

**Board of Trustees**  
**Schedule of Activities**  
**June 11, 2015**

**Thursday, June 11, 2015**

- |            |   |
|------------|---|
| 11:30 a.m. | Nominating Committee Meeting, State Room, Tirey Hall<br>(Norm Lowery, Randy Minas and Kathy Cabello)  |
| 12:00 Noon | Lunch and Executive Session, Heritage Lounge, Tirey Hall  |
| 1:00 p.m.  | Finance Committee Meeting, State Room, Tirey Hall   |
| 2:30 p.m.  | Seminar: Academic Department Success Update State Room, Tirey Hall,<br>(J. Maynard)   |
| 3:30 p.m.  | Agenda Meeting, State Room, Tirey Hall  |
| 5:30 p.m.  | Reception, Home of Bob and Julie Baesler  |
| 6:00 p.m.  | Dinner Honoring Norm Lowery and Erin Sluyter for their service on the Board of Trustees<br>and Bob Baesler for his service as Chair of the Board, Home of Bob and Julie Baesler |

**AGENDA**  
**Thursday, June 11, 2015, 3:30 p.m.**  
**Annual Meeting of the Indiana State University Board of Trustees**  
**State Room, Tirey Hall, Terre Haute, Indiana**

---

**1. Agenda**

**2. Schedule**

**3. Call to Order**

Roll Call for Annual Meeting (Mr. Baesler)

Robert Baesler

Tanya Bell

Kathleen G. Cabello

David C. Campbell

Norman Lowery

Randall Minas

Edward A. Pease

Erin Sluyter

Jeff Taylor

**4. Remarks**

Staff Council Chairperson (Ms. Torrence)

Student Government Association President (Mr. Cheeks)

President of the ISU Foundation (Mr. Carpenter)

Faculty Senate Chairperson (Dr. Guell)

President of the University (Dr. Bradley)

President of the ISU Board of Trustees (Mr. Baesler)

**5. New Business Items**

5a For Passage, Approval of the February 20, 2015 Meeting Minutes (Mr. Baesler)

5b Nominating Committee Report (Mr. Lowery)

5b1 Election of Officers for Fiscal Year 2015-2016

5c Finance Committee Report (Mr. Minas)

5c1 For Passage, Childcare Fee Increase for 2015-2016 (Dr. Maynard)

5c2 For Passage, Proposed New Academic Laboratory/Course Specific Fees for Fall 2015  
(Dr. Maynard)

5c3 For Passage, Proposed New Academic Laboratory/Course Specific Fees for Spring 2016  
(Dr. Maynard)

5c4 For Passage, Sycamore Towers Renovation – Phase III (Ms. McKee)

5c5 For Passage, Student Academic Semester and Summer Term Fees for 2015-16 and  
2016-17 (Ms. McKee)

5c6 For Passage, Sycamore Towers Renovation – Phase II Financing (Ms. McKee)

5c7 For Passage, Operating Budgets 2015-16 (Ms. McKee)

5d For Passage, Proposed Board of Trustees Meeting Dates 2015-2016 (Mr. Baesler)

5e For Passage, Candidates for Degrees (Dr. Maynard)

5f For Passage, Modification of Sexual Misconduct Policy Section 922 (Ms. Butwin)

5g For Passage, Modification of Conflict of Interest Policy Section 912 (Ms. Butwin)

5h For Passage, Program Elimination of Information and Design and End-User Computing  
(Dr. Maynard)

5i For Passage, New Program Secondary Special Education Minor (Dr. Maynard)

5j For Passage, New Program Elementary Education Minor (Dr. Maynard)

5k For Passage, Addition to Faculty and Staff Principles of Conduct Section 501 (Dr. Maynard)

- 5l For passage, Updates in Handbook related to Faculty Appointment, Promotion, and Tenure Policies Section 305 (Dr. Maynard))
- 5m For Passage, Modifications to the Bylaws of the Faculty Constitution Section 246 (Dr. Maynard)
- 5n For Passage, Elimination of 505.14.3 Distance Education on Faculty Development Support (Dr. Maynard)
- 5o For Passage, Sick Leave Transfer Program Amendment Section 540 (Ms. McKee)
- 5p For Passage, The Equal Opportunity Office be changed to the Equal Opportunity and Title IX Office (Ms. Butwin)
- 5q For Passage, Recognition of Service – Norm Lowery (Mr. Baesler)
- 5r For Passage, Recognition of Service – Erin Sluyter (Mr. Baesler)
- 5s For Passage, Recognition of Service – Barbara Landini (Mr. Baesler)

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

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

## **7. Old Business**

## **8. Adjournment**

**The Board of Trustees will conduct its annual retreat and evaluation of the President beginning the evening of July 29 and continuing through the afternoon of July 31. The location of the retreat will be the Hilton Garden Inn in Terre Haute.**

**The next regular meeting of the Board of Trustees will take place on campus on August 27 and 28<sup>th</sup>.**

**AGENDA**  
**Thursday, June 11, 2015, 3:30 p.m.**  
**Annual Meeting of the Indiana State University Board of Trustees**  
**State Room, Tirey Hall, Terre Haute, Indiana**

---

### 3 Call to Order

---

### 4 Remarks

Faculty Senate Chairperson (Dr. Guell)  
Staff Council Chairperson (Ms. Torrence)  
Student Government Association President (Mr. Cheeks)  
President of the ISU Foundation (Mr. Carpenter)  
President of the University (Dr. Bradley)  
President of the ISU Board of Trustees (Mr. Baesler)

---

### 5 New Business Action Items

#### 5a Approval of the Minutes of the February 11, 2015 Meeting and Executive Session

The Indiana State University Board of Trustees met in Executive Session at 4:30 p.m. on Friday, February 20, 2015 in the State Room, Tirey Hall.

Trustees present: Mr. Baesler, Ms. Bell, Ms. Cabello, Mr. Campbell, Mr. Minas, Mr. Pease, Ms. Sluyter and Mr. Taylor.  
Trustees absent: Mr. Lowery

5-14-1.5-6.1 (b) (2) (B) Litigation  
5-14-1.5-6.1 (b) (2) (D) Purchase or Lease of Real Property  
5-14-1.5-6.1 (b) (6) Personnel

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.

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

## 5b Nominating Committee Report

### 5b1 Election of Officers for Fiscal Year 2015-2016

## 5c Finance Committee Report

### 5c1 Child Care Fee Increases for 2015-2016

The Child Care Center proposes fee increases for the new enrollees for 2015-2016 fiscal year. This increase will assist in anticipated increases in salaries and wage-related benefits.

The proposal has been approved and endorsed by the Department of Elementary, Early, and Special Education, the Dean of the Bayh College of Education, and has the support of the Provost and Vice President for Academic Affairs.

#### Current Child Care Fees

Yearly Income	Infant / Toddlers / 2's	3-5 year olds	Infant / Toddler/ 2's Part Time	3-5 year olds Part Time
\$50,000 and above or NON ISU	\$175.00	\$170.00	\$130.00	\$125.00
\$25,000 - \$49,999	\$160.00	\$155.00	\$125.00	\$115.00
\$10,001 - \$24,999	\$150.00	\$140.00	\$115.00	\$110.00
\$10,000 and under	\$120.00	\$110.00	\$100.00	\$95.00

#### Proposed FY16 Child Care Fees for New Enrollees

Community Families				
Yearly Income	Full Time Infants/Toddlers/2's	Full Time 3-5's	Part Time Infants/Toddlers/2's	Part Time 3-5's
Over \$75,000	\$225	\$205	\$170	\$155
Under \$75,000	\$190	\$170	\$145	\$130
Current ISU Faculty, Staff and Student Families				
Yearly Income	Full Time Infants/Toddlers/2's	Full Time 3-5's	Part Time Infants/Toddlers/2's	Part Time 3-5's
Over \$90,000	\$195	\$175	\$150	\$135
\$65- \$89,000	\$190	\$170	\$145	\$125
\$35 - \$64,000	\$170	\$150	\$130	\$110
\$15,000 - \$35,000	\$155	\$135	\$120	\$105
Under \$15,000	\$130	\$110	\$100	\$85

**Recommendation:** The Board of Trustees approved the proposed Child Care Fees for new enrollees effective July 1, 2015.

## 5c2 Proposed New Academic Laboratory/Course Specific Fees<sup>1</sup> Effective for the Fall Semester 2015

College Departments	Rationale and Recommendation
Scott College of Business  Management, Information Systems, and Business Education	<p><b>To eliminate existing fee.</b></p> <p><b>Recommended Change in Existing Fee:</b>            BEIT 571 and BEIT 581 course fee from \$129 per credit hour to \$00 per credit hour</p>

<sup>1</sup>Laboratory/course specific fees are assessed only in conjunction with courses associated with the automated fee assessment process. An exception exists for study abroad courses: IS 396, 397, and 398.

**Recommendation:** Approval of the proposed Academic Laboratory/Course Specific Fee, effective for the fall semester of 2015.

## 5c3 Proposed New Academic Laboratory/Course Specific Fees<sup>1</sup> Effective for the Spring Semester 2016

College Departments	Rationale and Recommendation
College of Nursing, Health and Human Services  Applied Health Sciences	<p>To cover ACEMAPP Certification, CPE workbooks posters, and health assessment supplies.</p> <p><b>Recommended Change in Existing Fee:</b>            AHS 409L course fee from \$50 to \$100 per course.</p>

<sup>1</sup>Laboratory/course specific fees are assessed only in conjunction with courses associated with the automated fee assessment process. An exception exists for study abroad courses: IS 396, 397, and 398.

**Recommendation:** Approval of the proposed Academic Laboratory/Course Specific Fee, effective for the spring semester of 2016.

---

### 5c4 Sycamore Towers Renovation– Phase III

As a part of the Campus Master Plan, a complete renovation of Sycamore Towers is underway with the first phase of the renovation project (Mills Hall) near completion. The second phase (Blumberg Hall) began at the end of the Spring 2015 semester with a scheduled completion date of July 2016.

Phase III of the Sycamore Towers renovation (Cromwell Hall) is scheduled to start May 2016. Authorization is needed to retain architectural and engineering services and receive construction bids for Cromwell Hall. An estimated Phase III total project cost of \$23,000,000 is incorporated in the five-year capital and debt plans of the University. Funding for this project will be from residence hall reserve funds and long-term debt issued in the form of bonds.

**Recommendation:** Authorization for the Treasurer of the Board of Trustees to request from the Commission for Higher Education, the State Budget Committee, and the Governor of the State of Indiana authority to expend up to \$23,000,000 for Phase III of the Sycamore Towers renovation. The Treasurer is further authorized to take the following action:

- a. To develop a plan of financing for the Phase III renovation of Sycamore Towers and to obtain all necessary State approvals; and
  - b. To engage RATIO Architects, Inc. to provide architectural and engineering services and prepare construction documents; and
  - c. To enter into contracts to renovate, equip, and to finance the renovation of Phase III after State approvals secured.
- 

### 5c5 Student Academic Semester and Summer Term Fees For 2015-16 and 2016-17

By statute (IC 21-14-2-6) state educational institutions are required to establish tuition and mandatory fee rates for a two year period.

**Recommendation:** Approval of the academic student fee schedule beginning with Fall 2015 through Summer 2016, and Fall 2016 through Summer 2017 as presented below.

#### SCHEDULE OF 2015-2016 ACADEMIC SEMESTER FEES

<u>Semester Fees</u>	<u>Resident</u>	<u>Additional Non-Resident</u>	<u>Total For Non-Resident</u>
<b>Undergraduate</b>			
above 18 hours	\$4,870.00	\$6,070.00	\$10,940.00
12 - 18 hours	\$4,190.00	\$5,064.00	\$9,254.00

0 - 11.5 per credit hour	\$304.00	\$352.00	\$656.00
<b>Graduate</b>			
Per Credit Hour	\$388.00	\$374.00	\$762.00
<b>Other Fees</b>			
Student Recreation Center Fee (Fall/Spring) (on-campus, enrolled in 6 or more hrs.)	\$100.00		\$100.00

### SCHEDULE OF 2016 SUMMER TERM FEES

<u>Summer Term Fees</u>	<u>Resident</u>	<u>Additional Non-Resident</u>	<u>Total For Non-Resident</u>
<b>Undergraduate</b> above 9 hours	Charged the rate shown below for 6-9 hours plus the per credit hour rate for each hour above 9.		
6 - 9 hours	\$1,824.00	\$2,112.00	\$3,936.00
0 - 5.5 per credit hour	\$304.00	\$352.00	\$656.00
<b>Graduate</b>			
Per Credit Hour	\$388.00	\$374.00	\$762.00
<b>Other Fees</b>			
Student Recreation Center Fee (on-campus, enrolled in 3 or more hrs.)	\$40.00		\$40.00

### Charges Assessed Independently of Fees Shown Above

Distance Education - Resident	Charged Undergraduate or Graduate Resident Fees, if designated as a distance student, plus distance delivery fees.
Distance Education - Non Resident	Charged 125% of the Undergraduate or Graduate Resident Fees, if designated as a distance student, plus distance delivery fees. (25% to be recognized as Non-Resident Fees) BS Nursing (LPN/LVN Completion Track) distance program students charged full non-resident fees, effective with those admitted for Fall 2015 or later.
Midwest Student Exchange	Charged 125% of the Undergraduate or Graduate Resident Fees.



Program Fees	(25% to be recognized as Non-Resident Fees)	
Illinois/Kentucky/Ohio Student Scholarship Program Fees	Charged 125% of the Undergraduate or Graduate Resident Fees. (25% to be recognized as Non-Resident Fees)	
Late-Start Extension	Charged Undergraduate or Graduate Resident Fees only.	
Travel Abroad Seminar	Charged Undergraduate or Graduate Resident Fees only.	
Credit by Examination/Assessment of Prior Learning	Charged 25% of the Undergraduate or Graduate Resident Fees in effect at the time of exam/assessment. Credit may or may not be awarded, dependent upon the outcome.	
College Challenge Per Credit Hour	\$25.00	\$25.00

### SCHEDULE OF 2016-2017 ACADEMIC SEMESTER FEES

<u>Semester Fees</u>	<u>Resident</u>	<u>Additional Non-Resident</u>	<u>Total For Non-Resident</u>
<b>Undergraduate</b>			
above 18 hours	\$4,967.00	\$6,191.00	\$11,158.00
12 - 18 hours	\$4,273.00	\$5,165.00	\$9,438.00
0 - 11.5 per credit hour	\$310.00	\$359.00	\$669.00
<b>Graduate</b>			
Per Credit Hour	\$396.00	\$381.00	\$777.00
<b>Other Fees</b>			
Student Recreation Center Fee (on-campus, enrolled in 6 or more hrs.)	\$100.00		\$100.00 (Fall/Spring)

### SCHEDULE OF 2017 SUMMER TERM FEES

<u>Summer Term Fees</u>	<u>Resident</u>	<u>Additional Non-Resident</u>	<u>Total For Non-Resident</u>
<b>Undergraduate</b>			
above 9 hours	Charged the rate shown below for 6-9 hours plus the per credit hour rate for each hour above 9.		

6 - 9 hours	\$1,860.00	\$2,154.00	\$4,014.00
0 - 5.5 per credit hour	\$310.00	\$359.00	\$669.00
<b>Graduate</b>			
Per Credit Hour	\$396.00	\$381.00	\$777.00

**Other Fees**

Student Recreation Center Fee (on-campus, enrolled in 3 or more hrs.)	\$40.00		\$40.00
--	---------	--	---------

**Charges Assessed Independently of Fees Shown Above**

Distance Education - Resident	Charged Undergraduate or Graduate Resident Fees, plus distance delivery fees.		
Distance Education - Non Resident	Charged 126% of the Undergraduate or Graduate Resident Fees, if designated as a distance program student, plus distance delivery fees. (26% to be recognized as Non-Resident Fees) BS Nursing (LPN/LVN Completion Track) distance program students charged full non-resident fees, effective with those admitted for Fall 2015 or later.		
Midwest Student Exchange Program Fees	Charged 126% of the Undergraduate or Graduate Resident Fees. (26% to be recognized as Non-Resident Fees)		
Illinois/Kentucky/Ohio Student Scholarship Program Fees	Charged 126% of the Undergraduate or Graduate Resident Fees. (26% to be recognized as Non-Resident Fees)		
Late-Start Extension	Charged Undergraduate or Graduate Resident Fees only.		
Travel Abroad Seminar	Charged Undergraduate or Graduate Resident Fees only.		
Credit by Examination/Assessment of Prior Learning	Charged 25% of the Undergraduate or Graduate Resident Fees in effect at the time of exam/assessment. Credit may or may not be awarded, dependent upon the outcome.		
College Challenge Per Credit Hour	\$25.00		\$25.00

## 5c6 Sycamore Towers Renovation – Phase II Financing

The Board of Trustees previously approved the renovation of Blumberg Residence Hall as Phase II of a comprehensive renovation of the Sycamore Towers complex over a four to five year period. Funding for the project will be from residence hall capital reserves of \$4,150,000 and bond proceeds not to exceed \$16,600,000 (net of bond premium or discount) plus additional amounts for cost of issuance. Renovations began in May at the conclusion of the Spring 2015 semester to be complete for occupancy in August of 2016. All state approvals have been secured with the final plan of financing subject to approval of the Indiana Finance Authority and State Budget Director.

**Recommendation:** Authorization of the Treasurer of the Board of Trustees to secure approval of final plan of financing to renovate Mills Residence Hall and the sale of Indiana State University Housing and Dining System Revenue Bonds, Series 2015 as governed by the resolution below.

### **RESOLUTIONS OF THE BOARD OF TRUSTEES FOR THE INDIANA STATE UNIVERSITY BOARD OF TRUSTEES APPROVING AND AUTHORIZING THE SALE OF THE INDIANA STATE UNIVERSITY HOUSING AND DINING SYSTEM REVENUE BONDS, SERIES 2015**

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

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

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

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

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

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

WHEREAS, the Board now desires to authorize the execution and delivery of the Indiana State University Housing and Dining System Revenue Bonds, Series 2015 (the “Series 2015 Bonds”), and a Fifth Supplemental and Amending Indenture (the “Fifth 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 Fourth Supplement to Amended and Restated Continuing Disclosure Undertaking Agreement (the “Fourth Supplement to Undertaking Agreement”), forms of the Series 2015 Bonds, and any further documents required to complete the execution and delivery of the Series 2015 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 Fifth Supplemental Indenture, a form of Rebate Agreement, a form of Official Statement, a form of Bond Purchase Agreement and a form of Fourth Supplement to Undertaking Agreement in connection with the issuance of the Series 2015 Bonds in an aggregate principal amount not to exceed \$16,600,000, plus additional amounts needed for underwriter’s discount as described below and any original issue discount or bond premium, as permitted by law, capitalized interest (if any), costs of issuance, any amounts necessary to provide for any debt service reserve fund, and costs of any premiums for bond or debt service reserve fund insurance; and

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

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

WHEREAS, the University expects to issue debt not exceeding \$16,600,000 in aggregate principal amount for purposes of financing, refinancing or reimbursing all or a portion of the costs of the Project, plus additional amounts needed for costs of issuance, any debt service reserve fund, costs of any premiums for bond or debt service reserve fund insurance, underwriter’s discount and original issue discount/bond premium as provided by law, capitalized interest (if any), and other incidental costs as required by the issue;

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

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

Section 2. The issuance of the Series 2015 Bonds by the University on the terms and conditions set forth in the Fifth Supplemental Indenture is hereby authorized in the total principal amount not to exceed \$16,600,000, 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 2015 Bonds shall be designated the "Indiana State University Board of Trustees, Indiana State University Housing and Dining System Revenue Bonds, Series 2015". The true interest cost of Series 2015 Bonds shall not exceed 5.00%, with a maximum underwriter's discount of 1.00%, and with such serial or term maturities and redemption features as the executing officers shall approve. The final maturity of the Series 2015 Bonds shall not extend beyond April 1, 2035. The Series 2015 Bonds shall be sold pursuant to the Bond Purchase Agreement at negotiated sale to an underwriter who may be selected and appointed pursuant to Section 12 below.

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

Section 4. The Fifth Supplemental Indenture is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if fully set forth herein. The Chair and the Vice Chair of the Board (the "Chair" and the Vice Chair", respectively), or either of them, are hereby authorized to execute and deliver, and the Secretary and the Assistant Secretary of the Board (the "Secretary" and the "Assistant Secretary", respectively), or either of them, are hereby authorized to attest the signature of and to imprint the corporate seal of the University on the Fifth Supplemental Indenture in substantially the form presented to the Board, with those changes in form or substance that the President and Treasurer 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 2015 Bonds, and any such prior actions are hereby ratified and confirmed.

Section 6. The Bond Purchase Agreement is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if set forth fully herein. The Chair, Vice Chair and Treasurer, or any of them, are hereby authorized to execute and deliver the Bond Purchase

Agreement in substantially the form submitted to the Board, with those changes in form or substance that the President and Treasurer shall approve, such approval to be conclusively evidenced by the execution and delivery thereof.

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

Section 8. The Fourth Supplement to Undertaking Agreement is hereby approved in substantially the form submitted to the Board and is made a part of this Resolution as if set forth fully herein. The Chair, Vice Chair, and Treasurer, or any of them, are hereby authorized to execute and deliver the Fourth Supplement to Undertaking Agreement in substantially the form submitted to the Board, with those changes in form or substance that the President and Treasurer 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 2015 Bonds, on the terms and conditions set forth in the Fifth 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 Fifth Supplemental Indenture and the Indenture. Upon execution of the Series 2015 Bonds, the Treasurer shall deliver the Series 2015 Bonds to the Trustee for authentication, and upon their authentication, the Treasurer is authorized and directed to deliver the Series 2015 Bonds to the purchasers thereof on payment of the purchase price, which price shall reflect the underwriter's discount permitted by this Resolution and original issue discount or bond premium, if any, as permitted by law.

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

Section 11. The Board hereby authorizes the Treasurer to make the necessary calculation with respect to the coverage factor of Net Income to Average Annual Debt Service Requirements, after the pricing of the Series 2015 Bonds, to be shown in the Official Statement for the Series 2015 Bonds.

Section 12. The Board hereby ratifies the selection of, and appoints, Piper Jaffray & Co. as senior managing underwriter for the Series 2015 Bonds, and City Securities Corporation as co-managing underwriter for the Series 2015 Bonds, and further authorizes the President and the Treasurer in their discretion to select one or more additional co-managing underwriters for the Series 2015 Bonds (or none at all). The Board hereby ratifies the selection of, and appoints, (i) Ice Miller LLP as bond counsel for the Series 2015 Bonds, and (ii) Blue Rose Capital Advisors as financial advisor for the Series 2015 Bonds.

Section 13. The use of bond insurance is hereby approved in connection with the Series 2015 Bonds, if deemed beneficial to the University in the best judgment of the President and the Treasurer. The President and Treasurer are hereby authorized to select a bond insurer, if deemed beneficial in their best

judgment, and to accept any commitments and execute any agreements which may be necessary or advisable in connection with any such bond insurance for the Series 2015 Bonds.

Section 14. The Board hereby declares its official intent to acquire, construct, equip and/or rehabilitate the Project described in Exhibit A; to reimburse certain costs of acquiring, constructing, equipping and/or rehabilitating the Project with proceeds of debt to be incurred by the University; and to issue debt not exceeding \$16,600,000 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: June 11, 2015

## EXHIBIT A

### The Project

The Project consists of the renovation of Blumberg Hall, as the second phase of a comprehensive renovation of Sycamore Towers. The Blumberg Hall renovation project will be comprised of the renovation of approximately 100,468 square feet of residence hall space in Blumberg Hall, and will include the installation of new lighting, doors and hardware throughout, and restoration of exterior masonry, as well as new mechanical systems – including the installation of new HV/AC and fire suppression systems. The renovated facility will provide a total of 366 beds. The Blumberg Hall renovation project is a part of a systematic upgrading of residence hall facilities to provide living and learning spaces that are attractive to prospective and returning students.

The overall cost of the Blumberg Hall renovation project is estimated at approximately \$20,750,000, of which approximately \$4,150,000 will be funded from Housing and Dining System reserves and approximately \$16,600,000 will be funded from proceeds of the Series 2015 Bonds. The Blumberg Hall renovation project is expected to be completed for Fall 2016 occupancy.

---

## 5c7 Operating Budgets, 2015-16

Presented below are balanced operating budgets based upon estimates of tuition revenue, State appropriations, and other available sources for the fiscal year 2015-16. It is recommended the President of Indiana State University be further authorized to establish salaries and wages for the 2015-16 fiscal year within the capabilities of budgeted resources.

**Recommendation:** Approval of the following operating budgets for the 2015-16 fiscal year and authorization of the President of Indiana State University to establish salaries and wages within the capabilities of budgeted resources.

### INDIANA STATE UNIVERSITY 2015-16 Budgets

The General Fund, Student Services, Auxiliary and Other Operating Units, and Line-Item summary budgets for 2015-16 are described below along with the related key planning points.

## **GENERAL FUND BUDGET**

### **Revenues**

Revenue projected for the General Fund budget in 2015-16 totals \$171,111,000, a 7.9% increase compared to 2014-15. The change in revenue comes primarily from a general student fee increase for resident and non-resident students, an increase in budgeted student enrollment, a \$157,500 increase in the transfer from Residential Life for utility costs, and other miscellaneous revenue adjustments.

The operating appropriation decreased by \$1,114,201 from the 2014-15 level. Budgeted tuition for 2015-16 assumes an average of 100% of the undergraduate and graduate full-time equivalent enrollment of the previous two fall semesters. The increase in net budgeted tuition of \$14,088,390 includes a 1.95% tuition and mandatory fee increase (\$1,575,938), enrollment growth (\$11,542,430), the offset of the decrease in the debt service appropriation, and other minor budget adjustments. Overall, student tuition represents 53.2% of the total general fund budget (compared to 38.7% for state operating appropriations).

To meet the priorities and commitments reflected in the budget, reallocations (reductions) were required as a part of the 2015-16 budget planning process. A total of \$526,424 was reallocated from 2014-15 base budgets to fund increases in compensation and other priority budget items.

The state decreased the level of support for Degree Link, a separate line item appropriation, by \$13,807 or three percent (3%) from the 2014-15 level. The appropriation is accounted for in a separate cost center budget to support the delivery of Indiana State University baccalaureate degree programs at Ivy Tech Community College and Vincennes University locations.

### **Expenditures**

#### **I. Compensation**

The 2015-16 operating budget contains a projected two percent (2.0%) increase pool for salary adjustments plus amounts set aside for faculty and staff target salary programs. Criteria for any salary adjustments will be determined once enrollment numbers are known for the Fall 2015 semester and an assessment of overall budgetary conditions has been made. Faculty promotions and degree adjustments are funded internally within Academic Affairs. Additionally, effective November 1, 2015, the minimum hourly rate for all full-time benefit eligible positions will be increased to \$11.00 per hour from the current minimum rate of \$10.20 per hour. Student wage departmental budgets were also increased by two percent (2.0%) overall.

Fringe benefit budgets allocated to each division of the University are annually realigned to more closely reflect actual expenditure patterns. The University provides eligible employees with a full benefit package which includes health coverage (medical, Rx, dental), retirement contributions, life insurance, and long-term disability. For 2015-16, the net increase in budgeted fringe benefits amounts to \$375,702. This is inclusive of the savings, described below, by further activation of the VEBA Trust.

In 1998 the University established a Voluntary Employees Benefit Association Trust (VEBA) to set aside reserves to offset the liability for post employment benefits (retiree health and life insurance). As of April 30, 2015, the market value of the VEBA Trust is \$86.1 million. The actuarial accrued liability as of June 30, 2014, was \$60 million. Currently fifty percent (50%) of the cost of the University share of retiree premiums is charged to the Trust. Effective July 1, 2015, an additional twenty five percent (25%) will be charged to the Trust resulting in approximately \$740,165 of additional savings to the University for 2015-16.



## **II. Departmental Supplies and Expense**

Adjustments to the supplies/expense budgets and repair/maintenance lines include various realignments within departments and divisions of the University to more accurately reflect appropriate budgetary classifications. In addition, University-wide utility budgets were increased by \$263,766 to provide for projected growth in utility expenses. As mentioned previously, Residential Life is contributing an additional \$157,500 for a total of \$3,307,500 to partially offset the cost of providing utilities to this auxiliary unit of the University.

## **III. Equipment and Other Capital**

A fund for capital improvements of \$3,750,000 is maintained as a part of the 2015-16 budget. The adopted State budget for the 2015-17 biennia provides approximately \$1.4 million of repair and rehabilitation funding each year with the expectation that institutions provide additional resources as a part of their respective budgets. The outstanding deferred renewal for academic facilities at Indiana State University is estimated at \$91 million, based on the most recent deferred renewal study. These funds will be used to address the most pressing of these needs.

## **IV. Student Scholarships**

The recommended student scholarship and fee remission budget for 2015-16 totals \$13,118,844 (or 7.6% of the total general fund operating budget). This amount is inclusive of a two percent (2%) increase from the 2014-15 level plus an additional \$750,000 to offset increased scholarship expense for undergraduate students.

The scholarship and fee remission budget consists of two components. The major portion (\$12,918,844) will be awarded directly to students through such programs as the President's Scholars and various other academic and need based scholarships as well as institutional fee remissions for undergraduate and graduate students. The second portion (\$200,000) of the budget accounts for matching funds required for participation in federal student aid programs (FSEOG and Perkins Loan Program).

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

## **V. Reserves**

An allocation of \$2,000,000 was set aside as a part of the 2014-15 budget to fund high priority strategic initiatives to strengthen the University's position in key academic areas. During the past fiscal year \$961,160 of this amount was allocated to support base budget needs of strategic importance. An additional \$1,010,160 has been added to the reserve pool for strategic initiatives as a part of the 2015-16 budget.

A second reserve pool for 2014-15 consisting of two percent (2%) or \$1,346,165 of the operating appropriation was set aside to offset any reversions required by the State of Indiana. In June of 2014 all public universities were notified by the State Budget Agency that two percent (2%) would be withheld for the 2014-15 year. Therefore, this reserve was fully utilized during the past fiscal year to meet budgetary commitments. For the 2015-16 year, the reserve was internally reallocated.

For the 2015-16 year, a General Fund reserve of three percent (3%) of the previous year budget is set aside to absorb any revenue shortfalls. This amounts to \$4,755,750.

## **STUDENT SERVICES BUDGET**

The Student Services budget allocates a portion of student tuition to operating units within the Designated and Auxiliary fund groups to support student activities and related programs. The total 2015-16 Student Services budget increased \$1,268,037 over the previous year. These funds are primarily used to offset increased operating costs for those units supported by the Student Services budget. Included in the Student Services budget is \$18,037 of additional Student Recreation Center fees from enrollment growth to support the operation of the Student Recreation Center and related facility debt service.

## **AUXILIARY AND OTHER OPERATIONS**

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

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

## **LINE-ITEM APPROPRIATIONS**

As stated earlier, the state decreased line-item appropriation support for the Degree Link by three percent (3%) from the 2014-15 level. The total appropriation for 2015-16 is \$446,438.

Other line-item appropriations allocated to the University for 2015-16 include; \$204,000 for the ISU Nursing Program, \$147,950 for Dual Credit programs, and \$600,000 for the Indiana Principal Leadership Institute operated by the Bayh College of Education.

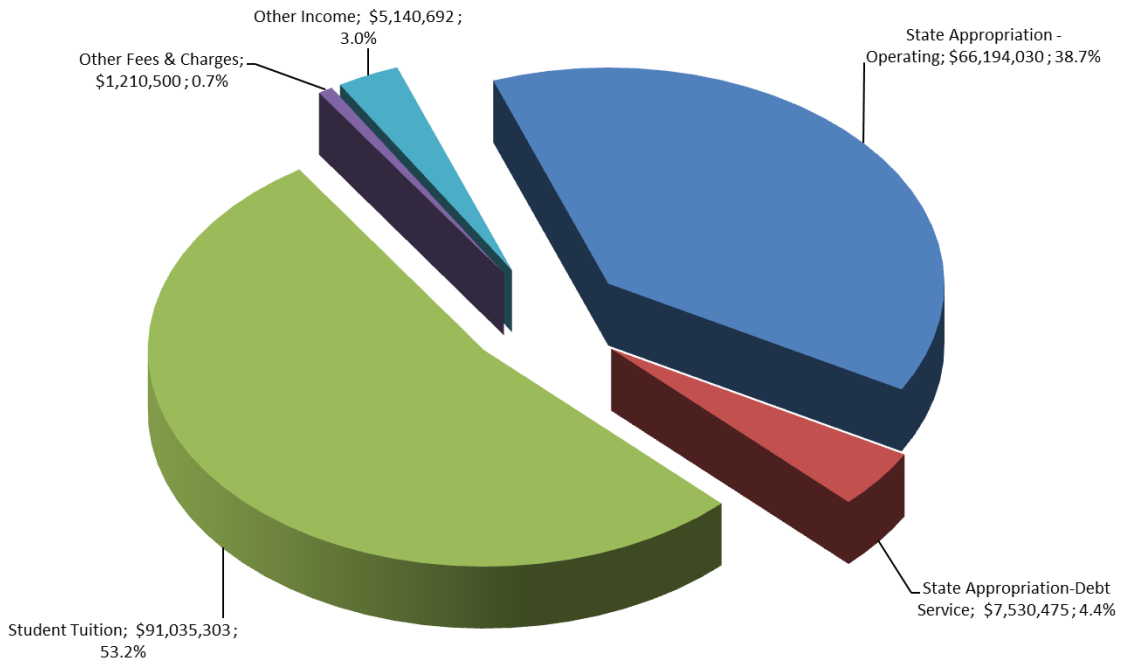
**INDIANA STATE UNIVERSITY**  
**General Fund Budget Summary**

	<u>2014-15 Budget As Approved By Board of Trustees</u>	<u>Budget Change</u>	<u>Proposed 2015-16 Budget</u>
<b>Source of Funds</b>			
Operating Appropriation	\$67,308,231	(\$1,114,201)	\$66,194,030
Debt Service Appropriation	<u>8,489,497</u>	<u>(959,022)</u>	<u>7,530,475</u>
Sub-Total State Appropriation	75,797,728	(2,073,223)	73,724,505
Student Tuition *	76,946,913	14,088,390	91,035,303
Other Fees and Charges	1,240,912	(30,412)	1,210,500
Other Income	<u>4,539,447</u>	<u>601,245</u>	<u>5,140,692</u>
Total Source of Funds	<u>\$158,525,000</u>	<u>\$12,586,000</u>	<u>\$171,111,000</u>
<b>Use of Funds</b>			
<b>Compensation</b>			
Salaries and Wages	\$80,488,932	\$3,370,443	\$83,859,375
Fringe Benefits	<u>25,526,087</u>	<u>375,702</u>	<u>25,901,789</u>
Sub-Total Compensation	106,015,019	3,746,145	109,761,164
<b>Departmental Expenses</b>			
Supplies and Related Expenses	13,819,269	3,219,728	17,038,997
Repairs and Maintenance	4,122,447	64,250	4,186,697
Other Committed Expenses	<u>1,110,348</u>	<u>50,000</u>	<u>1,160,348</u>
Sub-Total Departmental Expenses	<u>19,052,064</u>	<u>3,333,978</u>	<u>22,386,042</u>
Utilities and Related Expenses	10,550,633	263,766	10,814,399
<b>Equipment and Other Capital</b>			
Library Acquisitions	1,640,729	(30,000)	1,610,729
Operating Equipment	879,072	570,000	1,449,072
Capital Improvements	<u>3,500,000</u>	<u>250,000</u>	<u>3,750,000</u>
Sub-Total Equipment & Other Capital	<u>6,019,801</u>	<u>790,000</u>	<u>6,809,801</u>
Student Scholarship and Fee Remissions	12,126,318	992,526	13,118,844
Laptop Scholarship Program	1,415,000		1,415,000
Reserve for Strategic Initiatives	2,000,000	50,000	2,050,000
Budgeted Reserve	0	4,755,750	4,755,750
Reserve for State Appropriation	<u>1,346,165</u>	<u>(1,346,165)</u>	<u>0</u>
Total Use of Funds	<u>\$158,525,000</u>	<u>\$12,586,000</u>	<u>\$171,111,000</u>
<b>Growth in Budget</b>	<b>4.1%</b>		<b>7.9%</b>

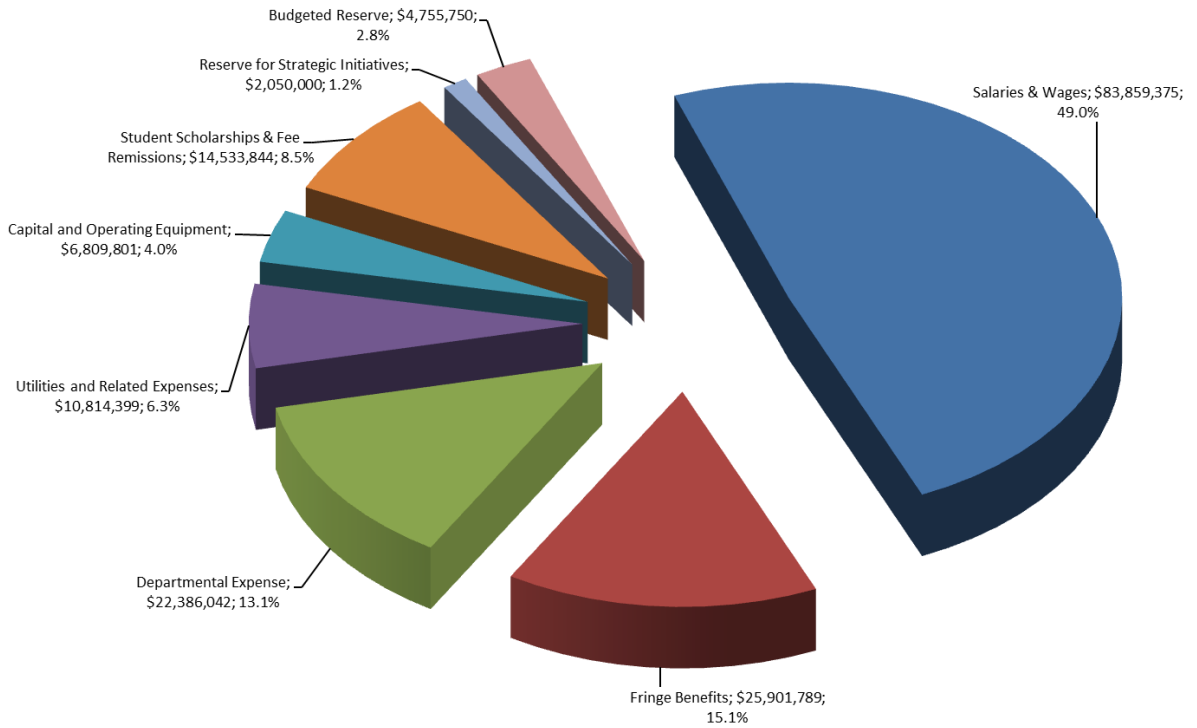
**Footnotes:**

\* This figure is inclusive of a 1.95% increase in tuition for undergraduate and graduate students, the offset of a decrease in debt service appropriation, budgeted enrollment growth, and other minor adjustments.

**INDIANA STATE UNIVERSITY  
Budgeted Revenues by Source - General Fund  
Fiscal Year 2015-16**



**INDIANA STATE UNIVERSITY  
Budgeted Expenditures By Function - General Fund  
Fiscal Year 2015-16**

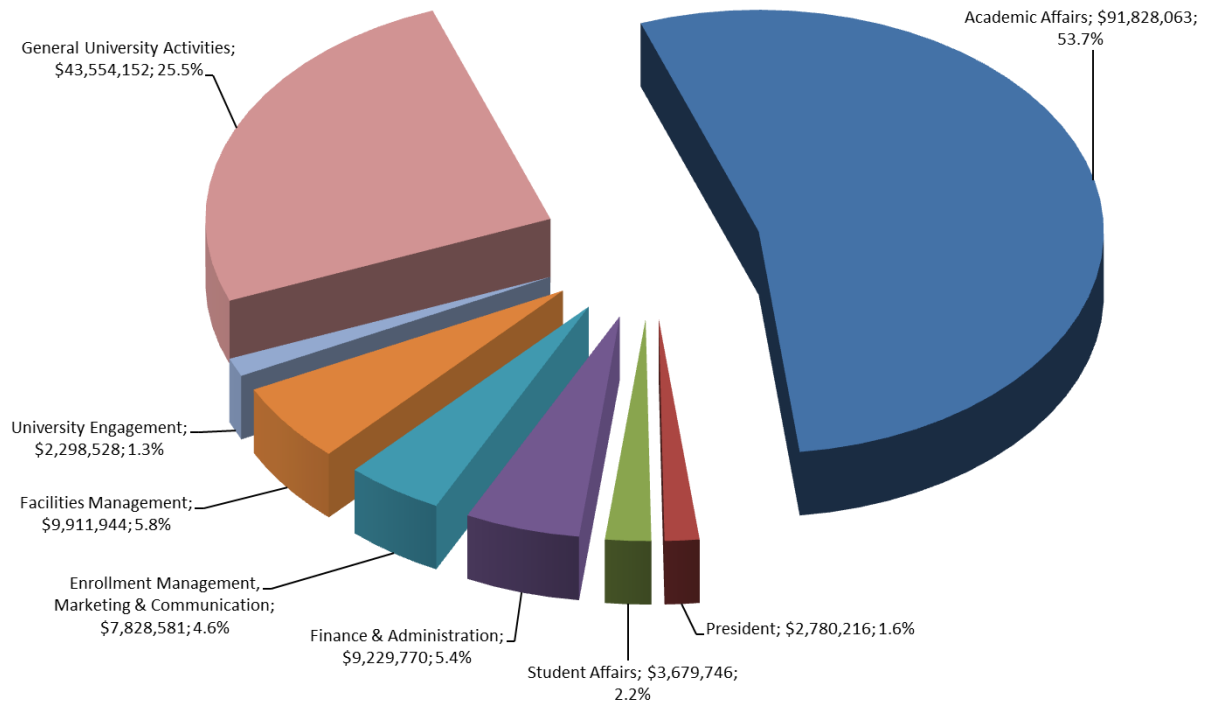


**INDIANA STATE UNIVERSITY**  
**GENERAL FUND BUDGETED EXPENDITURES - BY UNIT FY16 AS COMPARED TO FY15**

	<b>2014-15 Budget</b>	<b>Proposed 2015-16 Budget</b>		<b>2014-15 Budget</b>	<b>Proposed 2015-16 Budget</b>
<b>Academic Affairs</b>			<b>President</b>		
Salary and Wages	\$58,410,762	\$59,408,355	Salary and Wages	\$1,711,149	\$1,738,811
Fringe Benefits	16,659,730	16,759,064	Fringe Benefits	473,178	505,377
Student Wages	1,846,804	1,812,084	Student Wages	30,550	31,160
Supplies and Expenses	7,186,132	8,491,699	Supplies and Expenses	460,381	460,381
Repair and Maintenance	2,838,620	2,846,370	Repair and Maintenance	10,960	10,960
Capital	2,030,491	2,510,491	Capital	33,527	33,527
Total	<b>\$88,972,539</b>	<b>\$91,828,063</b>	Total	<b>\$2,719,745</b>	<b>\$2,780,216</b>
<b>Student Affairs</b>			<b>Enrollment Management, Marketing &amp; Communication</b>		
Salary and Wages	\$2,228,613	\$2,293,878	Salary and Wages	\$3,750,847	\$4,021,988
Fringe Benefits	717,647	689,054	Fringe Benefits	1,267,848	1,306,564
Student Wages	223,926	228,404	Student Wages	357,562	298,779
Supplies and Expenses	367,089	412,089	Supplies and Expenses	1,489,617	2,133,617
Repair and Maintenance	6,172	6,172	Repair and Maintenance	26,732	26,732
Capital	50,149	50,149	Capital	40,901	40,901
Total	<b>\$3,593,596</b>	<b>\$3,679,746</b>	Total	<b>\$6,933,507</b>	<b>\$7,828,581</b>
<b>Finance and Administration</b>			<b>Facilities Management</b>		
Salary and Wages	\$5,682,476	\$5,941,677	Salary and Wages	\$5,520,983	\$5,569,681
Fringe Benefits	2,026,812	2,063,075	Fringe Benefits	2,230,197	2,202,071
Student Wages	165,434	171,403	Student Wages	41,012	41,832
Supplies and Expenses	579,751	610,461	Supplies and Expenses	870,817	870,817
Repair and Maintenance	62,421	68,421	Repair and Maintenance	1,177,543	1,227,543
Capital	339,733	374,733	Total	<b>\$9,840,552</b>	<b>\$9,911,944</b>
Total	<b>\$8,856,627</b>	<b>\$9,229,770</b>			
<b>University Engagement *</b>			<b>General University Activities</b>		
Salary and Wages		\$1,097,453	Salary and Wages	\$518,814	\$806,197
Fringe Benefits		328,697	Retirement Fringe Benefits and Contributions	2,150,675	2,047,887
Student Wages		397,671	Supplies and Expenses	2,865,481	3,610,727
Supplies and Expenses		449,207	Capital	25,000	25,000
Repair and Maintenance		500	Other Committed Expenses	1,110,348	1,160,348
Capital		25,000	Utilities and Related Expenses	10,550,633	10,814,399
Total	<b>\$0</b>	<b>\$2,298,528</b>	Student Scholarships and Fee Remissions	12,126,318	13,118,844
			Laptop Scholarships	1,415,000	1,415,000
			Reserve for Quality Enhancement	2,000,000	2,050,000
			Reserve for State Appropriation	1,346,165	0
			Budgeted General Fund Reserve		4,755,750
			Reserve for Capital Improvements	3,500,000	3,750,000
			Total	<b>\$37,608,434</b>	<b>\$43,554,152</b>
			<b>Grand Total</b>	<b>\$158,525,000</b>	<b>\$171,111,000</b>

\* Established effective May 1, 2015. Formerly included in Academic Affairs.

**INDIANA STATE UNIVERSITY  
 Budgeted Expenditures By Unit - General Fund  
 Fiscal Year 2015-16**



**INDIANA STATE UNIVERSITY**  
**Student Services Budget**

	<b>2014-15 Budget As Approved By Board of Trustees</b>	<b>Change</b>	<b>Proposed 2015-16 Budget</b>
<b>Source of Funds</b>			
Student Service Allocation	\$12,350,611	\$1,240,000	\$13,590,611
Student Recreation Center Fee	1,631,669	18,037	1,649,706
Student Service Waivers	424,000	10,000	434,000
<b>Total Source of Funds</b>	<b>\$14,406,280</b>	<b>\$1,268,037</b>	<b>\$15,674,317</b>
<b>Use of Funds</b>			
<b>Direct Allocations</b>			
Student Government	\$74,400		\$74,400
Graduate Student Association	3,000		3,000
African American Cultural Center	13,300		13,300
Sparkettes	28,998	\$491	29,489
Cheerleaders	31,484	327	31,811
Student Programming	76,608		76,608
Student Union Board	78,300		78,300
Student Yearbook	0	25,000	25,000
Student Recreation Center Bond Fund	1,420,000		1,420,000
Sub Total Direct Allocations	\$1,726,090	\$25,818	\$1,751,908
<b>Auxiliary Operations Supplemental Allocations</b>			
Identification Cards	\$42,634		\$42,634
Hulman Memorial Student Union	1,078,601	\$9,826	1,088,427
Intercollegiate Athletics	8,716,656	1,099,182	9,815,838
Statesman Newspaper	116,041	4,325	120,366
Hulman Center	858,724	38,657	897,381
Student Recreation Center	251,669	18,037	269,706
Sub Total Supplemental Allocations	\$11,064,325	\$1,170,027	\$12,234,352
<b>Transfers, Reserves and Other</b>			
Facilities Project/Equipment Reserve	\$1,060,000	\$50,000	\$1,110,000
Allocation for Class Activities	3,365		3,365
ID Equipment Maintenance	10,000		10,000
Allowance for Doubtful Accounts	118,500	12,192	130,692
Student Service Waivers	424,000	10,000	434,000
Sub Total Transfers, Reserves & Other	\$1,615,865	\$72,192	\$1,688,057
<b>Total Use of Funds</b>	<b>\$14,406,280</b>	<b>\$1,268,037</b>	<b>\$15,674,317</b>

**STUDENT SERVICES DIRECT ALLOCATIONS**

	<u>2014-15 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2015-16 Budget</u>
<b>Student Government</b>			
Compensation	\$53,160		\$53,160
Supplies and Expense	21,240		21,240
Repairs and Maintenance	0		0
Capital	0		0
Total	<u>\$74,400</u>	<u>\$0</u>	<u>\$74,400</u>
<b>Graduate Student Association</b>			
Compensation	\$0		\$0
Supplies and Expense	3,000		3,000
Repairs and Maintenance	0		0
Total	<u>\$3,000</u>	<u>\$0</u>	<u>\$3,000</u>
<b>African American Cultural Center</b>			
Compensation	\$0		\$0
Supplies and Expense	13,300		13,300
Repairs and Maintenance	0		0
Total	<u>\$13,300</u>	<u>\$0</u>	<u>\$13,300</u>
<b>Sparkettes</b>			
Compensation	\$21,980	\$491	\$22,471
Supplies and Expense	7,018		7,018
Repairs and Maintenance	0		0
Total	<u>\$28,998</u>	<u>\$491</u>	<u>\$29,489</u>
<b>Cheerleaders</b>			
Compensation	\$17,654	\$327	\$17,981
Supplies and Expense	13,830		13,830
Repairs and Maintenance	0		0
Total	<u>\$31,484</u>	<u>\$327</u>	<u>\$31,811</u>
<b>Student Programming</b>			
Compensation	\$0		\$0
Supplies and Expense	76,608		76,608
Repairs and Maintenance	0		0
Total	<u>\$76,608</u>	<u>\$0</u>	<u>\$76,608</u>
<b>Student Union Board</b>			
Compensation	\$0		\$0
Supplies and Expense	78,300		78,300
Repairs and Maintenance	0		0
Total	<u>\$78,300</u>	<u>\$0</u>	<u>\$78,300</u>
<b>Student Yearbook</b>			
Compensation	\$0		\$0
Supplies and Expense	0	\$25,000	25,000
Repairs and Maintenance	0		0
Total	<u>\$0</u>	<u>\$25,000</u>	<u>\$25,000</u>
<b>Student Recreation Center Bond Fund</b>			
Student Recreation Center Debt Service	\$1,420,000		\$1,420,000



**INDIANA STATE UNIVERSITY  
AUXILIARY AND OTHER OPERATIONS**

	<b>2014-15 Budget As Approved By Board of Trustees</b>	<b>Change</b>	<b>Proposed 2015-16 Budget</b>
<b>SUMMARY TOTALS</b>			
<b>SUMMARY INCOME</b>	<u>\$59,062,286</u>	<u>\$4,573,075</u>	<u>\$63,635,361</u>
<b>SUMMARY EXPENDITURES</b>			
Compensation	\$19,259,767	\$946,577	\$20,206,344
Supplies and Expense	27,283,100	2,506,373	29,789,473
Debt Service	5,040,000	1,450,000	6,490,000
Repairs and Maintenance	1,547,372	348,848	1,896,220
Capital	818,312	(24,942)	793,370
Reserve for Capital Improvements	<u>5,113,735</u>	<u>(653,781)</u>	<u>4,459,954</u>
Total	<u>\$59,062,286</u>	<u>\$4,573,075</u>	<u>\$63,635,361</u>

**Hulman Center**

<b>Income</b>			
Student Service Allocation	\$858,724	\$38,657	\$897,381
Rental and Other Income	<u>925,398</u>	<u>3,307</u>	<u>928,705</u>
Total	\$1,784,122	\$41,964	\$1,826,086
<b>Expenditures</b>			
Compensation	\$1,395,904	\$20,527	\$1,416,431
Supplies and Expense	333,218	21,437	354,655
Repairs and Maintenance	10,000		10,000
Capital	<u>45,000</u>		<u>45,000</u>
Total	\$1,784,122	\$41,964	\$1,826,086

**Residential Life**

Rental and Other Income	\$36,887,633	\$3,381,917	\$40,269,550
<b>Expenditures</b>			
Compensation	\$8,308,920	\$386,213	\$8,695,133
Supplies and Expense	17,048,562	1,879,253	18,927,815
Debt Service	4,850,000	1,450,000	6,300,000
Repairs and Maintenance	996,900	359,324	1,356,224
Capital	569,516	(39,092)	530,424
Reserve for Capital Improvements	<u>5,113,735</u>	<u>(653,781)</u>	<u>4,459,954</u>
Total	\$36,887,633	\$3,381,917	\$40,269,550

	<b>2014-15 Budget As Approved By Board of Trustees</b>	<b>Change</b>	<b>Proposed 2015-16 Budget</b>
<b>Hulman Memorial Student Union</b>			
Income			
Student Service Allocation	\$1,078,601	\$9,826	\$1,088,427
Machine Sales and Vending	30,000		30,000
Room Rental	12,500	(2,500)	10,000
Miscellaneous Income	123,366	6,930	130,296
Transfers In	113,111	6,396	119,507
Total	<u>\$1,357,578</u>	<u>\$20,652</u>	<u>\$1,378,230</u>
Expenditures			
Compensation	\$1,107,438	\$23,356	\$1,130,794
Supplies and Expense	209,140	(2,704)	206,436
Repairs and Maintenance	41,000		41,000
Capital	0		0
Total	<u>\$1,357,578</u>	<u>\$20,652</u>	<u>\$1,378,230</u>
<b>Athletics</b>			
Income			
Student Service Allocation	\$8,716,656	\$1,099,182	\$9,815,838
Contributions - Sycamore Varsity Club	125,000	25,000	150,000
Contributions - Scholarship	73,000	(73,000)	0
Admission Sales	550,000		550,000
Commissions and Other Income	899,000	121,000	1,020,000
Guarantees	750,000	(300,000)	450,000
Transfer In	300,000		300,000
Total	<u>\$11,413,656</u>	<u>\$872,182</u>	<u>\$12,285,838</u>
Expenditures			
Compensation	\$4,564,727	\$262,020	\$4,826,747
Supplies and Expense	6,711,869	605,162	7,317,031
Repairs and Maintenance	77,060	(6,310)	70,750
Capital	60,000	11,310	71,310
Total	<u>\$11,413,656</u>	<u>\$872,182</u>	<u>\$12,285,838</u>
<b>Student Recreation Center</b>			
Income			
Student Service Allocation	\$40,000		\$40,000
Student Recreation Center Fee Allocation	211,669	\$18,037	229,706
Memberships	149,000		149,000
Miscellaneous Income	96,300		96,300
Transfer In	273,152		273,152
Total	<u>\$770,121</u>	<u>\$18,037</u>	<u>\$788,158</u>
Expenditures			
Compensation	\$410,621	\$17,788	\$428,409
Supplies and Expense	313,286	249	313,535
Repairs and Maintenance	33,214		33,214
Capital	13,000		13,000
Total	<u>\$770,121</u>	<u>\$18,037</u>	<u>\$788,158</u>

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

	<b>2014-15 Budget As Approved By Board of Trustees</b>	<b>Change</b>	<b>Proposed 2015-16 Budget</b>
<b>Telecommunications</b>			
Income			
Local Service Charges	\$1,530,206		\$1,530,206
Long Distance Charges	6,991		6,991
Miscellaneous Reimbursement	148,264	\$14,690	162,954
Other	38,776		38,776
Transfer In	0		0
Total	<u>\$1,724,237</u>	<u>\$14,690</u>	<u>\$1,738,927</u>
Expenditures			
Compensation	\$824,893	\$22,613	\$847,506
Supplies and Expense	778,062	26,877	804,939
Repairs and Maintenance	121,282	(57,300)	63,982
Capital	0	22,500	22,500
Total	<u>\$1,724,237</u>	<u>\$14,690</u>	<u>\$1,738,927</u>
<b>Library Automation</b>			
Income			
Transfer In	\$413,203		\$413,203
Expenditures			
Compensation	\$265,527	\$23,160	\$288,687
Supplies and Expense	24,380		24,380
Repairs and Maintenance	20,000		20,000
Capital	103,296	(23,160)	80,136
Total	<u>\$413,203</u>	<u>\$0</u>	<u>\$413,203</u>
<b>Early Childhood Education Center</b>			
Income			
Child Care Fees	\$604,230	\$78,067	\$682,297
Other Income	146,322		146,322
Transfer In	40,000	10,000	50,000
Total	<u>\$790,552</u>	<u>\$88,067</u>	<u>\$878,619</u>
Expenditures			
Compensation	\$712,392	\$85,575	\$797,967
Supplies and Expense	71,160	492	71,652
Repairs and Maintenance	4,000		4,000
Capital	3,000	\$2,000	5,000
Total	<u>\$790,552</u>	<u>\$88,067</u>	<u>\$878,619</u>
<b>Physical Therapy &amp; Sports Rehab Clinic*</b>			
Income			
	\$514,356	(\$85,287)	\$429,069
Expenditures			
Compensation	\$420,866	(\$67,027)	\$353,839
Supplies and Expense	93,490	(18,260)	75,230
Capital	0		0
Total	<u>\$514,356</u>	<u>(\$85,287)</u>	<u>\$429,069</u>

\* Previously Athletic Training Services

	<b>2014-15 Budget As Approved By Board of Trustees</b>	<b>Change</b>	<b>Proposed 2015-16 Budget</b>
<b>Statesman Newspaper</b>			
Income			
Advertising Sales	\$167,793	(\$4,118)	\$163,675
Student Service Allocation	116,041	4,325	120,366
Other Income	1,000	1,500	2,500
Total	<u>\$284,834</u>	<u>\$1,707</u>	<u>\$286,541</u>
Expenditures			
Compensation	\$206,977	\$6,956	\$213,933
Supplies and Expense	77,857	(5,249)	72,608
Repairs and Maintenance	0		0
Capital	0		0
Total	<u>\$284,834</u>	<u>\$1,707</u>	<u>\$286,541</u>
 <b>ID Card System</b>			
Income			
Student Service Allocation	\$42,634		\$42,634
Other Income	52,710	\$2,500	55,210
Total	<u>\$95,344</u>	<u>\$2,500</u>	<u>\$97,844</u>
Expenditures			
Compensation	\$45,621	(\$610)	\$45,011
Supplies and Expense	35,473	1,110	36,583
Repairs and Maintenance	9,750	500	10,250
Capital	4,500	1,500	6,000
Total	<u>\$95,344</u>	<u>\$2,500</u>	<u>\$97,844</u>
 <b>HMSU Commons</b>			
Income			
CAM Charges	\$183,076		\$183,076
Transfer In	58,154	\$9,375	67,529
Total	<u>\$241,230</u>	<u>\$9,375</u>	<u>\$250,605</u>
Expenditures			
Compensation	\$0		\$0
Supplies and Expense	224,230	\$14,375	238,605
Repairs and Maintenance	17,000	(5,000)	12,000
Capital	0		0
Total	<u>\$241,230</u>	<u>\$9,375</u>	<u>\$250,605</u>
 <b>Parking Services</b>			
Income			
Parking Income	\$468,400	\$41,600	\$510,000
Transfer In	260,000		260,000
Total	<u>\$728,400</u>	<u>\$41,600</u>	<u>\$770,000</u>
Expenditures			
Compensation	\$328,237	(\$9,431)	\$318,806
Supplies and Expense	135,987	15,207	151,194
Debt Service	190,000		190,000
Repairs and Maintenance	54,176	35,824	90,000
Capital	20,000		20,000
Total	<u>\$728,400</u>	<u>\$41,600</u>	<u>\$770,000</u>

	<b>2014-15 Budget As Approved By Board of Trustees</b>	<b>Change</b>	<b>Proposed 2015-16 Budget</b>
<b>Extended Learning</b>			
Income			
Distance Delivery Fees	\$631,311	\$68,689	\$700,000
Expenditures			
Compensation	\$193,911	\$57,872	\$251,783
Supplies and Expense	437,400	10,817	448,217
Repairs and Maintenance	0		0
Capital	0		0
Total	<u>\$631,311</u>	<u>\$68,689</u>	<u>\$700,000</u>
<b>Conference Activities</b>			
Income			
Conference Fees	\$6,439	(\$1,439)	\$5,000
Transfer In	137,020	5,571	142,591
Total	<u>\$143,459</u>	<u>\$4,132</u>	<u>\$147,591</u>
Expenditures			
Compensation	\$133,003	\$4,582	\$137,585
Supplies and Expense	10,456	(450)	10,006
Repairs and Maintenance	0		0
Capital	0		0
Total	<u>\$143,459</u>	<u>\$4,132</u>	<u>\$147,591</u>
<b>Flight Academy</b>			
Income			
Flight Fees	\$1,029,750	\$70,800	\$1,100,550
Other Income	2,500	22,050	24,550
Transfer In	250,000		250,000
Total	<u>\$1,282,250</u>	<u>\$92,850</u>	<u>\$1,375,100</u>
Expenditures			
Compensation	\$340,730	\$112,983	\$453,713
Supplies and Expense	778,530	(41,943)	736,587
Repairs and Maintenance	162,990	21,810	184,800
Capital	0		0
Total	<u>\$1,282,250</u>	<u>\$92,850</u>	<u>\$1,375,100</u>

**INDIANA STATE UNIVERSITY  
Degree Link Budget**

	<u>2014-15 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2015-16 Budget</u>
<b>Source of Funds</b>			
Operating Appropriation	\$460,245	(\$13,807)	\$446,438
Total Source of Funds	<u>\$460,245</u>	<u>(\$13,807)</u>	<u>\$446,438</u>
<b>Use of Funds</b>			
Compensation			
Salaries and Wages	\$258,973	(\$13,013)	\$245,960
Fringe Benefits	105,360	16,251	121,611
Student Wages	30,000		30,000
Supplies and Related Expenses			
Travel	7,000	2,500	9,500
Postage	212	788	1,000
Telephone Expenses	3,000	(120)	2,880
Printing	1,500	1,500	3,000
Supplies	5,200	4,594	9,794
Other Services	30,000	(12,307)	17,693
Miscellaneous Expenses	10,000	(5,000)	5,000
Capital Equipment	9,000	(9,000)	0
Repairs and Maintenance	0		0
Total Use of Funds	<u>\$460,245</u>	<u>(\$13,807)</u>	<u>\$446,438</u>

**INDIANA STATE UNIVERSITY  
Nursing Program Budget**

	<u>2014-15 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2015-16 Budget</u>
<b>Source of Funds</b>			
Operating Appropriation	\$204,000		\$204,000
Total Source of Funds	<u>\$204,000</u>	<u>\$0</u>	<u>\$204,000</u>
<b>Use of Funds</b>			
Compensation			
Salaries and Wages	\$30,000	(\$10,000)	\$20,000
Fringe Benefits	4,160	(2,630)	1,530
Supplies and Related Expenses			
Personnel and Contract Services	0		0
Faculty Development/Travel	148,260	(74,260)	74,000
Supplies	2,500		2,500
Other Services	15,000	90,970	105,970
Reserve for State Appropriation	4,080	(4,080)	0
Total Use of Funds	<u>\$204,000</u>	<u>\$0</u>	<u>\$204,000</u>

**INDIANA STATE UNIVERSITY  
Dual Credit Budget**

	<u>2014-15 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2015-16 Budget</u>
<b>Source of Funds</b>			
Operating Appropriation	\$83,200	\$64,750	\$147,950
Total Source of Funds	<u>\$83,200</u>	<u>\$64,750</u>	<u>\$147,950</u>
<b>Use of Funds</b>			
Compensation			
Salaries and Wages	\$35,000	\$30,000	\$65,000
Fringe Benefits	2,678	2,295	4,973
Supplies and Related Expenses			
Personnel and Contract Services	29,000	1,000	30,000
Travel	8,322	(822)	7,500
Postage	750	177	927
Telephone Expenses	400	(100)	300
Printing	1,000	1,000	2,000
Supplies	0	1,500	1,500
Other Services	4,386	1,364	5,750
Scholarships	0	30,000	30,000
Miscellaneous Expenses	0		0
Reserve for State Appropriation	1,664	(1,664)	0
Total Use of Funds	<u>\$83,200</u>	<u>\$64,750</u>	<u>\$147,950</u>



**INDIANA STATE UNIVERSITY  
Principal Leadership Institute**

	<u>2014-15 Budget As Approved By Board of Trustees</u>	<u>Change</u>	<u>Proposed 2015-16 Budget</u>
<b>Source of Funds</b>			
Operating Appropriation	\$600,000		\$600,000
Total Source of Funds	<u>\$600,000</u>	<u>\$0</u>	<u>\$600,000</u>
<b>Use of Funds</b>			
Compensation			
Salaries and Wages	\$136,147	(\$1,095)	\$135,052
Fringe Benefits	55,682	(24,086)	31,596
Student Wages	16,000	(1,775)	14,225
Supplies and Related Expenses			
Personnel and Contract Services	192,725	51,302	244,027
Travel	58,308	592	58,900
Printing	3,600	(2,000)	1,600
Supplies	14,240	2,810	17,050
Telephone Expenses	1,500	(1,150)	350
Other Services	109,698	(12,698)	97,000
Miscellaneous Expenses	100	100	200
Capital Equipment	0		0
Reserve for State Appropriation	12,000	(12,000)	0
Total Use of Funds	<u>\$600,000</u>	<u>\$0</u>	<u>\$600,000</u>

## 5d Proposed Board of Trustees Meeting Dates 2015-2016

July 29 - 31, 2015                      Board Retreat, Terre Haute, IN  
(Wednesday, Thursday, Friday)

August 27 & 28, 2015                  Two Day Meeting  
(Thursday, Friday)

October 16, 2015                      Agenda Meeting  
(Friday)

October 17, 2015                      Homecoming  
(Saturday)

December 11, 2015                    Agenda Meeting  
(Friday)

December 12, 2015                    Commencement  
(Saturday)

February 18 & 19, 2016                Two Day Meeting  
(Thursday, Friday)

May 6, 2016                            One Day Meeting  
(Friday)

May 7, 2016                            Commencement  
(Saturday)

---

## 5e Candidates for Degrees

### Certificates

Mohammed AL-Ameri  
Abdoul Diop  
Jiawei Gu  
Minhee Kim  
Aymen Mohammed  
Laura Olbrich  
Nasser Qirati  
Yujun Wang  
Mengyao Yang  
Boyan Zhang  
Valerie Monastra  
Sherly Boulay  
Terry Hollowell  
Jennifer Styer  
Patrice Southard  
Crystal Wiles

### Doctor of Philosophy

Oyibo Afoaku  
Thomas Balitewicz  
William Barge  
Christopher Bell  
Ashley Burkett  
Keith Bush  
Sherman Cold  
Bradley Countermin  
Lynn Daanen  
Sarah Forbes  
Timothy Garland  
Anupama Ghattu  
Michelle Ginkins  
Heidi Gutwein  
Travis Haire  
Donald Harman  
Hui-Chun Kung  
Sam Limo  
Michele Lindenmeyer  
David Marcotte  
Balaguruprasad Narayanan  
Janet Page  
Stephanie Pemberton  
Luis Romero

Sharon Rouse  
Rex Ryker  
Jason Spratt  
Stacy Stetzel  
Jessica Waters

**Doctor of Nursing Practice**

Kelly Bressler  
Emily Cannon  
Curtis Harvie  
Robin Hudson  
Misook Joo  
Ann Marie McNeill  
Donna Purviance  
Susan Sitzenstock  
Jan Weust

**Educational Specialist**

Arthur Baechtold  
Ashley Bright  
Shawwna Brown  
Kevin Frank  
Brittany Karges  
Norbert Martini  
Travis Rohrig  
Jennifer Sass  
Andrea Spaeth  
Amanda Westrich

**Master of Art**

Mohammed AL-Ameri  
Caitlin Crisp  
Abdoul Diop  
Mary Dzakpasu  
Bethany Garcia  
Elizabeth Gavin  
Daniel Gilbride  
Jiawei Gu  
Janice Guidi  
Amber Hudson  
Amber Jones  
Neal Kennedy  
Minhee Kim

Ashley Kronsell  
Carrie Lewis  
Mariah Lucas  
Martin Maynard  
Melanie Mivshek  
Aymen Mohammed  
Taylor Norris  
Laura Olbrich  
Nasser Qirati  
Brandon Sentell  
Ashley Shrader  
Elizabeth Smith  
Mona Sulieman  
Yujun Wang  
Yichong Xu  
Mengyao Yang  
Boyan Zhang

**Master of Business Administration**

Chun Wing Lam  
Tanner Riley  
Wan-Hsien Tsai

**Master of Education**

Ohoud Al Radhi  
Nura Alenazy  
Rehab Alghamdi  
Norah Alqahtani  
Brooke Basso  
Angel Blakeley  
Tyra Cooper  
Lisa Federowicz  
Jessica Flynn  
Anthony Girod  
Lynn Gutierrez  
Adam Hammond  
Michael Heckendorn  
Tina Herring  
Amanda Hoagland  
David Jensen  
Kimberly Johnson  
Ashley Kandel  
Michael McCarthy  
Kasey McFarland  
Veronica McFerson

Amanda Merkle  
Katelynn Moats  
Caroline Mulhall  
Jessica Nygra  
Meghan Olds  
Sarah Pesavento  
Jesse Rosborough  
Matthew Simmons  
Tiffany Thompson  
Emily Watson  
Allyson Wegner  
Bayley Young

**Master of Fine Arts**

Alexis Rusch,  
Chenfei Zhang

**Master in Music**

Jordan Cavitt  
Marcel Ramalho de Mello

**Master of Public Administration**

Valerie Abshire  
Brett Brown  
Christina Corley  
Lauren Hefner  
Jami Higdon  
James Lance  
Amy Lore  
Dennis Pace  
Russell Schanlaub  
Clinton Spencer  
David Stroud

**Master of Science**

Bilqis Abdul-Qadir  
Mashaal Alanazi  
Hawazen Alasiri  
Mohammad Albalawi  
Maha Alfaleh  
Wafa Alfaleh  
Naif Alghurayri

Mosleh Alharbi  
May Alqahtani  
Julianne Andreotta  
Rishikesh Reddy Aredla  
Kafayat Ayodele  
Luhitha Baddam  
David Badger  
Elizabeth Ballone  
Alexander Barko  
Chinmai Basavaraj  
Danica Beard  
Laxmikanth Belluru Mohan  
Alyssa Bennett  
Alex Bettag  
Jennifer Bishop  
Allison Bohne  
Shannon Bothwell  
Anna Brown  
Jessica Brown  
Dustin Bryant  
Alyssa Burkhart  
Ian Burry  
James Carrell  
Jaunita Carter  
Sindhuri Chalamalasetty  
Jason Childress  
Donald Conner  
Scott Cooke  
Danielle Corley  
Sarah Crawford  
Henry Dahling  
Morgan Dall  
Jessica Dillon  
Brandon Donham  
Abbey Drummer  
Audra Dust  
Amanda Ealing  
Stephen Edwards  
Herbert Eluma  
Aaron Etchison  
Nikoo Fatemi  
Stephen Flora  
Tara Fries  
Tracy Fuller  
Sunny Govardhan Gomas  
April Gregory  
Stacey Grippa  
Rachel Hand  
Jenna Hannan

Brooke Hansen  
Christopher Harris  
Luke Harris  
Sonya Harris  
Kara Hartz  
Sean Haseley  
Timothy Hawbaker  
Tarik Hawsawi  
Megan Heath  
Kristy Hensley  
Jennifer Hill  
Renee Hinesley  
Jase Hixson  
Keith Hopkins  
William Hoppenrath  
Abdulmajeed Howsawi  
Jake Isaacson  
Kaile Jiang  
Lee Johns  
Denise Johnson  
Emily Jones  
Ryan Jones  
Sushmitha Katam  
Eric Kaufman  
Melissa Kersey  
Ashley Knapp  
Sai Varsha Konakalla  
Stacey Kowaleski  
Austin Krause  
John Krogstrand  
Ramana Kumar Kundella  
Johanna Kupe  
April Kuryluk  
Kristen Latta  
Margaret Lawter  
Samantha Lopez  
Venkata Rakesh Malladi  
Taylor Mallon  
Andrew Mathis  
Seth Matteson  
Dana Matthews  
Dwidgelyne McCall  
Shelby McConnaughey  
LaBraile McCoy  
Edward McCulloch  
Christina McDaniel  
Cherea McDonald  
Kassy McIlrath  
Amber McPhee



Kellie McPherson  
Kristie Means  
Candice Milam  
Emilie Miley  
Rachel Miller  
Allison Milliner  
Zakir Mohammed  
Jennifer Monarch  
Lana Moulding  
Kathleen Mullen  
Megan Murphy  
Amanda Murray  
Navya Nagula  
Joyce Ndubueze  
Michael Neal  
Elizabeth Neil  
Bradley Nelson  
Leah Newton  
Tonya Nichols  
Jordan Niespodziany  
Charles Noel  
Shantial Oliver  
Chinelo Onwuazombe  
Jonelle Orr  
Quinton Owens  
Dillon Painter  
Lucy Yunyuan Pangelinan  
Prasanna Panyala  
Miciah Patton  
Allison Pavlicek  
Andrea Payne  
Antonia Peplinski  
Price Peterson  
Carlye Petro  
Nathan Phelan  
Justin Police  
Rebekah Price  
Keerthi Punugunta  
Sharath Kumar Puppala  
Sowmya Rachakonda  
Deepika Ramagalla  
Matthew Ransbottom  
Alicia Ray-Wolfe  
Kelsea Redmond  
Amanda Reynolds  
Monty Richmond,  
Osama Rizq  
Elizabeth Rosa  
Julia Rosenzweig

Jennifer Roxas  
Garla Russell  
Suzan Safi  
Jeremiah Sanders  
Emily Schinnell  
Kelsey Sellnow  
Michelle Simmons  
Lindsey Sims  
David Slifer  
Jordan Smith  
Shalesa Smith  
Willie Smith  
Jihye Song  
Eric Spenner  
Ashley Stakeman  
Hannah Stiller  
Michael Strong Jr  
Jonathan Stover  
Lelia Summers  
Alyssa Swanson  
Angela Sweeney  
Samantha Szegedi  
Natasha Terrell  
Jacob Thompson  
Andrew Totheroh  
Mounika Tulsiram  
Naresh Upadhyayula  
Robert Vallandingham  
Hannah Van Horn  
Ann Venable  
Ryan Venturelli  
Ramakrishna Vollala  
Joseph Wagner  
David Walthius  
Nicholas Weldon  
Jacqueline Wentz  
Whitney Wesley  
Mary Whitacre  
Meredyth White  
Natalie Wigand  
Lakeisha Williams  
Zachary Winkelmann  
Denny Wongosari  
Mikaeala Woodard  
Qingqing Ye

Bachelor of Arts

Bood, Melissa Allison

5/9/2015

Bachelor of Arts

Bradley, Allison Mae

5/9/2015

Bachelor of Arts	Brasher, Katherine Elizabeth	5/9/2015
Bachelor of Arts	Carr, Luke A	5/9/2015
Bachelor of Arts	Cavanagh, Valenka	5/9/2015
Bachelor of Arts	Clark, Samual Isaac	5/9/2015
Bachelor of Arts	Downey, Joshua David	5/9/2015
Bachelor of Arts	Elmore, Marvin Levi	5/9/2015
Bachelor of Arts	Follmar, Alexandra Jean	5/9/2015
Bachelor of Arts	Fox, Emily K	5/9/2015
Bachelor of Arts	Fox, Kaylee Jo	5/9/2015
Bachelor of Arts	Gardner, Baylor D	5/9/2015
Bachelor of Arts	Gentilcore, Dylan Anthony	5/9/2015
Bachelor of Arts	Griggs, Brianna Antoinette	5/9/2015
Bachelor of Arts	Gwin, Ryan Gregory	5/9/2015
Bachelor of Arts	Hansen, Richard Anthony	5/9/2015
Bachelor of Arts	Hayes, Jacob J	5/9/2015
Bachelor of Arts	Heckman, Carol Ann	5/9/2015
Bachelor of Arts	Henson, Jorgi N	5/9/2015
Bachelor of Arts	Henson, Jorgi N	5/9/2015
Bachelor of Arts	Hoskins, Meghan Mae	5/9/2015
Bachelor of Arts	Houston, Mariyam Y	5/9/2015
Bachelor of Arts	James, Ashlee P	5/9/2015
Bachelor of Arts	Keltz, Heather Lee	5/9/2015
Bachelor of Arts	Keltz, Linda Marie Menk	5/9/2015
Bachelor of Arts	Matthias, Katherine Grace	5/9/2015
Bachelor of Arts	Mest, Rachel R	5/9/2015
Bachelor of Arts	Neukam, Whitney M	5/9/2015
Bachelor of Arts	Neukam, Whitney M	5/9/2015
Bachelor of Arts	Niziolek, Barbara	5/9/2015
Bachelor of Arts	Roberts, Brittany D	5/9/2015
Bachelor of Arts	Small, Chelsea Elyse	5/9/2015
Bachelor of Arts	Wine, Nicholas John	5/9/2015
Bachelor of Fine Arts	Budde, Justin R	5/9/2015
Bachelor of Fine Arts	Norman, Kinsey Nichole	5/9/2015
Bachelor of Fine Arts	Palmer, James Doyle	5/9/2015
Bachelor of Fine Arts	Seprodi, Carson Nicole	5/9/2015
Bachelor of Fine Arts	Spencer, Audie Jermaine	5/9/2015
Bachelor of Fine Arts	Upshaw, Phillip	5/9/2015
Bachelor of Fine Arts	Visker, Megan Michelle	5/9/2015
Bachelor of Fine Arts	Wilson, Claire Elizabeth	5/9/2015
Bachelor of Music	Hampton, Jeffrey Dean	5/9/2015
Bachelor of Music	Jacks, Gregory Marcell Jr	5/9/2015

Bachelor of Music	Wendholt, Evan L	5/9/2015
Bachelor of Music Education	Boone, Candace Ilse	5/9/2015
Bachelor of Music Education	Champion, Douglas Paul	5/9/2015
Bachelor of Music Education	Hutchison, Benjamin Edward	5/9/2015
Bachelor of Music Education	Miller, Carlie	5/9/2015
Bachelor of Music Education	Persinger, Emma Leigh	5/9/2015
Bachelor of Science	Abubshait, Sulaiman Khalid	5/9/2015
Bachelor of Science	Abudureheman, Muyesha	5/9/2015
Bachelor of Science	Adams, Justin Lawrence	5/9/2015
Bachelor of Science	Adams, Karen R Kellems	5/9/2015
Bachelor of Science	Aenis, Robert Wayne	5/9/2015
Bachelor of Science	Al Hayik, Ahmed	5/9/2015
Bachelor of Science	Al Mazrouei, Fahed	5/9/2015
Bachelor of Science	Alabri, Nasser H	5/9/2015
Bachelor of Science	AlAmeri, Abdullah Suhail	5/9/2015
Bachelor of Science	Albaqshi, Ahmed Abdullah	5/9/2015
Bachelor of Science	Albertson, Kaitlin Marie	5/9/2015
Bachelor of Science	Alder, Larry Ross	5/9/2015
Bachelor of Science	Alderei, Suhail Mohammed	5/9/2015
Bachelor of Science	Aldossary, Abdulhadi Rashid	5/9/2015
Bachelor of Science	Aldossary, Ahmed Abdulrahman	5/9/2015
Bachelor of Science	Al-Duhayan, Alwaleed Abdelmalik	5/9/2015
Bachelor of Science	Alenazi, Bander Falah	5/9/2015
Bachelor of Science	Alenzi, Mesaab Khalaf	5/9/2015
Bachelor of Science	Alerding, Robert James II	5/9/2015
Bachelor of Science	Alexander, Kelsey Michele	5/9/2015
Bachelor of Science	Alfahhad, Abdulaziz Ali	5/9/2015
Bachelor of Science	Alfaleh, Saleh Sulaiman	5/9/2015
Bachelor of Science	Alghamdi, Mohammed Ali	5/9/2015
Bachelor of Science	Alghanmi, Abbas Alhassan	5/9/2015
Bachelor of Science	Algorain, Khalid Turki	5/9/2015
Bachelor of Science	Alhatlan, Abdulrhman	5/9/2015
Bachelor of Science	Alhumaid, Mohammed	5/9/2015
Bachelor of Science	Abdulrahman S	5/9/2015
Bachelor of Science	Aljhdali, Essam	5/9/2015
Bachelor of Science	Aljallasi, Abdullah	5/9/2015
Bachelor of Science	Alkhaldi, Abdulla Nasir	5/9/2015
Bachelor of Science	Alkhaldi, Ahmad Nasser	5/9/2015

Bachelor of Science	Alkhaldi, Fahad K	5/9/2015
Bachelor of Science	Alkhaldi, Hussain Aswid	5/9/2015
Bachelor of Science	Alkhaldi, Radhi Khalid	5/9/2015
Bachelor of Science	Alkhaldi, Sadoun N	5/9/2015
Bachelor of Science	Alkhaldi, Zakaria Yahya	5/9/2015
Bachelor of Science	Alkharshat, Nawaf Ali	5/9/2015
Bachelor of Science	Alkire, Bethany Ann	5/9/2015
Bachelor of Science	All, Sadie Alexandra	5/9/2015
Bachelor of Science	Allen, Alexis Cate	5/9/2015
Bachelor of Science	Allen, Cortino Mortez	5/9/2015
Bachelor of Science	Allen, Jesse Delta	5/9/2015
Bachelor of Science	Allen, Jessica Jodawn	5/9/2015
Bachelor of Science	Allgood, Jared Allen	5/9/2015
Bachelor of Science	Almahaine, Hussain Dhahwi	5/9/2015
Bachelor of Science	Almansoori, Abdulla Rashed	5/9/2015
Bachelor of Science	Almansoori, Saeed Salem	5/9/2015
Bachelor of Science	Almari, Bainah	5/9/2015
Bachelor of Science	Almarri, Salem Mohammed H	5/9/2015
Bachelor of Science	Almutairi, Yazeed Salem	5/9/2015
Bachelor of Science	Almuwallad, Abed	5/9/2015
Bachelor of Science	Aloko, Blessing Eniola	5/9/2015
Bachelor of Science	Alonazi, Saif Mohammed M	5/9/2015
Bachelor of Science	Alotaibi, Faisal Ghazi, Sr	5/9/2015
Bachelor of Science	Alotaibi, Majed Mohammed A	5/9/2015
Bachelor of Science	Alotaibi, Nasser	5/9/2015
Bachelor of Science	Alqahtani, Bandar Hamad, III	5/9/2015
Bachelor of Science	Alqashanin, Mana	5/9/2015
Bachelor of Science	Alrizq, Bunayyan Abdullah	5/9/2015
Bachelor of Science	Alshammari, Homoud	5/9/2015
Bachelor of Science	AlSharif, Yaser Abdulah A	5/9/2015
Bachelor of Science	Alshehri, Mohammed Dhafer	5/9/2015
Bachelor of Science	Alsman, Colin Dwayne	5/9/2015
Bachelor of Science	Altheeb, Omar	5/9/2015
Bachelor of Science	Alturki, Mohamad Turki	5/9/2015
Bachelor of Science	Alvarez, Yvette	5/9/2015
Bachelor of Science	Alyami, Ibrahim Mohammed	5/9/2015
Bachelor of Science	Anderson, Abbey L	5/9/2015
Bachelor of Science	Anderson, Sarah Marie	5/9/2015
Bachelor of Science	Andrew, Jessica Lynne	5/9/2015
Bachelor of Science	Andrews, Nicole Lee	5/9/2015
Bachelor of Science	Annon, Derek Tyler	5/9/2015

Bachelor of Science	Anthony, Kelly Darelle	5/9/2015
Bachelor of Science	Applegate, Justin Michael	5/9/2015
Bachelor of Science	Aroune, Haine	5/9/2015
Bachelor of Science	Arrojo, Rebeka Lynn	5/9/2015
Bachelor of Science	Arthur, Hunter Sterling	5/9/2015
Bachelor of Science	Artley, Taylor Lynn	5/9/2015
Bachelor of Science	Ash, Lacey Lenae	5/9/2015
Bachelor of Science	Ash, Taryn Lynn	5/9/2015
Bachelor of Science	Ayala, Angela Renae	5/9/2015
Bachelor of Science	Bacon, Trinere Lashay	5/9/2015
Bachelor of Science	Baker, Amber Denise Douglas	5/9/2015
Bachelor of Science	Baker, Katrine M	5/9/2015
Bachelor of Science	Balegana, Christine	5/9/2015
Bachelor of Science	Baran, Kathleen Ann	5/9/2015
Bachelor of Science	Barber, Eric Brandon John	5/9/2015
Bachelor of Science	Barnes, Samuel Reid	5/9/2015
Bachelor of Science	Barnes, Sarah Renee	5/9/2015
Bachelor of Science	Barnett, Lauren Elizabeth	5/9/2015
Bachelor of Science	Barnhart, Douglas Alvin	5/9/2015
Bachelor of Science	Barnhorst, Michael Scott	5/9/2015
Bachelor of Science	Barrett, Emily Sue	5/9/2015
Bachelor of Science	Beabout, Angela M Patton	5/9/2015
Bachelor of Science	Bean, Eli Evan	5/9/2015
Bachelor of Science	Bean, Jeffrey Earl	5/9/2015
Bachelor of Science	Beatty, Jessica Ann	5/9/2015
Bachelor of Science	Becker, Emery Wyatt	5/9/2015
Bachelor of Science	Becker, Kristen M	5/9/2015
Bachelor of Science	BeDell, Dustin Patrick	5/9/2015
Bachelor of Science	Belcher, Kimberly Jean	5/9/2015
Bachelor of Science	Belhumeur, Bernard Leonce	5/9/2015
Bachelor of Science	Bell, Alice Katherine	5/9/2015
Bachelor of Science	Bell, Brittany Ann	5/9/2015
Bachelor of Science	Bell, Chad Alex	5/9/2015
Bachelor of Science	Bell, Holli Renee Moore	5/9/2015
Bachelor of Science	Belter, Kaitlyn Ann	5/9/2015
Bachelor of Science	Benjamin, Cody	5/9/2015
Bachelor of Science	Bennett, Heath Alan	5/9/2015
Bachelor of Science	Benvenuto, Lori L Dunn	5/9/2015
Bachelor of Science	Berry, Kenneth Morris	5/9/2015
Bachelor of Science	Bertsch, Dylan Thomas	5/9/2015
Bachelor of Science	Berumen, Ali Michelle	5/9/2015

Bachelor of Science	Bibbs, Rachel Melinda	5/9/2015
Bachelor of Science	Bibbs, Rayanna Margaret	5/9/2015
Bachelor of Science	Biella, Jodie Ann	5/9/2015
Bachelor of Science	Biggs, Michael Tyler	5/9/2015
Bachelor of Science	Billings, Drew Alan	5/9/2015
Bachelor of Science	Bisch, Emily Elizabeth	5/9/2015
Bachelor of Science	Black, Kierra S	5/9/2015
Bachelor of Science	Black, Rachel Sue	5/9/2015
Bachelor of Science	Blankenship, Katelyn Muncie	5/9/2015
Bachelor of Science	Blankenship, Sabrina Lynn Gartner	5/9/2015
Bachelor of Science	Bledsoe, Hannah R	5/9/2015
Bachelor of Science	Bobis, Nicholas John	5/9/2015
Bachelor of Science	Bobos, Jacob Daniel	5/9/2015
Bachelor of Science	Bock, Roy Todd	5/9/2015
Bachelor of Science	Boschert, Collin T	5/9/2015
Bachelor of Science	Boser, Jodie Marie	5/9/2015
Bachelor of Science	Bowers, Scott Daniel	5/9/2015
Bachelor of Science	Bowling, Michael Weist	5/9/2015
Bachelor of Science	Bowlus, Kelsey Brooke	5/9/2015
Bachelor of Science	Bowman, Emily Alysse	5/9/2015
Bachelor of Science	Boyd, Dreyson Quint	5/9/2015
Bachelor of Science	Brandon, Gioia Gabrielle	5/9/2015
Bachelor of Science	Brant, Hanna Kathleen	5/9/2015
Bachelor of Science	Braun, Annita Sue	5/9/2015
Bachelor of Science	Brewer, Ethan Christian	5/9/2015
Bachelor of Science	Brewer, Shawnie N	5/9/2015
Bachelor of Science	Brewster, Kelly Ann	5/9/2015
Bachelor of Science	Bridgeforth, Taylor Janai	5/9/2015
Bachelor of Science	Bright, Jordan Jerome	5/9/2015
Bachelor of Science	Brimbury, Erinn Edel	5/9/2015
Bachelor of Science	Brinckman, Sarah Georgetta Jean	5/9/2015
Bachelor of Science	Brinegar, Lacey Adair	5/9/2015
Bachelor of Science	Brinkman, Carly Elise	5/9/2015
Bachelor of Science	Brinza, Milton Andrew, II	5/9/2015
Bachelor of Science	Britton, Myranda Leann	5/9/2015
Bachelor of Science	Broader, Jai'Dion Sean	5/9/2015
Bachelor of Science	Brock, Richard Joseph	5/9/2015
Bachelor of Science	Brower, Jalen Elizabeth	5/9/2015
Bachelor of Science	Brown, Amanda Elizabeth	5/9/2015
Bachelor of Science	Brown, Jaylyn N	5/9/2015
Bachelor of Science	Brownbridge, Stacy Marie	5/9/2015

Bachelor of Science	Brubeck, Shelby Alison	5/9/2015
Bachelor of Science	Brunn, Nicholas Joseph	5/9/2015
Bachelor of Science	Bryant, Aaron Michael	5/9/2015
Bachelor of Science	Bryant, Asha Lanae	5/9/2015
Bachelor of Science	Bryant, Dustin Scott	5/9/2015
Bachelor of Science	Bryant, Karolann Marie	5/9/2015
Bachelor of Science	Buckley, Andrew David	5/9/2015
Bachelor of Science	Bukhary, Zain Ali	5/9/2015
Bachelor of Science	Bullock, Juan Eugene	5/9/2015
Bachelor of Science	Bunn, Christy Leigh Baker	5/9/2015
Bachelor of Science	Bunnell, Nathan Michael	5/9/2015
Bachelor of Science	Bunton, Elizabeth Lauren	5/9/2015
Bachelor of Science	Burkett, Daniel John	5/9/2015
Bachelor of Science	Burmeister, Brookelynn Nichole	5/9/2015
Bachelor of Science	Burnett, Aanja Chian	5/9/2015
Bachelor of Science	Burns, Valerie Ann	5/9/2015
Bachelor of Science	Burris, Heather Nicole	5/9/2015
Bachelor of Science	Burton Hazelgrove, Taylor Renae	5/9/2015
Bachelor of Science	Burton, Devin Lee	5/9/2015
Bachelor of Science	Butler, Andrew Donovan	5/9/2015
Bachelor of Science	Butwin, Jeffery Perry	5/9/2015
Bachelor of Science	Buzo, Nyohmi Soleil	5/9/2015
Bachelor of Science	Byers, Jacob Shawn	5/9/2015
Bachelor of Science	Byers, Kelcey R	5/9/2015
Bachelor of Science	Byrd, Cassandra Renee	5/9/2015
Bachelor of Science	Cacciola, Nicole Marie	5/9/2015
Bachelor of Science	Caldwell, Brett Dale	5/9/2015
Bachelor of Science	Campbell, Jeffrey Roy	5/9/2015
Bachelor of Science	Canavan, Drew Michael	5/9/2015
Bachelor of Science	Candis, Brandon R	5/9/2015
Bachelor of Science	Cannon, James, III	5/9/2015
Bachelor of Science	Capilla, Candy Adriana	5/9/2015
Bachelor of Science	Card, Daniel Phelps	5/9/2015
Bachelor of Science	Carey, Adam Paul	5/9/2015
Bachelor of Science	Carlock, Sparkle Shanise	5/9/2015
Bachelor of Science	Carney, Meghan Elizabeth	5/9/2015
Bachelor of Science	Carpenter, Aubre Ann	5/9/2015
Bachelor of Science	Carpenter, Leslie Marie	5/9/2015
Bachelor of Science	Carpenter, Trey Alan Douglas	5/9/2015
Bachelor of Science	Carson, Xavier Nigel, Jr	5/9/2015
Bachelor of Science	Caskey, Jerry, II	5/9/2015



Bachelor of Science	Cauley, Gary Wayne, III	5/9/2015
Bachelor of Science	Chase, Kelsey Michelle	5/9/2015
Bachelor of Science	Chatman, Emily Anne	5/9/2015
Bachelor of Science	Cherry, Darianne Lynn	5/9/2015
Bachelor of Science	Chezem, Erica JoBeth	5/9/2015
Bachelor of Science	Childers, Amanda G	5/9/2015
Bachelor of Science	Christensen, Jennifer Lynn	5/9/2015
Bachelor of Science	Chukwuka, Onyedikachi Vivian	5/9/2015
	Chumley, Kiersten Nicole	
Bachelor of Science	Goodman	5/9/2015
Bachelor of Science	Chura, Emily Rae	5/9/2015
Bachelor of Science	Clapp, Crystal Dianna	5/9/2015
Bachelor of Science	Clark, Maris Paul	5/9/2015
Bachelor of Science	Clark, Morgan Nicole	5/9/2015
Bachelor of Science	Clouse, Megan Renee	5/9/2015
Bachelor of Science	Clymer, Travis F	5/9/2015
Bachelor of Science	Cobb, Krystina Michelle	5/9/2015
Bachelor of Science	Coffman, Travis William	5/9/2015
Bachelor of Science	Cole, Matthew Robert	5/9/2015
Bachelor of Science	Collins, Andrew John	5/9/2015
Bachelor of Science	Collins, Kristina Ellen	5/9/2015
Bachelor of Science	Collins, Martin L	5/9/2015
Bachelor of Science	Combs, Sarah Alice	5/9/2015
Bachelor of Science	Combs, William Zackary	5/9/2015
Bachelor of Science	Cook, Vivian Ann	5/9/2015
Bachelor of Science	Coomer, Nicole Marie	5/9/2015
Bachelor of Science	Coomer, Nicole Marie	5/9/2015
Bachelor of Science	Coons, Lindsey Annette	5/9/2015
Bachelor of Science	Cooper, Brooke S	5/9/2015
Bachelor of Science	Cooper, Kathleen Ryann	5/9/2015
Bachelor of Science	Cottom, Leigha Cathleen	5/9/2015
Bachelor of Science	Couwenhoven, Kara Lynn	5/9/2015
Bachelor of Science	Cowden, Katlyn Marie	5/9/2015
Bachelor of Science	Cox, Cassie Amanda	5/9/2015
Bachelor of Science	Cox, Gabrielle Janeen	5/9/2015
Bachelor of Science	Cox, Sonja Anna-Jean	5/9/2015
Bachelor of Science	Cox, Zachary Michael	5/9/2015
Bachelor of Science	Craft, Andrea Denise	5/9/2015
Bachelor of Science	Crane, Derek Richard	5/9/2015
Bachelor of Science	Crawford, Rashad Antwon	5/9/2015
Bachelor of Science	Cribelar, Cara L	5/9/2015

Bachelor of Science	Crittenden, Heather Nichole Stith	5/9/2015
Bachelor of Science	Crone, Jessica Ann Marie	5/9/2015
Bachelor of Science	Crooke, Stephaney Marie	5/9/2015
Bachelor of Science	Cruetz, Aaron David	5/9/2015
Bachelor of Science	Cunningham, Helen Annette	5/9/2015
Bachelor of Science	Curley, Alexia Nicole	5/9/2015
Bachelor of Science	Curley, Megan Elaine	5/9/2015
Bachelor of Science	Current, Denise Irene Sanders	5/9/2015
Bachelor of Science	Curry, Jenafer Marie	5/9/2015
Bachelor of Science	Curry, Landon Douglas	5/9/2015
Bachelor of Science	Cutler, Candace Marie	5/9/2015
Bachelor of Science	Daciola, Gediminas	5/9/2015
Bachelor of Science	Dahlgren, Zachary Robert	5/9/2015
Bachelor of Science	Dailey, Chelsea Ann	5/9/2015
Bachelor of Science	Daley, Jordan David	5/9/2015
Bachelor of Science	Dalton, Daniel Christian	5/9/2015
Bachelor of Science	D'Amico, Gabrielle M	5/9/2015
Bachelor of Science	Daniels, Charles Landon	5/9/2015
Bachelor of Science	Darling, Kurt James	5/9/2015
Bachelor of Science	Darnell, Akacia	5/9/2015
Bachelor of Science	Darnstaedt, Jillian Ann	5/9/2015
Bachelor of Science	Davis, Ronnisha Eirsha	5/9/2015
Bachelor of Science	Davis-Poole, Emile Haleigh	5/9/2015
Bachelor of Science	Dawson, Nicholas Allen	5/9/2015
Bachelor of Science	Deal, Shelby Madison	5/9/2015
Bachelor of Science	Dean, Scott LaVern	5/9/2015
Bachelor of Science	Dean, Tanner H	5/9/2015
Bachelor of Science	Dearlove, Adam Patrick	5/9/2015
Bachelor of Science	Deem, Haley Ann	5/9/2015
Bachelor of Science	Degano, Jeffrey David	5/9/2015
Bachelor of Science	DeGott, Nancy Given	5/9/2015
Bachelor of Science	Del Mastro, Scot Waid	5/9/2015
Bachelor of Science	Della Camera, Gina Nicole	5/9/2015
Bachelor of Science	Demaree, Hayley Jo	5/9/2015
Bachelor of Science	Dennis, Sean Michael	5/9/2015
Bachelor of Science	Deno, Forrest Graham	5/9/2015
Bachelor of Science	Desotell, Jennifer Marie	5/9/2015
Bachelor of Science	Dewig, Sasha Lea	5/9/2015
Bachelor of Science	Dexter, Laura Elise	5/9/2015
Bachelor of Science	Diaz Leo, Jose Alberto	5/9/2015
Bachelor of Science	Dicken, Celia Sumiko Cooper	5/9/2015

Bachelor of Science	Dickerson, Ashley LaRae	5/9/2015
Bachelor of Science	Dickerson, Ryan C	5/9/2015
Bachelor of Science	Dixon, Jillian Paige	5/9/2015
Bachelor of Science	Dixon, Jourdan DeVante	5/9/2015
Bachelor of Science	Dobbs, James Joseph	5/9/2015
Bachelor of Science	Dodd, Evan Russell	5/9/2015
Bachelor of Science	Donaldson, Bre'Anna Shawn'Tina	5/9/2015
Bachelor of Science	Doughty, Christopher Blake	5/9/2015
Bachelor of Science	Dove, Joshua Russell	5/9/2015
Bachelor of Science	Downey, Kathryn Pearlanne	5/9/2015
Bachelor of Science	Doyle, Patrick Michael	5/9/2015
Bachelor of Science	Dreyer, Madison Lynn	5/9/2015
Bachelor of Science	Driver, Jacob Andrew	5/9/2015
Bachelor of Science	Duez, Hillary Dawn	5/9/2015
Bachelor of Science	Dugan, Jeffrey Robert	5/9/2015
Bachelor of Science	Duke, Kristen Elizabeth	5/9/2015
Bachelor of Science	Dunaway, Brian Ray	5/9/2015
Bachelor of Science	Dunn, Sara Ann	5/9/2015
Bachelor of Science	Dusek, Crista A	5/9/2015
Bachelor of Science	Dwyer, James Vincent	5/9/2015
Bachelor of Science	Earley, Mitchell Macrae	5/9/2015
Bachelor of Science	Eatmon, Daniel Nathan	5/9/2015
Bachelor of Science	Eckerle, Brittany Jo	5/9/2015
Bachelor of Science	Edwards, Desiree A	5/9/2015
Bachelor of Science	Edwards, Jordan Darnell	5/9/2015
Bachelor of Science	Eldridge, Taylor J	5/9/2015
Bachelor of Science	Ellis, Amber Jo	5/9/2015
Bachelor of Science	Ellis, Caitlyn Elizabeth	5/9/2015
Bachelor of Science	Ellis, Gary Rashad	5/9/2015
Bachelor of Science	Estevez, Manuel	5/9/2015
Bachelor of Science	Etherton, Jake Dylan	5/9/2015
Bachelor of Science	Eti-ukwu, Jane N.	5/9/2015
Bachelor of Science	Evans, Joran T	5/9/2015
Bachelor of Science	Ezemonye, Ijeoma Helen	5/9/2015
Bachelor of Science	Fagg, Breanna Jean	5/9/2015
Bachelor of Science	Fainot, Sara Elizabeth	5/9/2015
Bachelor of Science	Farris, Ashley Lauren	5/9/2015
Bachelor of Science	Fear, Stephanie Nicole	5/9/2015
Bachelor of Science	Fedder, Sarah Brittaney	5/9/2015
Bachelor of Science	Fedrick, Devora d	5/9/2015
Bachelor of Science	Felten, Alyssa Dawn	5/9/2015

Bachelor of Science	Fenneman, Michael John	5/9/2015
Bachelor of Science	Ferguson, Daniel Eric	5/9/2015
Bachelor of Science	Feutz, Andrew Lee	5/9/2015
Bachelor of Science	Fields, Christopher Daniel	5/9/2015
Bachelor of Science	Finley, Crelonna Ree	5/9/2015
Bachelor of Science	Finley, Olivia Nicole	5/9/2015
Bachelor of Science	Fissell, Adam Tyler	5/9/2015
Bachelor of Science	Flemings, Kendall Lydell	5/9/2015
Bachelor of Science	Flick, Rebecca Lynn	5/9/2015
Bachelor of Science	Ford, Sarah Mackenzie	5/9/2015
Bachelor of Science	Foster, Jalen M	5/9/2015
Bachelor of Science	Fox, Andrew George	5/9/2015
Bachelor of Science	Fox, Brittney L	5/9/2015
Bachelor of Science	Fox, Kyle Michael	5/9/2015
Bachelor of Science	Fox, Sarah Ashley	5/9/2015
Bachelor of Science	Foy, Kelsey Erin	5/9/2015
Bachelor of Science	Francis, Meghan Nicole	5/9/2015
Bachelor of Science	Frankiewicz, Andrea Clare	5/9/2015
Bachelor of Science	Franklin, Travecia Unique	5/9/2015
Bachelor of Science	Frisz, Sarah Anne	5/9/2015
Bachelor of Science	Fultz, Clarence Grant	5/9/2015
Bachelor of Science	Furmankiewicz, Amanda Leigh	5/9/2015
Bachelor of Science	Furr, Sydney Morgan	5/9/2015
Bachelor of Science	Furtek, Ashley E	5/9/2015
Bachelor of Science	Gadzala, Michelle Erin	5/9/2015
Bachelor of Science	Gant, Justin Wade	5/9/2015
Bachelor of Science	Garcia, Eduardo Matthew	5/9/2015
Bachelor of Science	Garcia, Maria Isabel	5/9/2015
Bachelor of Science	Gardner, Sean G	5/9/2015
Bachelor of Science	Garner, Ashlyn Shelby	5/9/2015
Bachelor of Science	Garnett, Jordan Ray	5/9/2015
Bachelor of Science	Garrett, Angela Michelle	5/9/2015
Bachelor of Science	Gary, Jacquelyn S	5/9/2015
Bachelor of Science	Gates, Brooke Lorene	5/9/2015
Bachelor of Science	Gates, Garrett Andrew	5/9/2015
Bachelor of Science	Gearhart, Emma Grace	5/9/2015
Bachelor of Science	Geeser, Christopher Robert	5/9/2015
Bachelor of Science	Gibson, Hannah Elizabeth	5/9/2015
Bachelor of Science	Gill, Harmandeep Singh	5/9/2015
Bachelor of Science	Gilles, Taylor Marie	5/9/2015
Bachelor of Science	Gilliatt, Tyler Scott	5/9/2015

Bachelor of Science	Gillum, Bibi	5/9/2015
Bachelor of Science	Glazier, Jessica Nicole	5/9/2015
Bachelor of Science	Glendening, Brett Ryan	5/9/2015
Bachelor of Science	Goings, Kelsie K	5/9/2015
Bachelor of Science	Goings, Kiersten H	5/9/2015
Bachelor of Science	Goldman, Joshua A	5/9/2015
Bachelor of Science	Gomez, Juan Pablo	5/9/2015
Bachelor of Science	Goodnight, Jacob Miles	5/9/2015
Bachelor of Science	Gootee, Kimberly A	5/9/2015
Bachelor of Science	Gosnell, Jared Christopher	5/9/2015
Bachelor of Science	Grafe, Kyle David	5/9/2015
Bachelor of Science	Graff, Jaki Elizabeth	5/9/2015
Bachelor of Science	Gramlin, Tyler O	5/9/2015
Bachelor of Science	Granby, Jenny Lynn	5/9/2015
Bachelor of Science	Grasch, Kaitlin M	5/9/2015
Bachelor of Science	Grass, Jacob Tyler	5/9/2015
Bachelor of Science	Gray, Jared Ray	5/9/2015
Bachelor of Science	Green, Blake E	5/9/2015
Bachelor of Science	Greene, Chad Joseph	5/9/2015
Bachelor of Science	Greenwell, Dalton Stephen	5/9/2015
Bachelor of Science	Greer, Holly Marie	5/9/2015
Bachelor of Science	Gregg, Kelsie D	5/9/2015
Bachelor of Science	Gregory, Cierra Brucann	5/9/2015
Bachelor of Science	Gregory, Mason Don	5/9/2015
Bachelor of Science	Gregory, Whitney Suzanne	5/9/2015
Bachelor of Science	Grimm, Matthew Christopher	5/9/2015
Bachelor of Science	Grindle, Mikayla Marie	5/9/2015
Bachelor of Science	Grissom, Caleb W	5/9/2015
Bachelor of Science	Grove, Aaron Samuel	5/9/2015
Bachelor of Science	Grundon, William	5/9/2015
Bachelor of Science	Gunter, Nicholas Robert	5/9/2015
Bachelor of Science	Gurnik, Olga	5/9/2015
Bachelor of Science	Gurnik, Zoryana	5/9/2015
Bachelor of Science	Guyton, Kyle J	5/9/2015
Bachelor of Science	Hadler, Karley Kierra	5/9/2015
Bachelor of Science	Hadley, Kiyoko A	5/9/2015
Bachelor of Science	Haggard, Anthonisha Felice	5/9/2015
Bachelor of Science	Haggerty, Darion Douglas	5/9/2015
Bachelor of Science	Hale, Chelsea Renee	5/9/2015
Bachelor of Science	Haler, Rebecca Jo	5/9/2015
Bachelor of Science	Hall, Ciara Nicole	5/9/2015

Bachelor of Science	Hall, Courtney K	5/9/2015
Bachelor of Science	Halper, Tammy M	5/9/2015
Bachelor of Science	Ham, Hickory Scott	5/9/2015
Bachelor of Science	Hamilton, Shannon Pauline	5/9/2015
Bachelor of Science	Hampton, Carolyn Faye	5/9/2015
Bachelor of Science	Hampton, Monique Sherice	5/9/2015
Bachelor of Science	Hampton, Sharonda Renee	5/9/2015
Bachelor of Science	Hancock, Stephen	5/9/2015
Bachelor of Science	Hand, Schuyler Lucas	5/9/2015
Bachelor of Science	Hannahs, Derek Michael	5/9/2015
Bachelor of Science	Harbison, Hallie M	5/9/2015
Bachelor of Science	Hardiman, Devon Yates	5/9/2015
Bachelor of Science	Hardy, Madeline Virginia	5/9/2015
Bachelor of Science	Harmon, Krystyn Kay	5/9/2015
Bachelor of Science	Harmper, Jeremy	5/9/2015
Bachelor of Science	Harnish, Eric Xavier	5/9/2015
Bachelor of Science	Harper, Alise Leeann	5/9/2015
Bachelor of Science	Harris, Brandon Lee Lewis	5/9/2015
Bachelor of Science	Harris, Drew Alexander	5/9/2015
Bachelor of Science	Harris, Jess C	5/9/2015
Bachelor of Science	Harrison, Courtney Jeanne	5/9/2015
Bachelor of Science	Harrison, Marsha Lynn	5/9/2015
Bachelor of Science	Hartfield, Jaylin Joyzell	5/9/2015
Bachelor of Science	Hartman, Samuel Elliott	5/9/2015
Bachelor of Science	Hartmann, James Nicholas	5/9/2015
Bachelor of Science	Hartzburg, Cory Andrew	5/9/2015
Bachelor of Science	Haugh, Faith Alana	5/9/2015
Bachelor of Science	Hauser, Sean Michael	5/9/2015
Bachelor of Science	Hawsawi, Adel Yahya	5/9/2015
Bachelor of Science	Hayden, Nichole R	5/9/2015
Bachelor of Science	Hays, Alyx Keys	5/9/2015
Bachelor of Science	Hazard, Mark Anthony	5/9/2015
Bachelor of Science	Heck, Hannah	5/9/2015
Bachelor of Science	Heckstall-Rodenbaugh, Tori Anne	5/9/2015
Bachelor of Science	Hedien, Sarah Elisabeth	5/9/2015
Bachelor of Science	Heironimus, Smanatha Jo	5/9/2015
Bachelor of Science	Helm, Lindsay Nicole Ingalsbe	5/9/2015
Bachelor of Science	Henderson, Agnes	5/9/2015
Bachelor of Science	Hennington, Stetson Omar	5/9/2015
Bachelor of Science	Henriquez, Oscar Gerardo	5/9/2015
Bachelor of Science	Henry, Arlene Victoria	5/9/2015

Bachelor of Science	Hensley, Morgan Marie	5/9/2015
Bachelor of Science	Hernandez, Christopher Peter Jr	5/9/2015
Bachelor of Science	Hickey, Mariah L	5/9/2015
Bachelor of Science	Hicks, Amy Evelyn	5/9/2015
Bachelor of Science	Higginbotham, Ashley D	5/9/2015
Bachelor of Science	High, Taje J	5/9/2015
Bachelor of Science	Hilgenberg, Michelle	5/9/2015
Bachelor of Science	Hill, Simone Elizabeth	5/9/2015
Bachelor of Science	Hipes, Jennica Sue	5/9/2015
Bachelor of Science	Holdmann, Alyssa Katelin	5/9/2015
Bachelor of Science	Holmes, Bre'Anna Nashae	5/9/2015
Bachelor of Science	Holmes, Janika Markita	5/9/2015
Bachelor of Science	Honaker, Lacey Elizabeth	5/9/2015
Bachelor of Science	Hooper, Tamara H	5/9/2015
Bachelor of Science	Hoopingarner, Christena A	5/9/2015
Bachelor of Science	Hopson, Angelica Marie	5/9/2015
Bachelor of Science	Horn, Susan Dawn Gentry	5/9/2015
Bachelor of Science	Horsman, Bryan D	5/9/2015
Bachelor of Science	Horstman, Christian Thomas	5/9/2015
Bachelor of Science	Hoskins, Kristen Leann	5/9/2015
Bachelor of Science	Hostetler, Andrew	5/9/2015
Bachelor of Science	Houchin, Allison Virginia-Ellen	5/9/2015
Bachelor of Science	Houk, Craig A II	5/9/2015
Bachelor of Science	Hountz, Melissa Ann	5/9/2015
Bachelor of Science	Howe, Jacob Lloyd	5/9/2015
Bachelor of Science	Howe, Tyler Michael	5/9/2015
Bachelor of Science	Hoxworth, Joshua Jared	5/9/2015
Bachelor of Science	Hudson, Dawn Michelle	5/9/2015
Bachelor of Science	Hughes II, John K	5/9/2015
Bachelor of Science	Hughes, Sharay Shanise	5/9/2015
Bachelor of Science	Hull, Francis Thomas	5/9/2015
Bachelor of Science	Humes, Steven J	5/9/2015
Bachelor of Science	Hummitzsch, Chelsea Nicole	5/9/2015
Bachelor of Science	Hurley, Alisha	5/9/2015
Bachelor of Science	Hux, Daniel	5/9/2015
Bachelor of Science	Ingram, Brett Jacob	5/9/2015
Bachelor of Science	Ingram, Kelsey Ruth	5/9/2015
Bachelor of Science	Iragi, Moke Kayembe	5/9/2015
Bachelor of Science	Jackson, Brittani Renee	5/9/2015
Bachelor of Science	Jackson, Damian Stone	5/9/2015
Bachelor of Science	Jackson, Jonathan	5/9/2015

Bachelor of Science	Jacobs, Devon Nicole	5/9/2015
Bachelor of Science	Jacquez, Joshua Rudolfo	5/9/2015
Bachelor of Science	Jaimes, Anna	5/9/2015
Bachelor of Science	James, Haylie M	5/9/2015
Bachelor of Science	Jarrett, Alyssa Danielle	5/9/2015
Bachelor of Science	Jarrett, Kris James	5/9/2015
Bachelor of Science	Jarrett, Terence Maurice	5/9/2015
Bachelor of Science	Jelks, Taysha Marie	5/9/2015
Bachelor of Science	Jenkins, Kaylee Miche'l	5/9/2015
Bachelor of Science	Jenkins, Rebecca Marie	5/9/2015
Bachelor of Science	Jent, Ayden Michael	5/9/2015
Bachelor of Science	Jette, David Michael	5/9/2015
Bachelor of Science	Johnson, Joanie	5/9/2015
Bachelor of Science	Johnson, Kyle A	5/9/2015
Bachelor of Science	Johnson, Mekell A	5/9/2015
Bachelor of Science	Johnson, Nickolas Broderick	5/9/2015
Bachelor of Science	Johnson, Sharon Yolanda	5/9/2015
Bachelor of Science	Johnson, Taylor Mackenzie	5/9/2015
Bachelor of Science	Johnson, Zach Lee	5/9/2015
Bachelor of Science	Johnson-Walker, Micah Leddrew	5/9/2015
Bachelor of Science	Jones, Adelaide K	5/9/2015
Bachelor of Science	Jones, Andrew K	5/9/2015
Bachelor of Science	Jones, Anthony Maurice	5/9/2015
Bachelor of Science	Jones, Christopher Allan	5/9/2015
Bachelor of Science	Jones, Cody Micheal	5/9/2015
Bachelor of Science	Jones, Jade Christopher Waldroup	5/9/2015
Bachelor of Science	Jones, Jared Christian	5/9/2015
Bachelor of Science	Jones, Jordan Thomas	5/9/2015
Bachelor of Science	Jones, Joseph David	5/9/2015
Bachelor of Science	Jones, Logan Andrew	5/9/2015
Bachelor of Science	Jordan, Monet Lache	5/9/2015
Bachelor of Science	Kaj, Nancy	5/9/2015
Bachelor of Science	Kaperak, James Lee	5/9/2015
Bachelor of Science	Karazsia, Grant Nicholas Paul	5/9/2015
Bachelor of Science	Karbowski, Lauren Marie	5/9/2015
Bachelor of Science	Karunaratne, Yatthra	5/9/2015
Bachelor of Science	Kays, Jason	5/9/2015
Bachelor of Science	Keeling, Nicole Marie	5/9/2015
Bachelor of Science	Kelemen, Scott David	5/9/2015
Bachelor of Science	Keller, Valerie Lauren	5/9/2015
Bachelor of Science	Kelsaw, Keenan Maurice	5/9/2015



Bachelor of Science	Kermode, Alexandria Anne	5/9/2015
Bachelor of Science	Kiger, Georgia L	5/9/2015
Bachelor of Science	Kimmel, RaeAnne Alise	5/9/2015
Bachelor of Science	Kimmel, Samuel Joseph	5/9/2015
Bachelor of Science	Kindsvatter, Deanna Leigh	5/9/2015
Bachelor of Science	Kissel, David Robert	5/9/2015
Bachelor of Science	Kochvar, Michelle Elizabeth	5/9/2015
Bachelor of Science	Kogut, Brian Joseph	5/9/2015
Bachelor of Science	Konen, John Greer	5/9/2015
Bachelor of Science	Koosman, Ashley J	5/9/2015
Bachelor of Science	Kopczynski, Kailey Michele	5/9/2015
Bachelor of Science	Kortz, Bethany Nichole	5/9/2015
Bachelor of Science	Kreps, Stephanie Lynn	5/9/2015
Bachelor of Science	Krieger, Elizabeth Medellin	5/9/2015
Bachelor of Science	Krilcich, Joel Thomas	5/9/2015
Bachelor of Science	Kropack, Tiffany Joann	5/9/2015
Bachelor of Science	Krouse, Austin Edward	5/9/2015
Bachelor of Science	Kuhnle, Payton Anna	5/9/2015
Bachelor of Science	Kulikowski, Matthew	5/9/2015
Bachelor of Science	Kummerer, Shearie Nichole	5/9/2015
Bachelor of Science	Kuzmaul, Kevin L	5/9/2015
Bachelor of Science	LaComba, Jill Lynn	5/9/2015
Bachelor of Science	LaFary, Jason Wayne	5/9/2015
Bachelor of Science	Lahee, Sara A	5/9/2015
Bachelor of Science	Lamb, Logan Dean	5/9/2015
Bachelor of Science	Lane, Kyle	5/9/2015
Bachelor of Science	Lane, Matthew E	5/9/2015
Bachelor of Science	Lantz, Krystal Marie	5/9/2015
Bachelor of Science	Larimer, Stephanie Jo	5/9/2015
Bachelor of Science	Larrabee, Patrick J, II	5/9/2015
Bachelor of Science	Latka, Jeffrey Alan	5/9/2015
Bachelor of Science	Laue, Corey Anne	5/9/2015
Bachelor of Science	Layton, Alexis Nicole	5/9/2015
Bachelor of Science	LeCleir, Matthew C	5/9/2015
Bachelor of Science	LeClerc, Kevin Paul	5/9/2015
Bachelor of Science	Lee, Nathaniel Fortner	5/9/2015
Bachelor of Science	Lenahan, Michelle Ann	5/9/2015
Bachelor of Science	Lengacher, Jessica Morgan	5/9/2015
Bachelor of Science	Leonard, Cortney Renee	5/9/2015
Bachelor of Science	Lewis, Misty Dee Warrick	5/9/2015
Bachelor of Science	Li, Lei	5/9/2015

Bachelor of Science	Liddell, Erica Monique	5/9/2015
Bachelor of Science	Liegibel, Connor	5/9/2015
Bachelor of Science	Lim, Jennifer S	5/9/2015
Bachelor of Science	Lima, Vanessa	5/9/2015
Bachelor of Science	Linder, Caley Nicole	5/9/2015
Bachelor of Science	Lindy, Alyssa Danielle	5/9/2015
Bachelor of Science	Linn, Kenny Louis	5/9/2015
Bachelor of Science	Liu, Ziang	5/9/2015
Bachelor of Science	Lloyd, April H	5/9/2015
Bachelor of Science	Lloyd, Samantha Sue	5/9/2015
Bachelor of Science	Lockett, Amber Simone	5/9/2015
Bachelor of Science	Loera, Danielle Arrieta	5/9/2015
Bachelor of Science	Logan, Lanier Charles	5/9/2015
Bachelor of Science	Lomax, Erika Brandi	5/9/2015
Bachelor of Science	Lowe, Corey Benjamin	5/9/2015
Bachelor of Science	Lowe, Jewelee Dianne	5/9/2015
Bachelor of Science	Lowe, Ronda Mercadee	5/9/2015
Bachelor of Science	Lowry, Greta B	5/9/2015
Bachelor of Science	Lucas, Montecia R	5/9/2015
Bachelor of Science	Lucas, Nicole F	5/9/2015
Bachelor of Science	Lueck, Carissa	5/9/2015
Bachelor of Science	Lutjemeyer, Seth	5/9/2015
Bachelor of Science	Lyman, Matthew Todd	5/9/2015
Bachelor of Science	MacGregor, Stephanie Michelle	5/9/2015
Bachelor of Science	Mackey, Lucas Gabriel	5/9/2015
Bachelor of Science	Madden, Wyatt C	5/9/2015
Bachelor of Science	Magee, Nickolas Ruben	5/9/2015
Bachelor of Science	Magett, Kierra Monee	5/9/2015
Bachelor of Science	Mahan, Racheal Janine	5/9/2015
Bachelor of Science	Majszak, Collin Joseph	5/9/2015
Bachelor of Science	Mangrum, Victoria Marie	5/9/2015
Bachelor of Science	Mann, Joscelyne Danielle	5/9/2015
Bachelor of Science	Maretick, Kara Marie	5/9/2015
Bachelor of Science	Markovich, Brandon Christopher	5/9/2015
Bachelor of Science	Marlett, Brittany James	5/9/2015
Bachelor of Science	Marshall, Ian Scott	5/9/2015
Bachelor of Science	Marshall, Karli R	5/9/2015
Bachelor of Science	Martin, Brittney Nichole	5/9/2015
Bachelor of Science	Martin, Christopher Paul	5/9/2015
Bachelor of Science	Mason, Ashley Dawn	5/9/2015
Bachelor of Science	Mason, Sarah Nicole	5/9/2015

Bachelor of Science	Mason, Savannah Lea-Kay	5/9/2015
Bachelor of Science	Matthews, Haylee Christine	5/9/2015
Bachelor of Science	Mattox, Cody Michael	5/9/2015
Bachelor of Science	Mattox, Meredith Renee	5/9/2015
Bachelor of Science	Mattox, Taylor Anne	5/9/2015
Bachelor of Science	Maurer, Colleen Lynn	5/9/2015
Bachelor of Science	May, Katharine Alix	5/9/2015
Bachelor of Science	May, Nathan T	5/9/2015
Bachelor of Science	Mayer, Sean D	5/9/2015
Bachelor of Science	Mayle, Macy L	5/9/2015
Bachelor of Science	Mbabit, Marcelos Tafon	5/9/2015
Bachelor of Science	McCain, Jacob Edward	5/9/2015
Bachelor of Science	McCallin, Louise	5/9/2015
Bachelor of Science	McCallister, Ashley Elaine	5/9/2015
Bachelor of Science	McCarter, Brittney Iesha	5/9/2015
Bachelor of Science	McCarty, Travis Alan	5/9/2015
Bachelor of Science	McCauley, Ashley Cheyenne	5/9/2015
Bachelor of Science	McClain, Connor James	5/9/2015
Bachelor of Science	McClain, David Joseph	5/9/2015
Bachelor of Science	McClintic, Rebecca L	5/9/2015
Bachelor of Science	McCoy, Nyrecia Charnae	5/9/2015
Bachelor of Science	McCrea, Kendra Anne	5/9/2015
Bachelor of Science	McCullough, Kelly Marie	5/9/2015
Bachelor of Science	McCullough, Rachel Lee	5/9/2015
Bachelor of Science	McDonald, Carly Graf	5/9/2015
Bachelor of Science	McDonald, Carly Graf	5/9/2015
Bachelor of Science	McElfresh, Michael Stewart	5/9/2015
Bachelor of Science	McFadden, Brandon A	5/9/2015
Bachelor of Science	McGlothin, Laura	5/9/2015
Bachelor of Science	McKinney, Abigale Jo	5/9/2015
Bachelor of Science	McKinney, Brayden Eugene	5/9/2015
Bachelor of Science	McKown, Emily Paige	5/9/2015
Bachelor of Science	McLendon, Marvee	5/9/2015
Bachelor of Science	McNulty, Andrew James	5/9/2015
Bachelor of Science	McQuade, Ariel Louise	5/9/2015
Bachelor of Science	Meador, Michael Richard	5/9/2015
Bachelor of Science	Meeks, Johnathan Lamarr	5/9/2015
Bachelor of Science	Menifield, Chcarie Ann	5/9/2015
Bachelor of Science	Meriweather, Steven Anthony	5/9/2015
Bachelor of Science	Merry, Hannah Jo	5/9/2015
Bachelor of Science	Mershon, Alexander Keith	5/9/2015

Bachelor of Science	Meschen, Niles Whittaker	5/9/2015
Bachelor of Science	Messmer, Luke D	5/9/2015
Bachelor of Science	Meyer, Cameron	5/9/2015
Bachelor of Science	Meyer, Kevin Joseph	5/9/2015
Bachelor of Science	Michaels, Hannah Lyle	5/9/2015
Bachelor of Science	Miklashevskiy, Victoria	5/9/2015
Bachelor of Science	Miles, Arlander J	5/9/2015
Bachelor of Science	Miller, Abby Kathleen	5/9/2015
Bachelor of Science	Miller, Andrew Steven	5/9/2015
Bachelor of Science	Miller, Brandan Wayne	5/9/2015
Bachelor of Science	Miller, Morgan Nicole	5/9/2015
Bachelor of Science	Mills, Daniel Butler	5/9/2015
Bachelor of Science	Mills, Jacob Harrison	5/9/2015
Bachelor of Science	Mishler, Molly Ann	5/9/2015
Bachelor of Science	Mitchell, Garrett Keith	5/9/2015
Bachelor of Science	Moesle, Carson Paige	5/9/2015
Bachelor of Science	Molen, Jessica Marie	5/9/2015
Bachelor of Science	Moll, Nicholas J	5/9/2015
Bachelor of Science	Molter, Sarah Jacqueline	5/9/2015
Bachelor of Science	Monagan, Michele	5/9/2015
Bachelor of Science	Monte, Wesley Alexander	5/9/2015
Bachelor of Science	Montgomery, Daniel F	5/9/2015
Bachelor of Science	Moon, Katie M	5/9/2015
Bachelor of Science	Moore, Jami Michelle	5/9/2015
Bachelor of Science	Moore, Jennifer Lee	5/9/2015
Bachelor of Science	Moore, LaSha Elaine	5/9/2015
Bachelor of Science	Moore, Nicholas Edward	5/9/2015
Bachelor of Science	Moore, Sherece	5/9/2015
Bachelor of Science	Moore, Wesley James	5/9/2015
Bachelor of Science	Morgan, Lindsay Nichole	5/9/2015
Bachelor of Science	Morris, Courtney A	5/9/2015
Bachelor of Science	Morris, Eric Matthew	5/9/2015
Bachelor of Science	Morris, Shondra Francester	5/9/2015
Bachelor of Science	Mosier, William Nicholas Bronston	5/9/2015
Bachelor of Science	Mostek, Carmen Kelly	5/9/2015
Bachelor of Science	Muhammad, Amia J	5/9/2015
Bachelor of Science	Muick, Becca	5/9/2015
Bachelor of Science	Mullinnix, Rachel Marie	5/9/2015
Bachelor of Science	Mulvihill, Brent A	5/9/2015
Bachelor of Science	Munro, Timothy James	5/9/2015
Bachelor of Science	Murray, Renisha Eony'A	5/9/2015

Bachelor of Science	Musgrove II, Michael Aaron	5/9/2015
Bachelor of Science	Musselman, Aubrie R	5/9/2015
Bachelor of Science	Myers Jr, Frank Everett	5/9/2015
Bachelor of Science	Myers, Evan Joseph	5/9/2015
Bachelor of Science	Myers, Heather Joye	5/9/2015
Bachelor of Science	Namburi, Swapna	5/9/2015
Bachelor of Science	Napier, Kyleigh Elizabeth	5/9/2015
Bachelor of Science	Nares, Frank	5/9/2015
Bachelor of Science	Nave, Taylor Shannon	5/9/2015
Bachelor of Science	Ndife, Kenneth Chinedu	5/9/2015
Bachelor of Science	Neal, Christyna Rae	5/9/2015
Bachelor of Science	Neal, William A	5/9/2015
Bachelor of Science	Negele, Joshua Allen	5/9/2015
Bachelor of Science	Neidermeier, Nicholas William	5/9/2015
Bachelor of Science	Nelson, Ashley Renae	5/9/2015
Bachelor of Science	Nelson, Madeline Anne	5/9/2015
Bachelor of Science	Nelson-Yucatonis, Audrey Jane	5/9/2015
Bachelor of Science	Newkirk, Annie Nicole	5/9/2015
Bachelor of Science	Newman, Andrea D	5/9/2015
Bachelor of Science	Newman, Sasha Nichole	5/9/2015
Bachelor of Science	Newnum, Ethan Craig	5/9/2015
Bachelor of Science	Nguyen, Nguyet Minh	5/9/2015
Bachelor of Science	Nichols, Alane Elizabeth	5/9/2015
Bachelor of Science	Nickerson, Zachary Lynn	5/9/2015
Bachelor of Science	Nicoson, Kacie Ann	5/9/2015
Bachelor of Science	Niehaus, Dara Lee	5/9/2015
Bachelor of Science	Niemritz, Dorian Rashawn	5/9/2015
Bachelor of Science	Niese, Grant Edmund	5/9/2015
Bachelor of Science	Ninalowo, Kazeem Ishola	5/9/2015
Bachelor of Science	Nixon, Trey Alexander	5/9/2015
Bachelor of Science	Noel, Chelsea Ann	5/9/2015
Bachelor of Science	Nolting, Taylor Elizabeth	5/9/2015
Bachelor of Science	Noth, Scott Patrick	5/9/2015
Bachelor of Science	Nunez, Kristina	5/9/2015
Bachelor of Science	Oaks, Christopher Lawrence	5/9/2015
Bachelor of Science	O'Brien, Robert M	5/9/2015
Bachelor of Science	O'Connor, Brandon Patrick	5/9/2015
Bachelor of Science	O'Connor, Jordan Elise	5/9/2015
Bachelor of Science	O'Dalaigh, Maura	5/9/2015
Bachelor of Science	O'Leary, Christopher John	5/9/2015
Bachelor of Science	O'Neal, Alec Michael	5/9/2015

Bachelor of Science	O'Neal, Kyle Scott	5/9/2015
Bachelor of Science	Oni, Oluwatobi E	5/9/2015
Bachelor of Science	Orea, Damika Nyreeja	5/9/2015
Bachelor of Science	O'Rourke, Sarah Louise	5/9/2015
Bachelor of Science	Otte, Alysha N	5/9/2015
Bachelor of Science	Overton, Ashley Renee'	5/9/2015
Bachelor of Science	Owen, Dakota James	5/9/2015
Bachelor of Science	Pachauer, Victoria Ann	5/9/2015
Bachelor of Science	Pacyga, Allison R	5/9/2015
Bachelor of Science	Padan, David P	5/9/2015
Bachelor of Science	Paddack, Brendan David	5/9/2015
Bachelor of Science	Palmerton, Ryan Dennis	5/9/2015
Bachelor of Science	Parker, Keith Edward	5/9/2015
Bachelor of Science	Parmenter, Chad Eric	5/9/2015
Bachelor of Science	Parton, Breawna R	5/9/2015
Bachelor of Science	Patel, Swati P	5/9/2015
Bachelor of Science	Patrick, Paul J L	5/9/2015
Bachelor of Science	Patriquin, Jessica Ann	5/9/2015
Bachelor of Science	Paul, Eriyauna Shunee'	5/9/2015
Bachelor of Science	Paulsen-Wells, LaDonna M	5/9/2015
Bachelor of Science	Payne, Seth Michael	5/9/2015
Bachelor of Science	Payne, Taylor Renee	5/9/2015
Bachelor of Science	Peabody, Jayde N	5/9/2015
Bachelor of Science	Pearson, Kaysee Brooke	5/9/2015
Bachelor of Science	Pelloquin, Aaron Devonte	5/9/2015
Bachelor of Science	Pendleton, Joshua Tyrell	5/9/2015
Bachelor of Science	Penick, Tierra Kaye	5/9/2015
Bachelor of Science	Perish, Michael Samuel	5/9/2015
Bachelor of Science	Perkins, Leonard Anthony	5/9/2015
Bachelor of Science	Peterson, Nataniel Austin	5/9/2015
Bachelor of Science	Pfaff, Samuel J	5/9/2015
Bachelor of Science	Pflueger, Katelyn Sue	5/9/2015
Bachelor of Science	Phillips, Ginny Leigh	5/9/2015
Bachelor of Science	Phillips, Jessica Lyn	5/9/2015
Bachelor of Science	Pickett, Ashley Marie	5/9/2015
Bachelor of Science	Pifer, Nicholas Lloyd	5/9/2015
Bachelor of Science	Pingleton, Beau	5/9/2015
Bachelor of Science	Pinnick, Taylor William	5/9/2015
Bachelor of Science	Pitrowski, Shannon Elizabeth	5/9/2015
Bachelor of Science	Pittman, Evan Thomas	5/9/2015
Bachelor of Science	Plummer, Britney	5/9/2015

Bachelor of Science	Pluta, Kaitlyn Nicole	5/9/2015
Bachelor of Science	Pluta, Phillip Michael	5/9/2015
Bachelor of Science	Poindexter, Christopher William Earl	5/9/2015
Bachelor of Science	Pollard, Derek Ryan	5/9/2015
Bachelor of Science	Poore, Jamie D	5/9/2015
Bachelor of Science	Prentice, Desean A	5/9/2015
Bachelor of Science	Pride, Nathaniel Armstrong	5/9/2015
Bachelor of Science	Pruitt, Ashley N	5/9/2015
Bachelor of Science	Purdy, Ryan A	5/9/2015
Bachelor of Science	Pynn, Andrew Roth	5/9/2015
Bachelor of Science	Qualls, Emily Ann	5/9/2015
Bachelor of Science	Qualls, Jessica Michelle	5/9/2015
Bachelor of Science	Query, Brandon S	5/9/2015
Bachelor of Science	Quillen, Kimberly Michelle	5/9/2015
Bachelor of Science	Quinn, Kristen Nicole	5/9/2015
Bachelor of Science	Quinones-Cuellar, Gabriele Joseana	5/9/2015
Bachelor of Science	Quiroga, Vicente Jesus	5/9/2015
Bachelor of Science	Raheb, Megan I	5/9/2015
Bachelor of Science	Rakes, Jade Alexandra	5/9/2015
Bachelor of Science	Ramseier, Benjamin John	5/9/2015
Bachelor of Science	Randall, Gwendolyn Ann	5/9/2015
Bachelor of Science	Randall, LaDwandia Monique	5/9/2015
Bachelor of Science	Randall, Sheresa M	5/9/2015
Bachelor of Science	Randolph, Lori Marissa	5/9/2015
Bachelor of Science	Rassel, Logan	5/9/2015
Bachelor of Science	Raymond, Jennifer Lynn	5/9/2015
Bachelor of Science	Reed, Chelsea Dawn	5/9/2015
Bachelor of Science	Reed, James Lucien	5/9/2015
Bachelor of Science	Reed, Mallory Jo	5/9/2015
Bachelor of Science	Reed, Taylor Lynn	5/9/2015
Bachelor of Science	Rehmel, Chelcee	5/9/2015
Bachelor of Science	Reid, Tyrell Demetrius	5/9/2015
Bachelor of Science	Reininga, Kendra Marie	5/9/2015
Bachelor of Science	Rentas, Jocelyn	5/9/2015
Bachelor of Science	Reyes, Travis Anthony	5/9/2015
Bachelor of Science	Rhoads, Jordan Kristine	5/9/2015
Bachelor of Science	Rhodes, Kyler Logan	5/9/2015
Bachelor of Science	Rhodes, Robert Raymond	5/9/2015
Bachelor of Science	Richardson, Brady Colton-Stanley	5/9/2015
Bachelor of Science	Richardson, Patrick Joseph	5/9/2015

Bachelor of Science	Richey, Samantha Jo	5/9/2015
Bachelor of Science	Richmond, Zachariah James	5/9/2015
Bachelor of Science	Riddell, Matthew Richard	5/9/2015
Bachelor of Science	Ridley, Rasan Amira	5/9/2015
Bachelor of Science	Riffe, Megan Louise	5/9/2015
Bachelor of Science	Riggs, Benjamin L	5/9/2015
Bachelor of Science	Riley, Stephanie Renee	5/9/2015
Bachelor of Science	Ritch, Jonathon W	5/9/2015
Bachelor of Science	Rivera, Samantha Ariel	5/9/2015
Bachelor of Science	Roark II, Michael K	5/9/2015
Bachelor of Science	Robbins, Austin J	5/9/2015
Bachelor of Science	Roberts, Adam J	5/9/2015
Bachelor of Science	Roberts, James Richard, Jr	5/9/2015
Bachelor of Science	Robertson, Amelea Elizabeth	5/9/2015
Bachelor of Science	Robinaugh, Haley Elizabeth	5/9/2015
Bachelor of Science	Robins, Rose Marie	5/9/2015
Bachelor of Science	Rocha, Melissa Leslie	5/9/2015
Bachelor of Science	Rodas, Alexandra J	5/9/2015
Bachelor of Science	Roedel, Scott J	5/9/2015
Bachelor of Science	Rogers, Abbey Diane	5/9/2015
Bachelor of Science	Rogers, John William	5/9/2015
Bachelor of Science	Rogers, Keith Gerald	5/9/2015
Bachelor of Science	Rogers, Kristopher D	5/9/2015
Bachelor of Science	Rollings, Lauren Taylor	5/9/2015
Bachelor of Science	Rollins, Travis L	5/9/2015
Bachelor of Science	Romero, Awilda Mercedes	5/9/2015
Bachelor of Science	Roscoe, Renae Dawn	5/9/2015
Bachelor of Science	Rosfeld, Rachael Noreen	5/9/2015
Bachelor of Science	Ross Jr, Dwone	5/9/2015
Bachelor of Science	Ross, Katie Jo	5/9/2015
Bachelor of Science	Ross, Kristen Elizabeth	5/9/2015
Bachelor of Science	Ross, Logan J	5/9/2015
Bachelor of Science	Ross, Santana LaKeysha	5/9/2015
Bachelor of Science	Rourke, Christopher William	5/9/2015
Bachelor of Science	Rozina, Joshua David	5/9/2015
Bachelor of Science	Rozo, Paolo Neil	5/9/2015
Bachelor of Science	Rubey, Travis William	5/9/2015
Bachelor of Science	Runge, Katherine Lynn	5/9/2015
Bachelor of Science	Rush, Evan M	5/9/2015
Bachelor of Science	Rusie, Sarah Elizabeth	5/9/2015
Bachelor of Science	Russell, Billy	5/9/2015



Bachelor of Science	Russell, Caitlin S	5/9/2015
Bachelor of Science	Rust, Brooke Ann	5/9/2015
Bachelor of Science	Rutledge, James Harvey	5/9/2015
Bachelor of Science	Ryherd, Bryan D	5/9/2015
Bachelor of Science	Sales, Larry D	5/9/2015
Bachelor of Science	Sander, Adam Kenneth	5/9/2015
Bachelor of Science	Santell, Alice	5/9/2015
Bachelor of Science	Santos, Mary Jennifer	5/9/2015
Bachelor of Science	Satterfield, Cameron Erwin	5/9/2015
Bachelor of Science	Saunders, Tonya Lyn	5/9/2015
Bachelor of Science	Scales, Mellissa L	5/9/2015
Bachelor of Science	Scanlon, Connor Timothy	5/9/2015
Bachelor of Science	Schenck, Robert Wesley	5/9/2015
Bachelor of Science	Scherer, Andrew T	5/9/2015
Bachelor of Science	Scheurich, Katie Lynn	5/9/2015
Bachelor of Science	Schnarr, Kaitlyn Nicole	5/9/2015
Bachelor of Science	Schomber, Shelbie M	5/9/2015
Bachelor of Science	Schumacher, Diane Lynn	5/9/2015
Bachelor of Science	Schwenk, Ross A	5/9/2015
Bachelor of Science	Scifres, Noelle Elizabeth	5/9/2015
Bachelor of Science	Scully, Jack	5/9/2015
Bachelor of Science	Sears, David Aaron	5/9/2015
Bachelor of Science	Sebastian, Shannon Lynn	5/9/2015
Bachelor of Science	Seidel, Amanda Ellen	5/9/2015
Bachelor of Science	Sexton, Lauren D	5/9/2015
Bachelor of Science	Sgouroudis, Nicole Marie	5/9/2015
Bachelor of Science	Shabanza, Armand	5/9/2015
Bachelor of Science	Shafer, Devin Wayne	5/9/2015
Bachelor of Science	Shaughnessy, Lauren Nicole	5/9/2015
Bachelor of Science	Shaw, Alicia Rosetta	5/9/2015
Bachelor of Science	Shaw, Arqeil J	5/9/2015
Bachelor of Science	Shaw, Cody Patrick	5/9/2015
Bachelor of Science	Shaw, Damon La'Mont	5/9/2015
Bachelor of Science	Shepard, Shana Kay	5/9/2015
Bachelor of Science	Shew, Katie Lynn	5/9/2015
Bachelor of Science	Shipp, Jordan	5/9/2015
Bachelor of Science	Shores, Andrena McKenzjoy	5/9/2015
Bachelor of Science	Shortridge, Evan Ross	5/9/2015
Bachelor of Science	Shotts, Kaylee Marie	5/9/2015
Bachelor of Science	Shriver, Dean A	5/9/2015
Bachelor of Science	Siebenmorgen, Charles W	5/9/2015

Bachelor of Science	Sikora, Mark M	5/9/2015
Bachelor of Science	Sims, Jocelyn Davis	5/9/2015
Bachelor of Science	Sims, Trent Randolph	5/9/2015
Bachelor of Science	Sims-Bruno, Michaelangelo Allen	5/9/2015
Bachelor of Science	Sinders, Sean Edward	5/9/2015
Bachelor of Science	Sisson, Connie Sue Balder	5/9/2015
Bachelor of Science	Slater, Allasyn Nikkole	5/9/2015
Bachelor of Science	Slavens, Robert Christopher	5/9/2015
Bachelor of Science	Slizewski, Michael Xavier	5/9/2015
Bachelor of Science	Sloan, Olivia Taylor	5/9/2015
Bachelor of Science	Slonaker, William David, Sr	5/9/2015
Bachelor of Science	Slusher, Blakely LeAn	5/9/2015
Bachelor of Science	Small, Chelsea Elyse	5/9/2015
Bachelor of Science	Small, Latham Ely	5/9/2015
Bachelor of Science	Smith, Caitlin Nicole	5/9/2015
Bachelor of Science	Smith, Danielle V	5/9/2015
Bachelor of Science	Smith, David Ryen	5/9/2015
Bachelor of Science	Smith, Garrett Justin	5/9/2015
Bachelor of Science	Smith, Janet Elaine	5/9/2015
Bachelor of Science	Smith, John Calvin III	5/9/2015
Bachelor of Science	Smith, Vanessa Danae'	5/9/2015
Bachelor of Science	Smoot, Jessica Lynn	5/9/2015
Bachelor of Science	Snodgrass, Jarred Jace	5/9/2015
Bachelor of Science	Snyder, Cole Tonie	5/9/2015
Bachelor of Science	Spaid, Justin Lloyd	5/9/2015
Bachelor of Science	Sparks, Benjamin A	5/9/2015
Bachelor of Science	Sparks, Briar Adan	5/9/2015
Bachelor of Science	Sparks, Stefan Alan	5/9/2015
Bachelor of Science	Spear, Gary Joe	5/9/2015
Bachelor of Science	Spencer, Donald	5/9/2015
Bachelor of Science	Spicer, Hayley C	5/9/2015
Bachelor of Science	Stage, Brenner Cragun	5/9/2015
Bachelor of Science	Staggs, Nathan David	5/9/2015
Bachelor of Science	Stahl, Demi Marie	5/9/2015
Bachelor of Science	Steber, Hillary	5/9/2015
Bachelor of Science	Steckman, Samantha N	5/9/2015
Bachelor of Science	Steele, Cody R	5/9/2015
Bachelor of Science	Steele, Ellery Lynn	5/9/2015
Bachelor of Science	Steenbergen, Claire	5/9/2015
Bachelor of Science	Steenbergen, Claire	5/9/2015
Bachelor of Science	Stenftenagel, Rachel Ann	5/9/2015

Bachelor of Science	Stephens, Karol Jean	5/9/2015
Bachelor of Science	Steppe, Emily Marie	5/9/2015
Bachelor of Science	Stewart, Carmelia Nicole	5/9/2015
Bachelor of Science	Stewart, Lacy	5/9/2015
Bachelor of Science	Stigers, Stephen Tyler	5/9/2015
Bachelor of Science	Stolz, Joshua Michael	5/9/2015
Bachelor of Science	Stone, Michelle R	5/9/2015
Bachelor of Science	Stovall, Katie Lynn	5/9/2015
Bachelor of Science	Strader, Terrence A	5/9/2015
Bachelor of Science	Streicher, Christopher Alan	5/9/2015
Bachelor of Science	Streicher, Christopher Alan	5/9/2015
Bachelor of Science	Strieter, Ross James Eugene	5/9/2015
Bachelor of Science	Stroud, Logan Matthew	5/9/2015
Bachelor of Science	Stultz, Christa Marie	5/9/2015
Bachelor of Science	Stump, Gerald Dwayne	5/9/2015
Bachelor of Science	Sturm, Kayla Sue	5/9/2015
Bachelor of Science	Sturma, Stacy	5/9/2015
Bachelor of Science	Surma, Holly Noel	5/9/2015
Bachelor of Science	Swim, Ein Porter	5/9/2015
Bachelor of Science	Talley, Darnesha Jo'Nae	5/9/2015
Bachelor of Science	Tally, Landon Ray	5/9/2015
Bachelor of Science	Tangang, Ngu Aymar	5/9/2015
Bachelor of Science	Tarr, Kelly Leigh	5/9/2015
Bachelor of Science	Taylor, Stacey	5/9/2015
Bachelor of Science	Terrill, Steven Ryan	5/9/2015
Bachelor of Science	Thayer, Annessa Rae	5/9/2015
Bachelor of Science	Thomas, Austin Patrick	5/9/2015
Bachelor of Science	Thomas, Kyla LaShya	5/9/2015
Bachelor of Science	Thomas, Matthew William	5/9/2015
Bachelor of Science	Thomas, William Alec	5/9/2015
Bachelor of Science	Thompson, Jennifer Dee	
Bachelor of Science	Loudermilk	5/9/2015
Bachelor of Science	Thompson, Teresa Rena	5/9/2015
Bachelor of Science	Thompson, Wesley	5/9/2015
Bachelor of Science	Thornton, Zackery Scott	5/9/2015
Bachelor of Science	Timonera, Blaine Joseph	5/9/2015
Bachelor of Science	Tompkins, Shanna Marie	5/9/2015
Bachelor of Science	Toon, Macy Michelle	5/9/2015
Bachelor of Science	Toure, Soutcho Lydie	5/9/2015
Bachelor of Science	Treadwell-Wittman, Stephanie	
Bachelor of Science	Levette	5/9/2015
Bachelor of Science	Treece, Ruble Ray Grinder	5/9/2015

Bachelor of Science	Trotter, Joshua Anthony	5/9/2015
Bachelor of Science	Truax, Brooke N.	5/9/2015
Bachelor of Science	Tryon, Robert G	5/9/2015
Bachelor of Science	Tucker, Suzanne H	5/9/2015
Bachelor of Science	Tudor, Kayla Renea	5/9/2015
Bachelor of Science	Turner, Allison Audrey	5/9/2015
Bachelor of Science	Turner, Elijah Albert Woodrow	5/9/2015
Bachelor of Science	Turner, Ryan Andrew	5/9/2015
Bachelor of Science	Ulrich, Philip Cory	5/9/2015
Bachelor of Science	Underhill, Jaron Robert	5/9/2015
Bachelor of Science	Underwood, Connor Timothy	5/9/2015
Bachelor of Science	Unmisig, Taylor Renee	5/9/2015
Bachelor of Science	Utterback, Makenzie Elaine	5/9/2015
Bachelor of Science	Valentine, Logan Michael	5/9/2015
Bachelor of Science	Vanarsdalen, Kaitlyn M	5/9/2015
Bachelor of Science	Vance, Sayquan Dontay	5/9/2015
Bachelor of Science	Vanness, Zackary Earl	5/9/2015
Bachelor of Science	Vansickle, Evelyn Fay Deakins Miller	5/9/2015
Bachelor of Science	Varland, Amber Michelle	5/9/2015
Bachelor of Science	Vaughan, David R.	5/9/2015
Bachelor of Science	Vaughn, Jessie Ann	5/9/2015
Bachelor of Science	Vaught, Natalie Rose	5/9/2015
Bachelor of Science	Ventura, Gladys N	5/9/2015
Bachelor of Science	Vicars, Seth Leon	5/9/2015
Bachelor of Science	Vissing, Michelle Lynn	5/9/2015
Bachelor of Science	Wachala, Jonathan Henry	5/9/2015
Bachelor of Science	Waclaw, Patrick Albert	5/9/2015
Bachelor of Science	Wakolbinger, Jennifer M	5/9/2015
Bachelor of Science	Waldren, Jessica Marie	5/9/2015
Bachelor of Science	Walker II, Kenneth Reginald	5/9/2015
Bachelor of Science	Walker, Brianna Jenise	5/9/2015
Bachelor of Science	Walker, Nicole Lashae	5/9/2015
Bachelor of Science	Walker, Treviana Lashawn	5/9/2015
Bachelor of Science	Wallace, Jacob A	5/9/2015
Bachelor of Science	Wallace, Jamie Lynn	5/9/2015
Bachelor of Science	Walsh, Aaron Michael	5/9/2015
Bachelor of Science	Walters, Brianna L	5/9/2015
Bachelor of Science	Walters, Emily Jane	5/9/2015
Bachelor of Science	Walton, Sharliah Janay	5/9/2015
Bachelor of Science	Ward, Mary Catherine	5/9/2015

Bachelor of Science	Warner, Matthew David	5/9/2015
Bachelor of Science	Warren Jr, Thomas Michael	5/9/2015
Bachelor of Science	Warren, Marissa Paige	5/9/2015
Bachelor of Science	Warren, Travis Leon	5/9/2015
Bachelor of Science	Washburn, Shannon Renea	5/9/2015
Bachelor of Science	Washington, Sherron Marie	5/9/2015
Bachelor of Science	Wayne, Richard Samuel	5/9/2015
Bachelor of Science	Webster, Brice Stephen	5/9/2015
Bachelor of Science	Weinhold, Madalyn Joelle	5/9/2015
Bachelor of Science	Welch, Thomas J	5/9/2015
Bachelor of Science	Weldon, William T	5/9/2015
Bachelor of Science	Wells, Atiya	5/9/2015
Bachelor of Science	Wells, Bruce Anthony	5/9/2015
Bachelor of Science	Wells, Olivia Anne	5/9/2015
Bachelor of Science	Wentland, Davis Payne	5/9/2015
Bachelor of Science	Weston, Neil Robert	5/9/2015
Bachelor of Science	Wheatfill, Richard Lee	5/9/2015
Bachelor of Science	White, Joshua Aaron	5/9/2015
Bachelor of Science	White, Shawn Michael	5/9/2015
Bachelor of Science	Whitehead, Morgan Elyse	5/9/2015
Bachelor of Science	Whitehurst, Christa M.	5/9/2015
Bachelor of Science	Whitford, Tyler Steven	5/9/2015
Bachelor of Science	Whittington, Belinda Marie	5/9/2015
Bachelor of Science	Wilcox, Amber Nicole	5/9/2015
Bachelor of Science	Wilcox, Benjamin Eli	5/9/2015
Bachelor of Science	Wilhelm, Andrea Ray	5/9/2015
Bachelor of Science	Wilkinson, Ashleigh Caron	5/9/2015
Bachelor of Science	Wilkinson, Steffen Christopher	5/9/2015
Bachelor of Science	Williams, Christopher Daniel	5/9/2015
Bachelor of Science	Williams, Christopher Daniel	5/9/2015
Bachelor of Science	Williams, Javier Lorenzo	5/9/2015
Bachelor of Science	Williams, Kayleigh B	5/9/2015
Bachelor of Science	Williams, Megan Marie	5/9/2015
Bachelor of Science	Wilmer, Brandon Levi	5/9/2015
Bachelor of Science	Wilson, Jordon Emanuel	5/9/2015
Bachelor of Science	Wilson, Kelsey Nicole	5/9/2015
Bachelor of Science	Wilson, Traquincey Markus	5/9/2015
Bachelor of Science	Wimsett, Tabitha Marie	5/9/2015
Bachelor of Science	Winborn, Julian	5/9/2015
Bachelor of Science	Winger, Stephanie Renee	5/9/2015
Bachelor of Science	Wisdom, Erica E	5/9/2015

Bachelor of Science	Wood, Rickie L	5/9/2015
Bachelor of Science	Woods, Demond Ray	5/9/2015
Bachelor of Science	Woolley, Matthew Adam	5/9/2015
Bachelor of Science	Wordlaw, Rafael Deandre	5/9/2015
Bachelor of Science	Wright, Dana Shakela	5/9/2015
Bachelor of Science	Wyatt, Sharvay Cierra	5/9/2015
Bachelor of Science	Yanni, Stephanie	5/9/2015
Bachelor of Science	Ye, Xiaqing	5/9/2015
Bachelor of Science	York, David Scott	5/9/2015
Bachelor of Science	York, Dustin B	5/9/2015
Bachelor of Science	Young, Chelsie Renee	5/9/2015
Bachelor of Science	Young, Shelby Lynn	5/9/2015
Bachelor of Science	Zadai, Danielle Marie	5/9/2015
Bachelor of Science	Zhang, Xuanming	5/9/2015
Bachelor of Science	Zhang, Yan	5/9/2015
Bachelor of Science	Zhang, Zhaoyang	5/9/2015
Bachelor of Science	Zoll, Leia J	5/9/2015
Bachelor of Science	Zurek, Natasha Linnae	5/9/2015
Bachelor of Social Work	Anderson, Melody	5/9/2015
Bachelor of Social Work	Angrick, Amy Lynn	5/9/2015
Bachelor of Social Work	Archer-Walls, Chanel Nicole	5/9/2015
Bachelor of Social Work	Bruner, Amanda Marie	5/9/2015
Bachelor of Social Work	Campbell, Nichelle Delaina	5/9/2015
Bachelor of Social Work	Cawthon, Haley Michele Stout	5/9/2015
Bachelor of Social Work	Cesinger, Samantha Lynn Jerrell	5/9/2015
Bachelor of Social Work	Cox, Amee Renee Green	5/9/2015
Bachelor of Social Work	Duhne, Trisha Nicole	5/9/2015
Bachelor of Social Work	Estabrook, Kayla Jo	5/9/2015
Bachelor of Social Work	Fish, Kirsten E	5/9/2015
Bachelor of Social Work	Hanlon, Sarah Lyn LaFoe	5/9/2015
Bachelor of Social Work	Holmes, Max	5/9/2015
Bachelor of Social Work	Huey, Cheryl Ann	5/9/2015
Bachelor of Social Work	Lachenmayr, Anna Nicole	5/9/2015
Bachelor of Social Work	Langeloh, Chase Thomas	5/9/2015
Bachelor of Social Work	Long, Andrea Rochelle	5/9/2015
Bachelor of Social Work	Lugar, Katherine Elizabeth	5/9/2015
Bachelor of Social Work	McCabe, Jennica J	5/9/2015
Bachelor of Social Work	Milam, Allie Marie	5/9/2015
Bachelor of Social Work	Miller, Julie Nicole	5/9/2015
Bachelor of Social Work	Moon, Ashley Mae	5/9/2015
Bachelor of Social Work	Murray, Caroline R	5/9/2015

Bachelor of Social Work	Obaseki, Catherine Eseosa	5/9/2015
Bachelor of Social Work	Penington, Nicholas Anthony	5/9/2015
Bachelor of Social Work	Speidel, Jann	5/9/2015
Bachelor of Social Work	Youngblood, Shalyn Nicole	5/9/2015
Bachelor of Arts	Bohnhoff, Olivia April	7/31/2015
Bachelor of Arts	Bueker, Matthew Carl	7/31/2015
Bachelor of Arts	Crone, Jessica Ann Marie	7/31/2015
Bachelor of Arts	Luff, Diana K	7/31/2015
Bachelor of Arts	Rosser, William Patrick	7/31/2015
Bachelor of Fine Arts	Delnat, Benjamin Theodore	7/31/2015
Bachelor of Music	Barnaby, Caitlin Rose	7/31/2015
Bachelor of Music Education	Lubbehusen, Brooke Marie	7/31/2015
Bachelor of Science	Abbott, Kortney Rae	7/31/2015
Bachelor of Science	Abel, Elliot Austin	7/31/2015
Bachelor of Science	Abernathy, Denzel Edward	7/31/2015
Bachelor of Science	Abrams, Raven Jاليا	7/31/2015
Bachelor of Science	Adkins, Shannon Blair	7/31/2015
Bachelor of Science	Adu-Offei, Kate Abena Botwe	7/31/2015
Bachelor of Science	Al Meraikhi, Ahmed Jassim	7/31/2015
Bachelor of Science	Al Meriaikhi, Khalil Jassim	7/31/2015
Bachelor of Science	Al Shamisi, Mohammed Buti	7/31/2015
Bachelor of Science	Al Turki, Norah Turki	7/31/2015
Bachelor of Science	Alafari, Ghdayer Saeed	7/31/2015
Bachelor of Science	Alameri, Abdulla Hamad	7/31/2015
Bachelor of Science	Alameri, Mohammed Abdulla	7/31/2015
Bachelor of Science	Alameri, Mubarak Salem	7/31/2015
Bachelor of Science	Alanazi, Mohammed Lafaa, Sr	7/31/2015
Bachelor of Science	Alatal, Ali Khalid	7/31/2015
Bachelor of Science	Albagaaway, Mashari Hamoud, II	7/31/2015
Bachelor of Science	Albahouth, Abdulaziz Nasser	7/31/2015
Bachelor of Science	Albahrani, Abdulhamid Abbas	7/31/2015
Bachelor of Science	Alday, Gemma Rivera	7/31/2015
Bachelor of Science	Aldbiay, Norah Abdullah	7/31/2015
Bachelor of Science	Aldossery, Mohammed	7/31/2015
Bachelor of Science	Alhajri, Abdulhadi Arar	7/31/2015
Bachelor of Science	Alhajri, Khalid Saqr	7/31/2015
Bachelor of Science	Alkaabi, Khaled Ali	7/31/2015
Bachelor of Science	Alkahtani, Norah	7/31/2015
Bachelor of Science	Alkhaldi, Naif Saud	7/31/2015
Bachelor of Science	Alkhalidi, Abdullah Zaed	7/31/2015

Bachelor of Science	Allen, Kenneth Anthony	7/31/2015
Bachelor of Science	Almahasna, Ali Ibrahim	7/31/2015
Bachelor of Science	Almansoori, Ali Mubarak	7/31/2015
Bachelor of Science	Al-Mansoori, Saeed	7/31/2015
Bachelor of Science	Almazroui, Mohammed Salem	7/31/2015
Bachelor of Science	Almousa, Adel Suliman, Sr	7/31/2015
Bachelor of Science	Alnajrani, Ali Mane	7/31/2015
Bachelor of Science	Alnasir, Mohammed Hussain	7/31/2015
Bachelor of Science	Al-Omair, Azzam Ahmed	7/31/2015
Bachelor of Science	Alotibi, Khalid Naif	7/31/2015
Bachelor of Science	Alowais, Ali Saad	7/31/2015
Bachelor of Science	Alqahtani, Abdullah Masoud	7/31/2015
Bachelor of Science	Alqahtani, Hamoud Mubarek	7/31/2015
Bachelor of Science	Alqattan, Musab Ibrahim	7/31/2015
Bachelor of Science	Alrashdi, Abdulla Suhail	7/31/2015
Bachelor of Science	Alrashdi, Mohamed Salem	7/31/2015
Bachelor of Science	Alrashdi, Suhail Mubarak	7/31/2015
Bachelor of Science	Alshalaty, Hussam A	7/31/2015
Bachelor of Science	Alvis, Michael Isaiah	7/31/2015
Bachelor of Science	Alyousuf, Hassan Abdulla	7/31/2015
Bachelor of Science	Ash, Katelyn Diana	7/31/2015
Bachelor of Science	Aukamp, Ylana Nicole	7/31/2015
Bachelor of Science	Avant, Gerrie Nicole	7/31/2015
Bachelor of Science	Ayala, Claire Jeanette	7/31/2015
Bachelor of Science	Bachman, Scott Lawrence	7/31/2015
Bachelor of Science	Baggott, Christopher William	7/31/2015
Bachelor of Science	Bah, Mamadou D	7/31/2015
Bachelor of Science	Ballard, Rachel Lynn	7/31/2015
Bachelor of Science	Barnett, Cory Gordon	7/31/2015
Bachelor of Science	Barnett, Gregory John	7/31/2015
Bachelor of Science	Barton, Aseisah	7/31/2015
Bachelor of Science	Bazemore, Jakia Shanese	7/31/2015
Bachelor of Science	Beasley, Macala Nicole	7/31/2015
Bachelor of Science	Beckley, Ryan Robert	7/31/2015
Bachelor of Science	Benningfield, Lara Nan	7/31/2015
Bachelor of Science	Blevins, Anna Marie	7/31/2015
Bachelor of Science	Bolin, Mckinsey Larren	7/31/2015
Bachelor of Science	Boone, Danielle Nichole	7/31/2015
Bachelor of Science	Bowden, Diedre Cassina	7/31/2015
Bachelor of Science	Brewer, Andrea Michelle Walls	7/31/2015
Bachelor of Science	Brock, Casey John	7/31/2015



Bachelor of Science	Brough, Danielle Renee	7/31/2015
Bachelor of Science	Brown, Danyel Lavon	7/31/2015
Bachelor of Science	Brown, Deepa Anna Ballard	7/31/2015
Bachelor of Science	Brown, Jordan Douglas	7/31/2015
Bachelor of Science	Brown, Kelly Joanna	7/31/2015
Bachelor of Science	Bryant, Kirstin Marie	7/31/2015
Bachelor of Science	Brzeski, Thomas Jesse	7/31/2015
Bachelor of Science	Buckingham, Timmy Devon	7/31/2015
Bachelor of Science	Bula, Jessica Lynn	7/31/2015
Bachelor of Science	Burton, Ashley Wray	7/31/2015
Bachelor of Science	Buschman, Justin Gregory	7/31/2015
Bachelor of Science	Butcher, Brandon Jay	7/31/2015
Bachelor of Science	Campbell, Jack Matthews	7/31/2015
Bachelor of Science	Campbell, Thomas Burns	7/31/2015
Bachelor of Science	Caraballo, Nelisa Jinette	7/31/2015
Bachelor of Science	Carie, Jana Kae	7/31/2015
Bachelor of Science	Carter, Kevin Douglas	7/31/2015
Bachelor of Science	Cervantes, Antonio De Jesus	7/31/2015
Bachelor of Science	Chambers, Olivia Grace	7/31/2015
Bachelor of Science	Chaney, Julia Michelle	7/31/2015
Bachelor of Science	Choi, Seung Pil	7/31/2015
Bachelor of Science	Chuba, Bryan G	7/31/2015
Bachelor of Science	Clark, Ethan Lee	7/31/2015
Bachelor of Science	Clark, Randall Thomas	7/31/2015
Bachelor of Science	Coe, Jacob T	7/31/2015
Bachelor of Science	Collins, Marki Bly	7/31/2015
Bachelor of Science	Conner, Cameron B	7/31/2015
Bachelor of Science	Cook, Chelsea Marie	7/31/2015
Bachelor of Science	Cooke, Douglas Alan	7/31/2015
Bachelor of Science	Cottrell, Samantha Kay	7/31/2015
Bachelor of Science	Cunningham, Lauren Paige	7/31/2015
Bachelor of Science	Dalton, Clark Anderson	7/31/2015
Bachelor of Science	Davis, Jasmine Marie	7/31/2015
Bachelor of Science	Davis, Mary Kathryn	7/31/2015
Bachelor of Science	Davis, Meghan	7/31/2015
Bachelor of Science	Dean, Jody Lynn	7/31/2015
Bachelor of Science	Deboy, Devery John	7/31/2015
Bachelor of Science	DeHart, Kyle Randall	7/31/2015
Bachelor of Science	Dela Pena, Mikaella L	7/31/2015
Bachelor of Science	DeOreo, Cassandra Brooke	7/31/2015
Bachelor of Science	Dickson, Ryan Brandon	7/31/2015

Bachelor of Science	Dickson, Tajah Renee'	7/31/2015
Bachelor of Science	Dildine, John	7/31/2015
Bachelor of Science	Enders, Paul Jacob	7/31/2015
Bachelor of Science	Ennen, Anna C	7/31/2015
Bachelor of Science	Enriquez, Michael	7/31/2015
Bachelor of Science	Fara, Carly Nicole	7/31/2015
Bachelor of Science	Farthing, Katie Ann	7/31/2015
Bachelor of Science	Feltner, Ariel Ann	7/31/2015
Bachelor of Science	Ferree, Ross Mitchell	7/31/2015
Bachelor of Science	Fielden, Bradi Lea	7/31/2015
Bachelor of Science	Fiscus, Joshua M	7/31/2015
Bachelor of Science	Fisher, Cory D	7/31/2015
Bachelor of Science	Fiwek, Kaitlyn Margaret	7/31/2015
Bachelor of Science	Fluellyn, Lakeisha N	7/31/2015
Bachelor of Science	Foutz, Tanisha J	7/31/2015
Bachelor of Science	Frazier, Delicia Ann	7/31/2015
Bachelor of Science	Friday, Trevor James	7/31/2015
Bachelor of Science	Gackle, Devan Reanne	7/31/2015
Bachelor of Science	Gameon, Derek Ryan	7/31/2015
Bachelor of Science	Glenn, Robert	7/31/2015
Bachelor of Science	Goheen, Alexandra Sarah	7/31/2015
Bachelor of Science	Goodwin, Zachary Ryan	7/31/2015
Bachelor of Science	Grantham-Eads, Ayslinn Nichelle	7/31/2015
Bachelor of Science	Grier, Jasmine La'Sha	7/31/2015
Bachelor of Science	Guajardo, Christopher Jr	7/31/2015
Bachelor of Science	Gulley, Brandon Keith	7/31/2015
Bachelor of Science	Haack, Ashley Marie	7/31/2015
Bachelor of Science	Haas, Morgan	7/31/2015
Bachelor of Science	Hall, Tory Lendle	7/31/2015
Bachelor of Science	Hamilton, Bridget Kathleen	7/31/2015
Bachelor of Science	Hammad, Ammr Sami	7/31/2015
Bachelor of Science	Harden, Jenna Lynn	7/31/2015
Bachelor of Science	Harden, Melissa Renee	7/31/2015
Bachelor of Science	Hardy, Emily Lillian	7/31/2015
Bachelor of Science	Harpenau, Kelsey M	7/31/2015
Bachelor of Science	Harris, Zaqiendria Zaqui	7/31/2015
Bachelor of Science	Harvey, Drew A	7/31/2015
Bachelor of Science	Hawsawi, Mohammed Saleh	7/31/2015
Bachelor of Science	Hayashi, Taisuke	7/31/2015
Bachelor of Science	Heaton, Tessa Ann	7/31/2015
Bachelor of Science	Helms, Holly Jo Berry	7/31/2015

Bachelor of Science	Henke, Matthew Michael	7/31/2015
Bachelor of Science	Higgins, Kristina	7/31/2015
Bachelor of Science	Hill, Katelyn Patricia	7/31/2015
Bachelor of Science	Hiller, Christen Margaret	7/31/2015
Bachelor of Science	Hopkins, Brandon Ray	7/31/2015
Bachelor of Science	Hopkins, Tara Marie	7/31/2015
Bachelor of Science	Hopwood, Shelby Diane	7/31/2015
Bachelor of Science	Hoskins, Brandon Glenn	7/31/2015
Bachelor of Science	Huffington, Abe Michael	7/31/2015
Bachelor of Science	Imel, Ian Alexander	7/31/2015
Bachelor of Science	Irvin, Cassandra R	7/31/2015
Bachelor of Science	Isaac, Michael A	7/31/2015
Bachelor of Science	Jelovic, Aaron Elijah	7/31/2015
Bachelor of Science	Johns, Miguel Enrique	7/31/2015
Bachelor of Science	Johnson, Tait Rochelle	7/31/2015
Bachelor of Science	Johnson, Tyler James	7/31/2015
Bachelor of Science	Jones-Trapp, Jordan Lindsey	7/31/2015
Bachelor of Science	Joyner, Alexis Louise	7/31/2015
Bachelor of Science	Julian, Sara Michele	7/31/2015
Bachelor of Science	Kelch, Kate E	7/31/2015
Bachelor of Science	Keusch, Abby Lynn	7/31/2015
Bachelor of Science	Koczur, Alexander Joseph	7/31/2015
Bachelor of Science	Kowgitz, Melissa	7/31/2015
Bachelor of Science	Kroll, Henry Michael	7/31/2015
Bachelor of Science	Krull, Dane Christian	7/31/2015
Bachelor of Science	Kwakye, Samuel Aboayge	7/31/2015
Bachelor of Science	Lacey, Christopher Justin	7/31/2015
Bachelor of Science	Lamirand, Adam C	7/31/2015
Bachelor of Science	Landwer, Steven Michael	7/31/2015
Bachelor of Science	Laughlin, Haleigh Sue	7/31/2015
Bachelor of Science	Lautner, Molly Catherine	7/31/2015
Bachelor of Science	LaZette, Bryan Michael	7/31/2015
Bachelor of Science	Lee, Christian Cheniece	7/31/2015
Bachelor of Science	Leek, Nathan Ray	7/31/2015
Bachelor of Science	Lewis, Courtney Te'Ron	7/31/2015
Bachelor of Science	Lilja, Hilary	7/31/2015
Bachelor of Science	Lindsay, Kylee Dabren	7/31/2015
Bachelor of Science	Lindsay, Leslie Ann	7/31/2015
Bachelor of Science	Littleton, Dierre Dequan	7/31/2015
Bachelor of Science	Littleton, Lashonda L	7/31/2015
Bachelor of Science	Lloyd, Logan Tyler	7/31/2015

Bachelor of Science	Lullo, Kendall Erica	7/31/2015
Bachelor of Science	Lynch, Stacy Ann	7/31/2015
Bachelor of Science	Mabbitt, Natalie Ann Davis	7/31/2015
Bachelor of Science	Manley, Zachary Scott	7/31/2015
Bachelor of Science	Markle, Britney Leean	7/31/2015
Bachelor of Science	Martin, Shannon Marie	7/31/2015
Bachelor of Science	Mashat, Mamdouh	7/31/2015
Bachelor of Science	Mason, Timothy G	7/31/2015
Bachelor of Science	Maxwell, Jacob Harland	7/31/2015
Bachelor of Science	Mayo, Imani Dionne	7/31/2015
Bachelor of Science	McCormick, Joseph David	7/31/2015
Bachelor of Science	McCoy, Andrea Lynn Bootman	7/31/2015
Bachelor of Science	McCrocklin, Jacob Steven	7/31/2015
Bachelor of Science	McGill, Jacob Nathaniel	7/31/2015
Bachelor of Science	McKinley, Charmine Sade	7/31/2015
Bachelor of Science	McMurtrey, Daniel C	7/31/2015
Bachelor of Science	McPherson, Hailey Kristen Anae	7/31/2015
Bachelor of Science	Mendenhall, Brianne Loraine	7/31/2015
Bachelor of Science	Merkel, Andrew Michael	7/31/2015
Bachelor of Science	Michael, Kelli Anne	7/31/2015
Bachelor of Science	Mikolajczyk, Alexa Shea	7/31/2015
Bachelor of Science	Milam, Zachary Uriah	7/31/2015
Bachelor of Science	Millard, Ra'Chawn Antionne	7/31/2015
Bachelor of Science	Miller, Dakota Dale	7/31/2015
Bachelor of Science	Miller, Lauren	7/31/2015
Bachelor of Science	Miller, Lucas Matthew	7/31/2015
Bachelor of Science	Miller, Lucas Matthew	7/31/2015
Bachelor of Science	Minks, Robyn Jean	7/31/2015
Bachelor of Science	Mitchell, Maranda Michelle	7/31/2015
Bachelor of Science	Mize, Paige Nicolle	7/31/2015
Bachelor of Science	Moore, Lakeisha	7/31/2015
Bachelor of Science	Mumma, Scott Allen	7/31/2015
Bachelor of Science	Myers, Colette L	7/31/2015
Bachelor of Science	Nagle, Mary Catherine	7/31/2015
Bachelor of Science	Nester, Shane W	7/31/2015
Bachelor of Science	Nicholson, Allyson D	7/31/2015
Bachelor of Science	Niehaus, Zachary A	7/31/2015
Bachelor of Science	Nimaga, Souleymane	7/31/2015
Bachelor of Science	Nimely, Joran Patience	7/31/2015
Bachelor of Science	Nolan, Crystal Monae	7/31/2015
Bachelor of Science	Odom, David Alan	7/31/2015

Bachelor of Science	Pazik, Tyler James	7/31/2015
Bachelor of Science	Peak, Patricia Anne	7/31/2015
Bachelor of Science	Pearson, Deontre J	7/31/2015
Bachelor of Science	Peel, Traquan Kentae	7/31/2015
Bachelor of Science	Penquite, Christopher	7/31/2015
Bachelor of Science	Perez, Alexis L	7/31/2015
Bachelor of Science	Perry, Tiffani LaNeitra	7/31/2015
Bachelor of Science	Phelps, Kara Elaine	7/31/2015
Bachelor of Science	Phipps, Jessica Marie Baize	7/31/2015
Bachelor of Science	Pickett, Steffanie Elizabeth	7/31/2015
Bachelor of Science	Plascak, Marty	7/31/2015
Bachelor of Science	Pleimann, Zandro	7/31/2015
Bachelor of Science	Poff, Heather Elayne	7/31/2015
Bachelor of Science	Portillo, Joseph	7/31/2015
Bachelor of Science	Poulard, James	7/31/2015
Bachelor of Science	Powers, Sabrandi Jewell	7/31/2015
Bachelor of Science	Prats, Matthew Lawrence Robert	7/31/2015
Bachelor of Science	Prophet, Ja'Liza	7/31/2015
Bachelor of Science	Rahat, Zelena Anita	7/31/2015
Bachelor of Science	Ratliff, Gerrick Michael Austin	7/31/2015
Bachelor of Science	Reed, Cortney Jean	7/31/2015
Bachelor of Science	Reeder, Katherine	7/31/2015
Bachelor of Science	Reeder, Michael Ryan	7/31/2015
Bachelor of Science	Rewers, Katelynn Elizabeth	7/31/2015
Bachelor of Science	Reynolds, Camille Latresse	7/31/2015
Bachelor of Science	Ritter, Angelina Rene'	7/31/2015
Bachelor of Science	Roberts, Jesse Lee	7/31/2015
Bachelor of Science	Roberts, Stacey Lynn	7/31/2015
Bachelor of Science	Robinson, Cheyenne Renee	7/31/2015
Bachelor of Science	Robison, Haley Renae	7/31/2015
Bachelor of Science	Robison, Kyle Isaac	7/31/2015
Bachelor of Science	Rodriguez, Rosalea Ann	7/31/2015
Bachelor of Science	Rodriguez, Veronica Bella	7/31/2015
Bachelor of Science	Rogers, Darian N	7/31/2015
Bachelor of Science	Rogers, Kacy	7/31/2015
Bachelor of Science	Rose, Jessica Ann	7/31/2015
Bachelor of Science	Rose, Michael William	7/31/2015
Bachelor of Science	Rosselli, Paige Marie	7/31/2015
Bachelor of Science	Ruddick, Zachary T	7/31/2015
Bachelor of Science	Ryan, Ashley Renee	7/31/2015
Bachelor of Science	Ryan, Nicole Ruth	7/31/2015

Bachelor of Science	Sandoe, Jordan Gabriel	7/31/2015
Bachelor of Science	Sanks, Jessica Lynn	7/31/2015
Bachelor of Science	Schneider, Austin Vaughn	7/31/2015
Bachelor of Science	Schulz, Kaitlyn Thelma Lynn	7/31/2015
Bachelor of Science	Schumacher, Megan Lee	7/31/2015
Bachelor of Science	Searing, Kelsey Jay	7/31/2015
Bachelor of Science	Selvaggio, Sabrina Michelle	7/31/2015
Bachelor of Science	Shields, Emma Beth	7/31/2015
Bachelor of Science	Shin, Hyewon	7/31/2015
Bachelor of Science	Short, Bailey C	7/31/2015
Bachelor of Science	Short, Max L.	7/31/2015
Bachelor of Science	Sidwell, Ryan Lee	7/31/2015
Bachelor of Science	Skadiotis, Bonnie Willoughby	7/31/2015
Bachelor of Science	Slater, Stevie L	7/31/2015
Bachelor of Science	Smith, Casey Lewis	7/31/2015
Bachelor of Science	Smith, Kaylyn Dynel	7/31/2015
Bachelor of Science	Smith, Matthew Dale	7/31/2015
Bachelor of Science	Sommer, Chelsea Anne	7/31/2015
Bachelor of Science	Sopko, Kelsey Jean	7/31/2015
Bachelor of Science	Spurgeon, Laurel Ashleigh	7/31/2015
Bachelor of Science	Standridge, Keegan Gregory	7/31/2015
Bachelor of Science	Stephens, Erin April	7/31/2015
Bachelor of Science	Stone, Megan Danielle	7/31/2015
Bachelor of Science	Storey, James Joseph	7/31/2015
Bachelor of Science	Suges, Joseph Raymond	7/31/2015
Bachelor of Science	Swafford, Mitchell Anthony	7/31/2015
Bachelor of Science	Swanson, Jeffrey Andrew	7/31/2015
Bachelor of Science	Tchebeya, Ntwali Jonathan	7/31/2015
Bachelor of Science	Terrell, Dylan Marie	7/31/2015
Bachelor of Science	Terry, Aisa K	7/31/2015
Bachelor of Science	Terwiske, Haley Nicole	7/31/2015
Bachelor of Science	Theising, Jordan Nicole	7/31/2015
Bachelor of Science	Thurman, Tanner Cary	7/31/2015
Bachelor of Science	Tiano, Alexandria Virginia	7/31/2015
Bachelor of Science	Tipton, Whitney Monique	7/31/2015
Bachelor of Science	Todd, Amber Renee	7/31/2015
Bachelor of Science	Traub, Emily Elizabeth	7/31/2015
Bachelor of Science	Triplett, Michael Wade	7/31/2015
Bachelor of Science	Trout, Brooklee Nicole	7/31/2015
Bachelor of Science	Tucker, Jacob Monroe	7/31/2015
Bachelor of Science	Tunis, Dalton C	7/31/2015

Bachelor of Science	Turner, Jerrimiah Dushawn	7/31/2015
Bachelor of Science	Turner, Kailey	7/31/2015
Bachelor of Science	Turner, Sara	7/31/2015
Bachelor of Science	Volkers, Kristen Lynn	7/31/2015
Bachelor of Science	Waff, Dana	7/31/2015
Bachelor of Science	Wampler, Thomas Cole	7/31/2015
Bachelor of Science	Washington, Lacy Renee	7/31/2015
Bachelor of Science	Washington, Sean Franklin	7/31/2015
Bachelor of Science	Watkins, Brandon Jacob	7/31/2015
Bachelor of Science	Weatherman, Laine Elise	7/31/2015
Bachelor of Science	Weaver, Savanna Rheann	7/31/2015
Bachelor of Science	Weir, Olivia R	7/31/2015
Bachelor of Science	Weisgerber, Christopher P	7/31/2015
Bachelor of Science	West, Emily Louise	7/31/2015
Bachelor of Science	West-McVey, Lyndsey M	7/31/2015
Bachelor of Science	Wethington, Troy Michael	7/31/2015
Bachelor of Science	Wheaton, Shena Donnella	7/31/2015
Bachelor of Science	Wheeler, Amanda Gayle	7/31/2015
Bachelor of Science	Williams, Andrew Boyd	7/31/2015
Bachelor of Science	Williams, India Moriah	7/31/2015
Bachelor of Science	Williams, Mark Christopher	7/31/2015
Bachelor of Science	Williams, Shamika Lonice	7/31/2015
Bachelor of Science	Willis, Chelsea Nicole	7/31/2015
Bachelor of Science	Willis, Landon	7/31/2015
Bachelor of Science	Wilson, Amber Lorine	7/31/2015
Bachelor of Science	Wimbleduff, Kelcee Marie	7/31/2015
Bachelor of Science	Wingo, Dani Lynn	7/31/2015
Bachelor of Science	Wittkowski, John	7/31/2015
Bachelor of Science	Witvoet, Tonja Sue Criss	7/31/2015
Bachelor of Science	Woolard, Kerri Danielle	7/31/2015
Bachelor of Science	Wormcastle, Nichole Renee	7/31/2015
Bachelor of Science	Worthington, Jerald Robert	7/31/2015
Bachelor of Science	Wright, Kathy Anne	7/31/2015
Bachelor of Science	Wright, Melanie Jeanne'	7/31/2015
Bachelor of Science	Wright, Paige Louise Ardell	7/31/2015
Bachelor of Science	Zuairan, Ali Jomah	7/31/2015
Bachelor of Social Work	Sims, Abril Yvette	7/31/2015

## 5f Modification to Sexual Misconduct Policy Section 922

Rationale: The rationale for amendment to Policy 922 is to ensure compliance with the Department of Education directives related to Title IX requirements and the Campus SaVE Act (also known as the Violence Against Women Act amendments), and the Clery Act. The policy has been reviewed by Faculty Senate, Staff Council, and the Student Government Association.

**Recommendation:** It is the recommendation of the President that the Board of Trustees approve Policy 922 as amended.

### 922 Policy Prohibiting Sexual Misconduct, Intimate Partner Violence, and Stalking

**922.1 General Statement of Policy and Notice of Non-Discrimination.** Indiana State University (ISU) is committed to fostering an educational environment free from discrimination, including sexual misconduct, intimate partner violence, and stalking. ISU does not tolerate any form of sexual misconduct, whether physical, mental, or emotional in nature. Unlawful sex discrimination can interfere with a student's ability to participate in or benefit from university academic and non-academic programs, an employee's ability to function in the workplace, or a campus visitor's ability to utilize university programs and services. The university recognizes its responsibility to increase awareness of sexual misconduct, intimate partner violence, and stalking, prevent its occurrence, support victims, promptly and equitably investigate reports of misconduct, and deal fairly and firmly with those who are found in violation of the policy.

The University recognizes that Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs or activities receiving Federal Financial Assistance. Sexual violence and sexual harassment constitute forms of discrimination and will not be tolerated within the ISU community.

**922.2 Scope of the Policy.** This Policy sets forth how the University defines and addresses sexual misconduct, intimate-partner violence, and stalking. It applies to all applicants, students, faculty, staff, independent contractors, guests, visitors, ISU departments and programs, and recognized student organizations. It applies to all incidents occurring on the ISU campus, at ISU events off campus, and to any incidents occurring off campus that effect the educational environment for students.

**922.3 Options for Assistance.** Indiana State University has an obligation to address sexual misconduct, intimate-partner violence, and stalking when it knows or should have known about such instances. Any applicant, student, faculty member, staff member, independent contractor, guest or visitor is strongly encouraged to report a violation of this policy to the Title IX Coordinator. In addition, many ISU employees are considered Responsible Employees who are required to share information with the Title IX Coordinator. Any individual or group of individuals found to have violated this policy will be subject to disciplinary action, up to and including termination of employment or suspension from the University.

**922.4 Title IX Coordinator.** ISU has designated a Title IX Coordinator who has the authority to investigate allegations of sex discrimination and misconduct, including violence and harassment, intimate partner violence, and stalking as prohibited by federal and state law. The Title IX Coordinator may appoint deputy Title IX investigators, as necessary, to fulfill the obligations of the Title IX Coordinator as required by this policy. The Title IX Coordinator is also responsible for providing annual training to members of the ISU community regarding the application and implementation of policies and procedures related to Title IX and the Campus SaVE Act. Further information about this policy and the procedures for reporting and



investigation can be found on the Equal Opportunity and Title IX Office website:  
<https://cms.indstate.edu/equalopportunity-titleix>

The designated Title IX Coordinator is:

**Channon L. Brown**  
**Interim Equal Opportunity and Compliance Officer**  
**Equal Opportunity and Title IX Office**  
**223 Parsons Hall**  
**Indiana State University**  
**Terre Haute, Indiana 47809**  
**(812) 237-8954**  
[equalopportunity-titleIX@indstate.edu](mailto:equalopportunity-titleIX@indstate.edu)

**922.5 Prohibited Conduct and Definitions.** As required by federal law, Indiana State University has developed the following definitions to provide guidance in the investigation and adjudication of cases reported under this policy.

**922.5.1 Sexual Misconduct. Sexual misconduct includes both sexual harassment and sexual violence, as defined below.**

**922.5.1.1 Sexual harassment** refers to the unwelcome imposition of sexual attention often in the context of a relationship of unequal power. The policy applies to men and women equally and encompasses both heterosexual and same sex harassment. Sexual harassment is any conduct, physical or verbal, that is sexual in nature and which has the effect of unreasonably interfering with an individual's or a group's educational or work performance, or which creates an intimidating, hostile, or abusive educational or work environment. It can include unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature made by someone from or in the workplace or educational setting.

**922.5.1.2 Sexual Violence** is any sexual act that is perpetrated against someone's will. Sexual violence encompasses a range of offenses, including but not limited to a completed or attempted nonconsensual sex act (i.e., rape), abusive sexual contact (i.e., unwanted touching), and non-contact sexual abuse (e.g., threatened sexual violence, exhibitionism, verbal sexual harassment). All types involve victims who do not consent, or who are unable to consent or refuse to allow the act.

**922.5.3 Intimate Partner Violence.** Intimate partner violence – sometimes referred to as domestic battery or dating violence - describes physical, sexual, or psychological harm by a current or former partner or spouse. This type of violence can occur between individuals of heterosexual or same-sex couples and does not require sexual intimacy. Intimate partner violence can vary in frequency and severity. It occurs on a continuum, ranging from verbal abuse that may or may not impact the victim to chronic, severe battering. There are four main types of intimate partner violence including but not limited to:

**922.5.3.1 Physical Violence.** Physical violence is the intentional use of physical force with the potential for causing death, disability, or injury. Physical violence includes, but is not limited to, scratching; pushing; shoving; throwing; grabbing; biting; choking; shaking; slapping; punching; burning; use of a weapon; and use of restraints or one's body, size, or strength against another person.

**922.5.3.2 Sexual Violence** is defined in Section 922.5.3.

**922.5.3.3 Threats of Physical or Sexual Violence.** The use of words, gestures, or weapons to communicate the intent to cause death, disability, or injury.

**922.5.3.4 Psychological/Emotional Violence** involves trauma to the victim caused by acts, threats of acts, or coercive tactics. Psychological/emotional abuse can include, but is not limited to, humiliating the victim, controlling what the victim can and cannot do, withholding information from the victim, deliberately doing something to make the victim feel diminished or embarrassed, isolating the victim from friends and family, and denying the victim access to money or other basic resources. It is also considered psychological/emotional violence when there has been prior physical or sexual violence or prior threat of physical or sexual violence.

**922.5.4 Stalking.** Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for the person's safety or the safety of others; or (B) suffer substantial emotional distress. For purposes of determining if stalking has occurred, the Title IX Coordinator will utilize the following definitions.

**922.5.4.1 Course of Conduct.** The term "course of conduct" means two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

**922.5.4.2 Reasonable Person.** The term "reasonable person" means a reasonable person under similar circumstances and with similar identities to the victim.

**922.5.4.3 Substantial Emotional Distress.** The term "substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

**922.5.5 Consent.** Consent is a knowing, voluntary, and clear mutual agreement to engage in sexual activity. Consent must be freely and actively given, and communicated by clearly and mutually understandable words or actions to participate in each form of sexual activity. Consent may be withdrawn at any time. Consent to some sexual contact cannot be presumed to be consent for other sexual activity including previous consent or the existence of a current or previous relationship. Silence or the absence of resistance is not the same as consent.

**922.5.5.1 Lack of Consent.** Lack of Consent means:

The person has not given consent; or

The person is incapable of giving consent because of mental, developmental, or physical disability, Force is used or threatened; or

The person is incapable of giving consent as a result judgment-inhibiting intoxication without regard to the intoxicant; or

The person is not sufficiently conscious to provide consent.

The person is not old enough to give consent. **In Indiana, any person who has reason to believe that a child is a victim of child abuse or neglect has a duty to make a report to Child Protective Services or to the police.**

**922.5.6 Responsible Employee.** A Responsible Employee is defined as any employee who has the authority to take action to address sexual misconduct, intimate-partner violence, or stalking; an employee who has been asked to report incidents of sexual misconduct, intimate-partner violence, or stalking; or any employee whom a student believes has the authority or duty to report sexual misconduct, intimate-partner violence, or stalking. University officers, directors, faculty, advisors, and resident assistants will generally be considered Responsible Employees. The Title IX Coordinator will annually notify those who are considered Responsible Employees under this policy. All Responsible Employees receiving reports of a potential violation of this policy must promptly contact the Title IX Coordinator.

**922.5.7 Retaliation.** Retaliation is defined as any adverse employment or educational action or creation of a hostile environment for individuals who report or participate in the investigation of violations of this policy.

## **922.6 Confidential Reporting.**

**922.6.1 Confidential Reporting for Students.** If a student would like the details of an incident to be kept confidential, the student may speak with on-campus counselors, campus health service providers, a victim advocate, off-campus local rape crisis counselors, domestic violence resources, or members of the clergy/chaplains who will maintain confidentiality except in extreme cases of immediacy of threat or danger, abuse of a minor, or as otherwise required by law. Students may access a Victim Advocate and/or campus counselors in the ISU Student Counseling Center, the Psychology Clinic, or the Grosjean Counseling Clinic. Contact information for confidential resources may be found at <https://cms.indstate.edu/equalopportunity-titleix>.

**922.6.2 Confidential Reporting for Employees.** If an employee would like the details of an incident to be kept confidential, the employee may discuss the matter confidentially with the Employee Assistance Program, the Psychology Clinic, the Grosjean Counseling Clinic, off-campus local rape crisis counselors, domestic violence resources, or members of the clergy / chaplains who will maintain confidentiality except in extreme cases of immediate threat or danger, abuse of a minor, or as otherwise required by law. Employees may also access the Employee Assistance Program. Contact information for confidential resources may be found at <https://cms.indstate.edu/equalopportunity-titleix>.

**922.7 Non-Confidential Reporting.** Individuals who experience sexual misconduct, intimate-partner violence or stalking are encouraged to report to Title IX Coordinator and/or University Police. Complainants have the right, and can expect, to have complaints taken seriously by the University when reported and to have those incidents investigated and properly resolved with as much privacy as possible under the circumstances of each individual situation. The ISU Chief of Police, with cooperation from the Title IX Coordinator, will make the decision about notification to the campus about health and safety emergencies that might arise as a result of a report.

**922.7.1 Obligation to report by Responsible Employees.** Responsible Employees, as defined in 922.5.6, have an obligation to promptly report sexual misconduct, intimate partner violence, and stalking to the Title IX Coordinator.

**922.7.2 Relationship between University Police and Title IX Coordinator.** ISU Police will promptly report allegations of sexual misconduct, intimate partner violence, and stalking to the Title IX Coordinator. The Title IX Coordinator will comply with law enforcement requests for cooperation. Such cooperation may require the Title IX Coordinator to temporarily suspend the fact-finding aspect of an investigation while the law enforcement agency is in the process of gathering evidence. If so, the Title IX Coordinator will promptly provide notice of the suspension of the investigation to the parties involved. The Title IX

Coordinator will promptly resume investigation as soon as it is notified by the law enforcement agency that it has completed the evidence gathering process.

**922.7.3 Privacy and Confidentiality:** All initial contacts between the Title IX Coordinator and the complainant will be treated with the maximum possible privacy. In all cases, the University will give consideration to the complainant with respect to how the complaint is pursued, but reserves the right, when necessary to protect the community, to investigate and pursue a resolution when an alleged victim chooses not to initiate or participate in a formal complaint.

**922.7.4 Reports of Crimes in Progress.** All university community members should contact University Police to report all crimes-in-progress.

**922.7.5 Reports Involving Minors.** In Indiana, any person who has reason to believe that a child is a victim of child abuse or neglect has a duty to make a report to Child Protective Services or to the police.<sup>1</sup>

**922.8 Investigation.** The Title IX Coordinator will conduct a prompt, adequate, reliable, and impartial investigation of all complaints, except in cases where a complainant has requested that the investigation not proceed and the Title IX Coordinator has agreed. During the investigation phase, both the complainant and respondent will have the opportunity to give a statement, present witnesses and provide evidence. The Title IX Coordinator will publish investigative procedures, approved by the President, on the Equal Opportunity Website, which will guide investigations. Investigation procedures may differ based on the role of the respondent as a student, employee, or visitor to campus.

**922.8.1 Interim Measures.** Following a report of sexual misconduct, intimate partner violence, or stalking involving students, ISU will implement appropriate interim measures during the investigation period to provide for the safety of complainant and the campus community and the avoidance of retaliation. In some cases the University will initiate the interim measures without request. The Title IX Coordinator will work with appropriate officials in Residential Life, Academic Affairs, Human Resources, or others to ensure the implementation of appropriate interim measures. If appropriate interim measures are not provided, in the Title IX Coordinator's reasoned opinion, the Title IX Coordinator will report this information to the President or Provost for a further determination.

**922.8.1.1 Interim Measures for Student Complainants.** Interim measures for students may be imposed regardless of whether formal disciplinary action is sought by the complainant or the University in order to ensure the preservation of the complainant's educational experience and the overall university environment. Interim measures for students may consist of counseling, housing assistance, academic assistance, no contact orders, or other assistance that the Title IX Coordinator deems appropriate.

**922.8.1.2 Interim Measures for Employee Complainants.** The Title IX Coordinator may implement interim support measures for employee complainants, which may include referrals for counseling, development of safety plans, or other assistance that the Title IX Coordinator deems appropriate.

**922.8.2 Support During the Investigation.** Complainants and Respondents will have the opportunity to have a support person present during the investigation and appeal process. Student Complainants may utilize the ISU Victim Advocate as support during the investigation and appeal. Student Respondents may utilize the Associate Dean of Students during the investigation and appeal. The Title IX Coordinator will issue annual guidance on the appropriate role of the support person.

---

<sup>1</sup> IC 31-33-5-1

**922.8.3 Investigative Report.** The Title IX Coordinator will prepare an investigative report. The complainant and respondent will have the opportunity to review and provide a written response to the report before a determination is made.

**922.8.3 Equal Rights During Investigation and Appeal.** Complainants and respondents shall be given the same opportunities for notice and support during the investigation and appeal.

**922.9 Determinations and Disciplinary Outcomes for Students.** A three-member Title IX panel will determine if a student respondent has violated the policy and will impose disciplinary outcomes, if necessary. The members of the panel will be chosen from a Title IX Committee, consisting of nine (12) regular faculty or full-time employees. The Title IX Coordinator will coordinate an open, campus-wide nomination process for members of the Title IX Committee and the President will make the final decision on its composition. Members will serve rolling three-year terms and may be removed at the will of the President.

**922.9.1 Standard of Review.** The standard of review for determination of a violation of this policy shall be a preponderance of the evidence or whether the respondent more likely than not violated the policy.

**922.9.1 Review and Determination.** Upon completion of the investigation, the Title IX Coordinator will present the investigative report to the Panel. The Panel will review the investigative report of the Title IX Coordinator and will have the opportunity to request additional information from the Title IX Coordinator, if necessary. The Panel will then make a determination about whether or not it is more likely than not that the respondent violated the policy.

**922.9.1.1 Outcome for Policy Violation.** The Panel has discretion in the type and severity of the disciplinary outcome, which may include a conduct warning, conduct probation, mandated assessments, educational requirements, and/or temporary or permanent separation from Indiana State University in accordance with the Code of Student Conduct.

**922.9.2 Notification to Complainant and Respondent.** Both the complainant and the respondent will be notified in writing of the determination made by the Panel.

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

**922.10 Determinations and Disciplinary Outcomes for Faculty, Staff, and Other Respondents.** The determination about whether it is more likely than not that a faculty, staff, or visitor committed a violation of this policy will be made by the Title IX Coordinator in accordance with the published procedures. The Title IX Coordinator will recommend sanctions to the Vice President to whom the respondent reports.

**922.10.1 Standard of Review.** The standard of review for determination of a violation of this policy shall be a preponderance of the evidence or whether the respondent more likely than not violated the policy.

**922.10.2 Appeal.** ISU faculty, staff, and visitors will have the opportunity to appeal the Title IX Coordinator's decision within 20 days. The appeals process will follow the published procedures available on the Equal Opportunity website.

**922.11 No Retaliation.** Retaliation against an individual for reporting a violation of this policy, supporting a complainant or respondent, or participating in an investigation is a serious violation of this policy and will be treated as another possible instance of harassment or discrimination.

**922.11 Prevention, Education, and Training.**

**922.11.1 Training for Individuals Involved in Investigation.** The Title IX Coordinator will provide or coordinate periodic, comprehensive training to ISU employees who will be directly involved in processing, investigating and/or resolving complaints related to this policy.

**922.11.2 Training and Prevention for Students.** The Title IX Coordinator, in collaboration with the Division of Student Affairs, will direct a mandatory training and prevention program for students.

**922.11.3 Training for Employees.** The Title IX Coordinator, in conjunction with the Division of Student Affairs, Academic Affairs, and Human Resources will direct mandatory training to university employees. Employees will be expected to complete training every two years.

---

## 5g Modification of Conflict of Interest Policy Section 912

Rationale: Policy 912 was proposed as the Policy on Amorous and Familial Relationships policy at the December, 2014 Board of Trustees meeting. The policy has been modified to encompass both financial conflicts of interest and personal conflicts of interest, which include both familial relationships and consensual romantic or sexual relationships. The policy was renamed the Conflicts of Interest Policy. Policy 912 will replace Policy 502 (Nepotism) and section 630.17 of the ISU Purchasing Policy.

**Recommendation:** It is the recommendation of the President that the Board of Trustees approve Policy 912, remove Policy 502, and remove section 630.17 of the ISU Purchasing Policy.

### 912 Conflict of Interest Policy

**912.1 Policy Statement.** Indiana State University is committed to the values of integrity and responsibility. As stewards of public funds dedicated to maintaining an environment of learning and discovery in a professional atmosphere based on mutual respect and trust, the employees of ISU shall conduct the activities of ISU with the highest legal, ethical and moral standards. Conflict of interest occurs when a person's private interests and his or her ISU responsibilities are at odds. ISU employees, supervisors, and evaluators should avoid apparent or actual conflicts of interest, favoritism, or bias of a financial or personal nature that may arise in the employment or educational context. Actual conflicts of interest should be disclosed as set forth in this policy. Nothing in this policy shall be interpreted to permit, even with disclosure, any activity that is prohibited by law.

**912.2 Financial Conflicts of Interest.** Indiana law provides that board members and employees of ISU, as public servants, must disclose any conflicts of a pecuniary interest of \$250 or more to the ISU Board of Trustees in writing. The disclosure and approval should be forthcoming before any transaction takes place. Failure to disclose financial conflicts of interest is considered a felony under Indiana law.

**912.2.1 Definition of Pecuniary Interest.** Indiana law defines "pecuniary interest" as "an interest in a contract or purchase if the contract or purchase will result or is intended to result in an ascertainable increase in the income or net worth" of the public servant or a dependent of the public servant.

**912.2.2 Procedure for Disclosure.** Employees should provide disclosures to the ISU Office to the General Counsel in a timely manner and before final action on the contract or purchase. The General Counsel's Office shall be responsible for providing information to the ISU community on financial conflict of interest requirements, maintenance of records, and submission of disclosures as required by Indiana law.

**912.2.3 Unit Conflict of Interest Policies.** Certain units, such as the Financial Aid Office and the Purchasing Office, may institute additional restrictions related to financial conflicts of interest.

**912.2.4 Conflict of Interest in Research.** The Chief Research Officer is responsible for developing policies to govern financial conflicts of interest in relationship to research or projects funded in whole or in part by external sponsors and in accordance with federal or state regulations.

**912.3 Personal and Familial Conflicts of Interest.** A personal conflict of interest that arises in the context of educational or employment supervision and evaluation may undermine professionalism and hinder the fulfillment of the University's educational mission. Personal conflicts of interest involve either a familial relationship or a consensual romantic or sexual relationship, as defined by this policy. Personal conflicts of interest may arise between (1) a supervisor and

subordinate employee and (2) a student and a faculty member, graduate teaching or research assistant, or any other ISU employee who has educational responsibility over the student. Individuals who are supervisors or evaluators are expected to be aware of their professional responsibilities and to avoid apparent or actual personal conflicts of interest, favoritism, or bias.

**912.3.1 Definition of Familial Relationship.** For purposes of this policy - whether by birth, adoption, or marriage - a familial relationship is established when the supervisor or evaluator is a parent, grandparent, spouse, child, grandchild, brother, sister, aunt, uncle, nephew, or niece of the employee or student.

**912.3.2 Definition of Consensual Romantic or Sexual Relationship.** For purposes of this policy, a consensual relationship is a mutually agreed upon romantic or sexual relationship.

**912.3.3. Duty to Disclose.** When a personal conflict of interest exists, effective steps must be taken to ensure unbiased evaluation or supervision of the subordinate employee or student. Individuals in a familial or consensual romantic or sexual relationship prior to the existence of a supervisory or evaluative relationship or who find themselves entering into such a relationship, have a duty to report the existence of the personal conflict of interest to the relevant department or unit head.

**912.3.4 Duty to Modify.** Upon disclosure of a familial or consensual romantic or sexual relationship, the relevant department or unit head will ensure appropriate modifications are made to supervisory or evaluative responsibilities to ensure equitable personnel or academic decision-making. Appropriate modifications may include removal of the supervisory or evaluative relationship.

**912.3.5 Violations.** Individuals found in violation of this policy by (1) failing to disclose a personal conflict of interest or (2) failing to appropriately modify supervisory or evaluative responsibilities will be subject to disciplinary action in accordance with ISU policy.

---

## 5h Program Elimination Information Design and End-User Computing

Due to a lack of enrollment, the College of Business has proposed elimination of the Information Design and End-User Computing Major. The goals of the information design and end-user computing major were to provide students with the skills needed to manage information processing, administrative services, and staff in businesses and other organizational environments.

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

**Recommendation:** Elimination of Information Design and End-User Computing, in the College of Business, effective Fall 2015.

---

## 5i New Program Secondary Special Education Minor

This minor is for secondary education majors who would like to obtain special education licensure for grades 5-12. Currently the stand alone special education major includes grades P-12. Secondary education majors will have a secondary



content area on their license that would allow them to teach high school special education, but are not necessarily prepared for P-12.

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

**Recommendation:** That the Elementary Special Education Minor, in the College of Education, be approved effective Fall 2015.

---

## 5j New Program Elementary Special Education Minor

Currently the stand alone special education major includes grades P-12. This is a problem for elementary education majors who might want to add a special education license because they will not have a secondary content area on their license that allows them to teach high school special education. This new minor would appropriately license future teachers.

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

**Recommendation:** That the Elementary Special Education Minor, in the College of Education, be approved effective Fall 2015.

## 5k Addition to Faculty and Staff Principles of Conduct Section 501

In March, the Faculty Senate voted to add two sections to the existing Faculty and Staff Principles of Conduct in the University Handbook. The additions are to add policies regarding Extraordinary Action and to formalize a grievance procedures between employee groups.

501.2 Extraordinary Action: When presented with credible evidence of performance, behavior, and/or dereliction of duties that constitutes a clear and present harm to the University, employees and/or students, the President or the Provost may immediately reassign the employee/faculty member for a stipulated period of time, which may be extended. This action will initiate a more complete investigation of the situation and, in all cases, the employee/faculty member shall be afforded Due Process as defined in the University Handbook.

### 501.3 Grievance Procedures between Employee Groups

#### 501.3.1 Process

501.3.1.1 Respondent's Process Governs When a complainant from one employee group files a grievance against a respondent from another employee group, the Handbook process of the respondent (246.14 for faculty respondents, 255.14-16 for staff respondents) will be followed with the exception that the hearing committee will be the six officers (or their designees) of the two governing bodies.

501.3.1.1.1 Faculty Respondents The grievance will be considered a primary grievance when the respondent is a faculty member.

501.3.1.1.2 No Majority Recommendation In cases for which no majority recommendation is reached, the grievance will proceed.

**Recommendation:** Approve the addition of sections 501.2 and 501.3.

---

## 5l Updates in Handbook related to Faculty Appointment, Promotion, and Tenure Policies Section 305

The Faculty Senate has spent the past year working on revisions to Section 305. The purpose of these efforts were to re-organize this section so that it was more logical, covered those issues related specifically to Appointment, Promotion, and Tenure, ensured that language in this section matched other revisions to the handbook, and that procedures for Instructors were clarified. These changes were approved by the Faculty Senate on April 16, 2015.

Because this section is very lengthy and involved an overall re-write, a side-by-side comparison is not provided. The following is the revised policy as approved.

**Recommendation:** Approval to modify 305 Faculty Appointment, Promotion, and Tenure Policies.

**305.1 General.** Appointments, promotions, and awards of tenure to the Indiana State University faculty shall be by action of the Indiana State University Board of Trustees upon recommendations of the University President. The University

President's recommendations shall be based on the evaluations of peer review committees, chairpersons, deans, and the Provost and Vice President for Academic Affairs.

**305.1.1 Basis for Rank and Tenure.** Faculty appointments and regular reviews are founded on the disciplines and missions of the academic units and the University. The assignment of academic rank and the award of tenure are based on faculty achievements in the interrelated activities of teaching or librarianship; research, scholarship, or creativity; and service.

**305.1.2 Teaching/Librarianship.** Faculty are expected to demonstrate effective teaching/librarianship based on current scholarship in the discipline and evidenced by student learning and articulated outcomes, in accordance with standards and guidelines of the appropriate college and department/school.

**305.1.3 Research, Scholarship, Creativity.** Tenured and Tenure-Track faculty are expected to engage in research, scholarship or creativity that may include original work focused on discovery and integration; and/or scholarship focused on teaching and learning; and/or scholarship that applies methods and theories of their disciplines to address substantial problems. Instructors or Lecturers may be expected to engage in such activity as appropriate to the position and the letter of appointment. Each academic unit (normally the department) is responsible for determining the relative importance of research activities within the unit.

**305.1.4 Service.** Tenured and Tenure-Track faculty are expected to engage in service. Service may consist of service to the University, to the discipline, or external discipline-related service. Instructors may be expected to engage in such activity as specified in the position description and letter of appointment. Each academic unit (normally the department) is responsible for determining the relative importance of service activities within the unit.

**305.1.5 Student Academic Advising.** Academic advising will be recognized as an appropriate activity.

**305.1.6 Community Engagement/Experiential Learning.** Community Engagement/Experiential Learning will be recognized as an appropriate activity in scholarship, teaching or service as determined by the academic college and department.

### **305.1.7 Evaluations**

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

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

**305.1.7.2.1 Default Criteria.** It is the responsibility of all academic units to establish consistent evaluative criteria and performance standards specific to that unit. A department/school may elect to adopt the consistent evaluative criteria and performance

standards of the college; which will be followed in the absence of established department/school evaluative criteria and performance standards.

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

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

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

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

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

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

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

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

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

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

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

## **305.2 Faculty Appointment Classifications.**

### **305.2.1 Faculty Titles**

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

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

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

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

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

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

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

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

**305.2.1.3 Affiliate Faculty.** Individuals who, by virtue of their credentials and expertise, are deemed qualified to make significant contributions to an academic unit may be considered for affiliate faculty status. Examples of contributions include: co-advising a student organization, facilitating student research, serving on graduate student committees, teaching courses, collaborating with faculty on research projects, serving as an off campus clinical preceptor, or other, similar, activities. Individuals who are traditionally referred to as visiting faculty, post-doctoral appointees, and clinical preceptors, among others, shall hold affiliate faculty status. All such appointments will be made only when supported by the relevant department faculty and chair, the academic unit, the dean of the unit, and the Provost.

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

### **305.3.1 General Policies**

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

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

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

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

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

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

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

### **305.3.2.1 Hiring Policies Regular Faculty.**

#### **305.3.2.1.1 Hiring Policies for Tenure-Track Faculty**

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

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

**305.3.2.1.1.3 Prior Service Credit at Professor Level.** Individuals beginning their probationary period at the rank of professor/librarian may be given credit for up to five (5) years of faculty achievements at other accredited institutions. These appointees become eligible to apply for tenure during the year in which the years credited and the years at Indiana State University total six (6). For example, a professor/librarian credited with four (4) years from another institution could apply during his/her second year at Indiana State University.

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

**305.3.2.1.1.5 Recruitment and Selection Requirements.** Each department shall define in writing the qualifications, standards, and procedures for recruiting and selecting regular faculty, in keeping with the procedures articulated by the University Policies.

### **305.3.2.1.2 Hiring Policies for Instructors**

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

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

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

- A. Each department's faculty, in consultation with the chair, determines faculty position needs annually on the basis of discipline, mission, schedule requirements, anticipated enrollments, and existing faculty and submits its determination to the respective Dean.
- B. Each Dean submits a review of department determinations in the context of college priorities to the Provost; department determinations will be forwarded with the Dean's report.

- C. A list of positions to be filled is compiled in the Provost and Vice President for Academic Affairs Office, and each dean and chairperson is notified of the staff allocations. Positions are advertised nationally and regionally, through professional media, contacts with other universities, and by other means to secure a large and diverse pool of qualified candidates.
- D. Initial screening of candidates is done by an appropriate department search committee composed of regular faculty, representing the diversity of department faculty in terms of rank, area of interest, and experience at ISU. The search committee reviews applications, reference letters/lists, and credentials received for evaluation through applicant tracking system and selects candidates for further consideration by the department faculty. Prior to reviewing applicant materials, search committee members will participate in the university's fair-hire training.
- E. The application materials of candidates selected for further consideration are then reviewed by the chairperson, dean, and the Equal Opportunity officer, who may request additional candidate(s) be given further consideration.
- F. The department search committee will review and discuss departmental faculty responses to the selected candidates and write the departmental faculty recommendation, which will be submitted to the department and the department chair.
- G. The decision to recommend a candidate to the University President for appointment is made by the department faculty, chairperson, dean, and the Provost and Vice President for Academic Affairs. In cases where there is lack of support at any level and the University President chooses to recommend a candidate, the University President shall convey this information to the ISU Board of Trustees.
  - i) **Special Circumstance Requiring Additional Independent Recommendation.** When required to satisfy accreditation or equivalent professional standards, an additional independent level of recommendation after the department recommendation(s) and prior to the college level recommendation, may be conducted and procedures adapted to include that additional recommendation with those of the department and college.
- H. Appointments of Tenured and Tenure-track faculty shall be approved by action of the ISU Board of Trustees upon recommendations of the University President.

#### **305.3.2.2.1 Hiring Procedures for Instructors**

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

#### **305.3.3.3 Hiring Policies for Lecturers**

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

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



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

### **305.3.4 Hiring/Appointment Policies and Procedures for Affiliate Faculty**

**305.3.4.1 Affiliate Faculty with Contractual Obligations to Teach.** An administrative or academic unit that seeks to hire an employee where teaching is likely to be a contractually required element of the assignment but where the position will have status neither as a regular faculty nor lecturer will include a regular faculty member on the search committee. When the area of teaching has an existing departmental/school home, that faculty member shall come from that department/school. When the area of teaching responsibility is only known to be within a college, the Chairperson of the college governing body will appoint a search committee member. When the area of teaching is not prescribed prior to the hire, the Chairperson of the Faculty Senate will appoint the search committee member.

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

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

### **305.4 Criteria for Academic Rank.**

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

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

**305.4.3 Time in Rank.** Assistant professors are eligible to apply for the academic rank of associate professor in their sixth year at ISU. Associate professors are eligible to apply for the academic rank of professor in their fourth year at ISU. Instructors are eligible to apply for the academic rank of senior instructor in their sixth year at ISU.

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

**305.4.4.1 Instructor.** Documented evidence of adequacy in teaching or librarianship is required; documented evidence of adequacy in research, scholarship, or creative activity and/or of service is required, if such activities were stipulated as expectations of the Instructor. Faculty members are to demonstrate continuous professional growth in teaching and other required areas.

**305.4.4.2 Senior Instructor.** Documented evidence of highly effective teaching or librarianship and evidence of continuous professional growth in teaching are required; evidence of achievement in research, scholarship, or creative activity and/or of service is required, if such activities were expectations of the Instructor.

**305.4.4.2 Assistant Professor/Librarian.** Documented evidence of adequacy in teaching or librarianship; of potential for achievement in research, scholarship, or creative activity; and of service appropriate to the mission of the faculty member's academic unit are required. Faculty members are to demonstrate continuous professional growth in teaching or librarianship; research, scholarship, or creativity; and service.

**305.4.4.3 Associate Professor/Librarian.** Documented evidence of effective teaching or librarianship; a record of research, scholarship, or creative activity which has earned professional recognition at the national or regional level; and evidence of effective service to the University and to either the community or the profession are required.

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

### **305.5 Criteria for Tenure, and Promotion.**

**305.5.1 General Expectations Specified at Appointment.** General expectations for faculty achievements in teaching and the relative importance of teaching or librarianship; research, scholarship, or creative activities; and service shall be specified at the time of initial appointment.

**305.5.2 Performance Goals.** Specific performance goals shall be identified during the annual reviews of probationary faculty in accordance with the established criteria and performance standards appropriate to their positions. The goals identified during the annual review process form the foundation for evaluations for tenure in terms of the established criteria and performance standards of the faculty member's academic unit.

**305.5.3 Tenure and Promotion to Associate Professor/Librarian.** Because tenure and promotion shall be linked for individuals at the assistant professor/librarian level, such candidates are awarded tenure only upon meeting the established criteria and performance standards for promotion to the rank of associate professor/librarian. Such candidates need only submit one (1) set of documentation to support their candidacy for promotion and tenure.

**305.5.4 Documented Evidence and Record.** The award of tenure requires documented evidence of effective teaching or librarianship; a record of research, scholarship, or creative activity which has earned professional recognition; and a record of effective service to the University and to either the community or the profession.

**305.5.5 Mission and Need of Department.** The award of tenure may also be contingent upon the mission and need of the department at the time the tenure decision is made, as stated in AAUP Policy Documents and Reports.

### **305.6 Policies for Annual Probationary Reviews of Tenure-Track Faculty**

**305.6.1 Annual Probationary Reviews.** In all annual probationary reviews, the faculty evaluation file forwarded to the college level where recommendations are made after completion of reviews at all lower levels. All materials and recommendations are then forwarded to the Provost and Vice President for Academic Affairs.

**305.6.1.1 Independence of Recommendations** Each recommendation shall be made independently.

**305.6.1.2 Special Circumstance Requiring Additional Independent Review.** When required to satisfy accreditation or equivalent professional standards, an additional independent level of review, prior to the college level review, may be conducted and the form amended to include the additional review.

**305.6.1.3 Availability of Recommendations to the Faculty Member** The recommendation(s) produced at each level shall be made available to the faculty member at the conclusion of the level review and before the recommendation(s) is forwarded to the next level.

**305.6.1.4 Right of Rebuttal.** Without regard to the summative recommendation, at each level of recommendation (department, college, and, where appropriate the level required by accreditation) the faculty member shall be offered the opportunity to produce a written response to the recommendation(s) made at that level. The faculty member has 5 working days to produce that document before it passes to the next level as part of the faculty evaluation file. No other participant in the annual review process has this right of response.

**305.6.1.5 Signed Evaluations.** Each year of probationary review, faculty members shall sign their evaluation forms after department and college reviews to indicate awareness of the comments on the forms. The signed forms are returned to the chairperson and the dean and copies are sent to the faculty member.

**305.6.2 Possible Outcomes upon Review.** Annual probationary reviews result in a recommendation for reappointment, conditional reappointment, or non-reappointment. Faculty members who do not demonstrate adequate continuing achievement in the interrelated activities of teaching or librarianship; research, scholarship, and creativity; and service shall be conditionally reappointed or terminated.

**305.6.3 Notice of Outcome in Writing.** The annual probationary review process serves to notify faculty members in writing of their progress toward promotion and tenure. Insufficient evidence in a portfolio, or details (including additional evidence) of unsatisfactory performance, or/and any other matter which might appropriately serve as a basis for conditional reappointment or subsequent non-renewal of the appointment, shall be clearly specified in the notification and relevant materials provided to the faculty member. Means of remediation for conditionally reappointed faculty shall also be specified in writing.

**305.6.4 Criteria and Responsibility for Evaluations.** Each department, and each college/library shall maintain established criteria and performance standards for promotion and tenure, and candidates shall be annually apprised of their progress in meeting them. The candidate's departmental colleagues shall have primary authority and responsibility for assessing academic discipline-specific faculty achievements.

**305.6.5 Third Year Reviews.** No later than the third year of probationary periods of five (5) or more years, the candidate shall be reviewed by the college or library promotion and tenure committee.

**305.6.6 Calendars for Notification of Reappointment or Non-Reappointment**

**305.6.6.1 First Year.** During the first year of the probationary period at Indiana State University, faculty members shall be notified of their reappointment or non-reappointment by written statement from the University President or the Provost and Vice President for Academic Affairs, no later than March 1.

**305.6.6.2 Second Year.** During the second year of the probationary period, notice of reappointment or nonreappointment shall be given no later than December 15.

**305.6.6.3 Third, Fourth, and Fifth Year.** Starting with the third year of the probationary period, notice of reappointment or non-reappointment shall be given at least twelve (12) months before the expiration of the appointment.

**305.6.7 Method of Notice of Reappointment and Non-Reappointment.** The notification of reappointment shall be by first class mail. Notification of non-reappointment shall be sent by certified mail with return receipt.

### **305.7 Policy Regarding Awarding of Tenure.**

**305.7.1 Tenure not Transferable to ISU.** Academic tenure at Indiana State University is not transferable from another institution. An administrator shall not have tenure in office; tenure as a faculty member is a matter of separate right.

**305.7.2 General Time Requirements for Consideration of Tenure.** Tenure-track faculty members become eligible for continuous appointment (award of tenure) after satisfactorily completing a probationary period of six (6) years of full-time service in accredited institutions, at least four (4) of which must have been served under a tenure-track appointment at Indiana State University, except as cited below. During the probationary period, the appointee shall be given term appointments of not more than one (1) academic year. Service under a full-time temporary or part-time temporary appointment shall not ordinarily be counted as part of the required probationary period.

**305.7.3 Delay; Extension.** During the Probationary period, a candidate for tenure may apply for leave under the Family and Medical Leave Act, or for leave without pay in the event of a birth or adoption, or a family illness (see Faculty & Academic Policies: Leave without Pay; Compensation & Benefits: Faculty Leave Policy; and Family and Medical Leave Act Guidelines). In such cases tenure eligibility will be delayed automatically (as specified below).

**305.7.3.1 FMLA Leave Qualification.** Candidates who qualify for leave under FMLA, even if they do not take a leave, may elect a one-year extension of the tenure probationary period by notification to their Department Chair who will transmit their decision to the Dean and the Provost and Vice-President for Academic Affairs.

**305.7.3.2 Extraordinary Circumstances.** Candidates with other extraordinary circumstances (e.g., death of a child, spouse or partner, catastrophic loss due to fire/flood/tornado, etc.) may request a one year extension of their probationary period (Such requests are initiated at the Department Level and reviewed as a normal personnel matter, e.g., Peer Review Committee, Department Chair, Dean, Provost & VP Academic Affairs).

**305.7.3.3 Length of extension.** A maximum of two, one-year extensions may be taken.

**305.7.3.4 Certification.** Certification of the qualifying circumstances shall be obtained within fifteen calendar days after the extension is elected or requested.

**305.7.3.5 Continued Commitment.** In consultation with their Chair, candidates who request or elect extensions, who are not taking a leave, shall maintain a workload that demonstrates continued commitment to their faculty responsibilities. Faculty receiving extensions must demonstrate progress toward meeting stipulated conditions for continued reappointment during this extended period.

**305.7.3.6 Impact of Extension on Tenure Review.** In their tenure-year review, any extensions a candidate may have received are immaterial to the tenure decision. Candidates are expected to meet only the criteria stated in University-approved tenure policies and letters of appointment.

**305.7.4 Interruptions of Probationary Period.** An interruption of the probationary period, reducing the academic year to less than a full-time service period, shall result in a delay of tenure eligibility until the entire probationary period has been completed, except where the faculty member and the Provost and Vice President for Academic Affairs (after consultation including the appropriate faculty group) agree in advance to modify the requirements for professional advancement.

**305.7.5 Link between Promotion and Tenure.** Promotion and tenure shall be linked for individuals at the assistant professor/librarian level.

**305.7.6 Eligibility for Tenure.** Individuals beginning their probationary periods at the rank of assistant professor/librarian become eligible to apply for an award of tenure during the sixth year of continuing faculty achievements under a Tenure-track faculty appointment in accredited institutions, at least four (4) years of which must have been served under a Tenure-track faculty appointment at Indiana State University. Such candidates are awarded tenure only upon meeting the established criteria and performance standards for promotion to the rank of associate professor/librarian.

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

**305.7.6.1.1 Review Process Stopped upon Negative Recommendation.** A negative recommendation from any peer review committee or administrative reviewer stops the review process.

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

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

**305.7.7 Notice.** For all ranks, recommendations on tenure shall occur consistent with University provisions for timely notice.

**305.7.8 Effective Date.** Tenure is effective with the beginning of the fall semester of the next academic year, or July 1 in the case of librarians and other faculty on twelve-month contracts.

**305.7.9 Academic Freedom during Probationary Period.** During the probationary period, the faculty member shall have the same academic freedom that all other members of the faculty hold.

### **305.8 Policies and Procedures for Promotion and Tenure Reviews.**

**305.8.1 Review by the Department.** Candidates for promotion and tenure submit to their departments portfolios documenting their achievements in teaching or librarianship; research, scholarship, and creative activity; and service. These materials are reviewed independently by the department Peer Review committee and chairperson. Each makes a separate recommendation, applying the established department criteria and performance standards, and taking into account recognized expectations of the position and the comments generated during previous annual reviews. Candidates are notified of these recommendations and their rationales.

**305.8.1.1 Peer Review Committees.** Each department shall elect a peer review committee of tenured faculty members, to evaluate the performance of tenure-track and tenured faculty for tenure and/or promotion. Chairpersons and deans shall not serve on these committees. It is the candidate's responsibility to present to reviewing bodies evidence of satisfactory performance in the specified areas of responsibility in accordance with the established criteria and standards.

**305.8.1.2 Positive Recommendations.** If both department level recommendations are positive, the candidate's portfolio and the recommendations are forwarded to the appropriate school or college for consideration.

**305.8.1.3 Cases of any Negative Recommendations.** If one or more of the department-level recommendations is negative, candidates may choose to terminate or continue the process. Faculty may include a response in the evaluation file before it is forwarded to the next level of review (as specified in the Right of Rebuttal). In choosing to terminate the process, except in cases of early consideration, a candidate for tenure also withdraws from consideration for further regular faculty appointment at Indiana State University beyond one (1) academic year following the year of the process. A tenured candidate for promotion who terminates the promotion review process may later apply for promotion without prejudice.

**305.8.2 Review by the College/Library.** Candidates' portfolios are evaluated independently by their college/library peer review committees and deans, whose separate recommendations are based on the unit's established criteria and performance standards. The college/library reviewers shall not substitute their own assessment of academic discipline-specific faculty achievements for that of the department. Candidates are notified of the committee's and dean's recommendations and rationales.

**305.8.2.1 Special Circumstance Requiring Additional Independent Review.** When required to satisfy accreditation or other, equivalent professional standards, an additional independent level of review, prior to the college level review, may be conducted and the form amended to include the additional review.

**305.8.2.2 Positive Recommendations.** If both recommendations are positive, they are forwarded with the candidate's portfolios to the Provost and Vice President for Academic Affairs.

**305.8.2.3 Cases of any Negative Recommendations.** If one, or both, of the recommendations is negative, candidates may elect to a) terminate the review process, or b) prepare a written response which becomes part of the faculty evaluation file and is forwarded to the next level of review. A copy of the

written response is also forwarded to the candidate's department committee and chairperson. In choosing to terminate the process, except in cases of early consideration, a candidate for tenure also withdraws from consideration for further regular faculty appointment at Indiana State University beyond one (1) academic year following the year of the process. A tenured candidate for promotion who terminates the promotion review process may later apply for promotion without prejudice.

**305.8.3 Review by Provost and Vice President for Academic Affairs.** The Provost and Vice President for Academic Affairs reviews recommendations from the department level reviews and from the college/library level reviews as well as the candidate's responses and documentation and then makes recommendations for promotion and tenure.

**305.8.3.1 Inconsistent Recommendations.** In cases where recommendations from the department, college/library, and deans level are inconsistent, before making his/her recommendation, the Provost shall consult jointly with the chairperson (or appropriate representative) of the department peer review committee, the chairperson of the department, the chairperson of the college/library committee, and the dean. In cases where the recommendations are consistent at the previous levels, but the Provost intends to disagree, he/she shall consult, as above, with those who made the recommendations.

**305.8.3.2 Notice of Decision.** The Provost and Vice President for Academic Affairs notifies the candidate of his/her recommendation. The candidate's dean, college/library committee, department chairperson, and department committee are also informed of this recommendation. Positive recommendations are forwarded to the University President.

**305.8.3.3 Negative Recommendation.** If the recommendation from the Provost and Vice President for Academic Affairs is negative, candidates may elect to a) terminate the review process, or b) formally appeal negative recommendations to the University Promotions and Tenure Oversight Committee. In choosing to terminate the process, a candidate for tenure also withdraws from consideration for further regular faculty appointment at Indiana State University beyond one (1) academic year following the year of the process. A tenured candidate for promotion who terminates the promotion review process may later apply for promotion without prejudice.

**305.8.4 Review by President and Board of Trustees.** The Provost and Vice President for Academic Affairs forwards recommendations to the University President. The University President makes recommendations for promotion and tenure to the ISU Board of Trustees in time for consideration at its May meeting.

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

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

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

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

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

**305.9.4.1 Negative Recommendation.** If the Committee's recommendation is negative, the candidate may elect to a) terminate the appeal process, or b) prepare a written response, which is forwarded with his/her materials to the University President. In choosing to terminate the process, except in cases of early consideration, a candidate for tenure also withdraws from consideration for further tenured or tenure-track faculty appointment at Indiana State University beyond one (1) academic year following the year of the process. A tenured candidate for promotion who terminates the appeal process may later apply for promotion without prejudice.

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

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

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

### **305.10 University Promotions and Tenure Oversight Committee.**

**305.10.1 Functions.** The University Promotions and Tenure Oversight Committee reviews the established criteria and performance standards and processes of the departments, the schools, the college, and the library at least every five years. A report of each review will be provided to the Executive Committee of the Faculty Senate, the Provost, the respective Dean, College, department/school and chair. The purpose of such reviews is to promote continuous improvement in the review process and to advise on the relative effectiveness of the unit's guidelines and practices in supporting faculty achievements.

The functions of the University Promotions and Tenure Oversight Committee include but are not limited to the following:

- a) Maintain guidelines for the documentation of achievements for promotion and tenure.
- b) Promote continuous improvement in the review and appeal processes.
- c) Promote consistency in the promotion and tenure review processes across academic units and assure criteria and performance standards are consistent with University policies and procedures relative to the awarding of academic rank and tenure, while also insuring flexibility necessary to meet differing disciplinary and unit missions.



- d) Serve as a resource for faculty and administrators who make tenure and promotion recommendations and for faculty at large.
- e) Hear appeals of recommendations for non-renewal during the probationary period and negative promotion and tenure decisions based on inadequate consideration or violations of academic freedom.

**305.10.2 Subject to Senate Authority.** The activities and products of the University Promotions and Tenure Oversight Committee are subject to the University Faculty Senate's primary authority to formulate policy and procedures governing faculty appointment and awards of academic rank and tenure. Proposals for changing faculty appointment, promotion and tenure policies and procedures shall be submitted to the University Faculty Affairs Committee of the University Faculty Senate.

**305.10.3 Composition.** The members of the University Promotions and Tenure Oversight Committee shall be elected to staggered three-year terms by the faculty from the professional Colleges (except the College of Graduate and Professional Studies) and the library, with three (3) members elected from the College of Arts and Sciences, and one (1) from each of the other Colleges and the Library. Only tenured faculty members are eligible to serve. One member of the University Faculty Affairs Committee shall have an ex-officio seat.

**305.10.4 Appeals of Denial of Promotion and Tenure.** Denials of promotion and tenure may be appealed to the University Promotions and Tenure Oversight Committee, the formal hearing body for such appeals. Appeals may be made only on the basis of

- a) inadequate consideration of the submitted materials bearing on the relevant performance of the candidate;
- b) inadequate consideration given to the department's recommendation; or
- c) violations of academic freedom.

## **305.11 Policies and Procedures for the Evaluation, Renewal, and Promotion of Instructors**

### **305.11.1 Policies for the Evaluation, Renewal and Promotion of Instructors**

**305.11.1.1 Criteria and Responsibility for Evaluation.** Each department and the college shall maintain established criteria and standards for satisfactory performance by Instructors and ensure that the criteria and standards are easily accessible to Instructors. The Instructor's departmental colleagues shall have primary authority and responsibility for assessing academic discipline-specific performance.

**305.11.1.2 Peer Review Committees.** Each department shall elect a peer review committee of regular faculty members, including at least one tenured member and one Instructor (where appropriate), to evaluate the performance of Instructors. Chairpersons and deans shall not serve on these committees. It is the Instructor's responsibility to present to reviewing bodies evidence of satisfactory performance in the specified areas of responsibility in accordance with the established criteria and standards.

**305.11.1.3 Possible Outcome of Annual Review.** Annual reviews through the sixth year result in a recommendation for continuation, conditional continuation (years one and two, four and five), reappointment (third year), or termination of contract during the contract period and reappointment or non-reappointment in final year of the contract period. Contracts of Instructors who do not demonstrate satisfactory performance shall be terminated. Termination of contract or non-reappointment is also contingent upon the mission and need of the department as well as available resources at the time the review decision is made. Instructors who receive recommendations of non-reappointment (in the third or subsequent year of an appointment) may be offered an appointment as a part-time temporary faculty for the subsequent term when continuing need is demonstrated and resources remain available.

#### **305.11.1.4 Promotion and Renewal are Separate Decisions**

The renewal of an instructor and the promotion of an instructor are separate decisions.

#### **305.11.2 Procedures for Annual Review and Promotion of Instructors.**

**305.11.2.1 Review Calendar.** The annual review of Instructors during an initial appointment will follow the due dates established for Regular Faculty in their first year, second, and third year, consecutively. If reappointed to any subsequent and consecutive three-year contract, Instructors will follow the due dates established for Regular Faculty in their fourth, fifth, and sixth year, consecutively. Senior Instructors and Instructors reappointed after a sixth consecutive year will submit materials as part of the biennial review process.

**305.11.2.2 Promotion to Senior Instructor.** Instructors who have completed five or more years may submit materials for promotion to the rank of Senior Instructor following the calendar, rights, roles, procedures, and appeals for promotion of tenure-track faculty specified above except where specified here.

**305.11.2.2.1 Denial of Promotion** An instructor denied promotion to senior instructor will remain eligible for a continued appointment as an instructor.

**305.11.2.2.2 Peer Review Committees** Each department shall elect a peer review committee of regular faculty members, including at least one tenured member and one Senior Instructor (where appropriate), to evaluate the performance of Instructors seeking promotion to Senior Instructor. Chairpersons and deans shall not serve on these committees. It is the Instructor's responsibility to present to reviewing bodies evidence of satisfactory performance in the specified areas of responsibility in accordance with the established criteria and standards.

**305.11.2.3 Review by Department.** Instructors submit to their departmental a portfolio documenting their performance in their areas of responsibility. The portfolio is reviewed independently by the department committee and chairperson. Each makes a separate recommendation, applying the established department criteria and performance standards, and taking into account the terms and conditions of the appointment and comments generated during previous annual reviews. Candidates are notified of these recommendations and their rationales in accordance with the annual calendar of due dates published by the Academic Affairs.

**305.11.2.4 Right of Rebuttal** Without regard to the summative recommendation, at each level of recommendation (department, college, and, where appropriate the level required by accreditation), the faculty member shall be offered the opportunity to produce a written response to the recommendation(s) made at that level. The faculty member has five working days to produce that document before it passes to the next level as part of the faculty evaluation file. No other participant in the review process has this right of rebuttal

**305.11.2.4.1 Positive Recommendations.** If department level recommendations are positive, the instructor's portfolio and the recommendations are forwarded to the appropriate Dean for consideration.

**305.11.2.4.2 Cases of any Negative Recommendations.** If one or both of the department-level recommendations are negative, instructors may choose to 1) terminate the process; or b) prepare a response within five (5) working days, which is included in the faculty evaluation file and forwarded to the next level of review. In choosing to terminate the process an instructor withdraws from consideration for

further regular faculty appointment for a period of at least one year in the reviewing department at Indiana State University.

**305.11.2.5 Review by College.** At least in their third and sixth years, Instructors' evaluation file is reviewed by their college/library peer review committees prior to and independent from the annual review of the file by the Dean. The separate College recommendations are based on the college's established criteria and performance standards. Neither the peer review committee nor the dean shall substitute their assessments of academic discipline-specific faculty achievement for that of the department. Candidates are notified of the college/library peer review committee and dean's recommendations and rationales in accordance with the calendar of due dates published annually by Academic Affairs and the respective Colleges.

**305.11.2.5.1 Special Circumstance Requiring Additional Level Review.** When required to satisfy accreditation or equivalent professional standards, an additional level of review, prior to the college level review, may be conducted and the form amended to include the additional review.

**305.11.2.5.2 Positive Recommendations.** If both recommendations are positive, they are forwarded with the candidate's materials to the Provost and Vice President for Academic Affairs.

**305.11.2.5.3 Cases of any Negative Recommendations.** If one or both of the recommendations is negative, candidates may elect to a) terminate the review process, or b) prepare a written response within five (5) working days, which is included in the faculty evaluation file and forwarded to the next level of review. A copy of the written response is also forwarded to the candidate's department committee and chairperson. In choosing to terminate the process, the instructor also withdraws from consideration for further regular faculty appointment for a period of at least one year in the reviewing department at Indiana State University.

**305.11.2.6 Review by Provost and Vice President for Academic Affairs** The Provost and Vice President for Academic Affairs reviews candidate faculty evaluation files, recommendations from the department and the College/library as well as the candidate's responses and makes a recommendation for continuation, conditional continuation (only in the first or second, fourth or fifth years), reappointment, or termination.

**305.11.2.6.1 Notice of Decision.** The Provost and Vice President for Academic Affairs notifies the Instructor of his/her recommendation. The candidate's dean, department chairperson, and department committee are also informed of this recommendation. Positive recommendations are forwarded to the University President.

**305.11.2.6.2 Negative Recommendation.** If the recommendation from the Provost and Vice President for Academic Affairs is termination of contract, candidates may elect to a) terminate the review process, or b) formally appeal the recommendation to the University Promotions and Tenure Oversight committee. In choosing to terminate the process, an Instructor also withdraws from consideration for further regular faculty appointment for a period of at least one year in the reviewing department.

### **305.11.3 Notification.**

**305.11.3.1 Notice of Outcome in Writing.** Instructors shall be notified in writing of the outcome of their reviews. Evidence of unsatisfactory performance, insufficiency of evidence, and any other matter which might serve as a basis for termination shall be clearly specified in the notification.

**305.11.3.2 Instructors** shall be notified of the outcome of annual reviews by the date specified on the calendar of due dates published annually by Academic Affairs.

**305.11.3.3 Method of Notice of Continuation, Reappointment or Termination.** The notification of continuation or reappointment shall be by first class mail. Notification of termination shall be sent by certified mail with return receipt.

**305.11.4 Appeal.** Recommendation of termination or denial of promotion may be appealed to the University Promotions and Tenure Oversight Committee. Appeals may be made only on the basis of

- a) inadequate consideration of the submitted materials bearing on the relevant performance of the candidate;
- b) inadequate consideration given to the department's recommendation; or
- c) violation of academic freedom.

**305.11.4.1 Appeal Process.** The Appeal process follows that outlined for Tenured and Tenure-track faculty.

## **305.12 Policies and Procedures for the Evaluation and Reappointment of Lecturers**

### **305.12.1 Policies for the Evaluation and Reappointment of Lecturers**

**305.12.1.1 Evaluation.** Lecturers shall be evaluated once annually. The evaluation shall be based on the department's established criteria and standards of performance.

**305.12.1.2 Criteria and Responsibility for Evaluation.** Each department and the college/library shall maintain established criteria and standards for satisfactory performance by Lecturers and ensure the criteria are accessible to Lecturers. The candidate's departmental colleagues shall have primary authority and responsibility for assessing academic discipline-specific performance.

**305.12.1.3 Peer Review Committees.** Each department shall elect a peer review committee of faculty members, including at least one tenured faculty member, and one Instructor, where appropriate, to evaluate the performance of Lecturers. Chairpersons and deans shall not serve on these committees. It is the Lecturer's responsibility to present to reviewing bodies evidence of satisfactory performance in the specified areas of responsibility.

**305.12.1.4 Possible Outcomes upon Review.** Lecturers whose performance is judged to be satisfactory and where the need exists and the resources are available may be recommended for reappointment.

### **305.12.2 Procedures for Annual Review of Lecturers.**

**305.12.2.1 Review by the Department.** Lecturers submit to their departments portfolios documenting their achievements in their areas of responsibility. These portfolios are reviewed independently by the department peer review committee and chairperson. Each makes a separate recommendation, applying the department established criteria and performance standards, and taking into account the terms and conditions of the appointment and comments generated during previous annual reviews. Lecturers are notified of these recommendations and their rationales in accordance with the review calendar published annually by departments.

**305.12.2.1.1 Special Circumstance Requiring Additional Level Review.** When required to satisfy accreditation or equivalent professional standards, an additional level of review, prior to the college level review, may be conducted and the form amended to include the additional review

**305.12.2.1.2 Positive Recommendations.** If department level recommendations are positive, the lecturer's materials and recommendations are forwarded to the appropriate dean for consideration.

**305.12.2.1.3 Cases of Negative Recommendations.** If one or more of the department-level recommendations is negative, Lecturers may choose to a) terminate the process; or b) prepare a response within the next five (5) days, which is included in the faculty evaluation file and forwarded to the next level of review. In choosing to terminate the process a Lecturer withdraws from consideration for further faculty appointment for a period of at least once year in the reviewing department.

**305.12.2.2 Review by the College.** Lecturers' portfolios are evaluated independently by the appropriate dean, whose independent recommendation is based on the college's established criteria and performance standards for Lecturers. The dean shall not substitute his/her own assessment of academic discipline-specific faculty achievements for that of the department. Candidates are notified of the dean's recommendations and rationales in accordance with the review calendar published by the College/Library.

**305.12.2.2.1 Positive Recommendations.** If the Dean's recommendation is positive it is forwarded with the candidate's materials to the Provost and Vice President for Academic Affairs.

**305.12.2.2.2 Cases of Inconsistent Recommendations.** If the Department and Dean's recommendations are inconsistent, candidates may elect to a) terminate the review process, or b) prepare a written response within the next five (5) days, which is forwarded with their materials to the next level of review. A copy of the written response is also forwarded to the candidate's department peer review committee and chairperson. In choosing to terminate the process, the lecturer also withdraws from consideration for further faculty appointment for a period of at least one year in the reviewing department at Indiana State University.

**305.12.2.2.3 Cases of Negative Recommendations.** If the Dean and Department recommendations are negative, the process concludes.

**305.12.2.3 Review by the Provost and Vice President for Academic Affairs** The Provost and Vice President for Academic Affairs reviews recommendations from the department and the Deans as well as the candidate's responses and makes a recommendation for reappointment or non-reappointment.

**305.12.2.4 Notice of Recommendation.** The Provost and Vice President for Academic Affairs notifies Lecturers of his/her recommendation (a) by December 1 (part-time temporary faculty with fall-only appointments) or (b) by March 1 (full-time temporary faculty and part-time temporary faculty with fall and spring appointments) or (c) by May 1 (for spring only appointments) . The candidate's dean, department chairperson, and department peer review committee are also informed of this recommendation. Results of annual evaluations will be taken into consideration in any decision to re-appoint Lecturer. Reappointment may also be contingent upon the mission and need of the department, college, or university at the time the review decision.

## 5m Modifications to the Bylaws of the Faculty Constitution Section 246

In March, the Faculty Senate voted to modify section 246.1 of the University Handbook. Section 246 contains the Bylaws to the Faculty Constitution and 246.1 specifically pertain to the standing committees of the Faculty Senate. These proposed modifications simplify and clarify language in existing policy. The entire section 246.1 is presented below – the bolded blocks of text indicate where the changes have been made.

<b>Existing</b>	<b>Proposed</b>
246.1 Standing Committees of the University Faculty Senate. The standing committees of the University Faculty Senate are the first echelon for conduct of almost all of the legislative business of the University Faculty Senate, both in the area of the primary authority of the University Faculty and in that of the advisory authority. They serve also as judicial bodies for grievances falling within their provinces.	246.1 Standing Committees of the University Faculty Senate. The standing committees of the University Faculty Senate are the first echelon for conduct of almost all of the legislative business of the University Faculty Senate, both in the area of the primary authority of the University Faculty and in that of the advisory authority. They serve also as judicial bodies for grievances falling within their provinces.
246.1.1 Membership. The membership of the standing committees is composed, except as especially noted below, of faculty selected by the Executive Committee and confirmed by the University Faculty Senate, of administrators, and of students appointed annually by the Student Government Association Senate.	<b>246.1.1 Membership. The membership of the standing committees is composed, except as noted below, of faculty selected by the Executive Committee and confirmed by the University Faculty Senate, of administrators, and of students appointed annually by the Student Government Association Senate.</b>
246.1.1.1 Administrative and Student Members. Administrative and student members shall participate in all privileges and duties of the committees, including the privilege of making and seconding motions, but excluding the privilege of voting.	246.1.1.1 Administrative and Student Members. Administrative and student members shall participate in all privileges and duties of the committees, including the privilege of making and seconding motions, but excluding the privilege of voting.
246.1.1.2 Special Purpose and Part-time Temporary Faculty Advocate. The special purpose and part-time temporary faculty advocate serving on the Faculty Affairs Committee shall have the same set of privileges and duties as the administrative and student representatives on that committee.	<b>246.1.1.2 Temporary Faculty Advocate. The temporary faculty advocate serving on the Faculty Affairs Committee shall have the same set of privileges and duties as the administrative and student representatives on that committee.</b>
246.1.1.3 Number of Members. Each standing committee except the Faculty Dismissal Hearing Committee, the Curriculum and Academic Affairs Committee, Graduate Council, and the University Research Committee, shall have seven (7) faculty members, at least one of whom shall be members of the University Faculty Senate.	<b>246.1.1.3 Number of Members. Each standing committee shall have seven (7) faculty members except the Faculty Dismissal Hearing Committee, the Curriculum and Academic Affairs Committee, Graduate Council, and the University Research Committee. Each standing committee’s membership will include at least one member of the University Faculty Senate.</b>

<p>246.1.1.4 Term. Terms of service for these faculty members shall begin August 10 and continue until August 9 each year. Appointments shall be announced upon University Faculty Senate confirmation at the last meeting of the University Faculty Senate each academic year. Appointment to a standing committee, except for the Faculty Dismissal Hearing Committee, shall be for a period of two (2) years. Three (3) members will be appointed in even years or four (4) in odd years, depending on the committee; reappointment to a committee is not precluded.</p>	<p>246.1.1.4 Term. Terms of service for these faculty members shall begin August 10 and continue until August 9 each year. Appointments shall be announced upon University Faculty Senate confirmation at the last meeting of the University Faculty Senate each academic year. Appointment to a standing committee, except for the Faculty Dismissal Hearing Committee, shall be for a period of two (2) years. Three (3) members will be appointed in even years or four (4) in odd years, depending on the committee; reappointment to a committee is not precluded.</p>
<p>246.1.1.5 Officers. Each standing committee shall elect its own officers from among the faculty in its membership.</p>	<p><b>246.1.1.5 Officers. Each standing committee shall elect its own officers, consisting of a Chair, Vice-Chair, and Secretary from among the faculty in its membership.</b></p>
	<p><b>246.1. 1.5.1 Chair. The Chair of the standing committee shall set regular meeting times for the committee; set and distribute the agendas for each meeting in a timely way; and ensure that agendas are posted to a Senate-designated web site accessible to University faculty and administrators; run each committee meeting; represent the committee at Executive Committee and Faculty Senate meetings; and complete a final report on activities for the year.</b></p>
	<p><b>246.1. 1.5.2 Vice-Chair. The Vice -Chair shall take the place of the Chair whenever the Chair cannot fulfill his/her duties.</b></p>

**Recommendation:** Approve the modifications to 246.1

## 5n Elimination of 505.14.3 Distance Education on Faculty Development Support

Academic Affairs and Extended Learning propose the elimination of section 505.14.3, as written below. This earlier Course Transformation Academy no longer exists and support for faculty development is addressed appropriately through 505.14.2

**505.14.3 Faculty Development Support.** Additionally, the Division of Extended Learning offers a series of faculty development workshops—the Course Transformation Academy (CTA)—to support faculty members who are interested in teaching with technology. All faculty members who complete the CTA workshops are eligible for a stipend. 501.3 Grievance Procedures between Employee Groups

**Recommendation:** Approve the elimination of sections 501.14.3.

## 5o Sick Leave Transfer Program Amendment

Since 2009, the University has had a Voluntary Sick Leave Transfer Program that allows employees to donate excess sick leave to others who have exhausted their leave balances due to a serious illness of the employee or a family member covered under FMLA. It is proposed that the program be amended to increase the time that can be received to 12 weeks of protected time away from the job which mirrors the federal FMLA guidelines. The proposed change will also allow an employee to donate up to four (4) weeks of sick leave per fiscal year rather than two (2). The chart below contains current Handbook policy and recommended changes (**in bold**).

Current Handbook Policy	Recommended Revision
<p><b>540.1.12 Sick Leave Transfer.</b> Employees are allowed to donate up to two (2) weeks to individuals who have a FMLA covered reason and have exhausted all accumulated sick leave/vacation/convenience days. The donor of sick leave is limited to a total donation of two weeks per fiscal year and must have a minimum of two (2) weeks of sick leave remaining in their balance. The recipient of the sick leave must have exhausted all accumulated leave time and may receive a maximum of eight (8) weeks of donated sick leave per fiscal year. The time period can be either 75 hours for regular schedules or 80 hours for 24 hour operations.</p>	<p><b>540.1.12 Sick Leave Transfer.</b> Employees are allowed to donate up to <b>four (4) weeks each fiscal year</b> to individuals who have a FMLA covered health condition and have exhausted all accumulated sick leave/vacation/ convenience days. The donor of sick leave is limited to a total donation of <b>four (4) weeks</b> per fiscal year and the donor's sick leave balance must have a minimum of two (2) weeks remaining <b>after the donation</b>. The recipient of the sick leave must have exhausted all accumulated leave time and may receive a maximum of <b>twelve (12) weeks</b> of donated sick leave per fiscal year. The donation can be either 75 hours for regular schedules or 80 hours for employees working in 24-hour operations.</p>

**Recommendation:** Approval to modify section 540.1.12 to allow employees to donate up to four (4) weeks of sick leave per fiscal year and increase the maximum time a recipient may receive to twelve (12) weeks per fiscal year.

---

## 5p The Equal Opportunity Office be changed to the Equal Opportunity and Title IX Office

Change name of the Equal Opportunity Office to the Equal Opportunity and Title IX Office.

The proposed name change will more completely identify the functions of the office and will provide clarity to the campus community for reporting of Title IX complaints as required by federal law.

**Recommendation:** That the Equal Opportunity Office be changed to the Equal Opportunity and Title IX Office.



## 5q Recognition of Service– Norman Lowery

**WHEREAS**, Norman Lowery has given distinguished service as a member of the Indiana State University Board of Trustees, 2006-2015; and

**WHEREAS**, Norman Lowery has exhibited exemplary leadership, enthusiasm, and interest in University activities during his tenure of service as Secretary of the Board, 2009-2012, and as Assistant Secretary of the Board, 2007-2009 and 2012-2015, and has contributed to the advancement of the University; and

**WHEREAS**, his many contributions have been of especial value in the development and enhancement of the University during his term as a Trustee; and

**WHEREAS**, as a Trustee he has provided valuable advice to his Trustee colleagues and has given generously of his energy, loyalty, and talents to Indiana State University.

**NOW, THEREFORE, BE IT RESOLVED**, that the Indiana State University President and Board of Trustees express grateful recognition, high commendation, and sincere best wishes to Norman Lowery, for his many years of service to the University.

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

ADOPTED BY THE INDIANA STATE UNIVERSITY BOARD OF TRUSTEES THIS ELEVENTH DAY OF JUNE, TWO THOUSAND FIFTEEN.

**Recommendation:** Acceptance of the Resolution in recognition of service to the Board of Trustees by Norman Lowery.

---

## 5r Recognition of Service – Erin Sluyter

**WHEREAS**, Erin Sluyter has given distinguished service as a member of the Indiana State University Board of Trustees, 2013-2015; and

**WHEREAS**, Erin Sluyter has exhibited exemplary leadership, enthusiasm, and interest in University activities during her tenure of service, and has contributed to the advancement of the University; and

**WHEREAS**, her many contributions have been of especial value in the development and enhancement of the University during her term as a Trustee; and

**WHEREAS**, as a Trustee she has provided valuable advice to her Trustee colleagues and has given generously of her energy, loyalty, and talents to Indiana State University.

**NOW, THEREFORE, BE IT RESOLVED**, that the Indiana State University President and Board of Trustees express grateful recognition, high commendation, and sincere best wishes to Erin Sluyter, for her many years of service to the University.

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

ADOPTED BY THE INDIANA STATE UNIVERSITY BOARD OF TRUSTEES THIS ELEVENTH DAY OF JUNE, TWO THOUSAND FIFTEEN.

**Recommendation:** Acceptance of the Resolution in recognition of service to the Board of Trustees by Erin Sluyter.

---

## 5s Recognition of Service – Barbara Landini

**WHEREAS,** Barbara Landini has given exemplary service to Indiana State University as a staff member for nearly 52 years; and

**WHEREAS,** Barbara Landini began her career in 1963 as a clerk/typist in the Division of Public and Professional Services; and

**WHEREAS,** Barbara represents the second generation of her family to work at Indiana State University, following in the footsteps of her mother, Katherine Shockley, who served our University from 1962 until her retirement in 1983; and

**WHEREAS,** Barbara has ably served in numerous capacities during her tenure at Indiana State including positions in the Bureau of Placement, Registrar's Office, Academic Affairs, International Studies, Staff Benefits, Administrative Services, General Counsel and Legal Affairs; and

**WHEREAS,** Barbara has performed various duties for the Board of Trustees, the President, and the Secretary of the University for the past 31 years, including the coordination of minutes, agendas, and meeting logistics; and

**WHEREAS,** Barbara has also provided tremendous assistance with the University's Commencement Ceremonies; and

**WHEREAS,** Barbara Landini plans to retire from the University in the summer of 2015;

**THEREFORE BE IT RESOLVED,** that the Indiana State University President and Board of Trustees express grateful recognition, high commendation and sincere best wishes to Barbara Landini for her many years of service to Indiana State University; and

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

ADOPTED BY THE INDIANA STATE UNIVERSITY BOARD OF TRUSTEES THIS ELEVENTH DAY OF JUNE, TWO THOUSAND FIFTEEN.

**Recommendation:** Acceptance of the Resolution in recognition of service to the Board of Trustees by Barbara Landini.

---

## 6 Items for the Information of the Trustees

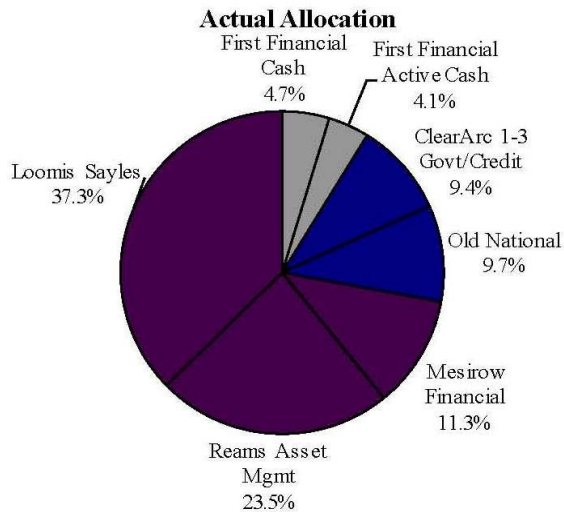
### 6a University Investments

In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending December 31, 2014.

#### Indiana State University Operating Funds

#### Plan Summary

Period Ended December 31, 2014



Manager	Market Value
ISU-First Financial Cash	\$6,949,537
ISU-First Fincl. Active Cash	\$6,067,238
ISU-ClearArc	\$13,903,788
ISU-Old National	\$14,276,706
ISU-Mesirow Fincl.	\$16,646,599
ISU-Reams Asset Mgmt.	\$34,702,644
ISU-Loomis Sayles	\$55,125,920
<b>ISU-Total Fund</b>	<b>\$147,672,432</b>

December 31, 2014			
	Market Value	% of Total Assets	Target Allocation
<b>Tier 1</b>			
First Financial Cash	\$6,949,537	4.7%	\$10mm - \$25mm
First Financial Active Cash	\$6,067,238	4.1%	
	<b>\$13,016,774</b>	<b>8.8%</b>	
<b>Tier 2</b>			
ClearArc 1-3 Year Govt/Credit	\$13,903,788	9.4%	\$25mm - \$30mm
Old National Intermediate	\$14,276,706	9.7%	
	<b>\$28,180,494</b>	<b>19.1%</b>	
<b>Tier 3</b>			
Mesirow Core Total Return	\$16,646,599	11.3%	Remaining Balance
Reams Asset Management Core	\$34,702,644	23.5%	
Loomis Sayles Core Plus	\$55,125,920	37.3%	
	<b>\$106,475,163</b>	<b>72.1%</b>	
	<b>\$147,672,432</b>	<b>100.0%</b>	

**QUARTERLY CHANGE IN MARKET VALUE BY INVESTMENT MANAGER  
PRIOR QUARTER ENDED DECEMBER 31, 2014**

	<b>Beginning Market Value</b>	<b>Deposits/ Withdrawals</b>	<b>Investment Gain/Loss</b>	<b>Ending Market Value</b>
ISU-First Financial Cash	\$6,947,207	(\$3,374)	\$5,703	\$6,949,537
ISU-First Fincl. Active Cash	\$6,069,371	(\$2,439)	\$306	\$6,067,238
ISU-ClearArc	\$13,884,949	(\$6,058)	\$24,898	\$13,903,788
ISU-Old National	\$14,137,577	(\$8,307)	\$147,435	\$14,276,706
ISU-Mesirow Fincl.	\$14,896,710	\$1,485,953	\$263,936	\$16,646,599
ISU-Reams Asset Mgmt.	\$31,267,921	\$2,973,136	\$461,587	\$34,702,644
ISU-Loomis Sayles	\$50,201,143	\$4,452,035	\$472,742	\$55,125,920
<b>ISU-Total Fund</b>	<b>\$137,404,878</b>	<b>\$8,890,947</b>	<b>\$1,376,607</b>	<b>\$147,672,432</b>

## INVESTMENT MANAGER RETURNS

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

### Returns for Periods Ended December 31, 2014

Inception Date: October 1, 2010

	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Since Inception	Last 5 Years
<b>ISU-Tier 1</b>	<b>0.06</b>	<b>0.19</b>	<b>0.29</b>	<b>0.36</b>	<b>0.37</b>	--
ISU-First Financial Cash	0.07	0.20	0.23	0.26	0.26	--
90 Day T-Bill	0.00	0.03	0.05	0.07	0.09	0.09
ISU-First Fincl. Active Cash	0.07	0.27	0.42	0.52	0.58	--
Citi:Treas 1 Yr	(0.03)	0.23	0.25	0.25	0.35	0.42
<b>ISU-Tier 2</b>	<b>0.62</b>	<b>2.20</b>	<b>1.14</b>	<b>1.69</b>	<b>1.85</b>	--
ISU-ClearArc	0.18	0.87	0.80	1.10	1.19	--
ClearArc:1-3 Yr G/C Comp	0.20	0.92	0.82	1.23	1.28	1.81
Barclays:Gov/Credit 1-3	0.17	0.77	0.71	0.89	0.99	1.41
ISU-Old National	1.04	3.50	1.47	2.27	2.50	--
Old Nat'l: Interm Comp	0.97	3.56	1.60	2.50	2.62	3.72
Barclays:Gov/Credit Inter	0.89	3.13	1.11	2.03	2.43	3.54
<b>ISU-Tier 3</b>	<b>1.04</b>	<b>5.94</b>	<b>2.64</b>	<b>4.70</b>	<b>4.99</b>	--
ISU-Mesirow Fincl.	1.69	6.27	2.15	3.38	3.76	--
Mesirow:Core Comp	1.85	6.47	2.20	3.45	3.88	4.99
ISU-Reams Asset Mgmt.	1.34	4.58	1.69	3.41	3.94	--
Reams:Core Comp	0.95	3.63	1.46	3.27	3.90	5.01
ISU-Loomis Sayles	0.64	6.70	3.40	5.95	6.06	--
Loomis:Core Plus Comp	0.69	6.92	3.31	5.99	6.05	7.42
Barclays:Aggregate Index	1.79	5.97	1.89	2.66	3.38	4.45
<b>ISU-Total Fund</b>	<b>0.85</b>	<b>4.20</b>	<b>1.95</b>	<b>3.47</b>	<b>3.52</b>	--
<b>Total Fund Target*</b>	<b>1.15</b>	<b>3.83</b>	<b>1.32</b>	<b>1.84</b>	<b>2.30</b>	<b>3.04</b>

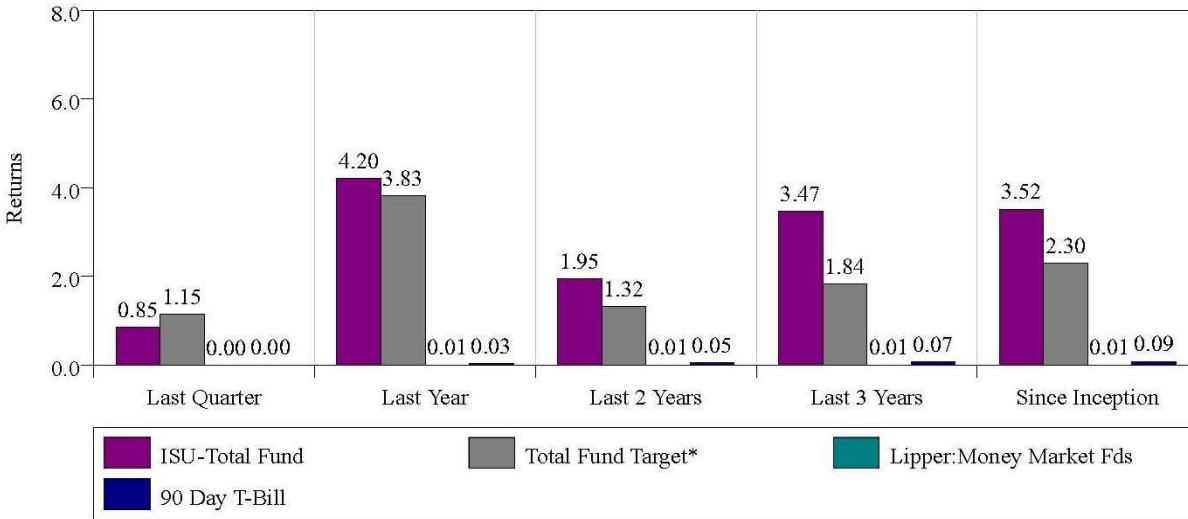
Total Fund Target\* = 19% 90 Day T-Bill, 19% Barclays Govt/Credit 1-3 Year Index, 62% Barclays Aggregate Index

**RETURN SUMMARY**  
**PERIOD ENDED DECEMBER 31, 2014**

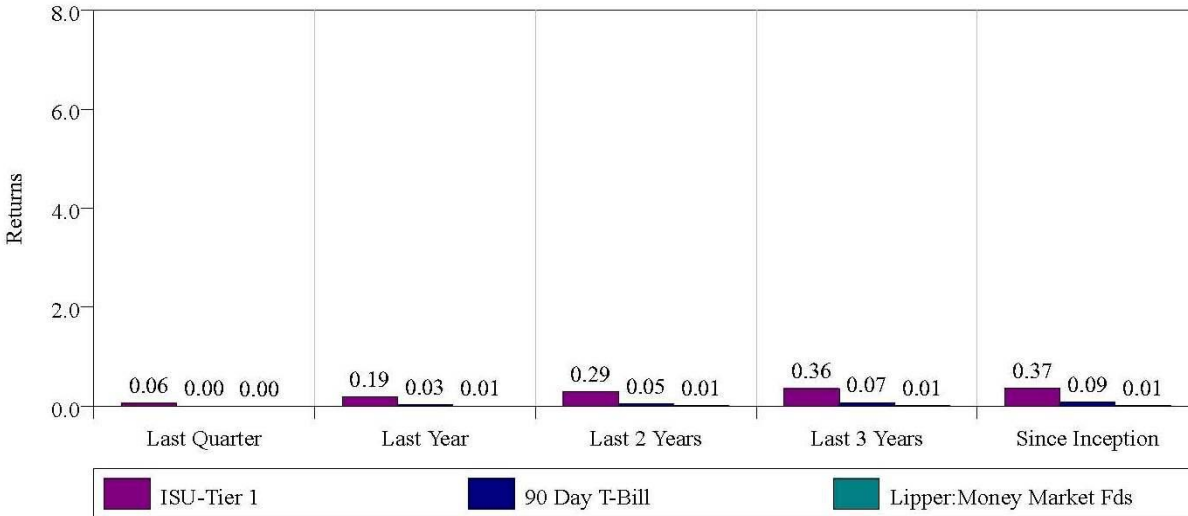
**Total Fund Performance**

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 December 31, 2014  
Inception Date: October 1, 2010



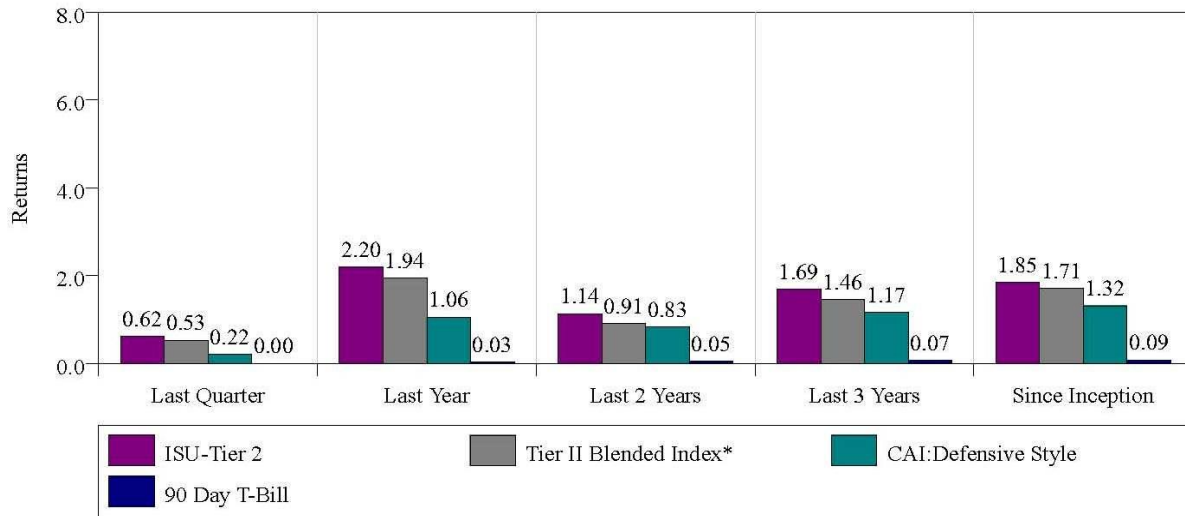
ISU Tier 1 Returns  
for Various Time Periods  
Current Quarter Ending December 31, 2014  
Inception Date: October 1, 2010



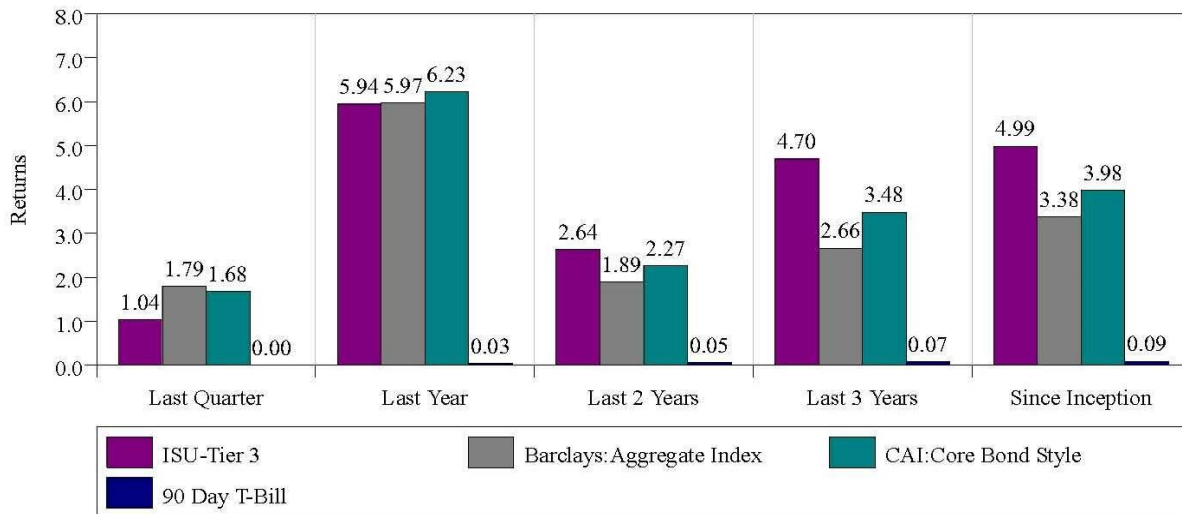
**RETURN SUMMARY**  
**PERIOD ENDED DECEMBER 31, 2014**

**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 December 31, 2014  
 Inception Date: October 1, 2010



ISU Tier 3 Returns  
 for Various Time Periods  
 Current Quarter Ending December 31, 2014  
 Inception Date: October 1, 2010





## 6b Financial Report

INDIANA STATE UNIVERSITY						
GENERAL FUND OPERATING REVENUE SUMMARY						
For the Quarter Ending March 31, 2015						
	2014-15 Budget	Actual through 3/31/15	Percent of Budget	2013-14 Budget	Actual through 3/31/14	Percent of Budget
<b>Revenues</b>						
State of Indiana						
Operational	\$ 66,161,986	\$ 49,621,475	75.0%	\$ 66,161,986	\$ 49,959,050	75.5%
Operational Appropriation Shortfall	1,346,165	1,009,624	75.0%			
Fee Replacement	8,489,497	7,413,817	87.3%	8,146,876	6,978,735	85.7%
DegreeLink	460,245	460,245	100.0%	460,245	460,245	100.0%
Gross Student Fees	79,515,713	84,079,367	105.7%	71,823,010	80,138,307	111.6%
Other Fees and Charges	1,210,500	1,434,374	118.5%	1,240,912	1,303,343	105.0%
Sales and Services	846,785	459,552	54.3%	831,500	605,851	72.9%
Miscellaneous Income	4,179,272	3,736,400	89.4%	3,990,384	3,633,155	91.0%
Total Budgeted Revenue	\$ 162,210,163	\$ 148,214,854		\$ 152,654,913	\$ 143,078,686	
Encumbrances and Carryforward	10,597,275	10,597,275		10,708,227	10,708,227	
Reimbursements and Income Reappropriated From Other Sources	7,409,157	7,409,157		8,013,518	8,013,518	
Total Revenues	\$ 180,216,595	\$ 166,221,286	92.2%	\$ 171,376,658	\$ 161,800,431	94.4%
INDIANA STATE UNIVERSITY						
GENERAL FUND OPERATING EXPENSE SUMMARY						
For the Quarter Ending March 31, 2014						
	2014-15 Budget	Actual through 3/31/15*	Percent of Budget	2013-14 Budget	Actual through 3/31/14*	Percent of Budget
Salaries and Wages	\$ 79,738,108	\$ 61,365,561	77.0%	\$ 77,712,282	\$ 60,299,641	77.6%
Fringe Benefits	25,829,938	18,644,584	72.2%	25,549,679	18,748,693	73.4%
Student Wages	4,094,055	3,011,618	73.6%	3,946,938	2,654,302	67.2%
Utilities	10,561,854	8,186,143	77.5%	10,873,335	9,372,184	86.2%
Training, Representation, and Travel	2,000,908	1,794,989	89.7%	1,579,658	1,541,660	97.6%
Student Aid	13,902,558	15,129,740	108.8%	14,020,364	14,401,157	102.7%
Supplies and Expense/Transfers	30,440,482	20,416,089	67.1%	27,788,630	19,717,827	71.0%
Reserve for Operating Appropriation	1,346,165	1,009,624	75.0%			
Repairs and Maintenance	5,510,908	5,781,838	104.9%	4,416,160	3,916,144	88.7%
Capital Equipment	6,791,619	961,580	14.2%	5,489,612	717,049	13.1%
Total Expenditures	\$ 180,216,595	\$ 136,301,765	75.6%	\$ 171,376,658	\$ 131,368,657	76.7%
*Includes encumbrances and open commitments						

### Revenues

#### Operational State Appropriation



The Governor's Office announced in June of 2014, after 2014-2015 University budgets had been approved by the Board of Trustees, that all public higher education institutions would continue to be subject to a 2% reserve for fiscal year 2015. Applying to operating and general fund line items, the 2% reserve is withheld monthly. To offset this loss of appropriation, a corresponding reserve was established as a part of the 2014-2015 budget to fund the 2% withholding.

### Student Fees

Student Fees are above the prior year to date total by \$3,941,060. Summer II, Fall and Spring tuition are above budget by \$58,199, \$6,617,060, and \$5,376,043 while prior year is below by \$141,565. The University's operating budget has been adjusted by \$2,568,800 to reflect \$568,800 in student wages and funding of strategic planning and unified communication projects.

### Other Fees and Charges

Other Fees and Charges are above last year's level by \$131,031 due to increases in deferment, collection fees, College Challenge, and application fees.

### Sales and Services

Sales and Services shows a decrease of \$146,299 due to a timing difference of recognition of project management fees.

### Miscellaneous Income

Miscellaneous Income is up \$103,245 due to increased utility reimbursement from Residential Life and reduced indirect cost recovery.

## **Expenses**

### Salaries and Wages

Salaries and wages are above last year's level by \$1,065,920. This is due to increases in administrative salaries, support staff salaries, and overtime.

### Fringe Benefits

Fringe benefits shows a decrease of \$104,109 from the prior year largely due to half of retiree medical benefits being charged back to the VEBA. There are increases in medical insurance, TIAA/CREF, PERF and FICA costs for the year.

### Student Wages

Year to date student wages expense increased \$357,316 increase as an additional \$553,000 was added to student wage budgets to hire new students and maintain levels of employment.

### Utilities

Utilities shows a decrease of \$1,186,041 to reflect lower natural gas costs while there is an increase in sewage based on rate increases.

### Training, Representation and Travel

Training, Representation, and Travel increased by \$253,329. The budget included \$275,861 of carry forward from 2013-2014.

#### Student Aid

Student Institutional Aid grew by \$728,583. This reflects the growth in student enrollment and the increased number of laptop scholarships provided to qualified incoming freshmen.

#### Supplies and Expense/Transfers

Supplies and Expense/Transfers shows an increase of \$698,262.

#### Repairs and Maintenance

Repairs and Maintenance is above last year's totals by \$1,865,694 which represents a realignment of budgets within OIT to more accurately reflect expenditure types.

#### Capital Equipment

Capital equipment has an increase of \$244,531 from last fiscal year. A total of \$2,417,662 of carry forward budget was brought forward into the new fiscal year. Many departments utilize a multiple-year planning approach for capital purchases.

---

## 6c Purchasing Report

Purchase Order Activity for Period January 30, 2015 to May 20, 2015			
<b>Purchases Over \$50,000</b>			
<b>Sole Source, Campus Wide Standard Design</b>			
Sauder Manufacturing Company	P0077110	Plywedge Chair, Res. Life, 500 Wabash	\$50,387.10
Sauder Manufacturing Company	P0077151	Plywedge Chair, Res. Life, University Apartments	\$62,746.20
Sauder Manufacturing Company	P0077111	Plywedge Chair, Res. Life, Sycamore Housing	\$70,499.80
<b>Sole Source</b>			
ProEducation Solutions LLC	P0077246	Audit Student Financial Aid	\$52,500.00
<b>Sole Source</b>			
Technology Dynamics	P0077135	Design/Documentation, Office Information Technology	\$54,800.00
<b>One Bid Received, 16 Bids Solicited</b>			
Associated Roofing Inc	P0077150	Roof Cleaning and Re-coating HMSU Dede Area	\$61,186.00
<b>One Bid Received, 20 Bids Solicited</b>			
Associated Roofing Inc	P0077149	HMSU Metal Cladding and Roof Repairs	\$68,811.00
<b>One Bid Received, 4 Bids Solicited</b>			
Great Lakes Commercial Sales	P0077409	Washers/Dryers, Res. Life, 500 Wabash	\$71,264.00
<b>Sole Source, As Prescribed by State Grant</b>			
Professional Interpreters for the Deaf	P0077230	Sign Language Interpreting Services	\$100,000.00
<b>Sole Source</b>			
St Louis Antique Lighting Co	P0077089	Historical Light Fixtures, Normal Hall	\$184,000.00
<b>Sole Source, Custom Furniture</b>			
Office Works	P0077327	Tufted Tuxedo Lounge Chairs, Res. Life, Mills Hall	\$248,716.88
<b>Sole Source, Campus Wide Standard Design</b>			
Foliot Furniture Inc	P0077233	Furniture, Res. Life, University Apartments	\$386,405.25

## 6d Vendor Report

The following vendors have accumulated purchases from the University for the time period July 1, 2014 through April 30, 2015 (Fiscal Year) in excess of \$250,000:		
Vendors with Purchases Exceeding \$250,000		
<u>January 1 - April 30, 2015</u>		
Incorp Incorporated	\$ 253,191	Asbestos Abatement for Mills Hall Remodel and Stadium Dressing Room
Vectren Energy Delivery	\$ 265,537	Gas Utility Payments
Blackboard Inc	\$ 266,320	Blackboard Licensing Fees for Software
JWF Specialty Co.	\$ 276,870	Workman's Compensation Reimbursements
Union Associated Physicians Clinic LLC	\$ 372,327	Student Health Center Operating Expenses
arcDESIGN	\$ 377,297	Normal Hall Renovation
Renascent Inc	\$ 401,748	Demolition of Statesman Towers
Forrest Sherer Inc	\$ 717,489	Insurance Premiums
Previously Reported Vendors with Purchases Exceeding \$250,000		
C & K Industry Inc	\$ 273,853	ServPro University Apartment's Fire Restoration Expenses
Evan and Ryan Electrical Contractors	\$ 278,315	Field Campus Restroom, Career Center Restrooms, and Student Recreational Center Bike Storage Remodeling
Rural Health Innovation Collaborative	\$ 286,131	Operating and Simulation Center Expenses for the Rural Health Innovation Collaborative
Bell Industries Inc	\$ 289,386	Microsoft Software License Payment
SHI International Corp	\$ 373,299	Novell Identity Maintenance Agreement for Banner Student and Finance
Scholastic Inc	\$ 383,283	iRead In-Classroom Support and Hosting Service
Associated Roofing Inc	\$ 391,739	African American Cultural Center and Tirey Hall Slate Roof Replacements
Sycamore Engineering Inc	\$ 421,319	Building Utility Metering Project and Plumbing and Mechanical Repairs
Network Solutions Inc	\$ 436,160	Network Computer Equipment Maintenance Agreement and Purchase of Equipment
Indiana-American Water Company	\$ 481,230	Water Utility Payments
Barnes & Noble Booksellers	\$ 483,553	Textbook Scholarships
Otis Elevator	\$ 512,345	Hulman Center and Jones Hall Elevator Renovation and Elevator Maintenance and Repairs
ST Construction Inc	\$ 519,820	Dede Terrace Construction and Holmstedt Hall North Loop Drive
Ivy Tech	\$ 587,361	Remedial Math Instruction
Staples Business Advantage	\$ 604,274	Office Supplies and Equipment Purchases
SSI Services LLC	\$ 680,000	Asbestos Abatement for Sycamore Towers
Old National Insurance	\$ 706,069	Property, Flight Academy, and Workers Compensation Insurance Premiums
Crown Electric Inc	\$ 774,577	North Residence Hall Electrical Construction and Hulman Center Emergency Generator
Delta Dental Plan of Indiana	\$ 785,827	Dental Claims Reimbursements
Michael Walters Advertising	\$ 873,395	University Advertising on Television and Billboards
Symetra Life Insurance Company	\$ 1,027,955	Life and Long Term Disability Insurance
Ratio Architects Inc	\$ 1,042,762	Sycamore Towers Phase I, II, IV and Multi-Purpose Track & Soccer Venue
City of Terre Haute	\$ 1,192,392	ISU Bus Service, Fire Protection and Sewage Charges
Foliot Furniture Inc	\$ 1,200,679	Reeve Hall Furniture
A A Huber and Sons Inc	\$ 1,357,477	North Residence Hall Mechanical Construction
EDF Trading North America LLC	\$ 1,736,449	Natural Gas Purchases
Lenovo Inc	\$ 2,122,423	Computer Equipment Purchases
AmWins/NEBCO Group Benefits	\$ 1,823,198	Retiree Insurance Coverage
Indiana Department of Corrections	\$ 2,094,216	Academic Courses
Medco Health Solutions	\$ 2,301,224	Prescription Drug coverage
CDI Inc	\$ 3,275,894	Multi-Purpose Track & Soccer Field Construction
Duke Energy	\$ 5,454,762	Electricity Utility Payments
TIAA-CREF	\$ 7,763,980	Retirement Contributions
Weddle Brothers Construction Co Inc	\$ 9,139,883	Normal Hall Renovation
Sodexo Inc and Affiliates	\$ 11,262,619	Dining and Catering Services
CIGNA Health Care	\$ 12,512,126	Medical Claim Payments
Hannig Construction Inc	\$ 17,537,671	Mills Hall and Science Lab Renovation and Reeve Residence Hall Construction

## 6e Faculty Personnel

### FACULTY

#### Appointments

(Effective August 1, 2015 unless otherwise noted)

Andrea Arrington; Assistant Professor, Department of History; Ph.D., Emory University; salary \$52,500 per academic year

Amy Ash; Assistant Professor, Department of English; Ph.D., University of Kansas; salary \$48,944 per academic year.

Jon Bakos; Assistant Professor, Department of Languages, Literatures and Linguistics; Ph.D., Michigan State University; salary \$52,870 per academic year.

Szu-Fang Chuang; Assistant Professor, Department of Human Resource Development and Performance Technologies; Ph.D., Louisiana State University and A and M College; salary \$78,850 per academic year.

Michael Deem; Assistant Professor, Department of Multidisciplinary Studies; M.A., Texas A&M University; salary \$53,200 per academic year.

Sylvia Gonzalez-Gorman; Assistant Professor, Department of Political Science; Ph.D., Texas Tech University; salary \$52,500 per academic year.

Melissa Gustafson; Assistant Librarian, Library Services; M.L.I.S., University of Washington; salary \$58,000 per fiscal year, prorated from the effective date of March 2, 2015.

Lori Ann Henson; Assistant Professor, Department of Communication; Ph.D., Indiana University; salary \$52,200 per academic year.

Brian Jose; Assistant Professor, Department of Languages, Literatures, and Linguistics; Ph.D., Indiana University; salary \$52,870 per academic year.

James McKirahan; Assistant Professor, Department of Applied Engineering and Technology Management; Ph.D., Indiana State University; salary \$72,000 per academic year.

Daniel Moore; Assistant Professor, Department of Languages, Literatures, and Linguistics; Ph.D., The University of North Carolina at Charlotte; salary \$52,870 per academic year.

Erik Rohde; Assistant Professor, School of Music; D.M.A., University of Minnesota; salary \$50,000 per academic year.

Michelle Souza; Assistant Professor, Department of Theater; M.F.A., University of California San Diego; salary \$50,000 per academic year.

Scott Sterling; Assistant Professor, Department of Languages, Literatures, and Linguistics; M.A., University of Montana; salary \$52,870 per academic year.

Brittney Storms; Assistant Professor, Department of Applied Medicine and Rehabilitation; D.P.T., Southwest Baptist University; salary \$89,000 per fiscal year.

Ryan Van Hoveln; Assistant Professor, Department of Chemistry and Physics; B.S., Bradley University; salary \$57,300 per academic year.

Michael R. Williamson; Assistant Professor, Department of Applied Engineering and Technology Management; Ph.D., Southern Illinois University, Carbondale; salary \$72,000 per academic year.

Xiaofen Zhang; Assistant Professor, Department of Mathematics and Computer Science; Ph.D., Illinois State University; salary \$55,000 per academic year.

### **Instructor Appointments of 2-5 years – 2015-2016 Academic Year**

(Effective August 1, 2015 unless otherwise stated)

Timothy Boileau; Instructor, Department of Curriculum, Instruction, and Media Technology; Ph.D., Wayne State University; salary \$54,654 per academic year.

Terry Clark; Instructor, Department of History; B.S., Xavier University; salary \$36,000 per academic year.

Lynette Coffey; Instructor, Department of Baccalaureate Nursing; M.S.N., Indiana Wesleyan University; salary \$52,000 per academic year.

Brendon Mikula; Instructor, Department of Chemistry and Physics; M.S., Ohio State University; salary \$45,000 per academic year.

Michael G. Williamson; Instructor, Department of Built Environment; M.S., Indiana State University; salary \$50,000 per academic year.

### **Full-Time Appointments – 2015 Spring Semester**

Lynette Coffey; Full-Time Lecturer, Department of Baccalaureate Nursing; M.S.N., Indiana Wesleyan University; salary \$24,000.

Pamela Gresham; Full-Time Lecturer, Department of Elementary, Early, and Special Education, Dean Extended Learning, and Honors Program; Ph.D., Indiana State University; salary \$18,180.

Jennifer Todd; Full-Time Lecturer, Department of Social Work; M.S.W., University of Cincinnati; salary \$24,000.

### **Temporary Part-Time Appointments – 2015 Spring Semester**

Steve Baker; Part-Time Lecturer, Department of Mathematics and Computer Science; M.S., Indiana State University; three hours; salary \$3,000.

Michael Ball; Part-Time Lecturer, Department of Aviation Technology; Master of Aeronautical, Embry-Riddle Aeronautical University; three hours; salary \$3,075.

Nandini Bhowmick; Part-Time Lecturer, Department of Mathematics and Computer Science; M.S., Louisiana State University; nine hours; salary \$10,800.

Lynette Browne; Part-Time Lecturer, School of Music; D.M.A., University of Miami; four hours; salary \$8,000, prorated from the effective date of February 23, 2015.

Jennifer Cain; Part-Time Lecturer, Department of Baccalaureate Nursing Completion; M.S.N., Indiana Wesleyan University; two hours; salary \$4,000.

Donna Clark; Part-Time Lecturer, School of Music; M.M., Butler University; three hours; salary \$3,850.02.

Gerald Cockrell; Professor Emeritus, Department of Electronics and Computer Engineering Technology; Ph.D., Indiana University; three hours; salary \$3,672.

Rush Davis; Part-Time Lecturer, Department of Mathematics and Computer Science; M.Ed., Indiana State University; nine hours; salary \$9,180.

Glen Dimick; Part-Time Lecturer, School of Music; M.M., DePaul University; 7.67 hours; salary \$7,823.40.

Robert Farrington; Part-Time Lecturer, Department of Electronics and Computer Engineering Technology; B.S., Indiana State University and Rose Hulman Institute of Technology; six hours; salary \$7,344.

Todd Gallagher; Part-Time Lecturer, School of Music; M.M., Indiana State University; 2.68 hours; salary \$2,733.60.

Tracy Goff; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; three hours; salary \$4,590.

Ryan Grossman; Part-Time Lecturer, Department of Mathematics and Computer Science; M.S., University of West Florida; three hours; salary \$3,060.

Katherine Gunn; Part-Time Lecturer, School of Music; M.M., Texas Tech University; eight hours; salary \$8,160.

Karla Hansen-Speer; Part-Time Lecturer, Department of Earth and Environmental Systems; A.M., Washington University in St. Louis; six hours; salary \$6,000.

Charles Henry; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.B.A., Lawrence Technological University; six hours; salary \$7,344.

Estill Stephen Joseph; Part-Time Lecturer, Department of Applied Engineering and Technology Management; M.A., Ball State University; three hours; salary \$3,744.

Leslie R. King; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; M.P.A., Indiana State University; three hours; salary \$3,672, prorated from the effective date of March 9, 2015.

Michelle Landis; Part-Time Lecturer, Department of Applied Medicine and Rehabilitation; M.Ed., University of Hawaii at Manoa; three hours; salary \$3,000.

Lisa Lowry; Part-Time Lecturer, School of Music; M.M., Indiana University; two hours; salary \$2,000.

Brent MacDonald; Part-Time Lecturer, Department of Built Environment; M.B.A., Indiana State University; three hours; salary \$3,600, prorated from the effective date of February 2, 2015.

Kortni Martindale; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; three hours; salary \$4,500, prorated from the effective date of February 9, 2015.

Brent McPike; Part-Time Lecturer, School of Music; M.M., Indiana University; 7.34 hours; salary \$7,486.80.

Sam Morgan; Part-Time Lecturer, Department of Aviation Technology; M.S., Embrey-Riddle University; three hours; salary \$3,000.

Kelley Niyama; Part-Time Lecturer, School of Music; M.M., Indiana University; 6.34 hours; salary \$6,466.80.

Karen Oxendine; Part-Time Lecturer, Department of Communication Disorders and Counseling, School, and Educational Psychology; M.S., Indiana State University; three hours; salary \$4,500.

Virginia Payne; Part-Time Lecturer, Department of Art and Design; B.G.D., North Carolina State University; three hours; salary \$3,000.

Michael Peterson; Part-Time Lecturer, Department of Built Environment; B.S., Purdue University (special credentials on files); three hours; salary \$3,600, prorated from the effective date of February 2, 2015.

Carol Reed; Part-Time Lecturer, Department of Applied Health Sciences; M.S., University of Arizona; three hours; salary \$3,000.

Michael Sanford; Part-Time Lecturer, Department of Kinesiology, Recreation, and Sport; B.A., University of Southern California; two hours; salary \$2,040.

Michele Simms; Part-Time Lecturer, Department of Baccalaureate Nursing; M.S., Ball State University; two hours; salary \$4,600.

Catherine Spicer; Part-Time Lecturer, Department of English; M.A., Indiana State University; three hours; salary \$3,060.

Sharilyn Spicknall; Part-Time Lecturer, School of Music; M.S., Indiana State University; one hour; salary \$1,020.

Gerald Stuthers; Part-Time Lecturer, Department of Electronics and Computer Engineering Technology; B.S., Indiana State University (special credentials on file); six hours; salary \$7,344.

Kelly Terrell; Clinic Supervisor, Department of Communication Disorders and Counseling, School, and Educational Psychology; three hours; salary \$4,500, prorated from the effective date of January 26, 2015.

Larysa Tudorica; Part-Time Lecturer, School of Music; D.M., Indiana University; three hours; salary \$3,000.

Mandi Walker; Part-Time Lecturer, Department of Applied Health Sciences; M.S., Brigham Young University; three hours; salary \$3,000, prorated from the effective date of March 2, 2015.

Deborah Webster; Part-Time Lecturer, Department of Mathematics and Computer Science; M.Ed., Indiana State University; six hours; salary \$6,120.

Yana Weinstein; Part-Time Lecturer, School of Music; M.M., The Ohio State University; 4.67 hours; salary \$4,763.40.

Dorothy Yaw; Part-Time Lecturer, Department of Human Resource Development and Performance Technologies; Ph.D., Indiana State University; three hours; salary \$3,765.



### **Temporary Part-Time Appointments – 2015 Fall Semester**

Rush Davis; Part-Time Lecturer, Department of Mathematics and Computer Science; M.Ed., Indiana State University; nine hours; salary \$9,360.

Robert Hunter; Professor Emeritus, Department of History; Ph.D., Harvard University; three hours; salary \$3,137.

Stephanie Jefferson; Part-Time Lecturer, Department of History; Ph.D., University of Illinois – Champaign-Urbana; three hours; salary \$3,137.

Dave McCarter; Part-Time Lecturer, Department of History; Ph.D., University of Iowa; nine hours; salary \$9,410.

Michelle Morahn; Part-Time Lecturer, Department of History; M.A., Indiana State University; nine hours; salary \$9,410.

Eric Petenbrink; Part-Time Lecturer, Department of History; M.A., Indiana University; nine hours; salary \$9,410.

James Sanchez; Part-Time Lecturer, Department of Mathematics and Computer Science; M.S., Indiana State University; nine hours; salary \$11,457.

Deborah Webster; Part-Time Lecturer, Department of Mathematics and Computer Science; M.Ed., Indiana State University; six hours; salary \$6,240.

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

Todd Alberts; Instructor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$9,000 for teaching an additional nine hours; for the spring semester of the 2014-2015 academic year; change in salary to \$63,000 per academic year; effective August 1, 2015.

Stephan Aldrich; Associate Professor, Department of Earth and Environmental Systems; ten percent promotion increase to 2015-2016 base; salary \$71,384; effective August 1, 2015.

Joe Ashby; from Chairperson and Associate Professor, Department of Electronics and Computer Engineering Technology, to Associate Professor, Department of Electronics and Computer Engineering Technology; surrenders chair supplement of \$10,000; effective July 1, 2015.

Katrina Babb; from Part-Time Lecturer, Department of Economics, to Instructor and Director for the Center for Economic Education, Department of Economics; salary \$47,500; effective August 1, 2015.

Carrie Ball; Associate Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; ten percent promotion increase to 2015-2016 base; salary \$64,519; effective August 1, 2015.

Deborah Barnhart; from University College Adviser, University College, and Associate Professor, Department of Baccalaureate Nursing, to Associate Professor, Department of Baccalaureate Nursing; no work period from June 1, 2015 through July 31, 2015; effective August 1, 2015; no change in salary.

Renee Bauer; Assistant Professor, Department of Baccalaureate Nursing; supplemental instructional stipend of \$6,000 for teaching an additional six hours; for the spring semester of the 2014-2015 academic year.

Kathryn Bauserman; Professor, Department of Elementary, Early, and Special Education; ten percent promotion increase to 2015-2016 base and \$259 floor adjustment; salary \$70,444; effective August 1, 2015.

Eliezer Bermudez; Chairperson and Professor, Department of Applied Health Sciences; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2014-2015 academic year; ten percent promotion increase to 2015-2016 base; salary \$94,655; effective August 1, 2015.

Derrick Bowman; Instructor, Department of Mathematics and Computer Science; stipend of \$3,000 for additional duties as part of the Course Transformation Project; effective February 1, 2015 through July 30, 2015.

Scott Buchanan; Professor and Director of Choral Activities, School of Music; ten percent promotion increase to 2015-2016 base; salary \$74,178; effective August 1, 2015.

Ann Chirhart; Professor, Department of History; ten percent promotion increase to 2015-2016 base and \$2,243 floor adjustment; salary \$70,444; effective August 1, 2015.

Nancy Cummins; Instructor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$1,000 for teaching an additional hour; for the spring semester of the 2014-2015 academic year.

Timothy Demchak; Professor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to 2015-2016 base; salary \$93,848; effective July 1, 2015.

Quang DuongTran; from Chairperson and Professor, Department of Social Work, to Professor, Department of Social Work; effective April 3, 2015 with no change in salary through June 30, 2015; salary \$86,703 effective July 1, 2015.

Jessica Durbin; from Part-Time Lecturer, Department of Advanced Practice Nursing, to Assistant Professor, Department of Advanced Practice Nursing; salary \$85,000 per fiscal year; effective July 1, 2015.

Susan Eley; from Chairperson and Associate Professor, Department of Advanced Practice Nursing, to Associate Professor, Department of Advanced Practice Nursing; surrenders chair supplement of \$10,000; effective July 1, 2015.

Alfred Finch; Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2014-2015 academic year.

Richard Fitch; Professor, Department of Chemistry and Physics; ten percent promotion increase to 2015-2016 base; salary \$72,495; effective August 1, 2015.

William Flurkey; Professor, Department of Chemistry and Physics; supplemental instructional stipend of \$1,500 for teaching an additional 1.5 hours; for the spring semester of the 2014-2015 academic year.

Claudine Gaston; Instructor, Department of Communication; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2014-2015 academic year.

Kathy Ginter; Instructor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2014-2015 academic year; stipend of \$3,000 for additional duties as part of the Course Transformation Project; effective February 1, 2015 through July 30, 2015.

Rusty Gonser; Professor, Department of Biology; ten percent promotion increase to 2015-2016 base and \$812 floor adjustment; salary \$70,444; effective August 1, 2015.

Steve Gruenert; Chairperson and Professor, Department of Education Leadership; ten percent promotion increase to 2015-2016 base; salary \$88,610; effective August 1, 2015.

Alvaro Gurovich; Associate Professor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to 2015-2016 base; salary \$105,575; effective July 1, 2015.

Eric Hampton; Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; ten percent promotion increase to 2015-2016 base and \$1,942 floor adjustment; from ten-month academic year faculty position, to a twelve-month fiscal year faculty position as Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology, and Director of Assessment in the Bayh College of Education; salary \$86,933 per fiscal year; effective July 1, 2015.

Richard Harden; Instructor, Department of Mathematics and Computer Science; stipend of \$3,000 for additional duties as part of the Course Transformation Project; effective February 1, 2015 through July 30, 2015.

Jon Hawes; from Professor, Department of Marketing and Operations and Director of the Sales and Negotiation Center, to Professor, Department of Marketing and Operations; surrenders stipend of \$30,000; effective July 1, 2015.

Timothy Hawkins; Professor, Department of History; ten percent promotion increase to 2015-2016 base and \$2,243 floor adjustment; salary \$70,444; effective August 1, 2015.

Michael Hayden; Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2014-2015 academic year.

Shawn Huisinga; from Instructor, Department of Elementary, Early, and Special Education, to Assistant Professor, Department of Elementary, Early, and Special Education; salary \$53,500 per academic year; effective August 1, 2015.

Matthew Hutchins; Associate Professor, Department of Applied Health Sciences; supplemental instructional stipend of \$3,000, prorated for the appointment period of April 1, 2015 through May 31, 2015, for teaching an additional three hours.

Maureen Johnson; Associate Professor, Department of Applied Health Sciences; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2014-2015 academic year.

Jolynn Kuhlman; Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2014-2015 academic year.

Kristina Lawyer; Instructor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2014-2015 academic year; from Instructor, Department of Applied Engineering and Technology Management, to Assistant Professor, Department of Applied Engineering and Technology Management; salary \$72,000 per fiscal year; effective August 1, 2015.

Christine MacDonald; Professor, Department of Communication Disorders and Counseling, School, and Educational Psychology; stipend of \$3,000 for additional duties as part of the Course Transformation Project; effective February 1, 2015 through July 30, 2015.

Mark McInerney; from Full-Time Lecturer, Department of Applied Health Sciences, to Assistant Professor, Department of Applied Health Sciences; salary \$62,700 per academic year; effective August 1, 2015.

Linda McQuiston; Assistant Professor, Department of Baccalaureate Nursing; supplemental instructional stipend of \$4,500 for teaching an additional 4.5 hours; for the spring semester of the 2014-2015 academic year.

Brian McGowan; Assistant Professor, Department of Educational Leadership; change in salary to \$58,375 per academic year, prorated from the effective date of January 1, 2015.

Harry Minniear; from Chairperson and Associate Professor, Department of Aviation Technology, to Associate Professor, Department of Aviation Technology; surrenders chairperson supplement of \$12,000, prorated from the effective date of May 1, 2015.

Farman Moayed; Associate Professor, Department of Built Environment; ten percent promotion increase to 2015-2016 base; salary \$67,428; effective August 1, 2015.

Michelle Morahn; Part-Time Lecturer, Department of History; stipend of \$500 as Faculty Senate One and Multi-Year and Part-Time Temporary Faculty Advocate; for the spring semester of the 2014-2015 academic year.

Tina Newsham; Assistant Professor, Department of Applied Health Sciences; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2014-2015 academic year.

Andrew Payne; Chairperson and Associate Professor, Department of Built Environment; supplemental instructional stipend of \$3,000, prorated for the appointment period of February 2, 2015 through May 31, 2015, for teaching an additional three hours.

Jeffrey Perkins; Student Video Production Manager, Department of Communication; supplemental instructional stipend of \$3,000, prorated for the appointment period of March 31, 2015 through May 31, 2015, for teaching an additional three hours.

Randall Peters; from Interim Chairperson and Associate Professor, Department of Applied Engineering and Technology Management, to Chairperson and Associate Professor, Department of Applied Engineering and Technology Management; chairperson supplement of \$12,000; salary \$87,025; effective August 1, 2015

Marion Schafer; Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$9,000 for teaching an additional nine hours; for the spring semester of the 2014-2015 academic year.

Mehran Shahhosseini; Associate Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2014-2015 academic year.

James Smallwood; Professor, Department of Applied Engineering and Technology Management; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2014-2015 academic year.

Thomas Steiger; Professor, Department of Psychology and Director for the Center for Student Research and Creativity; continuation as Director for the Center for Student Research and Creativity; effective July 1, 2014 through June 30, 2015; no change in salary.

Athanasios Strigas; Associate Professor, Department of Kinesiology, Recreation, and Sport; supplemental instructional stipend of \$3,000 for teaching an additional three hours; for the spring semester of the 2014-2015 academic year.

Jackie Thurner; Instructor, Department of Baccalaureate Nursing; supplemental instructional stipend of \$3,500 for teaching an additional 3.5 hours; for the spring semester of the 2014-2015 academic year.

Haijing Tu; Assistant Professor, Department of Communication; supplemental instructional stipend of \$3,000, prorated for the appointment period March 30, 2015 through May 31, 2015, for teaching an additional three hours.

Linda Walters; Assistant Professor, Department of Baccalaureate Nursing; supplemental instructional stipend of \$4,300 for teaching an additional 4.3 hours; for the spring semester of the 2014-2015 academic year.

Kevin Ward; Instructor, Department of Communication; supplemental instructional stipend of \$3,000, prorated for the appointment period March 26, 2015 through May 31, 2015, for teaching an additional three hours.

Michael R. Williamson; from Instructor, Department of Applied Engineering and Technology Management, to Assistant Professor, Department of Applied Engineering and Technology Management; salary \$72,000 per academic year; effective August 1, 2015.

Wan-Ju Yen; Assistant Professor, Department of Applied Health Sciences; supplemental instructional stipend of \$2,000 for teaching an additional two hours; for the fall semester of the 2014-2015 academic year; supplemental instructional stipend of \$1,000 for teaching an additional hour; for the spring semester of the 2014-2015 academic year.

Keri Yousif; Professor, Department of Languages, Literatures, and Linguistics; ten percent promotion increase to 2015-2016 base and \$2,616 floor adjustment; salary \$70,444; effective August 1, 2015.

Tarek Zaher; Professor, Department of Accounting, Finance, Insurance, and Risk Management; stipend of \$3,000 for additional duties as Coordinator of the SMIFC Conference in the Scott College of Business; for the spring semester of the 2014-2015 academic year.

**Promotion to Full Professor**

(effective July 1, 2015)

Eric Hampton, Department of Communication Disorders and Counseling, School, and Educational Psychology

**Promotion to Full Professor**

(effective August 1, 2015)

Kathryn Bauserman, Department of Elementary, Early, and Special Education

Eliezer Bermudez, Department of Applied Health Sciences

Scott Buchanan, School of Music

Ann Chirhart, Department of History

Timothy Demchak, Department of Applied Medicine and Rehabilitation

Richard Fitch, Department of Chemistry and Physics

Rusty Gonser, Department of Biology

Stephen Gruenert, Department of Educational Leadership

Timothy Hawkins, Department of History

Keri Yousif, Department of Languages, Literatures, and Linguistics

**Tenure**

(effective July 1, 2015)

Portia Adams, Department of Social Work

Gregory Youngen, Library Services

**Tenure**

(effective August 1, 2015)

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

**Promotion to Associate Professor and Tenure**

(effective August 1, 2015)

Stephen Aldrich, Department of Earth and Environmental Systems

Carrie Ball, Department of Communication Disorders and Counseling, School,  
and Educational Psychology

Alvaro Gurovich, Department of Applied Medicine and Rehabilitation

Farman Moayed, Department of Built Environment

**Administrative Leave with Pay – 1/26/15-7/31/15**

Peggy Balensuela; Professor, School of Music

**Leave of Absence with Pay – 2015 Fall Semester**

Chia-An Chao; Professor, Department of Management, Information Systems, and Business Education

Concetta DePaolo; Professor, Department of Marketing and Operations

Mahfuzul Haque; Professor, Accounting, Finance, Insurance, and Risk Management

Feng-Qi Lai; Professor, Department of Curriculum, Instruction, and Media Technology

Myung-Ah Lee; Associate Professor, Department of Kinesiology, Recreation, and Sport

Yong Joon Park; Associate Professor, Department of Elementary, Early, and Special Education

Anthony Rathburn; Professor, Department of Earth and Environmental Systems

Donald Richard; Professor, Department of Economics

James Smallwood; Professor, Department of Applied Engineering and Technology Management

Qihao Weng; Professor, Department of Earth and Environmental Systems

**Leave of Absence with Pay – 2016 Spring Semester**

Stephen Aldrich; Associate Professor, Department of Earth and Environmental Systems

Veanne Anderson; Professor, Department of Psychology

Lloyd Benjamin; President Emeritus and Trustee Professor, Department of Art and Design

Keith Byerman; Professor, Department of English

Arthur Feinsod; Professor, Department of Theater

William Giffin; Professor, Department of History

Michael Hayden; Professor, Department of Applied Engineering and Technology Management

Kathleen Kincade; Professor, Department of English

Thomas Nesser; Professor, Department of Kinesiology, Recreation, and Sport Management

Christopher Olsen; Chairperson and Professor, Department of History

Jin Park; Associate Professor, Department of Accounting, Finance, Insurance, and Risk Management

**Leave of Absence with 60% Pay for the 2016 Fiscal Year**

Barbara Eversole; Associate Professor, Department of Human Resource Development and Performance Technologies

**Leave of Absence with 60% Pay for the 2016 Calendar Year**

Guoping Zhang; Professor, Department of Chemistry and Physics

**Leave of Absence Without Pay for the 2015-2016 Academic Year**

Michael Deem; Assistant Professor, Department of Multidisciplinary Studies.

**Retirements**

Swapan Ghosh; Professor, Department of Biology; effective May 31, 2015.

**Emeriti**

Swapan Ghosh; Professor Emeritus, Department of Biology; effective May 31, 2015.

Steven Pontius; Professor Emeritus, Department of Earth and Environmental Systems; effective May 31, 2015.

**Separations**

Megan Bland; Part-Time Lecturer, Department of Applied Health Sciences; effective February 27, 2015.

Nathaniel Brown; Instructor, Department of Kinesiology, Recreation, and Sport; effective May 31, 2015.

Chad Creasey; Part-Time Lecturer, Department of Marketing and Operations; effective April 8, 2015.

Neil Fleming; Assistant Professor, Department of Kinesiology, Recreation, and Sport; effective May 31, 2015.

Brian McGowan; Assistant Professor, Department of Educational Leadership; effective May 31, 2015.

Aaron Morales; Associate Professor, Department of English; effective May 31, 2015.

Jung Mee Mun; Assistant Professor and TAM Program Coordinator, Department of Human Resource Development and Performance Technologies; effective May 31, 2015.

David Valdez; Instructor, Department of Theater; effective May 31, 2015.

---



## 6f Other Personnel

### NON-EXEMPT

#### Appointments

Jessica Beard; Enrollment Management Specialist, Admissions and High School Relations; \$12.48/hr; effective June 10, 2015.

Joshua Bemis; Refrigeration Mechanic, Central Housing; \$14.92/hr; effective May 11, 2015.

Lesley Bricker; Enrollment Management Specialist, Student Financial Aid; \$12.48/hr; effective April 7, 2015.

Nancy Burkett; Enrollment Management Specialist, Student Financial Aid; \$12.48/hr; effective April 27, 2015.

Melissa Chase; Student Services Assistant I, Degree Link; \$12.48/hr; effective March 2, 2015.

Allyson Craig; Student Services Assistant III, Baccalaureate Nursing; \$14.92/hr; effective April 20, 2015.

Donald Benko; Maintenance Supervisor, Central Housing; \$18.03/hr; effective April 27, 2015.

Thierno Diallo; Police Officer, Public Safety; \$18.03/hr; effective March 9, 2015.

Kristin Fritz; Administrative Assistant I, Central Housing; \$12.48/hr; effective March 4, 2015.

Jennifer Grayless; Admissions Processing Specialist, Admissions and High School Relations; \$12.48/hr; effective May 4, 2015.

Sonja Jordan; Enrollment Management Specialist, Student Financial Aid; \$12.48/hr; effective April 7, 2015.

Kimberly Lammert; Administrative Assistant II, Office of Sponsored Programs; \$13.62/hr; effective March 23, 2015.

Samuel Might; Police Officer, Public Safety; \$18.03/hr; effective March 9, 2015.

Karie Pullum; Administrative Assistant I, Advanced Practice Nursing; \$12.48/hr; effective March 2, 2015.

Jeffrey Russell; Steam Systems Operator, Power Plant; \$17.00/hr; effective March 12, 2015.

Aaron Sloan; Police Officer, Public Safety; \$18.03/hr; effective March 9, 2015.

Bailey Tait; Enrollment Management Specialist, Student Financial Aid; \$12.48/hr; effective April 22, 2015.

Gerrick VanLue; IT Support Technician, Office of Information Technology; \$18.03/hr; effective April 27, 2015.

Wanda Wilkey; Administrative Assistant I, Department of Art & Design; \$15.36/hr; effective May 18, 2015.

#### Separations

Dustin BeDell; Administrative Assistant I, Career Center; effective May 15, 2015.

Joelle Downs; Student Services Assistant III, Baccalaureate Nursing; effective February 6, 2015.

Mary Fagg; Custodian I, Burford Housing; effective March 12, 2015.

Karen Harris; Area Gardener, Facilities Management; effective February 24, 2015.

Carey LaBella; Library Accounting Associate, Library Services; effective February 13, 2015.

Alisha Reed; Student Services Assistant II, Associate Vice President Assistant Treasurer; effective May 1, 2015.

Sonya Riggs; Custodian I, Facilities Management; effective February 18, 2015.

Richard Rose; Athletic Equipment Attendant, Intercollegiate Athletics; effective February 26, 2015.

Robert Sands; Groundskeeper, Facilities Management; effective February 24, 2015.

Jerry Smith; Student Services Assistant I, Admissions and High School Relations; effective April 24, 2015.

Karen Wells; Custodian I, Facilities Management; effective April 3, 2015.

### **Others**

Fred Hoback; Financial Reporting Assistant, Student Financial Aid; deceased March 23, 2015.

### **Retirements**

Jean Boone; Administrative Assistant I, Department of Art & Design; effective February 18, 2015.

Larky Reed; Custodian I, Facilities Management; effective June 1, 2015.

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

#### **Promotion**

Donna Isbell; from Administrative Assistant III, Center for Community Engagement; \$18.17/hr to Executive Assistant, Vice President for University Engagement; \$20.47/hr; effective May 1, 2015.

Kellie Knauer; from Administrative Assistant I, Biology; \$12.55/hr to Budget Coordinator, Budget, Payroll & Risk Management; \$14.26/hr; effective May 11, 2015.

James Taylor; from Maintenance Supervisor, Central Housing; \$18.91/hr to Maintenance Coordinator, Central Housing; \$23.37/hr; effective February 2, 2015.

Tracy Wiant; from Events Setup Technician II, Hulman Center; \$11.12/hr to Event Setup Supervisor, Hulman Center; \$13.68/hr; effective May 4, 2015.

### **Transfers**

Yolanda Barnhill; from Budget Coordinator, Hulman Memorial Student Union - Operations; \$18.85/hr to Budget Coordinator, Recreational Sports; \$18.85/hr; effective May 1, 2015.

### **Reclassification**

Lu Ann Reynolds; from Administrative Assistant I, \$15.59/hr to Administrative Assistant II, \$17.30/hr; Administrative Assistant II; Hulman Memorial Student Union Operations; effective April 18, 2015.

Patricia Smith; from Student Services Assistant III; \$16.24/hr to Athletics Insurance Coordinator, Intercollegiate Athletics; \$18.31/hr; effective February 14, 2015.

### **EXEMPT**

### **Appointments**

Willie Banks; Vice President of Student Affairs, Division of Student Affairs; Ph.D., The University of Georgia; salary \$175,000 per fiscal year, prorated from the effective date of May 15, 2015.

Marlene Burns; Contracts and Grants Specialist, Office of Sponsored Programs; B.S., Grand Valley State University; salary \$54,000 per fiscal year, prorated from the effective date of May 11, 2015.

Sarah Froderman; Financial Aid Counselor; Student Financial Aid; B.S., Purdue University; salary \$29,094 per fiscal year; prorated from the effective date of April 22, 2015.

Adam Gaunt; Enrollment Management Systems Coordinator; Admissions and High School Relations; B.S.; salary \$35,000 per fiscal year; prorated from the effective date of March 12, 2015.

John Hochhalter; Applications Systems Manager, Office of Information Technology; B.S., Indiana State University; salary \$60,000 per fiscal year, prorated from the effective date of February 9, 2015.

Jason Krueger; Permanent Art Collection Curator, Library Services; M.F.A., Indiana State University; salary \$45,000 per fiscal year, prorated from the effective date of April 6, 2015.

Michael J. Licari, Provost and Vice President for Academic Affairs; Ph.D., University of Wisconsin-Milwaukee; salary \$260,000 per fiscal year, effective July 1, 2015.

Lisa Miller; Financial Aid Counselor; Student Financial Aid; B.S., Indiana Wesleyan University; salary \$29,094 per fiscal year; prorated from the effective date of April 22, 2015.

Megan Tucker; Genetic Counseling Program Director, Dean, College of Graduate and Professional Studies; M.S., Indiana University; \$77,000 per fiscal year, prorated from the effective date of April, 1, 2015.

Janet Weatherly; Student Wellness Associate Director, Student Counseling Center; M.S. University of South Carolina; \$48,000 per fiscal year, prorated from the effective date of June 1, 2015.

### **Temporary Appointments**

Richard Baker; Center for Unmanned Systems Consultant, Center for Unmanned Systems Outreach; Ph.D., Nova Southeastern University; stipend of \$1,000 per month; effective January 1, 2015 through June 30, 2015.

Bernard Caillouet; University College Advisor, Dean, University College; M.S., Benedictine University; salary \$34,000 per fiscal year, prorated for the appointment period of May 4, 2015 through June 30, 2016.

Kaitlin Diel; Meis Student Development Center Assistant Director, Department of Management, Information Systems, and Business Education; M.B.A., Indiana State University; salary \$27,500 per fiscal year, prorated for the appointment period of March 26, 2015 through June 30, 2015.

Cedric Jones; University College Advisor, University College; M.S., Indiana State University; salary \$31,961 per fiscal year, prorated for the appointment period of January 26, 2015 through June 30, 2015.

Jennifer Moore; Career Services Employer Relations Coordinator, Career Center; B.S., Saint Mary of the Woods College; salary \$41,000 per fiscal year, prorated for the appointment period of March 16, 2015 through June 30, 2015.

Susan Pinkston; Financial Aid Counselor-9 month; salary \$21,821 per fiscal year; effective April 22, 2015 through May 31, 2015; no work period during summer.

Courtney Richey; Indiana Small Business Development Center Program Director, ISU/Wabash Valley Small Business Development Center; MBA, Indiana State University; salary \$67,500 per fiscal year, prorated for the appointment period of March 23, 2015 through June 30, 2015.

Travis Smith; Athletic Studies Coordinator, Athletic Academic Advisement; B.S., Indiana University; salary \$33,500 per fiscal year, prorated for the appointment period of May 1, 2015 through June 30, 2015.

Brett Taylor; Career Services Employer Relations Coordinator, Career Center; B.S., Indiana State University; salary \$39,000 per fiscal year, prorated for the appointment period of March 16, 2015 through June 30, 2015.

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

Ronald T. Allen; from Associate Dean for Graduate Programs, College of Graduate and Professional Studies, to Associate Dean for Curriculum, Accreditation, and Outreach, College of Technology; salary \$114,800 per fiscal year, prorated from the effective date of June 1, 2015.

Esteban Amigo; Lead Systems Integrator-Linux, Office of Information Technology; salary \$62,000 per fiscal year, prorated from the effective date of February 1, 2015.

Robert Barley; Technology Infrastructure Services Director, Office of Information Technology; stipend of \$10,034, prorated for the appointment period of February 1, 2015 through June, 30, 2015, for additional duties as Chief Information Security Officer, Office of Information Technology.

John Beacon; title change from Vice President Enrollment Management, Marketing & Communications to Senior Vice President Enrollment Management, Marketing & Communications, Division of Enrollment Management, Marketing & Communications; effective May 1, 2015.

Kristie Bigler; from Instructional Tools Support Manager, Office of Information Technology, to OIT Customer Service Assistant Director, Office of Information Technology; salary \$61,708 per fiscal year, prorated from the effective date of April 13, 2015.

Aaron Brink; from IT Consultant Manager, Office of Information Technology, to Information Center Consultant, Office of Information Technology; no change in salary; effective May 2, 2015.

Samuel Bunch; Information Technology Analyst, Central Housing; stipend of \$12,000 per fiscal year for additional duties, prorated for the appointment period of April 1, 2015 through June 30, 2015.

Bridget Butwin; from Temporary General Counsel, to General Counsel, Legal Affairs; salary \$140,000 per fiscal year, prorated from the effective date May 1, 2015.

Ashleigh Crowe; from Probation and Mentoring Program Coordinator, Dean, University College, to Probation and Mentoring Programs Associate Director, Dean, University College; salary \$52,000 per fiscal year, prorated from the effective date of April 8, 2015.

Nolan Davis, from Interim Vice President for Student Affairs to Associate Vice President for Student Affairs; title change effective May 15, 2015; salary \$116,508 effective July 1, 2015.

Ashley Gard; from Part Time University College Adviser, Dean, University College, to University College Adviser, Dean, University College; salary \$39,780 per fiscal year, prorated for the appointment period June 1, 2015, through June 30, 2016.

Mary P. Garvin, early end of stipend as Evening Phone Supervisor; effective April 30, 2015; from Financial Aid Client Services Coordinator to Financial Aid Operations Coordinator; Student Financial Aid; B.S., Indiana State University; salary \$43,486 per fiscal year; prorated from the effective date of February 2, 2015.

Matthew Jenkins; from Systems Integrator, Office of Information Technology, to Lead Information Technology Security Engineer, Office of Information Technology; salary \$57,509 per fiscal year, prorated from the effective date of May 1, 2015.

Cedric Jones; University College Adviser, Dean, University College; change in salary to \$34,000 per fiscal year, prorated from the effective date of April 1, 2015.

David Kelty; University College Adviser, Dean, University College; change in salary to \$34,000 per fiscal year, prorated from the effective date of April 1, 2015.

Brittani N. Lee; from Membership Services Assistant, Recreational Sports, to Campus Recreational Assistant Director-Membership Services, Recreational Sports; salary \$38,500 prorated from effective date January 31, 2015.

Jennifer McClure; from Administrative Assistant I, Center for Global Engagement, to Immigration Student Advisor, Center for Global Engagement; salary \$31,805 per fiscal year, prorated from the effective date of January 13, 2015.

Diann McKee; from Vice President Business Affairs to Senior Vice President Finance and Administration/University Treasurer, Division of Business Affairs and Treasurer; effective May 1, 2015.

Kimberly S. Monte; from Campus Recreation Assistant Director Fitness, Recreational Sports, to Campus Recreation Associate Director, Recreational Sports; salary \$54,950 prorated from effective date April 1, 2015.

J. Brooks Moore; from Interim Associate Vice President, Associate Vice President for Student Affairs, to Associate Dean for Student Engagement, Student Activities and Organizations; salary \$81,487 prorated from effective date May 15, 2015.

Troy Phelps; Business Advisor, ISU/Wabash Valley Small Business Development Center; stipend of \$1500 per month for additional duties as Interim Regional Director, ISU/Wabash Valley Small Business Development Center, for the appointment period of January 1, 2015 through March 22, 2015; stipend of \$1,000 per month; for the appointment period of March 1, 2015 through June 30, 2015.

Hollie A. Power; from Campus Recreation Assistant Director Intramural, Recreational Sports, to Campus Recreation Associate Director Operations and Competitive Sports, Recreational Sports; salary \$54,950 prorated from effective date April, 1, 2015.

Joshua Powers; reappointment as Associate Vice President for Academic Affairs, Vice President and Provost Office; effective July 1, 2015; salary \$145,000 per fiscal year.

Ronald Prettyman, Athletics Director; salary \$201,833 per fiscal year, prorated from the effective date of February 1, 2015.

Nancy Brattain Rogers, from Associate Vice President for Community Engagement and Experiential Learning to Vice President for University Engagement; salary \$175,000 per fiscal year, prorated from the effective date of May 1, 2015.

Judith Sheese; Assistant Dean and Director of Education and Student Services, Dean, Bayh College of Education; change in salary to \$78,311 per fiscal year, prorated from the effective date of March 1, 2015.

Donna Simmonds; from Financial Aid Counselor to Financial Aid Client Services Coordinator; Student Financial Aid; B.S.; salary \$37,985 per fiscal year; prorated from the effective date of February 2, 2015.

Thomas Springer; from Part Time University College Adviser, Dean, University College, to University College Adviser, Dean, University College; salary \$34,000 per fiscal year, prorated for the appointment period of May 1, 2015 through June 30, 2016.

Maria Wiant; from Administrative Assistant I, University Faculty Senate, to University College Adviser, Dean, University College; salary \$34,000 per fiscal year, prorated for the appointment period of May 1, 2015 through June 30, 2016

### **Retirements**

Dennis McKay; Information Center Consultant, Office of Information Technology; effective May 1, 2015.

### **Separations**

Joni D. Clark, Interim Student Wellness Associate Director, Student Health Promotion; effective January 30, 2015.

Lauryl DuBois; Residential Life Technology Manger, Central Housing; effective March 25, 2015.

Walter Gordon; Financial Aid Counselor; Student Financial Aid; effective February 10, 2015.

Darin Heleine; Technology Systems Coordinator, Center for Community Engagement; effective April 3, 2015.

Roberta Hollowell; Contracts and Grants Specialist, Office of Sponsored Programs; effective March 13, 2015.

Valerie Holmes, Interim Associate Dean for Student Engagement, Student Activities and Organizations, effective May 14, 2015.

Shetina Jones; Residential Life Assistant Director – Residential Education, Central Housing; effective May 15, 2015.

Barbara Lucas; WCI-AHEC Director, Indiana Area Health Education Center; effective February 20, 2015.

Kathryn Melendez; Admissions Counselor; Admissions and High School Relations; effective May 21, 2015.

Kory Miller; Programmer Analyst, Office of Information Technology; effective April 30, 2015.

Loreal Patterson; Residential Life Area Coordinator, Sycamore Housing; effective April 17, 2015.

Lindsay Peck; Residential Life Area Coordinator, Burford Housing; effective June 15, 2015.

David Alan Stowe, Campus Recreation Associate Director, effective March 13, 2015.

Scott A. Walden; Training and Development Specialist, Department of Human Resources; effective May 29, 2015.

Patricia Yamashita; Financial Aid Counselor; Student Financial Aid; effective March 16, 2015.

## **ATHLETICS**

### **Appointments**

Marcus Belcher; Assistant Coach, Men's Basketball; annual salary \$75,935 effective April 1, 2015 through March 31, 2016.

Janet Eaton; Assistant Coach, Women's Basketball; annual salary \$69,440 effective April 1, 2015 through March 31, 2016.

Lou Gudino; Associate Head Coach, Men's Basketball; annual salary \$105,934 effective April 1, 2015 through March 31, 2016.

Shannon Jackson; Assistant Coach, Football; annual salary \$67,225 effective March 25, 2015 through December 31, 2015.

Joshua Keister, Assistant Coach, Women's Basketball; annual salary \$69,000 effective April 1, 2015 through March 31, 2016.

Gregory Lansing, Head Coach, Men's Basketball; annual salary \$233,545 effective April 1, 2015 through March 31, 2016.

Rex Parker; PT No Benefits Operations Director, Men's Basketball; annual salary \$25,500 effective April 1, 2015 through May 31, 2015.

Terry Parker; Assistant Coach, Men's Basketball; annual salary \$66,625 effective April 1, 2015 through March 31, 2016.

Kristopher Proctor; PT No Benefits Assistant Coach, Football; annual salary \$30,000 effective March 26, 2015 through December 31, 2015.

Sara Riedeman; Assistant Coach, Women's Basketball; annual salary \$51,063 effective April 1, 2015 through March 31, 2016.

Joseph Wells; Head Coach, Women's Basketball; annual salary \$117,875 effective April 1, 2015 through March 31, 2016 (second year of two year contract).

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

Dennis Darke; reclassified to Athletic Facilities and Operations Manager; annual salary \$47,000 effective March 1, 2015.

Sean Mang; reclassified to Athletic Facilities/Operations Coordinator; annual salary \$39,500 effective May 1, 2015.

Ronald Prettyman; Athletics Director; annual salary \$201,833 effective February 1, 2015.

Michael Sanford; Head Coach, Football; annual salary \$210,000 effective January 9, 2015 through December 31, 2015.

### Separations

Joseph Bever; PT No Benefits Assistant Coach, Football; effective March 9, 2015.

Nicholas Crissman; PT No Benefits Video Coordinator, Football; effective February 28, 2015.

Edward Kevin Jenison; Media Relations Coordinator; effective March 3, 2015.

Sean Mang; Athletic Facilities/Operations Assistant Manager; effective June 1, 2015.

Jeff Mills; Assistant Coach, Football; effective March 5, 2015.

---

## 6g Grants and Contracts

1. IREX, Fund No. 548989, Proposal No. 15-060

An agreement in the amount of \$200.00 has been received from IREX for the project entitled, "2014-2015 Global Undergraduate Exchange Program in Pakistan," under the direction of Zachariah Mathew, Center for Global Engagement, for the period August 1, 2014 through July 31, 2015.

2. Military Family Research Institute at Purdue University, Fund No. 548991, Proposal No. 15-072

An agreement in the amount of \$500.00 has been received from the Military Family Research Institute at Purdue University for the project entitled, "SVO Workshop," under the direction of Michael Caress, Office of Admissions, for the period November 1, 2014 through October 31, 2015.

3. Union Hospital, Inc., Fund No. 548977, Proposal No. 14-163

A sub agreement under the U.S. Department of Health and Human Services-Health Resources and Services Administration in the amount of \$38,309.00 has been received from Union Hospital, Inc. for the project entitled, "Evidence Based Tele Emergency Services Network Grant Program," under the direction of Roseanne Fairchild, Department of Advanced Practice Nursing, for the period October 1, 2014 through August 30, 2015.

4. The University of Arizona, Fund No. 548919, Proposal No. 15-092

Additional appropriations, from a sub agreement under the National Science Foundation in the amount of \$20,147.00, have been received from the University of Arizona for the project entitled, "Collaborative Research: A High Resolution Analysis of Unique Paleo environmental Data From Key Hominin Sites in East Africa: Diatom Analysis Component," under the direction of Jeffery Stone, Department of Earth and Environmental Systems, for the period of January 1, 2014 through December 31, 2015.



5. Indiana Commission for Higher Education, Fund No. 548965, Proposal No. 15-008

An agreement in the amount of \$315,000.00 has been received from the Indiana Commission for Higher Education for the project entitled, "Enriching Instruction Using Differentiation and Technology (EIDT)," under the direction of Diana Quatroche, Department of Elementary, Early, and Special Education, for the period October 1, 2014 through September 30, 2016.

6. Indiana State University Foundation, Fund No. 548992, Proposal No. 15-058

An agreement in the amount of \$3,935.92 has been received from Indiana State University Foundation for the project entitled, "Art Smart!," under the direction of Petra Nyendick, Community School of the Arts, for the period July 1, 2015 through August 30, 2015.

7. Sigma Xi, The Scientific Research Society, Fund No. 548999, Proposal No. 15-052

An agreement in the amount of \$400.00 has been received from Sigma Xi, The Scientific Research Society for the project entitled, "Can Stable Isotopes Inform Management and Conservation of Imperiled Species?," under the direction of Timothy Divoll, Department of Biology, for the period January 1, 2015 through January 31, 2016.

8. United States Department of the Navy, Fund No. 548970, Proposal No. 15-091

Additional appropriations in the amount of \$1,273.00 have been received from United States Department of the Navy for the project entitled, "Indiana and Northern Long-Eared Bat Population Survey and Roost Tree Identification at Naval Support Activity Crane, Indiana," under the direction of Joy O'Keefe, Department of Biology, for the period September 24, 2014 through September 23, 2015.

9. Indiana Council for Economic Education, Fund No. 548997, Proposal 15-076

An agreement in the amount of \$4,000.00 has been received from Indiana Council for Economic Education for the project entitled, "Center for Economic Education Operational Budget 2014-2015," under the direction of John Conant, Department of Economics, for the period January 1, 2015 through June 30, 2015.

10. Indiana Department of Education, Fund No. 548961, Proposal 15-074

Additional appropriations in the amount of \$73,805.68 have been received from Indiana Department of Education for the project entitled, "Promoting Achievement for Students with Sensory Loss (PASS)," under the direction of Carol Wetherell, Blumberg Center, for the period October 1, 2014 through September 30, 2015.

11. Indiana Commission for Higher Education, Fund No. 549001, Proposal 15-088

An agreement in the amount of \$127,264.00 has been received from the Indiana Commission for Higher Education for the project entitled, "Supporting Student Persistence," under the direction of Linda Maule, Dean's Office, University College, for the period March 1, 2015 through August 13, 2015.

12. Indiana University, Fund No. 548986, Proposal No. 15-053

A sub agreement under the Indiana State Department of Health and Human Services Health Resources and Services Administration in the amount of \$82,232.00 has been received from Indiana University for the project entitled, "Indiana Area Health Education Center Network (Point of Service Maintenance and Enhancement)," under the direction of Jack Turman, College of Nursing, Health and Human Services, for the period September 1, 2014 through August 31, 2015.

13. Indiana Economic Development Corporation, Fund No. 548982, Proposal No. 15-003

An agreement in the amount of \$131,325.92 has been received from the Indiana Economic Development Corporation for the project entitled, "West Central Indiana Small Business Development Center-Federal," under the direction of Courtney Richey, West-Central Indiana Small Business Development Center, for the period January 1, 2015 through December 31, 2015.

14. Indiana Economic Development Corporation, Fund No. 548983, Proposal No. 15-003

An agreement in the amount of \$7,504.32 has been received from Indiana Economic Development Corporation for the project entitled, “West Central Indiana Small Business Development Center – Federal OCRA,” under the direction of Courtney Richey, West-Central Indiana Small Business Development Center, for the period January 1, 2015 through December 31, 2015.

15. Indiana Economic Development Corporation, Fund No. 548984, Proposal No. 15-003

An agreement in the amount of \$28,686.72 has been received from Indiana Economic Development Corporation for the project entitled, “West Central Indiana Small Business Development Center – State,” under the direction of Courtney Richey, West-Central Indiana Small Business Development Center, for the period January 1, 2015 through December 31, 2015.

16. Iowa State University, Fund No. 548993, Proposal No. 15-010

A sub agreement under the National Institutes of Health – National Institute of General Medical Sciences in the amount of \$91,808.00 has been received from Iowa State University for the project entitled, “Metal-Dependent Phosphohydrolase Activity of CufA from Streptococcus Pyogenes,” under the direction of Kyu Hong Cho, Department of Biology, for the period May 21, 2014 through July 31, 2015.

17. Wabash Valley Community Foundation, Fund No. 549007, Proposal No. 15-081

An agreement in the amount of \$2,934.00 has been received from Wabash Valley Community Foundation for the project entitled, “Art For Life!,” under the direction of Petra Nyendick, Community School of the Arts, for the period April 14, 2015 through June 30, 2015.

18. United States Department of Energy, Fund No. 549006, Proposal No. 14-091

An agreement in the amount of \$330,000.00 has been received from United States Department of Energy for the project entitled, “Laser-Induced Ultrafast Magnetization in Ferromagnets,” under the direction of Guo Ping Zhang, Department of Chemistry and Physics, for the period August 15, 2016 through February 14, 2016.

19. Wabash Valley Community Foundation, Fund No. 549009, Proposal No. 15-086

An agreement in the amount of \$1,500.00 has been received from Wabash Valley Community Foundation for the project entitled, “Empowering Underprivileged Children in Vigo County through Urban Gardening,” under the direction of Kuntal Bhattacharyya, Department of Marketing and Operations, for the period April 14, 2015 through June 30, 2015.

20. Indiana Academy of Science, Fund No. 549012, Proposal No. 15-116

An agreement in the amount of \$3,000.00 has been received from Indiana Academy of Science for the project entitled, “Anthropogenic Influences on Nutrient Fluxes in Lake Systems: A Multi-Century Record of Phosphorus Fluxes From Chain O’Lakes State Park,” under the direction of Tina Williams, Department of Earth and Environmental Systems, for the period April 16, 2015 through April 15, 2016.

21. Indiana Campus Compact, Fund No. 549011, Proposal No. 15-083

An agreement in the amount of \$315.00 has been received from Indiana Campus Compact for the project entitled, “International Symposium on Service Learning,” under the direction of Lisa Borrero, Department of Applied Health Sciences, for the period April 23, 2015 through May 31, 2015.

22. Indiana Department of Education, Fund No. 549005, Proposal No. 15-065

An agreement in the amount of \$98,488.00 has been received from Indiana Department of Education for the project entitled, “Center for Career and Technical Education,” under the direction of Cynthia Crowder, Department of Human Resource Development and Performance Technologies, for the period February 15, 2015 through December 31, 2015.

---

## 6h Agreements and Internships

### Nursing Agreements

Agreements have been reached with the following facilities to provide internships for nursing students.

Alzheimer's Community Care, West Palm Beach, FL  
Animas Urgent Care, Durango, CO  
AnMed Health, Seneca, SC  
Brooks Rehabilitation, Jacksonville, FL  
Bullitt County Health Department, Shepherdsville, KY  
Columbia St. Mary's Hospital, Milwaukee, WI  
Detroit Medical Center, Detroit, MI  
East Bay Community Action, Riverside, RI  
Franciscan Alliance, Inc., Hammond, IN  
Froedtert Hospital, Milwaukee, WI  
Grant County Health Department, Lancaster, WI  
Healing Hands Home Care, Chicago, IL  
Kent School District, Kent, WA  
Medical Center of SE Oklahoma, Durant, OK  
Newpoint Behavioral Health, Woodbury Heights, NJ  
Open Door Health Services, Muncie, IN  
Pueblo Community Health Center, Pueblo, CO  
San Juan Regional Medical Center, Farmington, NM  
St. Anthony's Medical Center, St. Louis, MO  
St. Anthony Shawnee Hospital, St. Louis, MO  
St. John Providence Healthcare, Warren, MI  
St. Vincent Hospital and Health Care Center, Indianapolis, IN  
The Everett Clinic, Everett, WA  
Tillamook Regional Medical Center, Tillamook, OR  
UNC Hospitals, Chapel Hills, NC  
Upper Chesapeake Health System, Inc., Bel Air, MD  
Walworth County Health Department and Human Services, Elkhorn, WI  
Way Station, Frederick, MD  
Wichita Falls-Wichita County Public Health District, Wichita Falls, TX

### AMR Agreements

Agreements have been reached with the following facilities to provide internships for students in the Department of Applied Medicine and Rehabilitation.

Associated Surgeons & Physicians  
Aurora Health Care, Milwaukee, WI  
Bronson Health Care Group, Kalamazoo, MI  
Cleveland Department of Veterans Affairs, Cleveland, OH  
Community Care Network, Muenster, IN

Covered Bridge District, Terre Haute, IN  
DuPage Medical Group, Downers Grove, IL  
Full Circle Therapy, Smyrna, TN  
Health Facilities Rehab Services, Sikeston, MO  
Indy Pediatric Occupational Therapy, LLC, Indianapolis, IN  
Kids Count, LLC, Brownsburg, IN  
Lafayette Rehabilitation Service, Lafayette, IN  
Melbourne Surgery Center, Melbourne, FL  
Mesa Public Schools, Mesa, AZ  
Naab Surgical Group, Indianapolis, IN  
National Institutes of Health Clinical Center, Bethesda, MD  
PediPlay LLC, Indianapolis, IN  
Physiotherapy Corporation, Exton, PA  
Porter Physicians Services, Valparaiso, IN  
Providence Medical Group, Terre Haute, IN  
Rex Baseball Terre Haute, IN  
Sky Rehabilitation, St. Louis, MO  
Solaris Pediatric Therapy, Houston, TX  
South Vermillion High School  
Star Physical Therapy, Houston, TX  
Star Physical Therapy, Houston, TX  
St. Anthony's Memorial Hospital, Effingham, IL  
St. Catherine Hospital, East Chicago, IN  
St. John Hospital & Medical Center, Detroit, MI  
St. Mary Medical Center, Hobart, IN  
Swedish American Health System, Rockford, IL  
The Bethany Circle of King's Daughters', d/b/a/ King's Daughters' Health, Madison, IN  
Unity Health Care, Lafayette, IN  
VA Great Lakes Health Care, Hines, IL  
Visiting Nurse Association of the Wabash Valley, Terre Haute, IN  
William Beaumont Hospital, Royal Oak, MI

Jackson County Schenck Memorial Hospital, Seymour, IN

The purpose of this agreement is to provide internships for students in the Exercise Science Program.

Terre Haute Regional Hospital, Terre Haute, IN

The purpose of this agreement is to provide internships for students in the Department of Biology.

---

## **6i Board Representation at University Events**

### **Events Requiring Board Representation**

July 29, 30 & 31, 2015 Board of Trustees Retreat, Hilton Garden Inn, Terre Haute, IN

August 27 & 28, Board of Trustees Meeting, Terre Haute, IN

## **Optional Events**

July 24 & 25, 2015, ISU Foundation Meeting and March on Awards, Columbia Club, Indianapolis, IN

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

---

## **6k In Memoriam**

### **IN MEMORIAM: Eunice H. Green**

WHEREAS, Eunice H. Green, Assistant Payroll Manager for the Payroll Office (retired), died on the twenty eight day of December two thousand and fourteen; and

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

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

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

### **IN MEMORIAM: Lillian Keegan**

WHEREAS, Lillian Keegan, Supervisor in Sycamore Dining (retired), died on the tenth day of February two thousand and fifteen; and

WHEREAS, Lillian Keegan had given loyal and devoted service to Indiana State University for twenty two years and seven months 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 put on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to her family.

### **IN MEMORIAM: Henrietta L. Adams**

WHEREAS, Henrietta L. Adams, Cook in Sycamore Dining (retired), died on the thirteenth day of February two thousand and fifteen; and

WHEREAS, Henrietta Adams had given loyal and devoted service to Indiana State University for nearly twenty six 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 placed on the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to her family.

**IN MEMORIAM: Dr. Carl Thomas Pitts**

**WHEREAS, Dr. Carl Thomas Pitts, Professor Emeritus of Math and Computer Science of Indiana State University, died on the second day of March two thousand and fifteen; and**

WHEREAS, Dr. Carl Thomas Pitts had given loyal and devoted service to Indiana State University for thirty 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, and that a copy thereof be duly executed and transmitted to his family.

**IN MEMORIAM: Fred F Hoback Jr.**

WHEREAS, Fred Hoback Jr., Financial Reporting Assistant in Financial Aid at Indiana State University, died on the twenty fourth day of March two thousand and fifteen; and

WHEREAS, Fred Hoback had given loyal and devoted service to Indiana State University for nearly 24 years and had gained the respect of students and colleagues who knew him;

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

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

**IN MEMORIAM: Thelma Modena Fry**

WHEREAS, Thelma Modena Fry, secretary in Home Economics Department (retired), died on the twenty fifth day of March two thousand and fifteen; and

WHEREAS, Thelma Modena Fry had given loyal and devoted service to Indiana State University for twenty one years and 3 months and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

**IN MEMORIAM: Dallas E. Hart**

WHEREAS, Dallas E. Hart, Programmer Analyst (retired) for Cunningham Memorial Library of Indiana State University, died on the eighth day of April two thousand and fifteen; and

WHEREAS, Dallas E. Hart had given loyal and devoted service to Indiana State University for twenty four years and had gained the respect of students and colleagues who knew him;

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

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

**IN MEMORIAM: Phyllis Arnett**

WHEREAS, Phyllis Arnett, Administrative Assistant in Purchasing and Stores (retired), died on the fifteenth day of April two thousand and fifteenth; and

WHEREAS, Phyllis Arnett had given loyal and devoted service to Indiana State University for over eleven 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 added to the records of the minutes of the Indiana State University Board of Trustees, and that a copy thereof be duly executed and transmitted to her family.

---

## **7 Old Business**

---

## **8 Adjournment**