

MINUTES

**UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES**

March 4, 2004

MINUTES

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

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The Board of Trustees of the University of Southern Indiana met in regular session on Thursday, March 4, 2004, in Carter Hall in the University Center. Present were Chair J. David Huber and Trustees Bruce H. Baker, Louise S. Bruce, G. Patrick Hoehn, Tina M. Kern-Raibley, Harolyn G. Torain, Samuel J. Tucker, and James L. Will, Sr. Also in attendance were President H. Ray Hoops; Provost and Vice President for Academic Affairs Linda L. M. Bennett; Vice President for Student Affairs Robert W. Parrent; Vice President for Business Affairs and Treasurer Robert W. Ruble; Vice President for Advancement Sherrienne M. Standley; Faculty Senate Chair Christy Baker; and Student Government Association President Troy Nethery.

There being a quorum present, Mr. Huber called the meeting to order at 1:00 p.m.

SECTION I - GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF JANUARY 8, 2004, MEETING

On a motion by Mrs. Kern-Raibley, seconded by Mr. Hoehn, the minutes for the January 8, 2004, meeting were approved.

B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION

The next regular meeting of the Board of Trustees was set for Saturday, May 8, 2004, on campus.

C. REPORT OF THE LONG-RANGE PLANNING COMMITTEE

The Long-Range Planning Committee met prior to the meeting on March 4, 2004. Chair Bruce Baker reported that the committee heard a report about the University Division and its services, including placement testing, tutoring, and academic advising. The University Division serves students with undeclared majors and those who are academically at risk and is the University's resource center for faculty academic advisors. The goal of the University Division staff is to help students achieve academic success. Mr. Baker commended the staff of the University Division for its service to USI students.

D. PRESIDENT'S REPORT

President Hoops called on Vice President Parrent for a report from the office of Career Services and Placement. Dr. Parrent introduced Jennifer Kellams, director of Career Services and Placement, who reported that in 2003, 1,361 degrees and certificates were awarded to 1,335 individuals. Of the 59 percent of graduates who responded to a survey, 93.5 percent are employed or actively seeking employment. Nineteen percent of the bachelor's degree recipients are enrolled in graduate or professional school. She reported on the number of bachelor degree recipients who are working in their fields, working in fields unrelated to their career goals, or unemployed. Ms. Kellams' report also included data about geographical location of USI graduates and salary statistics.

Dr. Hoops noted that much of the success of USI's Career Services and Placement Office can be attributed to proactive programs that the office initiates. He reported that in February, 48 employers and graduate schools were represented at USI's CareerLINK career and graduate school fair. Over 250 students attended the fair and 50 recruiters, USI staff, and students attended a networking breakfast. He remarked that the recruiters were extremely impressed by a brief presentation of the Admissions staff, outlining the current demographic and academic profiles of the USI student body.

He reported that the University has been celebrating diversity all year long through its THREADS program and most recently with the international students. This year's International Student Expo was another tremendous success and the annual International luncheon was a "standing room only" event.

USI and the City of Evansville are pleased each year to give a warm welcome to the Great Lakes Valley Conference Division II tournament, held at Roberts Stadium. The president invited the trustees to attend the tournament and wished all the teams from the highly competitive GLVC Conference well.

He reported that two USI-affiliated organizations, the Tri-State World Trade Council and the Southwest Indiana Regional Development Council, used their annual meetings in February to attract more than 150 community and business leaders to hear Lieutenant Governor Kathy Davis speak on the importance of regional planning and economic development.

President Hoops called on Student Government Association president Troy Nethery for a report. Mr. Nethery reported that he is the University's representative on a statewide search committee to place a student on the Indiana Commission for Higher Education. He reported that USI Day at the Statehouse in January was successful and thanked the students, trustees, and staff who planned and attended the event. He announced that in March, SGA is planning events surrounding a baseball game between the University of Southern Indiana and the University of Evansville.

The president called on Provost Linda Bennett for a report on the many positive developments related to the continuing growth of USI's engineering program. Provost Bennett introduced Jerome Cain, dean of the School of Science and Engineering, to present an enrollment update on the program. Dean Cain reported that although the University's Bachelor of Science in Engineering was approved in May 2002, the enrollment of 200 students in 2003-2004 is the first to reflect recruiting efforts for the program. He reported on the enrollment breakdown by county of origin, out-of-state students, and transfer students, and shared graphs showing the quality of engineering students based on SAT scores and grade point averages. Dr. Cain concluded his presentation by reporting that the number of applications for 2004-2005 exceeds the number received at this time last year.

President Hoops reported that the University also has experienced a sharp rise in graduate program enrollments. From the fall of 2000 to the fall of 2004, enrollments grew from 441 to 743, a 68 percent increase.

He asked the Trustees to join him in congratulating Dr. Joe Palladino, professor and chair of Psychology, on the publication of the fourth edition of his introductory psychology textbook, published by Pearson/Prentice Hall. Provost Bennett was pleased to pass around her copy of the textbook, the second best-selling introductory psychology text in the country, for examination by the trustees.

President Hoops called on Associate Vice President Ed Jones for a report on the success of USI's ROTC program. Dr. Jones reported on the program and its impact on USI as it nears the end of its third year. He noted that ROTC at USI began as part of an experimental program with leadership from regular army personnel, U.S. Army Reserve, and the Indiana National Guard. He anticipates that the program, which began in fall 2001 with 18 students, will have more than 50 students in fall 2003. He reported on battalion demographics from USI's battalion, which also includes Indiana State University, DePauw University, and Rose-Hulman Institute of Technology. Dr. Jones closed his remarks with a report on the financial impact of the ROTC program for the participating students. President Hoops noted that the program has been an excellent addition to the University and expressed his appreciation to Major Mark Weaver and his staff.

President Hoops noted that the meeting packets included a copy of the American Association of State Colleges and Universities Top Ten Public Policy Issues document. He shares this document with the trustees each year so they can compare and contrast the issues included in the report with the issues facing our University. He reminded the board that a discussion of these issues and their relevance to USI has occasionally been the foundation of annual board retreats.

The president called on Provost Linda Bennett to report on faculty leaves of absence. Dr. Bennett reported on the leaves of absence granted for 2004-2005 and she gave the trustees a brief description of the work each faculty member will pursue while away from campus. The faculty members are Charles Price, Bower-Suhrheinrich School of Education and Human Services; Joseph Dipietro and Paul Kuban, Pott School of Science and Engineering; Kathryn Waters and J. Wayne Rinks, School of Liberal Arts; and Abbas Foroughi and

Peggy Shields, School of Business.

President Hoops announced that, given the University's voluntary compliance with the Sarbanes-Oxley Act, it may be necessary from time-to-time to call executive sessions of the Finance/Audit Committee. It will remain the practice of the committee and the board to keep executive sessions to a minimum.

The president closed his report by asking Vice President Parrent to report on the recent Bassmaster University program brought to USI by Extended Services. Vice President Parrent reported that the two-day event included top bass fishing professionals involved in classroom sessions, hands-on demonstrations, and think tank sessions. He was pleased to report that 290 anglers from four states participated in the program and expressed his appreciation to Extended Services and other USI staff who helped make the event successful.

E. UPDATE ON 2004 SESSION OF THE INDIANA GENERAL ASSEMBLY

Mr. Huber called on Vice President Standley to report on the 2004 legislative session of the Indiana General Assembly on behalf of Vice President Cindy Brinker, who was in Indianapolis for the last day of the session. Vice President Standley reported that Senate Bill 262, which dealt with tuition and fees for state universities, had the most significant effect upon public higher education. The bill would have placed a 3 percent cap on tuition and mandatory fees for full-time undergraduate students for four academic years following the year in which the student first enrolled in the institution and would have required institutions to set tuition and fees by December 1 of each year. The universities opposed the proposed legislation because, among other reasons, it would have provided for multiple fee rates for incoming freshman; there was no guarantee for state appropriations, yet universities were asked to guarantee tuition and fees; and it would be difficult to set tuition and fees by December 1 for the following academic year without knowing the University's operation appropriation. Ultimately, the bill was not called for a vote in the Senate but its author, Senator Luke Kenley, and other senators challenged the universities to address the issue without legislation. Vice President Standley reported that the universities agree there is a need to work in partnership with the state to address the issue of tuition. One option offered by the universities was to hold public hearings prior to setting tuition and fees. She announced that USI's public forum to discuss tuition and fees for the 2004-2005 academic year will be held on March 23, 2004.

Two other pieces of legislation passed both houses in the last week of the session. Mrs. Standley reported on House Bill 1265, a bill that establishes an aggregate prescription drug-purchasing program to negotiate terms related to the purchase of prescriptions. An amendment to the bill states that universities are not required to participate in the drug program if it is not financially beneficial to the institution. For USI, this will mean examining health benefits separate from prescription drug benefits. Because the University will review the alternative of self-funding its health insurance plan for 2005, this bill is timely and could result in significant savings.

House Bill 1436 concerns women and minority businesses and requires universities to report information concerning contracting practices for a five-year period from January 1999 through December 2003.

Vice President Standley noted that one of the highlights of the session was USI Day at the Statehouse on January 28. On behalf of Vice President Brinker, she thanked the participants who helped make the day a success.

F. APPROVAL OF CANDIDATES FOR DEGREES

Mr. Huber called on Provost and Vice President Bennett, who called attention to Exhibit I-A, a list of the names of students who completed requirements for graduation in the class of 2004. On a motion by Mrs. Kern-Raibley, seconded by Mr. Tucker, the conferral of degrees on May 9, 2004, for master, baccalaureate, and associate degrees listed in Exhibit I-A was approved subject to the completion of all requirements.

G. APPROVAL OF CANDIDATES FOR HONORARY DEGREES

Mr. Huber called on President Hoops, who presented the names of individuals recommended for honorary degrees. On a motion by Mrs. Torain, seconded by Mr. Baker, the conferral of the following honorary degrees at the May 9, 2004, Commencement was approved.

DOCTOR OF CIVIL LAW to Melissa S. May, Judge of the Indiana Court of Appeals, who will bring the

Commencement Address.

DOCTOR OF LAWS posthumously to Ruth Gray Yates, retired teacher and generous benefactor.

DOCTOR OF LAWS to John M. Dunn, president of Dunn Hospitality Group, who has given voluntary leadership at the University of Southern Indiana and in the community.

SECTION II – FINANCIAL MATTERS

A. REPORT OF THE FINANCE/AUDIT COMMITTEE

The Finance/Audit Committee met prior to the Board of Trustees meeting on March 4, 2004. Chair Pat Hoehn reported that the committee selected RBC Dain Rauscher Investment Services as the investment banker for the new David L. Rice Library project. He reported that the approval of interim financing for the parking garage project was tabled until a future meeting because recent cost estimates for the project significantly exceed the original estimates. Mr. Hoehn reported that the committee approved the budget appropriations, adjustments, and transfers in Attachment C and approved the Annual Audit Plan for Fiscal Year 2003-2004 which was presented by Director of Internal Audit Diana Biggs. He reported that Ms. Biggs presented a report on internal controls including accounting controls, information system controls, and administrative controls. Mr. Hoehn noted that the committee asked Dr. Ruble for follow-up information regarding conformity to best practices cited in the report.

B. PRESENTATION OF DESIGN AND CONSTRUCTION DOCUMENTS FOR THE NEW DAVID L. RICE LIBRARY PROJECT

Mr. Huber called on Vice President Ruble to introduce representatives of Edmund L. Hafer and Associates and Woollen Molzan and Partners, Inc. to present the design for the new David L. Rice Library project. Dr. Ruble introduced David Wills of Edmund L. Hafer and Associates and Kevin Huse of Woollen Molzan and Partners. Mr. Wills reported that the architectural and design team last reported to the Board of Trustees in November 2003 on the schematic design for the project. Since then, the design development has been completed and construction documents are nearly complete. The project will require bids from a general contractor, and mechanical, electrical, systems control, and voice data and educational technology contractors. Alternate bids will include the completion of the lower level for 17 additional classrooms, stonework for the exterior of the building, and an addition of exterior illumination to feature the building at night. Mr. Wills remarked that the library project has been a successful collaborative project including University administration, trustees, library staff, and other staff. He reported that the initial cost estimate of the project was presented by Industrial Contractors in December, and that the project was slightly over budget. The team has since made some changes in systems in order to lower the cost of the project. Mr. Wills noted that recent rapid increases in cost of structural steel and other metal materials also will affect the cost of the project. The final cost estimate will be presented on March 17. He reported that Mr. Huse met with library and physical plant staff on March 3 to present plans for interior finishes. The trustees viewed displays of interior color and finish recommendations for the library and had an opportunity to ask questions of the design team.

C. REPORT OF THE CONSTRUCTION COMMITTEE

Chair Pat Hoehn reported that the Construction Committee met prior to the Board of Trustees meeting and heard a report of change orders issued for the Ruston Hall project. The committee also heard a report on the proposed construction of an addition to Parking Lot E, and Mr. Hoehn reported that the committee recommends approval by the Board of Trustees (Item D).

D. APPROVAL OF REQUEST FOR CONSTRUCTION OF AN ADDITION TO PARKING LOT E

Dr. Ruble reported that Parking Lot E, constructed in 2000, is located south of University Boulevard near O'Bannon and Ruston Halls. An expansion of Parking Lot E will be constructed during summer 2004. The expansion will add approximately 300 parking spaces and will cost an estimated \$400,000, which will be funded from Auxiliary System Reserves. The project will include additional walkways, lighting, curbs, landscaping, and asphalt pavement.

Approval of the construction of an addition to Parking Lot E was recommended by the Construction Committee. On a motion by Mr. Tucker, seconded by Mr. Baker, authorization for President Hoops to request approval of the Commission for Higher Education, the State Budget Committee, and the Governor of the State of Indiana for the construction of the expansion of Parking Lot E was approved.

E. UPDATE ON CURRENT CONSTRUCTION PROJECTS

Mr. Huber called on Vice President Ruble who introduced Steve Helfrich, director of facilities operations and planning, to present an update on construction projects. Mr. Helfrich began his report with an update on the Ruston Hall project, which continues on schedule and will be completed in time for students to move in during August.

He reported that the University staff continues to meet with Professional Consultants, Inc., about the design of the proposed parking garage. Recent cost estimates revealed that the cost is well above the original estimate of \$4 million, as reported in the report of the Finance/Audit Committee. Mr. Helfrich told the trustees that the staff will continue to work on the project and discuss how to proceed.

Renovation projects planned for the summer include the renovation of space on the first floor of the Orr Center that was vacated by University Division when it moved to the Science and Education Center. The space will be renovated for the Counseling Center and an expansion of Extended Services. The upper level of the Forum Wing in the Wright Administration Building will be renovated for the use of the Human Resources Department. Several labs in the Technology Center will be renovated, as will Forum II, a lecture hall in the Wright Building. Changes in food services include the addition of a food service station in the link between the Science Center and the Health Professions Center and the expansion of the Sub Connection in the University Center.

Mr. Helfrich announced that University staff recently met with representatives from The Campus Studio regarding an update to the campus master plan. Jim Christman, now with The Campus Studio, was a primary planner when the University's last master plan was prepared in 1993. Proposed changes to the master plan will be shared with the Board of Trustees at a future meeting.

SECTION III - PERSONNEL MATTERS

A. APPROVAL OF ANNUAL AUTHORIZATION FOR EMPLOYMENT OF FACULTY AND STAFF

Mr. Huber called on Vice President Ruble who reported that the University of Southern Indiana Board of Trustees, pursuant to Indiana Code 20-12-1-4, annually authorizes the President of the University of Southern Indiana to employ faculty and staff and to establish salaries and wages within budgetary capabilities. The last authorization was on March 6, 2003.

On a motion by Mr. Will, seconded by Mr. Tucker, the Board of Trustees authorized the President of the University to employ qualified faculty and staff, to grant leaves of absence, and to establish salaries, wages, and benefits for employees within the capabilities of the budget and authorized the Chair of the Board of Trustees to convey to the President his employment contract, including salary and benefits.

B. APPROVAL OF PERSONNEL ACTIONS

Mr. Huber called on Provost and Vice President Bennett, who reported on recommendations for faculty tenure, promotion, and retirement. Dr. Bennett commented on the extraordinary service given to the University by each of the retiring faculty members, Walter K. Everett, Marie Hankins, Marjorie M. Jones, and John McNaughton.

On a motion by Mr. Will, seconded by Mrs. Torain, the following personnel actions were approved.

1. Continuous Appointment

The following faculty members are recommended for continuous appointment effective August 22, 2005:

Dr. Marvin Albin, Professor of Computer Information Systems
School of Business

Dr. Barbara Davis, Associate Professor of Nursing *
School of Nursing and Health Professions

Dr. James Durbin, Assistant Professor of Geology *
Pott School of Science and Engineering

Dr. Julie Evey, Assistant Professor of Psychology *
School of Liberal Arts

Dr. Eileen Morrison, Associate Professor of Health Services/Administration *
School of Nursing and Health Professions

Dr. Todd Schroer, Assistant Professor of Sociology *
School of Liberal Arts

Dr. David Schultz, Assistant Professor of Engineering
Pott School of Science and Engineering

*** Also recommended for Promotion effective August 23, 2004**

2. Promotion

The following faculty members are recommended for promotion, effective August 23, 2004:

Assistant Professor to Associate Professor

Dr. James Durbin, Assistant Professor of Geology *
Pott School of Science and Engineering

Dr. Julie Evey, Assistant Professor of Psychology *
School of Liberal Arts

Dr. Teresa Huerta, Assistant Professor of Spanish
School of Liberal Arts

Ms. Joan Kempf, Assistant Professor of Graphic Design
School of Liberal Arts

Dr. Leslie Nunn, Assistant Professor of Business Law
School of Business

Dr. Ronda Priest, Assistant Professor of Sociology
School of Liberal Arts

Dr. Todd Schroer, Assistant Professor of Sociology *
School of Liberal Arts

Dr. Joseph Uduehi, Assistant Professor of Art Education
School of Liberal Arts

Associate Professor to Professor

Dr. Karen Bonnell, Associate Professor of Communications
School of Liberal Arts

Dr. Barbara Davis, Associate Professor of Nursing *
School of Nursing and Health Professions

Dr. Eva Jermakowicz, Associate Professor of Accounting
School of Business

Dr. Eileen Morrison, Associate Professor of Health Services/Administration *
School of Nursing and Health Professions

Dr. Leslie Roberts, Associate Professor of French
School of Liberal Arts

Dr. Ann White, Associate Professor of Nursing
School of Nursing and Health Professions

Dr. Jennifer Williams, Associate Professor of Computer Information Systems
School of Business

*** Also recommended for Continuous Appointment effective August 22, 2005.**

3. Retirement

Professor of English Walter K. Everett, in accordance with the revised retirement policy, has requested retirement effective May 8, 2005, including leave with pay for the period January 3, 2005, through May 8, 2005. Severance pay based on 28 years of service to the University will be paid as of June 30, 2005.

Professor of Chemistry Marie Hankins, in accordance with the early retirement policy, has requested early retirement effective May 8, 2005, including leave with pay for the period January 3, 2005, through May 8, 2005. Severance pay based on 20 years of service to the University will be paid as of June 30, 2005.

Instructor in Anthropology Marjorie M. Jones, in accordance with the early retirement policy, has requested early retirement effective May 8, 2005, including leave with pay for the period January 3, 2005, through May 8, 2005. Severance pay based on 16 years of service to the University will be paid as of June 30, 2005.

Professor of Art John McNaughton, in accordance with the early retirement policy, has requested early retirement effective May 8, 2005, including leave with pay for the period January 3, 2005, through May 8, 2005. Severance pay based on 35 years of service to the University will be paid as of June 30, 2005.

4. Emeritus/Emerita Status

It is recommended that the following faculty members be retired officially with the effective dates shown and that the appropriate emeritus/emera titles, as indicated, be conferred:

Professor Emeritus of English Walter K. Everett
28 years at USI, effective May 8, 2005

Professor Emerita of Chemistry Marie Hankins
20 years at USI, effective May 8, 2005

Instructor Emerita in Anthropology Marjorie M. Jones
16 years at USI, effective May 8, 2005

Professor Emeritus of Art John McNaughton
35 years at USI, effective May 8, 2005

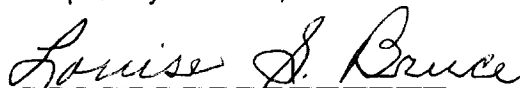
C. SUCCESSION PLANNING

Mr. Baker reported that at its January 8, 2004, meeting, the Board of Trustees reported the results of the 2004 Presidential Assessment and commended President Hoops for ten years of exemplary service to the University. He remarked that President Hoops has expressed his interest in succession planning and that it is essential for the continued health of the University. While the trustees wish Dr. Hoops a long future with USI, Mr. Baker noted they agree that succession planning is essential and is best done when the need is not imminent.

On a motion by Mr. Baker, seconded by Mr. Will, the Board authorized Chairman J. David Huber, in consultation with Dr. Hoops, to develop a succession plan including any mutually beneficial contractual modifications so that the Board will be prepared when the president's retirement eventuates.

There being no further business, the meeting adjourned at 2:45 p.m.

Respectfully submitted,



Louise S. Bruce
Secretary

CANDIDATES FOR DEGREES

MAY 9, 2004

MASTER OF ARTS IN LIBERAL STUDIES
MASTER OF BUSINESS ADMINISTRATION
MASTER OF HEALTH ADMINISTRATION
MASTER OF SCIENCE IN INDUSTRIAL MANAGEMENT
MASTER OF SCIENCE IN ACCOUNTANCY
MASTER OF SCIENCE IN EDUCATION
MASTER OF SCIENCE IN NURSING
MASTER OF SOCIAL WORK

BACHELOR OF ARTS
BACHELOR OF GENERAL STUDIES
BACHELOR OF SCIENCE
BACHELOR OF SCIENCE IN NURSING
BACHELOR OF SOCIAL WORK

POST-BACCALAUREATE CERTIFICATE

ASSOCIATE OF ARTS
ASSOCIATE OF SCIENCE
ASSOCIATE OF SCIENCE IN NURSING

MASTER DEGREES

MASTER OF ARTS IN LIBERAL STUDIES

Hooper, Robert W.
Kiteou, Josephina

**MASTER OF BUSINESS
ADMINISTRATION**

Bailey, Drew E.
Biggs, Jennifer E.
Brown, Elizabeth J.
Brunette, Mervin C.
Clements, Richard A.
Domeck, Rebecca S.
Dunn, Holly K.
Franklin, Ellen W.
Green, Anna M.
Halley, Andrea L.
Jones, Jeffrey A.
Manion, Andrew J.
Pace, Brandace K.
Poyraz, Ozgur O.
Schofield, Renee
Smith, Anthony Fisher
Stilwell, Benjamin D.
Thornhill, Aaron J.
Upton, James E.
Vanwinkle, Emily N.
Williams, Rebecca M.
Wooldridge, Jason P.

**MASTER OF HEALTH
ADMINISTRATION**

Alboloshi, Abdul Qader
Gish, Lisa R.
Heim, Tonya Sue
Holt, Emily R.
Hurlock, Wayne Mitchell
Meese, Carol A.
Melton, Jeanne M.
Scheller, Joshua F.

**MASTER OF SCIENCE IN INDUSTRIAL
MANAGEMENT**

Vidal, Alfonso Rafael
Vidmar, Joseph J.

**MASTER OF SCIENCE IN
ACCOUNTANCY**

Agee, Eva L.
Jost, Eric S.
Maxwell, James M Jr.
Okesson, Scott
Phillips, Amy L.
Whitcomb, Carrie L.

MASTER OF SCIENCE IN EDUCATION

Angel, Ginger M.
Austin, Laurie A.
Bennett, Terrence R.
Bruner, Christopher S.
Byrd, Nichole L.
Cissna, Valerie E.
Colavecchia, Melanie L.
Cole, Matt D.
Duncan, Melissa C.
Fleming, Gretchen
Lynam, George D.
Miles, Lara J.
Orth, Alan S.
Outlaw, Lori
Parker, Craig A.
Penn, Erica M.
Schmitt, Pamela S.
Sisley, Matthew E.
Smiley, Susan
Stocks, Tricia L.
Strehl, Angela K.
Vick, Tammy E. (Green)
Wagner, Krista M
Weigand, Jessica G.
Welch, Harold B.
Wood, Elizabeth R.

MASTER OF SCIENCE IN NURSING

Arnold, Linda C.
Bass, Pamela K.
Beck, Lisa Lynette
Cavins, Kenneth R.
Collard, Adressa H.
Cox, Sandra B.
French, Patti E.
Holtsclaw, Dianna Sue
Inzerillo, Suzette
Jackson, Edna I.
Jilot-Elick, Karen Lee
Keith, Sue Ellen

Kinney, Deborah A.
Kreicker, Cynthia G.
Lafferty, Christina M.
Langston, Cheryl A.
Lauderbaugh, Linda D.
Maddela, Yvonne A.
Markham, Mary L.
McNellye, Kendra Lynette
Melton, Nona Lee
Mitchell, Heather Jane
Monroe, Christa M.
Morton, Sally J.
Nnadozie, Michael U.
Perry, Denah F (Banta)
Phelps, Leslie Gene
Rager, Michael Wayne
Sollman, Alicia D.
Thomas, Katherine Allison
Tidwell, Emily J.
Tinsley, Micki F.
Tomey, Susan E.
Traylor, Kelly N.
Trethewey, Patricia L.
Ward, Jean A.
Wilson, Cynthia
Wiser, Gloria C.
Zabirka, Bonnie Lynn

MASTER OF SOCIAL WORK

Angelaki, Niki
Baldwin, Jennifer L.
Ballard, Debora L.
Barth, Lori A.
Beeson, Stacy L.
Bilderback, Nicole
Bishop, Kimberly S.
Bodine, Deena S.
Calhoun, Lisa M.
Cash, Kelly M.
Childers, Kimberly R.
Decker, Granville D.
Engelgau, Janet K.
Faulkner, Laura M.
Fauquher, Misty L.
Floyd, Nancy E.
Folz, Debra A.
Freeman, Samantha K.
Gaines-Reese, Joyce Edna
Graber, Gretchen Ann
Granberg, Sarah L.

Hagler, Diane J.
Harper, Charles V.
Henning, Megan
Hulfachor, Kari A.
Kincheloe, Linda C.
Kirchner, Rachel N.
McFarland, Leanett Dawn
Michael, Tammy J.
Miles, Addrienne L.
O'Connor, Alicia M.
Pate, Troy D.
Patterson-Wright, Melissa D.
Pemberton, Leslie L.
Sawyer, Sarah E.
Scates, Kate M.
Seastrand, Brooklyn R.
Siner, Maria L.
Smith, Benjamin W.
Smith, Jerriann L.
Smith-Quirey, Hannah F.
Spears, Olivia L.
Stone, Phyllis K. Amburgey
Stroud, Joyce A.
Terrell, Brandy R.
Tidwell, Kimberly L.
Tredway, Anne E.
Wargel, Diane S.
Wigginton, Carrie D.
Wilson, Amber M.

BACHELOR DEGREES

SCHOOL OF BUSINESS

BACHELOR OF ARTS

Alves, Amy L.
Aman, Mark A.
Bachynsky, Anna
Blanchette, Melissa A.
Boyle, Michael W.
Brunson, Curt M.
Campbell, Emily R.
Canlas, Noel R.
Chaffin, Tara N.
Christman, Laura K.
Courtney, Sarah M.
Day, Joseph A.
Deig, Bianna R.
Evans, Erin E.
Fries, Craig W.

Gessner, Emily M.
Graham, Rachel A.
Happe, Jamie L.
Harrison, Jennifer A.
Heines, Ashley D.
Hudson, Wendy L.
Jordan, Jennifer L.
Karaagac, Nazli
Matthews, Tiffany D.
Mckinney, Brenna M.
Niemeier, Angela C.
Risinger, Stephen
Rouser, Jason N.
Seckinger, Crystal L.
Tabor, Brooke N.
Turpen, Cindy K.
Ward, Erin C.
Weisheit, Ramie L.
Wheeler, Nicole L.
Wilson, Maria D.
Wolf, Michael C.

BACHELOR OF SCIENCE

Adjiasmanov, Rasim
Adkisson, Latasha A.
Adler, Adam C.
Ahmad, Atif
Akin, Daniel P.
Albert, William H.
Allen, Harold T.
Andrews, Brad M.
Applegate, Michele D.
Ashby, Nathan E.
Aull, Billy J.
Baker, Jason P.
Barksdale, Renee A.
Barton, Tiffany C.
Baumgart, Ahren J.
Bean, Lucas
Beasley, Julie
Benedict, Alekzandr
Berg, Tammy R.
Berry, Ryan S.
Bertram, Adam D.
Billups, Brendon J.
Bittel, Katherine M.
Blessinger, Chad A.
Boester, Toni N.
Bohnert, Jennifer L.
Bornefeld, Michele E.

Bosley, James P.
Bowles, William S, III
Brentlinger, Jamie L.
Brewster, Banks M.
Brock, John E.
Brown, Catrina M.
Buis, Kellie J.
Burge, Kaycie N.
Burns, Angela N.
Bush, Benjamin E.
Bush, James C.
Carsten, Matthew J.
Clark, Tyler C.
Clauson, Michelle L.
Clifford, Jeremy M.
Cochren, Celana Marie
Collignon, Breanna N.
Conrad, Andrew B.
Crowder, Debra J.
Curry, Donald G.
Davidson, Gaylord Kelso
Davis, Christopher B
Davis, Connie E.
Davis, Jason A.
Davis, Kathleen M.
Davis, Laura L.
Day, Julie A.
Day, Stacey M.
Deputy, Krista L.
Derr-Faass, Joshua R.
Derudder, David J.
Dewig, Katie A.
Dewitt, Joseph A.
Dillingham, Jt D.
Doddridge, Lisa M.
Doss, Adam M.
Douglas, Emily B.
Duff, Sierra R.
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