



Indiana State University

Board of Trustees Agenda Meeting Minutes

May 8, 2020

Virtual Meeting via Electronic Means

10:45 a.m.



Meeting Book - May 8, 2020 Agenda Meeting Minutes

MEETING AGENDA

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Dr. MacDonald

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Mr. LaComba

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

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Dr. Curtis

Chairperson of the ISU Board of Trustees
Mr. Taylor

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Adjournment
Mr. Taylor

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The next meeting will be July 30-31, 2020

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

Board of Trustees Schedule

Friday, May 8, 2020

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

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

Call Annual Meeting to Order

The Indiana State University Board of Trustees met in regular session at 10:45 a.m. on Friday, May 8, 2020 via electronic means.

Roll Call

Kathleen Cabello, present

Robert Casey, present

Tanya McKinzie, present

Randall Minas, present

Edward Pease, present

Casey Phillips, present

Cynthia Powers, present

Kimberly Smith, present

Jeff Taylor, present

Trustees absent: None

President Curtis, Vice Presidents Angel, Licari, McKee, Morgan and Rogers were present. Also attending were Dr. Chris MacDonald, Chairperson of the Faculty Senate, Mr. Todd LaComba, Chairperson of the Staff Council and Ms. Maddy Longyear, President of the Student Government Association.

There being a quorum present, Mr. Taylor called the meeting to order at 10:55 a.m.

2 Remarks

Faculty Senate Chairperson (Dr. MacDonald)

Staff Council Chairperson (Mr. LaComba)

Student Government Association President (Ms. Longyear)

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

President of the University (Dr. Curtis)

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

Report of the Faculty Senate Chairperson

Good morning. Usually at this time of year, our calendars are full of celebrations, and given how hard we have all worked to ensure the success of our students during these challenging times, it seems rather anticlimactic that we are nearly at the end of the semester. We look forward to hopefully being able to celebrate more with each other this Fall.

The pandemic has brought us many challenges; but as I said at the President's Fall Address, we must look for the opportunities in these challenges. Now admittedly, these current challenges were not the ones I had in mind back in September. However, the principle remains the same. The Faculty Senate has had to be quite nimble and flexible since mid-March. On March 19, we held our first virtual meeting ever. I am not certain I have ever been so nervous about a Senate meeting, but it worked, and by now, meeting online almost feels normal. That was the Thursday before Spring Break, and so much has happened since then at such a break-neck pace it has been hard to keep up. We have benefited from having an administration that recognizes the areas of primary authority of the faculty. When it came to the issue of the Satisfactory/Unsatisfactory grading option, it was brought to us in recognition of that authority. Other administrations in other times and places might have chosen to ignore faculty governance, but that did not happen here. But then it was on us to find a way to get a Senate vote on the matter in an exigent way over Spring Break, without violating at least the spirit of the Handbook. It wasn't a perfectly smooth process, but we have learned from the experience and have worked to find ways to regularize electronic participation, and have made contingency plans in case we need to take quick action over the summer or into the Fall.

One major accomplishment this year was the passage of the replacement for the Faculty Biennial Review (the Faculty Performance Evaluation Procedures that you have in front of you today). This new process will require much less work on a regular basis for most faculty, both in terms of submitting materials to be reviewed and in terms of faculty committees performing reviews. In short, full reviews will now happen only every three years, with expedited reviews in the other two years. All of the hassles of creating reports in the FAD have been eliminated, as has the mandatory training for all reviewers, which I had previously been in charge of writing and executing for both of the last two biennia.

Back in February, I mentioned the Taskforce that we hoped would begin meeting this semester to work on transforming the institution for the future. Then the pandemic came, and in light of all the changes we have been dealing with, it looks like the earliest the Taskforce on Institutional Transformation will meet is this summer. We have not given up on this, but the institution clearly is already adapting in ways that we were only beginning to consider at the start of this semester.

One of the most tiring aspects of the current crisis has been the lack of certainty, regarding, well, almost everything. One area of most concern, of course, is the budget. There is still much that could happen between now and the Fall which could impact it, and there are few certainties. Many important decisions will be made in the coming months, and Senate officers need to be in a position to communicate the sentiments of the faculty to the administration in a timely fashion. For that reason, we created a survey with everything we could possibly think of regarding priorities and potential cuts. Nearly 500 people responded, and they answered seriously and conscientiously. Faculty were clear that instruction (both undergraduate and graduate) is our core priority as an institution. They were willing to put on the table items that affect themselves, and not just others, such as sabbaticals, small programs, and summer teaching compensation. Very few were willing to impact students (directly or indirectly) or staff. So, if the budget projections turn grim, I would ask that we focus on our core mission.

We continue to advocate for a cautious, intentional, thoughtful return to campus. We realize that the most high-risk groups for covid-19 are amongst the faculty and staff. So, we are working with the administration to figure out ways that employees in high risk groups or those who live with people in high risk groups can delay returning to campus. We value everyone's health as a top priority.

Finally, we have had our elections, and Liz Brown will be Faculty Senate Chair next year, Keri Yousif will be Vice-Chair, and Bob Guell will be Secretary. We have had a great team of officers this year, and I am grateful to Bob Guell and Kent Games for all the support and advice, as well as the just plain hard work they have done this year. It has been an honor to get to serve in this role this year, but I am happy to yield my seat. Thank you.

Report of the Staff Council Chairperson

Good morning everyone. As is the case with other campus organizations, the majority of the time since our last meeting has been, for most of us, spent working at home. This meant our spring fundraising events and other staff engagement events were cancelled.

Despite these cancellations and working from home, the Staff Council has done its best to push forward. This includes committees working virtually such as the Staff Emergency Fund Committee which, prior to the crisis had been working on a process and criteria to award funds to staff in need during a time like this. We also had members of the Staff Council along with some cabinet members record a video of thanks to the staff at ISU who have been working on campus while the rest of us work from home. I wanted to publically thank Roxanne Torrence for making that video a reality.

With our annual meeting cancelled, we are delaying the Staff Council awards until the fall, so I will share the award winners during our next meeting and we will honor them in person, once we are able to.

We held elections yesterday, May 6th and I am pleased to announce that our executive committee for the next academic year is Roxanne Torrence returning as our Secretary, Jamie Hays returning as our Treasurer, Morgan Leek as our Vice Chair and I will be returning as the Staff Council Chair. I plan on selecting the rest of our executive committee in the coming week and we will begin planning for the summer and fall knowing we will be meeting virtually to begin. I want to thank those who served on Staff Council this year, especially those who served on our executive team. We accomplished much this year and collaboration was and will continue to be key.

Looking to the future, I am excited to lead the Staff Council another year and know we have our work cut out for us, but we are confident that the Staff Council in collaboration with University leadership will be very successful this coming year.

Lastly, I am honored and excited to be working alongside each of you for another year. Thank you!

Report of the Student Government Association President

Thank you, Chairman Taylor.

I know for all of us students, we have felt a major sense of relief that this semester is officially coming to an end. The nature of this semester brought anxieties, grief, stress, and hardships. This time has been difficult to navigate, chaotic, and oftentimes overwhelming for each and every one of us.

I am so incredibly thankful for the staff, faculty, and administration here at Indiana State. They have gone above and beyond to ensure that all of us students can successfully, and safely, complete our semester.

As spring semester ends, student concerns shift to the fall. With news forever changing, students are anxious about whether or not they will be returning to campus, and what things will look like if they do. While we understand their anxieties, we encourage them to be patient and continue to tune into all university communication. Even though it may not be easy, I have confidence that the university will make the best decisions for our campus and the campus community with safety as the priority.

I had looked forward to sharing with you all the exciting initiatives SGA implemented this semester, but as COVID hit priorities were shifted. After March 20, my staff was no longer able to work. Since then, Ashley and I have worked diligently to ensure that SGA continued to serve as a resource and advocate for students during this unprecedented time.

This past year, serving as SGA President, has been such an honor. Alongside my incredible team, I have had the opportunity to serve this campus and impact the lives of my fellow sycamores. This weekend is bittersweet, as Ashley and I pass the roles and responsibilities to Antonio Tomayo and Jocelyn Fluker, the President and Vice President of the 58th Administration.

I hope that, in some way, Indiana State is better as a result of my time in office. I can, with no question, say that my time as SGA President has shaped me and helped me grow in more ways than I could have ever imagined. In this past year I have been able to learn alongside some of the greatest, most inspiring, people that I have ever had the pleasure of knowing. I specifically want to thank Brooks Moore, Dr. Morgan, and President Curtis for guiding me, pushing me, and supporting me continuously.

If I were to only take away one thing from this experience, it would be how strong our Sycamore family is. This semester may not have looked like we had imagined it, and the future may look different as well. But I know that we will make it through stronger than before. This university is in good hands.

Thank you all for your continued hard work, it has been a pleasure to work alongside you this academic year. Thank you.

Report of the Vice President for Advancement and CEO of the ISU Foundation

Good morning everyone! Thank you for allowing me to provide you and update on the activities, priorities, and results from the Division of University Advancement. For a division that is typically focused on working away from home and our office, these last couple of months have been a complete 180 for us. However, we have stayed focused, shifting to virtual meetings and phone calls to continue the momentum of our team. To celebrate our spring graduates and recognize this is not quite the final semester they had planned, the Alumni Association provided a complementary one-year annual membership to all graduates. Notification of their membership was included in the graduation boxes sent to seniors.

The second-annual Give to Blue Day was nothing short of amazing. Under the leadership of Director of Annual Giving, Hilary Duncan, Associate Vice President Jeremiah Turner and Executive Director of Stewardship & Constituent Engagement, Kim Kunz, expectations were exceeded again this year. I am pleased to report that \$679,274 dollars was raised from 2,418 generous donors. Included in our total were 541 student donors, 1,052 faculty and staff donors and 1,337 alumni donors. Donors from 48 of the 50 states and countries around the world including Saudi Arabia, Ukraine, India and Australia. I would like to thank a number of internal and external groups that contributed to the success of Give to Blue Day:

- The ISU Foundation Board of Directors whose members and emeriti members accounted for 39% of all dollars raised on Give to Blue Day.
- The ISU Student Philanthropy Group. Led by Kimmie Collins and Anne Bowen, this group of students is creating a culture of philanthropy for the next generation of Sycamores.
- Our campus partners – Our Deans, my cabinet colleagues, our faculty and staff campaign and Give to Blue Day campaign committees came together for another amazing day.

Please mark your calendar now the 2021 version of Give to Blue Day set for March 3.

I am pleased to report our annual and endowed scholarship and fund distributions to campus for the 2020-2021 academic year. For the upcoming year, **more than \$3.1 million** in donor-funded scholarships and endowed programs will be available to the university. This represents a **24 percent increase** in endowment distributions and annual scholarship funding from the previous fiscal year. We continue to prioritize fundraising for Bridge the Gap Scholarships. Next year, \$192,153 is available for Bridge the Gap scholarships. This represents funding is from nine designated, 6 of which are endowed and 3 that are annual awards.

Finally, on the performance front, I am pleased to report on our private giving contributions through April 2020, 10 months into our fiscal year. The Division of University Advancement has raised \$9.8 Million Dollars through gifts of cash, pledges, and gifts in kind or planned giving commitments. This is an increase of 23% from the same 10-month period last year. Gifts have been made by 6,287 distinct donors. We have seen a marked increase in gifts to our endowment, with more than \$2.5 million in new gifts to the endowment this fiscal year as compared to \$1 million in endowment gifts last year.

Thank you for the opportunity to present the work of the Division of University Advancement to you today.

Report of the University President

(COVID-19)

- As everyone is aware, the University has been greatly impacted by the COVID-19 pandemic but we have remained open and are fulfilling our mission due to the hard work of our extraordinary faculty and staff.
 - They have not missed a beat during this crisis and have acted quickly to move to online instruction, advising, counseling, tutoring, administrative work, and much more.
- Several important events have also been moved online including
 - Commencement,
 - the SAMy awards recognizing our hard-working student athletes,
 - the annual University Memorial Service,
 - the STATE Start-Up summer orientation program, and
 - several other recognition and year-end celebrations.
- I am particularly saddened that we had to pivot to our virtual Commencement ceremony.
 - Our commencement days are my two favorite days of the year as we celebrate the ultimate measure of student success – earning a degree.
- However, I was pleased to assist last week with stuffing more than 2,000 specialized ISU boxes filled with
 - a mortar board,
 - tassel,
 - lapel pin,
 - Commencement program,
 - diploma cover,
 - one-year free membership to the Alumni Association,
 - any honor cords or stoles the student had earned, and
 - a special invitation to our virtual online commencement ceremony.
- In addition, we have invited these students to participate in the December Commencement.
 - This effort took a great deal of work, and I would particularly like to recognize
 - Jennifer Keller, the Provost's Executive Assistant, and
 - Susan Powers, associate vice president for academic affairs, for their hard work in organizing it.

- Our students are the beneficiaries of the can-do attitude that our faculty and staff have demonstrated in adapting to this environment.
 - We are so proud of them, and deeply appreciate the monumental effort this has taken on so many fronts.
- At this point, I would like to call upon Provost Mike Licari to share some additional information regarding this unusual spring semester.

(Provost Licari reported on the move to online instruction following spring break and the decision to provide students with the option of receiving Satisfactory/Unsatisfactory grades for the spring term.)

President Curtis:

- Thank you, Mike.
- At the same time that many are working remotely, there are also those who are essential staff who are keeping our campus operational.
 - Our marketing office has developed a series that recognizes and celebrates these individuals for helping us during these unusual times.
 - At this point, I would like to share a quick run-through of the first phase of this series.

(Slides depicting workers from various units who have continued to work on campus to provide essential services.)

- Thank you to all of these individuals and their colleagues who serve as essential staff.
 - Their work is critical to maintaining university operations, and they do this work with such dignity and care.
- I would also like to take a moment to recognize the outstanding leadership provided by Governor Eric Holcomb during this time and
 - express our appreciation to our local legislators, including Senator Jon Ford who reached out personally to check in and continue his advocacy on our behalf.
 - Our state's congressional delegation has also been supportive.
 - I was pleased to speak with Congressman Larry Buschon about the pandemic's impact, and heard from Senator Todd Young's office as well.
 - Our elected officials are doing vital work to address this challenge.
 - We are particularly grateful for the CARES Act funding and
 - were pleased to begin distributing \$3.12 million in grants to our students impacted by the pandemic this week.
- Our students have also done an impressive job of adjusting including many who have worked to overcome significant challenges.
 - I was particularly heartened by a note I received this week from a faculty member indicating how impressed she has been by her students and their reactions to the move to online instruction.

- She mentioned one student who apologized last week for a paper being a day late.
 - She explained that this was the first she had learned that he had no internet at home and has, since mid-March, been driving his truck to a parking lot where he could connect to WIFI to complete his work.
 - This determination is a hallmark of so many of our students.
- While at the present time most university employees continue to work remotely, ISU remains open for business.
 - To move forward, our leadership team has been designing a plan to engage the ISU campus community in developing steps for phased-in summer operations.
 - We will be devising phase-in scenarios to cover the next several months that align with the Governor's Back on Track plans.
 - Our "Sycamores Back on Track" planning begins today as Senior Vice President McKee will engage with the leadership of the Staff Council on a summer phase-in process
 - Plans will be made for staff to begin phasing back to campus over the next several weeks since summer courses will be delivered almost entirely online.
 - These first steps are a small part of the larger "Sycamores Back on Track" process that will be evolving over the next several weeks.
 - As we endeavor to engage our campus community, safety remains our top priority.
 - Next week, as they are developed, we will post documents related to this planning process.
 - As we phase in summer operations, the university will be taking numerous steps to enhance safety.
 - It is important to note, however, that these plans may change as the situation evolves.
 - These processes may be subject to change based upon Federal and State guidelines should that guidance be modified.
 - Of course, other factors may impact how we will define the specifics for each process such as
 - directives from the governor or
 - Decisions made by the NCAA, or the Missouri Valley Conference and others.
 - Rest assured, these decisions will be made carefully and with collaboration throughout campus.
 - The plans will be communicated broadly as specifics can be defined.

- On today's agenda, the Board will be approving the budget for the upcoming fiscal year.
 - The budget presented today is based upon financial assumptions formed at the end of February.
 - Those assumptions include estimates of state support and tuition and fee revenue (based on enrollment projections), among other revenue sources.
 - All of us recognize that those assumptions undoubtedly may change in the coming weeks as more information becomes available regarding state funding and enrollment.
 - Any material reductions in revenue for the next fiscal year will likely result in reduced expenditures as well.
- Our mission to deliver a high-quality educational experience to prepare the workforce of Indiana and beyond is unwavering.
 - Our university is resilient and has faced many challenges during its long history including
 - wars,
 - the Great Depression,
 - the fire of 1888 and
 - others.
 - Knowing how this university has overcome those formidable hardships, I am confident we will overcome this one as well.

(First Destination Survey)

- And now to close my report, here is some very positive news.
 - I would like to call on Dr. Nancy Rogers, Vice President for University Engagement, to share a report on the First-Destination Survey results for the Class of 2019.

(Vice President Rogers reported on the results of the First Destination survey which indicated that 99 percent of the Class of 2019 graduates were either working, attending graduate school or serving in the military within six months of graduation.)

President Curtis:

- Thank you, Dr. Rogers.
- While the coronavirus pandemic has created challenges for many members of the Class of 2020,
 - we are confident that our faculty members have guided them in the development of the skills and knowledge they will need to be successful,
 - particularly as the economy is restarted.

Thank you. And this concludes my report.

Report of the Board Chair

Thank you Dr. Curtis. Before I begin my report, I would like to express a couple of kudos. Provost Mike Licari please pass along to Dr. Linda Maule and her team our congratulations on those first-year retention rates, those are marvelous. The great thing about freshmen is after one year, they become sophomores. It sounds like you're doing a great job with that conversion. Dr. Nancy Rogers, those employment numbers were just astounding, thank you so much.

The Trustees met last on February 21st just 11 weeks ago. Even the most vivid or morbid imaginations among us could not begin to conjure up what has happened to us in that short time. Seventy odd thousand deaths, from record economic prosperity to record unemployment and on college campuses across the country from visions of spring break to no such travel to everybody go home. During the month of March it seems as though we were in a free-fall of bad news from this pandemic. But through it all Dr. Curtis assured me her team was not going to let it stop us. Classes would go online, we will finish the semester, and seniors will graduate. Easy to say and even easier for me to hear, but I know that making this happen was nothing but hard work and ingenuity. I sit here today with a certain amount of amazement that we pulled it off. Two thousand and fifty degrees will be conferred this month, not in the way we thought they would have been and that is a deep disappointment to all of us, but completed and conferred none the less. Those still working toward degrees will complete semester coursework and stay on track. On behalf of the entire board I want to express our sincere thanks to the administration, faculty, staff and learners whose dedication, hard work and can do attitude made it happen in spite of it all. We know it wasn't easy, and we thank you from the bottom of our Sycamore hearts. So savor the success for a minute and perhaps enjoy some downtime this summer and then contemplate the fall. In my view, this fall is going to be three times harder than the spring just behind us. Returning faculty and students to campus, opening campus housing and dining and classrooms in a safe and secure way will again require all our ingenuity and more hard work. A thousand problems to solve between now and then and guess what -- it won't go all as planned. I know you will once again rise to the huge challenge and in fact look forward to it because it represents renewal, restoration and a return mostly to ISU campus life that we've always known. Godspeed and best of luck to all and with that positive thought on to the agenda.

3a Suspension of Bylaws

Today, we are meeting virtually via electronic means. Governor Eric Holcomb declared a public health emergency on March 6, 2020 as a result of the coronavirus disease (COVID-19). Executive Order 20-09, which remains in effect, waives the restrictions on electronic meetings in Indiana's Open Door Law and authorizes governing bodies of public agencies to meet by videoconference or by telephone conferencing so long as a quorum of members participate and the meeting is made available to the public and media.

The bylaws of the ISU Board of Trustees include the same restrictions on electronic participation in meetings as the Indiana Open Door Law. Specifically, bylaw Section 125.4.1.4 requires meetings held via electronic communication to have:

- At least three members physically present;
- Only one agenda item; and
- Votes to be taken by roll call.

We need to address the application of this bylaw for meetings held during the course of this public health emergency to align with Gov. Holcomb's executive order.

In addition, the bylaws include provisions for Special Meetings with five days' notice. Indiana's Open Door Law only requires 48 hours' notice for a meeting of a public agency.

Therefore, I move that the Board of Trustees suspend Bylaw Section 125.4.1.4 that governs participation by electronic communication along with Bylaw Section 125.4.1.3.1 to allow for 48-hours' notice for any Special Meeting of the Board of Trustees for the duration of the public health emergency declared by Governor Holcomb on March 6, 2020.

Motion made by: Jeff Taylor

Motion seconded by: Bob Casey

Roll Call Vote:

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

The recommendation was approved.

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

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

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

The Trustees met in a regularly scheduled meeting on Friday, December 13, 2019 at 10:30 a.m.

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

Trustees absent: None

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

Motion made by: Randy Minas

Motion seconded by: Kim Smith

Roll Call Vote:

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

The recommendation was approved.

3c Extension of Presidential Contract

Due to the coronavirus pandemic, Trustee Jeff Taylor recommended postponing a 360-degree evaluation of the president to spring 2021 to allow for a full and fair process. This would also necessitate an extension of President Curtis' current contract for one year with no other modification of terms.

Recommendation: Approve a one-year extension of Dr. Curtis' current contract as President of Indiana State University with a new termination date of June 30, 2022 and authorize the chair of the Board of Trustees to execute a contract extension consistent with this resolution.

Motion made by: Cynthia Powers

Motion seconded by: Kathy Cabello

Roll Call Vote:

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

The recommendation was approved.

3d Nominating Committee Report/Election of Officers

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

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

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

Roll Call Vote:

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

The recommendation was approved.

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

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

Board of Trustees Meeting Dates

Fiscal Year 2021

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

Fiscal Year 2022

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

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

Motion made by: Bob Casey

Motion seconded by: Cynthia Powers

Roll Call Vote:

Kathleen Cabello, yes
Robert Casey, yes
Tanya McKinzie, yes
Randall Minas, yes
Edward Pease, yes

Casey Phillips, yes
Cynthia Powers, yes
Kimberly Smith, yes
Jeff Taylor, yes

3f Appointment of Finance Committee Chair and Members

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

Board of Trustees Chair Jeff Taylor announced the following appointments:

Finance Committee Chair: Kim Smith

Finance Committee Members (2): Randy Minas and Jeff Taylor

3g1Series T Bond Resolution

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

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

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

Motion made by: Kim Smith

Motion seconded by: Tanya McKinzie

Roll Call Vote:

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

The recommendation was approved.

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

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

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

WHEREAS, the University has heretofore executed and delivered to First Financial Bank, N.A. (formerly known as Terre Haute First National Bank), as trustee (the "Trustee"), a certain Trust Indenture dated as of November 1, 1985, as heretofore supplemented and amended (the "Indenture"), for the purpose of securing its Indiana State University Student Fee Bonds (hereinafter sometimes referred to as the "Bonds"), issued from time to time thereunder; and

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

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

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

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

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

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

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

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

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

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

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

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

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

Section 5. The Official Statement is approved in substantially the form submitted to the Board and is made a part of this Resolution as if fully set forth herein. The Treasurer is hereby

authorized and directed to make those changes in form or substance as are necessary or appropriate, to authorize the distribution of the Official Statement, to deem an Official Statement to be final or nearly final for purposes of applicable Securities and Exchange Commission rules, to execute and deliver the form of any final Official Statement with those changes in form or substance that the Treasurer shall approve, and to cause printed copies of the Preliminary and final Official Statements to be provided to those prospective purchasers, investors and other persons as he may deem advisable in order to market the Series T Bonds, and any such prior actions are hereby ratified and confirmed.

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

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

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

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

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

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

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

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

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

Dated: May 8, 2020

EXHIBIT A

THE PROJECT

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

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

3g2 Operating Budgets 2020-21

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

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

Motion made by: Casey Phillips

Motion seconded by: Tanya McKinzie

Roll Call Vote:

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

The recommendation was approved.

**INDIANA STATE UNIVERSITY
General Fund Budget Summary**

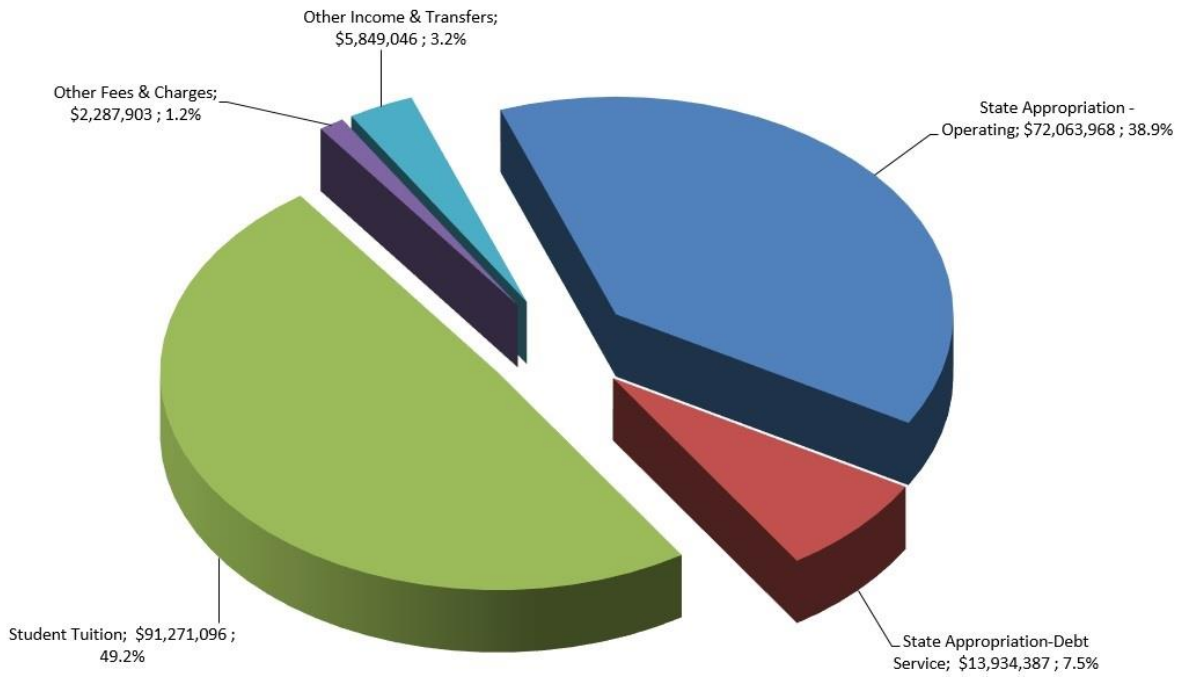
	2019-20 Budget As Approved By Board of Trustees	Budget Change	Proposed 2020-21 Budget
Source of Funds			
Operating Appropriation	\$71,009,278	\$1,054,690	\$72,063,968
Academic Debt Service Appropriation *	11,574,682	2,359,705	13,934,387
Sub-Total State Appropriation	82,583,960	3,414,395	85,998,355
Student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

Footnotes:

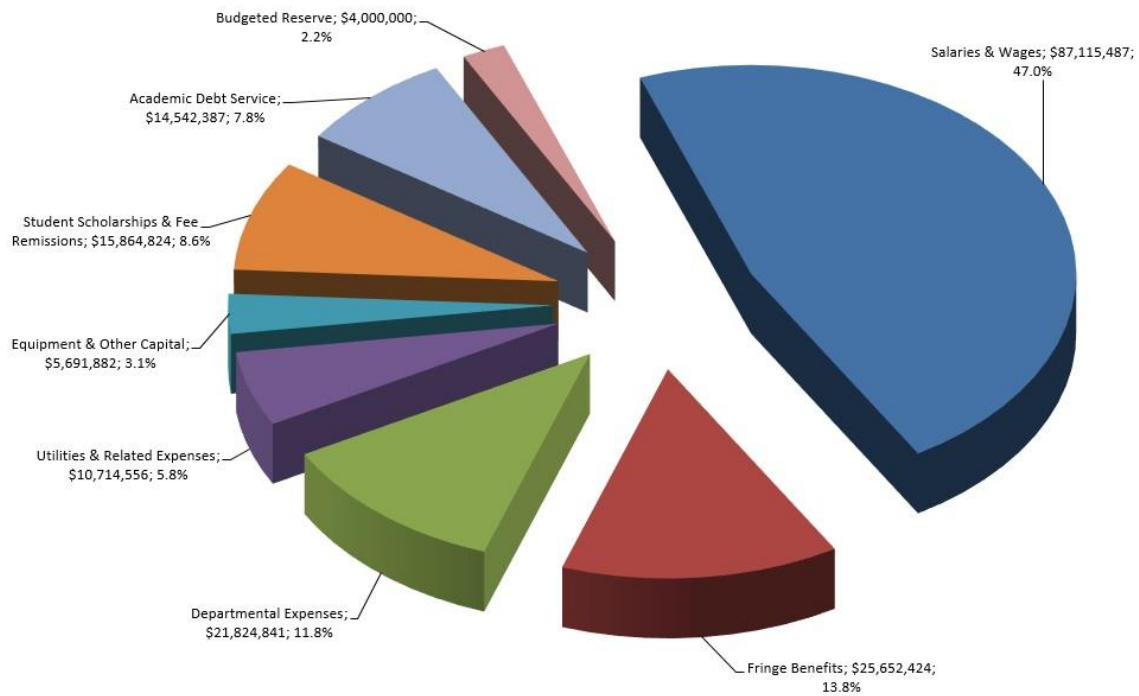
* Funding for Academic Debt Service payments.

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

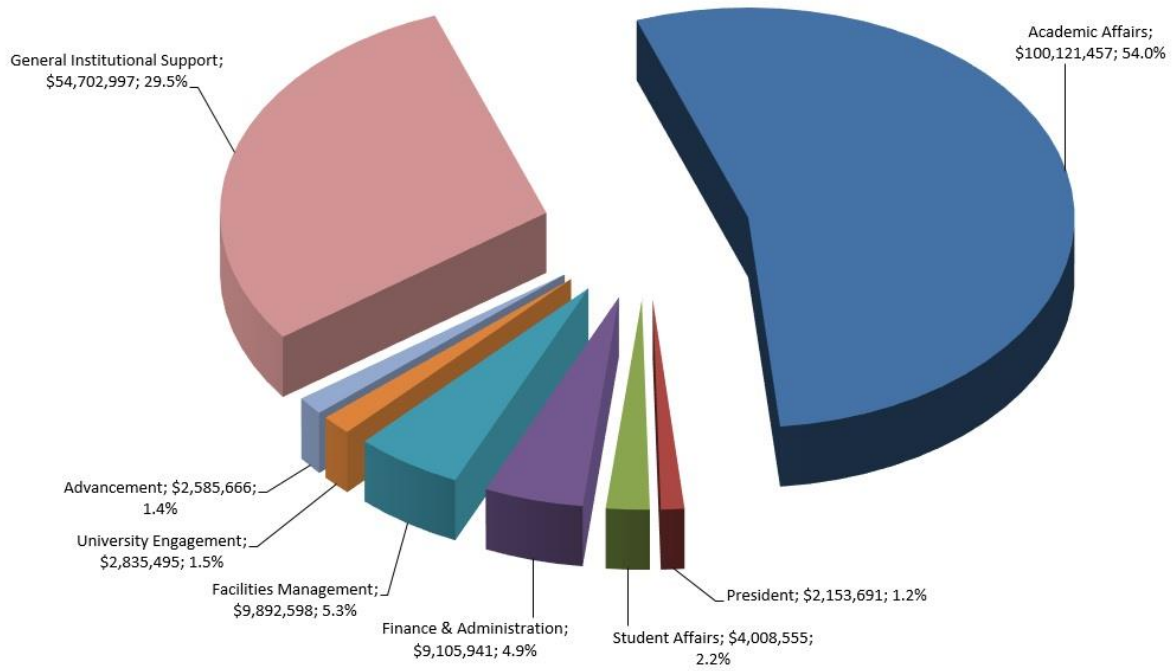
**INDIANA STATE UNIVERSITY
Budgeted Revenues by Source - General Fund
Fiscal Year 2020-21**



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



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



**INDIANA STATE UNIVERSITY
Student Activity Budget**

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

STUDENT ACTIVITY DIRECT ALLOCATIONS

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

INDIANA STATE UNIVERSITY
AUXILIARY AND OTHER OPERATIONS

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

Hulman Center & Event Services

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

Residential Life

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

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

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

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

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

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

INDIANA STATE UNIVERSITY
LINE-ITEM APPROPRIATIONS

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

3g3 Year-End Closing Authorization

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

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

Motion made by: Cynthia Powers

Motion seconded by: Kathy Cabello

Roll Call Vote:

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

The recommendation was approved.

3h1 Proposed Modifications to Policy 955 Campus Tobacco

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

Proposed Language:

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

955.1 Overview of Policy

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

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

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

955.2 Definitions.

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

cigarette, e-cigar, e-pipe, e-hookah, or vape pen, or under any other product name or descriptor.

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

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

955.2.4 “Tobacco Product” means any substance containing tobacco leaf, including but not limited to cigarettes, cigars, pipe tobacco, hookah tobacco, snuff, chewing tobacco, dipping tobacco, bidis, blunts, clove cigarettes, or any other preparation of tobacco; and any product or formulation of matter containing biologically active amounts of nicotine that is manufactured, sold, offered for sale, or otherwise distributed with the expectation that the product or matter will be introduced into the human body by inhalation; but does not include any cessation product specifically approved by the U.S. Food and Drug Administration for use in treating nicotine or tobacco dependence.

955.32 Prohibition of Sales

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

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

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

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

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

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

955.54 Enforcement

Enforcement of this policy will depend on the cooperation of all faculty, staff, and students not only to comply with the policy, but also to encourage others to comply, in order to promote a

healthy environment in which to work, study, and live. Peer ambassadors can assist with enforcement by providing policy education and connection to cessation resources to persons who violate the policy.

955.65 Violations

Policy violations may be reported to the ISU Police Department. ISU Police will forward alleged policy violations by employees to the Office of Human Resources for potential disciplinary action under Policy 562. Information about student violations of the policy will be referred to the Dean of Students for potential disciplinary action under the Code of Student Conduct. Observation of a violation of the policy should be reported to Public Safety at 5555. Follow up for violations of the policy should be referred to the appropriate administrative office for review and action for faculty through the office of Academic Affairs, for staff through Human Resources and to the Dean of Students for students

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

Motion made by: Tanya McKinzie

Motion seconded by: Kathy Cabello

Roll Call Vote:

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

The recommendation was approved.

3h2 Proposed Policy 930 Sports Wagering

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

Proposed Policy:

Policy 930 Sports Wagering

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

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

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

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

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

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

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

3i Candidates for Degrees May 2020

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

Motion made by: Kim Smith

Motion seconded by: Kathy Cabello

Roll Call Vote:

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

The recommendation was approved.

Doctor of Athletic Training

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

Doctor of Nursing Practice

Bledsoe, Abbie Lynn
Cinbat, Sibel Oytum
Horn, Stacy Jean
Lasley, Michele Lynn
Le Moyne, Margaret Lucille
Lundeen, Hayley
Matthews, Jamie Maree
Ritchison, Linda Suzanne
Robinson-Meadows, Dawn Marie
Zeller, Edna Lou

Doctor of Philosophy

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

Doctor of Physical Therapy

Ayoub, Nicholas Edward
Benson, Tanner
Bigger, Rhett Logan

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

Educational Specialist

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

Master of Arts

Alotaibi, Ayidh Baraki
Alqarni, Saad
Cotten, Rachel M.
Eberhardt, Jonas
Evans, Lanie Amelia Rose
Fields, Jordan Adrian
Fisher, Kayleigh Marie

Hall, Shelby Ann
Hance, Keenan Alek
Harmon, Sara Marie
Latini, Sara
Lee, Eunjin
Morley, Alysa Nicole
Seifert, Haley Lynn
Shogelola, Olaoluwajide
Smith, Alexander Cristian
Weston, Jacob Charles

Master Business Administration

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

Master of Education

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

Webb, Christopher Marvin
Weber, Ryan Christopher
Wells, Sarah Nicole
Zirkelbach, Kimberly Brooke

Master of Fine Art

Hu, Yichen
Marder, Nicole Irene
Roberts, Austin Kou

Master of Music

da Cruz Silveira, Rodrigo

Master of Public Administration

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

Master of Science

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

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

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

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

Master of Nursing

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

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

Master of Social Work

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

Undergraduate

Abu Hasel, Dhafer Ali	Bachelor of Science
Abubshait, Khalid Hamad	Bachelor of Science
Abuhaimed, Badr Nasser A	Bachelor of Science
Adams, Maura Mackenzie	Bachelor of Science
Adamson, Timothy Vortes	Bachelor of Science
Adcock, Austin J	Bachelor of Science
Ader, Morgan Ann	Bachelor of Arts

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Yagelski, Danielle Nicole	Bachelor of Science
Yarbrough, Montel Monya, Jr	Bachelor of Science
Yarosz Jr, Daniel John	Bachelor of Science
Yates, Taylor Loryn-Nicole	Bachelor of Science
Yeakley, Colton Steven	Bachelor of Science
York, Jayden R	Bachelor of Science
Zdrojewski, Nicole Anne	Bachelor of Science
Zerwig, Regan Marie	Bachelor of Arts
Ziebold, Drake Alexander	Bachelor of Science
Zimmerman, Krista Michelle	Bachelor of Science
Zondor, Michael Andrew	Bachelor of Science

3j Elimination of Program Social Studies Licensure Programs

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

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

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

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

Motion made by: Randy Minas

Motion seconded by: Casey Phillips

Roll Call Vote:

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

The recommendation was approved.

3k New Program Certificate in Emerging Technology

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

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

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

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

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

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

Motion made by: Cynthia Powers

Motion seconded by: Kim Smith

Roll Call Vote:

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

The recommendation was approved.

3I New Program Computer Science Teaching Minor

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

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

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

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

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

Motion made by: Kim Smith

Motion seconded by: Cynthia Powers

Roll Call Vote:

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

The recommendation was approved.

3m Faculty Performance Evaluation Procedures

Approved by Executive Committee 3/17/2020

Approved by Faculty Senate 4/16/2020

Rationale

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

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

Overview

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

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

Annual Data Entry

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

*Exempting those for Spring 2020

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

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

Process for Years 1 and 2

Chair Review

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

Dean Review

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

Outcomes of Chair and Dean Reviews

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

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

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

Full Review

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

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

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

Completed Review

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

Process for Year 3

Narrative

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

Department Committee and Chair Review

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

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

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

College Review

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

Unreconciled Evaluations

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

Completed Review

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

Consequences (For All Years)

Failure to Upload Materials to FAD

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

Does Not Meet Expectations

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

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

Professional Development Plans

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

Appeal Process

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

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

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

Criteria

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

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

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

Teaching/Librarianship, Scholarship/Creativity, and Service

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

Teaching/Librarianship

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

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

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

Scholarship/Creativity

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

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

Service

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

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

Irrelevancy of Contributions in Unassigned Domains

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

Interpretation

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

Ongoing Improvement to the Review Process

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

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

3n Naming of Tabco – Tom and Dotty Bilyeu Lab

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

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

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

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

Motion made by: Ed Pease

Motion seconded by: Randy Minas

Roll Call Vote:

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

The recommendation was approved.

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

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

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

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

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

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

The revised statements are:

Core Values

Indiana State is committed to these core values:

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

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

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

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

Indiana State University Vision Statement

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

Indiana State University Mission Statement

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

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

Recommendation:

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

Motion made by: Bob Casey

Motion seconded by: Tanya McKinzie

Roll Call Vote:

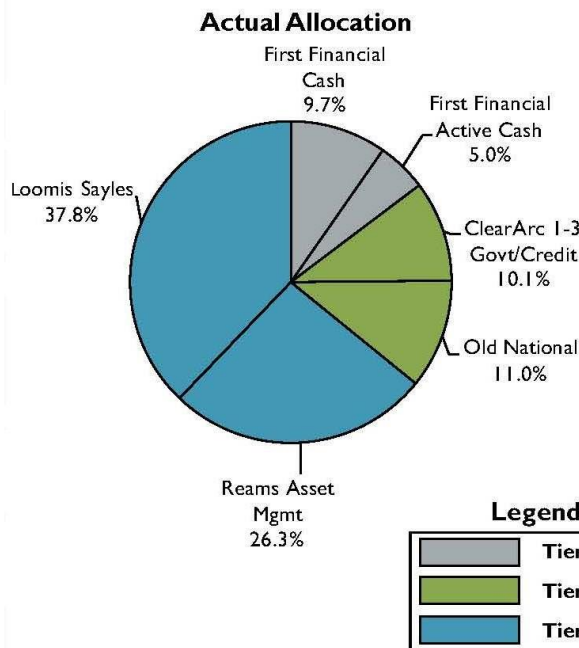
Kathleen Cabello, yes
Robert Casey, yes
Tanya McKinzie, yes
Randall Minas, yes
Edward Pease, yes
Casey Phillips, yes
Cynthia Powers, yes
Kimberly Smith, yes
Jeff Taylor, yes

The recommendation was approved.

4a University Investments

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

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



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

March 31, 2020			
	Market Value	% of Total Assets	Target Allocation
Tier I			
First Financial Cash	\$14,616,740	9.7%	\$10mm - \$25mm
First Financial Active Cash	\$7,572,451	5.0%	
	\$22,189,191	14.7%	
Tier II			
ClearArc 1-3 Year Govt/Credit	\$15,296,979	10.1%	\$25mm - \$30mm
Old National Intermediate	\$16,588,368	11.0%	
	\$31,885,347	21.1%	
Tier III			
Reams Asset Management Core	\$39,669,087	26.3%	Remaining Balance
Loomis Sayles Core Plus	\$57,053,388	37.8%	
	\$96,722,475	64.1%	
	\$150,797,013	100.0%	

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

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

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

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

INVESTMENT MANAGER RETURNS

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

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

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

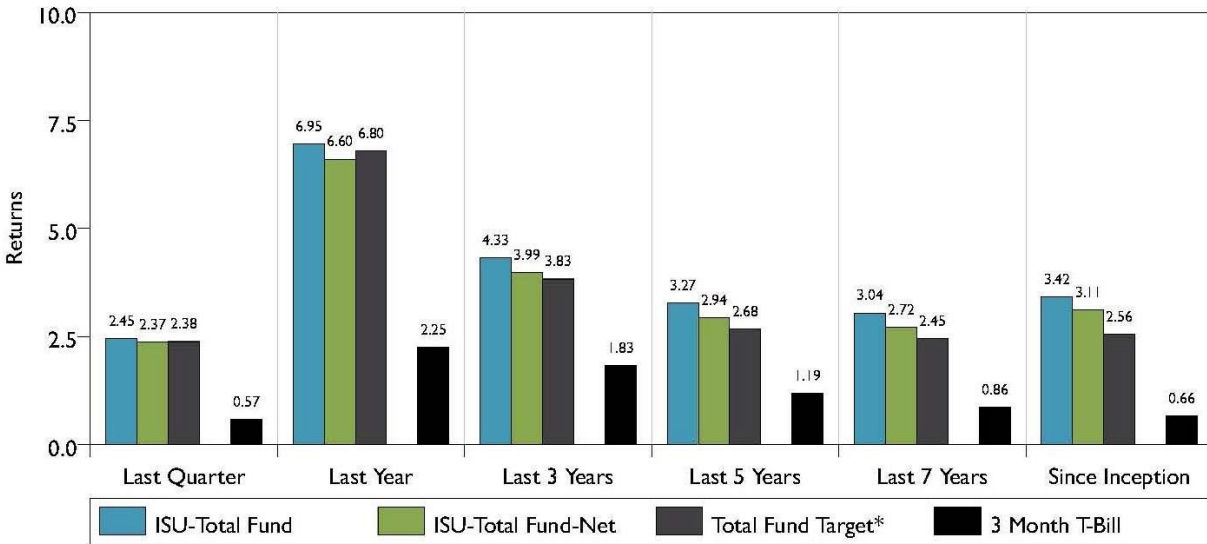
Total Fund Target* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit 1-3 Year Index, 62% Barclays Aggregate Index

RETURN SUMMARY PERIOD ENDED MARCH 31, 2020

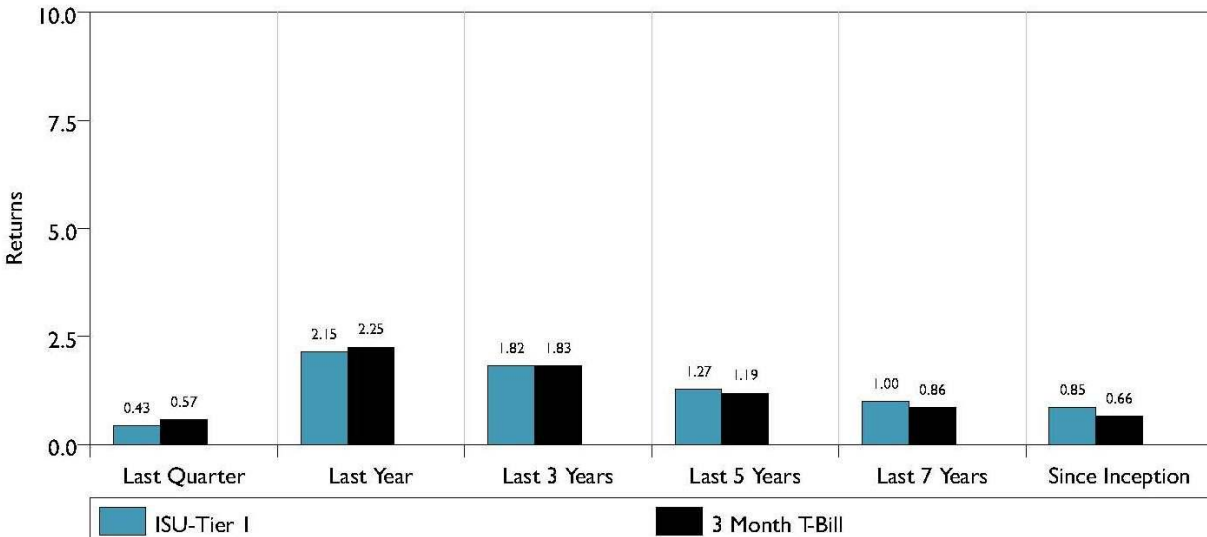
Total Fund Performance

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

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



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

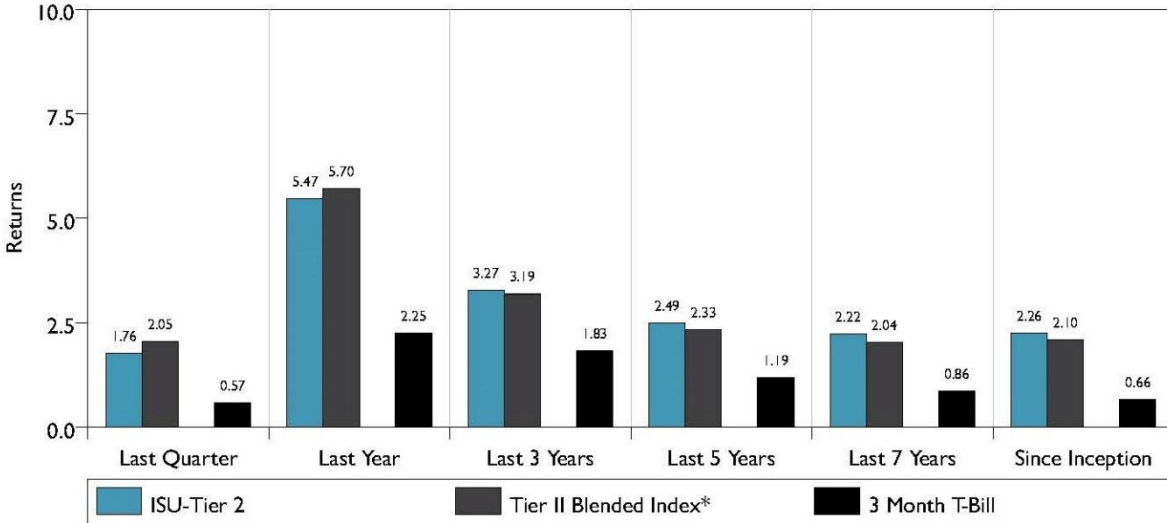


RETURN SUMMARY
PERIOD ENDED MARCH 31, 2020

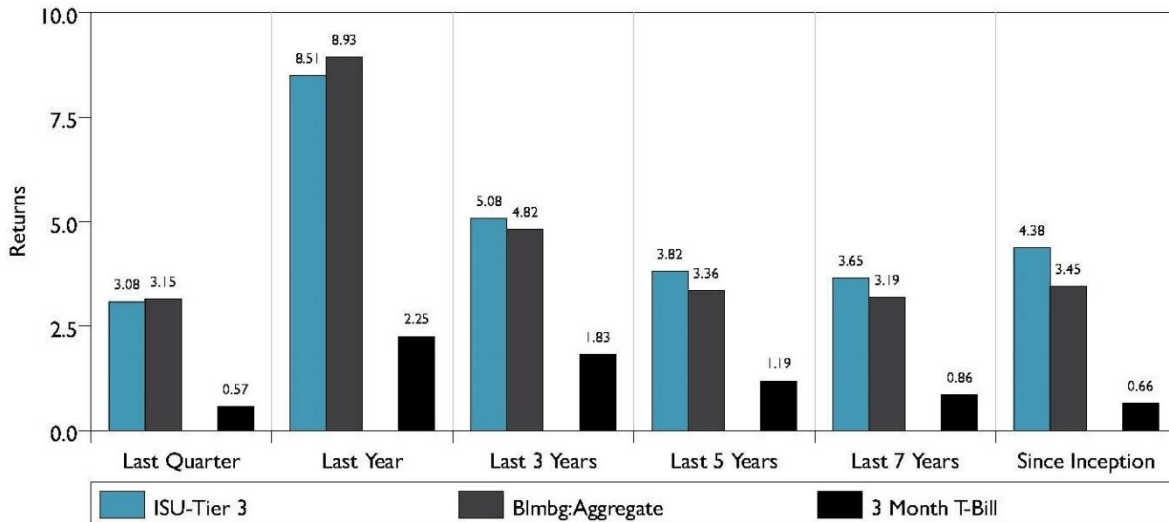
Total Fund Performance

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

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



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



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

4b Financial Report

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

Revenues

Student Tuition

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

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

Other Fees and Charges

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

Other Income and Transfers

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

Program Fees

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

Reimbursements and Income Reappropriated from Other Sources

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

Expenses

Compensation

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

Departmental Expenses

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

Utilities and Related Expenses

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

Equipment and Other Capital

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

Student Scholarship and Fee Remissions

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

Academic Debt Service

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

Budgeted Reserve

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

Transfers Out and Program Fees

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

4c Purchasing Report

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

4d Vendor Report

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

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

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

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

4e Faculty Personnel

FACULTY

Appointments

(effective August 1, 2020 unless otherwise noted)

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

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

(Effective August 1, 2020 unless otherwise noted)

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

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

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

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

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

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

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

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

(Effective August 1, 2020 unless otherwise noted)

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

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

Change of Status and/or Pay Rate

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

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

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

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

Promotion to Full Professor

(Effective August 1, 2020)

Stephen Aldrich, Department of Earth and Environmental Systems

Linda Behrendt, Department of Applied Health Sciences

Christopher Berchild, Department of Theater

David Fleming, Department of Marketing and Operations

Tina Kruger Newsham, Department of Multidisciplinary Studies

Namita Goswami, Department of Multidisciplinary Studies

Matthew Hutchins, Department of Applied Health Sciences

Jennifer Inlow, Department of Chemistry and Physics

Jeffrey Kinne, Department of Mathematics and Computer Science

Amanda Muhammad, Department of Human Resource Development and Performance
Technologies

Yong Joon Park, Department of Teaching and learning

Elsun Seung, Department of Chemistry and Physics

Barbara Skinner, Department of History

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

Stephen Stofferahn, Department of History

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

Promotion to Associate Professor and Tenure

(Effective August 1, 2020, unless otherwise indicated)

Mathew Blaszkza, Department of Kinesiology, Recreation and Sport

Szufang Chuang, Department of Human Resource Development and Performance
Technologies

Darleesa Doss, Department of Applied Health Sciences

Christopher Drew, Department of English

Cody Hanson, Department of Languages, Literatures and Linguistics

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

Amanda Lubold, Department of Multidisciplinary Studies

Whitney Nesser, Department of Applied Health Sciences

Arash Rafiey, Department of Mathematics and Computer Science

Julia Reynolds, School of Music

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

Promotion to Associate Librarian and Tenure

(Effective July 1, 2020)

Melissa Gustafson, Library Services

Promotion to Senior Instructor

(Effective August 1, 2020)

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

Retirements

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

Emeriti

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

Separations

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

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

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

4f Other Personnel

NON-EXEMPT

Appointments

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

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

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

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

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

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

Change in Status and/or Pay Rate

Promotion

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

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

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

Retirements

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

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

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

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

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

Separations

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

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

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

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

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

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

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

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

NON-EXEMPT PROFESSIONAL

Appointments

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

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

Separations

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

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

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

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

Change in Status and/or Pay Rate

Promotion/Transfer

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

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

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

Reclassifications/Title Changes

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

ATHLETICS

Separations

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

EXEMPT

Appointments

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

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

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

Temporary Appointments

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

Change in Status and/or Pay Rate Promotion/Transfers

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

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

Retirements

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

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

Separations

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

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

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

ATHLETICS

Appointments

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Separations

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

4g Grants and Contracts

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

4h Agreements

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

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

4i Board Representation at University Events

Events Requiring Board Representation

July 30-31, 2020

Board of Trustees Retreat

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

4j In Memoriam

IN MEMORIAM: Ms. Loretta Gray

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

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

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

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

IN MEMORIAM: Mrs. Marcella Blankenship

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

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

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

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

IN MEMORIAM: Dr. Herbert Diekhans

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

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

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

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

IN MEMORIAM: Dr. Lois Latta

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

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

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

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

IN MEMORIAM: Ms. Ruth Miller

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

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

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

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

IN MEMORIAM: Mr. Robert Schwindy

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

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

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

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

IN MEMORIAM: Dr. John M. Doty

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

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

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

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

IN MEMORIAM: Dr. Effie Neva Hunt

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

WHEREAS, Dr. Effie Hunt had given loyal and devoted service to Indiana State University for twenty three and one-half years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Mrs. Mary Gertrude Slack

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

WHEREAS, Mrs. Mary Gertrude Slack had given loyal and devoted service to Indiana State University for twenty two years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

IN MEMORIAM: Dr. Bobby Smiley

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

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

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

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

IN MEMORIAM: Dr. William Giffin

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

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

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

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

IN MEMORIAM: Dr. P. Gnanaolivu Aaron

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

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

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

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

IN MEMORIAM: Mr. Jerry Lankford

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

WHEREAS, Jerry Lankford, had given loyal and devoted service to Indiana State University for 27 years and had gained the respect of those who knew him as a dedicated co-worker and friend;

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

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

Adjournment

The Indiana State University Board of Trustees adjourned at 12:37 p.m.