

2023

## Board of Trustees Minutes, May 5 2023

Indiana State University Board of Trustees

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# Indiana State University

## Board of Trustees Agenda Meeting Minutes

May 5, 2023

State Room, Tirey Hall



## Board of Trustees Agenda Meeting - May 5, 2023 - Minutes

### Meeting Agenda Minutes

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## **1. Call Meeting to Order – Kathy Cabello**

**Chairperson Cabello called the meeting to order at 3:00 p.m.**

## Report of the Faculty Senate Chairperson – James Gustafson

This is my last Board of Trustees meeting as the chair of the Faculty Senate as my term ends June 1. It was a great honor to represent the ISU faculty over the past year, and I am happy to hand off the reins to my vice-chair, Dr. Andrea Arrington-Sirois who was elected to chair Senate for 2023-24. I would also like to recognize Jodi Frost, Secretary of the Senate, who helped to keep everything organized and running smoothly this year. Chairing Senate is by no means a one-person job, I relied on their advice and support all year and want to express my gratitude to both of them.

Our Senators, Executive Committee members, and standing committees had an extraordinarily busy year. With the cooperation of the Provost and legal counsel, our committees were able to complete an enormous amount of policy work while we also engaged in discussions over budget and enrollment challenges.

In my first report to the Board back in the Fall, I noted that we came into the year with four major goals: advancing equity in compensation, refocusing faculty time back on teaching and scholarship, enhancing support for diversity, equity and inclusion initiatives among the faculty, and advocating for the articulation of a long-term vision for ISU in the midst of short term budget and enrollment challenges.

First, on pay equity, the administration approved a compensation adjustment plan in Fall that Senate officers advocating strongly for to address equity gaps. In addition to a modest across the board raise in November, about fifty of the lowest paid tenured and tenure-track faculty at each rank received larger pay increases as well. This was a necessary change after years of compensation adjustments that concentrated salary increases in the hands of a small number of individuals in just two colleges and created massive pay discrepancies for people doing essentially parallel work. When we have a clearer picture of the state allocation, we encourage the administration to continue using a more progressive formula for compensation adjustments rather than across the board percentage raises, and especially encourage them to prioritize our instructors and temporary faculty who need that boost the most.

Secondly, in terms of refocusing faculty time, we controlled what we could in Senate by reducing service obligations and streamlining our operations. We reduced the Senate from 34 members to 24 for next year, and reduced our 8 standing committees to 6. We ensured that our committee structure was focused on our most important priorities, and did so as efficiently as possible given the enormous demands on faculty time. With budget cuts this year, many faculty positions went unfilled and administrative support positions went away, but the work itself did not. Faculty will end up shouldering the bulk of that. It is more important than ever that we create a culture focused on supporting students and essential functions first, which also means making conscious choices of what we will not continue to do in the future. Rather than constantly trying to do more with less, its sometimes better to do fewer things and do them extraordinarily well. That does mean that some programs, majors and services are also going to have to go away.

On diversity, equity and inclusion, one of the last policy changes we approved is formalizing the role of the Subcommittee on Minoritized Faculty in the Policy Library. This group will be charged on a permanent basis with advancing DEI issues and will have the ability to review and offer parallel opinions to Senate on all policies approved by our Faculty Affairs Committee. I would like to thank Ahmed Mohammad and the members of the subcommittee for their work this

year. We also helped to coordinate a cluster hire between the Bayh College of Education and the College of Arts and Sciences which unfortunately did not come to fruition because of budget challenges. We do hope this will be a model for future coordination across colleges to help diversify the faculty, nonetheless.

Finally, on the long-term vision for the university, the Senate officers spent much of our year discussing how to best navigate immediate budget and enrollment challenges with the Provost. The most common concern raised by faculty this year was the level of uncertainty surrounding the long-term position of the university and the place of faculty within it. We urged the administration to consider how short-term changes to react to immediate needs corresponded to a long-term vision for the future of the institution. It is difficult, to say the least, to think big about our programs with so many unknowns surrounding the direction of all the changes coming. This year, ISU closed the College of Graduate and Professional Studies, University College, and is in the midst of planning for the future of the Library under a new structure to be determined. These were momentous changes necessary to meet the new realities with enrollment that we face. We were extremely gratified to see the budget cuts accomplished without mass layoffs, and with a clearer sense of direction that has been communicated out of this year. So while we accomplished a lot this year, there is still a lot to be done. I'm confident next year's administration under Dr. Arrington will be well positioned now to move past those immediate worries and now turn the corner and engage in the hard work of pulling everyone together and helping filter that sense of direction into every department and program.

One last note, I would also like to recognize again the three faculty members we lost this past semester. Dr. Stephen Gage in the School of Music, Dr. Stan Buchanan in Political Science, and Dr. Stephen Wolff in Chemistry. Each of them leaves behind a tremendous legacy with the students and colleagues they worked with at Indiana State and beyond in their careers as scholars and educators. I express the condolences of the entire university faculty to the colleagues, friends, and families of Dr. Gage, Dr. Buchanan and Dr. Wolff.



## Report of the Staff Council Chairperson – Morgan Leek

Good afternoon!

Yesterday, we held our officer elections for the next year. I am pleased to announce that I will be returning as the Staff Council chair again next year. This coming year will be my final as chair. Yay By-Laws! I am incredibly grateful to my current Executive Committee for all the work that they have done. Our next slate of officers are as follows; Vice Chair Roxanne Torrence, Secretary Lucy Lakstins, Treasurer Missy Allen, and Communication Officer Grace Munoz. I am excited to continue the work that we started a few years ago and hope that we can continue to influence positive changes for our staff.

Next week, we will be hosting our Annual Meeting at the Hulman Center. At this meeting, I will be giving remarks on the past year while we recognize the current council for their service and while also presenting our two key awards. We also provide our staff with the chance to win door prizes. As of last night, we are closing in on 40 door prizes. We do this as an additional way to show our thanks and appreciation to staff.

Finally, I want to show my gratitude to Vice President Diann McKee and Tami Weinzapfel-Smith. Without the partnership of these wonderful women, we would not have been able to make strides in some of our staff advocacy efforts. So, thank you both.

Thank you again and I hope that everyone has a relaxing summer!

## Report of the Student Government Association President – Nicholas Bement

Good afternoon Members of the Board of Trustees,

First of all, thank you for having me here today. I am very excited to be here, and to start work for the student body. My name is Nick Bement and I was recently elected as the Student Government Association President here at Indiana State.

I am a sophomore from Terre Haute, majoring in legal studies with the hopes to attend law school in the near future. I have been in SGA both of my years on campus. I first served as the President of our freshman branch of government, the Sycamore Leadership Coalition, and this past year served in the Executive Cabinet as the Director of Student Engagement.

My running mate and Vice President, Chase Pondel, is a junior studying graphic design. He is from Gibson City, Illinois. He has been in SGA all of his years on campus as well, with being Vice President of the freshman branch of government, Senator of the Year during his sophomore year, and serving in the executive cabinet alongside me this year.

Chase and I have known each other for almost two years now and operate well as a team, as seen through our hard work on the campaign trail. We ran on the ideology of putting “Sycamores First” so that students knew that voting for us would not be a wasted vote and we were committed to advocating for their wants and needs.

During the campaign we presented to over 35 student organizations on campus, as well as talked to students in the Hulman Memorial Student Union for 16 hours over a two-day period during the election cycle.

Our plans for the upcoming year center around boosting student engagement and involvement on campus, in many ways returning to a way that was known on college campuses before the pandemic, while recognizing that many things will never be the same again. We believe that revitalizing that culture is a necessity to get the most out of the 4 years that most students spend at our prestigious institution.

During the campaign we promised students that we would host and plan events that all could engage in, which included things like having live music and food trucks at the fountain. In an effort to strengthen ties with the community and boost sustainability goals we are organizing monthly community cleanups.

We also put an emphasis on mental health. One initiative that we will implement, and which received great feedback from many students was putting mental health resources on the back of all student’s ID cards.

Lastly, we plan to host life skills workshops that will give students real world experience and prepare them for life after Indiana State.

While I say all of this, I want everyone to know that we are open-minded to hearing the voices of the students and will be collaborative and consultative on every idea we bring to the table.

We understand that a university is a large and complex entity, and not only will we be collaborative, but we believe in and respect shared governance at Indiana State. As the President and Vice President of the Student Government we are committed to learning and educating ourselves about the other governing bodies of this university so that we can work together to build the best Indiana State University that we can.

With that being said, we will show the point of view and advocate for the students in the endeavors that we take on, understanding that ultimately decisions are made by the Board here today.

In the coming year, I am looking forward to getting to know you all better and working on behalf of the student body to make sure the student experience is the best it can be.

Thank you for your time.

## Report of the Vice President for Advancement and CEO of the ISU Foundation – Andrea Angel

Good afternoon. As we all look forward to celebrating our newest alums tomorrow, the ISU Alumni Association is taking the celebration to the next level. There will be two alumni tents at the North and South entrances of Hulman Center for graduates and their families to visit, pick up some ISU swag and become a member of their alumni association. A big thanks to the ISU Alumni Association executive director, Clint Weddle, for providing a place for alumni and families to celebrate their big day.

Give to Blue Day broke fundraising records again this year. The 5<sup>th</sup> annual giving day raised \$1.41 million dollars from 1,765 donors. We received gifts from all fifty states, hundreds of faculty and staff and more than 200 students. Please mark your calendar now for the 2024 version of Give to Blue Day set for March 20.

During the April meeting of the ISU Foundation Board of Directors, two important items were approved by board members. First, the FY2024 operating budget was approved. Secondly, a new endowment spending policy was approved, increasing the annual distribution from endowed funds to the University by 25 basis points and lowering the endowment administration fee by the same amount. The new policy, along with growing fundraising results and prudent fiscal management, will allow the Foundation to continue to increase the distribution amounts to students, faculty, and programs at Indiana State. More than \$4.1 million is available from donor-funded support to the University for the upcoming academic year. I want to thank Lucy Lunsford, Executive Director of Finance and Administration at the Foundation, for her work in the budget process this year.

Finally, I'm pleased to report our fundraising results through April 30 – 10 months into our fiscal year. \$28.7 million has been raised this year from 6,558 donors. We will achieve our third consecutive year with fundraising results above \$21M.

Thank you for the opportunity to present the Division of University Advancement's work and productivity today.

## Report of the University President – Deborah Curtis

Good Afternoon and Happy Commencement Weekend!

As many of you know, this is my favorite time of the year when Commencement Ceremonies and Academic Year-end activities allow us to celebrate the significant accomplishments of our students and staff concluding a very busy 2023 Academic Year. We will be conferring about 500 Graduate degrees & certificates [463/28%], and about 1,200 Baccalaureate degrees [1,185/72%] for a total of about 1,700 degrees and certificates [1,648].

Saturday's three ceremonies include: a 9:00 am Graduate Commencement Ceremony, a noon – Undergraduate Ceremony for The College of Arts & Sciences, The Scott College of Business, and The Bayh College of Education, and a 3:00 pm – Undergraduate Ceremony – The College of Health & Human Services, and The Bailey College of Engineering and Technology

On the placement of our graduates' front, we have received the results of our First Destination Survey for the graduates of Academic Year 2022. Once again, this survey revealed an excellent 94% placement rate meaning graduates were employed in their field of study, attending graduate school, or serving in the military. They are earning nearly \$57,000 per year as an average starting salary, and this year, 66% of them have stayed in Indiana. Big thanks to Vice President Nancy Rogers and Carrie Lutz for this good work.

As we have emerged from the global pandemic years, we have just closed out our access and accountability processes for the use of the Federal Stimulus dollars that we received in the past several pandemic-impacted years. Diann McKee and her team have done an excellent job of drawing down and facilitating the use of these dollars that gave the university and our students important support during the pandemic. At this time, I ask Vice President McKee to share a bit more about the wrap up of this work. Thanks to you and your colleagues again, Diann, for this exceptional and complex work.

To benefit our Staff employees, we are pleased to share that we will return to an option for a summer flex work week and reduced summer work schedule this summer as we did in the summer of 2022. This is a helpful work option for some of our non-exempt staff, and it is one of the ways we express our appreciation for our great staff colleagues and all that they do every day to serve this great university.

As you may be aware, a week ago the State Budget setting process for 2023-2025 came to a conclusion. We are pleased with the adopted state budget for the 23-25 biennium, which has just been signed by Governor Holcomb. Indiana State University will receive an increase in our operating funds. Specific details will be announced next month as the Board of Trustees will meet to approve our FY 24 budget. In addition to some much needed operating fund enhancements, the budget contains \$66 million dollars of capital funding for the renovation of the Technology Annex building in the Bailey College of Engineering and Technology. This is the largest capital project funded by the State of Indiana in Indiana State University history. The project will result in several modernized upgrades, including state-of-the-art instructional and laboratory space for the College. After renovation and expansion, it will be renamed The Center for Engineering, Technology and Design at Indiana State University. I want to thank our local legislators – Senator John Ford, Representative Tonya Pfaff, Representative Bob Heaton, Representative Alan Morrison – as well as the Governor and the Indiana General Assembly for their support.

As we work to recruit and enroll new and current students to Indiana State this fall, current trending numbers are looking good to increase the size of the freshman class right now. New Graduate student numbers for enrollment are currently tracking ahead of last year at this time. And, new Transfer student enrollment to date is also ahead of last year. Our New Student Orientation sessions are filling up. Our Bridge Program enrollment is full. On the retention front, we are seeing strong enrollment for fall from current students, and completed housing contracts are ahead of last year at this point. There is still much work to do, but we are seeing good signs.

In mid- April I was delighted to attend and participate in the Sycamore Leadership Awards. The program recognizes and honors students and clubs for their positive impact and leadership throughout the current academic year. We have many truly remarkable student leaders here at ISU.

It is always a pleasure to attend and participate in the annual Faculty Recognition Banquet. I would like to congratulate the following faculty members for their outstanding service and dedication to Indiana State University. It was my honor to award the 2023 President's Medal, our highest recognition of a faculty member, to Dr. Liz Brown, Department of Mathematics & Computer Science; Dr. Tim Hawkins, Department of History; and Dr. Christine MacDonald, Department of Applied Clinical & Educational Sciences.

The 2023 Caleb Mills Distinguished Teaching Award winners are Dr. Carrie Ball, Department of Teaching & Learning; Dr. Michael Hayden, Department of Applied Engineering & Technology Management; Dr. Jeremy Houser, Department of Applied Medicine & Rehabilitation; and Dr. Ahmed Mohamed, Dept. of Applied Engineering & Technology Management.

The 2023 Theodore Dreiser Distinguished Research & Creativity Award recipients are Dr. Amy Ash, Department of English; Dr. Affan Badar, Department of Applied Engineering & Technology Management; Dr. Winnie Ko, Department of Mathematics & Computer Science; and Dr. Jeffrey Stone, Department of Earth & Environmental Systems. The 2023 Faculty Distinguished Service Award recognized the work of Dr. James Gustafson, Department of History; and the 2023 Community-Based Learning and Scholarship Award went to Dr. Howell Tapley, Department of Applied Medicine & Rehabilitation.

On a more somber note, this spring Indiana State mourned the loss of three of our treasured faculty members. Deepest condolences have been shared with the family of Dr. Stephen Gage as he passed away on February 5, 2023. Dr. Gage earned a Doctor of Education from the University of Illinois Urbana-Champaign, a Master of Music from the Eastman School of Music, and a Bachelor of Music from the State University of New York Fredonia. He recently arrived at ISU and served as the Interim Director of Bands. Dr. Gage will be sadly missed by the students, faculty and staff of ISU.

Our condolences have been extended to the family of Dr. Stan Buchanan, an Associate Professor of Political Science. He came to Indiana State University in 2001. Stan passed away on March 14th. Dr. Buchanan was a native of northern California and a graduate of California Baptist University where he earned a BA in English and History, an MPPA from Baylor University, and a Ph.D. in Political Science from the University of Tennessee at Knoxville. Our campus community will miss Dr. Buchanan for many years to come.

We have also expressed our deepest sympathy to the family of faculty member Dr. Stephen F. Wolf. Dr. Wolf served ISU as a professor of Analytical Chemistry and Cosmochemistry. He earned a B.S. in 1987 and a Ph.D. in 1993 from Purdue University. During his time here at Indiana State, Dr. Wolf's dedication to teaching Chemistry was recognized with several prestigious awards, including the Educational Excellence Award in 2005, the Promising Scholar Award in 2007, and the Caleb Mills Distinguished Teaching Award in 2010. Dr. Wolf will be sincerely missed by ISU faculty, staff and students.

Since the Board last met, we concluded our national search for the Dean of the Bailey College of Engineering and Technology. Dr. Divyah Choudhary, currently the Dean of the College of Business, Engineering, and Technology and Professor of Electrical Engineering at Texas A&M University at Texarkana, has been selected and has accepted the position. Dr. Choudhary earned her B. S. in Electronics Engineering from the University of Mumbai in India. And, she earned her master's degree and doctorate in Electrical and Computer Engineering from the University of Memphis. We look forward to Dr. Choudhary joining us on August 1st.

We have welcomed a new member to our University Communication team recently. Zeke Torres has joined us as Associate Director of University Communication. He has already taken off in this new role with a great deal of enthusiasm and vision. We are looking forward to many opportunities to benefit from his creative contributions to our work. Welcome Zeke.

As this academic year comes to a close, I would like to thank the leadership of our shared governance units for their work. Thank you to Dr. James Gustafson, Chair of Faculty Senate; Ms. Morgan Leek, Chair of the Staff Council; and Ms. Josie Angel, President of Student Government Association for their leadership, participation and collaboration.

On the Athletics front, I hope you are all following the amazing success of our Sycamores Baseball team this season. Coach Mitch Hannahs and our team are storming through the Missouri Valley Conference season right now where they sit in 1<sup>st</sup> place with a 2 game lead. Currently they are 16 and 2 in the MVC and 29 and 13 overall, having just knocked off the Fighting Illini of the Big Ten with a 5-4 win here at home. I might add this is our second win this season against the Illini. This weekend they have a three-game stand at Bradley. GO SYCAMORES!

In closing I would like to recognize and thank Trustee Kim Smith and Student Trustee Kimmie Collins for their exceptional service to our Board of Trustees. They have each served with distinction, and we wish only the best for them as they complete their service on this special board. There will be more regarding their contributions later in today's meeting.

Chairperson Cabello, this concludes my report

## Report of the Board Chair – Trustee Kathy Cabello

Thank you, President Curtis for that update. I also would like to thank the leadership team under Diann McKee on the successful ISU budget outcomes from the Legislative session which will make a lasting impression on our campus and we are really grateful for that. The students will benefit for years to come.

I'd like to give a special thanks to Faculty Senate Outgoing Chairperson Dr. Gustafson Staff Council Chairperson Ms. Leek and Student Government Association Outgoing President Ms. Angel and incoming President Mr. Bement. Thank you for your service and leadership to the Faculty Senate, Staff Council and Student Government this past year and welcome to SGA Mr. Bement. Please express our gratitude to your fellow officers for their service as well.

We heard from VP Andrea Angel about Give to Blue Day success. What an exciting time you bring great news and joy. What your team under your direction has accomplished we really appreciate that and thank you so much. I don't want anybody to miss what Andrea said about the changes to the Endowment. I am happy and pleased to hear about increasing student scholarships, faculty endowments and the changes to the Endowment distributions. This is an important and significant change that should not be overlooked.

This past academic year the university has faced challenges and tragedies, along with success and joy and throughout this period, the ISU community has supported each other to navigate this year. This has not been an easy year, and we acknowledge as a board and appreciate how everyone has worked together and stayed focused on our mission to educate, transform, and graduate students. The students that you have impacted and touched will make a positive impact on our state, our community and our nation.

President Curtis, Vice Provost Olsen and the Leadership Team thank you for your leadership, your dedication and thoughtful decision making to position ISU for continued success.

It takes a whole community and ISU is blessed with a talented university leadership team, top notch faculty and staff and I think the best in our state! Thank you.

We appreciate your commitment to our university and the care you show in your everyday interactions with our students. I have heard, people tell me and make comments that those simple interactions with our students makes this campus unique and very special.

Also, I wish to extend my Congratulations to all our Faculty Award recipients and to the upcoming Staff Award winners. Please give them our congratulations.

This Commencement weekend, we welcome many families and alumni to campus who are already wondering campus taking pictures and to celebrate the success of our students. This is a wonderful time to be a Sycamore.

We are pleased and honored to have them join the ranks of the Indiana State University alumni I know they will represent our institution well in their communities and professional careers. We turn out fabulous graduates and they are well known within our state. Congratulations to all the students graduating!

Today we will recognize two trustees that have served over the past years Kim Smith and Kimmie Collins. Thank you both for your service. You will be missed but I know ISU will always be in your hearts.

This is my last commencement weekend serving as board chair. It has been a pleasure and honor to serve as your board chair.

And now we'll move on to our next order of business.



## 3a Minutes of the February 17, 2023 Meeting and Certification of Executive Session

The Indiana State University Board of Trustees met in Executive Session at 9:00 a.m. on Friday, February 17, 2023.

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

The Trustees met in a regularly scheduled meeting on Friday, February 17, 2023 at 11:00 a.m.

Trustees present: Mrs. Cabello, Mr. Casey, Ms. Collins, Mr. Lowe (via Conference Call), Mr. Minas, Mrs. Powers (via Conference Call), Mr. Pratt, Mrs. Smith and Mr. Woodruff.

Trustees absent: None.

Recommendation: Approve the Board Minutes of the February 17, 2023 Meeting and Certification of Executive Session.

Motion made by: Kimmie Collins  
Motion seconded by: Cynthia Powers

The recommendation was approved.

### 3b1 Year-End Closing Authorization

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

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

**Finance Committee Chairperson Trustee Kim Smith recommends approval.**

**The recommendation was approved.**

## **3c1 Modifications to Policy 146 Bylaws of the Faculty Senate**

### **Section 146.3 Faculty Discipline and Dismissal Proceedings**

**Rationale:** Faculty Senate proposes the modifications of the Discipline and Dismissal procedures based on input from those involved in recent cases. Faculty Senate clarified the role of the Provost's Office, which had multiple and sometimes conflicting responsibilities in the process. Faculty Senate also created a process to expedite cases of job abandonment so that for cases of clear, unambiguous abandonment of responsibilities, a lengthy process could be avoided with the agreement of Senate's executive committee.

#### **Proposed Modifications:**

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

#### **146.3.3 Faculty Discipline and Dismissal Proceedings**

##### **146.3.3.1 Preliminary Proceedings Concerning the Fitness of a Faculty Member.**

When cause arises to discipline a regular faculty member beyond the measures set forth in Policy 350 Academic Department Chairperson, Section 2.9.1.3 Deficient Performance or when reason arises to question the fitness of a University regular faculty member who has tenure or whose term appointment has not expired, the appropriate administrative officers will ordinarily discuss the matter with him/her in an individual meeting. The matter may be resolved by mutual agreement at any point.

**146.3.3.1.1 Causes Giving Rise to Discipline.** Matters giving rise to a cause for discipline of a regular faculty member may include: 1) a failure to perform a duty described in Section 310.2) the violation of or refusal to follow a properly established policy of the University (without regard to the listing of such policy in the Policy Library), or 3) abandonment of teaching responsibilities.

##### **146.3.3.1.1.1 Purposeful Abandonment of Teaching Responsibilities.**

In the event that the Provost reasonably believes that a faculty member has abandoned their responsibilities for teaching, the Provost may present a recommendation to the Executive Committee of the Faculty Senate that the faculty member be terminated. The Provost's recommendation shall include or describe clear evidence of attempts by the Provost or the Provost's Designee to communicate with the faculty member in question and the faculty member's failure to adequately respond. The Executive Committee shall respond to the Provost's recommendation within ten (10) working days of receiving it, and in doing so shall communicate its decision of whether (a) to accept the Provost's recommendation, (b) to propose a different course of action, or (c) to reject the Provost's recommendation and to require formal disciplinary and dismissal proceedings. If the Executive Committee accepts the Provost's recommendation or proposes a different course of action, the Provost may take the course of action approved or recommended by the

Executive Committee, and may do so immediately, without further proceedings. If the Executive Committee rejects the Provost's recommendation, the Provost may only take termination-related action by means of the formal proceedings described below in Sections 146.3.3.3 through 146.3.3.10. This provision shall not limit the Provost's ability to impose measures short of termination during the time of the faculty member's abandonment, including but not limited to paid or unpaid leave.

~~**146.3.3.1.1 Potential Failures.** The relevant circumstances for an accusation must be established as either: 1) a failure to perform a duty described in Section 310, 2) the violation of a properly established policy through an explicit act, or 3) the refusal to follow a properly established policy of the University (not necessarily established in the Policy Library).~~

~~**146.3.3.1.1.1 Purposeful Abandonment of Teaching Responsibilities.**~~

~~In the event that the Provost believes the faculty member has purposefully abandoned their responsibilities regarding teaching, the Provost may take that recommendation to the officers of the Faculty Senate with unambiguous evidence of attempts to communicate with the faculty member. If the officers of the Faculty Senate agree with the Provost that the faculty member has purposefully abandoned their teaching responsibilities, the Provost may move to terminate the faculty member (without regard to tenure status) and without proceeding in the manner described in Sections 146.3.3.2 and beyond.~~

~~**146.3.3.1.1.1.1 Exclusions.** This explicitly excludes circumstances where the faculty member has a reasonable dispute regarding their personal safety in a classroom or where there is a medical explanation for the faculty member's inability to teach a class. This also explicitly excludes circumstances where the faculty member has been detained/arrested where the charge has not been adjudicated.~~

**146.3.3.2 Faculty Reassignment/Suspension.** The Provost may invoke the authority described in 501.2 regarding the reassignment/suspension of a faculty member (with pay and benefits) at any point in this process.

**146.3.3.3 Initiation of Preliminary Proceedings.** If the matter is not resolved through mutual agreement at the individual meeting(s), the Provost shall request initiation of formal discipline and dismissal proceedings if the concerned faculty member desires that a proceeding be undertaken or if the Provost, after considering a recommendation of the appropriate administrative officer(s), expresses the conviction that a proceeding should be undertaken.

**146.3.3.3.1 Initiation of Formal Discipline and Dismissal proceedings.** The Provost will initiate discipline and dismissal proceedings within fifteen (15) working days after the individual meeting(s). The Provost will send to the Chairperson of the Faculty Senate, the charge within the scope of 146.3.3.1.1, a complete set of documentary evidence, the name of the independent investigator, and the name of the Provost's designee who will present the case to the appropriate bodies when called upon to do so.

**146.3.3.3.2 Independent Investigation.** The Provost will arrange for an internal or external, independent and impartial investigator. Without regard to a suspension of the faculty member under section 501.2, the faculty member may communicate with the investigator and provide documents to the investigator. The investigator will draw no conclusions in any report but will report relevant witness statements and documentary evidence gathered to all parties. After the report is provided, further facts gathered by the investigator will be provided to all parties as they are gathered. The investigator shall report all relevant facts to the University Attorney within the fifteen (15) working days (146.3.3.3.1) but leaving sufficient time for the Provost to initiate formal proceedings within those fifteen (15) working days.

**146.3.3.3.2.1 Redaction** During the fifteen (15) working days, the University Attorney may redact any portion of the report that is not potentially exculpatory.

#### **146.3.3.3.3 Roles**

**146.3.3.3.3.1 Role of the Chairperson of the Faculty Senate.** The Chairperson of the Faculty Senate shall immediately advise the charged faculty member and seek (directly or through a faculty intermediary) a resolution. If no resolution results in two working days, the Chairperson shall, at its next meeting, have the Executive Committee determine whether there is cause to empanel a Discipline and Dismissal Hearing Committee.

**146.3.3.3.3.2 Role of Executive Committee.** The Executive Committee of the University Faculty Senate shall be presented the case by the Provost's designee and determine whether there is cause to empanel a Discipline and Dismissal Hearing Committee. If the Executive Committee of the University Faculty Senate recommends that such proceedings should be initiated, or if the Provost, even after considering a recommendation of the Executive Committee of the University Faculty Senate favorable to the faculty member, expresses the conviction that a proceeding should be undertaken, or if the concerned faculty member desires that a proceeding be undertaken, action shall be commenced under the procedures that follow. Except where there is disagreement, a statement with reasonable particularity of the grounds proposed for the discipline or dismissal shall then be jointly formulated by the Provost and the Executive Committee of the University Faculty Senate. If there is disagreement, the Provost shall formulate the statement.

**146.3.3.3.3.3 Role of the Provost.** The Provost may commence formal proceedings (146.3.3.4), but shall have no further formal role in the proceedings until the Hearing Committee presents its report.

**146.3.3.3.3.3.1 Unrelated Matters or Mutual Agreements**  
Nothing in this policy constrains the Provost from engaging in direct or indirect discussions with the faculty member as long as the purpose of those discussions is wholly unrelated to the matter or related to affecting a resolution.

**146.3.3.4 Commencement of Formal Proceedings.** The formal proceedings shall be commenced by a communication addressed to the faculty member by the Provost. This communication will include the statement detailing the grounds for the proposed discipline or dismissal and information that, if so requested, a hearing to determine whether they should be removed from their faculty position on the grounds stated will be conducted by the Faculty Discipline and Dismissal Hearing Committee at a specified time and place.

**146.3.3.4.1 Procedural Rights.** The faculty member shall have the additional procedural rights set forth in the 1940 A.A.U.P. Statement on Principles of Academic Freedom and Tenure (as amended) and shall have the aid of the Hearing Committee, when needed, in securing the attendance of witnesses.

**146.3.3.4.2 Empaneling a Hearing Committee.** Hearings will be conducted by a five (5) member committee, drawn from the Discipline and Dismissal pool and chosen by lot by the Faculty Senate Chairperson in the presence of at least one other Executive Committee member.

**146.3.3.4.2.1 Method of Random Lot.** Each time a Hearing Committee is empaneled, each faculty member in the pool will be assigned an exclusive random number from 1 to 15. Members 1 through 5 will constitute the preliminary committee. Members 6 through 15 will constitute the alternates to be used in that order.

**146.3.3.4.2.1.1 Repeat Use of the Committee.** When deemed appropriate by the Faculty Senate Executive Committee to retain consistency of perspective of multiple cases of the same character, the committee and alternate order may be used for those cases.

**146.3.3.4.2.2 Recusal and Exclusion Process.**

**146.3.3.4.2.2.1 Mandatory Recusals.** If a member of the pool is in the faculty member's department or related to the faculty member, Provost's designee, or a potential witness by birth or marriage, they will be recused and the next alternate (not also subject to a mandatory recusal) will be placed on the preliminary panel.

**146.3.3.4.2.2.2 Voluntary Recusals.** A member of the committee may request to be removed because of a possible conflict of interest. The Chairperson of the Faculty Senate will determine whether to honor the request. The next alternate (not also subject to a mandatory recusal) will be placed on the preliminary panel.

**146.3.3.4.2.2.3 Exclusions.** The Senate Chairperson will notify both the Provost's designee and the faculty member that the process of constructing the Discipline and Dismissal Committee has begun and will provide the names of the currently composed committee (but not the alternate pool). The faculty member and the Provost's designee may exclude a member of the panel and

(an) alternate(s) (not also subject to a mandatory recusal) will be placed on the final panel.

**146.3.3.4.2.3 Hearing Committee Officer Selection.** Once the Hearing Committee has been empaneled it will immediately convene to select a Chairperson, Vice Chairperson, and Secretary. Neither the faculty member nor the Provost's designee will be present. The committee will review the Discipline and Dismissal Procedures Document.

**146.3.3.4.3 Response by Faculty Member.** The Chairperson of the Hearing Committee shall promptly inform the faculty member of the procedural rights that will be accorded to them and shall provide the faculty member with the Discipline and Dismissal Procedures Document. The faculty member shall then be allowed five (5) working days to prepare their response. The faculty member's reply shall be in writing, addressed to the Provost's designee and the Chairperson of the Hearing Committee. It should state in the reply whether they: will be accompanied by an advisor, request a hearing, request that hearing be public, and require assistance garnering evidence or witnesses.

**146.3.3.4.3.1 Time for Hearing.** At least five (5) working days must pass between the receipt of the response and the hearing. The Chairperson of the Hearing Committee shall promptly inform the faculty member of the date, time, and place of the hearing once such matters have been decided by the Hearing Committee.

**146.3.3.4.3.2 No Response or a Declination of a Hearing.** If the faculty member fails to respond or declines a hearing, the Committee shall consider and make a recommendation on the case on the basis of the information provided. It may call the Provost's designee to present the case.

#### **146.3.3.4.5 Roles in Prior to a Hearing.**

**146.3.3.4.5.1 Hearing Committee Chairperson.** The Chairperson of the Committee will, if requested, inform potential witnesses of the hearing and the importance of their testimony. The Chairperson will communicate to the University Attorney and the Provost's designee circumstances where witnesses decline to testify or where University offices refuse to provide relevant information to the faculty member. The Chairperson will convey to the committee the success or failure in garnering requested witnesses and documentation.

**146.3.3.4.5.2 University Attorney.** The University Attorney will make appropriate judgements regarding the requests for documents and witnesses and will report decisions and actions regarding the requests to the committee Chairperson.

**146.3.3.4.5.3 Provost's Designee.** The designee is wholly and solely responsible for gathering the administration's evidence, as well as assembling, presenting and defending it.

**146.3.3.4.5.4 The Faculty Member.** The faculty member is responsible for making efforts to arrange for an advisor, gathering evidence, making requests for assistance in gathering evidence, and communicating with the committee chairperson.

**146.3.3.4.5.5 The Hearing Committee.** Other than the role described for the Chairperson, the committee will receive the information presented by the Provost's designee and the faculty member. It will not seek to independently investigate, interrogate, or verify information.

**146.3.3.5 The Discipline and Dismissal Hearing.** The Discipline and Dismissal Hearing will be conducted in accordance with the Discipline and Dismissal Procedures Document that will be contemporaneously housed in the University Attorney's office, The Office of the President and Provost, and the Faculty Senate office. The document may only be changed with the agreement of each party.

**146.3.3.5.1 Principles of Due Process.** In addition to the aforementioned Procedural Rights, the following principles shall be understood by all parties.

**146.3.3.5.1.1 Witnesses.** The faculty member or their advisor and the representative designated by the Provost shall have the right, within reasonable limits, to question all witnesses who provide oral testimony. The faculty member shall have the opportunity to be confronted by and question all witnesses. Where unusual and urgent reasons move the Committee to withhold this right, or where the witness cannot appear, the identity of the witness, as well as their statements, shall nevertheless be disclosed to the faculty member. Subject to these safeguards, statements may, when necessary, be taken outside the hearing and reported to it.

**146.3.3.5.1.2 Recording of Evidence.** All evidence shall be duly recorded and a transcript produced.

**146.3.3.5.1.3 Academic Freedom.** A faculty member may assert academic freedom as an exculpatory defense or a mitigating circumstance when a policy violates the faculty member's academic freedom and it is that policy which they are accused of violating or failing to comply with. It is a matter for the committee to determine the applicability of that defense.

**146.3.3.5.1.4 Oral Arguments.** The Committee shall give opportunity to the faculty member or their advisor and the representative designated by the Provost to argue orally before it.

**146.3.3.5.1.5 Written Briefs.** If written briefs would be helpful, the Committee may request them of both parties prior to the hearing.

**146.3.3.5.1.6 Not a Court Proceeding.** Unless special circumstances warrant, it will not be necessary to follow formal rules of court procedure.



#### **146.3.3.6 The Discipline and Dismissal Hearing Committee Deliberations.**

**146.3.3.6.1 Executive Session.** The Committee shall reach its decision, in executive session, on the basis of the hearing. The University Attorney may be present.

**146.3.3.6.2 Transcript.** The Committee may proceed to decision promptly, without having the record of the hearing when it feels that a just decision can be reached by this means; or it may await the availability of a transcript of the hearing if its decision would be aided thereby. Nevertheless, a transcript of the hearing will be produced and provided to the University Attorney.

**146.3.3.6.3 Findings and Disciplinary Options.** The Committee shall make explicit findings with respect to each of the grounds of discipline or removal presented and will provide its rationale for each. The Committee will also make a recommendation as to the level of discipline to be imposed, including dismissal or non-dismissal discipline. The Committee will forward the report to the faculty member and to the Provost for consideration and determination or recommendation.

**146.3.3.6.3.1 Options for Non-Dismissal Discipline.** Non-dismissal discipline may include suspension for up to 16 weeks without pay or reduction in rank with a commensurate reduction in salary. Non-dismissal discipline must include a specific, measurable, attainable, and time-bound remediation plan to be monitored by the faculty member's direct supervisor.

**146.3.3.7 Faculty Member Response.** The faculty member will be permitted to submit a written response to the Committee's report to the Provost within five (5) business days.

**146.3.3.8 Determination by Provost.** Within ten (10) business days of the receipt of the report, the Provost shall consider the report provided by the Faculty Discipline and Dismissal Hearing Committee and determine whether to accept, reject, or modify the recommendation of the committee as to both findings and level of discipline. The Provost's recommendation and an accompanying rationale will be provided promptly to the faculty member.

#### **146.3.3.9 Process for Senior Instructors, Instructors, and Pre-Tenure Faculty Members**

**146.3.3.9.1 Determination of Non-Dismissal Discipline or Dismissal of Senior Instructors, Instructors, and Pre-Tenure Faculty Members.** If the Provost determines that non-dismissal discipline or dismissal is warranted for a senior instructor, an instructor or a pre-tenure faculty member, the Provost will provide the rationale for the determination as it relates to both findings and level of discipline or dismissal to the President. A copy of the Provost's recommendation will also be provided to the faculty member.

**146.3.3.9.2 Right to ~~Appeal~~ Respond.** The faculty member may provide a written response to the determination of the Provost to appeal the decision to the President. Appeals must be submitted to the Office of the President within ten (10) business days of notification to the faculty member of the determination of the Provost. The President shall consider the Committee's report, the

determination of the Provost, and the ~~appeal-response~~ submitted by the faculty member. The President may choose to review the full record. The President will make a decision to accept, reject, or modify the determination of the Provost. In all cases, the President will provide a clear rationale for their decision. ~~the appeal decision.~~ If the President determines that discipline or dismissal of a non-tenured faculty member is appropriate, the discipline will be enforced and the matter will end.

#### **146.3.3.10 Process for Tenured Faculty Members**

##### **146.3.3.10.1 Dismissal or Reduction in Rank of a Tenured Faculty**

**Member.** If the Provost determines that dismissal or reduction in rank is warranted for a tenured faculty member, the Provost will forward a written recommendation and accompanying rationale, along with the Committee's report, to the President. A copy of the Provost's recommendation will also be provided to the faculty member.

**146.3.3.10.1.1 Right to Respond.** The faculty member may provide a written response to the determination of the Provost to the President. Responses must be submitted to the Office of the President within ten (10) business days of notification to the faculty member of the determination of the Provost.~~**Faculty Member Response.** The faculty member will be permitted to submit a written response to the Committee's report to the Provost within five (5) business days.~~

**146.3.3.10.1.2 President's Recommendation.** The President shall consider the Provost's recommendation, the Committee's report, and any response(s) from the faculty member. The President may choose to review the full record. The President will make a decision to accept, reject, or modify the recommendation of the Provost. In all cases, the President will provide a clear rationale for the decision. If the President agrees with the recommendation of dismissal or reduction in rank, the matter will proceed to the Board of Trustees. If the President determines that another form of non-dismissal discipline (146.3.3.10.2) is warranted or that no further action be taken, the appropriate steps will be taken and the matter will end.

**146.3.3.10.1.3 Board of Trustees Decision.** If the President recommends dismissal or reduction in rank of a tenured faculty member, either as the result of a recommendation by the Provost or a determination of the President~~upon an appeal to the President by the faculty member~~ under 146.3.3.10.2.1, the President will transmit a letter of recommendation to the Board of Trustees. The letter of recommendation should include the Committee's report, the recommendation or determination of the Provost, and any response ~~or appeal~~ documentation from the faculty member. In the letter of recommendation, the President shall set forth the rationale for dismissal or reduction in rank. The faculty member will receive a copy of the entirety of the submission to the Board of Trustees and will be permitted to submit a written response for the consideration of the Board of Trustees within ten (10) business days of the faculty member's receipt of a copy of the submission to the Board of Trustees. The Board of Trustees

may choose to accept or reject the President's recommendation. If the Board of Trustees accepts the President's recommendation, the matter will end. If the Board of Trustees rejects the President's recommendation, the matter may be addressed through other non-dismissal discipline (146.3.3.10.2). This process is exempted from the advance timing requirements of policy 126.2.2.

**146.3.3.10.2 Other Non-Dissmissal Discipline.** If the Provost determines that non-dismissal discipline other than reduction in rank is warranted for a tenured faculty member, the Provost will provide the rationale for the determination as it relates to both findings and level of discipline to the President. A copy of the Provost's recommendation will also be provided to the faculty member.

**146.3.3.10.2.1 Right to Respond.** The faculty member may provide a written response to the determination of the Provost to the President. Responses must be submitted to the Office of the President within ten (10) business days of notification to the faculty member of the determination of the Provost. The President shall consider the Committee's report, the determination of the Provost, and the response submitted by the faculty member. The President may choose to review the full record. The President will make a decision to accept, reject, or modify the determination of the Provost. In all cases, the President will provide a clear rationale for their decision.  
~~**Right to Appeal.** The faculty member may appeal the decision to the President. Appeals must be submitted to the Office of the President within ten (10) business days of notification to the faculty member. The President shall consider the Committee's report, the determination of the Provost, and the appeal submitted by the faculty member. The President may choose to review the full record. The President will make a decision to accept, reject, or modify the determination of the Provost. In all cases, the President will provide a clear rationale for the appeal decision.~~ If the President determines that another form of non-dismissal discipline is warranted or that no further action be taken, the appropriate steps will be taken and the matter will end. If the President determines that dismissal or reduction in rank is warranted, the matter will proceed to the Board of Trustees in accordance with 146.3.3.10.1.3.

#### **146.3.3.11 Publicity.**

**146.3.3.11.1 During the Proceedings.** Except for simple announcements as may be required covering the time of the hearing and similar matters, public statements shall be avoided until the proceedings have been completed except where authorized by the President.

**146.3.3.11.2 Final Decision.** Announcement of the final decision shall include a statement of the Committee's original action, if this has not previously been made known.

**146.3.3.11.3 Release to Public.** Any release of information to the public shall be made through the Office of the President and shall take into consideration ISU policies and procedures and federal and state laws regarding personnel records.

**146.3.3.12 Personnel File.** The entirety of the record, including the transcript of the hearing, will be placed in the personnel file of the faculty member.

**146.3.3.13 Summative Report.** The Hearing Committee may elect to advise the Faculty Senate Chairperson of procedural recommendations that result from the hearing. Any written report shall avoid using the identities of the accuser, accused, or that of witnesses without their written consent.

**Recommendation:** This proposed modification is provided to the Board of Trustees for information only. The administration plans to request approval of the policy modifications at the July 2023 meeting of the ISU Board of Trustees.

**Motion made by: Kimmie Collins**

**Motion seconded by: Cynthia Powers**

**The recommendation was approved.**

## 3d Candidates for Degree May 2023

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

**Motion made by:** Kimmie Collins

**Motion seconded by:** Randy Minas

**The recommendation was approved.**

## Graduate Degree

Foltz, Sarah	Certificate Graduate Level
Newport, Joseph Michael, Jr	Certificate Graduate Level
Ragle, Cynthia Ann	Certificate Graduate Level
Williams, Jessica	Certificate Graduate Level
Anderson, Heather M	Certificate Post-Master's
Owunna, Bridget	Certificate Post-Master's
Small, Randi Lynne	Certificate Post-Master's
Adams, JeNeve Denise	Doctor of Philosophy
Barrett, Tiffany Dawn	Doctor of Philosophy
Beyene, Yilekal Fisseha	Doctor of Philosophy
Bolek, Johnathan Daniel	Doctor of Philosophy
Brothers, Landon Johnathan	Doctor of Philosophy
Davidson, Jason Laurence	Doctor of Philosophy
Drescher, Matthew James	Doctor of Philosophy
Farmer, Adam J	Doctor of Philosophy
Gabry, Nicholas Tyler	Doctor of Philosophy
Hancock, Julie Diane	Doctor of Philosophy
Herrera, Holly Ann	Doctor of Philosophy
Long, Adam David	Doctor of Philosophy
Obidike, Uzoma Florence	Doctor of Philosophy
Rucker, Jacquelyn Renee	Doctor of Philosophy
Thomas, Gretchen Elizabeth	Doctor of Philosophy
Wallace, Jennifer M	Doctor of Philosophy
Wilburn, Marcee Michelle Ann	Doctor of Philosophy
Zamani, Behnaz	Doctor of Philosophy
Zhao, Haipeng	Doctor of Philosophy
Basden, Katelyn Marie	Doctor of Physical Therapy
Baygani, Paymon	Doctor of Physical Therapy
Birmingham, Maranda Helen	Doctor of Physical Therapy
Bockover, Evan Joseph	Doctor of Physical Therapy

Brophy, Christopher Luke	Doctor of Physical Therapy
Fortkamp, Kellie	Doctor of Physical Therapy
Grim, Kristen Michelle	Doctor of Physical Therapy
Henrickson, Morgan Raeann	Doctor of Physical Therapy
Hewitt, Katie L	Doctor of Physical Therapy
Knull, Zachary	Doctor of Physical Therapy
Kobak, Brian A	Doctor of Physical Therapy
Kocher, Reid A	Doctor of Physical Therapy
Lawson, Jenna Marie	Doctor of Physical Therapy
Li, Jiayang	Doctor of Physical Therapy
McConahay, Clare Marie O'Hara	Doctor of Physical Therapy
Pence, Landon Scott	Doctor of Physical Therapy
Pochron, Steven	Doctor of Physical Therapy
Rayburn, Haily Lynn	Doctor of Physical Therapy
Sadural, Daniel Aerol Pado	Doctor of Physical Therapy
Schmidt, Krystal Marie	Doctor of Physical Therapy
Setka, Andin Shaycho	Doctor of Physical Therapy
Stradling, Alexander Logan	Doctor of Physical Therapy
Tiemessen, Kathryn Grace	Doctor of Physical Therapy
Wagh, Daya	Doctor of Physical Therapy
Wilburn, Cody Bryant	Doctor of Physical Therapy
Anastasiadis, William Alexander	Doctor of Psychology
Bazier, Ashley Renee	Doctor of Psychology
Bazier, Ashley Renee	Doctor of Psychology
Bonilla Amaya, Kathia Lisbeth	Doctor of Psychology
Feinstein, Ari M	Doctor of Psychology
Kahl, Samantha Rose	Doctor of Psychology
Luckett, Bradley Nicholas	Doctor of Psychology
Musselman, Aubrie R	Doctor of Psychology
Musselman, Aubrie R	Doctor of Psychology
Roop, Samantha Marie	Doctor of Psychology
Anderson, Erin Marie	Doctorate in Athletic Training
Carlson, Brittany Erin	Doctorate in Athletic Training
Devenney, Jordan S	Doctorate in Athletic Training
Haffey, Rylee Taylor	Doctorate in Athletic Training
Hughes, Jake Ilie	Doctorate in Athletic Training
Klossner, Tess M	Doctorate in Athletic Training
Martin, Alexandra Kaye	Doctorate in Athletic Training
Mendoza, Adriana Maryanna	Doctorate in Athletic Training
Nance, Keiona Marie	Doctorate in Athletic Training
Petryszyn, Kaitlyn Renee	Doctorate in Athletic Training
Ramos, Omar	Doctorate in Athletic Training
Rizza, Kestra M	Doctorate in Athletic Training
Stoeppel, Sean Michael	Doctorate in Athletic Training

Thomasen, Alexandra Nicole	Doctorate in Athletic Training
Torres, Paulina	Doctorate in Athletic Training
White, Ashley	Doctorate in Athletic Training
Willis, Adrienne Danielle	Doctorate in Athletic Training
Anglin, Jennifer Carrie	Doctorate of Health Sciences
Boyle, Sharon Roseanna	Doctorate of Health Sciences
Riggs, Teirra Lynnette	Doctorate of Health Sciences
Bailey, David W	Educational Specialist
Campbell, Abbey Ann	Educational Specialist
Carter, Kyle Timothy	Educational Specialist
Caudill, Steven Ralph	Educational Specialist
Chao, I-Chen	Educational Specialist
Deeds, Matt	Educational Specialist
Graney, Daniel Patrick	Educational Specialist
Hankins, Kristen Marie	Educational Specialist
Hoke, Jonathan Todd	Educational Specialist
Ijames, Jacqueline	Educational Specialist
Krutz, Elizabeth H	Educational Specialist
Lee, Lauren Elizabeth	Educational Specialist
Lunsford, Aimee Lynn	Educational Specialist
Mahaffy, Megan Dawn	Educational Specialist
Marshall, Samuel J	Educational Specialist
Moon, Danyel LaCheon	Educational Specialist
Moree, Jenna	Educational Specialist
Ondas, Michelle Marie	Educational Specialist
Polston, Krista Dawn	Educational Specialist
Polston, Nathan William	Educational Specialist
Reed, Hunter LeDair	Educational Specialist
Schaeffer, Emily Anne	Educational Specialist
Schafer, Katelyn Marie	Educational Specialist
Simpson, Rodney Lee	Educational Specialist
Stokes, Katelyn Elizabeth	Educational Specialist
Taylor, Taria Nicole	Educational Specialist
Thiesing, Emily Rose	Educational Specialist
Welch, Meg	Educational Specialist
Zakaria, Paul	Educational Specialist
Ahmer, Aria N	Master of Arts
Aldossary, Abdulwahab	Master of Arts
Brackall, Kristy Kay	Master of Arts
Chadin, Aleksandr	Master of Arts
Fagg, Kelsey Josephine	Master of Arts
Feldhake, Sydney Alexandria	Master of Arts
Goff, Connor Scott	Master of Arts
Hall, Anna Marie	Master of Arts

Hall, Orion Antonio	Master of Arts
Hamil, Lexie Nichole	Master of Arts
Herrera, Erick Perez	Master of Arts
Jancosek, Helena Frances	Master of Arts
Kleindorfer, Landon Ray	Master of Arts
Knight, Kaylei Marie	Master of Arts
Lemke, Melissa Elizabeth	Master of Arts
Merrill, Jaclyn Alexis	Master of Arts
Minor, Brooke L	Master of Arts
Oehler, Ashley Nicole	Master of Arts
Pierce, Breanna Marie	Master of Arts
Powell, Scott Michael	Master of Arts
Robbins, Cortney Rae	Master of Arts
Sasahara, Kyoshin	Master of Arts
Sinha, Disha	Master of Arts
Sinha, Disha	Master of Arts
Turnau, Brandon Thomas	Master of Arts
Williams, Hayley Kristine	Master of Arts
Wynn, Bryanna Lee	Master of Arts
Allen, Spencer T	Master of Business Admin.
Applewhite, Aria Selassie	Master of Business Admin.
Atkinson, Christian McKenzie	Master of Business Admin.
Basinger, Dawson James	Master of Business Admin.
Borrego Hernandez, Alejandro	Master of Business Admin.
Brown-Stites, Devezin Renee	Master of Business Admin.
Brown-Stites, Devezin Renee	Master of Business Admin.
Conrad, Abigail R	Master of Business Admin.
Cossette, Brandon Lee	Master of Business Admin.
Davis, Ashley Alessandra	Master of Business Admin.
Downing, Stephanie Denise	Master of Business Admin.
El Ouazzani, Youssef	Master of Business Admin.
Fauver, Linzi N	Master of Business Admin.
Flores, Darian	Master of Business Admin.
Glasper Jr, Darondoraus Demitrius	Master of Business Admin.
Hall, Douglas Allen	Master of Business Admin.
Haque, Pushpita	Master of Business Admin.
Hart, Justin Matthew	Master of Business Admin.
Hinton, Joshua Allen	Master of Business Admin.
Hinton, Joshua Allen	Master of Business Admin.
Klaus-Morse, Sean Tyler	Master of Business Admin.
LaFleur, Amy Lyn	Master of Business Admin.
Licari, Daniel Michael	Master of Business Admin.
Molnar, David	Master of Business Admin.
Nevins, Alison N	Master of Business Admin.



Peck, Brandon Robert	Master of Business Admin.
Ramadani, Albin	Master of Business Admin.
Ross, Angela Rae	Master of Business Admin.
Tamez, Nathaniel	Master of Business Admin.
Webb, Shayla Jean	Master of Business Admin.
Westerfeld, Hattie Louise	Master of Business Admin.
Wyman, Wyatt Steven	Master of Business Admin.
Adamiec, Tammy Jowyn	Master of Education
Allen, Kalee Nicole	Master of Education
Amakye, Richmond Osei	Master of Education
Anderson, Alana	Master of Education
Ansel, Jordyn Ashley	Master of Education
Birkey, Amanda J	Master of Education
Boley, Cortney Lynn	Master of Education
Bowen, Kori Elizabeth	Master of Education
Bridgeman, Emily Annette	Master of Education
Brown, Samantha Jane	Master of Education
Campbell, Emily Elizabeth	Master of Education
Carey, Sean Glen	Master of Education
Carey, Sean Glen	Master of Education
Conwell, Carl Wayne	Master of Education
Cooksey, Tiffany	Master of Education
Costello, Julia Marie	Master of Education
Davis, James Brandon	Master of Education
Deffendall, Emily Renee	Master of Education
DeGroote, Culley Douglas	Master of Education
Dickison, Whitney Lynn	Master of Education
Dowdy, Ashlee	Master of Education
Gleason, Brandon Charles	Master of Education
Guercio, Amanda Marie	Master of Education
Gunder, Jennifer Jill	Master of Education
Haeck, Mary Marjorie	Master of Education
Halferty, Andrew Lewis	Master of Education
Hendrikse, Grant David	Master of Education
Henry, Samantha Jo	Master of Education
Herchenbach, William	Master of Education
Hesser, Elise Alexandra	Master of Education
Howard, Kaylyn T	Master of Education
Hudnall, Faith Anna	Master of Education
Hueston, Travis Earl	Master of Education
Huffer, Marc Edward	Master of Education
Kirkley, Heather Renee	Master of Education
Kostbade, Holli Denise	Master of Education
Landgraf, Abby Marie	Master of Education

Lee, Trenton Michael	Master of Education
Linton I, Ethan Gregory	Master of Education
Long, Erica Helen	Master of Education
Marsh, Patrisha	Master of Education
McCarty, Tara Lynn	Master of Education
Mosley, Kathryn Fay	Master of Education
Murphy, Brandon Lee	Master of Education
Owens, Anna Kirsten	Master of Education
Pool, Sheridan Maureen	Master of Education
Rhodes, Brock Allen	Master of Education
Richcreek, Abbi	Master of Education
Ringler, Dylan Lee	Master of Education
Rogers, Hillary Rose	Master of Education
Scott, Heather Andrea	Master of Education
Scott, Heather Andrea	Master of Education
Skeens, Nicole Renee	Master of Education
Sleighter, Cheri L	Master of Education
Smith, Shelby Anne	Master of Education
Soto, Jennifer Ann	Master of Education
Stump, Donna Lynn	Master of Education
Surber, Blake Robert	Master of Education
Barkers, Lovelina Smiling	Master of Public Admin
Ogunmilade, Yemi Ahmed	Master of Public Admin
Osborne, Jolyn R	Master of Public Admin
Smith, Chyanne Lanee	Master of Public Admin
Bolden, Nakia	Master of Public Health
Borden, Amanda Rae	Master of Public Health
Karas, Megan Ann	Master of Public Health
Miller, Skyler T	Master of Public Health
Morland, Sarnaya LaShawn	Master of Public Health
Wimsett, Felicity M	Master of Public Health
Alawar-Taylor, Kadesha Sana	Master of Science
Alexander, Heather Nicole	Master of Science
Ames, Kaison D	Master of Science
Anand, Aman	Master of Science
Anderson, Bryon Ellis	Master of Science
Angeles, Alexandra	Master of Science
Asaolu, Opeyemi O	Master of Science
Baar, Jennifer	Master of Science
Bailey II, William Michael	Master of Science
Barker, Breanna Noelle	Master of Science
Beckner, Bobbie Ellen	Master of Science
Bedore, Paige	Master of Science
Belle, T'Jerika Renee	Master of Science

Bellinger, Jessie Nicole	Master of Science
Bhardwaj, Shivangi	Master of Science
Bokar, Anthony Joseph	Master of Science
Bolk, Raymond Andrew	Master of Science
Bondu, Sai Sumanth	Master of Science
Bowden, David Brice	Master of Science
Bradshaw, Jacob Connor	Master of Science
Browning Jr, Larry A	Master of Science
Bunch, Hannah Elizabeth	Master of Science
Carrico, Alexandra Rachel	Master of Science
Castro Puello, Eduardo Alberto	Master of Science
Chilla, Hrutika	Master of Science
Clark, Clay Douglas	Master of Science
Clark-Surface, Jessica Lynn	Master of Science
Clements, Makenzie Mae	Master of Science
Clevenger, Kaitlyn	Master of Science
Clifton, Mark	Master of Science
Colclasure, Stephanie Michelle	Master of Science
Cook, Rebecca Marie	Master of Science
Cook, Timothy Ryan	Master of Science
Corn, Nathan	Master of Science
Cortes, Maurice	Master of Science
Cozadd, Claudia Kathryn	Master of Science
Crossley, Emma Olivia	Master of Science
Culley, Wendy Jo	Master of Science
Curry, Madison Nicole	Master of Science
Curry, Tonysha Patrice	Master of Science
Davidson, Sydney Marie	Master of Science
Dawson, Simon Mark	Master of Science
Dora, Cedric Derell	Master of Science
Dosch, Katherine Grace	Master of Science
Duklis, Alexandra Nicole	Master of Science
Erukulla, Sandeep Kumar	Master of Science
Finchum, Ciera Lynn	Master of Science
Fitzgerald, Cecilia	Master of Science
Foster, Jeffrey	Master of Science
Franklin, Shelby T	Master of Science
Franklin, Sydney Lighty	Master of Science
Frosina, Abigail R	Master of Science
Gabry, Nicholas Tyler	Master of Science
Gaddameedi, Nithin	Master of Science
Gallion, Julianna M	Master of Science
Gay, Lucy Catherine	Master of Science
Gerardot, Olivia Kay	Master of Science

Gil, Sierra S	Master of Science
Gonser, Shelby Marie	Master of Science
Grady, Joshua Patrick	Master of Science
Graham, Kourtney Nicole	Master of Science
Gramlich, Jordan McCoy	Master of Science
Grim, Spencer O'Brien	Master of Science
Grisham, Emily A	Master of Science
Hampton, Rochelle Me'Nika	Master of Science
Hampton, Rochelle Me'Nika	Master of Science
Harper, Patara Dawn	Master of Science
Harris, Samantha Nicole	Master of Science
Harrison, Emma Kay	Master of Science
Haueter, Joseph Andrew	Master of Science
Heiser, Libby	Master of Science
Henderson, Javian Tyrique	Master of Science
Hesse, Anna Marie	Master of Science
Hettinger, Christopher Michael	Master of Science
Hobson, Nicole Christine	Master of Science
Hoffman, Troy Zachary	Master of Science
Hohman, Danielle E	Master of Science
Holder, Brittany Michelle	Master of Science
Holder, Brittany Michelle	Master of Science
Hollister, Samantha Renee	Master of Science
Hossain, Tasmim	Master of Science
Humphrey, Mikaela Lynn	Master of Science
Jayarama Sai, Chetana	Master of Science
Jedlicka, Virginia Marie	Master of Science
Johnson, Tiffany Morgan	Master of Science
Jordan, Mikayla Alexus	Master of Science
Kebede, Hilary	Master of Science
Kelley, Jonathan Joseph	Master of Science
Keyes, Jayme Oleen	Master of Science
Kezikava, Krystsina	Master of Science
Khan, Maazin Irshad	Master of Science
Krouse, Jill Ann-Marie	Master of Science
Kuphal, Olivia Marie	Master of Science
Large, Meghan Kaitlyn	Master of Science
Largen, Thomas Michael	Master of Science
Lawhorn, Chase A	Master of Science
Leyden, Bryan Lawrence	Master of Science
Ma, Xiaoyu	Master of Science
MacFeely, Connor Wayne	Master of Science
Mauriello, Megan Nicole	Master of Science
May, Brittany Lynne	Master of Science

McDonald, Cherea Louise	Master of Science
McEnery, Erin Kate	Master of Science
McKnight, Cade Christopher	Master of Science
McMahan, Casey Lauren	Master of Science
Miller, Emily Grace	Master of Science
Miller, Jada Elise	Master of Science
Mitchell, Daniel	Master of Science
Molson, Ashley Christine	Master of Science
Molson, Ashley Christine	Master of Science
Muller, Laken Christine	Master of Science
Neeley, Sarah E	Master of Science
Nemenzo, Leonid Ronquillo	Master of Science
Newell, Genira Lael	Master of Science
Newport, Joseph Michael, Jr	Master of Science
Ngo, Judy	Master of Science
Nichols, Alexander Carl	Master of Science
Norman, Courtney N	Master of Science
Oceguera Perez, Briseida	Master of Science
Odabe, Christopher Nwode	Master of Science
Okomba, Virgini	Master of Science
Pai Palondicar, Gaurang Satyesh	Master of Science
Parker, Patrick	Master of Science
Parker, Sara R	Master of Science
Pavuluri, Yaswanth	Master of Science
Pearce, Calvin	Master of Science
Pendergast, Ann R	Master of Science
Pennoni, Frank Deno	Master of Science
Perry, Brandie Michelle	Master of Science
Phelan, Zachary R	Master of Science
Pietricola, Hillary	Master of Science
Pinnell, Kimbra Elizabeth	Master of Science
Pop, Alexandru	Master of Science
Potts, Adreanna Ruth	Master of Science
Probst, Jessica Dawn	Master of Science
Ragsdell, Sarah Ann	Master of Science
Reel, Zachary Michael	Master of Science
Rittenhouse, Craig Dennis	Master of Science
Ritter, Paula Danielle	Master of Science
Robertson, Emily Michelle	Master of Science
Rodgers, Zachary Joe	Master of Science
Roman, Adriana	Master of Science
Russell, Jeanna Renee	Master of Science
Safstrom, Mckinsey R	Master of Science
Sanders, Bethany Marie	Master of Science

Seward, Suzanne	Master of Science
Sharp, Holly Marie	Master of Science
Shaw, Joshua P	Master of Science
Smith, Alexis V	Master of Science
Smith, Caitlin E	Master of Science
Spry, Hailey Kate	Master of Science
Sridhar, Dasarath	Master of Science
St John, Chase Timothy	Master of Science
Stanley, Ashlea Marie	Master of Science
Stephens, Andriana D'Angela Myles	Master of Science
Stiles, Teri	Master of Science
Stow, Cassidy	Master of Science
Tally, Dwayne Glenn	Master of Science
Taylor, Katherine Frances	Master of Science
Tharp, Breanne	Master of Science
Theisz, Austin Raymond	Master of Science
Thomas, Devon	Master of Science
Tidmore, Alyssa Lynne	Master of Science
Tracy, Crystal K	Master of Science
Tshimanga, Florence Napa	Master of Science
Underwood, Christopher Bryan	Master of Science
Underwood, Collin Tyler	Master of Science
Valenti, Darrell Jarrett	Master of Science
Weaver, Carlie R	Master of Science
Welch, Abigail Teresa	Master of Science
Wilhelm, Lauren	Master of Science
Willett, Hannah Marie	Master of Science
Williamson, Brian Lawrence	Master of Science
Wilson, Nathan Paul	Master of Science
Wint, Kanisha	Master of Science
Woodard, Linzi Michelle	Master of Science
Wright, Patrick R	Master of Science
Wu, Siyu	Master of Science
Yamada, Jun	Master of Science
Ziliak, Lauren Marie	Master of Science
Zimmermann Grav, Alexa Renee	Master of Science
Zimmermann Grav, Alexa Renee	Master of Science
Allen, Mallorie Kayla	Master of Science in Nursing
Carter, Aaron Bradford	Master of Science in Nursing
Childers, Katie Danielle	Master of Science in Nursing
Dumbauld, Sarah Christine	Master of Science in Nursing
Eckelberg, Michelle Diana	Master of Science in Nursing
Egbukwu, Ikechukwu	Master of Science in Nursing
Escamilla, Erica	Master of Science in Nursing

Eti-ukwu, Jane N  
 Ewan, Tamara Jean  
 Flaningam, Mason Rae  
 Flynn, Peyton Renee  
 Franklin, Ronnique Erikah  
 Glazik, Christopher J  
 Kaur, Mandeep  
 Killeen, Cory  
 Linville, Megan Nichole  
 Meyer, Cody Jackson  
 Montgomery, Brittany  
 Muzzey, Catherine Augusta  
 Osabuohien, Curtis Siwa  
 Reynolds, Shanelle  
 Romero, Leonardo Fabricio  
 Rosenthal, Takeyah Ashonte  
 Shaw, Parker Steven  
 Snyder, Megan Molly  
 Steed, Kristin  
 Sweat, Allie Kathryn  
 Vazquez, Marcella  
 Williams, Lakedra  
 Willis, Chelsea Nicole  
 Bolton, Cherish Asha  
 Bowles, Brittany Ann  
 Brooks, Madison D  
 Fuson, Heidi N  
 Ham, Abbi Nicole  
 Haywood, Dejah Monae  
 LaFon, Allyson Nichole  
 Lunsford, McKenna Anne  
 Ramirez, Alondra Karina  
 Ridge, Kourtnee Elane  
 Smith IV, John Cedric  
 Wade, Rachel Ann  
 Weiland, Rebecca Ann  
 Welch, William Mac

Jones, Elizabeth Margret	Bach of Science in Engineering
Medley, Eric Wayne	Bach of Science in Engineering
Seymour, Ryan J	Bach of Science in Engineering
Shaw, Jacob A	Bach of Science in Engineering
Ateke, Fabia Wari	Bachelor of Applied Science
Presnell, Amanda Michele	Bachelor of Applied Science
Ahissou, Tatiana Marfrita Sourath	Bachelor of Arts
Atwood, Gage Andrew	Bachelor of Arts
Aurelio, Madeline Clare	Bachelor of Arts
Banks, Jaynia S	Bachelor of Arts
Barnes, Naya Monique	Bachelor of Arts
Berry-Potts, A'Laya Shar'Raye	Bachelor of Arts
Besser, Radlee-Michael Eugene	Bachelor of Arts
Bizik, Shelby Hart	Bachelor of Arts
Boyd, Mason Charles	Bachelor of Arts
Bryan, Basia Brzoska	Bachelor of Arts
Cardaras, Rena D	Bachelor of Arts
Carrillo, Mia Amore	Bachelor of Arts
Chatman, Sarah M	Bachelor of Arts
Clouse, Abigail Leigh	Bachelor of Arts
Cook, Terresa Ann	Bachelor of Arts
Council, Ralph R	Bachelor of Arts
Crawford, Dalton T	Bachelor of Arts
Cruz, Taylor	Bachelor of Arts
DeLaCruz, Nathan A	Bachelor of Arts
DeMyers, Nathan Miguel	Bachelor of Arts
Dinkins, Tonya Michelle	Bachelor of Arts
Dodge, Taylor Yashiro	Bachelor of Arts
Donnick, Derrick	Bachelor of Arts
Dunegan, Amy Fendley	Bachelor of Arts
Eaton, Savannah Rose	Bachelor of Arts
Emenaker, Caroline G	Bachelor of Arts
Esau, Schuyler David	Bachelor of Arts
Faux, Austin Phillip	Bachelor of Arts
Felz, Sara E	Bachelor of Arts
Fouts, Andrew David	Bachelor of Arts
Gambrill, Josephine Isabella	Bachelor of Arts
Garriott, Hanna Nicole	Bachelor of Arts
Gatch, Ellena Nicole	Bachelor of Arts
Gergely, Seth Michael	Bachelor of Arts
Graves, Elizabeth Sue Anne	Bachelor of Arts
Haralson, Damarius	Bachelor of Arts
Henry, Rebecca Rayna	Bachelor of Arts
Hill, Hunter James	Bachelor of Arts



Hinkle, Jenna	Bachelor of Arts
Hubble, Caleb Joseph	Bachelor of Arts
Ilich, Brianna Marie	Bachelor of Arts
Johnson, Ayara Iman	Bachelor of Arts
Jones, Caiden Scott	Bachelor of Arts
Jones, Ethan Toar	Bachelor of Arts
Jones, Wyatt Lee	Bachelor of Arts
Kersey, Delanie Brynn	Bachelor of Arts
Konicek, Allison Charlotte	Bachelor of Arts
Kreil, Evan James	Bachelor of Arts
Krstich, Nikinzie Ann	Bachelor of Arts
Kubik, James Gregory	Bachelor of Arts
Loman, Brent James	Bachelor of Arts
Love, Heaven Shantelle	Bachelor of Arts
Lyons, Julien Ahron	Bachelor of Arts
McClain, Chrishawn Gregory	Bachelor of Arts
McClendon, La'Tonius Omar	Bachelor of Arts
McConnell, Nicolette Jane	Bachelor of Arts
McFerran, Elise Kalyn	Bachelor of Arts
Meece, Madalyn	Bachelor of Arts
Merk, Caroline H	Bachelor of Arts
Moe, Bethany Grace	Bachelor of Arts
Muszynsky, Janaleigh Chessie	Bachelor of Arts
Newport, Ethan Mitchell	Bachelor of Arts
Noble, Benjamin E	Bachelor of Arts
Norton, Hunter Reece	Bachelor of Arts
Olsen, Emma Catherine	Bachelor of Arts
Omar, Suzana M	Bachelor of Arts
Pax, Rose Marie	Bachelor of Arts
Pennington, Emma D	Bachelor of Arts
Poe, Albany R	Bachelor of Arts
Price, Kennedy A	Bachelor of Arts
Purches Jr, Keirre Marquis	Bachelor of Arts
Robertson, Taylor Christine	Bachelor of Arts
Robinson, Caroline G	Bachelor of Arts
Savia, Zachariah Nathaniel	Bachelor of Arts
Schaeffer, Aramatta Mae Lorriane	Bachelor of Arts
Shirar, Madison Nicole	Bachelor of Arts
Slankard, Hope L	Bachelor of Arts
Sloop, Hogan Matthew	Bachelor of Arts
Swinehart, William R	Bachelor of Arts
Teah, Barbara Erie	Bachelor of Arts
Utterback, Katherine Elizabeth	Bachelor of Arts
Wenban, Mary Kirk	Bachelor of Arts

Wentz, Kristin Renee	Bachelor of Arts
Whalin, Jenna I	Bachelor of Arts
Whitsett, Essica	Bachelor of Arts
Will, Sara Christine	Bachelor of Arts
Wiltermood, Mason A	Bachelor of Arts
Winningham, Christopher Blake	Bachelor of Arts
Wortman, Will M	Bachelor of Arts
Bultman, Elijah Creed	Bachelor of Fine Arts
Coffelt, Monica L	Bachelor of Fine Arts
Engel, Kayle	Bachelor of Fine Arts
Gray, Kayla M	Bachelor of Fine Arts
Gruenwald, Nicole Halina	Bachelor of Fine Arts
Johnson, Phillip D	Bachelor of Fine Arts
Kippenbrock, Emily Claire	Bachelor of Fine Arts
Kuenker, Lauren Diane	Bachelor of Fine Arts
Lenczewski, Caitlin Isabelle	Bachelor of Fine Arts
Millsaps, Lauren	Bachelor of Fine Arts
Robben, Alyssa L	Bachelor of Fine Arts
Siddens, Kendra Janae	Bachelor of Fine Arts
Walker, Taylor Bernard	Bachelor of Fine Arts
Kostraba, Lillian A	Bachelor of Music
Smith, Tyler N	Bachelor of Music
Adams, Morgan Grace	Bachelor of Music Education
Bravo, Damaris Joan	Bachelor of Music Education
Cain, Adriana Alexis	Bachelor of Music Education
Chaney, David Anthony	Bachelor of Music Education
Donnahoe, Emma Faith	Bachelor of Music Education
Godwin, Abigail E	Bachelor of Music Education
Monroe, Chase M	Bachelor of Music Education
Schaeffer Jr, John Robert	Bachelor of Music Education
Bringle, TeAnn Patrece	Bachelor of Public Health
Harney, Shaylyn Renee	Bachelor of Public Health
Lomax, Nadia Lavon	Bachelor of Public Health
Martin, Andrew W	Bachelor of Public Health
Murphy, Paige H	Bachelor of Public Health
Narkah, Abigail Daisy	Bachelor of Public Health
Osei, Stephanie Sheila	Bachelor of Public Health
Parish, Demaris A	Bachelor of Public Health
Proskey, Lindsey Rae	Bachelor of Public Health
Pruemer, Hannah Rose	Bachelor of Public Health
Rankin, Jessica Rose	Bachelor of Public Health
Sawtelle, Sierra LeeAnn	Bachelor of Public Health
Schulte, Jonna Elyse	Bachelor of Public Health
Tasich, Alexandra Marie	Bachelor of Public Health

Tyrone, Ciara Marie	Bachelor of Public Health
Ward, Abbigayle Marie	Bachelor of Public Health
Abbott, Shelby Grace	Bachelor of Science
Abner, Caedyn	Bachelor of Science
Adams, Dylan Grant	Bachelor of Science
Adejayan Jr, Bamidele O	Bachelor of Science
Agemy, Codey James	Bachelor of Science
Aguiar, Bobby Joe	Bachelor of Science
Aguila, Marielle Anne	Bachelor of Science
Aguilar, Mariah Nicole	Bachelor of Science
Al-Wuhaimed, Mansour Mohammed	Bachelor of Science
Alard Vegas, Carmen	Bachelor of Science
Alassiri, Abdulelah	Bachelor of Science
Albertson, Andrew Garrett	Bachelor of Science
Alcantara, Emely Ivette	Bachelor of Science
Alcorta, Isis Thalia	Bachelor of Science
Allen, Robert Christopher	Bachelor of Science
Almaraz, Adam	Bachelor of Science
Almarri Sr, Hamad Mesfer	Bachelor of Science
Alqatifi Jr, Qasim Abdolfattah	Bachelor of Science
Alsaad, Nasser Abdulrahman	Bachelor of Science
Alsinan, Ahmed Abdulhakim A	Bachelor of Science
Altayeb, Abdulaziz Soud	Bachelor of Science
Altieri, Vincente N	Bachelor of Science
Anderson, Austin Christopher	Bachelor of Science
Anderson, Luke Thomas	Bachelor of Science
Anderson, Mark William	Bachelor of Science
Anderson, Maryssa J	Bachelor of Science
Anderson, Sarah Renae	Bachelor of Science
Anderson, Simone Caitlin	Bachelor of Science
Anetekhai, Elamosi Oshiolemai	Bachelor of Science
Angel, Josie N	Bachelor of Science
Angermeier, Jessica A	Bachelor of Science
Anzola, Jasmyn Elaine	Bachelor of Science
Aramowicz, Julia A	Bachelor of Science
Aranda, Alize Marie	Bachelor of Science
Armstrong, Carmina Tori	Bachelor of Science
Arnold, Emma E	Bachelor of Science
Artis, David Thomas	Bachelor of Science
Ashley, Wyatt James	Bachelor of Science
Asonganyi, Princess	Bachelor of Science
Atkins, Ryan D	Bachelor of Science
Atkinson, Kaitlyn	Bachelor of Science
Atwa, Nora Magdy	Bachelor of Science

Ausbrooks, Nicholas Aaron	Bachelor of Science
Austin, Aubrey Diana	Bachelor of Science
Austin, Christopher Stephen	Bachelor of Science
Ayotte, Eric Clifford	Bachelor of Science
Azikiwe, Kenekwukwu	Bachelor of Science
Bach, Nathan Hans	Bachelor of Science
Bagby, Cassidy Danielle	Bachelor of Science
Bailey, Isaac P	Bachelor of Science
Bakare, Naimat Bukola	Bachelor of Science
Baker, Amaris	Bachelor of Science
Baker, Audrey H	Bachelor of Science
Baker, Keith	Bachelor of Science
Baker, Trey Robert	Bachelor of Science
Baker, Victoria Rose	Bachelor of Science
Baptista, Daniel Paulo	Bachelor of Science
Barger, Brandon Tyler	Bachelor of Science
Barger, Makenzie G	Bachelor of Science
Barkdull, Dustin Bryan	Bachelor of Science
Barker, Logan Randall	Bachelor of Science
Barnes, Jordyn Michelle	Bachelor of Science
Bartlett, Isaiah	Bachelor of Science
Bates, Heidi Lynn	Bachelor of Science
Baugh, Kyle	Bachelor of Science
Bayless, Jazzmyan S	Bachelor of Science
Beauford, Lacey A	Bachelor of Science
Bechinski, Zachary David	Bachelor of Science
Beeman, John Parker	Bachelor of Science
Bell, Kiyonce' J	Bachelor of Science
Benefiel, Hallie Madison	Bachelor of Science
Benjamin, Christian	Bachelor of Science
Bennett, Melissa Kay	Bachelor of Science
Bennett, Michael Theodore	Bachelor of Science
Benson, Meredith Renea	Bachelor of Science
Bernardez, Marvelyn	Bachelor of Science
Beverly, Erick Marcle	Bachelor of Science
Billhardt, Jessica A	Bachelor of Science
Bird, Samantha M	Bachelor of Science
Bishop, Samuel	Bachelor of Science
Bitters, Abigail Marie	Bachelor of Science
Blackmon, Kalen Ariel	Bachelor of Science
Blackwell, Xachary Alonzo	Bachelor of Science
Blake, Courtney Lynn	Bachelor of Science
Bledson, Xavier	Bachelor of Science
Bleskey, Joel Hunter	Bachelor of Science

Bloemer, Kaitlyn Ashley	Bachelor of Science
Blythe, Eleanor Jane	Bachelor of Science
Boesch, Tara L	Bachelor of Science
Bogdan, Micah C	Bachelor of Science
Bogue, Caitlyn Bethany	Bachelor of Science
Boles, Princess Thalia	Bachelor of Science
Boor, Dylan H	Bachelor of Science
Borden, Taylor M	Bachelor of Science
Bowen, Samuel Robert	Bachelor of Science
Bower, Ian P	Bachelor of Science
Bowlds, Kelsey Elizabeth	Bachelor of Science
Braden, Cade Thomas	Bachelor of Science
Bradley, Nichelle	Bachelor of Science
Brambert, Madeline Kay	Bachelor of Science
Brandenburg, Macy J	Bachelor of Science
Brashier, Brittnee Renee	Bachelor of Science
Brenton, Logan Joseph	Bachelor of Science
Brickey Jr, Timothy Andrew	Bachelor of Science
Brigham, Kei'Anna R	Bachelor of Science
Brindley, Rachel Lynn	Bachelor of Science
Brock, Heaven-Alexis	Bachelor of Science
Brokemon, Myles Breon	Bachelor of Science
Brooks-Ellis, Donald D	Bachelor of Science
Brown, Delaney Rose	Bachelor of Science
Brown, Madison Louise	Bachelor of Science
Brown, Rayanne Bernice	Bachelor of Science
Brown, Ty'Raja	Bachelor of Science
Brown, Zavion Tyrik	Bachelor of Science
Bruce, Janelle Grace	Bachelor of Science
Bruck, Nicholas H	Bachelor of Science
Brundige, Lindsey Marie	Bachelor of Science
Bruno, Ashley Nicole	Bachelor of Science
Bruns, Robert	Bachelor of Science
Brutus, Sara	Bachelor of Science
Buell, Christina Rea	Bachelor of Science
Buescher, Elizabeth Ellen	Bachelor of Science
Buhl, Jamie Ann	Bachelor of Science
Bullock, Emma Christine	Bachelor of Science
Burgmeier, Tessa Lauryn	Bachelor of Science
Burkybile, Devon A	Bachelor of Science
Burns, Abbey Marie	Bachelor of Science
Byers, Courtlyn Olivia	Bachelor of Science
Cailteux, Rachel A	Bachelor of Science
Cain, Amelia Elizabeth Owens	Bachelor of Science

Caldero, William Ivan	Bachelor of Science
Caldwell, Brittany Na'kita	Bachelor of Science
Camp, Krislyn D	Bachelor of Science
Carbonara, Gianna Margaret	Bachelor of Science
Carman, Kilea Denae	Bachelor of Science
Carpenter, Alyssa Ellen	Bachelor of Science
Carpenter, Trey William	Bachelor of Science
Carreno, Jaqueline F	Bachelor of Science
Carrico, Chase E	Bachelor of Science
Carrico, Jacob T	Bachelor of Science
Carron, Kirk E	Bachelor of Science
Carter, Destiny Christina	Bachelor of Science
Carter, Jack A	Bachelor of Science
Cason, Asi	Bachelor of Science
Castaneda, Jose R	Bachelor of Science
Cech, Tyler Michael	Bachelor of Science
Cervantes, Dario	Bachelor of Science
Chandler, Marcia Lynn	Bachelor of Science
Chisham, Samuel David	Bachelor of Science
Chowning, Sharyce Dontaysia	Bachelor of Science
Christian, Jonathon Taylor	Bachelor of Science
Christos, John	Bachelor of Science
Cisson, Clay Tyler	Bachelor of Science
Clark, Kyler B	Bachelor of Science
Clark, Malcolm Alexander	Bachelor of Science
Cleary, Margaret Grace	Bachelor of Science
Clemons, Devante Marquel	Bachelor of Science
Cline, Logan Kelly	Bachelor of Science
Cline, Mitchell Floyd	Bachelor of Science
Closs, Baylee Michelle	Bachelor of Science
Cloyd, Hunter Mackenzie	Bachelor of Science
Cochrun, Mackenzie Arin	Bachelor of Science
Coffin, Daniel John	Bachelor of Science
Collier, Emily	Bachelor of Science
Collins, Hannah Elizabeth	Bachelor of Science
Comeaux, Dylan Michael	Bachelor of Science
Compton, Hannah Faith	Bachelor of Science
Conder, Kaylee J	Bachelor of Science
Cook, Bradley David	Bachelor of Science
Cordero Orzuna, Enrique	Bachelor of Science
Couchman, Alexis Lynn	Bachelor of Science
Cover, Logan Bradley	Bachelor of Science
Cox, Jordan Marie	Bachelor of Science
Coy, Marissa Leigh	Bachelor of Science

Cram, Cadien Marie	Bachelor of Science
Crawford, Jonathan	Bachelor of Science
Crouch, Hunter Lee	Bachelor of Science
Crouch, Kloe Mattison	Bachelor of Science
Culley, Drew Patrick	Bachelor of Science
Cummins, Austin	Bachelor of Science
Cunningham Jr, Jayuon M	Bachelor of Science
Cunningham, Brianna	Bachelor of Science
Cunningham, Gregory M	Bachelor of Science
Cuthrell, Ebonie Labell McFarland	Bachelor of Science
Cutler, David	Bachelor of Science
Daebelliehn, Sawyer J	Bachelor of Science
Dalal, Om Bimal	Bachelor of Science
Dale, Gracee Leeanne	Bachelor of Science
Daner, Drew Zhong	Bachelor of Science
Dardeen, Kearsten Marie	Bachelor of Science
Dausch, Dax E	Bachelor of Science
Davis, Austin Blake	Bachelor of Science
Davis, Avery W	Bachelor of Science
Davis, Jake Wendell	Bachelor of Science
Davis, Jakob Thomas	Bachelor of Science
Day, Jaden Jonee	Bachelor of Science
DeBow, Alexandria	Bachelor of Science
DeGarmo, Jack	Bachelor of Science
DeKerf, Colin Allen	Bachelor of Science
DeSchepper, Logan Michael	Bachelor of Science
Dean, Hailey Lynn	Bachelor of Science
Dean, Morgan Elizabeth-Kay	Bachelor of Science
Delgado, Donna Lyn	Bachelor of Science
Dennis, Michael David	Bachelor of Science
Denniss, Brad John	Bachelor of Science
Deutscher, Emily N	Bachelor of Science
Dhingra, Simran	Bachelor of Science
Dickinson, Kyle	Bachelor of Science
Didier, Evan P	Bachelor of Science
Diers, Quinn R	Bachelor of Science
Dixon II, Kevin L	Bachelor of Science
Doedtman, Audra Suzanne	Bachelor of Science
Donley, Calandra	Bachelor of Science
Dorothy, Zachary Ryan	Bachelor of Science
Dorsey, Ariel Kiara	Bachelor of Science
Dowell, Samantha E	Bachelor of Science
Drew, Jonathan Allen	Bachelor of Science
Drum, Korry Michael	Bachelor of Science

Dulworth, Madison Brooke	Bachelor of Science
Durgy, Sarah Elizabeth	Bachelor of Science
Duszynski, Joseph R	Bachelor of Science
Dutro, Katelyn R	Bachelor of Science
Dutrow, Evan Paul	Bachelor of Science
Dyer-Mathis, Heaven Marie	Bachelor of Science
Edgington, Krystyna Lyn	Bachelor of Science
Edwards Jr, Gerald	Bachelor of Science
Egger, Ross H	Bachelor of Science
Ehrlich, Annika F	Bachelor of Science
Eldred, Logan K	Bachelor of Science
Elesinnla, Toluwalashe	Bachelor of Science
Eljahmi, Jehm Abdo	Bachelor of Science
Elliott, Chantael Elizabeth	Bachelor of Science
Ellis, Jaliya Denise	Bachelor of Science
End, William Jared	Bachelor of Science
Engel, Bailey Louanne	Bachelor of Science
Engel, Jason Roydale	Bachelor of Science
Engel, Rachel Ellen	Bachelor of Science
England, Blake Scott	Bachelor of Science
England, Lauren K.B.	Bachelor of Science
Esmeyer, Devan James	Bachelor of Science
Eubank, Sarah Ann	Bachelor of Science
Evans, Joel Austin	Bachelor of Science
Evans, Kaitlyn Joyce	Bachelor of Science
Faddis, Dalton James	Bachelor of Science
Fagg, Tasidee M	Bachelor of Science
Fearrin, Devin M	Bachelor of Science
Feltz, Joshua Michael	Bachelor of Science
Fenlong, Connor Joseph	Bachelor of Science
Fernandez, Aitana	Bachelor of Science
Ferry III, James Joseph	Bachelor of Science
Fidler, Kayla J	Bachelor of Science
Fields, Nicholas J	Bachelor of Science
Figueroa, Melodie P	Bachelor of Science
Fisher, Chelsea Elizabeth	Bachelor of Science
Fisher, Neely Faye-Louise	Bachelor of Science
Fleming, Desmond Javon	Bachelor of Science
Fogarty, Molly Caitlin	Bachelor of Science
Foley, Isaac	Bachelor of Science
Fonkem, Atabongankeng Awaah	Bachelor of Science
Ford, Colin Schafer	Bachelor of Science
Forti, Joseph	Bachelor of Science
Fox, Caroline Elisabeth	Bachelor of Science



Foy, Cole Elias	Bachelor of Science
Fraser, Gage M	Bachelor of Science
Freeman, Larissa Nicole	Bachelor of Science
French, Chloe M	Bachelor of Science
Frey, Zoe J	Bachelor of Science
Friel, Katelyn Marie	Bachelor of Science
Fritz, Gabrielle H	Bachelor of Science
Fuentes-Martinez, Lindsay Janeth	Bachelor of Science
Fuller, Jacqueline	Bachelor of Science
Furnas, Hailey Danielle	Bachelor of Science
Futrell, Xandria	Bachelor of Science
Gaile, Brittany Rose	Bachelor of Science
Gallery, Chloe Paige	Bachelor of Science
Gamble, John C	Bachelor of Science
Gangwer, Jackson R	Bachelor of Science
Garcia Acosta, Christopher	Bachelor of Science
Garcia, Grecia Suzette	Bachelor of Science
Garcia, Salvador Antonio	Bachelor of Science
Gardner, Gabe G	Bachelor of Science
Garrett, Giovonni Romia	Bachelor of Science
Garrett, Lyndsay Nicole	Bachelor of Science
Garrison III, James A	Bachelor of Science
Gauer, Kathryn R	Bachelor of Science
Gebhart, Klaire Morgan	Bachelor of Science
Gerard, Erica L	Bachelor of Science
Gerhart, Molly A	Bachelor of Science
Gerig, Makynzie M	Bachelor of Science
German, Brianna	Bachelor of Science
Gernand, Callie Elizabeth	Bachelor of Science
Ghimire, Prapanna	Bachelor of Science
Ghuman, Charnpal S	Bachelor of Science
Gillis, Shannon Lee	Bachelor of Science
Girdley, Dalton James	Bachelor of Science
Glanton, Mya	Bachelor of Science
Glassburn, Kassidy Danielle	Bachelor of Science
Glenn, Jamia J	Bachelor of Science
Glover, Paula Danielle	Bachelor of Science
Gluntz, Jonathan C	Bachelor of Science
Glycadgis, Caleb Garret	Bachelor of Science
Gofourth, Kennedy N	Bachelor of Science
Golay, Katherine V	Bachelor of Science
Gonsowski, Brielle A	Bachelor of Science
Gonzalez, Adrian Alejandro	Bachelor of Science
Gonzalez, Evan	Bachelor of Science

Goodan, Zachary Lee	Bachelor of Science
Gores, Olivia R	Bachelor of Science
Gracia, Dean Edward	Bachelor of Science
Gramelspacher, Justin Alan	Bachelor of Science
Grange, Hannah Josephine	Bachelor of Science
Gray, Jenna K	Bachelor of Science
Gray, Margaret Antonia	Bachelor of Science
Green, Gage T	Bachelor of Science
Green, Kenzington L	Bachelor of Science
Green, Nicholas J	Bachelor of Science
Green, Odessa Nicole	Bachelor of Science
Greenwell, Garrett James	Bachelor of Science
Guess II, Clay D	Bachelor of Science
Gutierrez, Elijah Lane	Bachelor of Science
Haddad, Michael R	Bachelor of Science
Haggh, Colin Bradford	Bachelor of Science
Hale, Alexa Marie	Bachelor of Science
Halloran, Michael Edward	Bachelor of Science
Hamilton, Keith A	Bachelor of Science
Hamilton, Nikolas G	Bachelor of Science
Hamzat, Adebisi Yetunde	Bachelor of Science
Hanna, Jared Owen	Bachelor of Science
Hanrahan, Serra A	Bachelor of Science
Hansford, Kent Douglas	Bachelor of Science
Harbaum, Chelsea Ann	Bachelor of Science
Harding, Kayla R	Bachelor of Science
Hare, Dynasty A	Bachelor of Science
Harney, Shaylyn Renee	Bachelor of Science
Harpole, Roman Anthony	Bachelor of Science
Hassfurthur, Christopher S	Bachelor of Science
Hatfield, Graham C	Bachelor of Science
Hauk, Skylar Nicole	Bachelor of Science
Hawkins, Kate McKenna	Bachelor of Science
Hay, Travis Michael	Bachelor of Science
Haynes, Schuyler Sethan	Bachelor of Science
Hazelman, Macey M	Bachelor of Science
Head, Elynor Lynne	Bachelor of Science
Heck, Megan L	Bachelor of Science
Heller, William	Bachelor of Science
Hemrich, Madeline Marie	Bachelor of Science
Henry, Alecia M	Bachelor of Science
Henthorn, Amanda L	Bachelor of Science
Henze, Haley Marie	Bachelor of Science
Herber, Erin Allison	Bachelor of Science

Herfindahl, Dylan David	Bachelor of Science
Hernandez II, Andrew	Bachelor of Science
Hernandez, Briana	Bachelor of Science
Herrera, Julia Annette	Bachelor of Science
Herzfeldt, Austin F	Bachelor of Science
Hey, Victoria Morgan Jean	Bachelor of Science
Hickman, Garrett Peter	Bachelor of Science
Higgins, Adria B	Bachelor of Science
Hill, David James	Bachelor of Science
Hinterlong, Carson Gregory	Bachelor of Science
Hobbs, Zachary Paul	Bachelor of Science
Hodge, Anthony J	Bachelor of Science
Hoffman, Tara Lynn	Bachelor of Science
Holcombe, Anna Grace	Bachelor of Science
Holguin, Hector Daniel	Bachelor of Science
Hollingshead, Philip	Bachelor of Science
Holycross, Cameron Tyler	Bachelor of Science
Honaker, Isaac Patton	Bachelor of Science
Hoover, Blake Christopher	Bachelor of Science
Hornock, Michael Christopher	Bachelor of Science
Horton, Kyle Robert	Bachelor of Science
Hudson, Darien James	Bachelor of Science
Hudson, Kayla Danyel	Bachelor of Science
Hughett, Molly Claire	Bachelor of Science
Humbert, Kelsey A	Bachelor of Science
Hunt, Maddison P	Bachelor of Science
Hunter, Lucas Riley	Bachelor of Science
Hurford, Spencer D	Bachelor of Science
Hurst, Chloe G	Bachelor of Science
Hybsha, David Paul	Bachelor of Science
Hyde, Erica Rose	Bachelor of Science
Iannitti, Tayona Alyse	Bachelor of Science
Intravaia, Dominick Francesco	Bachelor of Science
Jachec, Matthew William	Bachelor of Science
Jackson, Jacob Scott	Bachelor of Science
Jackson, Jalyn	Bachelor of Science
Jackson, Shawn Liane	Bachelor of Science
James III, Murell Elkin	Bachelor of Science
Jarels, Ashley Renee	Bachelor of Science
Jassman, Amy L	Bachelor of Science
Jefferson, Morgan Aliyah	Bachelor of Science
Jenkins, Steven James	Bachelor of Science
Jensen, Carlie P	Bachelor of Science
Jerozal, Kyle R	Bachelor of Science

Johns, Victoria Anne	Bachelor of Science
Johnson, Camden Wayne	Bachelor of Science
Johnson, Jayme M	Bachelor of Science
Johnson, Laresha L	Bachelor of Science
Johnson, Natalie Elaine	Bachelor of Science
Johnson, Phajja B	Bachelor of Science
Johnson, Tamarra Denise	Bachelor of Science
Johnston, Mitchell Joseph	Bachelor of Science
Jones, Cristian Robert	Bachelor of Science
Jones, Deon D	Bachelor of Science
Jones, Jabrea A	Bachelor of Science
Jones, Jymelah	Bachelor of Science
Jones, Mykailya Shyann	Bachelor of Science
Jones, Rita Ann-Lynn	Bachelor of Science
Jones, Ryan Hugh	Bachelor of Science
Jones, Zabri Tiana	Bachelor of Science
Josten, Caitlin M	Bachelor of Science
Jurek, Johnathan	Bachelor of Science
Kaba I, Ibrahim M	Bachelor of Science
Kasnick, Daniel Lee	Bachelor of Science
Katz, Isabella Louise	Bachelor of Science
Kaur, Amy Amneet	Bachelor of Science
Keeran, Braxdyn Rayne	Bachelor of Science
Keimig, Jack David	Bachelor of Science
Kell, Allison	Bachelor of Science
Kelsey, Jordan A	Bachelor of Science
Kelzer, Mark	Bachelor of Science
Kendell, Ashton Sidney	Bachelor of Science
Kenneally, Andrew	Bachelor of Science
Kennedy, Kate B	Bachelor of Science
Kennedy, Michael Joseph	Bachelor of Science
Kerber, Kohler	Bachelor of Science
Kerby, Elisabeth Belle	Bachelor of Science
Kidwell, Katelyn M	Bachelor of Science
Kile, Bradley	Bachelor of Science
Kindred, LaTaja	Bachelor of Science
King, Annalisa Nicole	Bachelor of Science
King, Victor	Bachelor of Science
Kingery, Alexis Nichole	Bachelor of Science
Kirkham, Peyton M	Bachelor of Science
Klein, Max	Bachelor of Science
Klein, Tanner	Bachelor of Science
Klemann, Jourdan	Bachelor of Science
Klitzing, Anthony LeRoy	Bachelor of Science

Klug, Zachary Joseph	Bachelor of Science
Knight, Kristin Corinne	Bachelor of Science
Knott, Alexandra R	Bachelor of Science
Koch, Kyle Parker	Bachelor of Science
Koepfler, Alex Kimberly	Bachelor of Science
Kohl, Callista Anne	Bachelor of Science
Korte, Lucas Kane	Bachelor of Science
Kowalski, Benjamin Richard	Bachelor of Science
Kremer, Sydney	Bachelor of Science
Kremitzki, Sara E	Bachelor of Science
Krieg, Jackson R	Bachelor of Science
Krutsch, Kevin Michael	Bachelor of Science
Kublack, Corinne Rose	Bachelor of Science
Kuehn Jr, Timmy James	Bachelor of Science
Kumpuckal, Sarita George	Bachelor of Science
Kuritz, Kaitlynn JoAnna	Bachelor of Science
Kwok, Jasen Kung	Bachelor of Science
LaFavor, Luke J	Bachelor of Science
Lantz, Jessica Ann	Bachelor of Science
Large, Oliver	Bachelor of Science
Lash, Connor Patrick	Bachelor of Science
Latta, Zane C	Bachelor of Science
Lawrence, Cara A	Bachelor of Science
Lawrence, Mallori Renee	Bachelor of Science
Leatherman, Madalyn K	Bachelor of Science
Lee, Briara	Bachelor of Science
Lee, Jae Kweon	Bachelor of Science
Leek, Nathan Ray	Bachelor of Science
Leny, Julianna Paige	Bachelor of Science
Leon, Isabella Soledad	Bachelor of Science
Lester, Austin David	Bachelor of Science
Leto, Ryan J	Bachelor of Science
Lewis III, Joe Ray	Bachelor of Science
Lewis, Colton	Bachelor of Science
Lewis, Gage Michael	Bachelor of Science
Lewis, Rachel Leann	Bachelor of Science
Liggett II, Brian T	Bachelor of Science
Lindaman, Brendan Richard	Bachelor of Science
Linderman-Hon, Alexis M	Bachelor of Science
Linville, Mackenzy Dawn	Bachelor of Science
Little, Esther S	Bachelor of Science
Logsdon, Aaron Michial	Bachelor of Science
London, Bryce	Bachelor of Science
Long, David Alexander	Bachelor of Science

Looper, Grant A	Bachelor of Science
Lorance, Colton Ray McKenzie	Bachelor of Science
Louden, Baylee Ann	Bachelor of Science
Louie, Gabriela Rose	Bachelor of Science
Lowder, Jessica Nicole	Bachelor of Science
Lubas, Lenny Micheal	Bachelor of Science
Lucas, Jesse Paul	Bachelor of Science
Lumpkins, Tyla L	Bachelor of Science
Lundquist, Candice Ann	Bachelor of Science
Lundy, Justus Allen	Bachelor of Science
Lusk, Grant Parker	Bachelor of Science
Lutes, Sarah G	Bachelor of Science
Lynd, Aravis	Bachelor of Science
Lytle, Nolan Ryan	Bachelor of Science
Mack, Michael Curtis	Bachelor of Science
Magee, Christian Matthew	Bachelor of Science
Maggart, Delanie Nicole	Bachelor of Science
Majerek, Mallory	Bachelor of Science
Malcomb, Madison M	Bachelor of Science
Mann, Emily Michelle	Bachelor of Science
Maples, Victoria	Bachelor of Science
Marino, Monika C	Bachelor of Science
Martin, Allison I	Bachelor of Science
Martinez, Noberto	Bachelor of Science
Martins Da Cunha, Dayane	Bachelor of Science
Massey, Karah G	Bachelor of Science
Matheney, Maurice Briyce	Bachelor of Science
Matthews, Isaiah Dejuan	Bachelor of Science
Mauk, Natalie R	Bachelor of Science
Maul, Timothy Otto	Bachelor of Science
Maury Jr, Jeffrey Craig	Bachelor of Science
Maxwell, Cody York	Bachelor of Science
McCain, Chelsea Elizabeth	Bachelor of Science
McCammon-Bement, Andrew	Bachelor of Science
McCann, Morgan Allexis	Bachelor of Science
McCarty, Regan A	Bachelor of Science
McClendon, Romal	Bachelor of Science
McClenney, Ethan Lee	Bachelor of Science
McDonough, Maeve A	Bachelor of Science
McGivern, Samantha Ann	Bachelor of Science
McKay, Lea Michelle	Bachelor of Science
McKendree, Anna Faith	Bachelor of Science
McKibben, Kyle Ross	Bachelor of Science
McLeish, Bryce Andrew	Bachelor of Science

McMurray, Adalyn G	Bachelor of Science
McNulty, Alexandria Marie	Bachelor of Science
McPherron, Cassandra Jane	Bachelor of Science
McReynolds, Danielle Lynn	Bachelor of Science
McReynolds, Danielle Lynn	Bachelor of Science
Mclemore, Dominik	Bachelor of Science
Mehring, Lucas Daniel	Bachelor of Science
Mehring, Nicole Marie	Bachelor of Science
Merriman, Jennifer R	Bachelor of Science
Metallic, Luke C	Bachelor of Science
Mettert, Haden Montgomery	Bachelor of Science
Meyer, Paige	Bachelor of Science
Mezera, Alicia Alma	Bachelor of Science
Michael, Parker Lee	Bachelor of Science
Migliorini, Cole D	Bachelor of Science
Mikich, Marko	Bachelor of Science
Miles, Tawanna Marie	Bachelor of Science
Milkie, Brian William	Bachelor of Science
Miller, Johnathan Kay	Bachelor of Science
Miller, Marissa Nicole	Bachelor of Science
Miller, Seth C	Bachelor of Science
Miller, Tyler	Bachelor of Science
Milligan, Taylor Elizabeth	Bachelor of Science
Minton, Josie R	Bachelor of Science
Miranda, Samuel Kevin	Bachelor of Science
Misch, Madisyn L	Bachelor of Science
Mokrzycki, Michael John	Bachelor of Science
Mones-Gaspar, Carla Esmeralda	Bachelor of Science
Montes, Saira Belem	Bachelor of Science
Montgomery, Sarah Mae	Bachelor of Science
Moore, JaVaughn	Bachelor of Science
Morand, Rachel	Bachelor of Science
Moreau, Sarah Mylene Raymonde	Bachelor of Science
Morgan, Sara P	Bachelor of Science
Morris, Brandon Jefferson	Bachelor of Science
Morrison, Grant Michael	Bachelor of Science
Morrison, Hunter Steven	Bachelor of Science
Morrow, Chelsea Elizabeth	Bachelor of Science
Moscrip, Dalton William	Bachelor of Science
Mourey, Noah Joseph	Bachelor of Science
Moyer, Allison Rose	Bachelor of Science
Mraz, Maria C	Bachelor of Science
Mueller, Jonathan C	Bachelor of Science
Murphy, Devin M	Bachelor of Science

Murphy, Madeline Kendra	Bachelor of Science
Musgrave, Cody A	Bachelor of Science
Myers, Carolyn Jane	Bachelor of Science
Naim, Walid	Bachelor of Science
Nayder, Zachary	Bachelor of Science
Nees, Caleb Isaiah	Bachelor of Science
Nelson, Tara Nicole	Bachelor of Science
Nenninger, Jordan Hope	Bachelor of Science
Newby, Kylie R	Bachelor of Science
Newton, Kristan Ann	Bachelor of Science
Nguyen, Trami	Bachelor of Science
Nichols, Brandon Shea	Bachelor of Science
Nichols, Kyler Adrian	Bachelor of Science
Nichols, Naomi Marie	Bachelor of Science
Nicosin, Shawn Michael	Bachelor of Science
Nogoda, Alec Charles	Bachelor of Science
North, Austin M	Bachelor of Science
Nuyen, Cole Robert	Bachelor of Science
O'Mara, Shane Riley	Bachelor of Science
O'Rourke, Katie Lee Ann	Bachelor of Science
Oakley, Garrett Dean	Bachelor of Science
Ogalo, Angella Charmaine	Bachelor of Science
Ornduff, Haleigh Ellynn	Bachelor of Science
Orth, Katelyn Finn	Bachelor of Science
Osafo, Jean Paul S	Bachelor of Science
Osunyikanmi, Olasunkanmi	Bachelor of Science
Othieno, Kevin	Bachelor of Science
Outlaw, Stephen G	Bachelor of Science
Owen, William T	Bachelor of Science
Owens, Courtney Elizabeth	Bachelor of Science
Pacheco, Hannah H	Bachelor of Science
Padden, Taylor Michael	Bachelor of Science
Painter, Nathan Scott	Bachelor of Science
Parchman, Ayana B	Bachelor of Science
Parker, Olivia Ruth	Bachelor of Science
Parkman, Ryan N	Bachelor of Science
Parks, Rebecca Leigh	Bachelor of Science
Parr, Noah Quinton	Bachelor of Science
Parry, Griffin E	Bachelor of Science
Passmore, Luke Johnathon	Bachelor of Science
Patag, Miguel Angelo	Bachelor of Science
Patel, Vishwa	Bachelor of Science
Paulsen, Cody	Bachelor of Science
Pendley, Jaydin A	Bachelor of Science



Penrose, Baleigh Elizabeth	Bachelor of Science
Perry, Jayden Everett	Bachelor of Science
Peterson, Armani Savanah	Bachelor of Science
Peterson, Kendra J	Bachelor of Science
Petree, Coleman T	Bachelor of Science
Pharr, Grace V	Bachelor of Science
Phillips, Jessica Kay	Bachelor of Science
Pickens, Veronica Lynn Veach	Bachelor of Science
Pickett, Zhana	Bachelor of Science
Pine, Michael	Bachelor of Science
Pishon, Joshua Emmett	Bachelor of Science
Pittman, Claire Elizabeth	Bachelor of Science
Pitzer, Sommer Nicole	Bachelor of Science
Plasse, Dylaney Nicole	Bachelor of Science
Plummer Jr, Kevin Andrew	Bachelor of Science
Poindexter, Dakotah Olivia-George	Bachelor of Science
Pokrzywinski, Alexander Charles	Bachelor of Science
Pokrzywinski, Zachary Christopher	Bachelor of Science
Pollard, Chianne	Bachelor of Science
Poole, Olivia Marie	Bachelor of Science
Pope, Griffin Michael	Bachelor of Science
Potts, Christiana L	Bachelor of Science
Potts, Christiana L	Bachelor of Science
Powell, Luke Anthony	Bachelor of Science
Powell, Mary Jo	Bachelor of Science
Powers, Gregory Nathaniel	Bachelor of Science
Prechtel, Riley A	Bachelor of Science
Prewitt, Kelsey R	Bachelor of Science
Price, Brooklynn Paige	Bachelor of Science
Price, Mykayla Renee	Bachelor of Science
Price, Nathan M	Bachelor of Science
Pringle, Jazmine	Bachelor of Science
Pruiett, Jessica Renee	Bachelor of Science
Purtlebaugh, Grayson Andrew	Bachelor of Science
Putrimas, Andrea	Bachelor of Science
Raff, Shelby	Bachelor of Science
Ragsdale, Rebecca A	Bachelor of Science
Ramirez, Yadira Victoria	Bachelor of Science
Randall, Clark	Bachelor of Science
Rankin, Jacob R	Bachelor of Science
Ream, Lauren Nicole	Bachelor of Science
Reardon, Joshua D	Bachelor of Science
Reaves, Caeleigh J	Bachelor of Science
Rebber, Grace Marie	Bachelor of Science

Reed, Samantha Nichole	Bachelor of Science
Reeves, Kashmere Sincere	Bachelor of Science
Reilly, Kathleen E	Bachelor of Science
Reimsnyder, Hannah	Bachelor of Science
Revalee, Wyatt	Bachelor of Science
Reynolds, Alan Wayne	Bachelor of Science
Rhoden, Justin	Bachelor of Science
Rhyne, Teely	Bachelor of Science
Richards, Anthony Frank	Bachelor of Science
Richardt, Abigail Lynn	Bachelor of Science
Richey, Erica Jean	Bachelor of Science
Richmond, Jacob Bryant	Bachelor of Science
Riley, Elijah Joseph	Bachelor of Science
Rinehart, Brent Raymond	Bachelor of Science
Ringholz, Drake T	Bachelor of Science
Ritchey, Kierstin Nicole	Bachelor of Science
Roberts, Jackson D	Bachelor of Science
Roberts, Parker Dale	Bachelor of Science
Rodgers, Ashton Michael	Bachelor of Science
Rodriguez, Brianna	Bachelor of Science
Rogers, Jonathan W	Bachelor of Science
Rogers, Phoebe Renae	Bachelor of Science
Rolle, Christian Paul	Bachelor of Science
Roshel, Orian Amadia	Bachelor of Science
Rowland, Libby Marie	Bachelor of Science
Rowsell, Vincent Craig	Bachelor of Science
Rudicle, Evan Christopher	Bachelor of Science
Rupska, Jenna Michelle	Bachelor of Science
Rutherford Jr, Carlton Dion	Bachelor of Science
Ryan, Jacob	Bachelor of Science
Sacasas, Noah Jacob	Bachelor of Science
Sailes, William Asher	Bachelor of Science
Sanders, Aaliyah Shantae	Bachelor of Science
Sanqunetti, Rachel A	Bachelor of Science
Sapp, Kathryn Elizabeth	Bachelor of Science
Satterwhite, Rachel Anne	Bachelor of Science
Schauner, Olivia Lynn	Bachelor of Science
Scheid, Kristen R	Bachelor of Science
Scherzinger, Stephen Thomas	Bachelor of Science
Schmidt, Alik Damonivich	Bachelor of Science
Schmidt, Christina Maria	Bachelor of Science
Schneider, Spencer Thomas	Bachelor of Science
Schroeder, Anna K	Bachelor of Science
Schuler, Thomas M	Bachelor of Science

Schultz, Skylar Marie	Bachelor of Science
Schuyler, Elizabeth L	Bachelor of Science
Schwartz-Thrasher, Austin Brooks	Bachelor of Science
Scott III, Clarence Deshawn	Bachelor of Science
Sears, Michael Darren	Bachelor of Science
Seat, Brista Dawn	Bachelor of Science
Sebastian, Kelsey Dawn	Bachelor of Science
Sebree III, David F	Bachelor of Science
Seibert, Rylee Ann	Bachelor of Science
Sekiguchi, Kathy S	Bachelor of Science
Sellers, Keon	Bachelor of Science
Sellers, Nathan	Bachelor of Science
Senn, Joshua Logan	Bachelor of Science
Server, Kyle Everett	Bachelor of Science
Shade, Logan A	Bachelor of Science
Shank III, Robert Leslie	Bachelor of Science
Shannon, Justin Michael	Bachelor of Science
Shaw, Carter J	Bachelor of Science
Shellenbarger, Melangel Sable Fawn	Bachelor of Science
Shelton, Savannah Michelle	Bachelor of Science
Shepard, Jacob T	Bachelor of Science
Shepherd, Brady	Bachelor of Science
Shideler, Kaitlyn Renee	Bachelor of Science
Shingler, Tara September	Bachelor of Science
Shipley, Jacob Nolan	Bachelor of Science
Shockley, James Robert	Bachelor of Science
Siddens, Hudson W	Bachelor of Science
Siddon, Jackson	Bachelor of Science
Silver, Lauryn Elizabeth	Bachelor of Science
Simmons Jr, Antowane Darnell	Bachelor of Science
Simmons, Trevor Joseph	Bachelor of Science
Simpson, Aaron J	Bachelor of Science
Sloss, Caressa Nichol	Bachelor of Science
Smallwood, Kassity M	Bachelor of Science
Smith, Connor Evan	Bachelor of Science
Smith, Dionta Marcell	Bachelor of Science
Smith, Jilliann Kate	Bachelor of Science
Smith, Kristopher A	Bachelor of Science
Smith, Lukas Matthew	Bachelor of Science
Smith, Madeline Corritore	Bachelor of Science
Smith, Michelle Veronica	Bachelor of Science
Smith, Nicholas R	Bachelor of Science
Smith, Trenton Cole	Bachelor of Science
Snider, Ashley	Bachelor of Science

Snow, Desiree A	Bachelor of Science
Snow, Rachel	Bachelor of Science
Snyder, Jennifer Lynn	Bachelor of Science
Snyder, Mallory Rene	Bachelor of Science
Sonani, Dhara	Bachelor of Science
Soni, Manish	Bachelor of Science
Sons, Colin M	Bachelor of Science
Sowers, Spencer T	Bachelor of Science
Sparenberg, Hanah Kay	Bachelor of Science
Sparks, Audrey Kathleen	Bachelor of Science
Sparks, Jackson E	Bachelor of Science
Spears, Ethan James	Bachelor of Science
Speer, Mia A	Bachelor of Science
Spice, Alexis C	Bachelor of Science
St. Laurent, Erika Leanne	Bachelor of Science
Stableton, MaKayla Jo	Bachelor of Science
Stallcop, Deborah L	Bachelor of Science
Stath, Nichole	Bachelor of Science
Steidel, Delaney M	Bachelor of Science
Stephens, Keirstin M	Bachelor of Science
Stepp Jr, James W	Bachelor of Science
Stevens, Joel	Bachelor of Science
Stevenson, Brittany Anne	Bachelor of Science
Stidham, Zachary Tyler	Bachelor of Science
Stimac, Elizabeth R	Bachelor of Science
Stogsdill, Zane Michael	Bachelor of Science
Stott, Katherine M	Bachelor of Science
Stowe, Abigail J	Bachelor of Science
Strawmyer, Hannah	Bachelor of Science
Strecker, Amy Ann	Bachelor of Science
Strunk, Soheila Shandale	Bachelor of Science
Stumm, Peter Von	Bachelor of Science
Sullivan II, Michael David	Bachelor of Science
Summerlot, Luke R	Bachelor of Science
Svihla, William C	Bachelor of Science
Swaim, Adam John	Bachelor of Science
Szajna, Ryan Michael	Bachelor of Science
Talbott, Hannah E	Bachelor of Science
Taylor, Erica Lynn	Bachelor of Science
Taylor, Jibri O	Bachelor of Science
Taylor, Katelyn Marie	Bachelor of Science
Taylor, Savannah Brooke	Bachelor of Science
Tennis, Dana R	Bachelor of Science
Terry Jr, Charles Vernon	Bachelor of Science

Teston, Franko Gilbert	Bachelor of Science
Tetzloff, Grant	Bachelor of Science
Thames, Artiesha	Bachelor of Science
Thesier, Samuel	Bachelor of Science
Thomas, Cheyenne Destiny	Bachelor of Science
Thomas, Erin Jade	Bachelor of Science
Thomas, Reese	Bachelor of Science
Thomas, Spencer Danielle	Bachelor of Science
Thomerson, Cassandra Mae	Bachelor of Science
Thornton, Hunter	Bachelor of Science
Thurlow, Emily Elisabeth Hope	Bachelor of Science
Tierney, Connor J	Bachelor of Science
Timimi, Tim	Bachelor of Science
Tinkle, Morgen L	Bachelor of Science
Todd, Noah Michael Alexander	Bachelor of Science
Torrence, Christopher James	Bachelor of Science
Tostaine, Zoe Rebecca	Bachelor of Science
Tragesser, Trayton M	Bachelor of Science
Trammell, Brett Allen	Bachelor of Science
Trost, Keagen Zayne	Bachelor of Science
Truitt, Michael Anthony	Bachelor of Science
Tyler, Stormie Rea	Bachelor of Science
Umstead, Elizabeth A	Bachelor of Science
Urdaneta, Josue M	Bachelor of Science
Valent, Michele Marie	Bachelor of Science
Valier, Jack	Bachelor of Science
Vanzo, Jordan Anthony Michael	Bachelor of Science
Vaughn, Rashawn D	Bachelor of Science
Vecellio, Alex J	Bachelor of Science
Verst, Jarad C	Bachelor of Science
Vesta, Nicholas E	Bachelor of Science
Vice, Sierra L	Bachelor of Science
Vickers, Kendall Marie	Bachelor of Science
Vickers, Tristan Luke	Bachelor of Science
Vires, Raylynn Marie	Bachelor of Science
Virostko, Jonathon R	Bachelor of Science
Voges, Danielle B	Bachelor of Science
Voorhees, Kaitlynn Rose	Bachelor of Science
Vorce, Nathan Robert	Bachelor of Science
Voth, Joshua Nicholas	Bachelor of Science
Wagner, Victoria Claire	Bachelor of Science
Wagoner, Riley	Bachelor of Science
Wahlberg, Celeste Marie	Bachelor of Science
Walden, Nathan R	Bachelor of Science

Walker, Brittney	Bachelor of Science
Walker, Skyler Christian	Bachelor of Science
Walker, Vanessa Leigh	Bachelor of Science
Wall, Addison Steward	Bachelor of Science
Wallace, Gracyn Luellen	Bachelor of Science
Wallace, My Era S	Bachelor of Science
Wallace, Reynei Dejaa	Bachelor of Science
Ward, Brandon	Bachelor of Science
Warren, Shanel N	Bachelor of Science
Washington, Kayla	Bachelor of Science
Watson, Kylee Brienne	Bachelor of Science
Watson, Sophie Breann	Bachelor of Science
Waugh, Alex	Bachelor of Science
Weber, Gage D	Bachelor of Science
Weiss, Tammy Lynn	Bachelor of Science
Wells, Makenna Jo	Bachelor of Science
Westphal, Kamryn P	Bachelor of Science
White, Alex	Bachelor of Science
White, Dylan J	Bachelor of Science
Wiggins, Meka Michele	Bachelor of Science
Wight, Melissa Anne	Bachelor of Science
Wilkey, Rayden lee	Bachelor of Science
Williams, Dahja R	Bachelor of Science
Williams, Darius	Bachelor of Science
Williams, Del'Janae D L	Bachelor of Science
Williams, Jace Morgan	Bachelor of Science
Williams, Jailyne Marie	Bachelor of Science
Williams, Ryan Vincent	Bachelor of Science
Williams, Tarrell	Bachelor of Science
Willis, Hanna Marie	Bachelor of Science
Willmann, Grace Ann	Bachelor of Science
Wilson, Jacob Bryant	Bachelor of Science
Winfield, Marc Anthony	Bachelor of Science
Witkowski, Thomas Walter	Bachelor of Science
Wolf, Emily M	Bachelor of Science
Wood, Kasey Lynn	Bachelor of Science
Woodard, Myles A	Bachelor of Science
Woods, Hunter Z	Bachelor of Science
Worden, Samantha M	Bachelor of Science
Wozny, Rhiannon M	Bachelor of Science
Wright, Brittani N	Bachelor of Science
Wrightsman, Tobie Lee	Bachelor of Science
Yarbro, Elijah Latrelle	Bachelor of Science
Yeryar, Alyzah Zarita	Bachelor of Science

Young III, Frankie	Bachelor of Science
Young, Garrett Lincoln	Bachelor of Science
Young, Samara Lynn	Bachelor of Science
Youngblood, Gabe	Bachelor of Science
Zaher, Reem Ahmad	Bachelor of Science
Zegler, Kevin Douglas	Bachelor of Science
Zwahlen, Michael Albert	Bachelor of Science
Adams, Alicia	Bachelor of Science in Nursing
Adjei, Fanny Oparebea	Bachelor of Science in Nursing
Allen, Hickory Leigh	Bachelor of Science in Nursing
Arellano, Alice May	Bachelor of Science in Nursing
Ballenger, Keri Leeann	Bachelor of Science in Nursing
Barr, Courtney Evonne	Bachelor of Science in Nursing
Barrett, Kaylee	Bachelor of Science in Nursing
Benko, Alexis Ann	Bachelor of Science in Nursing
Biallas, Melissa Nicole	Bachelor of Science in Nursing
Braun, Lacey Lynn	Bachelor of Science in Nursing
Britt, Melanie	Bachelor of Science in Nursing
Brown, Joshua Jack	Bachelor of Science in Nursing
Buell, Teddi Linden	Bachelor of Science in Nursing
Carpenter, Alyson	Bachelor of Science in Nursing
Catlett, Jasmyne R	Bachelor of Science in Nursing
Choongo, Luse Mercy	Bachelor of Science in Nursing
Christman, Corey D	Bachelor of Science in Nursing
Clerk, Ross P	Bachelor of Science in Nursing
Cloe-Bradbury, Mary P	Bachelor of Science in Nursing
Cobb, Ashley Michelle	Bachelor of Science in Nursing
Collier-Freeman, Emily Michelle	Bachelor of Science in Nursing
Copley, Jessica	Bachelor of Science in Nursing
Crimmins, Evelyn	Bachelor of Science in Nursing
DeYoung, Melissa Danielle	Bachelor of Science in Nursing
Dempsey, Stephanie M	Bachelor of Science in Nursing
Detera, Tamara Ochoa	Bachelor of Science in Nursing
DiMarzio, Daniel A	Bachelor of Science in Nursing
Dinwiddie, Agnes Marie	Bachelor of Science in Nursing
Elliott, Kaytlyn Renee	Bachelor of Science in Nursing
England, Lauren Paige	Bachelor of Science in Nursing
Etchieson, Kayla Rae	Bachelor of Science in Nursing
Fidler, Christina Lynn	Bachelor of Science in Nursing
Folks, Adrian Iman	Bachelor of Science in Nursing
Fowler, Tamara Marie	Bachelor of Science in Nursing
Frederick, Analise Marie	Bachelor of Science in Nursing
Frye, Faith N	Bachelor of Science in Nursing
Garrett, Angel D	Bachelor of Science in Nursing





Morvik, Desirie M	Bachelor of Science in Nursing
Ng, Christine P	Bachelor of Science in Nursing
O'Connor, Colleen Elizabeth	Bachelor of Science in Nursing
Oberstar, Megan Dale	Bachelor of Science in Nursing
Odum, Ashley Lynn	Bachelor of Science in Nursing
Olowookere, Eunice Abosede	Bachelor of Science in Nursing
Otteson, Geri	Bachelor of Science in Nursing
Parker, Tanya Ann	Bachelor of Science in Nursing
Perry, Payton Nicole	Bachelor of Science in Nursing
Pettus, Rhaven D	Bachelor of Science in Nursing
Promise, Ashanti LaDrea	Bachelor of Science in Nursing
Rachels, Anna-Victoria Jordan	Bachelor of Science in Nursing
Rash, Lindsey Nichole	Bachelor of Science in Nursing
Riggs, Amanda Mae	Bachelor of Science in Nursing
Riordan, Caitlin Francis	Bachelor of Science in Nursing
Robertson, Jack Carver	Bachelor of Science in Nursing
Robertson, John Ross	Bachelor of Science in Nursing
Rouse, Randy Gene	Bachelor of Science in Nursing
Ruffin, Vanessa	Bachelor of Science in Nursing
Russell, Cheryl Lynn Bushue	Bachelor of Science in Nursing
Ryan, Nichelle Renae	Bachelor of Science in Nursing
Salaiz, Stephanie Lei	Bachelor of Science in Nursing
Samuels, Alexis N	Bachelor of Science in Nursing
Scharlach, Asti Lynn	Bachelor of Science in Nursing
Small, Myndi Lou	Bachelor of Science in Nursing
Sommer, Amie Lynn	Bachelor of Science in Nursing
Staley, Emily Lynn	Bachelor of Science in Nursing
Stokes, Leona Nicole	Bachelor of Science in Nursing
Torbert, Abigail Jo	Bachelor of Science in Nursing
Uchytel, Jessie Lea	Bachelor of Science in Nursing
Valentine, Jenny Lynn	Bachelor of Science in Nursing
Watson, Hannah Annette	Bachelor of Science in Nursing
Whistance, Emily Joan	Bachelor of Science in Nursing
Willey, Sydney	Bachelor of Science in Nursing
Wolfe, Lindsay	Bachelor of Science in Nursing
Wortman, Nina L	Bachelor of Science in Nursing
Young, Marcy Marie	Bachelor of Science in Nursing
Beach, Olivia Taylor	Bachelor of Social Work
Bell, Aaliyah Nicole	Bachelor of Social Work
Biehl-Orr, Mackenzie Star	Bachelor of Social Work
Branson, Steven Ray	Bachelor of Social Work
Clark, Tiffany Alexa	Bachelor of Social Work
Coleman, Cayla Mackenzie	Bachelor of Social Work
Crowder, Kenzi Renee	Bachelor of Social Work



### 3e Academic Calendars for 2024-25 and 2025-26

The attached academic calendars continue the schedule that has been in place for the previous 6 years.

**Recommendation:** Approve the academic calendars for 2024-26.

**Motion made by:** John Pratt

**Motion seconded by:** Bob Casey

The recommendation was approved.

FALL 2024	
August 18, Sunday	Convocation
August 19, Monday	Advisement and Late Registration for New Students; Donaghy Day
August 20, Tuesday	Fall Semester Begins; 16 and 1st 8 Week Classes Start
August 23, Friday	1st 8 Week Classes : Last Day to Add/Register & Drop/Withdrawal with No Grade
August 26, Monday	16 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
September 2, Monday	Labor Day; University Closed
September 9-13 Monday-Friday	Three Week Attendance Reporting; Deadline is 4pm on Friday, September 13
September 26-October 1, Thursday-Tuesday	Interim Grading; Grades due by 4 pm on Tuesday, October 1
September 27, Friday	1st 8 Week Classes : Last Day to Drop/Withdrawal
October 10, Thursday	Last Day of 1st 8 Week Classes
October 11, Friday	Fall Break (No Day or Evening Classes)
October 7-15, Monday-Tuesday	1st 8 Week Classes: Final Grading Opens; Deadline is Noon on Tuesday, October 15
October 14, Monday	2nd 8 Week Classes Start
October 17, Thursday	2nd 8 Week Classes: Last Day to Add/Register & Drop/Withdrawal with No Grade
October 19, Saturday	Homecoming
November 4, Monday	16 Week Classes: Last Day to Drop/Withdrawal
November 11-24, Monday-Sunday	Spring 2025 Priority Registration
November 21, Thursday	2nd 8 Week Classes : Last Day to Drop/Withdrawal
November 25, Monday	Spring 2025 Open Registration begins

<b>November 25-29, Monday-Friday</b>	<b>Thanksgiving Break; No Day or Evening Classes</b>
<b>November 28-29, Thursday-Friday</b>	<b>University Closed</b>
<b>December 2, Monday</b>	<b>University Opens; Classes Resume</b>
<b>December 2-6, Monday-Friday</b>	<b>Study Week</b>
<b>December 6-17, Friday-Tuesday</b>	<b>Final Grading Begins; Deadline is Noon on Tuesday, December 17</b>
<b>December 6, Friday</b>	<b>Last Day of Fall Classes</b>
<b>December 9-13, Monday-Friday</b>	<b>Final Examinations</b>
<b>December 14, Saturday</b>	<b>Commencement</b>
<b>December 24 - January 1, Tuesday- Wednesday</b>	<b>Winter Recess; University Closed</b>
<b>SPRING 2025</b>	
<b>January 2, Thursday</b>	<b>University Opens</b>
<b>January 9-10, Thursday-Friday</b>	<b>Advisement and Registration for New Students</b>
<b>January 13, Monday</b>	<b>Spring Semester Begins; 16 and 1st 8 Week Classes Start</b>
<b>January 16, Thursday</b>	<b>1st 8 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>January 20, Monday</b>	<b>Martin Luther King Jr. Day; University Closed</b>
<b>January 21, Tuesday</b>	<b>16 Week Classes: Last Day to Add/Register Drop/Withdrawal with No Grade</b>
<b>February 3-7, Monday- Friday</b>	<b>Three Week Attendance Reporting; Deadline is 4 pm on Friday, February 7</b>
<b>February 20-25, Thursday-Tuesday</b>	<b>Interim Grading; Deadline is 4 pm on Tuesday, February 25</b>
<b>February 20, Thursday</b>	<b>1st 8 Week Classes: Last Day to Drop/Withdrawal</b>
<b>March 3-11, Monday- Tuesday</b>	<b>1st 8 Week Classes: Final Grading Opens; Deadline is Noon on Tuesday, March 11</b>
<b>March 7, Friday</b>	<b>1st 8 Week Classes End</b>
<b>March 10-14, Monday- Friday</b>	<b>Spring Break (No Day or Evening Classes)</b>
<b>March 17, Monday</b>	<b>Classes Resume; 2nd 8 Week Classes Start</b>
<b>March 21, Thursday</b>	<b>2<sup>nd</sup> 8 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>April 7, Monday</b>	<b>16 Week Classes: Last Day to Drop/Withdrawal</b>

<b>April 14-27, Monday-Sunday</b>	<b>Summer/Fall 2025 Priority Registration</b>
<b>April 24, Thursday</b>	<b>2nd 8 Week Classes: Last Day to Drop/Withdrawal</b>
<b>April 28, Monday</b>	<b>Summer/Fall 2025 Open Registration begins</b>
<b>April 28-May 2, Monday-Friday</b>	<b>Study Week</b>
<b>May 2-13, Friday-Tuesday</b>	<b>Final Grading Begins; Deadline is Noon on Tuesday, May 13</b>
<b>May 2, Friday</b>	<b>Last Day of Spring Classes</b>
<b>May 5-9, Monday-Friday</b>	<b>Final Examinations</b>
<b>May 10, Saturday</b>	<b>Commencement</b>
<b>SUMMER 2025</b>	
<b>May 19, Monday</b>	<b>Summer Term Begins; 3 Week, 7 Week, and 11 Week Classes Start</b>
<b>May 19, Monday</b>	<b>3 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>May 21, Wednesday</b>	<b>7 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>May 23, Friday</b>	<b>11 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>May 26, Monday</b>	<b>Memorial Day; University Closed (No Day or Evening Classes)</b>
<b>May 27, Tuesday</b>	<b>University Opens; Classes Resume</b>
<b>June 2, Monday</b>	<b>3 Week Classes : Last Day to Drop/Withdrawal</b>
<b>June 9, Monday</b>	<b>1st 4 Week and 8 Week Classes Start</b>
<b>June 10, Tuesday</b>	<b>1st 4 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>June 12, Thursday</b>	<b>8 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>June 19, Thursday</b>	<b>Juneteenth: University Closed</b>
<b>June 23, Monday</b>	<b>7 Week Classes : Last Day to Drop/Withdrawal</b>
<b>June 27, Friday</b>	<b>1st 4 Week Classes : Last Day to Drop/Withdrawal</b>
<b>July 3, Thursday</b>	<b>1st 4 Week Classes End</b>
<b>July 4, Friday</b>	<b>Independence Day Observance; University Closed (No Day or Evening Classes)</b>
<b>July 7, Monday</b>	<b>University Opens; Classes Resume; 2nd 4 Week Classes Start</b>
<b>July 8, Tuesday</b>	<b>2nd 4 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>July 10, Thursday</b>	<b>11 Week Classes : Last Day to Drop/Withdrawal</b>
<b>July 17, Thursday</b>	<b>8 Week Classes : Last Day to Drop/Withdrawal</b>
<b>July 25, Friday</b>	<b>2nd 4 Week Classes : Last Day to Drop/Withdrawal</b>
<b>August 1, Friday</b>	<b>Summer Terms End</b>

<b>August 5, Tuesday</b>	<b>Final Grading Deadline for all Summer courses is Noon on Tuesday, August 5</b>
<b>FALL 2025</b>	
<b>August 17, Sunday</b>	<b>Convocation</b>
<b>August 18, Monday</b>	<b>Advisement and Late Registration for New Students; Donaghy Day</b>
<b>August 19, Tuesday</b>	<b>Fall Semester Begins; 16 and 1st 8 Week Classes Start</b>
<b>August 22, Friday</b>	<b>1st 8 Week Classes : Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>August 25, Monday</b>	<b>16 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>September 1, Monday</b>	<b>Labor Day; University Closed</b>
<b>September 8-12 Monday-Friday</b>	<b>Three Week Attendance Reporting; Deadline is 4pm on Friday, September 12</b>
<b>September 25-30, Thursday-Tuesday</b>	<b>Interim Grading; Grades due by 4 pm on Tuesday, September 30</b>
<b>September 26, Friday</b>	<b>1st 8 Week Classes : Last Day to Drop/Withdrawal</b>
<b>October 10, Friday</b>	<b>Fall Break (No Day or Evening Classes)</b>
<b>October 9, Thursday</b>	<b>Last Day of 1st 8 Week Classes</b>
<b>October 6-14, Monday-Tuesday</b>	<b>1st 8 Week Classes: Final Grading Opens; Deadline is Noon on Tuesday, October 14</b>
<b>October 13, Monday</b>	<b>2nd 8 Week Classes Start</b>
<b>October 16, Thursday</b>	<b>2nd 8 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>TBD</b>	<b>Homecoming</b>
<b>November 3, Monday</b>	<b>16 Week Classes: Last Day to Drop/Withdrawal</b>
<b>November 10-23, Monday-Sunday</b>	<b>Spring 2025 Priority Registration</b>
<b>November 20, Thursday</b>	<b>2nd 8 Week Classes : Last Day to Drop/Withdrawal</b>
<b>November 24 Monday</b>	<b>Spring 2026 Open Registration begins</b>
<b>November 24-28, Monday-Friday</b>	<b>Thanksgiving Break; No Day or Evening Classes</b>
<b>November 27-28, Thursday-Friday</b>	<b>University Closed</b>
<b>December 1, Monday</b>	<b>University Opens; Classes Resume</b>
<b>December 1-5, Monday-Friday</b>	<b>Study Week</b>
<b>December 5-16, Friday-Tuesday</b>	<b>Final Grading Begins; Deadline is Noon on Tuesday, December 16</b>
<b>December 5, Friday</b>	<b>Last Day of Fall Classes</b>
<b>December 8-12, Monday-Friday</b>	<b>Final Examinations</b>
<b>December 13, Saturday</b>	<b>Commencement</b>

<b>December 24 - January 1, Wednesday-Thursday</b>	<b>Winter Recess; University Closed</b>
<b>SPRING 2026</b>	
<b>January 2, Friday</b>	<b>University Opens</b>
<b>January 8-9, Thursday-Friday</b>	<b>Advisement and Registration for New Students</b>
<b>January 12, Monday</b>	<b>Spring Semester Begins; 16 and 1st 8 Week Classes Start</b>
<b>January 15, Thursday</b>	<b>1st 8 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>January 19, Monday</b>	<b>Martin Luther King Jr. Day; University Closed</b>
<b>January 20, Tuesday</b>	<b>16 Week Classes: Last Day to Add/Register Drop/Withdrawal with No Grade</b>
<b>February 2-6, Monday-Friday</b>	<b>Three Week Attendance Reporting; Deadline is 4 pm on Friday, February 6</b>
<b>February 19-24, Thursday-Tuesday</b>	<b>Interim Grading; Deadline is 4 pm on Tuesday, February 24</b>
<b>February 19, Thursday</b>	<b>1st 8 Week Classes: Last Day to Drop/Withdrawal</b>
<b>March 2-10, Monday-Tuesday</b>	<b>1st 8 Week Classes: Final Grading Opens; Deadline is Noon on Tuesday, March 10</b>
<b>March 6, Friday</b>	<b>1st 8 Week Classes End</b>
<b>March 9-13, Monday-Friday</b>	<b>Spring Break (No Day or Evening Classes)</b>
<b>March 16, Monday</b>	<b>Classes Resume; 2nd 8 Week Classes Start</b>
<b>March 19, Thursday</b>	<b>2<sup>nd</sup> 8 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>March 30, Monday</b>	<b>16 Week Classes: Last Day to Drop/Withdrawal</b>
<b>April 6-19, Monday-Sunday</b>	<b>Summer/Fall 2026 Priority Registration</b>
<b>April 23, Thursday</b>	<b>2nd 8 Week Classes: Last Day to Drop/Withdrawal</b>
<b>April 20, Monday</b>	<b>Summer/Fall 2026 Open Registration begins</b>
<b>April 27-May 1, Monday-Friday</b>	<b>Study Week</b>
<b>May 1-12, Friday-Tuesday</b>	<b>Final Grading Begins; Deadline is Noon on Tuesday, May 12</b>
<b>May 1, Friday</b>	<b>Last Day of Spring Classes</b>
<b>May 4-8, Monday-Friday</b>	<b>Final Examinations</b>
<b>May 9, Saturday</b>	<b>Commencement</b>
<b>SUMMER 2026</b>	
<b>May 18, Monday</b>	<b>Summer Term Begins; 3 Week, 7 Week, and 11 Week Classes Start</b>
<b>May 18, Monday</b>	<b>3 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>

<b>May 20, Wednesday</b>	<b>7 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>May 22, Friday</b>	<b>11 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>May 25, Monday</b>	<b>Memorial Day; University Closed (No Day or Evening Classes)</b>
<b>May 26, Tuesday</b>	<b>University Opens; Classes Resume</b>
<b>June 1, Monday</b>	<b>3 Week Classes : Last Day to Drop/Withdrawal</b>
<b>June 8, Monday</b>	<b>1st 4 Week and 8 Week Classes Start</b>
<b>June 9, Tuesday</b>	<b>1st 4 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>June 11, Thursday</b>	<b>8 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>June 19, Friday</b>	<b>Juneteenth: University Closed</b>
<b>June 22, Monday</b>	<b>7 Week Classes : Last Day to Drop/Withdrawal</b>
<b>June 26, Friday</b>	<b>1st 4 Week Classes : Last Day to Drop/Withdrawal</b>
<b>July 2, Thursday</b>	<b>1st 4 Week Classes End</b>
<b>July 3, Friday</b>	<b>Independence Day Observance; University Closed (No Day or Evening Classes)</b>
<b>July 6, Monday</b>	<b>University Opens; Classes Resume; 2nd 4 Week Classes Start</b>
<b>July 7, Tuesday</b>	<b>2nd 4 Week Classes: Last Day to Add/Register &amp; Drop/Withdrawal with No Grade</b>
<b>July 9, Thursday</b>	<b>11 Week Classes : Last Day to Drop/Withdrawal</b>
<b>July 16, Thursday</b>	<b>8 Week Classes : Last Day to Drop/Withdrawal</b>
<b>July 24, Friday</b>	<b>2nd 4 Week Classes : Last Day to Drop/Withdrawal</b>
<b>July 31, Friday</b>	<b>Summer Terms End</b>
<b>August 4, Tuesday</b>	<b>Final Grading Deadline for all Summer courses is Noon on Tuesday, August 4</b>



### 3f New Program Minor in Biochemistry

The Biochemistry Minor offers students the opportunity to study in-depth the important interdisciplinary area of biochemistry. The general and organic chemistry courses provide the foundations to understand the biochemistry covered in the upper-level courses. The minor is 27 credits.

**Recommendation:** Approval of the minor in Biochemistry.

**Motion made by: Bob Casey**

**Motion seconded by: Kimmie Collins**

**The recommendation was approved.**

### 3g New Program Minor in Gerontology

Gerontology is a multidisciplinary approach to understanding the intricate aspects of aging. This 15-credit minor will provide students with a substantive overview of knowledge, practical field experience, and reflection to prepare for success in working with older adults. This minor is based on an existing certificate. Students would not be able to earn both the certificate and minor.

**Recommendation:** Approval of the Gerontology Minor.

**Motion made by: Cynthia Powers**

**Motion seconded by: Kim Smith**

**The recommendation was approved.**

### 3h New Program Minor in Professional and Public Writing

The undergraduate Professional and Public Writing Minor is a 15-credit hour program that provides undergraduate students the opportunity to enhance professional writing and research skills, along with their employment prospects upon graduation given the demand for effective, clear, and audience-specific writing across most fields.

**Recommendation:** Recommended for approval.

**Motion made by: Rob Lowe**

**Motion seconded by: Cynthia Powers**

**The recommendation was approved.**

### **3i New Program Undergraduate Certificate in Public Lands & Recreation Administration**

The Department of Political Science proposes to offer this 9-credit hour certificate. Public Lands & Recreation Administration (PLRA) is the public and nonprofit administration of agencies and organizations that use public lands and/or recreation programs and services as tools to achieve individual, community, environmental, and economic outcomes. The Public Lands & Recreation Administration Certificate seeks to educate students on the administration of public lands and recreation systems at the federal, state, and local levels.

**Recommendation:** Approval of certificate.

**Motion made by: Kimmie Collins**

**Motion seconded by: Bob Casey**

**The recommendation was approved.**

### 3j New Program Minor in Sport Communication

The Department of Communication proposes to offer a minor in Sport Communication. The 21-credit minor draws from the fields of media, sport, and public relations. Students have the opportunity to explore timely sport-related events and issues while analyzing cross-cultural perspectives. Courses in this minor focus on communication in sport contexts, including the basics of communicating across various media platforms including social media, communicating sports information in public relations, as well as ethical considerations for the role of sport communication specialist. The minor provides applied fundamentals for students seeking employment in the world of sports, including but not limited to management or promotion of athletic organizations.

**Recommendation:** Approval of Minor in Sport Communication.

**Motion made by: Kimmie Collins**

**Motion seconded by: Cynthia Powers**

**The recommendation was approved.**

### 3k New Program Gender and the Workplace Certificate

The 12-credit hour, undergraduate certificate “Gender and the Workplace” provides students with a credential that immediately signifies an advanced understanding of gender as related to work, broadly defined. The certificate’s courses provide students with a deep understanding of the ways in which the intersections between gender, sexuality, class, and race affect people not only at work but impact their career options, aspirations, their work-life balance, etc.

**Recommendation:** Item is presented for Information only.

## 3I New Program Graduate Certificate in Advanced English Teaching

High school language arts teachers in Indiana need 18 credits of graduate coursework to be able to teach dual-credit courses. This certificate would fulfill that need and provide these teachers with a real credential after 18 credits. Offering this certificate in an online format would increase accessibility for working professionals who cannot easily attend courses on campus.

**Recommendation:** Item is presented for Information only.

## 3m New Program Non-degree Endorsement School Psychology

There is a substantial shortage of school psychologists within Indiana and across the nation. Occasionally, individuals who have completed a majority of the training necessary for school psychology licensure are denied a license by the Indiana Department of Education. Currently, there is no non-degree option in Indiana for these individuals to fulfill their remaining requirements and qualify for licensure. This proposal was developed in cooperation with individuals from the Indiana Department of Education and Indiana Association of School Psychologists to provide a non-degree endorsement option based entirely upon existing coursework within our degree programs.

**Recommendation:** Item is presented for Information only.



### 3n New Program Special Education Transition to Teach

The Special Education Transition to Teach program is a graduate-level, non-degree licensure program designed to meet the needs of post-baccalaureate candidates who wish to expedite their training. Successful completion of the 24-credit hour program and passing scores on all applicable licensing tests are required in order to be recommended for an Indiana instructional license. The program will be completed through a series of sequential courses based on the Indiana Exceptional Needs - Mild Intervention Standards and the Council for Exceptional Children Standards.

**Recommendation:** Item is presented for Information only.

### 3o Resolution Honoring Kimberly G. Collins

WHEREAS, Kimberly G. Collins has given distinguished service as a member of the Indiana State University Board of Trustees from 2021 to 2023; and

WHEREAS, Ms. Collins has exhibited exemplary leadership, enthusiasm, and interest in University activities during her tenure of service as a trustee; 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 Kimberly G. Collins, for her service.

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 FIFTH DAY OF MAY, TWO THOUSAND TWENTY-THREE.

Recommendation: Approval of the resolution in recognition of service to the Indiana State University Board of Trustees by Kimberly G. Collins.

Chairperson Kathy Cabello recommends unanimously to approve the recommendation.

The recommendation was approved.

### 3p Resolution Honoring Kimberly J. Oliphant-Smith

WHEREAS, Kimberly J. Oliphant-Smith has given distinguished service as a member of the Indiana State University Board of Trustees from 2015 to 2023; and

WHEREAS, Mrs. Oliphant-Smith has exhibited exemplary leadership, enthusiasm, and interest in University activities during her tenure of service as Vice Chair of the Board from 2021- 2022, as Secretary from 2019 to 2021; as Assistant Secretary from 2018 – 2019; and as chair of the Board's Finance Committee from 2019 to 2023; 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 Kimberly J. Oliphant-Smith, for her many years of service.

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 FIFTH DAY OF MAY, TWO THOUSAND TWENTY-THREE.

Recommendation: Approval of the resolution in recognition of service to the Indiana State University Board of Trustees by Kimberly J. Oliphant-Smith.

Chairperson Kathy Cabello recommends unanimously to approve the recommendation.

The recommendation was approved.

## 4a University Investments

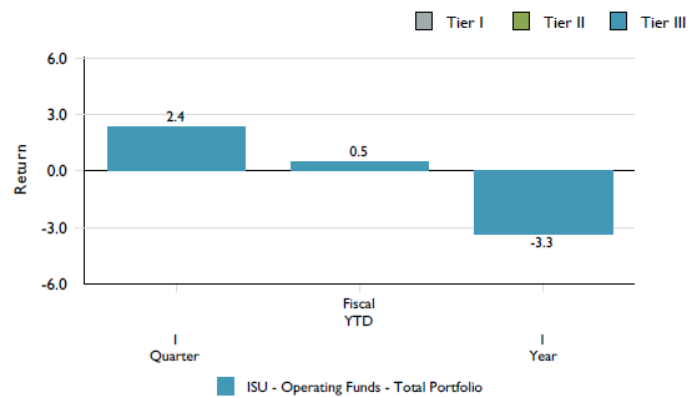
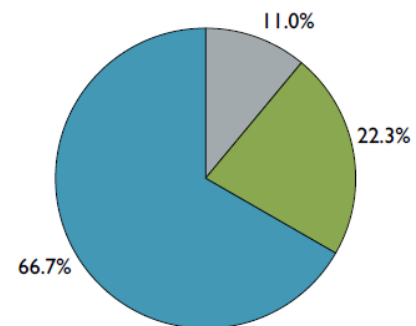
In accordance with the Board of Trustees approved investment policy, the University Treasurer is responsible for management and oversight of all investments. The University Treasurer is to provide a quarterly investment performance review of all funds to the Board. Below is the quarterly report for the period ending March 31, 2023.

### ISU - Operating Funds - Total Portfolio - Plan Summary

As of March 31, 2023

Investment Managers	Market Value
First Financial Cash	\$7,777,651
First Financial Active Cash	\$7,668,263
MainStreet Advisors 1-3 Year Gov/Credit	\$15,425,979
Old National Intermediate	\$15,819,261
Reams Asset Management Core	\$37,797,512
Loomis Sayles Core Plus	\$55,686,155
<b>ISU - Operating Funds - Total Portfolio</b>	<b>\$140,174,821</b>

Overall Asset Allocation



## ISU - Operating Funds Asset Breakdown

As of March 31, 2023

March 31, 2023		Target
Market Value	% of Total Assets	Allocation
<b>Tier I</b>		
First Financial Cash	\$7,777,651	5.5%
First Financial Active Cash	\$7,668,263	5.5%
	<b>\$15,445,914</b>	<b>11.0%</b>
<b>Tier II</b>		
Mainstreet Advisors	\$15,425,979	11.0%
Old National Intermediate	\$15,819,261	11.3%
	<b>\$31,245,240</b>	<b>22.3%</b>
<b>Tier III</b>		
Reams Asset Management Core	\$37,797,512	27.0%
Loomis Sayles Core Plus	\$55,686,155	39.7%
	<b>\$93,483,667</b>	<b>66.7%</b>
	<b>\$140,174,821</b>	<b>100.0%</b>

## ISU - Operating Funds - Total Portfolio - Change in Market Value Summary

As of March 31, 2023

Last I Quarter				
	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
ISU - Operating Funds - Total Portfolio	\$127,541,027	\$9,395,437	\$3,238,357	\$140,174,821
Tier I	\$5,803,931	\$9,494,987	\$146,996	\$15,445,914
First Financial Cash	\$212,499	\$7,497,842	\$67,310	\$7,777,651
First Financial Active Cash	\$5,591,432	\$1,997,145	\$79,686	\$7,668,263
Tier II	\$30,761,879	-\$15,213	\$498,574	\$31,245,240
MainStreet Advisors I-3 Year Gov/Credit	\$15,249,025	-\$6,271	\$183,225	\$15,425,979
Old National Intermediate	\$15,512,854	-\$8,942	\$315,349	\$15,819,261
Tier III	\$90,975,217	-\$84,338	\$2,592,787	\$93,483,667
Reams Asset Management Core	\$37,024,077	-\$31,495	\$804,930	\$37,797,512
Loomis Sayles Core Plus	\$53,951,141	-\$52,843	\$1,787,857	\$55,686,155

Fiscal Year To Date				
	Beginning Market Value	Deposits / Withdrawals (Net)	Investment Gain/Loss	Ending Market Value
ISU - Operating Funds - Total Portfolio	\$139,590,161	-\$322,926	\$907,585	\$140,174,821
Tier I	\$15,167,049	-\$17,444	\$296,309	\$15,445,914
First Financial Cash	\$7,623,832	-\$8,395	\$162,213	\$7,777,651
First Financial Active Cash	\$7,543,217	-\$9,049	\$134,095	\$7,668,263
Tier II	\$31,069,520	-\$46,329	\$222,050	\$31,245,240
MainStreet Advisors I-3 Year Gov/Credit	\$15,281,936	-\$19,014	\$163,057	\$15,425,979
Old National Intermediate	\$15,787,584	-\$27,316	\$58,993	\$15,819,261
Tier III	\$93,353,593	-\$259,153	\$389,227	\$93,483,667
Reams Asset Management Core	\$38,252,754	-\$96,955	-\$358,287	\$37,797,512
Loomis Sayles Core Plus	\$55,100,839	-\$162,198	\$747,514	\$55,686,155

## ISU - Operating Funds - Total Portfolio - Investment Manager Returns

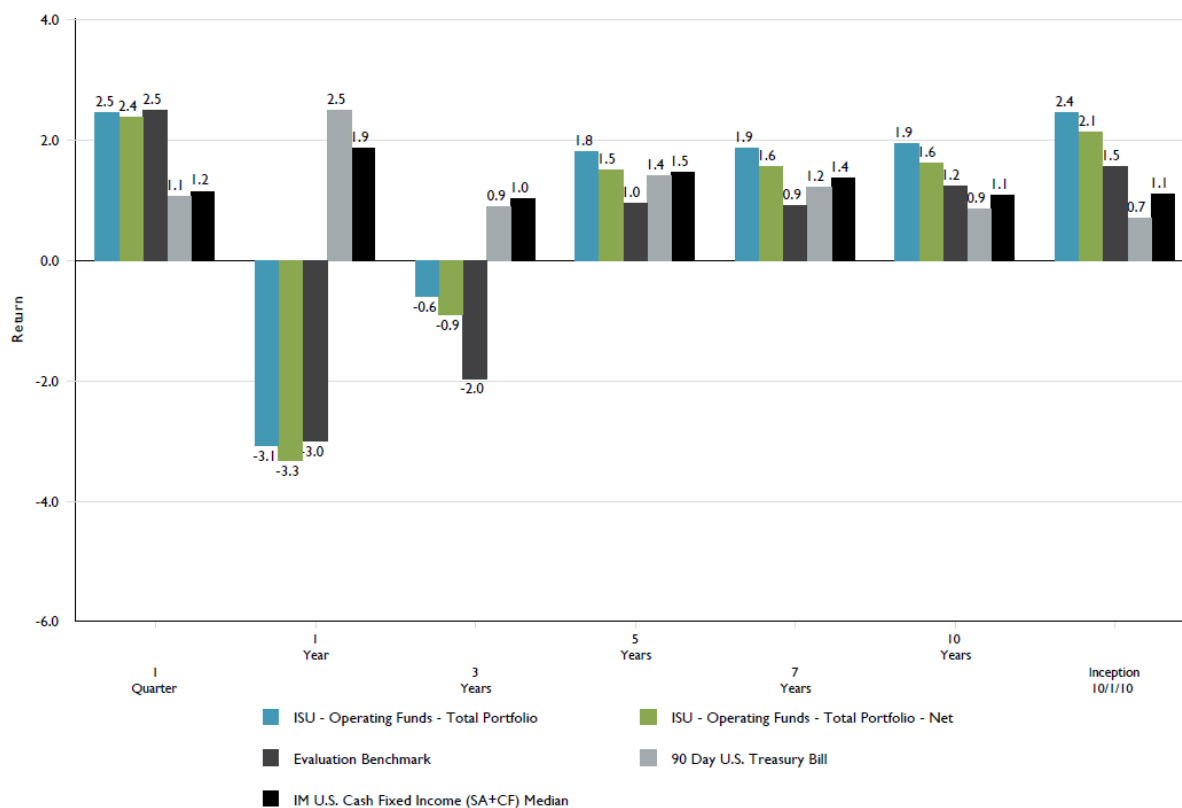
As of March 31, 2023

	Performance (%)							Inception Date
	I Quarter	I Year	3 Years	5 Years	7 Years	10 Years	Since Inception	
<b>ISU - Operating Funds - Total Portfolio</b>	<b>2.45</b>	<b>-3.07</b>	<b>-0.60</b>	<b>1.82</b>	<b>1.88</b>	<b>1.94</b>	<b>2.44</b>	<b>10/01/2010</b>
ISU - Operating Funds - Total Portfolio (Net)	2.39	-3.33	-0.89	1.51	1.56	1.62	2.14	
Evaluation Benchmark*	2.49	-3.00	-1.97	0.96	0.91	1.23	1.55	
<b>Tier I</b>	<b>1.10</b>	<b>2.12</b>	<b>0.79</b>	<b>1.36</b>	<b>1.19</b>	<b>0.94</b>	<b>0.84</b>	<b>10/01/2010</b>
First Financial Cash	1.09	2.64	1.00	1.40	1.28	0.96	0.82	10/01/2010
90 Day U.S. Treasury Bill	1.07	2.50	0.89	1.41	1.20	0.86	0.72	
First Financial Active Cash	1.11	1.67	0.66	1.35	1.15	0.95	0.91	10/01/2010
FTSE 1 Year Treasury OTR	1.28	1.12	0.16	1.32	1.13	0.88	0.79	
<b>Tier II</b>	<b>1.62</b>	<b>-0.68</b>	<b>-0.47</b>	<b>1.55</b>	<b>1.27</b>	<b>1.41</b>	<b>1.59</b>	<b>10/01/2010</b>
MainStreet Advisors 1-3 Year Gov/Credit	1.20	0.52	0.45	1.64	1.41	1.33	1.35	10/01/2010
Bloomberg U.S. Gov/Credit 1-3 Year Index	1.51	0.26	-0.38	1.26	1.04	1.01	1.05	
Old National Intermediate	2.03	-1.81	-1.34	1.47	1.14	1.48	1.83	10/01/2010
Blmbg. Intermed. U.S. Government/Credit	2.33	-1.66	-1.28	1.40	1.11	1.32	1.73	
<b>Tier III</b>	<b>2.85</b>	<b>-4.67</b>	<b>-0.76</b>	<b>2.08</b>	<b>2.20</b>	<b>2.31</b>	<b>3.12</b>	<b>10/01/2010</b>
Reams Asset Management Core	2.17	-5.48	-1.24	2.33	1.84	2.10	2.74	10/01/2010
Blmbg. U.S. Aggregate Index	2.96	-4.78	-2.77	0.90	0.88	1.36	1.92	
Loomis Sayles Core Plus	3.32	-4.11	-0.43	2.04	2.64	2.59	3.61	10/01/2010
Blmbg. U.S. Aggregate Index	2.96	-4.78	-2.77	0.90	0.88	1.36	1.92	

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

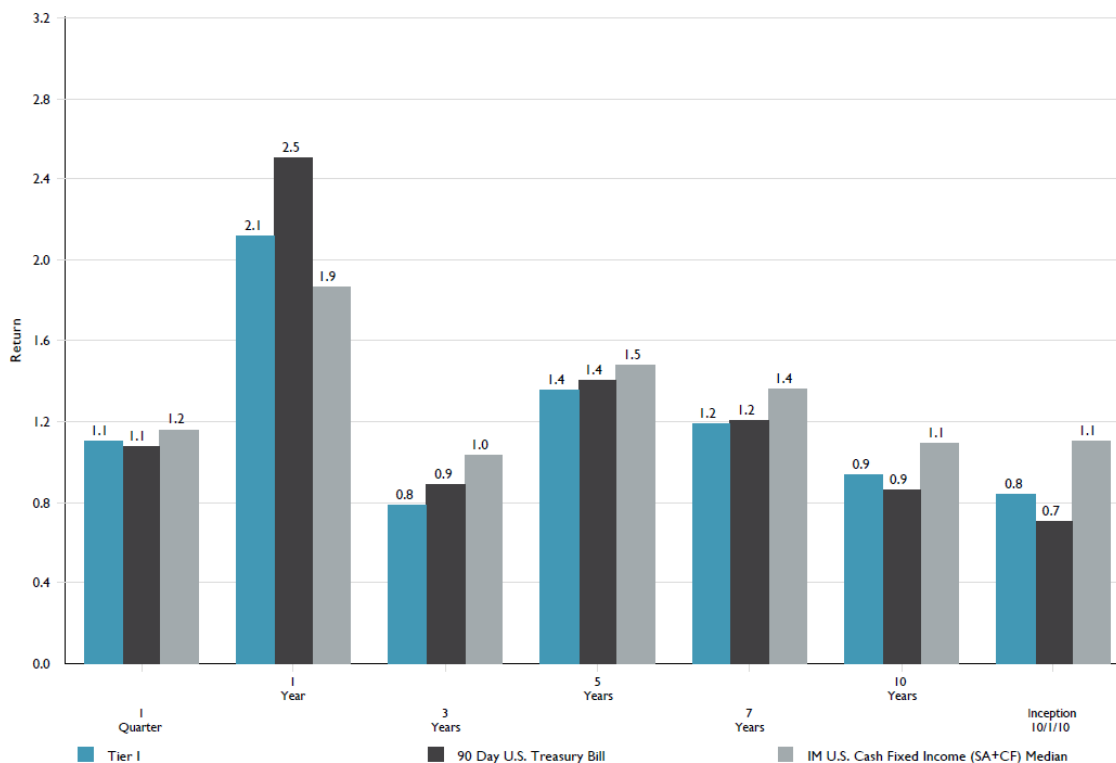
## Total Fund Performance - Annualized

As of March 31, 2023



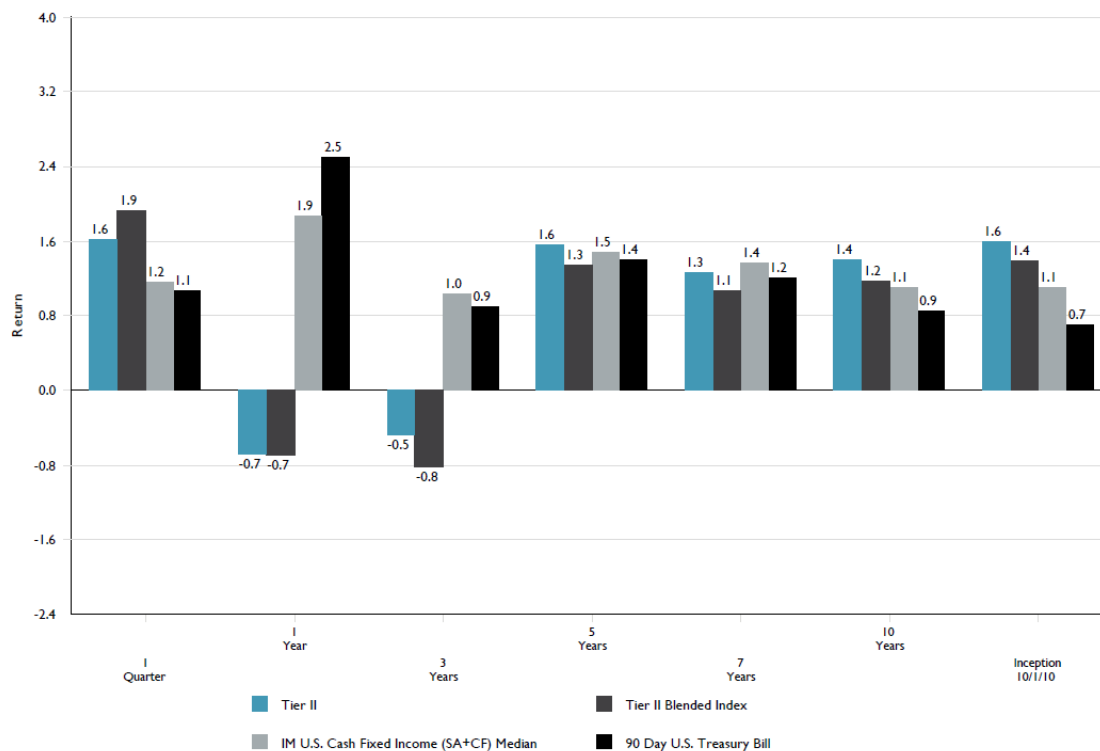
## Tier I Performance - Annualized

As of March 31, 2023



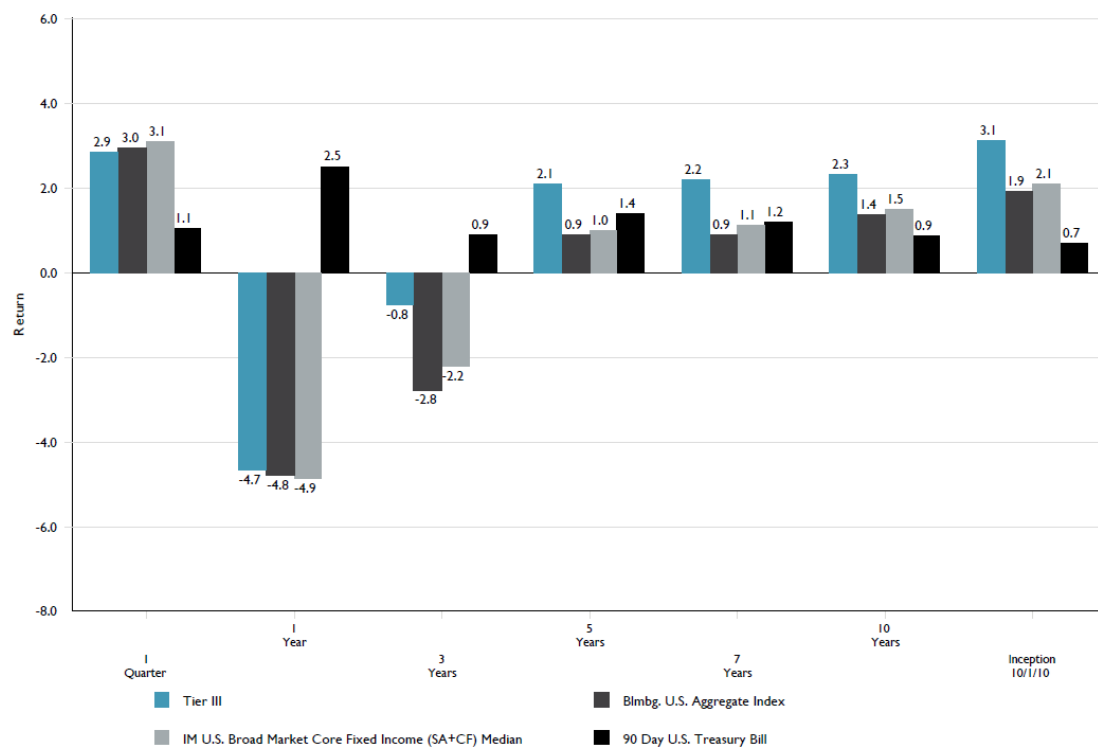
## Tier II Performance - Annualized

As of March 31, 2023



## Tier III Performance - Annualized

As of March 31, 2023





## 4b Financial Report

INDIANA STATE UNIVERSITY							
GENERAL FUND OPERATING REVENUE AND EXPENSE SUMMARY							
For the Period Ending March 31, 2023							
	2022-23 Base Budget	2022-23 Adjusted Budget	YTD through 3/31/23*	Percent of Adjusted Budget	2021-22 Adjusted Budget	YTD through 3/31/22*	Percent of Adjusted Budget
<b>Revenues</b>							
State Appropriations							
Operational	\$ 74,498,951	\$ 74,498,951	\$ 56,011,905	75.2%	\$ 72,063,968	\$ 54,030,979	75.0%
Debt Service Appropriation	11,051,288	11,051,288	8,924,312	80.8%	11,044,480	8,757,520	79.3%
Sub-Total State Appropriations	85,550,239	85,550,239	64,936,217		83,108,448	62,788,499	
Student Tuition	75,672,595	75,672,595	62,946,357	83.2%	83,030,363	68,386,675	82.4%
HEERF (ARPA)			1,430,696			4,454,798	
Other Fees and Charges	1,398,903	1,398,903	1,074,571	76.8%	1,398,903	1,075,950	76.9%
Other Income and Transfers	6,528,263	6,528,263	5,286,822	81.0%	6,631,181	5,370,585	81.0%
Program Fees	900,000	900,000	1,097,777	122.0%	900,000	1,002,182	111.4%
One-Time Funding Transfer	4,450,000	4,450,000	4,450,000	100.0%	-	-	
<b>Total Budgeted Revenue</b>	<b>\$ 174,500,000</b>	<b>\$ 174,500,000</b>	<b>\$ 141,222,440</b>		<b>\$ 175,068,895</b>	<b>\$ 143,078,689</b>	
Encumbrances and Carryforward		12,424,983	12,424,983		13,687,010	13,687,010	
Reimbursements and Income Reappropriated From Other Sources		1,849,694	1,849,694		1,901,467	1,901,467	
<b>Total Revenues</b>	<b>\$ 174,500,000</b>	<b>\$ 188,774,677</b>	<b>\$ 155,497,117</b>	<b>82.4%</b>	<b>\$ 190,657,372</b>	<b>\$ 158,667,166</b>	<b>83.2%</b>
<b>Expenditures</b>							
Compensation							
Salaries and Wages	\$ 80,257,387	\$ 80,769,477	\$ 55,944,877	69.3%	\$ 81,860,717	\$ 58,800,126	71.8%
Fringe Benefits	24,388,223	24,428,773	16,611,585	68.0%	24,535,502	17,635,006	71.9%
Sub-Total Compensation	104,645,610	105,198,250	72,556,462	69.0%	106,396,219	76,435,132	71.8%
Departmental Expenses							
Supplies and Related Expenses	15,065,624	13,163,203	12,022,206	91.3%	17,909,988	10,888,477	60.8%
Repairs and Maintenance	5,051,363	6,174,052	7,895,797	127.9%	6,561,356	8,113,343	123.7%
Other Committed Expenses	1,586,515	1,586,511	1,770,943	111.6%	1,682,317	1,628,363	96.8%
Sub-Total Departmental Expenses	21,703,502	20,923,766	21,688,946	103.7%	26,153,661	20,630,183	78.9%
Utilities and Related Expenses	9,964,556	10,713,279	9,847,237	91.9%	10,390,011	8,003,539	77.0%
Equipment and Other Capital							
Operating Equipment	964,780	2,175,052	551,270	25.3%	2,388,062	713,527	29.9%
Capital Improvements	4,600,000	4,600,000	1,722,104	37.4%	3,000,000	150,813	5.0%
Sub-Total Equipment & Other Capital	5,564,780	6,775,052	2,273,374	33.6%	5,388,062	864,340	16.0%
Student Scholarship and Fee Remissions	16,262,264	16,464,496	17,802,063	108.1%	16,154,095	17,420,939	107.8%
Academic Debt Service	11,659,288	11,659,288	12,845,700	110.2%	11,652,480	12,841,318	110.2%
Budgeted Reserve	3,800,000	3,800,000	-	0.0%	4,000,000	-	0.0%
Transfers Out and Program Fees	900,000	4,038,215	3,857,178	95.5%	4,223,407	3,795,480	89.9%
Reserve for Revenue Shortfall	-	9,202,331	4,450,000	48.4%	6,299,437	-	0.0%
<b>Total Expenditures</b>	<b>\$ 174,500,000</b>	<b>\$ 188,774,677</b>	<b>\$ 145,320,960</b>	<b>77.0%</b>	<b>\$ 190,657,372</b>	<b>\$ 139,990,931</b>	<b>73.4%</b>
*Includes encumbrances and open commitments							

## **Revenues**

### Student Tuition

Fall student tuition is below budget by \$3.1 million. Spring tuition is below budget by \$3.5 million. Summer tuition crosses the fiscal years with \$2.7 million recognized and the remaining balance recognized before June 30, 2023. The University budgeted \$3.8 million to partially offset the loss of tuition.

### HEERF (ARPA)

The University drew down the remaining \$1,430,696 from American Rescue Plan Act (ARPA) to partially offset the loss of tuition revenue.

### Other Fees and Charges

Other Fees and Charges are below last year's totals by \$1,379. Reduced change of course fees and deferment fees were offset by increased late registration fees and undergraduate application fees.

### Other Income and Transfers

Other Income and Transfers are below last year's totals by \$83,763. This is due to decreased transfers in related to reduced utility reimbursement from Residential Life.

### Program Fees

Program fees are up \$95,595 due to NHHS program fees increases.

### One-Time Funding Transfer

One-Time Funding Transfer of \$4.45 million is funded from the carry-forward budget reserves.

### Encumbrances and Carryforward

Encumbrances and Carryforward decreased by \$1.3 million due to one-time funding transfer from carryforward.

## **Expenses**

### Compensation

Total Compensation is below last year's total by \$3,878,670. Salaries and Wages are below last year's number by \$2,855,249 as a result of fewer administrative, instructional, and support staff personnel, while overtime, graduate assistant wages and student wages increased. Benefit expense is below last year's amount \$1,023,421 due to reduced retirement, medical, FICA and reduced retirement incentive payouts. This is partially offset by increased workers compensation.

### Departmental Expenses

Total Departmental Expenses increased by \$1,058,763. Supplies and Related Expenses grew by \$1,133,729 as the result of increased travel, searches, legal services and OIT expenses. Repairs and Maintenance decreased by \$217,546 due to OIT software. Other Committed Expenses increased by \$142,580 due to increased insurance and risk management.

### Utilities and Related Expenses

Utilities and Related Expenses increased by \$1,843,698. This reflects increased electrical cost fuel surcharges and 2 months of deferred billing by Duke Energy from changing their billing system. This was partially offset by reductions in sewage and natural gas expenses.

Equipment and Other Capital

Equipment and Other Capital is up by \$1,409,034. Operating equipment is down by \$162,257 due to reduced OIT infrastructure purchases, while Capital Improvement increased by \$1,571,291 due to timing differences of transfers.

Student Scholarship and Fee Remissions

Student Scholarship and Fee Remissions shows an increase of \$381,124 which reflects additional housing scholarships and timing of book award scholarships. The expected overall fiscal year scholarship shortfall is projected to be \$1,338.646.

Budgeted Reserve

The Budgeted Reserve of \$3,800,000 will be used to cover tuition revenue shortfalls.

Reserve for Revenue Shortfall

Reserve for Revenue short of \$4,752,331 includes carryforward reserves to offset additional revenue shortfalls in excess of the budgeted amount.

## 4c Purchasing Report

### Purchase Order Activity for Period February 2, 2023 to April 17, 2023

#### Purchases over \$50,000

##### Sole Source-Contracted Vendor for Search

Insight Global LLC	P0091593	Temporary Staffing Services	\$91,125.00
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##### Only One Bid Received - Multiple Bids Sent Out

Network Solutions Inc.	P0091510	VMWare Software Support Contract	\$54,173.60
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##### Lowest Bid to Meet Specifications

Schmidt Associates Inc.	P0091625	Service Renewal - Deferred Maintenance Study	\$50,500.00
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##### Lowest Bid to Meet Specifications

MTS Systems Corporation	P0091600	100-759-381 MTS Criterion Series 40 Tensil Testing Equipment	\$77,270.00
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## 4d Vendor Report

The following vendors have accumulated purchases from the University for the time period January 1, 2023-March 31, 2023 (Fiscal Year 2023) in excess of \$250,000:

AVI Systems Inc	\$ 250,414	AV/ Unified Collaboration Technology Components
Freitag Weinhardt Inc	\$ 251,152	General HVAC & Plumbing Repairs
Strode Construction LLC	\$ 253,576	Renovations - Athletic Academic Center, Athletic Offices, Parking Services, Tilson Restrooms, Payroll Offices, Erickson Hall Repairs
Turner Coaches Inc	\$ 255,413	Student Field Trip & Athletic Travel
Barnes & Noble Booksellers	\$ 269,415	Textbook Scholarships
Ricoh USA Inc	\$ 332,403	Printing Costs (Per Copy Charges and Print Jobs)/Printer Purchases & Lease Payments
Bob McCloskey Insurance	\$ 339,158	Student Athlete Medical Insurance
Rural Health Innovation Collaborative	\$ 339,377	Partner Contribution for Simulation Center Operational Expenses
A C Equipment Representatives Inc	\$ 348,097	Maintenance & Repairs HVAC Systems
Ebsco Subscription Services	\$ 375,771	Library Electronic Database Subscriptions
M.S.I. Construction Inc	\$ 475,161	Science Plaza Restoration
BP Energy Retail Co LLC	\$ 513,118	Natural Gas Purchases

Previously Reported Vendors with Purchases Exceeding \$250,000 in Fiscal Year 2023:

Lyrasis	\$ 265,765	Library Electronic Database Subscriptions
One To One Health LLC	\$ 268,037	Administration & Management of COVID Testing
Instructure Inc	\$ 285,835	Canvas Learning Management System Service
Bell Techlogix Inc	\$ 331,724	Microsoft Maintenance Licenses and Software
Nalco Company	\$ 360,375	Water Purification Chemicals
FieldTurf USA Inc	\$ 364,811	Baseball Infield Turf Replacement Project
Union Associated Physicians Clinic LLC	\$ 414,411	Student Health Center Services
Ellucian Company LP	\$ 418,274	Banner Software Maintenance
Williams Aviation LLC	\$ 422,963	Maintenance & Repairs of Airplanes for Flight Academy
Key Government Finance Inc	\$ 423,500	Networking Software Maintenance Agreement
EAB Global Inc	\$ 492,001	Enrollment solutions
EDF Energy Services LLC	\$ 497,953	Natural Gas Purchases
Otis Elevator	\$ 499,158	Maintenance Agreement for Campus Elevators; Elevator Repairs; HMSU Freight Elevator Upgrade
Indiana-American Water Company	\$ 544,493	Water Utility Payments
Delta Dental Plan of Indiana	\$ 596,736	Dental Claims Reimbursements
Lincoln Life Assurance Co of Boston	\$ 694,970	Life and Long Term Disability Insurance
Hannig Construction Inc	\$ 723,587	Hulman Center Renovation; Dreiser Hall Renovation
500 Wabash Housing LLC	\$ 1,151,505	500 Wabash Lease Payments
City of Terre Haute	\$ 1,297,676	Sewage Utility Payments; Campus Fire Protection; Campus Bus Services
AmWins/NEBCO Group Benefits	\$ 1,313,845	Retiree Insurance Coverage
Epic Insurance Midwest	\$ 1,384,091	Commercial Property, Flight Academy Liability and Workman's Comp Coverage Insurance Policies
Borshoff Inc	\$ 1,490,000	University Advertising Media Buy & Management
Daktronics Incorporated	\$ 1,657,439	Hulman Center Scoreboard
Network Solutions Inc	\$ 1,696,893	Networking Equipment and Software Maintenance & Licenses; Network Infrastructure Upgrades
CVS Pharmacy Inc	\$ 3,575,510	Prescription Drug Coverage
TIAA CREF	\$ 7,042,871	Retirement Contributions
Duke Energy	\$ 7,210,890	Electricity Utility Payments
Sodexo Inc and Affiliates	\$ 7,645,360	Dining and Catering Services
Anthem Life Insurance Company	\$ 9,370,480	Health Care Benefits and Reimbursements of Medical Claims

## 4e Faculty Personnel

### FACULTY

#### **Appointments**

Takuya Akiyama; Assistant Professor, Department of Biology, D.S., Tokyo Metropolitan University; salary \$70,000 per academic year; effective August 1, 2023.

Alexander Bianco; Assistant Professor, Department of Kinesiology, Recreation, and Sport; Ph.D., University of Tennessee; salary \$65,000 per academic year; effective August 1, 2023.

Andrea Grunst; Assistant Professor, Department of Biology; Ph.D., University of California, Riverside; salary \$64,000 per academic year; effective August 1, 2023.

Abby Means; Assistant Professor, School of Music, Ph.D., University of Illinois; salary \$54,500 per academic year; effective August 1, 2023.

Truong Son Hy; Assistant Professor, Department of Mathematics and Computer Science, Ph.D., University of Chicago; salary \$80,000 per academic year; effective August 1, 2023.

#### **Instructor Appointments of 2-5 years – 2023-2024 Academic Year**

Brittany Edmondson; Instructor, Department of Applied Medicine and Rehabilitation; salary \$91,858 per fiscal year; effective July 1, 2023.

Jessica Miller; Instructor, Department of Built Environment; M.B.A., University of Southern Indiana; salary \$60,000 per academic year; effective August 1, 2023.

#### **Temporary Full-Time Faculty for 2023-2024 Academic Year**

Joe Eckerle; Full-Time Lecturer, Department of Built Environment; salary \$61,509 per academic year; effective August 1, 2023.

William Croft; Full-Time Lecturer, Department of Built Environment and Department of Electronics and Computer Engineering Technology; salary \$62,423 per academic year; effective August 1, 2023.

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

Brandi Andreae; Associate Professor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to the 2023-2024 base; salary \$91,900 per academic year; effective August 1, 2023.

Azizi Arrington-Slocum; Professor, Department of Built Environment; ten percent promotion increase to the 2023-2024 base; salary \$87,278 per academic year; effective August 1, 2023.

Priya Bakshi; Associate Professor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to the 2023-2024 base; salary \$92,125 per academic year; effective August 1, 2023.

Travis Behem; Senior Instructor, School of Criminology and Security Studies; ten percent promotion increase to the 2023-2024 base; salary \$47,452 per academic year; effective August 1, 2023.

David Bolk; Senior Instructor, Department of Political Science; ten percent promotion increase to the 2023-2024 base; salary \$51,605 per academic year; effective August 1, 2023.

Daniel Clark; Professor, Department of History; ten percent promotion increase to the 2023-2024 base; salary \$79,013 per academic year; effective August 1, 2023.

Terry Clark; Senior Instructor, Department of History; ten percent promotion increase to the 2023-2024 base; salary \$44,926 per academic year; effective August 1, 2023.

Christy Coleman Brown; Senior Instructor, Department of Applied Clinical and Educational Sciences; ten percent promotion increase to the 2023-2024 base; salary \$57,789 per academic year; effective August 1, 2023.

Julie Dixon; Professor, Department of Theater; ten percent promotion increase to the 2023-2024 base; salary \$79,013 per academic year; effective August 1, 2023.

Elaine Farrugia; Senior Instructor, Department of English; ten percent promotion increase to the 2023-2024 base; salary \$44,095 per academic year; effective August 1, 2023.

Gary Hartsock; Senior Instructor, School of Criminology and Security Studies; ten percent promotion increase to the 2023-2024 base; salary \$47,452 per academic year; effective August 1, 2023.

Kathleen Huun; Associate Professor, School of Nursing; ten percent promotion increase to the 2023-2024 base; salary \$100,289 per academic year; effective August 1, 2023.

Debra Israel; Professor, Department of Economics; ten percent promotion increase to the 2023-2024 base; salary \$110,732 per academic year; effective August 1, 2023.

John Kiesel; Associate Professor, Department of Applied Medicine and Rehabilitation; ten percent promotion increase to the 2023-2024 base; salary \$102,049 per fiscal year; effective July 1, 2023.

Yi-Yin "Winnie" Ko; Professor, Department of Mathematics and Computer Science; ten percent promotion increase to the 2023-2024 base plus \$868 salary floor adjustment; salary \$77,721 per academic year; effective August 1, 2023.

Russell Lodge; Associate Professor, Department of Mathematics and Computer Science; ten percent promotion increase to the 2023-2024 base plus \$1,100 salary floor adjustment; salary \$65,937 per academic year; effective August 1, 2023.

Amanda Lubold; from Associate Professor, Department of Multidisciplinary Studies to Chair and Associate Professor, Department of Multidisciplinary Studies; supplement of \$12,000; salary \$71,041 per academic year; effective August 1, 2023.

Linda Maule; from Dean and Associate Professor, University College to Associate Professor, Department of Political Science; salary \$119,945 per academic year; effective August 1, 2023.

Craig Morehead; Associate Professor, Department of Kinesiology, Recreation, and Sport; ten percent promotion increase to the 2023-2024 base; salary \$68,219 per academic year; effective August 1, 2023.

Somer Nourse; Associate Professor, School of Nursing; ten percent promotion increase to the 2023-2024 base; salary \$83,443 per academic year; effective August 1, 2023.

Stephen Patton; Librarian, Library Services; ten percent promotion increase to the 2023-2024 base; salary \$108,719 per fiscal year; effective July 1, 2023.

Jennifer Schriver; from Interim Chair and Professor, Department of Psychology, to Chair and Professor, Department of Psychology; supplement of \$15,000 per academic year; prorated from effective date of March 1, 2023.

Kimberly Smith; from Senior Instructor to Assistant Professor, Department of Built Environment; salary \$70,000 per academic year; effective August 1, 2023.

Milton Soto-Ferrari; Associate Professor, Department of Marketing and Operations; ten percent promotion increase to the 2023-2024 base; salary \$115,018 per academic year; effective August 1, 2023.

Ami Stone; Senior Instructor, School of Nursing; ten percent promotion increase to the 2023-2024 base; salary \$60,850 per academic year; effective August 1, 2023.

Linda Walters; Professor, School of Nursing; ten percent promotion increase to the 2023-2024 base; salary \$100,481 per academic year; effective August 1, 2023.

### **Promotion to Professor**

(Effective August 1, 2023, unless otherwise stated)

Azizi Arrington-Slocum; Department of Built Environment.

Daniel Clark; Department of History.

Julie Dixon; Department of Theater

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Debra Israel; Department of Economics.

Yi-Yin "Winnie" Ko; Department of Mathematics and Computer Science.

Stephen Patton; Library Services; *effective July 1, 2023.*

Linda Walters; School of Nursing.

### **Promotion to Associate Professor and Tenure**

(Effective August 1, 2023, unless otherwise stated)

Brandi Andreae; Department of Applied Medicine and Rehabilitation.



Priya Bakshi; Department of Applied Medicine and Rehabilitation.  
Kathleen Huun; School of Nursing.

John Kiesel; Department of Applied Medicine and Rehabilitation; *effective July 1, 2023.*

Russell Lodge; Department of Mathematics and Computer Science.

Craig Morehead; Department of Kinesiology, Recreation, and Sport.

Somer Nourse; School of Nursing.

Milton Soto-Ferrari; Department of Marketing and Operations.

### **Promotion to Senior Instructor**

(Effective August 1, 2023, unless otherwise stated)

Travis Behem; School of Criminology and Security Studies.

David Bolk; Department of Political Science.

Terry Clark; Department of History.

Christy Coleman Brown; Department of Applied Clinical and Educational Sciences.

Elaine Farrugia; Department of English.

Gary Hartsock; School of Criminology and Security Studies.

Ami Stone; School of Nursing.

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

Kuntal Bhattacharyya; Associate Professor, Department of Marketing and Operations; effective August 1, 2023.

Melanie D'Amico; Associate Professor, Department of Languages, Literatures, and Linguistics; effective August 1, 2023.

Malynnda Johnson; Associate Professor, Department of Communication; effective August 1, 2023.

### **Leave of Absence with Pay – Spring 2024**

Shaad Ahmad; Associate Professor, Department of Biology; effective January 1, 2024.

Barbara Eversole; Professor, Department of Human Resources Development & Performance Technology; effective January 1, 2024.

Kathleen Kincade; Professor, Department of English; effective January 1, 2024.

Yong Joon Park; Professor, Department of Teaching and Learning; effective January 1, 2024.  
Shawn Phillips; Professor, Department of Earth and Environmental Systems; effective January 1, 2024.

Ali Shahhosseini; Professor, Department of Applied Engineering and Technology Management; effective January 1, 2024.

### **Leave of Absence with 60% Pay – 2023-2024 AY**

Guo Ping Zhang; Professor, Department of Chemistry and Physics; effective August 1, 2023.

### **Retirement**

Boris Blyukher; Professor, Department of Built Environment; effective December 31, 2023.

Mark Carlisle; Assistant Professor, School of Music; effective December 31, 2023.

Colleen Davis; Associate Professor, School of Music; effective May 31, 2023.

Walter Dininger; Instructor, Department of Kinesiology, Recreation, and Sport; effective May 31, 2023.

Alfred Finch; Professor, Department of Kinesiology, Recreation, and Sport; effective May 31, 2023.

Joseph Grcic; Professor, Department of Multidisciplinary Studies; effective May 31, 2023.

Geoffrey Exoo; Professor, Department of Mathematics and Computer Science; May 31, 2023.

Steve Hardin; Associate Librarian, Library Services; July 31, 2023.

David Malooley; Associate Professor, Department of Electronics and Computer Engineering Technology; effective December 31, 2023.

Valentine Muyumba; Librarian, Library Services; effective December 31, 2023.

Donald Richards; Professor, Department of Economics; effective May 31, 2024.

Cheng Zhao; Professor, Department of Mathematics and Computer Science; effective May 31, 2023.

### **Emeriti**

Boris Blyukher; Professor, Department of Built Environment; effective December 31, 2023.

Mark Carlisle; Assistant Professor, School of Music; effective December 31, 2023.

Colleen Davis; Associate Professor, School of Music; effective May 31, 2023.

Geoffrey Exoo; Professor, Department of Mathematics and Computer Science; May 31, 2023.

Alfred Finch; Professor, Department of Kinesiology, Recreation, and Sport; effective May 31, 2023.

Joseph Grcic; Professor, Department of Multidisciplinary Studies; effective May 31, 2023.

Steve Hardin; Associate Librarian, Library Services; effective July 31, 2023.

David Malooley; Associate Professor, Department of Electronics and Computer Engineering Technology; effective December 31, 2023.

Valentine Muyumba; Librarian, Library Services; effective December 31, 2023.

Donald Richards; Professor, Department of Economics; effective May 31, 2024.

Cheng Zhao; Professor, Department of Mathematics and Computer Science; effective May 31, 2023.

### **Separations**

Stan Buchanan; Associate Professor, Department of Political Science; effective March 14, 2023.

Natalie Bulick; Associate Librarian, Library Services; effective April 28, 2023.

Julie Campbell-Miller; Instructor, Department of Social Work; effective March 10, 2023.

Stephen Gage; Full-Time Lecturer, School of Music; effective February 5, 2023.

Lori Henson; Instructor, Department of Communications; effective May 31, 2023.

Jeffrey Kaesberg; Instructor, Department of Biology; effective May 31, 2023.

Hailie Lauritzen; Assistant Professor, Department of Social Work; effective May 31, 2023.

William Mackey; Instructor, School of Criminology and Security Studies; effective May 31, 2023.

Heather Pfrank; Instructor, Department of Applied Health Sciences; effective May 31, 2023.

Katherine Pine; Senior Instructor, Department of Communications; effective May 31, 2023.

Eric Post; Assistant Professor, Department of Applied Medicine and Rehabilitation; effective March 27, 2023.

Matthew Warner; Instructor, Department of Applied Health Sciences; effective May 31, 2023.

Biniyam Yemane; Assistant Professor, Department of Economics; effective May 31, 2023.

Eun Hye Yi; Assistant Professor, Department of Social Work; effective May 31, 2023.

## 4f Other Personnel

### NON-EXEMPT

#### **Appointments**

Jordyn Clark; Early Childhood Asst Teacher, Early Childhood Education Center; \$13.50 per hour; effective March 13, 2023.

Travis Cooper; Custodian I, Custodians; \$12.50 per hour; effective February 27, 2023.

Christopher Downing; Custodian I, Custodians; \$12.50 per hour; effective February 20, 2023.

Madalynn Elliott; Early Childhood Asst Teacher, Early Childhood Education Center; \$13.50 per hour; effective January 23, 2023.

Marie-Ann Evans; Early Childhood Asst Teacher, Early Childhood Education Center; \$13.50 per hour; effective February 27, 2023.

Robert Gregg; SRC Bldg Svcs Supervisor, Campus Recreation; \$15.38 per hour; effective March 6, 2023.

Lindsay Lewis; Registration & Records Coord, Office of the Registrar; \$16.58 per hour; effective April 3, 2023.

Samuel Miller-Lilge; Custodian I, Custodians; \$12.50 per hour; effective February 20, 2023.

Donald Minton; Groundskeeper, Grounds; \$12.50 per hour; effective February 6, 2023.

Ronald Rich; Custodian I, Custodians; \$12.50 per hour; effective March 20, 2023.

Michelle Stroud; Administrative Assistant II, Dean University College; \$15.38 per hour; effective March 20, 2023.

Logan Watson; Custodian I, Custodians; \$12.50 per hour; effective February 20, 2023.

#### **Temporary Appointments**

Kiara Shapuras; Blumberg Center Budg Oper Spec, Blumberg Center; \$15.38 per hour; effective January 23, 2023.

#### **Promotions / Transfers**

Melisa Allen; from Student Services Assistant II, Dean, Bayh College of Education to Chief of Police's Assistant, Public Safety Department; \$17.79 per hour; effective February 2, 2023.

Ryan Davis; from Grounds Equipment Operator to Grounds Technician, Grounds; \$14.50 per hour; effective February 18, 2023.

Vicki Gaunt; from Patient Account Coordinator, Applied Medicine & Rehabilitation to Payroll Specialist, Budget, Payroll & Risk Mgt; \$20.04 per hour; effective March 18, 2023.

Emilie McFaddin; from Student Services Assistant I, Psychology to Student Services Assistant II, Dean, Bayh College of Education; \$19.11 per hour; effective February 22, 2023.

James Pruiett; from Senior Maintenance Mechanic, Housing Facilities Operations to Steam Plant Mechanic, Power Plant; \$21.33 per hour; effective March 20, 2023.

Lorri Schuster; from Administrative Assistant I, Dean, Bayh College of Education to Administrative Assistant II, Center for Global Engagement; \$19.11 per hour; effective February 18, 2023.

**Changes in Status / Pay Rate**

Taylor Butler; Police Officer, Public Safety Department; \$23.28 per hour; pay rate adjustment; effective January 21, 2023.

Jeremiah Carson; Police Officer, Public Safety Department; \$22.00 per hour; pay rate adjustment; effective January 21, 2023.

Allison Dellion; from Enrollment Management Spec to EM Communication Ctr Rep, Admissions and High Schl Relations; \$16.16 per hour; reclassification; effective January 3, 2023.

Hunter Givens; Police Officer, Public Safety Department; \$22.05 per hour; pay rate adjustment; effective January 21, 2023.

Gloria Ighile; Dispatch Coordinator, Public Safety Department; \$19.42 per hour; effective March 18, 2023.

Jordan Neill; Police Officer, Public Safety Department; \$22.54 per hour; pay rate adjustment; effective January 21, 2023.

Danna Roper; Communications Officer, Public Safety Department; \$17.33 per hour; pay rate adjustment; effective February 25, 2023.

Jackson Sample; Police Officer, Public Safety Department; \$22.49 per hour; pay rate adjustment; effective January 21, 2023.

Charles Siebenmorgen; Police Officer, Public Safety Department; \$22.49 per hour; pay rate adjustment; effective January 21, 2023.

Matthew Trout; Stu Fin Aid Client Serv Spec, Student Financial Aid; \$16.38 per hour; reclassification; effective January 7, 2023.

Skyler Vogleman; Police Officer, Public Safety Department; \$22.00 per hour; pay rate adjustment; effective January 21, 2023.

## **Retirements**

Thomas Anderson; Custodian I, Custodians; effective January 31, 2023.

Dorothy Buck; Registration & Records Coord, Office of the Registrar; effective March 31, 2023.

Aldan Copeland; Custodian I, Maehling Terrace Univ Apartments; effective April 7, 2023.

Mary Grayless; Administrative Assistant I, Residential Life Programming; effective March 3, 2023.

Tammy Parker; Chief of Police's Assistant, Public Safety Department; effective February 1, 2023.

## **Separations**

Thomas Aztor; Lead Events Setup Technician, HMSU-Operations; effective March 15, 2023.

Lakota Bays; Custodian I, Custodians; effective February 17, 2023.

Dena Brown; Registration & Records Spec, Office of the Registrar; effective March 24, 2023.

Jeremiah Carson; Police Officer, Public Safety Department; effective April 16, 2023.

Curtis Cornelius; Events Setup Technician II, Hulman Center; effective March 31, 2023.

Nikolis Couthen; Custodian I, Custodians; effective April 7, 2023.

Lawrence Flynn; Custodian I, Custodians; effective February 17, 2023.

TaPring Goatee; Events Setup Technician II, Hulman Center; effective February 16, 2023.

Robert Gregg; SRC Bldg Svcs Supervisor, Campus Recreation; effective March 8, 2023.

Courtney Hardway; Cook - Req Reapt, Early Childhood Education Center; effective March 27, 2023.

Sarah Johnson; Early Childhood Asst Teacher, Early Childhood Education Center; effective January 19, 2023.

Christopher Lanning; Steam Plant Systems Operator, Power Plant; effective March 21, 2023.

Kristopher Ligget; Registrar Coordinator, Office of the Registrar; effective January 27, 2023.

Ida Potter; Custodian I, Custodians; effective March 24, 2023.

Troy Randolph; Events Setup Technician I, HMSU-Operations; effective February 15, 2023.

Kathy Riddle; Custodian II, Student Rec Center; effective February 17, 2023.

Kaeli Rodriguez; Custodian II, Sandison Housing; effective February 25, 2023.

Gary Rogers; Lead Events Setup Technician, HMSU-Operations; effective February 28, 2023.

Michael Rogers; Events Setup Technician I, HMSU-Operations; effective February 24, 2023.

Rhonda Terstegge; Institutional Research Asst, Office of Institutional Research; effective February 23, 2023.

Melissa Walton; ISBDC Specialist, ISU/Wabash Vally Small Bus Devel Ct; effective March 2, 2023.

## **NON-EXEMPT PROFESSIONAL**

### **Appointments**

Austin Biggers; Asst Devel Officer Syc Ath Fu, Advancement; B.A., Arizona State University; \$23.34 per hour; effective March 13, 2023.

Ethan Eitutis; Financial Aid Counselor, Student Financial Aid; B.A., University of Kansas; \$16.58 per hour; effective January 23, 2023.

Cierra Green; Admissions Counselor, Admissions and High Schl Relations; M.A., Taylor University; \$18.00 per hour; effective February 27, 2023.

Caroline Jackson; Financial Aid Counselor, Student Financial Aid; B.S., Saint Cloud State University; \$16.58 per hour; effective January 26, 2023.

### **Promotions / Transfers**

Helen Aker; from Fin Aid Processing Super to Financial Aid Systems Coord, Student Financial Aid; \$24.42 per hour; effective March 4, 2023.

Robert Bandelt; from Stu Fin Aid Client Serv Spec to Financial Aid Counselor, Student Financial Aid; \$17.80 per hour; effective January 7, 2023.

Kelly Bridgewater; from Stu Fin Aid Client Serv Spec to Financial Aid Counselor, Student Financial Aid; \$17.71 per hour; effective January 7, 2023.

Colin Ford; from EM Communication Ctr Rep to EM Systems Coord-Trainee, Admissions and High Schl Relations; \$18.69 per hour; effective April 3, 2023.

Megan Meier; from HR Assistant II to Benefits Specialist, Employee Benefits; \$20.51 per hour; effective January 21, 2023.

John Sneddon; from Financial Aid Counselor to Fin Aid Client Services Coord, Student Financial Aid; \$20.48 per hour; effective March 4, 2023.

**Changes in Status / Pay Rate**

Colin Ford; EM Communication Ctr Rep, Admissions and High Schl Relations; reclassification; effective January 3, 2023.

Sara Ellinger; Financial Aid Counselor, Student Financial Aid; \$18.00 per hour; equity adjustment; effective January 7, 2023.

**Separations**

Jeffrey Brickey; Info Ctr Consultant Trainee RR, Office of Information Technology; effective March 8, 2023.

Mechelle Padgett; Budget Specialist, Office of Information Technology; effective March 14, 2023.

Brandie Perry; Financial Aid Systems Coord, Student Financial Aid; effective January 27, 2023.

Zachary Reel; Fin Aid Client Services Coord, Student Financial Aid; effective February 17, 2023.

Drew Taylor; New Stu Orient Prg Asst Dir-RR, New Student Transition Programs; effective March 31, 2023.

Sarah Wurtz; Graduation Guarantee Analyst, Office of the Registrar; effective March 17, 2023.

**EXEMPT****Appointments**

Krystal Billingsley; Staff Psychologist/Coordinator, Student Counseling Center; M.A., Ball State University; salary \$49,000 per fiscal year; effective January 7, 2023.

Samuel Bunch; IT Technology Manager-Res Life, Residential Life Programming; B.S., Indiana State University; salary \$59,000 per fiscal year; effective February 1, 2023.

Michael Nordgren; Ath Train I - Men's Basketball, Ctr for Sports Medicine & Perform; M.A., Minnesota State Univ-Mankato; salary \$49,000 per fiscal year; effective March 27, 2023.

Rebekkah Porter; Business Intelligence Analyst, Office of Information Technology; B.A., Purdue University; salary \$56,913 per fiscal year; effective April 3, 2023.

**Temporary Appointments**

Jared Ell; Ent Ecosystem Navigator, ISU/Wabash Vally Small Bus Devel Ct; B.S., University of Southern Indiana; salary \$65,000 per fiscal year; effective February 24, 2023 through June 30, 2023.



Christina Pearson; ISBDC Assistant Director, ISU/Wabash Vally Small Bus Devel Ct; M.L.D., St Mary-of-the-Woods College; salary \$65,000 per fiscal year; effective March 20, 2023 through June 30, 2023.

### **Promotions / Transfers**

Therese Avelis; from Graduate Education Sys Analyst, College of Grad & Professional Stds to Student Fin Aid Assc Dir - Sys, Student Financial Aid; salary \$69,012 per fiscal year; effective March 11, 2023.

Christopher Carpenter; from Interim Chief Instr Pilot to Chief Instructor Pilot, Aviation Technology; salary \$69,716 per fiscal year; effective February 1, 2023.

Susan Cohn; from Res Life Asst Dir - Res Educ to Res Life Assc Dir Ac Init Inc, Residential Life Programming; salary \$62,000 per fiscal year; effective March 20, 2023.

Veronica Hawthorne; from Payroll Manager to Payroll Director, Budget, Payroll & Risk Mgt; salary \$70,642 per fiscal year; effective February 1, 2023.

Diana Hooten; from Institutional Research Analyst to Senior IR Analyst, Office of Institutional Research; salary \$58,171 per fiscal year; effective February 1, 2023.

Jason Johnson; from Res Life Assc Dir Ac Cur As In to Res Life Oper/Strat Partnr Dir, Residential Life Programming; salary \$70,500 per fiscal year; effective February 1, 2023.

Kelley Woods-Johnson; from Assessment Accred Coord to Assess/Prog Effectiveness Dir, Assessment & Accreditation; salary \$72,026 per fiscal year; effective February 1, 2023.

### **Title Changes**

Susan Guell; from Assistant Payroll Manager to Assistant Payroll Director, Budget, Payroll & Risk Mgt; effective February 1, 2023.

### **Stipends**

Christopher Carpenter; Sti Interim Chief Instr Pilot, Aviation Technology; \$1,000 per month; early end to stipend; effective January 31, 2023.

Benjamin Kappes; Sti Additional Duties, Student Activities & Organizations; \$500 per month; additional duties; effective January 16, 2023 through May 1, 2023.

Madison Marshall; Sti Additional Duties, Dean, Scott College of Business; \$545.45 per month; additional duties; effective August 1, 2022 through June 30, 2023.

### **Changes in Status / Pay Rate**

Kylie Carrithers; COHHS College Advisor, Dean, College Health & Human Svcs; salary \$40,000 per fiscal year; salary adjustment; effective January 9, 2023.

Karen Dakic; Academic Advisor, Dean, College of Technology; salary \$40,000 per fiscal year; salary adjustment; effective January 9, 2023.

Tresa Makosky; COHHS College Advisor, Dean, College Health & Human Svcs; salary \$40,000 per fiscal year; salary adjustment; effective January 9, 2023.

Malissa Muyumba; COHHS College Advisor, Dean, College Health & Human Svcs; salary \$40,000 per fiscal year; salary adjustment; effective January 9, 2023.

Brandi Overton; Academic Advisor - Nursing, School of Nursing; salary \$40,000 per fiscal year; salary adjustment; effective January 9, 2023.

James Pond; SCOB Academic Advisor, Dean, Scott College of Business; salary \$40,000 per fiscal year; salary adjustment; effective January 9, 2023.

Michelle Stodden; Academic Advisor - Nursing, School of Nursing; salary \$40,000 per fiscal year; salary adjustment; effective January 9, 2023.

### **Retirements**

Mark Clauss; Mechanical Technologist, Dean, College of Technology; effective July 5, 2023.

Elizabeth Metzger; Sponsored Programs Director, Office of Sponsored Programs; effective May 1, 2023.

Rhonda Reed; Nurs Lrn Res Ctr Dir Tech Coor, School of Nursing; effective May 31, 2023.

Venita Stallings; University College Adviser, Dean University College; effective January 12, 2023.

### **Separations**

Mark Alesia; University Communication Dir, University Communications; effective April 3, 2023.

Esteban Amigo; Systems Integrator, Office of Information Technology; effective March 31, 2023.

Kait Bedel; Student Employment Prog Coord, Career Center; effective April 14, 2023.

Emma Campbell; Career Ctr Asst Dir Er Relat, Career Center; effective March 10, 2023.

Caroline Kinderthain; Univ College Adviser Proj Succ, Dean University College; effective March 1, 2023.

Lucas Mackey; Developme Math Educator 10 Mon, Remedial Math; effective March 3, 2023.

Dianne Frances Powell; Assoc Dir of Univ Comm, University Communications; effective April 6, 2023.

TJ Rood; Web Director, University Marketing; effective February 28, 2023.

## **ATHLETICS**

### **Temporary Appointments**

Kenneth Augustus; Asst Coach, Football, Athletics-Football; B.S., University of Cincinnati; salary \$50,093 per fiscal year; effective February 2, 2023 through December 31, 2023.

John Furr; Asst Coach, Men's Basketball, Athletics-Mens Basketball; salary \$80,693 per fiscal year; effective April 1, 2023 through March 31, 2024.

Matthew Graves; Asst Hd Coach, Men's Bsktball, Athletics-Mens Basketball; salary \$120,378 per fiscal year; effective April 1, 2023 through March 31, 2024.

Logan Hale; Asst Coach, Football, Athletics-Football; B.A., Franklin College of Indiana; salary \$37,320 per fiscal year; effective March 20, 2023 through December 31, 2023.

Deidra Johnson; Asst Hd Coach, Wmn's Bsktball, Athletics-Womens Basketball; salary \$81,808 per fiscal year; effective April 1, 2023 through March 31, 2024.

Chad Killinger; Head Coach, Women's Basketball, Athletics-Womens Basketball; salary \$135,503 per fiscal year; effective April 1, 2023 through March 31, 2024.

Adam Kleman; Asst Hd Coach, Women's Soccer, Athletics-Womens Soccer; salary \$43,438 per fiscal year; effective April 1, 2023 through December 31, 2023.

Paul Lawrence; Head Coach, Women's Soccer, Athletics-Womens Soccer; B.S., Bournemouth University; salary \$63,720 per fiscal year; effective April 1, 2023 through December 31, 2023.

Kenisha Malone; Asst Coach, Women's Basketball, Athletics-Womens Basketball; salary \$53,388 per fiscal year; effective April 1, 2023 through March 31, 2024.

Alex Mitchell; Asst Coach, Football, Athletics-Football; M.A., Western Michigan University; salary \$37,320 per fiscal year; effective March 20, 2023 through December 31, 2023.

Joshua Schertz; Head Coach, Men's Basketball, Athletics-Mens Basketball; salary \$252,228 per fiscal year; effective April 1, 2023 through March 31, 2024.

Bryston Williams; Asst Coach, Men's Basketball, Athletics-Mens Basketball; salary \$114,288 per fiscal year; effective April 1, 2023 through March 31, 2024.

Clint Williams; Asst Coach, Women's Basketball, Athletics-Womens Basketball; salary \$61,508 per fiscal year; effective April 1, 2023 through March 31, 2024.

### **Stipends**

Joshua Schertz; Sti Ath Promotion Activity, Athletics-Nelligan Sports; stipend of \$52,000 per fiscal year for additional duties; effective April 1, 2023 through March 31, 2024.

**Changes in Status / Pay Rate**

Kenneth Augustus; Asst Coach, Football, Athletics-Football; salary \$51,236 per fiscal year; salary adjustment; effective March 1, 2023.

Michael Bath; Asst Coach, Football, Athletics-Football; salary \$90,000 and \$91,143 per fiscal year; salary adjustment; effective February 1, 2023 and March 1, 2023, respectively.

Collin Coffey; Asst Coach, Football, Athletics-Football; salary \$49,000 and \$50,143 per fiscal year; salary adjustment; effective February 1, 2023 and March 1, 2023, respectively.

Gavin Dineen; Asst Coach, Football, Athletics-Football; salary \$37,325.50 per fiscal year; salary adjustment; effective February 1, 2023.

Tyler Funk; Asst Coach, Football, Athletics-Football; salary \$59,000 and \$60,143 per fiscal year; salary adjustment; effective February 1, 2023 and March 1, 2023, respectively.

Javian Henderson; Asst Coach, Football, Athletics-Football; salary \$37,321 and \$39,000 per fiscal year; salary adjustment; effective February 1, 2023 and March 1, 2023, respectively.

Wolfgang Shafer; Asst Coach, Football, Athletics-Football; salary \$47,000 and \$48,143 per fiscal year; salary adjustment; effective February 1, 2023 and March 1, 2023, respectively.

Patrick Shepard; Asst Coach, Football, Athletics-Football; salary \$59,000 and \$60,143 per fiscal year; salary adjustment; effective February 1, 2023 and March 1, 2023, respectively.

Bradley Wilson; Asst Coach, Football, Athletics-Football; salary \$95,000 and \$96,143 per fiscal year; salary adjustment; effective February 1, 2023 and March 1, 2023, respectively.

Aaron Young; Asst Coach, Football, Athletics-Football; salary \$47,000 per fiscal year; salary adjustment; effective February 1, 2023.

**Separations**

Gavin Dineen; Asst Coach, Football, Athletics-Football; effective March 1, 2023.

Bryston Williams; Asst Coach, Men's Basketball, Athletics-Mens Basketball; effective April 3, 2023.

Aaron Young; Asst Coach, Football, Athletics-Football; effective February 15, 2023.

## 4g Grants & Contracts

1. Society of Integrative and Comparative Biology, Fund No. 549505, Proposal No. 23-028

An agreement in the amount of \$1,000.00 has been received from Society of Integrative and Comparative Biology for the project entitled, "Does Hair Cortisol and Plasma Cortisol Differ Among Demographic Groups of the Big Brown Bat in a Stress-Handling Paradigm," under the direction of Marcus Jorgensen, Department of Biology, for the period February 17, 2023 through December 31, 2023.

2. Indiana Lions Speech & Hearing, Inc., Fund No. 549412, Proposal No. 23-037

Additional appropriations in the amount of \$1,140.00 have been received from Indiana Lions Speech & Hearing, Inc. for the project entitled, "Clinic Materials," under the direction of Vicki Hammen, Department of Applied Clinical and Educational Sciences, for the period January 1, 2023 through September 1, 2023.

## 4h Agreements

<b>Signed Contracts 1-31-23 to 4-21-23</b>		
<b>Document Title</b>	<b>Document description</b>	<b>Signature date</b>
Children and Family Services Corp	Clinical Affiliation Agreement	02/03/23
Baseball @ Illinois - 2023	Athletics	02/06/23
Soccer @ Purdue - 2023	Athletics	02/08/23
Siskin Hospital for Physical Rehabilitation	Clinical Affiliation Agreement	02/10/23
The University of Chicago Medicine Renewal	Clinical Affiliation Agreement	02/16/23
Indiana Hand to Shoulder Center	Clinical Affiliation Agreement	02/16/23
Groundworks Pediatric Therapy LLC	Clinical Affiliation Agreement	02/17/23
Wabash Valley Health Center	Clinical Affiliation Agreement	02/20/23
Synergy Therapeutic Group	Clinical Affiliation Agreement	02/20/23
Alexian Brothers Health System	Clinical Affiliation Agreement	02/20/23
Easterseals Crossroads	Clinical Affiliation Agreement	02/22/23
Logansport Memorial Hospital	Clinical Affiliation Agreement	02/23/23
Wilson Pediatric Therapy	Clinical Affiliation Agreement	02/23/23
Soccer @ Louisville - 2023	Athletics	02/28/23
IVY Rehab Network	Clinical Affiliation Agreement	03/01/23
Reid Health - Edison State	Clinical Affiliation Agreement	03/07/23
Swallowing and Neurological Rehabilitation	Clinical Affiliation Agreement	03/08/23
NeuroRestorative in Louisville KY	Clinical Affiliation Agreement	03/10/23
MBB @ College Basketball Invitational (CBI) - 2023	Athletics	03/12/23
Masonic Homes Kentucky	Clinical Affiliation Agreement	03/13/23
Providence Health Care at the Woods	Clinical Affiliation Agreement	03/16/23
H.O.P.E. Counseling & Associates, LLC	Clinical Affiliation Agreement	03/16/23
Upstream Rehabilitation Inc	Clinical Affiliation Agreement	03/21/23
Schneck Medical Center	Clinical Affiliation Agreement	03/22/23
Evansville Otters	Clinical Affiliation Agreement	03/27/23
Sensory Solutions	Clinical Affiliation Agreement	03/29/23
Jacob's Ladder Rehabilitation Inc.	Clinical Affiliation Agreement	03/30/23
Straka Pediatric Therapies	Clinical Affiliation Agreement	03/31/23
Select Specialty Hospital - Therapy Affiliation Agreement	Clinical Affiliation Agreement	04/07/23
Naphcare, Inc. Cowlitz County Jail	Clinical Affiliation Agreement	04/14/23
PDS Agreement ISU- Clay Community Schools	Professional Development Agreement	04/14/23
Pars Union School Dist - ISU Clinical Affiliation Agreement	Clinical Affiliation Agreement	04/14/23
Rehab Strategies	Clinical Affiliation Agreement	04/17/23
Beacon Health System	Clinical Affiliation Agreement	04/17/23
Covered Bridge Special Education District	Clinical Affiliation Agreement	04/18/23
REX Lease Agreement	Lease Agreement	04/19/23
Clinical Affiliation Agreement - ISU and Southeast School Corp	Clinical Affiliation Agreement	04/20/23
Eastern Illinois Area of Special Education	Clinical Affiliation Agreement	04/20/23

## 4i Board Representation at University Events

### **Events Requiring Board Representation**

June 15, 2023

Board of Trustees Annual Organizational Meeting

### **Optional Events**

Date to be determined

Tuition Hearing

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

## 4j In Memoriam

### **IN MEMORIAM: Ms. Rhonda Terstegge**

WHEREAS, Ms. Rhonda Terstegge, active Institutional Research Assistant in the Office of Institutional Research, died on the 23<sup>rd</sup> of February two thousand and twenty-three; and

WHEREAS, Ms. Rhonda Terstegge had given loyal and devoted service to Indiana State University for almost 13 years and had gained the respect and affection of those who knew her as a co-worker and friend; and

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

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

### **IN MEMORIAM: Dr. Jacques Deliere**

WHEREAS, Dr. Jacques Deliere, retired Professor in the Department of Foreign Languages/Literature, died on the 24th day of February two thousand and twenty-three; and

WHEREAS, Dr. Jacques Deliere had given loyal and devoted service to Indiana State University for 34 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

### **IN MEMORIAM: Dr. Stanley Buchanan**

WHEREAS, Dr. Stanley Buchanan, active Associate Professor in the Department of Political Science, died on the 14th day of March two thousand and twenty-three; and

WHEREAS, Dr. Stanley Buchanan had given loyal and devoted service to Indiana State University for 22 and a half years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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



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

**IN MEMORIAM: Dr. Charles Roberts**

WHEREAS, Dr. Charles Roberts, retired Professor in the Department Math and Computer Science, died on the 26th day of March two thousand and twenty-three; and

WHEREAS, Dr. Charles Roberts had given loyal and devoted service to Indiana State University for 46 and a half years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

**IN MEMORIAM: Dr. Zinat Safayan**

WHEREAS, Dr. Zinat Safayan, retired Associate Professor from the School of Nursing of Indiana State University, died on the 30<sup>th</sup> day of March two thousand and twenty-three;

WHEREAS, Dr. Zinat Safayan had given loyal and devoted service to Indiana State University for 15,5 years and had gained the respect and affection of students and colleagues who knew her as a scholar, teacher and friend;

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

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

**IN MEMORIAM: Mr. John Bisch**

WHEREAS, Mr. John Bisch, retired Mech Engineer in the Physical Plant, died on the 20<sup>th</sup> of April two thousand and twenty-three; and

WHEREAS, Mr. John Bisch had given loyal and devoted service to Indiana State University for 16 years and had gained the respect of students and colleagues who knew him;

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

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

**IN MEMORIAM: Mr. Stanley Henderson**

WHEREAS, Mr. Stanley Henderson, retired Assc Professor in the Department of Health, Safety, and Environmental Health Science, died on the 20<sup>th</sup> day of April two thousand and twenty-three; and

WHEREAS, Mr. Stanley Henderson, had given loyal and devoted service to Indiana State University for 34 years and had gained the respect of students and colleagues who knew him as a scholar, teacher and friend;

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

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

**IN MEMORIAM: Dr. Stephen Wolf**

WHEREAS, Dr. Stephen Wolf, Professor in the Department Chemistry & Physics, died on the 22<sup>nd</sup> day of April two thousand and twenty-three; and

WHEREAS, Dr. Stephen Wolf had given loyal and devoted service to Indiana State University for 22 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.

## 5 Old Business

None.

## Adjournment

The meeting was adjourned at 4:00 pm.