necessary.

630.6 Architectural/Engineering (A/E) Services. The Purchasing and Receiving Department may use competitive proposals for qualification-based procurement of architectural/engineering (A/E) professional services whereby competitor's qualifications are evaluated and the most qualified competitor shall be selected, subject to negotiation of fair and reasonable compensation. The method where price is not used as a selection factor can only be used in procurement of A/E professional services.

630.7 Suspension and Debarment. Non-federal entities are subject to the non-procurement debarment and suspension regulations implementing Executive Orders 12549 and 12689, 2 CFR part 180. These regulations restrict awards, sub-awards, and contracts with certain parties that are debarred, suspended, or otherwise excluded from or ineligible for participation in Federal assistance programs or activities.

630.8 Non-Discrimination and Other Laws

Vendors must comply with , Executive Order 11246 as amended that prohibits discrimination on the basis of race, color, religion, sex, sexual orientation, gender identify or national origin.

630.9 Minority, Women, Veteran Owned Business Procurement. Indiana State University is committed to providing minority-owned, women-owned and veteran-owned vendors and contractors every opportunity to compete for ISU business. Efforts will be made to identify, solicit quotes, and communicate with minority-owned, women-owned and veteran-owned vendors and contractors regarding the University requirements and the purchasing process, so that they may become more viable suppliers. Procurement shall be conducted according to the Governor's Commission on Minority Business Development (IC 4-13-16.5 as amended), Indiana Veteran Owned Small Business program (IC 5-22-14-3.5 as amended) and Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards in 2 CFR 200.320 as amended, concerning minority, women, and veteran owned business enterprises. ISU's goals for Veteran Owned Business shall be the same as those established by the State of Indiana's Indiana Department of Administration (IDOA). ISU's goals for the Minority Business Development Program shall be the same as those established by the Governor's Commission.

630.10 Release of Procurement Information. For details concerning the release of procurement information see IC 5-14-3-3 (Right of public inspection of public records).

630.11 Sales Tax. The University is exempt from Indiana sales tax (and sales tax in other States where recognized), local sales tax, and local use tax. When requested, the Purchasing and Receiving Department will furnish a copy of the University's tax-exemption certificate to ISU vendors and contractors.

630.12 Reciprocity. Indiana State University personnel will not participate in reciprocal purchasing arrangements. Indiana State University shall continue to separate purchasing considerations from the objectives of fund raising endeavors of the institution.

630.13 Code of Ethics. The Purchasing and Receiving staff shall abide by the Code of Ethics of the National Association Educational Procurement (NAEP), as may be modified.

630.14 Conflict of Interest. ISU Purchasing Policies shall follow University Handbook Policy 912 Conflict of Interest, as well as adhere to IC 35-44.1-1-4 (Conflicts of Interest Involving Public Servants), and 2 CFR 200.112 and 200.318, which governs conflicts of interest in the use of federal funds.

630.15 Purchases for Employees. Indiana State University's Purchasing and Receiving Department shall not acquire goods or services for the personal use of employees.

630.16 Disposal and Redistribution of University Property. When an item no longer is wanted by a user department, the Purchasing and Receiving Department will attempt to redistribute the item within the University based on equitable criteria. Should there be no need for the item within the University, it may then be sold or traded outside the University. University property purchased with Restricted Funds may require prior approval before being reassigned to another area or being disposed of during the life of the externally funded project and after the project has ended. Consultation with the Office of Contracts & Grants should occur prior to disposal or redistribution.

630.17 University Name, Logo, and/or Marks. Use of the University name, logos, insignia, and/or marks is prohibited without the consent of the University's designee or agent. Items sold utilizing the trademarks of the University without the approval and license shall be subject to seizure and legal action by the University. Use of University marks for commercial purposes is subject to a license, which may be obtained by contacting the Office of Communication and Marketing.

Recommendation: Approve Policy 630 Purchasing Policy as shown above, effective July 1, 2018.

Mr. Taylor reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.

3d3 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.

Mr. Taylor reported that the Finance Committee unanimously recommends the approval of the item as presented. The board voted to approve the item as presented.

3e Modification to University Handbook

3e1 Modification to Policy 932 Data Security and Management

Rationale: The ISU administration recommends a modification to University Handbook Policy 932 Data Security Policy, which will be renamed Policy 932 Data Security and Management. The policy was significantly modified, reviewed extensively by various administrative units, and approved by Faculty Senate. The revisions update the policy to ensure that ISU manages data and data security in accordance with best practices. Specifically, the revised policy identifies data classifications and updates the requirements for access to and handling of ISU data. The administration supports this modification to Policy 932.

Proposed Policy

932 Data Security and Management

932.1 Institutional Data and Obligations

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

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

932.1.2 Definition of Institutional Data. Indiana State University institutional data are data that are:

- Created, received, processed, transmitted, or stored as a result of educational, clinical, research, patient-care, or service activities; or
- Substantive, reliable, and relevant to the planning, managing, operating, documenting, staffing, or auditing of one or more major administrative functions of the University; or
- Used to derive any data element that fits the above criteria.

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

932.2 Types of Data.

In order to communicate clearly about data management practices, it is necessary to recognize that there are different categories and classifications of institutional data

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

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

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

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

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

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

932.2.2.4. Highly-Restricted Data. Highly confidential data that, if released, could result in criminal or civil penalties, identity theft, personal financial loss, or invasion of privacy.

932.3 Access to and Handling of Data.

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

932.3.1 Control of Data Access.

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

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

932.3.2 Data Handling and Use.

Users of institutional data must:

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

Users of institutional data must not:

- Disclose data to others except as required by their job responsibilities
- Use data for their own or others' personal gain or profit, except as set forth in [University Handbook Policy 370 Intellectual Property](#).
- Access data to satisfy personal curiosity.

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

932.4 Export Control for University Data

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

932.5 Data Security Incidents.

932.5.1 Definition of a Data Security Incident. A data security incident is an occurrence, threat, or possible compromise involving institutional data that are not Public Data. Such a threat may be associated with a hardware component (e.g. a laptop, a smartphone) or an account. Quite often, such incidents occur when a virus or malware infects an institutional computer, and the data on or accessible to that device or the accounts that are used on that device are subject to compromise as a result. In other cases, an action taken by an employee or student, such as theft, loss, or exposure of printed materials containing institutional data that are not Public Data, may constitute a compromise.

932.5.2 Discovery of a Data Security Incident. Discovery of a possible data security incident may occur in a variety of ways:

- 1) ISU security or other software or network protocols may demonstrate that a possible compromise has occurred
- 2) External security agencies may notify us that a possible compromise has occurred
- 3) A computer user may notice unexpected behavior and request assistance from support resources, who discover that a possible compromise has occurred
- 4) Transactional or procedural activity may reveal that data has been compromised or released.

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

932.5.3 Reporting of a Data Security Incident. In all cases, when a possible data security incident is suspected or identified, institutional employees must report the incident immediately upon discovery. An individual employee should also report to his or her supervisor any incident that appears to relate to a data security breach.

University procedures for reporting data security incidents can be found at:
www.indstate.edu/reportdatasecurityincident

Recommendation: Approve Policy 932 Data Security and Management as modified.

On a motion by Mr. Taylor, seconded by Mr. Pease, the recommendation was approved.

3e2 Modification to Policy 922.4 Appeal Process for Sexual Misconduct Determinations Involving Students

Rationale: The ISU administration recommends a modification of the appeal process for appeals of Policy 922 Policy Prohibiting Sexual Misconduct Sexual Misconduct, Intimate Partner Violence, and Stalking. Currently, appeals go to the ISU President. In keeping with best practices nationally and consistent with efforts to align the process for sexual misconduct determinations with the process for student conduct violations, the administration recommends that appeals be reviewed and decided upon by the Vice President for Student Affairs or designee. This modification only involves appeals of determinations involving student respondents and does not modify existing processes for sexual misconduct involving employees or others.

Recommended Modification.

(The proposed change is in red.)

922.9.4 Appeal. In cases involving student respondents, both the complainant and the respondent will have the opportunity to appeal the decision of the Panel to the ~~President~~ Vice President for Student Affairs within ten (10) calendar days of notification of the Panel's decision. The only basis for appeal is the lack of procedural due process, which is defined as a notice of the investigation and the right to be heard.

Recommendation: Approve modification to Policy 922.4 Appeal Process for Sexual Misconduct Determinations Involving Students.

On a motion by Mr. Taylor, seconded by Mrs. Cabello, the recommendation was approved.

3e3 Modification to Policy 270.1 President's Council on Inclusive Excellence

Rationale: The President’s Council on Inclusive Excellence advises the President on development of policy and recommended action in order to promote and maintain a culture of inclusive excellence. The Council also serves as the diversity committee required by Indiana law. The charge and composition to the committee have been updated to reflect current practice, and the administration seeks to include the President’s Council on Diversity in the University Handbook section on University Committees.

270.1 President’s Council on Inclusive Excellence. The president’s Council on Inclusive Excellence serves in an advisory capacity to the President on the development of policy related to diversity issues and development of recommended actions to promote and maintain a culture of inclusive excellence. In addition, the Council fulfills the statutory requirement for a “diversity committee” and is charged with completing the tasks required by IC 21-27-5-4, which are: 1) review and recommend faculty employment policies concerning diversity issues; 2) review faculty and administrative personnel complaints concerning diversity issues; 3) make recommendations to promote and maintain cultural diversity among faculty members; and 4) make recommendations to promote recruitment and retention of minority students. The Council will also work collaboratively with offices and organizations across campus designed to serve underrepresented minorities including but not limited to the Charles Brown African American Cultural Center, Multi-Cultural Programming, the Center for Global Engagement, the Disability Services Advisory Committee, Veteran Services and various resource centers within Student Affairs such as the Women’s Resource Center, the LGBT Resource Center, etc.

270.1.1 Membership. The Council’s membership includes two (2) faculty, two (2) staff, one (1) undergraduate student, one (1) graduate student, one (1) community member, five (5) at-large appointments that may be faculty or staff, and one (1) representative from each of the three (3) affinity groups (Asian Pacific/Islander, Black Faculty and Staff, and Hispanic/Latino Faculty and staff). Ex-officio members include the Associate Vice President for Inclusive Excellence, the Director for Equal Opportunity/Senior Deputy Title IX Coordinator, and a representative of the Office of Human Resources.

270.1.2 Nomination. The Faculty Senate shall submit two nominations to the University President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations for the undergraduate student representative. The Graduate Student Association shall submit two nominations for the graduate student representative. Each affinity group shall submit two nominations for their representative when vacant. Nominations shall be submitted by May 15th of each year. Nominations, including self-nominations, from campus will be solicited from campus for the at-large positions.

270.1.3 Appointments. The University President will make the faculty, staff and student appointments from the nominations submitted by the governance units and affinity groups. The community and at-large representatives will be selected by the President in consultation with the Associate Vice President for Inclusive Excellence.

270.1.4 Terms. Faculty, Staff, Affinity Group, and Community Representatives will serve three-year staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve a one-year term and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30.

270.1.5 Voting. All members of the committee, including ex-officio members, have voting rights.

270.1.6 Leadership and Oversight. The president will select the Chair of the President’s Council on Inclusive Excellence and will provide the annual charge to the Council at its first meeting of the year. The Committee reports to the President and the Provost through the Associate Vice President for Inclusive Excellence and will provide an

annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, matters acted upon or considered during the year, and the four items required by IC 21-27-5-4, as detailed above in Section 270.1.

Recommendation. Approve modification to Policy 270.1 President's Council on Inclusive Excellence.

On a motion by Mr. Case, seconded by Mrs. Smith, the recommendation was approved.

3e4 Modification to Policies 305.17 and 305.15.6.1

Rationale: The ISU Faculty Senate proposes an update to the language to Policy 305.17, which sets for the process for appeals of non-renewal during the probationary period and denials of promotion and tenure. The modification sets forth the timing of the appeal. The Faculty Senate also proposes an update to Policy 305.15.6.1 to provide clarification to the process for early promotion and tenure applications. The administration supports these modifications.

Current Language of 305.17

305.17 Appeals.

Recommendations of non-renewal during the probationary period and denials of promotion and tenure may be appealed to the University Promotions and Tenure Oversight Committee, the formal hearing body for such appeals. Appeals may be made only on the basis of a) inadequate consideration of the submitted materials bearing on the relevant performance of the candidate as stipulated in the prescribed criteria and standards of performance; b) inadequate consideration given to the department's recommendation; or c) violations of academic freedom.

305.17.1 Burden of Proof for Appeal. It is the candidate's responsibility to provide evidence that documents the basis for the appeal. The Committee reviews the entirety of the candidate's faculty evaluation file.

305.17.2 Standard of Review. In appeals alleging inadequate consideration, the Committee shall not substitute its own assessment of academic discipline-specific faculty achievements for that of the department in determining whether or not to recommend the promotion or tenure of a faculty member.

305.17.3 Hearing. If the University Promotion and Tenure Oversight Committee determines that the appeal warrants a hearing, it shall conduct one. The burden of proof rests upon the appellant.

305.17.4 Report of Findings. The Committee shall report its findings, conclusions, and recommendation for or against reappointment, promotion and/or an award of tenure to the candidate through the Provost and Vice President for Academic Affairs, who forwards the Committee's findings and recommendation together with his/her own recommendation to the University President.

305.17.4.1 Negative Recommendation. If the Committee's recommendation is negative, the candidate may elect to a) terminate the appeal process, or b) prepare a written response, which is forwarded with his/her materials to the University President. In choosing to terminate the process, except in cases of early consideration, a candidate for tenure also withdraws from consideration for further tenured or tenure-track faculty appointment at Indiana State University beyond one (1) academic year following the year of the

process. A tenured candidate for promotion who terminates the appeal process may later apply for promotion without prejudice.

305.17.5 Continuation of Appeal Process. Upon notice from the candidate of a decision to continue the appeal process, the Provost and Vice President for Academic Affairs shall forward the Committee's findings, conclusions and recommendation together with his/her own recommendation to the University President. The University President shall confer informally with the Committee before making his/her recommendation.

305.17.6 Recommendation by President. After the findings, conclusions, and recommendation from the University Promotions and Tenure Oversight Committee have been forwarded to the University President, and the University President confers with the Committee and makes his/her recommendation, the appeal process is completed.

305.17.7 Decision by ISU Board of Trustees. The University President conveys his/her recommendation together with the recommendations from the department level review, from the school/college/library level review, from the University Promotions and Tenure Oversight Committee, and from the Provost and Vice President for Academic Affairs to the ISU Board of Trustees, which makes the final decision regarding promotions and the awarding of tenure.

Proposed Language of 305.17 (modifications are in red)

305.17 Appeals.

Recommendations of non-renewal during the probationary period and denials of promotion and tenure may be appealed to the University Promotions and Tenure Oversight Committee, the formal hearing body for such appeals. Appeals may be made only on the basis of a) inadequate consideration of the submitted materials bearing on the relevant performance of the candidate as stipulated in the prescribed criteria and standards of performance; b) inadequate consideration given to the department's recommendation; or c) violations of academic freedom.

305.17.1 Burden of Proof for Appeal. It is the candidate's responsibility to provide evidence that documents the basis for the appeal. The Committee reviews the entirety of the candidate's faculty evaluation file. **The appeal shall be filed with the chairperson of the University Promotions and Tenure Oversight Committee within fifteen (15) days of the Provost's recommendation.**

305.17.2 Standard of Review. In appeals alleging inadequate consideration, the Committee shall not substitute its own assessment of academic discipline-specific faculty achievements for that of the department in determining whether or not to recommend the promotion or tenure of a faculty member.

305.17.3 Hearing. If the University Promotion and Tenure Oversight Committee determines that the appeal warrants a hearing, it shall conduct one. The burden of proof rests upon the appellant.

305.17.4 Report of Findings. The Committee shall report its findings, conclusions, and recommendation for or against reappointment, promotion and/or an award of tenure to the candidate through the Provost and Vice President for Academic Affairs, who forwards the Committee's findings and recommendation together with his/her own recommendation to the University President.

305.17.4.1 Negative Recommendation. If the Committee's recommendation is negative, the candidate may elect to a) terminate the appeal process, or b) prepare a written response, which is forwarded with his/her materials to the University President. In choosing to terminate the process, except in cases of early

consideration, a candidate for tenure also withdraws from consideration for further tenured or tenure-track faculty appointment at Indiana State University beyond one (1) academic year following the year of the process. A tenured candidate for promotion who terminates the appeal process may later apply for promotion without prejudice.

305.17.5 Continuation of Appeal Process. Upon notice from the candidate of a decision to continue the appeal process, the Provost and Vice President for Academic Affairs shall forward the Committee's findings, conclusions and recommendation together with his/her own recommendation to the University President. The University President shall confer informally with the Committee before making his/her recommendation.

305.17.6 Recommendation by President. After the findings, conclusions, and recommendation from the University Promotions and Tenure Oversight Committee have been forwarded to the University President, and the University President confers with the Committee and makes his/her recommendation, the appeal process is completed.

305.17.7 Decision by ISU Board of Trustees. The University President conveys his/her recommendation together with the recommendations from the department level review, from the school/college/library level review, from the University Promotions and Tenure Oversight Committee, and from the Provost and Vice President for Academic Affairs to the ISU Board of Trustees, which makes the final decision regarding promotions and the awarding of tenure.

Current Language of 305.15.6.1

305.15.6.1 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.

305.15.6.1.1 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.

305.15.6.1.2 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.

305.15.6.1.3 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.

Proposed Language for 305.15.6.1

305.15.6.1 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 (or personnel committee when the candidate is a chairperson). Any such nomination for early consideration must be submitted to the Dean before the candidate can pursue an exception to the general six-year rule. The candidate must include this nomination in his/her application for early promotion and tenure. The candidate must also earn the support of every reviewing entity in the process.

305.15.6.1.1 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.

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

Recommendation: Approve modification to policies 305.17 and 305.15.6.1.

On a motion by Mr. Taylor, seconded by Mr. Pease, the recommendation was approved.

3f Candidates for Degrees

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

On a motion by Ms. Bell, seconded by Mrs. Smith, the recommendation was approved.

Graduate

Doctor of Athletic Training

Allen, Danielle Christine
Betz, Brian Dennis
Bibler, Megan Leigh
Bush, Joshua Michael
Christian, McCall Elizabeth
Dargo, Lucas Dwayne
Degerstrom, Sean Darrell
Dodds, Teralyn Kay
Dougal, Zachary James
Gardner, Laujwinae J.
Koenig, Riley Colin
Reichert, Christine Lynn
Rivera, Matthew
Runyon, Lacey Marie
Shea, Maura Erin
Sims, Kristen Nicole

Doctor of Health Sciences

Weemer, Megan Marie

Doctor of Nursing Practice

Bell, Tia LeBrei
Brown, Stephanie Rae
Cord, Sandra Kay
Gamble, Firouzeh Alexandria
Harris, Sherry Lynn
Henderson-Williams, Audery
Miller, Catherine Renee
Morris, Toni Elizabeth
Moto, Mercy Tsitsi
Neal, Sarah Michelle

Doctor of Philosophy

Alshaer, Mashael Abdulrahman
Alzahrani, Saadi Abdullah
Arndt, Robert
Bair, Steven B.
Barcela Serra, Margarida
Benalla, Soufiane
Beshears-McNeely, Sherri
Boezeman, Brett Jon
Bright, Angela Marie
Bryant, Stephanie Patrice
Bushnell, Elizabeth Jane
Chae, YeonHee
Coleman, Kenneth Lamont
Corbin, Sue Marie
Deruiter-Willems, Lauri J.
Edmond, Donna Jean
Erukulapati, Kishore
Fu, Peng
Gopalan, Sujata
Hay, April Michele
Janssen-Robinson, Aimee Susan
Katz, Lori Ann
Maple, Matthew David
Miklozek, Heather Marie
Parker, Drane Andrew
Penrod, Brandon Heath
Platt, Janet Lynn
Quan, Yingzhuo
Ramesh, Divya
Robertson, David Michael
Shrader, Ralph Donald
Smith, Jennifer Nicole
Stevenson, Toni Sue
Suggs Sr., Dexter
Sullivan, Crystal Joy

Troutman, Dana Ryan
Troyer, Stephen Michael
Voigt, Paul M.
Wetherell, Carol Lynnette
Widenhoefer, Matthew L.
Ye, Haisong
Yordy, Kelly Ann
Waineo, Bryan Neal

Doctor of Physical Therapy

Abshire, Dylan M.
Applegate, Justin Michael
Brown, Jordan Mackenzie
Gray, Preston Lee
Karch, Katherine Grace
Mair, Ashley Ann
Markham, Jenni
Nguyen, John Hoang-Viet
Nordquist, Logan Robert
Prince, Chelsea Nicole
Schaffer, Justin Aaron
Smith, Courtney L.
Underwood, Dylan Curtis
Vogel, Jacob William
Whitaker, Shelbie Rae
Wilson, Quinn Timothy

Educational Specialist

Alber, Christopher Matthew
Buckler, Stephen Craig
Carter, Viveca Lane
Clouser, Michelle M.
Duez, Hillary Dawn
Gaff, Troy Alan
Griffin, Pamala K.
Kirk, Monty Eugene
Merchant, Christina
Nelson, Krista Kay
Noe, Tina Dian
Owens, Lori Ann
Roehrig, Nathan John
Rutzel, Destiny
Vlcan, Jill Kathryn
Webster, Marsha Lynn
Wrightsmann, Christine Laverne

Master of Arts

Amaning, Leona Abena
Assiry, Muhammad Abdu
Goevert, Isabelle Maureen
Hancock, Courtney Michelle
Jones, Samantha Alexandria
Lee, Emily June
Nemchuk, Margarita
Reynolds, Christina Lynn
Sutton, Josie Lee

Master Business Administration

Alabdulkarim, Mohammad Saleh
Alhudaithi, Mohammed
Allen, Devan Shane
Arnold Jr., Clark Lloyd
Blair, Matthew Stephen
Bose, Ryan Andrew
Cavin, Alexa Jane
Chung, Sungyoon
Cox, Christopher Alan
Dachota, Nicholas William
Farrell, David Neil
Floyd, Abigail Kristen
Hewitt, Tyler Ryan
Johnson, Kate Elizabeth
Kearns, Daniel Brady
Landis, Michelle Lynn
Leatherman, Cody Ray
Lovett, Gregory Lee
Mandapathil Jacob, Neel
Pearman, Lance Alan
Peng, Liqian
Roby, Romel James
Scott, Adam Mason
Vitale, Trisha Ann
Wey, Tiffany Jo

Master of Education

Baughman, Cynthia Ellen
Cavins, Stacey E.
Chapman, Jennifer Layne

Dayhuff, Kari Jo
Denny, Brittney J.
Diehl, Christen Hillary
Eup, Hillary Nicole
Fry, Charles
Gilman, Amanda Marie
Grimm, Kacie Renee
Hahn, Molly
Hobson, Corey Keith
Holmes, Marcella L.
Isenburg, Eric Andrew
Jones, Abbie Laurie
Jones, Christopher Lee
Lahee, Tomoko Elizabeth
Miezan-Ezo, Janica Senale
Nelson, Lauren Elyse
Pearson, Katherine Christina Leah
Reed, Mallory Jo
Richardson, Cherlisa Maria
Stahl, Ashley Ann
Straus, Erin Maire
Utterback, Stephanie Jo
Varno, Heather Laine
Wallace, Jennifer M.
Waugh, Brian Owen
Weise, Kendyl Annette
Zaffron, Jacob M.

Master of Fine Art

Nodarse, Stefan Noel

Master of Music

Hu, Wenqian
Jarnicki de Carvalho, Isis
Lim, Hye Jin

Master of Public Administration

Anderson, Se'lah Monee'
Garnes, Andrew Sandile
Gbean, Tom Nuwoe
Harris, Armon Lee
Hasnain, Fazle
Kufrovich, Michael John

Lewis, Marie Nicole
Nichols, Kamwren Seth
Onochie, Nwamaka Theresa
Sade-Bartl, Madalyn Belle
Smith, Joseph Anthony
Weber, Tami Rae
Winborn, Julian

Master of Science

Agbadu, John Osemwengie
Akinwumi, Akintobi Akeem
Allen, Jason L.
Almari, Hamad Nasser
Ancha, Monika
Artley, Taylor Lynn
Artz, Brandon Scott
Atzert, Jade Alexis-Darlene
Axe, Joshua Quentin
Babu, Sridhar
Baker, Ashanti Reve'
Banks, Deriyana Racquel
Banks, Lindsay Nicole
Bartholomay, Linda Marie
Bejger, Caz Michael
Bender, Dillon J.
Bennett, Alysia Renee
Bice, Audrey M.
Biermann, Audra Leigh
Brainard, Jonathan Eugene
Brenneman, Luke David
Broeker, Mark John
Broeker, Megan Marie
Brookshire, Ke'Visha Shanae
Brown, Jelisa Janae
Brown, Kendal Chanel
Cabotaje, Jessica Lauren
Campbell, Sarah Rose
Cardinal, Lauren Nicole
Cassidy, Conlan William
Chae, Yoonhee
Cheeks, Vernon Pierrie'
Chestnut, Jacob Michael
Church, Jacob Wesley
Clifford, Stephanie Brook
Conners, James Scot
Cote, Kristina Jean
Craig, Hailey Nicole

Cross, Cortney Loren
Crowley, Thomas Montgomery
Cummins, Matthew
Damico, Emily Nicole
Deardorff, Teri A.
Devalon, Doroty
Dhome, Bhagyashri S.
Dinkins, Jordan Toney
Divine, Carter Patrick
Duncan, Hilary Lynn
Elston, Heather Marie
English, Michael Keith
Estes, Caroline Emily
Evens, James C.
Farley, Erik
Fennig, Hannah Katherine
Firestone, Kyra Michelle
Fiske, Zoe R.
Foster, Cory Jo
Francisco, Katie M.
Frazee, MeLinda Louise
Freebairn, Rebecca
Friend, Mary Jean
Funkhouser, Sherrill Kay
Garapati, Shubhang
Gernand, Anna Katherine
Goglucchi, Clemenza Charles
Goodloe, Denzel Dion
Gottsche, Emilie Mae Elizabeth
Hall, Tavia Nicole
Hartzler, Kelly Ann
Haynes, Cara Justine
Hemschot, III , Ernest
Hoang, My Linh Thai
Holland, Rylee M.
Horning, William Earl
Hughes, Leanne
Huljak, Craig Robert
Isaacs, Jordan Frederick
Jenkins, Jacob Tyler
Johnson, Charlene M.
Joll, Patricia Eileen
Jones, Tyrianna Zhane
Joseph, Alexis Marie
Katz, Sean L.
Keane, Jennifer Erin
Khan, Farnoosh Nagin
Kight, Nicholas Cameron
Knepfler, Casey Lee

Kondaparthi, Naresh
Kortz, Bethany Nichole
Kozelichki, Zachary J.
Lavoie, Juliana
Leu, Emma Maxine
Llama, Alejandro
Longyear, Mariah Ann
Madden, Damonta' Warner
Mansouri, Anas
Maregowd, Ashwini
Martin, Page Alane
McConico, Kandyce Joy
McDonald, Patrick Dean
McMahon, Aubrey Elle
Mehdi, Wafa
Mitchell, Kara L.
Mohammed, Zirek Naif
Morris, Bradley Scott
Mueller, John J.
Murray, Taylor Sue
Myers, Erica Lynn
Nadimpalli, Mounika
Nath, Luke
Neidlinger, Trisha Lyn
Neumann, Jessica Mae
Nida, Fatima
Niehus, Katie Lauren
Park, Po El
Pervalva, Anish
Phillips, Bryan Lee
Pierce, Abigail M.
Pothumarthi, Kartheeka
Putta, Akhila Reddy
Qualizza, Brad A.
Rachaveti, Sai Kiran Reddy
Raffieed, Samantha M.
Rausch, Lauren Elizabeth
Redd, Tiffany Monet
Reynolds, Mary Ellen
Rice, Makailya Unique
Ricks, Caitlyn Alyssa
Riley, Alicia Renee
Rinehart, Jamie J.
Robinson, Samantha C
Rolison, John Robert.
Ruben, Miranda Katherine
Saha, Emily Gargi
Sandifer Jr, Milton
Sannella, Kristiana Michelle

Schlatter, Jason Cameron
Schmidt, John Andrew
Schramski, Meredith A.
Scroggins II, Stephen Emory
Shearer III, David John
Sleet, Shada Nicole
Smith, Benjamin Oliver
Smith, Corry D.
Smith, Jazmyne S.
Smith, Susan Marie
Songer, Dylan Michael
Sorrell, Torrence Marshawn
Steckler, Megan Rose
Sterling, Kara Lehann
Stewart, Timdrick LeShawn
Streicher, Kendra Rose
Strudthoff, Amanda Nicole
Stucke, Adam D.
Suggs, Dominique Lynn
Sullenberger, Michael David
Sunkarapalli, Navya Sruthi
Suzuki, Miwako
Tackett, Amy
Terrell, Danielle Anita
Toth, Ryan Steven
Ufere, Onyeka Brenda
Vaidya, Deepti Avadhut
Voyles, Molly Mackenzie
Walker, Emily Ann
Walker, Kendall Christopher
Walker, Payton Elizabeth
Waller, Tyshon Demetri
Warden, Jessie Jean
Warren, Alfred Luther
Warren, James Randall
Wempe, Grace Amelia
Wilson, Audrey J.
Wilson, Norman A.
Wood, Sandra Lynn
Woods, Garien Dajaun
Young, Aaron Carl
Zakka, Daniel
Zakrajsek, Lauren Marie
Zamzami, Mohammad Darweesh

Master of Nursing

Adams, Lynn E.

Anderson, Blair Joy
Bahr, Breanna Marie
Beckham, Amanda Sue
Bunch, Margaret Elizabeth
Denson, Kaitlin Marie
Eckhoff, Hanna C.
Edmondson, Brittany Morgen
Eldridge, Taylee M.
Etchison, Melissa Marie
Giese, Sheryl L.
Hall, Brooke Anne
Hansen, Alyssa Marie
Hendricks, Rebecca E.
Herbein, Melissa Anne
Hoggard, Morgan Ashley
Jewell-Bennett, Holly Elizabeth
McKinney, Rhonda Jean
Miller, Michelle Angela
Moore, Laura Marie
Myers, Courtney Evelyn
Palmer, Christy Lynn
Pittman, Lucas Wade
Poynter, Melissa Rochelle
Proctor, Rebecca Joy
Purdue, Elaine Nicole
Rauch, Lauryn Whittney
Rogers, Kacy Jo
Ross, Stephanie Michelle
Smith, Heather Elisabeth
Stevens, Erika Susan
Stone, Bethany Renee
Switzer, Wesley Brian
Walden, Dana Louise
Walker, Samantha Elaine
Wampler, Paige D.

Master of Social Work

Abel, Heidi Lynn
Anderson, Melody
Barton, Bryce James
Brown, Stacy Lynn
Joyner, Alexis Louise
Julian, Sara Michele
Martinez, Charles D.
Meyer, Megan Jane
Robinson, Ashley Elizabeth
Robinson, Rayna Alicia

Speidel, Jann
Tunstall, Katrina Michelle
Watkins, Alyssa Lynn
Weaver, Laurie Elaine

Certificate Graduate Level

Aschoff, Kiley Lynn
Chae, YeonHee
Goevert, Isabelle Maureen
Hartzler, Kelly Ann
Hayes, Lyndsay Nickolai
Hefferan, Shannon A.
Jaracz, James Fitzgerald
Nemchuk, Margarita
Sayed-Ahmad, Hebbah
Schalk, Kathleen L.
Smith, Jennifer Nicole

Undergraduate Degrees May 12, 2018

Abbott, Tramel James	Bachelor of Science
Abbott, Zachary Allen	Bachelor of Science
Acha, Sharon Nda	Bachelor of Science
Adams, Grace Carolynne	Bachelor of Science
Adebogun, Olamide	Bachelor of Science
Adebogun, Olamide	Bachelor of Science
Adele, Jeremiah	Bachelor of Science
Adkins, Christopher J	Bachelor of Science
Adkins, Hannah Rose	Bachelor of Science
Akard, James Luther	Bachelor of Science
Akins Jr, Jay	Bachelor of Science
Al Haydar Jr, Mesfer	Bachelor of Science
Al Jasim, Ibrahim Khalid	Bachelor of Science
Al Jerani, Janah Mohammed	Bachelor of Social Work
Al Lowaimi, Hassan	Bachelor of Science
Alafraij, Mohammed Ali	Bachelor of Science
Alajmi, Turki Naji D	Bachelor of Science
Alameri, Suhail Humaid	Bachelor of Science
Alanazi, Khalid Qasem	Bachelor of Science
Alasfoor, Jaber	Bachelor of Science
Albert, Kevin Michael	Bachelor of Science
Alboainain, Abdullah Mohammed	Bachelor of Science
Aldarmaki, Zayed	Bachelor of Science
Aldawood, Amer Hassan	Bachelor of Science

Aldossari, Mohammed	Bachelor of Science
Aldossary Jr, Salman Mohammed	Bachelor of Science
Aldossary, Abdulaziz Khalid	Bachelor of Science
Aldossary, Abdullah Khalid	Bachelor of Science
Aldossary, Mubarak Abdullah, Sr	Bachelor of Science
Aldossary, Nasser Mohammed N	Bachelor of Science
Alfaleh, Sultan	Bachelor of Science
Alfawzan, Abdulmalik	Bachelor of Science
Alhajri, Ahmed Mohammed S	Bachelor of Science
Al-Hitmi, Rashid Khalifa	Bachelor of Science
Alibrahim, Abdullah Ali	Bachelor of Science
Aljama, Fahad Abdulrahman	Bachelor of Science
AlJamhoor, Yahya Saleh Ateeq	Bachelor of Science
Alkhalidi, Mohammed	Bachelor of Science
Alkhalidi, Muteb A	Bachelor of Science
Alkhalidi, Saad S	Bachelor of Science
Alkhalifan, Norah Mohammed	Bachelor of Science
Alkhayareen, Mohammed Mubarak M A	Bachelor of Science
Alkuwari, Mohammed Ahmed	Bachelor of Science
Allen, Christopher Wade	Bachelor of Science
Allen, Levi Grady	Bachelor of Science
Allen, Levi Grady	Bachelor of Science
Almadani, Mujahed Abbas M	Bachelor of Science
Almahasnah, Mohamad	Bachelor of Science
Almajed, Adnan Ali	Bachelor of Science
AlMansoori, Khalfan Saeed	Bachelor of Science
Almansoori, Musaed Abdulla Saleh Alrubaei	Bachelor of Science
Almarri, Haifa	Bachelor of Science
Almarri, Hamad Ali J	Bachelor of Science
Almarri, Hamad Rashed	Bachelor of Science
Almarri, Sultan Mohammed	Bachelor of Science
Almazrouei I, Saeed Mohamed Mubarak Ali	Bachelor of Science
Almazrouei, Abdulla Suhail	Bachelor of Science
Almazrouei, Harmous Naser	Bachelor of Science
Almazrouei, Saeed Faris	Bachelor of Science
Almuhaibis, Ahmed Saad A	Bachelor of Science
Alnejidi, Nezar Saleh M	Bachelor of Science
Alotaibi, Bader Abdullah A	Bachelor of Science
Alqahtani, Abdullah	Bachelor of Science
Alqahtani, Abdullah Mubarak	Bachelor of Science
Alqahtani, Mamdoh Mohammed	Bachelor of Science
Alquryani, Abdulaziz Ahmed	Bachelor of Science
Alrasheed, Ahmed	Bachelor of Science
Alshammari, Abdulrahman Khalaiyf A	Bachelor of Science
Alshammari, Marzouq Aqeel	Bachelor of Science
Alshammari, Rakan Faris	Bachelor of Science
Alshammari, Saad Hamad S	Bachelor of Science

Alsharidah, Khaled	Bachelor of Science
Alshehri, Mohammad Favez M	Bachelor of Science
Alsubaie, Naif	Bachelor of Science
Alsulaiti, Abdulaziz Mohammed	Bachelor of Science
Alyami, Nasser Hussain	Bachelor of Science
Ames Jr, Scot Wayne	Bachelor of Science
Andergiri, Yasmine Tohami	Bachelor of Science
Anderson, Gabrielle Lauren	Bachelor of Science
Anderson, LaShaunta Leigh	Bachelor of Science
Anderson, Sarah Ruth	Bachelor of Science
Anderson, Sarah Ruth	Bachelor of Science
Andrew, Joseph	Bachelor of Science
Angel, Austin Blake	Bachelor of Science
Angel, Austin Blake	Bachelor of Science
Angermeier, Brayden Kent	Bachelor of Science
Angermeier, Brayden Kent	Bachelor of Science
Aniah, Chioma	Bachelor of Science
Antony, Shan Joseph	Bachelor of Science
Antony, Shan Joseph	Bachelor of Science
Anyaeunam, Christopher John	Bachelor of Science
Applegate, John Wiliam Wang	Bachelor of Science
Applegate, Kaitlin Breanne	Bachelor of Science
Applegate, Kaitlin Breanne	Bachelor of Science
Archer, Stella Joy	Bachelor of Applied Science
Arguello, Ryann Elizabeth	Bachelor of Science
Armstrong, John Matthew	Bachelor of Science
Arnold, Ell Taylor, Jr.	Bachelor of Science
Asleson, Aaron Raymond	Bachelor of Science
Atkins, Travon L	Bachelor of Science
Atkinson, Kylie Jo	Bachelor of Science
Atkinson, Kylie Jo	Bachelor of Science
Atkinson, Olivia Marie	Bachelor of Science
Austin, Taylor Sue	Bachelor of Science
Babcock, Lillian Irasema	Bachelor of Science
Bachman, Timothy James	Bachelor of Science
Badmus, Riliwan Adebola	Bachelor of Science
Bae, Jingi	Bachelor of Science
Bailey, Evoni Ahmesia	Bachelor of Science
Baker, Kaleb Wesley	Bachelor of Science
Baker, Logan Albert	Bachelor of Science
Ballinger, Ivy Elizabeth	Bachelor of Science
Barbour, Derricka Yuvette	Bachelor of Science
Barker, Laurie L	Bachelor of Science
Barley, Matthew T	Bachelor of Science
Barley, Matthew T	Bachelor of Science
Barnett, Andrea Kay	Bachelor of Science
Barnett, Michaela K	Bachelor of Science

Barnhart, Kyle Wayne	Bachelor of Science
Barocas, Moira Colleen	Bachelor of Social Work
Barrick, James L	Bachelor of Science
Barry, Daniel James	Bachelor of Science
Barton, Jacob M	Bachelor of Science
Bass, Terrie	Bachelor of Science
Batty, Xavier Aalante	Bachelor of Science
Batty, Xavier Aalante	Certificate Undergraduate
Bauer, Anna Raeleen	Bachelor of Science
Bauer, Anna Raeleen	Bachelor of Science
Bault, Justin Ryan	Bachelor of Science
Baxley, Andrea Lackey	Bachelor of Science
Bearss, Anna Grace	Bachelor of Science
Beckley, Jarred Scott	Bachelor of Science
Beckman, Samuel Maurice	Bachelor of Science
Beem, Kaylie Jo	Bachelor of Science
Bell, Niles Kennedy	Bachelor of Science
Bellamy, SharDae LaChell	Bachelor of Science
Belton, Deondrea Laterion	Bachelor of Science
Bemis, Jonathon Matthew	Bachelor of Science
Bender, Jacob Alan	Bachelor of Science
Bennett, Alicia Mary	Bachelor of Science
Bennie, Jade L	Bachelor of Science
Benskey, Katherine Marie	Bachelor of Science
Benson, Kendra Renee	Bachelor of Science
Bernal, Nancy Anne	Bachelor of Music Education
Berrisford, Taylor Brooke	Bachelor of Science
Berry, Ellie Grace	Bachelor of Science
Berry, Hali Ann	Bachelor of Science
Berryman-Pigg, Jeanette L	Bachelor of Social Work
Berwick, Jessica Anne	Bachelor of Science
Bess, Adam Palmer	Bachelor of Music Education
Bess, Adam Palmer	Bachelor of Music Education
Best, Jhazmyne Chantel	Bachelor of Science
Bettag, Bryce Joseph	Bachelor of Science
Betts, Kayla K	Bachelor of Science
Bickley, Makeisha LeAnn	Bachelor of Science
Bishop, Tonia Y	Bachelor of Science
Black, Seth R	Bachelor of Science
Blair, Tabor Nate' Flynn	Bachelor of Science
Blankenship, Zachary K	Bachelor of Science
Blankenship, Zachary K	Bachelor of Science
Blauvelt, Grant Michael	Bachelor of Science
Blauvelt, Grant Michael	Bachelor of Science
Bledsoe, Kylee	Bachelor of Science
Blythe, Breanna Jean	Bachelor of Science
Blythe, Breanna Jean	Bachelor of Science

Boerner, Nicholas Patrick	Bachelor of Science
Boggs, Logan E	Bachelor of Science
Bokhari, Moataz Nouraldeen	Bachelor of Science
Boler, Byron Mitchell	Bachelor of Science
Bolt, James Eric	Bachelor of Science
Booe, Grace M	Bachelor of Science
Booker, LeMonte, Jr	Bachelor of Science
Bornett, Charles Haywood Jr	Bachelor of Science
Bosley, Benjamin Lucas	Bachelor of Science
Boughan, Sharon	Bachelor of Science
Bouldin, Thomas Richards	Bachelor of Science
Bourque, Brandi Nicole	Bachelor of Science
Bowens, Aamir Kinte	Bachelor of Science
Bowlus, Bradley Arron	Bachelor of Science
Boyce, Kyndra Mackenzie	Bachelor of Science
Boyll, Kirstyn McKenzie	Bachelor of Social Work
Boyll, Kristina Sue Deener	Bachelor of Science
Bralick, Amanda Leigh	Bachelor of Science
Breeding, Shaquille Domonique	Bachelor of Science
Brewer, Christina Marie	Bachelor of Science
Brighton, Mallory Susanne	Bachelor of Science
Brinza, Aria	Bachelor of Science
Brisson-Monteith, Wilkes	Bachelor of Science
Broadus, Antonio Kris	Bachelor of Science
Brock, Cody Allen	Bachelor of Science
Brolan, Joseph Thomas	Bachelor of Science
Brookins, Diamonique Marshay	Bachelor of Science
Brooks, Dane L	Bachelor of Science
Brower, Madisson Elise	Bachelor of Science
Brown Jr, Gino Eugene	Bachelor of Science
Brown, Alexandria Marie	Bachelor of Science
Brown, Alexandria Marie	Certificate Undergraduate
Brown, Carson Wolfgang	Bachelor of Science
Brown, Jalen Tony	Bachelor of Science
Brown, Jerry Alan	Bachelor of Science
Brown, Lonnell, Jr	Bachelor of Science
Brown, MaKenzie Allynn	Bachelor of Science
Brown, Victoria Marie	Bachelor of Science
Brushaber, Joshua Edwin	Bachelor of Science
Bryan, Benjamin Riley	Bachelor of Science
Bryan, Douglas Wayne	Bachelor of Science
Bryer, Benjamin Lester	Bachelor of Science
Buchanan, Kendra L	Bachelor of Science
Buck, Logan E	Bachelor of Science
Buck, Logan E	Bachelor of Science
Buckallew, Erin Anne	Bachelor of Science
Buckley, Timmy Lavell	Bachelor of Science

Buffington, Zerek Canaan	Bachelor of Science
Buford, Nevia	Bachelor of Science
Bullington, Meghan Allyce	Bachelor of Science
Bunch, Jacob	Bachelor of Science
Buoy, Andrew James	Bachelor of Science
Burke, Myles Jeffrey	Bachelor of Science
Burkett, Adam Joseph	Bachelor of Science
Burnham, Lanny Wayne, Jr	Bachelor of Science
Burns, Amber-Lynn Joann	Bachelor of Science
Burruss, Lauren Marie	Bachelor of Science
Burris, Taylor N	Bachelor of Science
Burton, Clayton Carl	Bachelor of Science
Burt, Martin Dyar	Bachelor of Science
Busboom, Jordan Alexander	Bachelor of Science
Bush, Michael Thomas	Bachelor of Science
Bushey, Brittney Noel	Bachelor of Science
Bushue, Zakary T	Bachelor of Social Work
Buss, Brian George, Jr	Bachelor of Science
Butler, Todd Alan	Bachelor of Science
Butts, Austin Russell	Bachelor of Science
Byerly, Jeffrey D	Bachelor of Science
Cain, Alana Nicole	Bachelor of Science
Calkins, Rachel Nicole	Bachelor of Arts
Calvin, Anastasia Marie	Bachelor of Science
Calzaretta, Heather A	Bachelor of Science
Camden, Kennedy A	Bachelor of Science
Camden, Kennedy A	Bachelor of Science
Cameron, Autumn Nicole	Bachelor of Science
Campbell, Dylan Ka	Bachelor of Science
Campbell, Gianni Jordan	Bachelor of Science
Campbell, Jessica	Bachelor of Science
Canavan, Matthew Kaleb	Bachelor of Science
Candelario, Estela	Bachelor of Science
Cardenas, Marla I	Bachelor of Science
Carlisle, Ryan O'Shea	Bachelor of Science
Carmean, Haylet Marie	Bachelor of Science
Carnahan, Sierra Cheyenne	Bachelor of Social Work
Carnighan, Andrew Arthur	Bachelor of Science
Caron, Catherine Faith	Bachelor of Science
Carroll, Danielle Barbara	Bachelor of Science
Carroll, Danielle Barbara	Certificate Undergraduate
Carroll, James Arthur	Bachelor of Science
Carroll, James Arthur	Bachelor of Science
Carter, Daley Matthew Ammar	Bachelor of Science
Carter, Leah Elizabeth	Bachelor of Science
Carter, Leah Elizabeth	Bachelor of Science
Carty, Hannah M	Bachelor of Science

Caton, Jackie Irene	Bachelor of Science
Catt, Kaleh Michelle	Bachelor of Science
Cawood, Samuel J	Bachelor of Science
Champagne, Jennifer A	Bachelor of Science
Champagne, Michelle Ann	Bachelor of Science
Chase, Shelley Marie	Bachelor of Science
Chavis, Patrick Estolia, V	Bachelor of Science
Chess, Brittany Ann	Bachelor of Science
Chrisman, Christopher Flint	Bachelor of Science
Christensen, Freja Lilly	Bachelor of Science
Christophel, Matthew Thomas	Bachelor of Science
Churchill, Benjamin Caldwell	Bachelor of Science
Clark, Aubrey Megan	Bachelor of Arts
Clark, Caleb Jeffrey	Bachelor of Science
Clark, Lexie Jon	Bachelor of Science
Clark, Logan Robert	Bachelor of Science
Clark, Nicholas Andrew	Bachelor of Science
Clements, Aaron R	Bachelor of Science
Clothier, Cassidy L	Bachelor of Science
Clothier, Cassidy L	Bachelor of Science
Clouse, Paige	Bachelor of Social Work
Cochrane, Patricia Catherine	Bachelor of Science
Coffer, TaDonja M.	Bachelor of Science
Cole, Faith Denise	Bachelor of Science
Cole, Matthew Robert	Bachelor of Science
Coleman, Thomas Lamont	Bachelor of Science
Collier, Mitchell Thomas	Bachelor of Science
Collins, Emily L	Bachelor of Arts
Colter, Celia Lynne	Bachelor of Music Education
Combs, Lauren Hunter	Bachelor of Science
Compton, Amber L	Bachelor of Arts
Compton, Amber L	Bachelor of Arts
Compton, John Frank	Bachelor of Science
Conklin, Elizabeth Ann	Bachelor of Science
Connolly, Kelly M	Bachelor of Science
Connolly, Kelly M	Bachelor of Science
Conrad, Cody A	Bachelor of Science
Cook, Alison C	Bachelor of Science
Cook, Alison C	Bachelor of Science
Cook, Alyssa B	Bachelor of Science
Cook, Megan Anna	Bachelor of Science
Cooksey, Alexis Leigh	Bachelor of Science
Cooley, Avery Duran	Bachelor of Science
Cooper, Keeton	Bachelor of Science
Cooper, Zachary Bryan	Bachelor of Science
Coovert, Joshua Michael Thomas	Bachelor of Science
Coovert, Nicholas J	Bachelor of Science

Corder, Hannah Elizabeth	Bachelor of Science
Corlew, Tiffany Joann	Bachelor of Science
Cottom, Emily Caroline	Bachelor of Science
Covele, Ryan Nicholas	Bachelor of Science
Cox, Ariel Christina	Bachelor of Science
Cox, Darren L	Bachelor of Science
Cox, Matthew Reed	Bachelor of Science
Crawford, Reed D	Bachelor of Science
Croft, Brenna Danielle	Bachelor of Science
Croley, Braxton	Bachelor of Science
Cromer, Dustin S	Bachelor of Science
Cronin, Carmen JoAnn	Bachelor of Arts
Cronin, Carmen JoAnn	Bachelor of Arts
Cronin, Carmen JoAnn	Certificate Undergraduate
Crosby, Alexis E	Bachelor of Science
Crosby, Alexis E	Bachelor of Science
Crouch, Adam	Bachelor of Science
Crouch, Adam	Bachelor of Science
Crum, Darian Jacinta Jean	Bachelor of Science
Crum, Darian Jacinta Jean	Bachelor of Science
Crum, Mason Matthew	Bachelor of Science
Crutchfield, Tristan Robert	Bachelor of Science
Cui, Kaiming	Bachelor of Science
Cull, Kelsea Denise	Bachelor of Science
Cunningham, Tut Joe	Bachelor of Science
Cuzzetto, Rebecca Mary Frances	Bachelor of Science
Cvengros, Benjamin	Bachelor of Science
Cvengros, Benjamin	Bachelor of Science
Dammerman, Mikayla Micole	Bachelor of Science
D'Annunzio, Courtney Elyse	Bachelor of Science in Nursing
Daugherty, Brooklyn May	Bachelor of Science
Davis, Alexis Leigh	Bachelor of Science
Davis, Conner Michael	Bachelor of Science
Davis, Conner Michael	Bachelor of Science
Davis, Lindsey Brooke	Bachelor of Science
Davis, Lindsey Brooke	Bachelor of Science
Davis-King, Kelvin Eugene, Jr	Bachelor of Science
Dayton, Peter	Bachelor of Science
De Leon, Fabian Omar	Bachelor of Science
De Paz, Adriana	Bachelor of Science
Deal, Madison R	Bachelor of Science
Deckard, Christopher D	Bachelor of Science
Decker, Jakob Joseph	Bachelor of Science
Deko, Robert J., Jr	Bachelor of Science
DeLeurere, Michael Armand	Bachelor of Science
Denham, Sarah Elizabeth	Bachelor of Science
Denhart, Madison D	Bachelor of Science

Dennany, Mitchell David	Bachelor of Science
Denney, Michelle	Bachelor of Science
Denning, Riley P	Bachelor of Science
Denny, Breann Leshea	Bachelor of Science
Denny, Emily M	Bachelor of Science
DeSplinter, Seth Joseph	Bachelor of Science
Dezsi, Morgan Renee	Bachelor of Science
Dial, Audra N	Bachelor of Science
Dial, Audra N	Bachelor of Science
Diaz, Cathalyn B	Bachelor of Science
Dickison, Taylor Jane	Bachelor of Science
Doades, Shelby Jo	Bachelor of Science
Doades, Shelby Jo	Bachelor of Science
Dobson, Jennifer Brook	Bachelor of Science
Domina, Emily Joyce	Bachelor of Science
Dooley, Robert Eugene	Bachelor of Science
Doppler, Jacob Jordan	Bachelor of Social Work
Doran, George Charles, III	Bachelor of Science
Douglas, Seneca K	Bachelor of Science
Dover, Chase	Bachelor of Science
Downen, Kristen Elizabeth	Bachelor of Science
Downing, Thomas Michael	Bachelor of Science
Draughon, Alec Stephen	Bachelor of Science
Driggs, Cooper	Bachelor of Science
Dryden, Andrew Douglas	Bachelor of Science
Dulworth, Ryan Chance	Bachelor of Science
Dunagan, Kayla Michele	Bachelor of Science
Dunagan, Kayla Michele	Bachelor of Science
Duncan, David L	Bachelor of Science
Dunham, Lorena Jo	Bachelor of Science
Dunham, Lorena Jo	Bachelor of Science
Dupin, Shelby Nicole	Bachelor of Science
Dupin, Shelby Nicole	Certificate Undergraduate
Dupin, Shelby Nicole	Certificate Undergraduate
Dusek, Holly L	Bachelor of Science
Dusek, Holly L	Bachelor of Science
Dyer, Brandon	Bachelor of Science
Dziekonska, Patrycja	Bachelor of Science
Eagleson, Elyse Marie	Bachelor of Science
Eagleson, Elyse Marie	Bachelor of Science
Eaton, Jerry Neil, JR	Bachelor of Science
Echols, De'Ja	Bachelor of Science
Echols, De'Ja	Bachelor of Science
Eckrote, Emma Elisabeth	Bachelor of Science
Eckrote, Emma Elisabeth	Bachelor of Science
Edmonds, Damani	Bachelor of Science
Edmonds, Damani	Certificate Undergraduate

Edwards, Ahmari	Bachelor of Science
Edwards, Morgan Rile	Bachelor of Science
Egan, Kari E	Bachelor of Science
Eickman, Emilee Christine	Bachelor of Science
Eilbracht, Jonathan C	Bachelor of Science
Elbaor, Briana Marie	Bachelor of Science
Elkins, Breonna Nicole	Bachelor of Science
Elkjer, Bergen Elizabeth	Bachelor of Science
Elliott, Jonathan Thomas	Bachelor of Science
Elliott, Thomas Lindal, III	Bachelor of Science
Ellis, Tashara Nichol	Bachelor of Science
Elmer, Taylor Renee	Bachelor of Science
Elpers, Alexis Earlean	Bachelor of Science
Elrod, Nolan Dale	Bachelor of Science
Elsheikh Mustafa, Mustafa	Bachelor of Science
Endris, Zebendon Phillip	Bachelor of Science
English, Emily Ann	Bachelor of Science in Nursing
English, Tierra Nicole	Bachelor of Science
Ernsting, Sarah Ann	Bachelor of Science
Ervin, Adaire Alise	Bachelor of Science
Estrada, Birzavit Augusto	Bachelor of Science
Etnier, Katy Marie	Bachelor of Science
Evans, Brandon Blake	Bachelor of Science
Evans, Lanie Amelia Rose	Bachelor of Arts
Evans, Tichina	Bachelor of Science
Eyrich, Chase Curtis	Bachelor of Science
Faberbock, Jordan Nikole	Bachelor of Science
Faine, Ella Marie	Bachelor of Science
Faulkner, Willie Lepsalms	Bachelor of Science
Favali, Caitlin Elizabeth	Bachelor of Science
Fehr, Cole C	Bachelor of Science
Fendrick, Kylie Janeen	Bachelor of Science
Fendrick, Kylie Janeen	Bachelor of Science
Feuquay, Mallory Jeanne	Bachelor of Science
Feuquay, Michael David	Bachelor of Science
Fiddler, Haley Amanda	Bachelor of Science
Fischer, Katharine O	Bachelor of Science
Fischer, Kelsie Marie	Bachelor of Science
Fisher, Bernard Christopher	Bachelor of Science
Fisher, Mary Irene	Bachelor of Science
Fleck, Gabriel Bryan	Bachelor of Science
Fleming, Cameron G	Bachelor of Science
Flood, Brianna	Bachelor of Science
Flores, Melissa	Bachelor of Science
Flynn, John Edward, III	Bachelor of Science
Folger, David Chandler	Bachelor of Science
Foltz, Alyssa F	Bachelor of Science

Forbes, Rachel	Bachelor of Science
Forston, Shelby C	Bachelor of Science
Fortner, Emily Jo	Bachelor of Science
Fortner, Emily Jo	Bachelor of Science
Foster, Jacob Lane	Bachelor of Science
Foster, Megan R	Bachelor of Science
Fox, Adam J	Bachelor of Science in Nursing
Fox, Kyle Michael	Bachelor of Science
Fox, Shelby A	Bachelor of Science
Frankville, Alex G	Bachelor of Science
Frazier, D'Andre Jalen	Bachelor of Science
Frazier, Sydney LeNell	Bachelor of Science
Freed, Katelyn Nicole	Bachelor of Science
Freeman, Kyree Shavae	Bachelor of Science
Freesmeier, Elaina M	Bachelor of Science
Freesmeier, Elaina M	Certificate Undergraduate
Frensemeier, Shelby L	Bachelor of Science
Frensemeier, Shelby L	Bachelor of Science
Frey, Kelly Marie	Bachelor of Science
Fritz, Darcie Jo	Bachelor of Science
Fritz, Darcie Jo	Bachelor of Science
Fritz, Merissa Jean	Bachelor of Science
Froderman, Jordan John	Bachelor of Science
Fulford, Luke S	Bachelor of Science
Fulton, Laura Renee	Bachelor of Science
Fultz, Laura Elizabeth	Bachelor of Music Education
Galloway, Vandon Joel	Bachelor of Arts
Garcia, Eduardo Matthew	Bachelor of Science
Garcia, Megan V	Bachelor of Science
Gardin, Erik	Bachelor of Science
Gardner, Brooke Kay	Bachelor of Science
Gardner, Brooke Kay	Certificate Undergraduate
Garrard, Corey Jean	Bachelor of Science
Garrett, Dazzmen Martel	Bachelor of Science
Garvin, Sarah Elizabeth	Bachelor of Science
Gaskill, Ellie Lorraine	Bachelor of Science
Gasper, Spencer Kenneth	Bachelor of Science
Gatewood, Jacob Dale	Bachelor of Science
Gavaghan, Emily Christine Cook	Bachelor of Science
Gay, Mason Blaine	Bachelor of Science
Gay, Mason Blaine	Bachelor of Science
Gearhart, Andrew Charles	Bachelor of Science
Geiger, Sarah Elisabeth	Bachelor of Science
Geiger, Sarah Elisabeth	Bachelor of Science
Genullis, McKenna John Garrett	Bachelor of Science
George, Taylor Kirsten	Bachelor of Science
Gesiakowski, Scott	Bachelor of Arts

Gette, Katelyn Danielle	Bachelor of Science
Gette, Katelyn Danielle	Bachelor of Science
Gibson, Brittany Nicole	Bachelor of Science
Gibson, Kiresten Marie	Bachelor of Science
Gilcrease, Aaron	Bachelor of Science
Gilley, Brittany Anne-Marie	Bachelor of Science
Gilliam, Jeffrey T	Bachelor of Science
Gilliland, Stephanie	Bachelor of Science
Gilmore, Albert Charles	Bachelor of Science
Ginn, Ashley Nicole	Bachelor of Science
Giocolo, Michael J	Bachelor of Science
Girton, Kodie Wayne	Bachelor of Science
Goble, Deidre B	Bachelor of Science
Goheen, Demitria Shannon	Bachelor of Science
Goins, Christa Marie	Bachelor of Science
Goke, Aaron Michael	Bachelor of Science
Golish, Gage Lee	Bachelor of Science
Goodman, Bria Jo	Bachelor of Science
Goodman, Delbert C	Bachelor of Science
Gorman, Corey D	Bachelor of Science
Graham Jr, Michael Andrew	Bachelor of Science
Grant, Emily	Bachelor of Science
Gray, Caleb M	Bachelor of Science
Gray, Jared Ray	Bachelor of Science
Green, Aleksey Brooke	Bachelor of Science
Green, Aleksey Brooke	Bachelor of Science
Green, Cameron L	Bachelor of Science
Green, Vernice Ann	Bachelor of Science
Greer, Brennan Tyler	Bachelor of Science
Gregory, Kevaris	Bachelor of Science
Gress, Amanda M	Bachelor of Science
Greuel, Valerie Anne-Marie	Bachelor of Science
Griesemer, Monica Lee	Bachelor of Science
Griesemer, Monica Lee	Bachelor of Science
Griffard, Caleb Anthony	Bachelor of Science
Griffin, Rachel Elizabeth	Bachelor of Science
Griffin, Rachel Elizabeth	Bachelor of Science
Grimm, James Jordan	Bachelor of Science
Gruenert, Mackenzi B	Bachelor of Science
Gruenert, Mackenzi B	Bachelor of Science
Guenzel, Anthony J	Bachelor of Science
Guffey, Joshua Neil	Bachelor of Science
Hackney, Brian David	Bachelor of Science
Haggerty, Darion Douglas	Bachelor of Science
Hale, Cristen M	Bachelor of Science
Hale, Stephanie Lynn	Bachelor of Science
Haley, Ajehla	Bachelor of Science

Hall, Haley A	Bachelor of Science
Hall, Haley A	Bachelor of Science
Hall, Kajanee	Bachelor of Science
Hall, Sarah M	Bachelor of Arts
Hall, Zachary Michael Leon	Bachelor of Science
Hammond, Heather Michelle Lynn	Bachelor of Fine Arts
Hammond, Mallory Anne	Bachelor of Science
Hammond, Mallory Anne	Certificate Undergraduate
Hamon, Emily Michelle	Bachelor of Science
Hamrick, Mackenzie Sue	Bachelor of Science
Hance, Keenan Alek	Bachelor of Science
Hannahs, Kylee E	Bachelor of Science
Hanrahan, Bayleigh Kay	Bachelor of Science
Hansel, Nathan Joseph	Bachelor of Science
Hansen, Ryan David	Bachelor of Science
Harden, Hannah Rose	Bachelor of Science
Harden, Hannah Rose	Certificate Undergraduate
Harder, Nicole Elaine	Bachelor of Science
Harding, Francis G	Bachelor of Music Education
Hardy, Andrew S	Bachelor of Science
Harmon, Chance Everett	Bachelor of Science
Harpenau, Hannah Elizabeth	Bachelor of Science
Harpenau, Hannah Elizabeth	Bachelor of Science
Harpenau, Olivia Ruth	Bachelor of Science
Harpenau, Olivia Ruth	Bachelor of Science
Harper, Kemp Owyne	Bachelor of Science
Harpold, Joseph Andrew	Bachelor of Science
Harrah, Grace Rebecca	Bachelor of Science
Harris III, Edwin	Bachelor of Science
Harris, Courtney Alissa	Bachelor of Science
Hart, Aleta Marie	Bachelor of Science
Harvey, Matthew Walter	Bachelor of Music Education
Hayden, Chantel	Bachelor of Science
Hayden, Kelly Jo	Bachelor of Science
Hayden, Kelly Jo	Bachelor of Science
Hayes, Andrew J	Bachelor of Arts
Hayes, Andrew J	Certificate Undergraduate
Hayes, Ramsey J	Bachelor of Science
Hayes, Sarah Beth	Bachelor of Science
Healy, James Steven	Bachelor of Science
Heath, Courtney N	Bachelor of Science
Heath, Courtney N	Bachelor of Science
Hedden, Amber Jean-Marie	Bachelor of Social Work
Heisserer, Madison Haley Thompson	Bachelor of Science
Held, Wyatt James	Bachelor of Science
Hemingway, Nelson Chandler	Bachelor of Science
Hemrich, Ashley Nicole	Bachelor of Science

Henderson, Ashton Nicole	Bachelor of Science
Henderson, Ashton Nicole	Bachelor of Science
Henderson, Marisa R	Bachelor of Science
Henderson, Marisa R	Bachelor of Science
Henn, John H.	Bachelor of Science
Herald, Shyla Marie	Bachelor of Social Work
Herbst, Casandra Ann	Bachelor of Science in Nursing
Herfel, Justin Ray	Bachelor of Science
Hernandez, Brandson Salvador	Bachelor of Science
Hernandez, Caitlyn J	Bachelor of Science
Hernandez, Karla Andrea	Bachelor of Science
Herrick, Katelynn Ellen-Brooke	Bachelor of Science
Heslin, Jessica	Bachelor of Science
Hibdon, Shannon Elijah	Bachelor of Science
Higgins, Alexis Mariah	Bachelor of Science
Hile, Andrew M	Bachelor of Science
Hill, Anna Teresa	Bachelor of Science
Hill, Margaret R	Bachelor of Science
Hill, Margaret R	Bachelor of Science
Hillis, Brakayla Renee	Bachelor of Science
Hillis, Brakayla Renee	Bachelor of Science
Hilton, Kaitlyn M	Bachelor of Science
Hines, Aaron Donald	Bachelor of Science
Hintz, Lindsey Taylor	Bachelor of Science
Hoagland, Landen Lee	Bachelor of Science
Hoback, Alyssa Nicole	Bachelor of Social Work
Hobbs, Logan	Bachelor of Science
Hochhalter, Brittney Paige	Bachelor of Science
Hochhalter, Brittney Paige	Bachelor of Science
Hocker, Melanie A	Bachelor of Science
Hocker, Melanie A	Bachelor of Science
Hoesman, Koty Harold	Bachelor of Science
Hoff, Adam Donald	Bachelor of Science
Hoff, Adam Donald	Bachelor of Science
Hoffman, Amanda Jo	Bachelor of Science
Hogan, Kayla Arielle	Bachelor of Science
Hogan, Mallory Elizabeth Karin	Bachelor of Science
Holden, James Dillon	Bachelor of Science
Holmes, Juwan M	Bachelor of Science
Holowicki, Anna N	Bachelor of Science
Holowicki, Anna N	Bachelor of Science
Holt, Christina A	Bachelor of Science
Holycross, Valerie Lynn	Bachelor of Science
Honeycutt, Patrick Ryan	Bachelor of Science
Hopkins, Allen Patrick	Bachelor of Science
Hopkins, Jacy Tyler	Bachelor of Science
Hopper, Molly A	Bachelor of Science

Horan, Jordan Jean	Bachelor of Science
Hosfield, Maggie	Bachelor of Science
Hoskins, Kristen Brooke	Bachelor of Science
Hossler, Alaina Marie	Bachelor of Science
Hosticka, Grant Matthias	Bachelor of Science
Hosticka, Grant Matthias	Certificate Undergraduate
Hountz, Emily Nicole	Bachelor of Science
Howard, DeShea-Marie Nichole	Bachelor of Science
Howard, Monet Michelle	Bachelor of Science
Howdeshell, Alex Bryant	Bachelor of Science
Hoy, Edward Jr	Bachelor of Science
Huang, Jenny	Bachelor of Science
Hufford, Katelyn Nicole	Bachelor of Science
Hufford, Katelyn Nicole	Bachelor of Science
Hughes, Jay Shara Loren	Bachelor of Arts
Hulett, Natalie Rose	Bachelor of Science
Hull, Kenneth Michael	Bachelor of Science
Hull, Nathan Patrick	Bachelor of Science
Hunt, Samantha G	Bachelor of Science
Hurst, Delanee Brooke	Bachelor of Science
Hutchens, Kelly	Bachelor of Science
Hutchinson, Ashley Chantell	Bachelor of Science
Hutson, Kailyn Elizabeth	Bachelor of Science
Huxford, Brianne N	Bachelor of Science
Huxford, Brianne N	Bachelor of Science
Hwang, Jeong Sik	Bachelor of Science
Ingram, Johannah	Bachelor of Science
Irving, David	Bachelor of Science
Irwin, Giovanna Nicole	Bachelor of Science
Jackson, Aaliyah Nicole	Bachelor of Science
Jackson, Joshua J	Bachelor of Science
Jackson, Oschtisha Aundea Renee	Bachelor of Science
Jackson, Paris Dominique	Bachelor of Science
Jacobs, Henry Gavin	Bachelor of Science
Jacobs, Tristan Alexander	Bachelor of Science
Jagger, Jessica Dianne	Bachelor of Science
James, Brandon Edward	Bachelor of Science
James, Colton Douglas	Bachelor of Science
James, Kamilah Quashai	Bachelor of Science
James, Kassi M	Bachelor of Science
James, Kayla Lashai	Bachelor of Science
Jasir, Khalid	Bachelor of Science
Jenkins, Harrison D	Bachelor of Science
Jenkins, Renee Jo	Bachelor of Science
Jenkins, Travis Thomas	Bachelor of Science
Jennette, Deborah L	Bachelor of Science in Nursing
Jillye, Shaquilah A	Bachelor of Science

Jines, Seth Robert	Bachelor of Arts
John, Chelsea Anne	Bachelor of Science
Johnson, Amanda Brooke	Bachelor of Science
Johnson, Courtney Ann	Bachelor of Science
Johnson, Courtney Ann	Bachelor of Science
Johnson, Courtney Joinae	Bachelor of Science
Johnson, HyDiea RaeAnn	Bachelor of Science
Johnson, Kiarra Monique	Bachelor of Science
Johnson, Laura Elaine	Bachelor of Science
Johnson, Logan A	Bachelor of Science
Johnson, Merritt K	Bachelor of Science
Johnson, Merritt K	Bachelor of Science
Johnson, Tyrell Deshae	Bachelor of Science
Jones, Christopher	Bachelor of Science
Jones, Christopher Bryan	Bachelor of Science
Jones, Courtland Paine	Bachelor of Arts
Jones, Dakota Nicholas	Bachelor of Music
Jones, Gregory	Bachelor of Fine Arts
Jones, Jessica K	Bachelor of Science
Jones, Julia S	Bachelor of Science
Jones, Katy R	Bachelor of Science
Jones, Santiago Dayon	Bachelor of Science
Jones, Special Denise	Bachelor of Science
Jones, Thomas Jason	Bachelor of Science
Jones, Thurman Ayrius	Bachelor of Science
Jones, Zachary A	Bachelor of Science
Jordan, Adam	Bachelor of Science
Judge, Shelby Jacklin	Bachelor of Science
Kabangu, Muleka	Bachelor of Science
Kain, Trent	Bachelor of Science
Kalfut, Hadi	Bachelor of Science
Karrer, Nicole M	Bachelor of Science
Kato, Leyland Takeru	Bachelor of Science
Kaufman, Audrey C	Bachelor of Science
Kaur, Harjot	Bachelor of Science
Kaur, Harjot	Bachelor of Science
Kay, Cody Alan	Bachelor of Science
Kays, Alexander Michael	Bachelor of Science
Keeling, Lyndon E	Bachelor of Science
Keen, Logan James	Bachelor of Science
Kelch, Kate E	Bachelor of Science
keller, Collin Michael	Bachelor of Science
Keller, Timothy J	Bachelor of Science
Kellett, Torin Shea	Bachelor of Science
Kelly, Dontrell Javonte	Bachelor of Science
Kelly, Michaela	Bachelor of Science
Kemp, Brittany Elise	Bachelor of Science

Kemp, Brittany Elise	Bachelor of Science
Kendall, Conner Jo	Bachelor of Science
Kerner, Emily Marie	Bachelor of Science
Kerner, Emily Marie	Bachelor of Science
Kerns, Austin John	Bachelor of Science
Kerrick, Travis James	Bachelor of Science
Ketcha, Linus Babila	Bachelor of Science
Ketcham, Cassandra Paige	Bachelor of Science
Ketcham, Cassandra Paige	Bachelor of Science
Khangura, Jaskamal Singh	Bachelor of Science
Kijurna, Nicholas Milan	Bachelor of Science
Kincaid, Megan Paige	Bachelor of Science
King, Cory James	Bachelor of Science
Kinnaman, Cameron James	Bachelor of Science
Kinney, Jason Alan	Bachelor of Science
Kirk, Jennifer Rene	Bachelor of Arts
Kirkman III, Wendell L	Bachelor of Science
Kirkman III, Wendell L	Bachelor of Science
Kirkman III, Wendell L	Bachelor of Science
Kirkman III, Wendell L	Bachelor of Science
Klopp, Abby Lynn	Bachelor of Arts
Knapp, Jacob Cooper	Bachelor of Science
Knies, Sara Renae	Bachelor of Science
Knox, Marketa Shanell	Bachelor of Science
Kochvar, Brooklyn S	Bachelor of Science
Kohler, Alexandra Lynn	Bachelor of Science
Kolhouse, Jacqueline Deniese	Bachelor of Science
Kondelka,Stefan	Bachelor of Science
Koos, Mallory	Bachelor of Science
Kpoti, Clarisse	Bachelor of Science
Kramer, Kylie Marie	Bachelor of Science
Kraus, Kara Lynn	Bachelor of Science
Kraus, Kara Lynn	Bachelor of Science
Kreke, Calvin Lee	Bachelor of Science
Kring, Kelsey Rae	Bachelor of Science
Krutsinger, Amber June	Bachelor of Science
Kuehl, Austin	Bachelor of Science
Kuffel, Matt	Bachelor of Science
Kula, Derrick Anthony	Bachelor of Science
Kulpinski, Lindsay Kay	Bachelor of Science
Kumar, Jessica Lynn	Bachelor of Science in Nursing
Kutch, Austin Hunter	Bachelor of Science
Kyrouac, Carmen Marie	Bachelor of Science
Kyrouac, Carmen Marie	Bachelor of Science
LaChance, Melissa LouAnn	Bachelor of Science
LaDow, Lauren Elizabeth	Bachelor of Science
Laffin, Ashley Brooke	Bachelor of Science

Lagenour, Wesley Alan	Bachelor of Science
Lain, Bryce T	Bachelor of Science
Laing, Felicia Hope	Bachelor of Science
Laloux, Kaytie E	Bachelor of Social Work
Lance, Danielle Nicole	Bachelor of Science
Langmeyer, Hailey McCay	Bachelor of Science
Larrabee, Chelsea Nicole	Bachelor of Science
Latham, Jamie	Bachelor of Science
Latta, Elizabeth Lavaun	Bachelor of Science
Lawler, Jordyn Renee	Bachelor of Science
Lawler, Shelby F	Bachelor of Science
Lee, Amanda Rae	Bachelor of Social Work
Lee, Jin-A	Bachelor of Science
Leigh, Alandra Beth	Bachelor of Science
Lence, Allison B	Bachelor of Science
Lence, Allison B	Bachelor of Science
Lentz, Abby Nicole	Bachelor of Science
Leonard, Natasha C	Bachelor of Science
Leverett, Kylee M	Bachelor of Science
Lewis, Brittany Nicole	Bachelor of Science
Lewis, NaTeisha Vanee	Bachelor of Science
Lewis, Rodney Tyler	Bachelor of Science
Lex, Hannah Nicole	Bachelor of Science
Leyes, Sara J	Bachelor of Science
Leyes, Sara J	Bachelor of Science
Li, Chi Hin Rex	Bachelor of Science
Lin, Yunfeng	Bachelor of Science
Lindley, Haley Kay	Bachelor of Science
Lindsay, Matthew Donald	Bachelor of Science
Lindsey, Sarah A	Bachelor of Science
Lindsey, Sarah A	Bachelor of Science
Lingenfelter, Kassidy W	Bachelor of Science
Linne, Tristan Shane	Bachelor of Science
Linne, Tristan Shane	Certificate Undergraduate
Lisenbee, India Renee Ward	Bachelor of Science
Littlejohn, Daniel T	Bachelor of Science
Loebker, Katherine E	Bachelor of Science
Long, Donai	Bachelor of Science
Long, Lisa Michele	Bachelor of Science
Long, Lisa Michele	Certificate Undergraduate
Longenecker, Megan Nicole	Bachelor of Science
Longenecker, Megan Nicole	Bachelor of Science
Longnecker, Summer Storm	Bachelor of Science
Longnecker, Summer Storm	Certificate Undergraduate
Loosemore, John Forrest	Bachelor of Science
Lovett, Michael Lee	Bachelor of Science
Lucas, Darien	Bachelor of Science

Lueck, Halle	Bachelor of Science
Madden, Christopher James	Bachelor of Science
Madkhliy, Moath Hadi	Bachelor of Science
Maeng, Elizabeth Ann	Bachelor of Science
Mahome, Darius	Bachelor of Science
Major, John Michael F	Bachelor of Science
Malone, Brennan B	Bachelor of Science
Malone, Jalen Lamar	Bachelor of Social Work
Maloy, Saime Marie	Bachelor of Science
Manning, William Nathaniel	Bachelor of Science
Manriquez, Breanna Lee	Bachelor of Science
Mansour, Abdelrahman Ahmed	Bachelor of Science
Marashli Jr, Amar Bashar	Bachelor of Science
March, Emily Danielle	Bachelor of Science
March, Emily Danielle	Bachelor of Science
Marlow, Stephanie Christina	Bachelor of Science
Marshall, Mary Anne	Bachelor of Science
Marshall, Sarah Anne	Bachelor of Science
Martin, Briana Sue	Bachelor of Science
Martin, Jeremy Adam	Bachelor of Science
Martin, John J	Bachelor of Science
Martin, Olivia M	Bachelor of Science
Martin, Rajon Al-Terik	Bachelor of Science
Martinez, Marissa F	Bachelor of Science
Martinez, Rafael	Bachelor of Science
Martinez, Rafael	Certificate Undergraduate
Martino, Madalena Carmela	Bachelor of Science
Mascari, Christopher	Bachelor of Science
Mason, Jo'Brea Akesh	Bachelor of Science
Massaro, Dominic William	Bachelor of Science
Massoels, Jeremy R	Bachelor of Science
Mathews, Mirissa Bonita	Bachelor of Social Work
Mathieu, Brittany	Bachelor of Science
Mathyer, Emily M	Bachelor of Science
Mattes, Breana Jade	Bachelor of Social Work
Mattingly, Sydni Joy	Bachelor of Science
Mattioli, Dana Marie	Bachelor of Science
Mattioli, Dana Marie	Bachelor of Science
Maxwell, Lauren F	Bachelor of Science
May, Antonio J	Bachelor of Science
May, Michael Paul	Bachelor of Science
May, Spencer Daniel	Bachelor of Science
Mayberry, Nadia Danae	Bachelor of Science
Mayer, Alexa Fayette	Bachelor of Science
McAuliffe, Mary Frances	Bachelor of Science
McBride, Kalib Luke	Bachelor of Science
McBride, Kalib Luke	Bachelor of Science

McCain, Ashley Denyce	Bachelor of Science
McCann, Amy Elizabeth	Bachelor of Science
McCarter, Barry Israel	Bachelor of Science
McCarter, Nicole Marie	Bachelor of Science
McCarty, Bethany Jane	Bachelor of Arts
McCarty, Bethany Jane	Bachelor of Arts
McCarty, Bethany Jane	Bachelor of Science
McCarty, Bethany Jane	Bachelor of Science
McCarty, Bethany Jane	Certificate Undergraduate
McCloud, Courtney Lynn	Bachelor of Science
McCord, Hunter C	Bachelor of Science
McCray, Brittany	Bachelor of Science
McDaniel, Johna Quin Ja Ve'a La Rea	Bachelor of Science
McElley, Shyanne Marie	Bachelor of Science
McElley, Shyanne Marie	Certificate Undergraduate
McGlaun, Norvell Tyrell	Bachelor of Science
McGregor, Becca E	Bachelor of Science
McGuire, Lauren J	Bachelor of Science
McHargue, Mackenzie Colleen	Bachelor of Science
McIntosh, Casey Lynn	Bachelor of Science
McIntosh, Joseph Edward	Bachelor of Science
McIntyre, Kylie Nicole	Bachelor of Science
McKinney, Donya A	Bachelor of Science
McNabb, Sean William	Bachelor of Science
McNeal, Alyssa Pfeifer	Bachelor of Science
McNeal, Shalynn Quantae	Bachelor of Science
McNeil, Alan J	Bachelor of Science
Meadows, Jordan M	Bachelor of Science
Meadows, Jordan M	Bachelor of Science
Meares, Ashton M	Bachelor of Science
Medley, Darline Renee	Bachelor of Social Work
Meintel, Shanda R	Bachelor of Science
Mele, Alexis	Bachelor of Science
Menson, Janiesha Le'shay	Bachelor of Science
Merkel, Latesha R	Bachelor of Fine Arts
Merkel, Latesha R	Bachelor of Fine Arts
Mershon, Melissa Louise	Bachelor of Science
Meunier, Caroline Julia	Bachelor of Science
Meyer, Vittoria L	Bachelor of Science
Meyer, William Harold	Bachelor of Science
Michaud, Joshua Daniel	Bachelor of Science
Mickus, Taylor Alexis	Bachelor of Science
Middleton, Kelsey Nicole	Bachelor of Science
Midgett Jr, Karbalto Falando	Bachelor of Science
Mikles, Logan David	Bachelor of Science
Mikus, James Vincent	Bachelor of Science
Milata, Anthony Michael	Bachelor of Science

Miles, Alexandria Catherine	Bachelor of Science
Milikan, Jesse	Bachelor of Science
Millard, MaryAnn Rae	Bachelor of Science
Miller, Aaron T	Bachelor of Science
Miller, Abigail Kay	Bachelor of Science
Miller, Ari	Bachelor of Science
Miller, Ashley Lynn	Bachelor of Science
Miller, Ashley Lynn	Bachelor of Science
Miller, Conner Patrick	Bachelor of Science
Miller, Elise Marie	Bachelor of Science
Mitchell, Katelyn Marie	Bachelor of Science
Mobley, William Taylor	Bachelor of Science
Monds, Jerald Thomas	Bachelor of Science
Mondy, Stephen M	Bachelor of Science
Moody, Kyle	Bachelor of Science
Moody, Weston R	Bachelor of Science
Moore, Cicara Ashley	Bachelor of Science
Moore, Dezha Marie	Bachelor of Science
Moore, Kyle A	Bachelor of Science
Moore, Megen Michelle	Bachelor of Science
Moore, Stephanie J	Bachelor of Science
Morales, Armoni Rosita	Bachelor of Science
Morales, Juan Ernesto	Bachelor of Science
Morales, Mariangel	Bachelor of Science
Morris, Haley A	Bachelor of Science
Morris, Lydianne G	Bachelor of Science
Morris, Monica M	Bachelor of Science
Morris, Monica M	Bachelor of Science
Morris, Ronika M	Bachelor of Science
Morris, Ronika M	Certificate Undergraduate
Morrison, Davonta Lee	Bachelor of Science
Morrison, Madison Jane	Bachelor of Science
Morrison, Madison Jane	Certificate Undergraduate
Morrissey, Johnathon Thomas	Bachelor of Science
Morton, Paisley Michaela	Bachelor of Science
Moss, Shailyn N	Bachelor of Science
Motley, Omega Glynn	Bachelor of Science
Motley, Omega Glynn	Certificate Undergraduate
Muddasani, Pradeep	Bachelor of Science
Muha, Tyler Joseph	Bachelor of Science
Mumaw, Macy	Bachelor of Science
Mun, Taylor Mae	Bachelor of Science
Murphy, Brandon James	Bachelor of Science
Murtagh, Jaime Paul	Bachelor of Science
Muse, Danielle Elaine	Bachelor of Science
Muse, Danielle Elaine	Bachelor of Science
Myers, Michael Andrew	Bachelor of Science

Myrtil, Penninah	Bachelor of Science
Nail, Christopher Nicholas Topper	Bachelor of Science
Natalie, Taylor E	Bachelor of Science
Natt, Courtney M	Bachelor of Science
Natt, Courtney M	Bachelor of Science
Nauert, Jordan D	Bachelor of Science
Ndifor, Lenora	Bachelor of Science
Neal, Dakota LuCinda	Bachelor of Science
Neeb, Maurissa A	Bachelor of Science
Neihart, Anna L	Bachelor of Science
Neihart, Anna L	Bachelor of Science
Nelson, Destynee	Bachelor of Social Work
Nethery, Rebecca Danielle	Bachelor of Science
New, Emily Mackenzie	Bachelor of Science
Newsome, Jamie L	Bachelor of Science
Newton, Katelynn Sabrina	Bachelor of Science
Newton, Nathaniel M	Bachelor of Science
Ngoy, Patrick	Bachelor of Science
Niebrugge, Alexandra Nicole	Bachelor of Science
Niepagen, Abigail Davis	Bachelor of Science
Nkpe, Sonia Seyram	Bachelor of Science
Noel, Jasmine M	Bachelor of Science
Noland, Kristen Nichole	Bachelor of Science
Noles, James Ross	Bachelor of Science
Norton, Aleshia Marie	Bachelor of Fine Arts
Nuce, Andrew Mark	Bachelor of Arts
Nutt, Michael Gordon	Bachelor of Science
Nwosu, Christian Noel	Bachelor of Science
Oehler, Ashley Nicole	Bachelor of Science
Ohlemeyer, Kacey J	Bachelor of Science
Ojinnaka, Demonte	Bachelor of Science
Oladimeji, Alexander Olusheyi	Bachelor of Science
Olinger, Logan	Bachelor of Science
Olson, Nicholas David	Bachelor of Music Education
Olvera Vanzzini, Savanah	Bachelor of Science
Ortiz, Jocelyn Janel	Bachelor of Science
Osowski, Emma Jane	Bachelor of Science
Ottino, Justin Ramon	Bachelor of Science
Ottino, Justin Ramon	Bachelor of Science
Outcalt, Alyssa Dawn	Bachelor of Science
Page, Jessica Lynn	Bachelor of Science
Paidoussis, Stephanie	Bachelor of Science
Palmer, Daniel T	Bachelor of Science
Palmer, Emily Rose	Bachelor of Science
Paloma, Sarah Elizabeth	Bachelor of Science
Parmley, Tristan James	Bachelor of Science
Parra, Eduardo	Bachelor of Science

Partain, Jessica	Bachelor of Science
Patchett, Caitlynn Sue	Bachelor of Science
Patel, Bina K	Bachelor of Science
Patel, Vaishnavi Prakashbhai	Bachelor of Science
Patrick, Kelsey Renee	Bachelor of Science
Patterson, Jeremy Bo	Bachelor of Science
Patterson, Sierra Brooke	Bachelor of Science
Patton, Devon Anthony	Bachelor of Science
Paul, Richard Darren	Bachelor of Science
Payne, Adam	Bachelor of Science
Payne, Elizabeth A	Bachelor of Science
Payne, Hannah Nicole	Bachelor of Science
Pena, Erial Elexus	Bachelor of Science
Perisho, Esther J	Bachelor of Science
Perisho, Esther J	Bachelor of Science
Perry, Logan Michael	Bachelor of Science
Peters, Emily Rose	Bachelor of Science
Peterson, Elizabeth Lynn	Bachelor of Science
Peterson, Eric J	Bachelor of Science
Peterson, Kathryn Jo	Bachelor of Science
Peterson, Sarah Elizabeth	Bachelor of Science
Petrouskas, Brandi Gillian	Bachelor of Science
Pevlor, Jessica Lane	Bachelor of Science
Pham, Huy Nguyen	Bachelor of Science
Phillips, Donavan	Bachelor of Science
Piccione, Autumn Elizabeth	Bachelor of Science
Pickell, Christal Lynn	Bachelor of Social Work
Piercefield, Dylan Chase	Bachelor of Science
Pike, Quoleman Tyler	Bachelor of Science
Pike, Quoleman Tyler	Certificate Undergraduate
Pillai, Sarmi Chandran	Bachelor of Science
Piper, Matthew Franklin	Bachelor of Science
Pitts, Jenny Lynn	Bachelor of Science
Platt, Michael Edward	Bachelor of Science
Polacek, Kelly N	Bachelor of Science
Polacek, Kelly N	Bachelor of Science
Polito, Ryan	Bachelor of Science
Pollard, Emily N	Bachelor of Science
Pollard, Emily N	Certificate Undergraduate
Pope, Mikayla	Bachelor of Science
Post, Jeffrey T	Bachelor of Science
Posz, Sydney	Bachelor of Science
Posz, Sydney	Bachelor of Science
Powell, Pishon Alexander	Bachelor of Science
Powers, Sarah E	Bachelor of Science
Pozil, Tresten Patrick	Bachelor of Science
Price, Elexis Rey-ann	Bachelor of Science

Prindiville, Allison	Bachelor of Science
Protz, Brandy Michelle	Bachelor of Science
Protz, Brandy Michelle	Bachelor of Science
Prugle, Carly	Bachelor of Science
Pruitt, Justin Niel	Bachelor of Science
Pruitt, Lauren Elizabeth	Bachelor of Science
Pugh, Kevin James	Bachelor of Science
Pund, Baden Kenneth	Bachelor of Science
Pyle, Rebecca Nicole	Bachelor of Science
Qu, Xiangying	Bachelor of Science
Qualkenbush, Heather N	Bachelor of Science
Quick, Allison Maree	Bachelor of Science
Ramirez, Alexandria Desiree	Bachelor of Science
Ramirez, Kenia	Bachelor of Arts
Ramsey, Donna Jeannine	Bachelor of Science
Rank, Joseph D	Bachelor of Science
Rassel, Leslee Catherine	Bachelor of Science
Ratcliffe, Brycen John	Bachelor of Science
Ratcliffe, Brycen John	Bachelor of Science
Ray, Tucker Lee	Bachelor of Science
Reed, Thomas Nathaniel	Bachelor of Science
Rees, Brock Allen	Bachelor of Science
Reinken, Courtney Renee	Bachelor of Science
Reisinger, Abigail P	Bachelor of Science
Reiter, Austin J	Bachelor of Science
Renner, Laura Christine	Bachelor of Science
Renner, Laura Christine	Bachelor of Science
Resler, Taylor Jade	Bachelor of Science
Revesz, Joshua Tanner	Bachelor of Science
Rexroad, Jacquelynn	Bachelor of Science
Reyher, Whitney Breiann	Bachelor of Science
Reyher, Whitney Breiann	Bachelor of Science
Reynolds, Darrel Wayne	Bachelor of Science
Rhoton, Andrew Aloysius	Bachelor of Science
Richard, Margaret Kathryn	Bachelor of Science
Richardson, Zachary A	Bachelor of Science
Ricke, Brandon Michael	Bachelor of Science
Ridge, Cody A	Bachelor of Science
Ridge, Kourtnee Elane	Bachelor of Social Work
Ridgway, Jacob William	Bachelor of Science
Riggs, Elizabeth G	Bachelor of Science
Riggs, Meeghan	Bachelor of Science
Ringer, Keith Allen	Bachelor of Science
Ripperger, Paige	Bachelor of Science
Ripperger, Paige	Bachelor of Science
Ripperger, Samantha Kay	Bachelor of Science
Ripperger, Samantha Kay	Bachelor of Science

Ritenour, Nicholas Matthew	Bachelor of Science
Rivera, Breanna Renee	Bachelor of Science
Rivera, Sabrina S	Bachelor of Arts
Rivera, Sabrina S	Bachelor of Science
Rivera-Valdez, Isabel	Bachelor of Science
Rivers, Weston John	Bachelor of Science
Roark, Parker Aaron	Bachelor of Science
Roberson, Rileigh Christine	Bachelor of Arts
Roberson, Rileigh Christine	Bachelor of Arts
Roberson, Rileigh Christine	Certificate Undergraduate
Roberts, Christopher Lee	Bachelor of Science
Roberts, Kathryn J	Bachelor of Science in Nursing
Robson, Lindsay Anne	Bachelor of Science
Robtoy, Zachary N	Bachelor of Science
Roetker, Lindsay Jo	Bachelor of Science
Rogers, Corey Lynn	Bachelor of Science
Rogers, James Antonio DeShae, Jr	Bachelor of Science
Rogutich, Adam Jon	Bachelor of Science
Rogutich, Adam Jon	Bachelor of Science
Rohrer, Andrew R	Bachelor of Science
Rollins, Ashli	Bachelor of Science
Rollins, Ashli	Certificate Undergraduate
Romero, AprilAnn Marie	Bachelor of Science
Roper, Cassaundra Re-Joice Tammoia	Bachelor of Science
Rose, Hannah Lee	Bachelor of Science
Rose, Hannah Lee	Bachelor of Science
Rosnett, Kaitlyn Marie	Bachelor of Science
Roth, Abby Caroline	Bachelor of Science
Ruddock, Rebecca L	Bachelor of Science
Rudisell, Rebecca Christina	Bachelor of Science
Rudisell, Rebecca Christina	Bachelor of Science
Rudolph, Erin Elizabeth	Bachelor of Science
Rukes, Mykka Nicole	Bachelor of Science
Rundle, Cory James	Bachelor of Science
Russel, Deanna Marie	Bachelor of Science
Russell, Brandon Micheal	Bachelor of Science
Rutledge, Melodie J	Bachelor of Science
Ryan, Taylor M	Bachelor of Science
Sababu, Idris	Bachelor of Science
Sabins, Ashley	Bachelor of Science
Salinetto, Adam	Bachelor of Science
Sallee, Nicholas A	Bachelor of Science
Sanders, Emily Elaine	Bachelor of Science
Sanders, Grant J	Bachelor of Science
Sanders, John R	Bachelor of Science
Sanders, Oakley Steven Davis	Bachelor of Science
Schade, Ryan	Bachelor of Science

Schaefer, Christopher C	Bachelor of Science
Schaeffer, Kyle	Bachelor of Science
Schantz, Makenzie Nicole	Bachelor of Science
Schingle, Luke Brennan	Bachelor of Science
Schlosser, Jacob Ryan	Bachelor of Science
Schmoll, Elizabeth Tru	Bachelor of Science
Schneider, Morgan E	Bachelor of Science
Schreiber, Scott	Bachelor of Science
Schroer, Paige N	Bachelor of Science
Schroering, Kendra Lynn	Bachelor of Science
Schumaker, James Alan	Bachelor of Science
Schumaker, Thomas Evan	Bachelor of Science
Schuman, Hunter R	Bachelor of Science
Schuster, Nathaniel Paul	Bachelor of Science
Schwent, Kaitlin	Bachelor of Science
Schwent, Kaitlin	Bachelor of Science
Scott, Brenton	Bachelor of Science
Scott, Clayton Levi	Bachelor of Science
Scott, Deanna M	Bachelor of Science
Scott, Justin T	Bachelor of Science
Scott, Lauren Mackenzie	Bachelor of Science
Scott, Ryann Elaine	Bachelor of Science
Sebanc, Nicholas E	Bachelor of Science
Sedam, Jennifer Rose	Bachelor of Science
Seemann, Samantha	Bachelor of Science
Seibert, Jacob Brian	Bachelor of Science
Seremet, Mathew J	Bachelor of Science
Settle, Heath James	Bachelor of Science
Sexton, Mikayla	Bachelor of Science
Sexton, Sydney Lee	Bachelor of Science
Seyffarth, McKayla Rose	Bachelor of Science
Shands, Regina Lynn	Bachelor of Science
Sharp, Jarred Gregory	Bachelor of Science
Shaw, Nathaniel Aaron	Bachelor of Science
Sheikh, Marian	Bachelor of Science
Shelton, Vanessa Page	Bachelor of Science
Shelton, Vanessa Page	Certificate Undergraduate
Shepherd, Cyrena Lchonti	Bachelor of Science
Shevock, Cassandra Lynn	Bachelor of Science
Shiple, Alexis C	Bachelor of Science
Shipman, Tanner Michael	Bachelor of Science
Sikorski, Rachel Elizabeth	Bachelor of Science
Simmons, Xavier Demitrius	Bachelor of Science
Simms, Grant Michael	Bachelor of Science
Simon, Kayla LaNae	Bachelor of Science
Sims, Cody	Bachelor of Science
Skelton, Lauren Sandra	Bachelor of Science

Skipper, Aquirsa O	Bachelor of Science
Slankard, Alexandra A	Bachelor of Science
Sledge, Ariel Renee'	Bachelor of Science
Smentek, Meghan Nicole	Bachelor of Science
Smith, Alisha Michelle	Bachelor of Science
Smith, Ashley P	Bachelor of Science
Smith, Austin D	Bachelor of Science
Smith, Cooper Garrett	Bachelor of Science
Smith, Dakota	Bachelor of Science
Smith, Hannah Elizabeth	Bachelor of Science
Smith, Kaitlyn N	Bachelor of Science
Smith, Nathan Tanner	Bachelor of Science
Smith, Nathan Tanner	Bachelor of Science
Smith, Terrance Javon	Bachelor of Social Work
Smith-Finks, Clifford Miles	Bachelor of Science
Snedeker, Nadia N	Bachelor of Science
Snyder, Abigail L	Bachelor of Science
Sollars, Hannah Nickol	Bachelor of Science
Solomon, Richard Aaron	Bachelor of Science
Solomon, Tsion	Bachelor of Science
Song, Zhongze	Bachelor of Science
Sorensen, Peter Dane	Bachelor of Science
Spann, Taylor	Bachelor of Science
Spencer, Allyson JoyRia	Bachelor of Science
Spencer, Tristin Grant	Bachelor of Science
Spindler, Matthew James	Bachelor of Science
Spista, Emily N	Bachelor of Science
Spittal, Mackenzi Elizabeth Jade	Bachelor of Science
Springmeyer, Morgan Claire	Bachelor of Science
Sprinkle, Michael Schae	Bachelor of Science
Spurgeon, Buddy L	Bachelor of Science
Stagg, Elizabeth Ann	Bachelor of Science
Standiford, Nathaniel Darryl	Bachelor of Science
Stanford, Breana Judity	Bachelor of Social Work
Stapler, Mallory Grace	Bachelor of Science
Stapler, Mallory Grace	Bachelor of Science
Starr, Brooklyn A	Bachelor of Science
Stauffer, Gabriel Louis	Bachelor of Science
Steger, Shannon	Bachelor of Science
Steiner, Mary Anne	Bachelor of Science
Steiner, Trevor Joseph	Bachelor of Science
Stephens, Lydia E	Bachelor of Science
Stephens, Lydia E	Bachelor of Science
Stephney, Tatianna Tiara	Bachelor of Science
Stewart, Austin B	Bachelor of Science
Stewart, Briana Marie	Bachelor of Science
Stewart, Randall Jordan	Bachelor of Science

Stewart, Sean Michael	Bachelor of Science
Stewart, Sean Michael	Certificate Undergraduate
Stinnett, Eileen F.	Bachelor of Science
Stinnett, Eileen F.	Bachelor of Science
Stinnett, Eileen F.	Certificate Undergraduate
Stober, Kylie Elizabeth	Bachelor of Science
Stolz, Dylan James	Bachelor of Science
Stolz, Dylan James	Bachelor of Science
Storm, Christopher Anthony	Bachelor of Science
Stout, Chase J	Bachelor of Science
Stout, Curtis Connor	Bachelor of Science
Stout, Elysa Marie	Bachelor of Science
Stover, Jacob Daniel	Bachelor of Science
Stowe, Anthony D	Bachelor of Science
Strahla, Halee Marie	Bachelor of Science
Stratten, Kai Anthony	Bachelor of Science
Stuart, Kirby A	Bachelor of Science
Sturdivant, Amber M	Bachelor of Science
Sturdivant, Anthony Jr	Bachelor of Science
Stuttle, Cody James	Bachelor of Science
Suelzer, John H	Bachelor of Science
Suggs Jr, Dexter	Bachelor of Science
Suggs, Jaylin M	Bachelor of Science
Suhre, Abigail Rose	Bachelor of Science
Suhre, Abigail Rose	Bachelor of Science
Sullivan, Jonathan D	Bachelor of Science
Sullivan, Paige Olivia	Bachelor of Science
Sum, Brian W	Bachelor of Science
Sumpter, Arica Jolynn	Bachelor of Science
Suter, Bradley Earl	Bachelor of Science
Swaim, Quentin Taylor	Bachelor of Science
Swan, Bryan Joseph	Bachelor of Science
Swartzell, Robin Ann	Bachelor of Science
Sweatman, Jayda	Bachelor of Science
Sweatt, Kamarese Levaugn	Bachelor of Science
Swingler, Kara Marie	Bachelor of Science
Swingler, Kyle M	Bachelor of Science
Syed, Shasha Nicole	Bachelor of Science
Tackett, Carlee Deann	Bachelor of Science
Tackett, Carlee Deann	Bachelor of Science
Taia, Ashley Rose	Bachelor of Science
Tapia, Karen Pasion	Bachelor of Science
Taylor, Casey Renee	Bachelor of Science
Taylor, Leniyah Tiauna La'shay	Bachelor of Social Work
Tertochoa, Gabriel William	Bachelor of Science
Thatch, Madolyn Jeanette	Bachelor of Science
Thigpen, Raelyn Janece	Bachelor of Science

Thind, Simran Kaur	Bachelor of Science
Thomas, Allison C	Bachelor of Arts
Thomas, Jackson Anthony	Bachelor of Science
Thomas, Joseph Paul	Bachelor of Science
Thompson, Aleia Simone	Bachelor of Science
Thompson, Mary R	Bachelor of Science
Thrasher, Alan Michael	Bachelor of Science
Tiffany, Jami Lea	Bachelor of Applied Science
Tiggs, Karim Saadiq	Bachelor of Science
Tolliver, Zachary Robert	Bachelor of Science
Tompkins, Shanya Lanee	Bachelor of Science
Torrence, Roxanne L	Bachelor of Science
Totheroh, Emily Jane	Bachelor of Science
Tran-Piland, Amanda K	Bachelor of Science
Travioli, Breanna Katelyn Nikole	Bachelor of Science
Trice, Tyrin Derante	Bachelor of Science
Truelock, Genna Rose	Bachelor of Social Work
Trusty, Aneava Cathleena	Bachelor of Science
Tryon, Breanna Danielle	Bachelor of Science
Tryon, Chloe N	Bachelor of Science
Tshimanga, Mike	Bachelor of Science
Tucker, Alison Jaye	Bachelor of Science
Tumbleson, Sydney Marie	Bachelor of Science
Turner, Audrianna Darlene	Bachelor of Science
Turner, Audrianna Darlene	Bachelor of Science
Turner, Dawn Emily	Bachelor of Science
Turpin, Logan	Bachelor of Science
Turpin, Rylee Sue	Bachelor of Science
Tuttle, Jared	Bachelor of Science
Udhayanesan, Jebri	Bachelor of Science
Underwood, Jonathon R	Bachelor of Science
Unrue, Matthew	Bachelor of Science
Unrue, Matthew	Bachelor of Science
Utterback, Andrew Mitchell	Bachelor of Science
Valadez, Madison Mae	Bachelor of Science
Valera, Jordan-Patrick	Bachelor of Science
Vancil, Brittany Renee	Bachelor of Arts
Vancil, Brittany Renee	Bachelor of Arts
Vanderpan, Emma E	Bachelor of Arts
Varner, Paul J	Bachelor of Science
Vaughan, Cameron Michael	Bachelor of Science
Veeneman, Megan Antoinette	Bachelor of Science
Veeneman, Megan Antoinette	Bachelor of Science
Vermillion, Colton Paul	Bachelor of Science
Verzal, Kayla Marie	Bachelor of Science
Vinson, Darby Lynn	Bachelor of Science
Virgin, Sequoia Nicole	Bachelor of Social Work

Vogel, Elizabeth	Bachelor of Science
Vogel, Elizabeth	Bachelor of Science
Vuppala, Ketan Reddy	Bachelor of Science
Wadlington, DeArmond G	Bachelor of Science
Wagler, Aaron	Bachelor of Science
Wagler, Merlin Chayse	Bachelor of Science
Wagner, Brandi	Bachelor of Fine Arts
Waibel, Montana Noel	Bachelor of Science
Walker, Alfred L	Bachelor of Science
Wallace, Kasey R	Bachelor of Science
Wallace, Kasey R	Bachelor of Science
Walton, Phillip Kirby	Bachelor of Science
Ward, Krista J	Bachelor of Science
Warnock, Skyler Nicholas	Bachelor of Science
Warren, Torrie Cheyenne	Bachelor of Science
Warrick, Jacob A	Bachelor of Science
Washam, Tyler Joseph	Bachelor of Science
Watkins, Chaise Montgomery	Bachelor of Science
Watson, Breanna Renee	Bachelor of Science
Weaver, Elizabeth Dawn	Bachelor of Science
Weeding, Shannell	Bachelor of Science
Wells, Anthony J	Bachelor of Science
Wells, Jeffrey M	Bachelor of Science
Wessel, Eric Paul	Bachelor of Science
West, Jordan John Paul	Bachelor of Science
West, Mark Heston	Bachelor of Science
West, Matthew S	Bachelor of Science
West, Michael D	Bachelor of Science
West, Ryanna L	Bachelor of Science
Weyer, Joel T	Bachelor of Science
Whalen, Derik Evan	Bachelor of Science
Whiskeyman, Rachel	Bachelor of Science
White, Austin	Bachelor of Science
White, Michelle Eun	Bachelor of Science
White, Michelle Eun	Bachelor of Science
White, Tara Lee	Bachelor of Science
White, TreVone Kenneth Lee	Bachelor of Science
Whitley, Deandre M	Bachelor of Science
Whittaker, Andre Eugene	Bachelor of Science
Wilbon, Andrea Je'nae	Bachelor of Science
Wilburn, Brandy Mae	Bachelor of Science
Wilding, Justin Allen	Bachelor of Science
Wilkerson, Daisa	Bachelor of Science
Williams, Katie Alexandra	Bachelor of Science
Williams, Lacey	Bachelor of Science
Williams, Logan Gale	Bachelor of Music
Williams, Priscilla L	Bachelor of Science

Williams, Stanford	Bachelor of Science
Williams, Zachary Neil	Bachelor of Science
Williamson, Colton K	Bachelor of Science
Wilson, Shelby Cale	Bachelor of Science
Wilson, Tanner J	Bachelor of Science
Winsemann, Misty Renee	Bachelor of Science
Wise, Amy Michelle	Bachelor of Science
Wisniewski, Anthony Scott	Bachelor of Science
Wood, Amy C	Bachelor of Science
Wood, Amy C	Certificate Undergraduate
Wood, James E	Bachelor of Science
Woolery, Kara	Bachelor of Science
Wozniak, Alyssa	Bachelor of Science
Wright, Nathaniel Dean	Bachelor of Science
Wright, Ronald Jerome	Bachelor of Science
Wright, Taylor Nicole	Bachelor of Science
Wright, Wesley C	Bachelor of Science
Wyatt, Richard A Woolheater	Bachelor of Science
Yates, Katelyn Elizabeth	Bachelor of Science
Ybarra, Alyssa Marie	Bachelor of Social Work
Ybarra, Alyssa Marie	Bachelor of Social Work
Yeargin, Abigail Catherine	Bachelor of Science
Young, Lucas Connor	Bachelor of Science
Young, Macy LeeAnn	Bachelor of Science
Young, Morgan Suzann	Bachelor of Science
Zander, Christopher Alan	Bachelor of Science
Zatkoff, Genese Jean	Bachelor of Science
Zehner, Leandra	Bachelor of Science
Ziese, Kayla Marie	Bachelor of Science

Undergraduate Degrees

August 3, 2018

Abebe, Fabian Y	Bachelor of Science
Abubshait, Khalid Osama	Bachelor of Science
Adams, Phoenix William	Bachelor of Science
Adams, Phoenix William	Certificate Undergraduate
Addison, Marshal S	Bachelor of Science
Aird, Amy Leigh	Bachelor of Science
Akinbobuyi, Henry O Jr	Bachelor of Science
Akren, Safwan	Bachelor of Science
Al Khatem, Hussain	Bachelor of Science
Al Majid, Mohammad	Bachelor of Science
Alalyak Jr, Mohammed Abbas Ali Abbas	Bachelor of Science
Alameri, Saeed Mohammed	Bachelor of Science
Alameri, Salem Rasas	Bachelor of Science
Alameri, Suhail	Bachelor of Science

Alanazi, Abdulaziz Helal	Bachelor of Science
Alanazi, Mohammed	Bachelor of Science
Alangari, Asma Khalid A	Bachelor of Science
Alblooshi, Salama	Bachelor of Science
Aleghfeli, Salem	Bachelor of Science
Alfahaid, Nasser Mohammed N	Bachelor of Science
Alfredson, Corey Joseph	Bachelor of Science
Alghamdi, Yasser Ahmed R	Bachelor of Science
Algharayeb, Mohammed Ahmed	Bachelor of Science
Al-Hadhood, Faisal Mohammad	Bachelor of Science
Alhajri, Aeydh Saeed M	Bachelor of Science
Alhajri, Fahad Mohammed H	Bachelor of Science
Alhammad, Ammar Mohammed	Bachelor of Science
Alhasawi, Abdulmohsen Abdulrahman	Bachelor of Science
Alkhalidi Jr, Saad Salman	Bachelor of Science
Alkhalil, Adnan	Bachelor of Science
Allen, Romello	Bachelor of Science
Allison, Ronqui Kwame, Jr	Bachelor of Science
Almahasnah, Amani	Bachelor of Science
Almansoori, Mohamed Ateeq Khalfan Qammash	Bachelor of Science
Almansoori, Salem Obaid	Bachelor of Science
Almarri Sr, Mohammed Ali M	Bachelor of Science
Almarri, Abdulaziz Ali	Bachelor of Science
Almarri, Gefran Jaber	Bachelor of Science
Almarri, Jaber Awaodah	Bachelor of Science
Almarri, Salah Hamad S A	Bachelor of Science
Almazrouei, Ghanem Naser	Bachelor of Science
Almazrouei, Mohamed Ahmed	Bachelor of Science
Almotairi, Abdulaziz Meshhen	Bachelor of Science
Almsaud, Mohammad Musead	Bachelor of Science
Almutlaqah, Ibrahim Saeed	Bachelor of Science
Alomar, Mohammed Ahmad	Bachelor of Science
Alorayf, Mohammed Abdulrahman	Bachelor of Science
Alpishi, Abdullaziz Abdullah	Bachelor of Science
Alqahtani, Abdulrahman Saif	Bachelor of Science
Alrhili, Abdulazeez Awad	Bachelor of Science
Alsaadoun, Khalid Saad	Bachelor of Science
Alshahrani Jr, Ali Nasser	Bachelor of Science
Alshammari, Adi	Bachelor of Science
Alshammari, Hatim	Bachelor of Science
Alsulaymi, Khaled Mukhmair	Bachelor of Science
Alturki, Hussain Abbas H	Bachelor of Science
Alyami, Hamad Abdulrahman	Bachelor of Science
Alyami, Talal Mohammed	Bachelor of Science
Alzeer, Othmman Abdulrazak	Bachelor of Science
Andreoni, Isabella Rose	Bachelor of Science
Ardley, KeAaris	Bachelor of Science

Armstrong, Austin J	Bachelor of Science
Bailey, Jakyla Mechelle	Bachelor of Science
Baker, Amanda Anne	Bachelor of Science
Banks, Tristan Lamont	Bachelor of Fine Arts
Barker, Aundrea	Bachelor of Science
Barrett, Shondra	Bachelor of Science in Nursing
Basl, Tanya Rae	Bachelor of Science
Batt, Eric E	Bachelor of Science
Bauer, Taylor Noel	Bachelor of Science
Beaver, Jeremy Alan	Bachelor of Science
Bell, Jessica Marie	Bachelor of Arts
Bell, Jessica Marie	Certificate Undergraduate
Bennie, Jala L	Bachelor of Science
Bhayani, Alisha Dilkhush	Bachelor of Science
Bindernagel, Stephanie Pace	Bachelor of Science
Blume, Cody Mitchell	Bachelor of Science in Nursing
Bogan Jr, Ronald	Bachelor of Science
Booth, Keaton James	Bachelor of Science
Boswell, Cody Nicholas	Bachelor of Science
Bowens, Keontey Thomas Anthony	Bachelor of Science
Boyd, Christopher Michael	Bachelor of Science
Brackall, Chelsea Jo	Bachelor of Science
Brady, Ann Kelli Montano	Bachelor of Science in Nursing
Brassard, Danielle	Bachelor of Science
Broomfield, Kayla Maria	Bachelor of Science
Brown, Bonita Shanee	Bachelor of Science in Nursing
Brown, Ellie Kay	Bachelor of Science
Brown, Halie Brooke	Bachelor of Science
Bruce, Ian Joseph	Bachelor of Science
Burton, Gabriel D'Andre	Bachelor of Science
Byrne, Matthew Kevin	Bachelor of Science
Cai, Chengxian	Bachelor of Science
Calixte, Casandra	Bachelor of Science
Calixte, Catiana	Bachelor of Science
Calloway, Thomas Ian	Bachelor of Science
Campbell, Teisha T	Bachelor of Science
Carter, Antoinette Katrina	Bachelor of Science
Carter, Chantelle Rane'	Bachelor of Science
Case, Georgette Ann	Bachelor of Science in Nursing
Chastain, Kacie Ann	Bachelor of Science
Chinn, Kelianna Marie	Bachelor of Science in Nursing
Clark, Jillian Miranda	Bachelor of Science
Clark, Lindsay Sue	Bachelor of Science
Clifford, Maggie Ann	Bachelor of Science in Nursing
Clifford, Persephanie Arianna	Bachelor of Science
Clifford, Persephanie Arianna	Bachelor of Science
Collins Jr, Willie Henry	Bachelor of Science

Collins, Garrett P	Bachelor of Science
Colquitt, Symeon Lewis, III	Bachelor of Science
Cook Jr, Kelvin T	Bachelor of Science
Cooksey, Kacy Rae	Bachelor of Science in Nursing
Cornelius, Tamutamu	Bachelor of Science
Craig, Katrina Lynn	Bachelor of Science
Criss, Taylor Elizabeth	Bachelor of Science in Nursing
Critcheloe, Audra Nichole	Bachelor of Science
Critcheloe, Audra Nichole	Bachelor of Science
Cui, Yixian	Bachelor of Science
Daniel, Grayce Anne	Bachelor of Science
Davis, Kristen Reanne	Bachelor of Science
Day, Autumn	Bachelor of Science
Dean, Peyton Marie	Bachelor of Science
Del Risco, Sahily	Bachelor of Science
Dick, Matthew Scott	Bachelor of Science
Diekhoff, Austin James	Bachelor of Science
Diekhoff, Paul Ryan	Bachelor of Science
Doran, Taylor Lynn	Bachelor of Science
Draime, Thomas	Bachelor of Science
Duncan, Marqis Delorenzo	Bachelor of Science
Dunsha, Patricia A	Bachelor of Science in Nursing
Eckerty, Alexandria R	Bachelor of Science
Egwim, Lovina Chinenye	Bachelor of Science
Elwell, Kinsey L	Bachelor of Science
Emerson, Cassandra E	Bachelor of Science
Emmerling, Katelyn Jacquelyn	Bachelor of Science
Erickson, Kyle Morgan	Bachelor of Science
Everling, Shelby L	Bachelor of Science
Ezema, Jeffrey C	Bachelor of Science
Ezema, Jeffrey C	Certificate Undergraduate
Fainot, Sara Elizabeth	Bachelor of Science in Nursing
Ferguson, Cassandra R	Bachelor of Science
Ferree, Alan J	Bachelor of Science
Ferree, Kylee Nicole	Bachelor of Science
Findley, Douglas David	Bachelor of Science
Fowler, Cara N	Bachelor of Science
Frazier, Kristen Marie	Bachelor of Science
Funk, Jessica Danielle	Bachelor of Science
Gabbert, Taylor Rae	Bachelor of Science
Gaffner, Lindsey Marie	Bachelor of Science
Gillespie, Jakobi Conley	Bachelor of Science
Gilliland, Heidi M	Bachelor of Science
Glick, Lindsey M	Bachelor of Science
Goering, Kevin	Bachelor of Science
Golden, Kelsey Danielle	Bachelor of Science
Gonzalez, Agustin	Bachelor of Science

Gonzalez, Kendra J	Bachelor of Science
Goodall, Treveon Martez	Bachelor of Science
Gorbett, Shayde Ruby	Bachelor of Science
Grant, Nekia S	Bachelor of Science
Gray, Nell Marie	Bachelor of Science
Grayless, Katrina Ann	Bachelor of Science
Griesenauer, Cara Marie	Bachelor of Science
Grissom, Kristy LeeAnn	Bachelor of Science in Nursing
Grogan, Rachel Anne	Bachelor of Science
Gustafson, Tyler Collen Scott	Bachelor of Science
Hamilton, Elexis Lynn	Bachelor of Science
Hardy, AiJana'e I'mari	Bachelor of Science
Harris, Charisma Renee	Bachelor of Science
Hartman, Connor	Bachelor of Science
Harvey, Derrick L	Bachelor of Science
Hayes, Meghan Kathleen	Bachelor of Science
Henderson, Kristen	Bachelor of Science in Nursing
Henson, Skyeler Nicole	Bachelor of Applied Science
Herrera, Daniel Alexander	Bachelor of Science
Herzog, Allison M	Bachelor of Science
Herzog, Allison M	Bachelor of Science
Herzog, Allison M	Certificate Undergraduate
Hetrick, Trevor	Bachelor of Science
Higgins, Kodi	Bachelor of Science
Hinshaw, Kate Glenn	Bachelor of Science
Hitson, Taylor Ray	Bachelor of Science
Ho, My Le	Bachelor of Science in Nursing
Hodges, Britney Irene	Bachelor of Science
Hodson, Jordan Ross	Bachelor of Science
Holdmann, Alyssa Katelin	Bachelor of Science
Hollar, Dylan Michael	Bachelor of Science
Hollingsworth, Roniece Deloris	Bachelor of Science
Hopkins, Cody James	Bachelor of Science
Horst, Leona Irene	Bachelor of Science
Howard, William Donte, Jr	Bachelor of Science
Hudson, Tiffany Yvette	Bachelor of Science in Nursing
Huffman, Katelyn Marie	Bachelor of Science
Hults, Dillon Mitchel	Bachelor of Science
Hurson, Jordan Nicole	Bachelor of Science
Iafrate, Erica N	Bachelor of Science
Ingram, Logan M	Bachelor of Science
Isbell, Courtney	Bachelor of Science
James III, Arthur Joseph	Bachelor of Science
James, Darius Lamar	Bachelor of Science
Jansen, Jessica Renee	Bachelor of Science in Nursing
Jarvis, Hannah Lynn	Bachelor of Science
Johnson, Ann Marie Humphrey	Bachelor of Science

Johnson, Daniel Jacob	Bachelor of Science
Jones, Bailey Nicole	Bachelor of Science
Jones, Brittney Sabria	Bachelor of Science
Jones, Paris C	Bachelor of Science
Jones, Tehya Lynn	Bachelor of Science
Jones, Tyra Monique	Bachelor of Science
Jordan, Tatyana L	Bachelor of Science
Ka, Hannah Ruth	Bachelor of Science
Kahn, Zachary R	Bachelor of Science
Kalen, Alyssa Suzanne	Bachelor of Science
Kasper, Heidi	Bachelor of Science
Kaszowski, Kathleen Louise	Bachelor of Science
Kaur, Harveen	Bachelor of Science in Nursing
Keil, Tristian Blake	Bachelor of Science
Keilly, Christina Marie	Bachelor of Science
Keim, Lesli Rae	Bachelor of Science in Nursing
Kelsheimer, Cora Anna Elizabeth	Bachelor of Science
Kenawi, Khaled Mohamed	Bachelor of Science
King, Brandon Ian	Bachelor of Science
King, Holden Joshua	Bachelor of Science
Kippert, Sara Marie	Bachelor of Science
Kirk Jr, Daniel A	Bachelor of Science
Kirkhoff, David M	Bachelor of Science
Kirkland, Dajia Dajon	Bachelor of Science
Kruyer, Brittany Marie	Bachelor of Science
Lackey, Gage	Bachelor of Science
Lafferty, Wendy J	Bachelor of Music Education
Latini, Sara	Bachelor of Science
Lauer, Emma Elizabeth	Bachelor of Science
Lawson, Laura Lee	Bachelor of Science
LeClaire, Audrey Elizabeth	Bachelor of Science
Ledwig, Daron R	Bachelor of Science
Lee, Curtis Aaron	Bachelor of Science
Lee, Nickayla	Bachelor of Science
Leinenbach, Christian Dane	Bachelor of Science
Lengacher, Colton Wyatt	Bachelor of Science
Li, Wei	Bachelor of Science
Liu, Yinglu	Bachelor of Arts
Liu, Yinglu	Certificate Undergraduate
Livingston, Laura B	Bachelor of Science
Loveless, Mercedes Nicole	Bachelor of Science
Lubaba, Sandra Busiku	Bachelor of Science
Luna, Joshua Michael	Bachelor of Science
Mace, Classee	Bachelor of Science
Madkhali, Abubakr	Bachelor of Science
Maitanmi, Olayinka	Bachelor of Science
Malone, Matthew Paul	Bachelor of Science

Mamie, Biftu H	Bachelor of Science
Marchal, Jodi Lynn	Bachelor of Science in Nursing
Martin, Riley A	Bachelor of Science
Masri, Justin George	Bachelor of Science
Masterson, Melissa Rose	Bachelor of Science
Matthews, Jasmine Rebecca	Bachelor of Science
Mauck, Carli J	Bachelor of Science
May, Natalie Nichole	Bachelor of Science
Mbo, Murielle	Bachelor of Science
McBride, Katherine S	Bachelor of Science
McCain, Zachary Randall	Bachelor of Science
McCain, Zachary Randall	Bachelor of Science
McCeadar, Michael L	Bachelor of Science
McConkey, Morgan Lindsay	Bachelor of Science
McDonald, Daniel Michael	Bachelor of Science
McIntosh, Jessica E	Bachelor of Science
McLean, Micaela	Bachelor of Science
Milburn, Brooke Alexandria	Bachelor of Science
Milledge, Cherrelle Alize	Bachelor of Science
Miller, Dallas Thompson	Bachelor of Science
Miller, Sanchez O'Sha	Bachelor of Arts
Mills, Karissa Marlene	Bachelor of Science
Mkoma, Brenda	Bachelor of Science
Moore, Brandon	Bachelor of Science
Moore, Kylee Sue	Bachelor of Science
Morris, Adam	Bachelor of Science
Morse, James	Bachelor of Science
Moscrip, Jerrod Tyler	Bachelor of Science
Mosquera, Maria	Bachelor of Science
Moss, Matthew James	Bachelor of Science in Nursing
Mullis, Chelsea Darlene	Bachelor of Science in Nursing
Mullis, Courtney Marie	Bachelor of Science
Munsey, Bryanna	Bachelor of Science
Murphy, James Patrick	Bachelor of Science
Murphy, Kennedy Nicole	Bachelor of Science
Murphy, Keri G	Bachelor of Science
Murray, LaCresa Sharel	Bachelor of Science
Myers, Michelle Leigh	Bachelor of Science
Myers, Miranda Lynn	Bachelor of Science
Neary, Mary Kate Elizabeth	Bachelor of Science
Newbolt, Raven J	Bachelor of Science
Nickels, Brianna E	Bachelor of Science
Nicoson, Chance J	Bachelor of Science
Noble, Samantha Jo	Bachelor of Science
Norris, Garth	Bachelor of Science
Novellino, Nicholas William	Bachelor of Science
Oetting, Christine Nicole	Bachelor of Science in Nursing

Omanga, Jean-Michel	Bachelor of Science
Ottersbach, Lincoln Tyler	Bachelor of Science
Overpeck, Barry Allen	Bachelor of Science
Owens, Georgene	Bachelor of Science
Parker, Abby L	Bachelor of Science
Peace, Treva Sharee	Bachelor of Science
Pearson, Christian James	Bachelor of Science
Pendola, Sabrina E	Bachelor of Science
Pepelea, Michelle Annette	Bachelor of Science in Nursing
Pershing, Miranda Chantel	Bachelor of Science
Pesavento, Lily Mae	Bachelor of Science
Piccione, Abigail Renee	Bachelor of Science
Pierce, Taylor Rae	Bachelor of Science
Pierce, Veronica A	Bachelor of Science
Polanco, Kayla Rae	Bachelor of Science
Porter-Roach, Natosha C	Bachelor of Science
Price, Korey	Bachelor of Science
Price, Korey	Certificate Undergraduate
Prusator, Grant	Bachelor of Science
Pugh, Bob	Bachelor of Science
Purcell, Lisa Lynn	Bachelor of Science in Nursing
Rankin, ShaAria Marqui	Bachelor of Science
Ratcliff, Nicholas Austin	Bachelor of Science
Redman, Kasey	Bachelor of Science
Reese, Rusty Ray	Bachelor of Science
Reitman, Valerie A	Bachelor of Science
rhoades, Morgan Dawn	Bachelor of Science
Rice, Cherokee Shay	Bachelor of Science
Riley, Temira R	Bachelor of Science
Roberts III, Gerald Eugene	Bachelor of Science
Roberts, Bailey Renee	Bachelor of Science
Roberts, Toni Lynn	Bachelor of Science
Rogers, Horace William	Bachelor of Science
Rose, Koewyn Anthony	Bachelor of Science
Roth, Mackenzie Lynn	Bachelor of Science
Rowe, Kristina Nikole	Bachelor of Science
Ruffner, Adam D	Bachelor of Science
Runyan, Amanda Leigh	Bachelor of Science in Nursing
Ryherd, Brandon Dwaine	Bachelor of Science
Sales, Larry D	Bachelor of Science
Saunders, Antonio D	Bachelor of Science
Schnarr, Morgan McKayla	Bachelor of Science in Nursing
Schopmeyer, Sara Michelle	Bachelor of Applied Science
Schrivver, John G, Jr	Bachelor of Science
Schrivver, John G, Jr	Certificate Undergraduate
Schultz, Jason	Bachelor of Science
Scott, Avante	Bachelor of Science

Scott, Courtney Elizabeth	Bachelor of Science
Scott, Khadija Janel	Bachelor of Science
Seibert, Jacob Cole	Bachelor of Science
Sharpe, Autumn Marie	Bachelor of Science in Nursing
Shaw, Shannon D	Bachelor of Science
Shema, Kathryn Elizabeth	Bachelor of Science
Shirley, Braxton Jay	Bachelor of Science
Shuee, Kaytlynn M	Bachelor of Science
Smith, Alex William Michael	Bachelor of Science
Smith, Alexandria	Bachelor of Science
Smith, Shelby B	Bachelor of Science
Smith, Xzavia	Bachelor of Science
South, William Tieler	Bachelor of Science
Sow, Abdoulaye Diouma	Bachelor of Science
Stanton, Chandler John Troy	Bachelor of Science
Stephens, Jordan Iman Kaelyn	Bachelor of Science
Stewart, Kenedi Marie	Bachelor of Science
Stillabower, Jami Lynn	Bachelor of Science
Strange, Anton	Bachelor of Science
Stucker, Nicholas Miller	Bachelor of Science
Styles, Tyler Scott	Bachelor of Science
Sullivan, Ashley Diondra	Bachelor of Science
Swaggerty, Marina Gabrielle	Bachelor of Science
Swails, Chandler Steven	Bachelor of Science
Sweeney, Kaitlyn Elizabeth	Bachelor of Science
Tanner, Emylee Melissa	Bachelor of Science
Teal, Reilly L	Bachelor of Science
Teal, Reilly L	Bachelor of Science
TenBrink, Gerrit R	Bachelor of Science
Terry, Bennett Andrew	Bachelor of Science
Thomas, Courtland Jeffries	Bachelor of Science
Thomas, Danielle Renee	Bachelor of Science
Thomas, Devon	Bachelor of Science
Thomas, Timothy Hastings	Bachelor of Applied Science
Thompsen, Corey Steven	Bachelor of Science
Thompson, Bradley Will	Bachelor of Science
Tidwell, Carol Hampton	Bachelor of Science
Tinkle, Ashley Michaela	Bachelor of Science
Tope, Holly M	Bachelor of Science
Trisler, Makenzie Nicole	Bachelor of Science
Truax, Michael Casey	Bachelor of Science
Truitt, Michael Anthony	Bachelor of Science
Trusheim, Kari Jo	Bachelor of Science
Tuggles, Ebone Renee	Bachelor of Science
Tuggles, Ebone Renee	Certificate Undergraduate
Turner, Destini Paige	Bachelor of Science
Vander, Swapanjit Singh	Bachelor of Science

Varela, Jocelyn	Bachelor of Science
Varney, Alicia Mae	Bachelor of Science
Vickrey, Kourtnee Ryann	Bachelor of Science
Waidlich, Adam Joseph	Bachelor of Science
Walden, Kaylen Kenneth Michael	Bachelor of Science
Walther, Camden	Bachelor of Science
Warren, Jasmine Marie	Bachelor of Science
Warren, Korrie R	Bachelor of Science
Wassberg, Carl	Bachelor of Science
Wayker, Ghaneah	Bachelor of Science
Weigel, Lauren Louise	Bachelor of Science
Weight, Camille	Bachelor of Science
Wentland, Regan N	Bachelor of Science
Westberry, Alyssa Ellen	Bachelor of Science
Wheeler, Alexas Jordan	Bachelor of Science
Whitley, Shakayla Anne	Bachelor of Science
Wietholter, Jammie Allen	Bachelor of Science
Wilkerson, Marissa R	Bachelor of Science
Will, Cody Joseph	Bachelor of Science
Williams, Brittney Nichole	Bachelor of Science
Williams, Dominique LaMonte	Bachelor of Science
Williams, Jack Isaac	Bachelor of Science
Williams, Zachary Isaiah	Bachelor of Science
Willis, Kierra C	Bachelor of Science
Woerner, Joseph M	Bachelor of Science
Woods, Ronald Malik	Bachelor of Science
Woolard, Matthew Dean	Bachelor of Science
Wright, Brianna Nicole	Bachelor of Science
Yeley, John M	Bachelor of Science
Zimmerman, Kari L	Bachelor of Science

3g Geography and Sustainability BA/BS and Anthropology BS

We propose to split the current BS in Human and Environmental Systems (41-54 credit hours) into 2 distinct majors – a BA/BS in Geography and Sustainability (31-34 credit hours) and a BS in Anthropology (42 credit hours). This division will streamline the 2 majors and better delineate the unique identities within the majors and the faculty.

The proposed change stems from concerns voiced by alumni, current students, and administration that the existing major is not a nationally recognized major. The current major with concentrations does not adequately convey to outside funders and potential students and employers the emphasis of the major. We believe this change will better reflect the core content of our programs, enable students to more easily pursue careers in the field, and enhance recruitment opportunities via a nationally recognized degree program.

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 2 new majors, BA/BS in Geography and Sustainability and BS in Anthropology, effective fall 2018.

On a motion by Mr. Pease, seconded by Mr. Case, the recommendation was approved.

3h Geology B.S. and Environmental Geoscience BA

We propose to split the current BS in Earth and Environmental Systems (58-69 credit hours) into 2 distinct majors – a BA in Environmental Geoscience (46-49 credit hours) and a BS in Geology (57-59 credit hours). This division will streamline the 2 majors and create an overlap in a core such that a student could easily double major or move between the 2 majors.

The proposed change stems from concerns voiced by alumni, current students, and administration that the existing major is not a nationally recognized major. The current core covers courses typically found in geology degree programs; however, the current degree title does not reflect the core content. Feedback from our students indicate that they are having difficulty finding jobs in the environmental, mining, and petroleum fields because companies are interested in hiring employees with geology degrees. We believe this change will better reflect the core content of our program, enable students to more easily pursue careers in geology, and enhance recruitment opportunities via a nationally recognized degree program.

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 2 new majors, BS in Geology and BA in Environmental Geoscience, effective fall 2018.

On a motion by Ms. Bell, seconded by Mrs. Smith, the recommendation was approved.

3i Middle School Mathematics Teaching Major

We have been asked to create a stand-alone middle school mathematics teaching major. With the shortage of qualified mathematics teachers in Indiana and the nation, this provides a route to licensure for those who wish to focus on teaching mathematics in the middle school. This major will lead to teaching licensure for mathematics for grades 5-8. Currently students wishing to teach middle school mathematics have one of two routes: the Mathematics Teaching Major (82 credits) which leads to licensure for grades 5-12 or the Elementary Education Major coupled with the Middle School Mathematics Minor (101 credits minimum). For those truly wanting middle school mathematics teaching only, this is a much shorter path, and very doable in 6 semesters. This major will have 69 credit hours.

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, Middle School Mathematics Teaching Major, effective fall 2018.

On a motion by Mrs. Powers, seconded by Ms. Bell, the recommendation was approved.

3j Textiles, Apparel, & Merchandising - Merchandising Minor (TAM Majors Only)

The TAM major has been revised to address current industry needs, to align with the meta goal of the International Textile and Apparel Association, as well as to enhance students learning experiences. The changes to the major requirements, focused on providing student with a breath of knowledge that exposes them to the variety of opportunities in the industry but does not specifically address the needs of student interested in the merchandising of fashion goods beyond the basic level. The minor in Merchandising, provides students with the opportunity to explore the business aspects of the fashion industry. In this minor, students will learn about the dynamic processes of developing and marketing fashion goods, distribution channels, sourcing strategies, and retail operations.

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

Recommendation: That the Textiles, Apparel, & Merchandising –Merchandising Minor (TAM Majors Only) be approved and effective fall 2018.

On a motion by Mr. Case, seconded by Mr. Taylor, the recommendation was approved.

3k Textiles, Apparel, & Merchandising - Design Minor (TAM Majors Only)

The TAM major has been revised to address current industry needs, to align with the meta goal of the International Textile and Apparel Association, as well as to enhance students learning experiences. The changes to the major requirements, focused on providing student with a breath of knowledge that exposes them to the variety of opportunities in the industry but does not specifically address the needs of student interested in clothing and accessory design beyond the basic level. The minor in Design, provides students with the opportunity to explore their creative interest, specific to the fashion industry. In this minor, students will learn about the dynamic processes of constructing clothing, including textile design, pattern-making techniques, garment fit, pattern manipulation, fabric draping techniques for garment construction, and planning and implementing strategies necessary for securing design related career positions.

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

Recommendation: That the Textiles, Apparel, & Merchandising –Design Minor (TAM Majors Only) be approved and effective fall 2018.

On a motion by Mr. Case, seconded by Mr. Taylor, the recommendation was approved.

3l Financial Services Selling Minor

The content of this minor was designed based on the input from the Sales Advisory council. In addition this particular combination of existing courses provides business students with the NACE competencies of Critical Thinking & Problem

Solving, Oral & Written Communications, Collaboration, Professionalism & Work Ethic, and Career Management to prepare them to be career ready. The focus on combining interpersonal and communication skills (sales courses) with analytical and empirical skills (financial services courses) gives our students a unique skill set that will make them more desirable employees and give them a competitive advantage in the hiring process. This program will also encourage students to develop areas where they may have a weakness (interpersonal skills for the more analytically focused, and analytical skills for the more communications focused). This program is a more academically rigorous replacement for the Medical Sales Certificate program.

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

Recommendation: Approval of the new program, Financial Services Selling Minor, effective fall 2018.

On a motion by Mr. Pease, seconded by Mrs. Powers, the recommendation was approved.

3m Elimination Medical Sales Certificate

This program was originally intended to encourage students in business to take science related courses or students in science majors to take sales courses to better position themselves for jobs in the medical sales field. Instead of growing their knowledge, most students are adding this certificate as an afterthought when they realize that their courses in their Sales concentration in the marketing major or sales minor combined with the AHS and science classes gave them the requirements by default. In addition, the certificate has failed to lead to any placements in the various medical sales fields. After consulting with the Sales Advisory Council (including a member from Cook Medical), they raised the fact that the Med Sales Certificate is nebulous and does not provide a unique skill set or a competitive advantage in hiring outside of the sales classes. They recommended that a new minor be introduced to replace this certificate that focused on encouraging students to obtain in demand skill sets. This resulted in the companion proposal to this one of a Financial Services Selling Minor that focuses on math and analytical skills in addition to sales

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

Recommendation: Approval of the elimination of the program, Medical Sales Certificate, effective fall 2018.

On a motion by Mr. Pease, seconded by Mr. Powers the recommendation was approved.

3n Naming of Football Practice Facility

WHEREAS, Jack and Joyce Rentschler met while attending Indiana State Teachers College and have demonstrated their enduring commitment to community service and to higher education; and

WHEREAS, Jack and Joyce Rentschler have demonstrated their support for higher education at Indiana State University in their previous gifts in support of the Bayh College of Education, the Indiana State University Alumni Association, the StateWorks program, and ISU Athletics; and

WHEREAS, Jack and Joyce Rentschler share in the vision of rebuilding a championship-caliber football program at Indiana State and are committed to helping that vision become a reality; and

WHEREAS, Jack and Joyce Rentschler have pledged their support to ISU Athletics through a lead gift to the Indiana State University Foundation for the renovation of the Indiana State University Football Practice Field;

THEREFORE, BE IT RESOLVED that in consideration of the lead gift by Jack and Joyce Rentschler for renovation of the football practice facility, the ISU Football Practice Field is hereby renamed the Jack and Joyce Rentschler Football Practice Field at Memorial Stadium, subject to execution of a final gift agreement with the ISU Foundation.

Recommendation: Approve the resolution to name the football practice field the Jack and Joyce Rentschler Football Practice Field at Memorial Stadium, subject to execution of a final gift agreement with the ISU Foundation.

On a motion by Mr. Case, seconded by Mr. Taylor, the recommendation was approved.

3o Board of Trustees Operating Principles

Recommendation: Approval of the proposed Board of Trustees Operating Principles.

On a motion by Mr. Campbell, seconded by Mr. Taylor, the recommendation was approved.

Indiana State University Board of Trustees Operating Principles

Created, defined, and empowered by Indiana statute, The Indiana State University Board of Trustees is a collegial body which governs the university and

- Shares governance with the various communities which comprise it
- Values honesty, candor and the pursuit of truth
- Respects disparate points of view
- Promotes discussion and sharing of ideas

As the Board exercises its governing function, it

- Holds as its highest priority the advancement of the university, its interests, and those it serves
- Abides by the letter and spirit of Indiana law regarding public disclosure, public meetings, and public records
- Thinks and acts proactively and prospectively
- Establishes policy, but delegates its implementation to and through the President and his or her designees

In its decision making, the Board

- Is tough on issues and accountabilities, but gentle with and respectful of each other
- Maintains strict confidentiality regarding all conversations in executive session
- Discloses and addresses potential conflicts of interest
- Speaks with one voice through its elected Chairman

Beyond decision making, the members of the Board understand that

- Their visibility in and participation with the life of the university is important to its vitality
- Their communication with the university and its people is directed by and through the President
- Attendance at meetings, seminars, commencements and other formal university events is expected
- Participation in social and non-formal events is encouraged
- Their actions reflect on the university and should at all times bring credit and instill pride

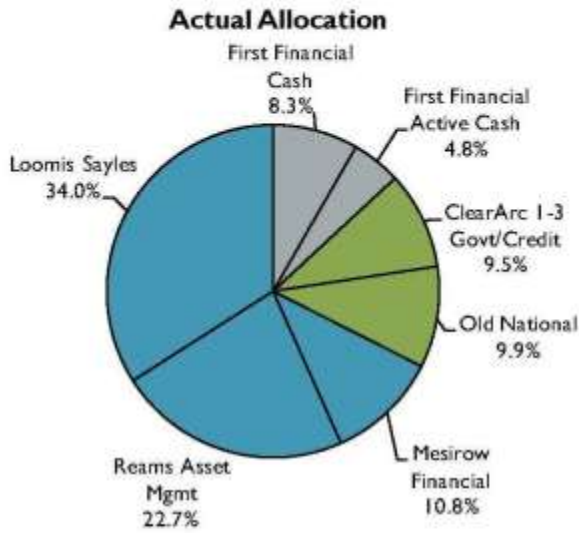
3p Appointment of Finance Committee by Chair Elect

Jeff Taylor, Chair
Andrew Case
Randy Minas
Kim Smith

4a University Investments

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending March 31, 2018.

Indiana State University Operating Funds Plan Summary Period Ended March 31, 2018



Strategic Allocation

Tier	Target Allocation	Style	Allocation of Tier
Tier I	\$10mm - \$25mm	Cash	50%
		Active Cash	50%
Tier II	\$25mm - \$30mm	Defensive	50%
		Intermediate	50%
Tier III	Balance	Core	50%
		Core Plus	50%

Manager	Market Value
ISU-First Financial Cash	\$12,546,575
ISU-First Fincl. Active Cash	\$7,253,198
ISU-ClearArc	\$14,339,854
ISU-Old National	\$14,877,759
ISU-Mesirow Fincl.	\$16,371,753
ISU-Reams Asset Mgmt.	\$34,231,859
ISU-Loomis Sayles	\$51,407,990
ISU-Total Fund	\$151,028,990

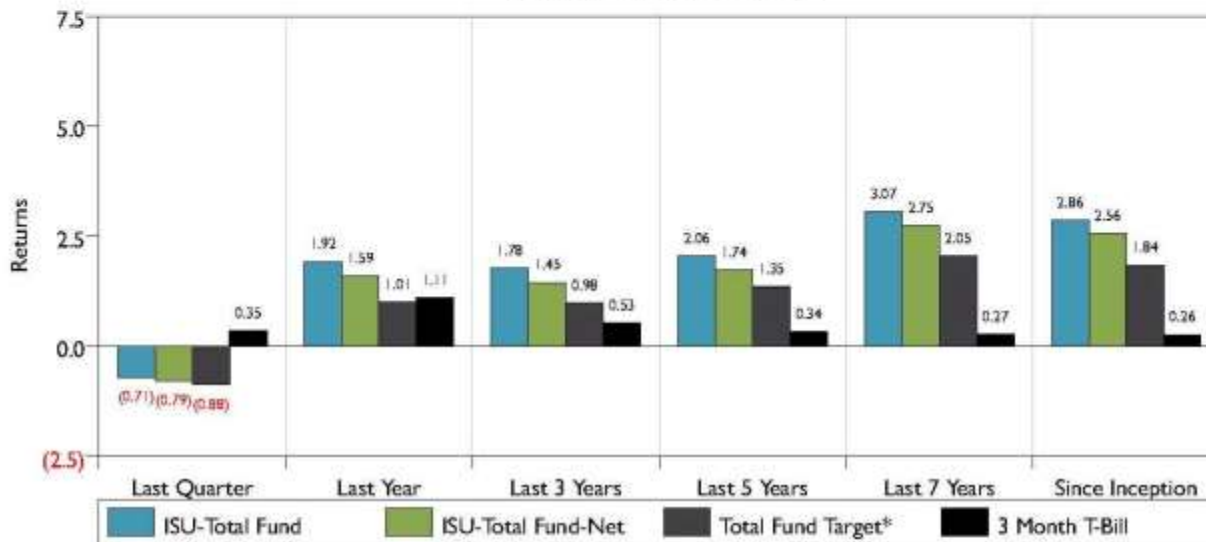


RETURN SUMMARY PERIOD ENDED MARCH 31, 2018

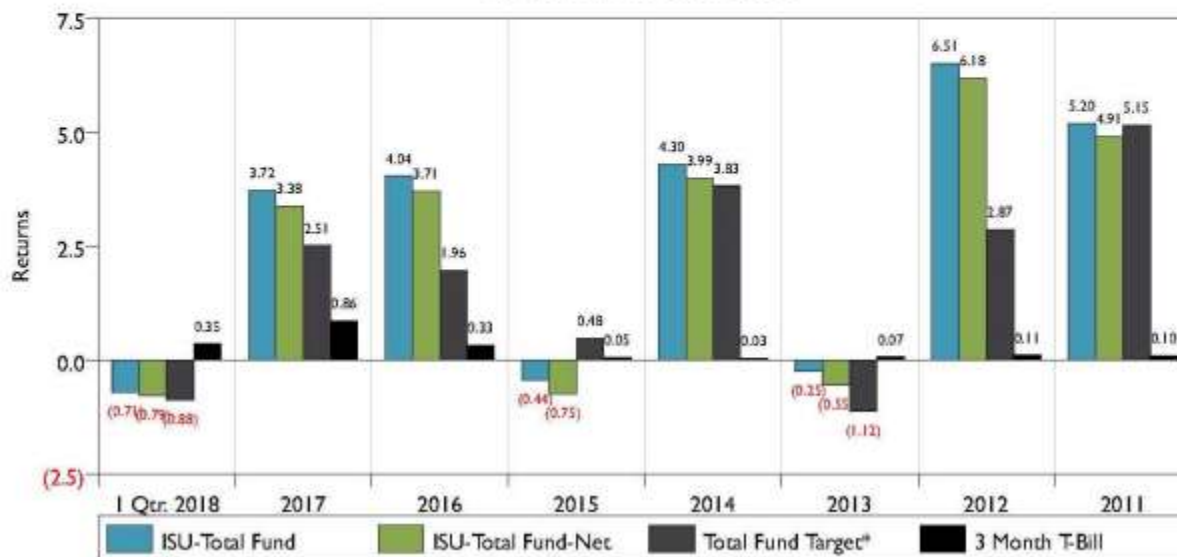
Total Fund Performance

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, 2018
Inception Date: October 1, 2010



ISU Total Fund Returns
Calendar Year Returns
Inception Date: October 1, 2010

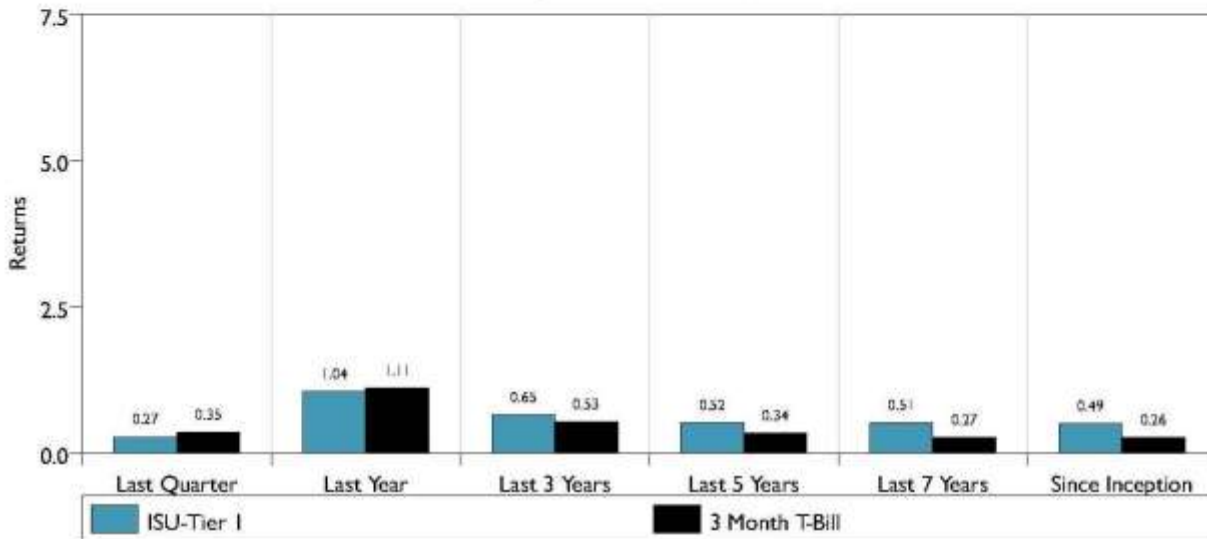


RETURN SUMMARY
PERIOD ENDED MARCH 31, 2018

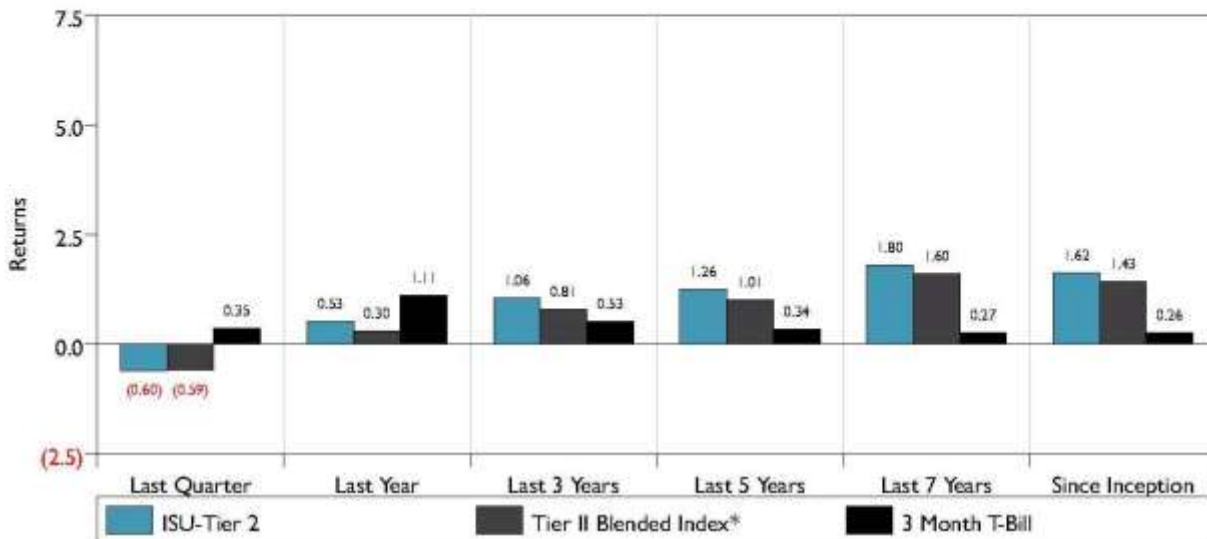
Total Fund Performance

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

ISU Tier I Returns
 for Various Time Periods
 Current Quarter Ending March 31, 2018
 Inception Date: October 1, 2010



ISU Tier 2 Returns
 for Various Time Periods
 Current Quarter Ending March 31, 2018
 Inception Date: October 1, 2010

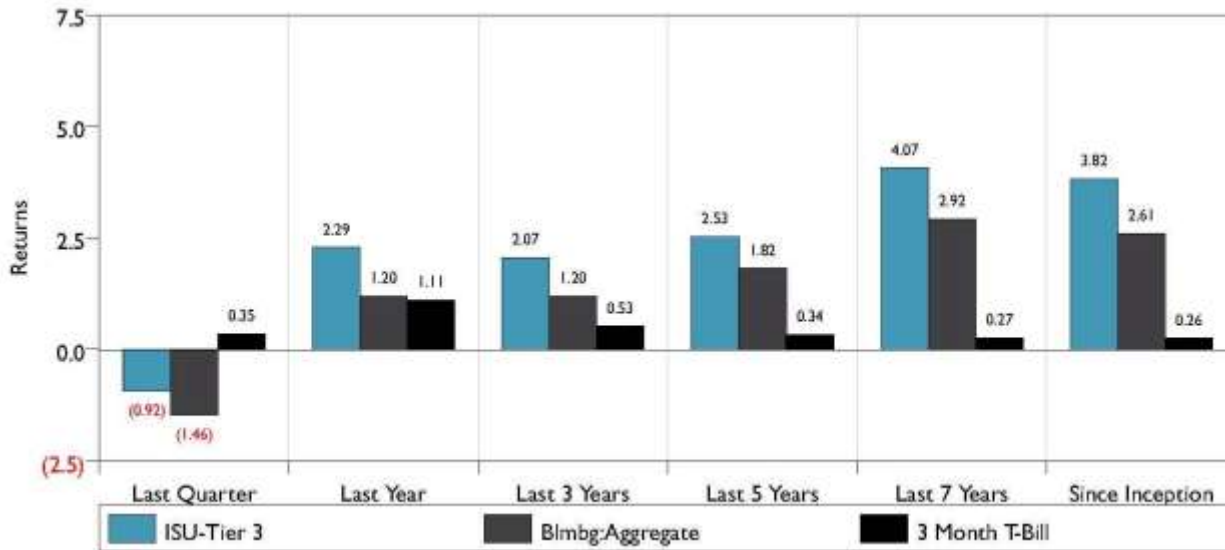


RETURN SUMMARY
PERIOD ENDED MARCH 31, 2018

Total Fund Performance

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

ISU Tier 3 Returns
for Various Time Periods
Current Quarter Ending March 31, 2018
Inception Date: October 1, 2010



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

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

CHANGE IN MARKET VALUE BY INVESTMENT MANAGER

CURRENT QUARTER ENDED MARCH 31, 2018

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/Loss	Ending Market Value
ISU-First Financial Cash	\$12,512,025	(\$4,975)	\$39,525	\$12,546,575
ISU-First Fincl. Active Cash	\$7,242,171	(\$3,004)	\$14,032	\$7,253,198
ISU-ClearArc	\$14,381,653	(\$6,226)	(\$35,573)	\$14,339,854
ISU-Old National	\$15,027,692	(\$8,897)	(\$141,036)	\$14,877,759
ISU-Mesirow Fincl.	\$16,616,131	(\$15,149)	(\$229,229)	\$16,371,753
ISU-Reams Asset Mgmt.	\$34,774,281	(\$30,150)	(\$512,271)	\$34,231,859
ISU-Loomis Sayles	\$51,855,492	(\$50,856)	(\$396,645)	\$51,407,990
ISU-Total Fund	\$152,409,445	(\$119,258)	(\$1,261,197)	\$151,028,990

FISCAL YEAR TO DATE ENDED MARCH 31, 2018

	Beginning Market Value	Deposits/ Withdrawals	Investment Gain/Loss	Ending Market Value
ISU-First Financial Cash	\$2,464,804	\$9,990,511	\$91,261	\$12,546,575
ISU-First Fincl. Active Cash	\$4,217,497	\$2,993,110	\$42,591	\$7,253,198
ISU-ClearArc	\$14,337,855	(\$18,777)	\$20,777	\$14,339,854
ISU-Old National	\$14,975,016	(\$24,932)	(\$72,324)	\$14,877,759
ISU-Mesirow Fincl.	\$16,416,626	(\$45,436)	\$564	\$16,371,753
ISU-Reams Asset Mgmt.	\$34,334,556	(\$90,735)	(\$11,962)	\$34,231,859
ISU-Loomis Sayles	\$50,773,080	(\$150,198)	\$785,109	\$51,407,990
ISU-Total Fund	\$137,519,433	\$12,653,542	\$856,015	\$151,028,990

4b Financial Report

INDIANA STATE UNIVERSITY						
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY						
For the Period Ending March 31, 2018						
			Percent			Percent
	2017-18	YTD	of	2016-17	YTD	of
	Adjusted	through	Adjusted	Adjusted	through	Adjusted
	Budget	3/31/18*	Budget	Budget	3/31/17*	Budget
Revenues						
State Appropriations						
Operational	\$ 65,154,447	\$ 48,865,833	75.0%	\$ 65,929,201	\$ 49,446,900	75.0%
Student Success Appropriation	2,350,000	1,762,497	75.0%			
Debt Service Appropriation	9,038,588	7,551,756	83.6%	10,009,889	4,477,134	44.7%
Sub-Total State Appropriations	76,543,035	58,180,086		75,939,090	53,924,034	
Student Tuition	105,473,594	97,784,676	92.7%	93,321,968	87,287,077	93.5%
Other Fees and Charges	1,131,500	1,222,828	108.1%	1,206,500	1,201,929	99.6%
Other Income	6,240,141	4,748,550	76.1%	5,978,042	4,794,176	80.2%
Total Budgeted Revenue	\$ 189,388,270	\$ 161,936,140		\$ 176,445,600	\$ 147,207,216	
Encumbrances and Carryforward	13,495,543	13,495,543		12,453,744	12,453,744	
Reimbursements and Income Reappropriated From Other Sources	5,259,767	5,259,767		5,054,508	5,054,508	
Total Revenues	\$ 208,143,580	\$ 180,691,450	86.8%	\$ 193,953,852	\$ 164,715,468	84.9%
Expenditures						
Compensation						
Salaries and Wages	\$ 90,977,955	\$ 68,704,715	75.5%	\$ 90,383,137	\$ 68,826,531	76.1%
Fringe Benefits	27,009,701	18,955,244	70.2%	26,486,468	18,967,473	71.6%
Sub-Total Compensation	117,987,656	87,659,959	74.3%	116,869,605	87,794,004	75.1%
Departmental Expenses						
Supplies and Related Expenses	23,864,848	13,989,714	58.6%	21,893,282	14,086,820	64.3%
Repairs and Maintenance	5,574,595	6,111,452	109.6%	5,849,849	5,509,295	94.2%
Other Committed Expenses	1,330,302	927,923	69.8%	1,248,829	1,035,842	82.9%
Sub-Total Departmental Expenses	30,769,745	21,029,089	68.3%	28,991,960	20,631,957	71.2%
Utilities and Related Expenses	11,017,150	7,923,920	71.9%	11,088,062	8,278,665	74.7%
Equipment and Other Capital						
Library Acquisitions	1,640,211	942,516	57.5%	1,621,708	929,534	57.3%
Operating Equipment	4,571,190	1,587,536	34.7%	3,785,415	812,458	21.5%
Capital Improvements	4,229,652	3,822,777	90.4%	5,932,640	3,854,205	65.0%
Sub-Total Equipment & Other Capital	10,441,053	6,352,829	60.8%	11,339,763	5,596,197	49.4%
Student Scholarship and Fee Remissions	15,192,224	16,619,362	109.4%	13,460,369	14,566,165	108.2%
Laptop Scholarship Program	1,415,000	1,244,575	88.0%	1,421,000	1,692,758	119.1%
Academic Debt Service	9,038,587	9,048,068	100.1%			
Reserve for Strategic Initiatives	1,142,921		0.0%	1,248,645		0.0%
Reserve for Student Success	1,425,000		0.0%			
Budgeted Reserve	5,274,000		0.0%	5,133,330		0.0%
Transfers Out	4,440,244	4,024,015	90.6%	4,401,118	4,321,117	98.2%
Total Expenditures	\$ 208,143,580	\$ 153,901,817	73.9%	\$ 193,953,852	\$ 142,880,863	73.7%
*Includes encumbrances and open commitments						

Revenues

Student Tuition

Student tuition includes debt service from 2017-18 of \$9,038,588 and is offset in the expenditures for Academic Debt Service for the same amount. Fall semester tuition of \$49,137,849 is below budget by \$1,167,225 and Spring semester tuition of \$44,352,461 is below budget by \$1,874,905. The difference partly reflects a decrease in graduate student enrollment and fall to spring return rate for new freshmen. Summer school tuition totals \$4,309,964 which reflects only the second half of summer as this crosses the fiscal year with the remaining portion of summer to be recognized before June 30, 2018.

Other Fees and Charges

Other Fees and Charges are above last year's total by \$20,899. Late registration, change of course fees, deferment fees and undergraduate admission fees are up from the previous year, while collection, on-campus credit, graduate admission and off-campus credit fees are down from last year.

Other Income

Other Income is below last year's amount by \$45,626. This includes an additional \$173,644 of utility reimbursement from Residential Life and a timing difference of \$235,000 recognizing construction project fees in 2016-17 that will be recorded later in 2017-18. Transcript fees are above and indirect cost recovery are below last year's amount.

Expenses

Compensation

Compensation is below last year's amount by \$134,045. Salaries and Wages are down \$121,816 as administrative salaries, overtime and student wages increased while instructional salaries, support staff wages and graduate assistantships decreased. Fringe Benefits are down by \$12,229 due to reductions in medical insurance, PERF and life insurance that offset increases in TIAA/CREF and FICA.

Departmental Expenses

Total Departmental Expenses has increased by \$397,132. Supplies and Related Expenses decreased by \$97,106 due to reduction of office supplies. Repairs and Maintenance reflects an increase of \$602,157 that includes networking maintenance and minor HVAC repair expenses.

Utilities and Related Expenses

Utilities and Related Expenses had a decrease \$354,745 from last year. The natural gas purchase order is lower for FY18. This is also inclusive of decreased water and sewage costs and increased electrical costs.

Equipment and Other Capital

Equipment and Other Capital shows an increase of \$756,632. Library acquisition expenses are up by \$12,982 due to increased electronic subscriptions. Operating Equipment which includes both capital and non-capital equipment purchases shows an increase due to additional computer equipment purchases.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows an increase of \$2,053,197. The scholarship expenses reflects a new Illinois scholarship and additional students qualifying for merit-based aid. The Laptop scholarship program expenses were reduced by \$448,183 to reflect lower cost for laptops.

Academic Debt Service

Academic Debt Service was established for FY18 to record debt service for academic facilities that are funded by the State of Indiana. Tuition fees have been adjusted to reflect this change (see Student Tuition).

Budgeted Reserve

For FY18 a budget reserve of 3 percent of the FY17 general fund operating budget was established. The funds will be used to cover the tuition revenue shortfall and additional student scholarships.

Transfers Out

Transfers Out shows a \$297,102 reduction from 2016-17 that is a result of the OIT transfer of \$400,000 to reflect infrastructure upgrades.

4c Purchasing Report

Purchase Order Activity for Period February 8, 2018 to April 25, 2018			
Purchases Over \$50,000.00			
Sole Source, Multi-Search Familiarity & Experience With ISU			
Storbeck Pimentel and Associates Inc	P0083316	Executive Search Firm, Vice Provost Search	\$67,600.00
Sole Source, Only Source Found With Qualification and Experience To Meet Specifications			
Barstow	P0083324	ACOTE Credentialing of Occupational Therapy Pro	\$79,800.00
Sole Source, Only Source Found With Qualification and Experience To Meet Specifications			
Gipson	P0083325	Consultant Development of Occupational Therapy	\$79,800.00
Sole Source, Unique Equipment Features			
Catapult Sports LLC	P0083317	Kinesiology Monitoring System	\$88,220.02
Sole Source, Compatible With Existing Equipment, Unique Service, Experience, Has Federal Permits			
Copperhead Environmental Consulting I	P0083523	Aerial Tracking of Bats from Aircraft	\$104,000.00
Sole Source, Compatible With Current Equipment			
CoachComm LLC	P0083374	Football Coach's Radio Communications Equipment	\$121,157.00
Sole Source, Matches Current Furniture, Only Supplier In This Region For This Manufacturer			
Office Works	P0083524	Furniture for Mills, Blumberg, Cromwell	\$293,481.89
Lowest Bid That Met Specifications			
Duncan Video Inc	P0083587	Dreiser Hall TV Studio	\$295,191.73

4d Vendor Report

The following vendors have accumulated purchases from the University for the time period February 1, 2018 through March 30, 2018 (Fiscal Year) in excess of \$250,000:		
Wells Fargo Vendor Financial Services LLC	\$ 252,748	Copier Lease Payments
Nalco Company	\$ 252,778	Water Purification Chemicals
Freitag Weinhardt Inc	\$ 253,362	Plumbing and Mechanical Services- Various Buildings
Chard Snyder & Associates Inc	\$ 277,043	Flexible Spending Account Claims
Blakley Corporation	\$ 294,542	University Hall Masonry Repair
Ricoh USA Inc	\$ 333,928	Printing Costs (Lease Payments and Print Jobs)/Printer Purchases
US Postmaster	\$ 336,135	Postage Expenses
Byrne & Jones Construction Inc	\$ 563,013	Football Turf
CVS Pharmacy Inc	\$ 603,406	Prescription Drug Coverage (New Provider Effective January 1, 2018)
Previously Reported Vendors with Purchases Exceeding \$250,000		
Terre Haute Transit Utility	\$ 252,600	Bus Services for ISU Students
Union Associated Physicians Clinic LLC	\$ 284,118	Student Health Center Services
Evan and Ryan Electrical Contractors Inc	\$ 285,795	Dreiser Hall Restroom Renovation; Arena Sports Performance Renovation
Office Works	\$ 297,685	Cromwell Hall Case Goods
Life Fitness	\$ 305,098	Athletic Weight Training Equipment
Blackboard Inc	\$ 312,716	Blackboard Software Maintenance and Storage
SoftChoice Corporation	\$ 326,417	Maintenance on EES System and Licensing Software
Otis Elevator	\$ 333,490	Maintenance Agreement for Campus Elevators; Elevator Repairs
Pacesetter Sports	\$ 367,178	Athletic Gear and Equipment
Guy Brown Management	\$ 367,557	Office Supplies
Indiana-American Water Company	\$ 388,009	Water Utility Payments
Key Government Finance Inc	\$ 392,332	Networking Software Maintenance Agreement
Sauder Manufacturing Company	\$ 393,623	Cromwell Hall Case Goods
Rural Health Innovation Collaborative	\$ 393,754	Partner Contribution for Simulation Center Operational Expenses
Midwest Maintenance Inc.	\$ 470,471	Library Masonry Work
Crown Electric Inc	\$ 524,827	University Apartments Fire Alarm
arcDESIGN	\$ 633,667	Fine Arts Building; Science Building Corridors; Lincoln Quad; University Apartments; HMSU-Starbucks
RJE Interiors Inc	\$ 655,824	Furniture Purchases for Science Building Corridors and CNHHS Renovation; Miscellaneous Furniture Purchases
Barnes & Noble Booksellers	\$ 682,996	Textbook Scholarships
Delta Dental Plan of Indiana	\$ 712,756	Dental Claims Reimbursements
Symetra Life Insurance Company	\$ 774,581	Life and Long Term Disability Insurance
City of Terre Haute	\$ 918,734	Sewage Utility Payments; Fire & Emergency Medical Protection for Campus
ONI Risk Partners Inc	\$ 940,446	Athletic Medical, Flight Academy, Workers Compensation, and Commercial Property Insurance Policies
Network Solutions	\$ 1,059,971	Annual Smartnet Maintenance; Networking Equipment; CNHHS Renovation
EDF Energy Services LLC	\$ 1,166,237	Natural Gas Purchases
500 Wabash Housing LLC	\$ 1,179,350	500 Wabash Lease Payments
CDI Inc.	\$ 1,476,016	Utility Tunnel Renovation; Science Building Roof; Jones/Hines Concrete Repairs
AmWins/NEBCO Group Benefits	\$ 1,512,785	Retiree Insurance Coverage
Medco Health Solutions	\$ 1,754,925	Prescription Drug Coverage
Ratio Architects Inc	\$ 1,907,282	Architectural Services for Cromwell Hall; CNHHS, Rhoads Hall and Hulman Center Renovation
Riverside Technologies Inc	\$ 1,977,649	Computer Equipment Purchases
Duke Energy	\$ 5,077,156	Electricity Utility Payments
TIAA CREF	\$ 8,925,951	Retirement Contributions
Sodexo Inc and Affiliates	\$ 10,370,279	Dining and Catering Services
Anthem Life Insurance Company	\$ 10,370,474	Health Care Benefits and Reimbursements of Medical Claims (as of 1/1/2017)
Hannig Construction Inc	\$ 33,422,864	Holmstedt Hall IU Med Center Renovation; Science Building Corridor Renovations; Rhoads Hall Renovation; Cromwell Hall Renovation, CNHHS Renovation; Tirey/Tilson Roof and Masonry Repairs

4e Faculty Personnel

FACULTY

Appointments

(effective August 1, 2018 unless otherwise stated)

Sean Bartz; Assistant Professor, Department of Chemistry and Physics; Ph.D., Xavier University; salary \$60,500 per academic year.

Cory Campbell; Assistant Professor, Department of Accounting, Finance, Insurance, and Risk Management; Ph.D., Case Western Reserve University; salary \$125,000 per academic year.

Mark Inlow; Assistant Professor, Department of Mathematics and Computer Science; Ph.D., Texas A&M University; salary \$74,000 per academic year.

John Kiesel; Assistant Professor, Department of Applied Medicine and Rehabilitation; D.P.T., IUPUI; salary \$90,000 per fiscal year, prorated from effective date of July 9, 2018.

Russell Lodge; Assistant Professor, Department of Mathematics and Computer Science; Ph.D., Indiana University; salary \$57,000 per academic year.

Donna Purviance; Assistant Professor, Department of Advanced Practice Nursing; D.N.P., Indiana State University; salary \$74,000 per academic year.

Cassandra Strawser; Assistant Professor, Department of Applied Health Sciences; Ph.D., Indiana University of Pennsylvania; salary \$61,000 per academic year.

Peng Zhao; Assistant Professor, Department of Mathematics and Computer Science; Ph.D., Ohio State University; salary \$57,000 per academic year.

Fan Zuo; Assistant Professor, Department of Chemistry and Physics; Ph.D., University of California Riverside; salary \$59,000 per academic year.

Instructor Appointments of 2-5 Years – 2018-2019 Academic Year

(Effective August 1, 2018 unless otherwise noted)

Heather Adams; Instructor, Department of Applied Medicine and Rehabilitation; M.S., Indiana State University; salary \$39,457.

Katrina Babb; Instructor and Director of the Center for Economic Education, Department of Economics; M.S., Purdue University; salary \$49,056 per academic year.

Alex Badillo; Pre-Doctoral Fellow, Department of Earth and Environmental Systems; M.S., Indiana University; salary \$45,000 per academic year.

Steve Baker; Instructor, Department of Mathematics and Computer Science; M.S., Indiana State University; salary \$67,129 per academic year.

Terry Clark; Instructor, Department of History; B.S., Xavier University (special credentials on file); salary \$37,179 per academic year.

Lynette Coffey; Instructor, Department of Baccalaureate Nursing; M.S.N., Indiana Wesleyan University; salary \$53,703 per academic year.

Braden Cole; Senior Instructor, Department of Kinesiology, Recreation, and Sport; M.A., Indiana State University; salary \$39,649 per academic year.

Walter Dininger; Instructor, Department of Kinesiology, Recreation, and Sport; M.S., Indiana State University; salary \$39,649 per academic year.

Deanna Franklin; Instructor, Department of Applied Health Sciences; Ph.D., Indiana State University; salary \$52,154 per academic year.

Jared Hancock; Instructor, Department of Chemistry and Physics; Ph.D., Brigham Young University; salary \$42,000 per academic year.

Jason Huffman; Instructor, Department of Mathematics and Computer Science; M.S., Indiana State University; salary \$45,000 per academic year.

Brian James; Instructor, Department of Applied Engineering and Technology Management; M.S., Indiana State University; salary \$56,802 per academic year.

Robert McMahan; Senior Instructor, Department of Accounting, Finance, Insurance, and Risk Management; J.D., Indiana University; salary \$50,884 per academic year.

Tyler Nolting; Instructor, Department of Applied Health Sciences; M.P.H., Indiana University; salary \$51,845 per academic year.

Natasha Rascon; Instructor, Department of Communication; Ph.D., University of New Mexico; salary \$41,827 per academic year.

Donald Shorter; Instructor, Department of Languages, Literatures, and Linguistics; Doctor of Religion, Indiana Christian University; salary \$38,683 per academic year.

Benjamin Thomson; Instructor, Department of Applied Engineering and Technology Management; M.S., Indiana State University; salary \$56,802 per academic year.

Yana Weinstein; Instructor, School of Music; M.M., Ohio State University; salary \$39,245 per academic year.

Temporary Full-Time Faculty for 2018-2019 Academic Year (Unless Otherwise Stated)

Hailee Lauritzen; One-Semester Full-Time Lecturer, Department of Social Work; M.S.W., Michigan State University; salary \$27,250; for the spring semester of the 2017-2018 academic year.

Hailee Lauritzen; Full-Time Lecturer, Department of Social Work; M.S.W., Michigan State University; salary \$54,500; effective August 1, 2018.

Temporary Part-Time Appointments – 2018 Spring Semester

Michael Ball; Part-Time Lecturer, Department of Aviation Technology; Master of Aeronautical Science, Embry-Riddell Aeronautical University; three hours; salary \$4,500.

Errett Bozarth; Part-Time Lecturer, Department of Aviation Technology; B.S., U.S. Naval Academy; three hours; salary \$4,500.

Matthew Brown; Part-Time Lecturer, Department of Aviation Technology; M.S., Indiana University Northwest; three hours; salary \$4,500.

Chad Clark; Part-Time Lecturer, Department of Teaching and Learning; Ph.D., Indiana State University; three hours; salary \$3,000.

Terry Crowe; Student Teacher Supervisor, Educational Student Services; M.S. Purdue University; supervise four students; salary \$2,424.

Yuju Huang; Part-Time Lecturer, Department of Teaching and Learning; Ph.D., Indiana State University; nine hours; salary \$9,000.

Paul Kaiser; Part-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; three hours; salary \$3,999.

Christine Knight; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.L.D., St. Mary-of-the-Woods College; three hours; salary \$3,900.

David Marcotte; Part-Time Lecturer, Department of Educational Leadership; Ph.D., Indiana State University; three hours; salary \$3,999.

Tamara McCollough; Part-Time Lecturer, Department of Criminology and Criminal Justice; M.S., Indiana State University; three hours; salary \$3,000.

Rika Nanjo; Part-Time Lecturer, Department of Languages, Literatures, and Linguistics; M.A., Indiana State University; six hours; salary \$6,000, with \$3,000 prorated from the effective date of February 27, 2018.

Harrold Schipp; Student Teacher Supervisor, Educational Student Services; M.S., Indiana University; supervise three students; salary \$1,818.

James Swindell; Part-Time Lecturer, Department of Aviation Technology; Ph.D., Indiana Institute of Technology; six hours; salary \$9,000.

Joseph Thomas; Part-Time Lecturer, University College; M.A., Ball State University; six hours; salary \$6,000.

Change of Status

Brandi Andreae; Assistant Professor and OT Clinical Coordinator, Department of Applied Medicine and Rehabilitation; supplemental instructional stipend of \$4,000 for teaching an additional four credit hours; for the months of June and July 2018.

Kirk Armstrong; Associate Professor, Department of Applied Medicine and Rehabilitation; stipend of \$1,200 per month for additional duties as Faculty Fellow for Assessment and Accreditation, Office of the Provost and Vice President for Academic Affairs; effective March 1, 2018, through June 30, 2018.

Tonya Balch; Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; ten percent salary increase to the 2018-2019 base plus \$396 salary floor adjustment; salary \$74,206; effective August 1, 2018.

Carrie Ball; Associate Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; from 10 month academic year faculty to 12 month fiscal year faculty; salary \$85,219 prorated from the effective date of June 1, 2018.

Renee Bauer; Associate Professor, Department of Baccalaureate Nursing; ten percent promotion increase to the 2018-2019 base; salary \$88,949; effective August 1, 2018.

Linda Behrendt; Associate Professor, Department of Applied Health Sciences; stipend of \$3,000 for additional duties as Master Teacher Coordinator, Faculty Center for Teaching and Learning; for the spring semester of the 2017-2018 academic year.

Caitlin Brez; Associate Professor, Department of Psychology; ten percent promotion increase to the 2018-2019 base; salary \$64,704 per academic year.

Scott Buchanan; from Professor and Interim Director, School of Music; to Professor and Director, School of Music; change in salary to \$83,581 per academic year and Director's supplement of \$18,000 per academic year; effective June 1, 2018.

Edith Campbell; Associate Librarian, Department of Library Services; ten percent salary increase to the 2018-2019 base plus salary floor adjustment; salary \$62,882 per fiscal year; effective July 1, 2018.

Chia-An Chao; Professor, Department of Management, Information Systems, and Business Education; change in salary to \$114,168, prorated from the effective date of January 1, 2018.

William Clyburn; Professor, Department of Electronics and Computer Engineering Technology; ten percent promotion increase to the 2018-2019 base; salary \$99,729; effective August 1, 2018.

Braden Cole; Senior Instructor, Department of Kinesiology, Recreation, and Sport; ten percent promotion increase to the 2018-2019 base; salary \$43,614; effective August 1, 2018.

Lindsey Eberman; Professor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to the 2018-2019 base; salary \$91,919; effective August 1, 2018.

Susan Eley; Professor, Department of Advanced Practice Nursing; ten percent promotion increase to the 2018-2019 base; salary \$127,113; effective July 1, 2018.

Robert English; Professor, Department of Electronics and Computer Engineering Technology; correction of salary to \$137,182 per academic year, prorated from the effective date of January 1, 2018.

Kira Enriquez Loya; Associate Professor, Department of Art and Design; ten percent salary increase to the 2018-2019 base plus salary floor adjustment; salary \$62,882 per fiscal year; effective August 1, 2018.

Marcee Everly; Professor and Chairperson, Department of Baccalaureate Nursing; ten percent promotion increase to the 2018-2019 base; salary \$120,430; effective July 1, 2018.

Susan Frey; Librarian, Department of Library Services; ten percent of promotion increase to the 2018-2019 base; salary \$78,631; effective July 1, 2018.

Jodi Frost; Associate Professor; Department of Mathematics and Computer Science; ten percent promotion increase to the 2018-2019 base; salary \$66,634; effective August 1, 2018.

Harry Gallatin; Senior Instructor, Department of Accounting, Finance, Insurance, and Risk Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2017-2018 academic year.

Claudine Gaston; Instructor, Department of Communication; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2017-2018 academic year.

Vicki Hammen; Professor, Department of Communication Disorders and Counseling, School and Educational Psychology; ten percent increase to the 2018-2019 base; salary \$94,125; effective July 1, 2018.

Cody Hanson; Assistant Professor, Department of Languages, Literatures and Linguistics; supplemental instructional stipend of \$3,000 for teaching an additional three hours, prorated for the appointment period of April 12, 2018, through May 31, 2018.

Mahfuzul Haque; Professor, Department of Accounting, Finance, Insurance, and Risk Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2017-2018 academic year.

Nicole Heck; from Assistant Professor and Didactic Coordinator – Physician Assistant's Program, Department of Applied Medicine and Rehabilitation, to Assistant Professor and Program Director, Physician Assistant's Program, Department of Applied Medicine and Rehabilitation; surrenders Didactic Coordinator supplement of \$7,500 per fiscal year; Program Director supplement of \$27,804 per fiscal year, prorated from the effective date of May 19, 2018.

Lori, Henson; Assistant Professor, Department of Communication; salary equity adjustment of \$3,000; salary \$56,910 per academic year, prorated from the effective date of February 1, 2018.

Kathleen Huun; from Senior Instructor, Department of Baccalaureate Nursing Completion, to Assistant Professor, Department of Baccalaureate Nursing Completion; salary \$88,438 per academic year; effective August 1, 2018.

Paula Jarrard; from Assistant Professor and Interim Director, Occupational Therapy Program, Department of Applied Medicine and Rehabilitation, to Assistant Professor and Director, Occupational Therapy Program, Department of Applied Medicine and Rehabilitation; no change in salary; received Director supplement of \$7,500 per fiscal year, prorated from the effective date of April 1, 2018.

Yi-Yin Ko; Associate Professor, Department of Mathematics and Computer Science; ten percent promotion increase to the 2018-2019 base; salary \$66,634; effective August 1, 2018.

Sandra Kohler; Assistant Professor; Department of Languages, Literatures and Linguistics; supplemental instructional stipend of \$3,000 for teaching an additional three hours, prorated for the appointment period of April 18, 2018, through May 31, 2018.

Jennifer Latimer; Professor, Department of Earth and Environmental Systems; ten percent promotion increase to the 2018-2019 base; salary \$84,112; effective August 1, 2018.

Zhiyong Liu; Professor; Department of Accounting, Finance, Insurance, and Risk Management; ten percent promotion increase to the 2018-2019 base; salary \$147,465; effective August 1, 2018.

Miriam Mattsey; Senior Instructor, Department of English; ten percent promotion increase to the 2018-2019 base; salary \$44,423; effective August 1, 2018.

Stephen McCaskey; Associate Professor, Department of Human Resource Development and Performance Technologies and Acting Associate Dean, College of Technology; ten percent promotion increase to the 2018-2019 base; salary \$95,564; effective August 1, 2018.

Nicole McGuire; Part-Time Lecturer, Department of Applied Health Sciences; correction of salary from to \$7,500; for the spring semester of the 2017-2018 academic year.

Linda McQuiston; Associate Professor, Department of Baccalaureate of Nursing; ten percent promotion increase to the 2018-2019 base; salary \$87,227; effective August 1, 2018.

Jill Moore; Associate Professor, Department of Advanced Practice Nursing; ten percent promotion increase to the 2018-2019 base; salary \$100,826; effective July 1, 2018.

Valentine Muyumba; Librarian and Chairperson, Technology Services, Library Services; ten percent promotion increase to the 2018-2019 base; salary \$89,951; effective July 1, 2018.

Robert Noll; Associate Professor, Department of Chemistry and Physics; ten percent promotion increase to the 2018-2019 base; salary \$66,634; effective August 1, 2018.

Stephen Patton; Associate Librarian and Chairperson, Library Systems, Library Services; ten percent promotion increase to the 2018-2019 base; salary \$94,496; effective July 1, 2018.

David Polizzi; Professor, Department of Criminology and Criminal Justice; ten percent promotion increase to the 2018-2019 base; salary \$79,203; effective August 1, 2018.

John Pommier; Professor, Department of Kinesiology, Recreation, and Sport, and Chairperson, Department of Applied Medicine and Rehabilitation; supplemental instructional stipend of \$1,000 for teaching an additional one hour, prorated for the appointment period of March 21, 2018, through May 31, 2018.

Ernest Sheldon; Professor, Department of Built Environment; ten percent promotion increase to the 2018-2019 base; salary \$88,316; effective August 1, 2018.

Felicia Stewart; Associate Professor, Department of Advanced Practice Nursing; ten percent promotion increase to the 2018-2019 base; salary \$85,816; effective August 1, 2018.

Steven Stofferahn; Associate Professor and Chairperson, Department of History; \$3,000 salary adjustment; salary \$68,092 per academic year, prorated from the effective date of January 1, 2018.

Haijing Tu; Assistant Professor, Department of Communication; equity adjustment of \$5,000 per academic year; salary \$60,068 per academic year, prorated from the effective date of February 1, 2018.

Anna Viviani; Associate Professor, Department of Communication Disorders and Counseling, School and Educational Psychology; ten percent promotion increase to the 2018-2019 base; salary \$67,489; effective August 1, 2018.

Chad Witkemper; Associate Professor, Department of Kinesiology, Recreation, and Sport; ten percent promotion increase to the 2018-2019 base; salary \$67,634; effective August 1, 2018.

Promotion to Professor

(Effective August 1, 2018, unless otherwise indicated)

Tonya Balch, Department of Communication Disorders and Counseling, School, and Educational Psychology.

William Clyburn, Department of Electronics and Computer Engineering Technology.

Lindsey Eberman, Department of Applied Medicine and Rehabilitation.

Susan Eley, Department of Advanced Practice Nursing (effective July 1, 2018).

Marcee Everly, Department of Baccalaureate Nursing (effective July 1, 2018).

Vicki Hammen, Department of Communication Disorders and Counseling, School, and Educational Psychology (effective July 1, 2018).

Jennifer Latimer, Department of Earth and Environmental Systems.

Zhiyong Liu, Department of Accounting, Finance, Insurance, and Risk Management.

David Polizzi, Department of Criminology and Criminal Justice.

Ernest Sheldon, Department of Built Environment.

Promotion to Librarian

(Effective July 1, 2018)

Susan Frey, Library Services.

Valentine Muyumba, Library Services.

Tenure

(Effective August 1, 2018)

David Fleming, Department of Marketing and Operations.

Promotion to Associate Professor and Tenure

(Effective August 1, 2018, unless otherwise indicated)

Renee Bauer, Department of Baccalaureate Nursing.

Caitlyn Brez, Department of Psychology.

Kira Enriquez Loya, Department of Art and Design.

Jodi Frost, Department of Mathematics and Computer Science.

Yi-Yin Ko, Department of Mathematics and Computer Science.

Stephen McCaskey, Department of Human Resource Development and Performance Technologies.

Linda McQuiston, Department of Baccalaureate Nursing.

Jill Moore, Department of Advanced Practice Nursing (effective July 1, 2018).

Robert Noll, Department of Chemistry and Physics.

Felicia Stewart, Department of Advanced Practice Nursing.

Anna Viviani, Department of Communication Disorders and Counseling, School, and Educational Psychology.

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

Promotion to Associate Librarian and Tenure

(Effective July 1, 2018)

Edith Campbell, Library Services.

Stephen Patton, Library Services.

Promotion to Senior Instructor

(Effective August 1, 2018)

Braden Cole, Department of Kinesiology, Recreation, and Sport.

Miriam Mattsey, Department of English.

Retirements

Raymond Dolle; Associate Professor, Department of English; effective May 31, 2018.

Gail Gottschling; Director, Early Childhood Education Center and Assistant Professor, Department of Teaching and Learning; effective May 31, 2018.

Michael Harmon; Professor, Department of Accounting, Finance, Insurance, and Risk Management; effective May 31, 2018.

Beverley Simms; Professor, School of Music; effective May 31, 2018.

Emeriti

Raymond Dolle; Associate Professor Emeritus, Department of English; effective June 1, 2018.

Gail Gottschling; Assistant Professor Emerita, Department of Teaching and Learning; effective June 1, 2018.

Michael Harmon; Professor Emeritus, Department of Accounting, Finance, Insurance, and Risk Management; effective June 1, 2018.

Beverley Simms; Professor Emerita, School of Music; effective June 1, 2018.

Separations

Kirk Armstrong; Associate Professor, Department of Applied Medicine and Rehabilitation; effective July 16, 2018.

Kathryn Berlin; Chair and Associate Professor, Department of Applied Health Sciences; effective May 31, 2018.

Steven Gruenewald; Instructor, Department of Applied Health Sciences; effective May 31, 2018.

Brendon Mikula; Instructor, Department of Chemistry and Physics; effective May 31, 2018.

Kayla Siddell; Assistant Librarian, Department of Library Services; effective May 11, 2018.

Vernon Sweetin; Assistant Professor, Department of Marketing and Operations; effective May 31, 2018.

4f Other Personnel

NON-EXEMPT

Appointments

Jennifer Benson; Administrative Assistant I, Center for Global Engagement; \$13.07 per hour; effective April 17, 2018.

Jessica Bolin; Custodian I, Facilities Management – Custodian; \$11.16 per hour; effective March 5, 2018.

Dalton Boyles; Unified Communications Engineer Junior – Requires Reappointment, Telecommunications; \$15.55 per hour; effective April 9, 2018.

Anastasia Calvin; Budget Coordinator, Budget, Payroll & Risk Management; \$14.21 per hour; effective March 19, 2018.

Sean Casler; Research Technician – Bats, Biology; \$13.33 per hour; effective April 16, 2018.

Danielle Crim; Collections/Perkins Loan Supervisor, Associate VP Finance Assistant Treasurer; \$23.08 per hour; effective April 16, 2018.

Morgan Dull; Nursing Testing Assistant, Dean of College of Health and Human Services; \$15.55 per hour; effective February 12, 2018.

Joshua Elmore; Student Services Assistant II, Applied Medicine & Rehabilitation; \$14.21 per hour; effective April 16, 2018.

Julia Hoeh; Research Technician – Bats, Biology; \$16.00 per hour; effective April 16, 2018.

Meredith Hoggatt; Research Technician – Bats, Biology; \$13.33 per hour; effective April 16, 2018.

Jordan Holmes; Research Technician – Bats, Biology; \$13.33 per hour; effective May 1, 2018.

Felicia Houston; IEP Design Services Specialist, Blumberg Center; \$17.61 per hour; effective February 12, 2018.

Mackenzie Lambert; Administrative Assistant I, IU School of Medicine; \$13.07 per hour; effective March 14, 2018.

Douglas Lenges II; Custodian II, Sandison Housing; \$11.83 per hour; effective April 30, 2018.

Victoria Marks; Administrative Assistant I, New Student Transition Programs; \$14.00 per hour; effective April 2, 2018.

Dianne McDole; Administrative Assistant I, History; \$14.00 per hour; effective March 5, 2018.

Linda Nowling; Administrative Assistant I, Human Resources Development; \$14.00 per hour; effective April 16, 2018.

Joshua Parnell; Custodian I, Facilities Management – Custodian; \$11.16 per hour; effective March 5, 2018.

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

Courtney Bender; from Payroll Clerk, Budget, Payroll & Risk Management; \$14.96 per hour to Payroll Coordinator, Budget, Payroll & Risk Management; \$16.90 per hour; effective April 9, 2018.

Jeffrey Bucklin; from Police Officer, Public Safety Department; \$20.74 per hour to Police Corporal, Public Safety Department; \$22.80 per hour; effective February 26, 2018.

Brenton Gard; from Custodian I, Sycamore Housing; \$11.16 per hour to Maintenance Mechanic, Maeling Terrace University Apartment; \$14.21 per hour; effective April 30, 2018.

Robert Watter; from Custodian II, Lincoln Quad Housing; \$12.23 per hour to Maintenance Mechanic, Maeling Terrace University Apartment; \$14.87 per hour; effective April 30, 2018.

Transfers

Naomi Van Sickel; from Blumberg Center Design & Training Specialist, Blumberg Center; \$16.28 per hour to Administrative Assistant II, Department of Educational Leadership; \$16.28 per hour; effective March 19, 2018.

Reclassification

Nesley Bricker; from Student Services Assistant I; \$13.99 per hour to Student Financial Aid Client Services Specialist; \$13.99 per hour; Student Financial Aid; effective April 7, 2018.

Mary Chestnut; from Administrative Assistant II; \$17.84 per hour to Student Conduct Case Coordinator; \$19.78 per hour; Student Conduct & Integrity; effective April 7, 2018.

Diana Kemp; from Administrative Assistant I; \$16.84 per hour to Financial Aid Processing Specialist; \$16.84 per hour; Student Financial Aid; effective April 7, 2018.

Mary Loudermilk; from Dean's Assistant; \$22.90 per hour to Student Services Coordinator; \$22.90 per hour; Extended Learning; effective April 7, 2018.

Karen Pennington; from Administrative Assistant I; \$13.95 per hour to Administrative Assistant II; \$15.71 per hour; Advanced Practice Nursing; effective April 7, 2018.

Separations

James Fancher; Steam Systems Operator, Power Plant; effective April 4, 2018.

Leslie Hayes; Early childhood Assistant Teacher, Early Childhood Education Center; May 8, 2018.

Janice Karn; Accounting and Auditing Associate, Associate VP University Controller; effective June 29, 2018.

Nicole Knox; Student Services Assistant III, Student Counseling Center; effective March 2, 2018.

Cheryl Lucas; Administrative Assistant I, Management, Information Systems and Business Education; effective February 22, 2018.

Paul Robinson; Steam Mechanic, Power Plant; effective April 19, 2018.

Emily Templeton; Early Childhood Education Center Teacher, Early Childhood Education Center; effective May 18, 2018.

Cassandra Toth; Administrative Assistant I, Human Resources Development & Performance Technologies; effective February 12, 2018.

Others

Cheryl Comer; Lead Custodian, Reeve Hall Housing; deceased April 11, 2018.

Retirements

Carol Auler; Custodian I, Facilities Management – Custodians; effective February 9, 2018.

Linda Everly; Office Assistant, Criminology & Criminal Justice; effective February 9, 2018.

Ellen Knoblett; Administrative Assistant I, History; effective March 16, 2018.

Carol Layton; Administrative Assistant III, Baccalaureate Nursing Completion; effective June 29, 2018.

Larry Phillips; Computer Operator II, Office of Information Technology; effective March 30, 2018.

Judy Ross; Payroll Coordinator, Budget, Payroll & Risk Management; effective May 31, 2018.

James Thompson; Senior Maintenance Mechanic, Facilities Management – Grounds; effective June 29, 2018.

EXEMPT

Appointments

Neslihan Alp; Dean, College of Technology and Professor, Department of Applied Engineering and Technology Management; Ph.D., University of Missouri-Rolla; salary \$210,000 per fiscal year, prorated from the effective date of August 1, 2018.

Matthew Bird; Student Research and Engagement Coordinator, Honors College; M.L.S., Indiana University; salary \$36,465 per fiscal year, prorated from the effective date of April 9, 2018.

David Cook; Assistant Chief Instructor Pilot, Department of Aviation Technology; B.S., Indiana State University; salary \$55,000 per fiscal year, prorated from the effective date of February 12, 2018.

Richard Enyard; Executive Director, Human Resources; Ph.D., University of Missouri - Columbia; salary \$106,000 per fiscal year; prorated from the effective date of March 12, 2018.

Terri Hill; Development Officer, Advancement; M.A., Indiana University-Purdue University at Indianapolis; salary \$67,000 per fiscal year; prorated from the effective date of April 4, 2018.

Jacob Jenkins; Academic Advisor, Department of Baccalaureate Nursing Completion; B.S., Indiana State University; salary \$36,000 per fiscal year, prorated from the effective date of February 19, 2018.

Stacey Rice; Senior Financial Analyst, Office of the Associate Vice President and Controller; B.S., Southwest Minnesota State University; salary \$50,000 per fiscal year; prorated from the effective date of effective April 9, 2018.

Temporary Appointments

Mitsuko Korobkin; Postdoctoral Research Associate, Department of Chemistry and Physics; salary \$48,232 per fiscal year, prorated for the appointment period of February 15, 2018, through June 30, 2018.

Change of Status

Erik Chaouch; from Athletic Trainer I, Physical Therapy & Sports Rehabilitation Clinic, to Athletic Trainer I, Department of Applied Medicine and Rehabilitation; salary \$48,077 per fiscal year, prorated from the effective date of March 1, 2018.

Jennifer Christian; Community Engagement Assistant Director, Center for Community Engagement; pay increase \$48,106; prorated from the effective date of December 13, 2017.

Jennifer Cook; from Hulman Center Tilson Auditorium Facilities Assistant Director, to Hulman Center Assistant Director, Hulman Center; no change in salary; effective April 1, 2018.

Beth Farley; from non-exempt position as Administrative Assistant I to exempt staff position as Student Employment Program Coordinator, Career Center; salary \$36,000 per fiscal year, prorated from the effective date of March 1, 2018.

Alison M. Fell; from Development Officer to Development Officer - Major Gifts, Corporations and Foundations, Advancement; salary \$70,875, prorated from the effective date of February 19, 2018.

Jennifer D. Forbes; Gift Services Assistant Director, to Advancement Services Systems Administrator, ISU Foundation Operations; salary \$53,703, prorated from the effective date of March 10, 2018.

Tracy Ford; from Video Production Manager to Enrollment Management Creative Services Manager, Admissions and High School Relations; no change in salary; effective March 1, 2018.

Sarah Froderman, from Student Financial Aid Assistant Director to Student Financial Aid Associate Director, Student Financial Aid; salary \$47,483; prorated from the effective date of March 1, 2018.

Laura Froelicher; from Honors Program Assistant Director, to Data Analysis, Communication, and Outreach Director, Honors College; salary \$57,590 per fiscal year, prorated from the effective date of February 1, 2018.

Brittney Gilman; from Student Employment Program Coordinator to Student Employment Program Assistant Director, Career Center; salary \$47,483 per fiscal year, prorated from the effective date of March 1, 2018.

Gregory Halls; Development Officer, Health & Human Services, Advancement; to Development Officer, Athletic Sponsorships, Advancement; salary \$61,546; prorated from the effective date of February 15, 2018.

Monica Larsen; from Enrollment Management Specialist, Enrollment Management, to Academic Advisor, Department of Built Environment; salary \$36,000 per fiscal year, prorated for the appointment period of April 16, 2018 through June 30, 2018.

Ashley Layman; from MBA Program Assistant Director, Dean, Scott College of Business, to Interim Director Graduate Programs and MBA Program Assistant Director, Dean, Scott College of Business; stipend of \$12,000 per fiscal year; effective January 1, 2018 through December 31, 2018.

Tradara McLaurine; from Student Employment and Internships Director to Career Services Executive Director, Career Center; salary \$95,000 per fiscal year; prorated from the effective date of February 8, 2018.

Donna Simmonds; from Interim Student Financial Aid Director to Student Financial Aid Director, Student Financial Aid; salary \$95,000 per fiscal year; prorated from effective date of March 1, 2018.

Lisa Stein; from Graduation Specialist, Student Success to Extended Learning Advisor/Recruiter, Degreelink; salary \$44,629 per fiscal year, prorated from the effective date of February 26, 2018.

Retirements

Beverly Bitzegaio; College of Technology Student Career Support Outreach Director, College of Technology; effective May 31, 2018.

Separations

William Maass; Athletic Trainer I, Applied Medicine & Rehabilitation; effective March 9, 2018.

Tracy Osborne; New Student Programs & Testing Director, New Student Transition Programs effective June 1, 2018.

Matthew Simmons; IEPRC Project Coordinator, Blumberg Center, Bayh College of Education; effective April 5, 2018.

Ann Warren; Scenic Studio Supervisor, Department of Theater, effective April 30, 2018.

ATHLETICS

Appointments

Marcus Belcher; Associate Head Coach Men's Basketball; salary \$101,250; effective April 1, 2018 through March 31, 2019.

Brett Carey; Assistant Coach Men's Basketball; salary \$86,063; effective April 1, 2018 through March 31, 2019.

Joseph Hastings; Assistant Coach Football; salary \$48,000; effective February 13, 2018 through December 31, 2018.

Vicki Hall; Head Coach Women's Basketball; salary \$130,000; effective April 1, 2018 through March 31, 2019.

Greg Lansing; Head Coach Men's Basketball; salary \$246,017; effective April 1, 2018 through March 31, 2019.

Alex Mattson; Assistant Coach Women's Soccer; salary \$37,000; effective March 23, 2018 through December 31, 2019.

Terry Parker; Assistant Coach Men's Basketball; salary \$70,183; effective April 1, 2018 through March 31, 2019.

Roman Tubner, Assistant Coach Women's Basketball; salary \$58,000; effective April 10, 2018 through March 31, 2019.

Separations

Evan Dodd; Assistant Coach Women's Basketball; effective April 30, 2018.

Janet Eaton; Assistant Coach Women's Basketball; effective April 30, 2018.

Josh Keister; Assistant Coach Women's Basketball; effective April 30, 2018.

Sam Schroeder; Assistant Coach Women's Soccer; effective March 14, 2018.

NON-EXEMPT PROFESSIONAL

Appointments

Alexander Allen; Career Center Events Coordinator, Career Center; M.S., State University of New York at Potsdam; \$17.80 per hour; effective April 16, 2018.

Michaela Garrette; Admissions Counselor, Admissions and High School Relations; B.S., Ball State University; \$15.77 per hour; effective March 7, 2018.

Blane Mynatt; Admissions Counselor, Admissions and High School Relations; B.S., Murray State University; \$15.77 per hour; effective February 26, 2018.

Richard Warren; Admissions Counselor, Admissions and High School Relations; B.S., Bethel College; \$15.77 per hour; effective February 26, 2018.

Joey Weber; Research Associate – Bats, Biology; B.S., Southern Illinois University-Carbondale; \$20.51 per hour; effective March 1, 2018 through June 30, 2018.

Change in Status and/or Pay Rate Promotion

James Evens; from Enrollment Management Systems Coordinator, to Enrollment Management Systems Manager, Admissions and High School Relations; \$24.10 per hour; effective March 6, 2018.

Transfers

Martin Collins; from Drupal/Web Developer, Office of Communications and Marketing, to Drupal/Web Developer, Dean, College of Arts and Sciences; no change in salary; effective April 10, 2018.

Separations

Tatiana Fadeeva; International Recruitment Coordinator, Admissions and High School Relations; effective March 9, 2018.

ATHLETICS

Appointments

Patrick Walsh; Media Relations Coordinator Athletic; B.S., University of South Carolina; salary \$19.30 per hour; effective November 10, 2017.

4g Grants & Contracts

1. United States Department of Energy, Fund No. 549228, Proposal No. 18-010

An agreement in the amount of \$360,000.00 has been received from United States Department of Energy for the project entitled, “Laser-Induced Ultrafast Demagnetization and Spin Switching,” under the direction of Guo Ping Zhang, Department of Chemistry and Physics, for the period February 15, 2018 through February 14, 2019.

2. United Way of the Wabash Valley, Inc., Fund No. 549225, Proposal No. 18-046

An agreement in the amount of \$761.54 has been received from United Way of the Wabash Valley, Inc. for the project entitled, "Growing Literacy," under the direction of Gail Gottschling, Department of Teaching and Learning, for the period December 14, 2017 through May 31, 2018.

3. United Way of the Wabash Valley, Inc., Fund No. 549226, Proposal No. 18-045

An agreement in the amount of \$923.06 has been received from United Way of the Wabash Valley, Inc. for the project entitled, "Garden Literacy," under the direction of Gail Gottschling, Department of Teaching and Learning, for the period December 14, 2017 through May 31, 2018.

4. Core Redevelopment, Fund No. 549227, Proposal No. 18-060

An agreement in the amount of \$4,995.00 has been received from Core Redevelopment for the project entitled, "Recovery Work Plan Indian Orchard Cemetery Stage one: Backdirt Screening & Monitoring," under the direction of Shawn Phillips, Department of Earth and Environmental Systems, for the period January 15, 2018 through August 1, 2018.

5. North Carolina Department of Transportation, Fund No. 549214, Proposal No. 18-032

An agreement in the amount of \$861,100.00 has been received from North Carolina Department of Transportation for the project entitled, "Distribution, Roosting, and Foraging Ecology, and Migration Pathways for Gray Bats in Western NC," under the direction of Joy O'Keefe, Department of Biology, for the period February 1, 2018 through October 31, 2020.

6. The Society for Historians of American Foreign Relations, Fund No. 549224, Proposal No. 18-058

An agreement in the amount of \$3,000.00 has been received from The Society of Historians of American Foreign Relations for the project entitled, "Course Buyout," under the direction of Anne Foster, Department of History, for the period August 1, 2017 through December 31, 2017.

7. Indiana University, Fund No. 549177, Proposal No. 17-114

A sub agreement reduction under the Indiana State Department of Health in the amount of \$34,912.44 has been received by Indiana University for the project entitled, "2018-2019 Area Health Education Centers Operating Support," under the direction of Caroline Mallory, College of Health and Human Services, for the period July 1, 2017 through June 30, 2019.

8. Department of Health and Human Services, National Institutes of Health, Fund No. 549198, Grants Proposal No. 18-085

Additional appropriations in the amount of \$305,308.00 have been received from Department of Health and Human Services, National Institutes of Health for the project entitled, "BD4ISU: Big Data for Indiana State University," under the direction of Yongsheng Bai, The Center for Genomic Advocacy, for the period April 1, 2018 through March 31, 2019.

9. Sigma Xi - The Scientific Research Honor Society, Fund No. 549229, Proposal No. 18-059

An agreement in the amount of \$1,000.00 has been received from Sigma Xi - The Scientific Research Honor Society for the project entitled, "Role of Hypothetical Protein SAUSA300_1759 From a Common Community-Associated Methicillin Resistant Staphylococcus Aureus Strain, USA300," under the direction of Ashley Clodfelder, Department of Biology, for the period January 1, 2018 through December 31, 2018.

10. Indiana Campus Compact, Fund No. 549230, Proposal No. 18-067

An agreement in the amount of \$2,250.00 has been received from Indiana Campus Compact for the project entitled, "Athletic Training Center at Wabash Valley Health Center," under the direction of Timothy Demchak, Department of Applied Medicine and Rehabilitation, for the period April 1, 2018 through April 30, 2018.

11. Indiana Campus Compact, Fund No. 549233, Proposal No. 18-054

An agreement in the amount of \$500.00 has been received from Indiana Campus Compact for the project entitled, "Increasing Indiana Higher Education's Collective Impact on Communities: Campus and Community Partnerships to

Advance the Public Good,” under the direction of Tina Kruger, Department of Multidisciplinary Studies, for the period January 1, 2018 through April 27, 2018.

12. The Duke Energy Foundation, Fund No. 549232, Proposal No. 18-063

An agreement in the amount of \$90,690.00 has been received from The Duke Energy Foundation for the project entitled, “4th Annual Duke Energy Power of Reading Summit and 2nd Annual Power of Math Summit,” under the direction of Judy Sheese, Bayh College of Education Dean’s Office, for the period March 31, 2018 through December 31, 2018.

4h Agreements

Performer, Lecturer & Entertainment Agreements

A-1 Speaker – Lee Meadows Adjunct Professor Link, Inc. Avstin-James Entertainment Campus Spa
Chris Haigh Duke Energy
Indiana Statewide Independent Living Council Indy Sound Rentals
Keppler Speakers on Campus, Zeke Thomas Kramer Entertainment, Inc
Leadershape Institute and Catalyst Library Consortium of Vigo County Maya Lilly
Michael Issac, Thee Michael Issac Company Michelle Guobadia
Miss Indiana Scholarship Pageant, Inc.
MoCP Museum of Contemporary Photography Record A Hit Entertainment
TjohnE Productions, Inc. YMCA Spring Break Camp Yolanda Williams

Affiliation Agreements

ABC Pediatric Therapy Network Accord children’s Therapy Allegheny Health Network American Senior Communities
Apex Network Physical Therapy Associated Surgeons & Physicians Augusta University Medical Center Building Blocks
Physical Therapy Blount Memorial Hospital BridgePoint Hospital Capitol Hill Capital Women’s Care
CHI Franciscan Health
Crisis Nursery of Effingham Co. Eisenhower Center
Euro-Peds Pediatric PT
Evansville Vanderburgh School Corp Exceptional Children’s Coop
Fort Bend ISD
Fyzical Therapy & Balance Centers – Ft Myers Geary Community Hospital
Greene Co. General Hospital Heartland Health Services Indian Health Services
Indiana University Health Arnett Hospital Island Hospital – Washington
IU Health Methodist
Jessamine County Health Department Lewis County Primary Care Center Marshall High School
Medlink Georgia Methodist Sports Medicine Mount Sinai Health System Morton General Hospital
Navicent Health Physicians Group New York Presbyterian Hospital
NLSD122Ocean Beach Hospital & Medical Clinics Orchard Park
Osceola Regional Medical Center Putnam County Hospital
Rose Hulman Institute of Technology Sarah Bush Lincoln Health Center Select Rehab
Sensory Solutions
Signature Healthcare of Jacksonville Signature Healthcare of Terre Haute South Vermillion High School
St. Marys Hospital Decatur SWAN Rehab
Terre Haute North High School The Pavilion
University of Maryland Medical System Corporation Wabash Valley Health Center Athletic Training Women’s Health Care
Associates
Victoria Ventura Healthcare LLC

Recruitment Contracts

Global Opportunities, Pvt. Ltd. Interlink
Krishna Consultants
Maxway Education Group Limited
Shanghai Yingzi Education Investment Co., Ltd. Vasyaa Group of Services
Zhong Zheng Education Consulting Company

4i Board Representation at University Events

Events Requiring Board Representation

August 29 & 30, 2018 Board of Trustees Retreat, Terre Haute, IN

Optional Events

May 19, 2018 Alumni Indy 500 Qualifications Day Event, Indianapolis, IN
June 4, 2018 President Scholars Golf Outing, Brickyard Crossing, Indianapolis, IN
June 6, 2018 Alumni Golf Outing, Buffalo Trace Golf Course, Jasper, IN
June 22, 2018 Alumni Golf Outing, Lake of the Four Seasons, Crown Point, IN
June 28, 2018 Alumni Golf Outing, Sullivan Elks Country Club, Sullivan, IN
August 3, 2018 Alumni Golf Outing, Idle Creek Golf Course, Terre Haute, IN

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.

4j In Memoriam

IN MEMORIAM: Karen Ann Passen

WHEREAS, Karen Ann Passen, retired Library Associate II for Cunningham Memorial Library of Indiana State University, died on the twenty-sixth day of February two thousand and eighteen; and

WHEREAS, Karen Ann Passen, had given loyal and devoted service to Indiana State University for over twenty-eight years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

IN MEMORIAM: Dr. Charles Lawrence Beymer

WHEREAS, Dr. Charles Lawrence Beymer, Professor Emeritus of Counseling of Indiana State University, died on the twenty-third day of March two thousand and eighteen; and

WHEREAS, Dr. Charles Lawrence Beymer had given loyal and devoted service to Indiana State University for over thirty-four years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

IN MEMORIAM: Mr. Jack K. Varner

WHEREAS, Mr. Jack K. Varner, retired Athletic Equipment Attendant for Athletics, died on the twenty-fifth day of March two thousand eighteen and;

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

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

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

IN MEMORIAM: Claire L. Storey

WHEREAS, Claire L. Storey, retired Office Assistant II for Physical Education of Indiana State University, died on the fourth day of April two thousand and eighteen; and

WHEREAS, Claire L. Storey, had given loyal and devoted service to Indiana State University for over fourteen years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

IN MEMORIAM: Larky Dennis Reed

WHEREAS, Larky Dennis Reed, retired Custodian I for Facilities Management at Indiana State University, died on the thirty-first day of March two thousand eighteen and;

WHEREAS, Larky Dennis Reed had given loyal and devoted service to Indiana State University for over twelve years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

IN MEMORIAM: Cheryl L. Comer

WHEREAS, Cheryl L. Comer, Lead Custodian for Reeve Hall Housing of Indiana State University, died on the eleventh day of April two thousand and eighteen; and

WHEREAS, Cheryl L. Comer, had given loyal and devoted service to Indiana State University for over nineteen 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.

5 Old Business

6 Adjournment

The meeting adjourned at 4:08 p.m.