

AGENDA

**UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES**

March 2, 2006

SECTION I - GENERAL AND ACADEMIC MATTERS

- A. APPROVAL OF MINUTES OF JANUARY 12, 2006, MEETING**
- B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION**
- C. REPORT OF THE LONG-RANGE PLANNING COMMITTEE**
- D. PRESIDENT'S REPORT**
- E. REPORT ON THE INDIANA GENERAL ASSEMBLY**
- F. APPROVAL OF CONFLICT OF INTEREST STATEMENTS**
- G. APPROVAL OF CANDIDATES FOR DEGREES**
- H. APPROVAL OF CANDIDATES FOR HONORARY DEGREES**

SECTION II - FINANCIAL MATTERS

- A. REPORT OF THE FINANCE/AUDIT COMMITTEE**
- B. UPDATE ON CURRENT CONSTRUCTION PROJECTS**
- C. APPROVAL OF RECOMMENDATION TO REVISE VEBA (VOLUNTARY EMPLOYEES' BENEFIT ASSOCIATION) TRUST INVESTMENT POLICY TO ADD ADDITIONAL ASSET CLASS**
- D. APPROVAL OF RECOMMENDATION TO TRANSFER ADDITIONAL FUNDS TO THE VEBA (VOLUNTARY EMPLOYEES' BENEFIT ASSOCIATION) TRUST ACCOUNT**
- E. APPROVAL OF REVISIONS TO REVISED RETIREMENT POLICY**

SECTION III - PERSONNEL MATTERS

- A. APPROVAL OF ANNUAL AUTHORIZATION FOR EMPLOYMENT OF FACULTY AND STAFF**
- B. APPROVAL OF PERSONNEL ACTIONS**

SUPPLEMENTAL INFORMATION
UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES

March 2, 2006

SECTION I - GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF JANUARY 12, 2006, MEETING

B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION

C. REPORT OF THE LONG-RANGE PLANNING COMMITTEE

The Long-Range Planning Committee will meet prior to the Board of Trustees meeting on March 2, 2006. A report will be presented.

D. PRESIDENT'S REPORT

E. REPORT ON THE INDIANA GENERAL ASSEMBLY

A report will be presented on the 2006 session of the Indiana General Assembly.

F. APPROVAL OF CONFLICT OF INTEREST STATEMENTS

In 1983, the Indiana General Assembly enacted amendments to the Indiana "conflicts of interest" law, which provides that "The public servant who knowingly or intentionally: (1) has a pecuniary interest in; or (2) derives a profit from a contract or purchase connected with an action by the government entity that he serves, commits a conflict of interest, a Class D felony."

I.C. 35-41-1-2 defines "public servant" as a person who (1) is authorized to perform any official function on behalf of, and is paid by, a governmental agency; or (2) is elected or appointed to office to discharge a public duty for a governmental entity.

The 1983 amendment provides a method by which public servants can avoid the criminal aspects of the conflicts of interest law by filing a disclosure statement with the Board of Trustees. The Board of Trustees must approve such disclosures, and must forward all disclosure statements to the State Board of Accounts.

In December 2005, for calendar year 2006, the University requested statements of all trustees and senior staff, including those with no potential conflicts of interest to disclose, and reminded all University employees of their obligation to submit a statement if required. At its meeting on January 12, 2006, the Board of Trustees approved *Possible Conflict of Interest Disclosure Statements* for calendar year 2006. Exhibit I-A includes individuals who have since submitted Possible Conflict of Interest Disclosure Statements.

Approval of the Possible Conflict of Interest Disclosure Statements in Exhibit I-A is recommended.

G. APPROVAL OF CANDIDATES FOR DEGREES

The candidates for master, baccalaureate, and associate degrees, to be conferred May 6, 2006, are listed in Exhibit I-B.

It is recommended that award of the respective degrees be approved subject to the completion of all requirements.

H. APPROVAL OF CANDIDATES FOR HONORARY DEGREES

It is recommended that the conferral of the following honorary degrees during the Commencement ceremony on May 6, 2006, be approved.

DOCTOR OF LAWS to Wayne F. Henning, executive vice president of Old National Bank and civic leader;

DOCTOR OF LAWS to William E. Miller, retired Evansville educator and civic leader; and

DOCTOR OF LAWS to Mattie S. Miller, retired Evansville educator and civic leader.

SECTION II – FINANCIAL MATTERS

A. REPORT OF THE FINANCE/AUDIT COMMITTEE

The Finance/Audit Committee will meet prior to the Board of Trustees meeting on March 2, 2006. A report will be presented.

B. UPDATE ON CURRENT CONSTRUCTION PROJECTS

A report will be presented on current construction projects.

C. APPROVAL OF RECOMMENDATION TO REVISE VEBA (VOLUNTARY EMPLOYEES' BENEFIT ASSOCIATION) TRUST INVESTMENT POLICY TO ADD ADDITIONAL ASSET CLASS

The asset class diversification in the VEBA Trust Investment Policy currently provides for investment in three of the four main equity classes: large capitalization stocks, small capitalization stocks, and international equities. Upon review of the policy with the asset managers, it is recommended to add an additional asset class to the equity portion of the portfolio.

The addition of mid size market capitalization stocks would provide additional investment management flexibility and would benefit the volatility of the portfolio over time. The addition of the asset class would not change the current stock/bond allocation, only the addition of a percentage allocation within the equity sector.

Other revisions to the investment policy are indicated on the draft in Exhibit II-A.

<u>Investment Type</u>	<u>Current Allocation</u>		
	<u>Minimum</u>	<u>Target</u>	<u>Maximum</u>
Equities	65%	70%	75%
Fixed Income	25%	30%	35%

<u>Asset Class/Style</u>	<u>Revised Asset Class Diversification</u>		
	<u>Minimum</u>	<u>Target</u>	<u>Maximum</u>
Large Capitalization Domestic	30%	40%	45%
Mid Capitalization Domestic	5%	10%	12%
Small Capitalization Domestic	5%	10%	12%
International	5%	10%	12%

Approval to revise the VEBA Trust Investment Policy to add mid capitalization domestic stocks to the asset class diversification with minimum, maximum, and target allocations, and to make other revisions included in Exhibit II-A, is recommended.

D. APPROVAL OF RECOMMENDATION TO TRANSFER ADDITIONAL FUNDS TO THE VEBA (VOLUNTARY EMPLOYEES' BENEFIT ASSOCIATION) TRUST ACCOUNT

The VEBA Trust Investment Policy requires the approval of the Board of Trustees for a transfer of additional funds to the VEBA Trust accounts.

Approval to transfer \$500,000 to the VEBA Trust sub account at Old National Trust Company is recommended.

E. APPROVAL FOR REVISIONS TO REVISED RETIREMENT POLICY

The Revised Retirement Policy was adopted by the Board of Trustees effective January 1, 1999. The policy added the Rule of 85 and the Revised Retirement Plan as retirement options for eligible employees. Under the Rule of 85, full-time faculty, administrative, and support employees are eligible to retire at age 55, if the staff member's combined total of age and service at the University equals 85 or more. Under the Revised Retirement Plan, full-time faculty and administrative staff who are age 60 with 20 years of creditable service at the University are eligible to retire under the revised plan. The policy eliminated the option for Early Retirement Plan for full-time faculty and administrative staff members hired on or after January 1, 1999.

Under the Revised Retirement Policy, full-time faculty and administrative staff members employed as of December 31, 1998, were given a one-time option to elect retirement under the Early Retirement Plan or the retirement alternative plans which included the Rule of 85 or the Revised Retirement Plan.

Changes in federal legislation extending the date for receipt of social security benefits and ongoing considerations for retirement planning have prompted the review of the available retirement options for full-time faculty and administrative staff members employed as of December 31, 1998.

It is recommended that for full-time faculty and administrative staff members employed as of December 31, 1998, who elected retirement under the Early Retirement Plan, retirement under the Rule of 85 or Revised Retirement Plan be included as additional options.

SECTION III – PERSONNEL MATTERS

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

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 3, 2005.

It is recommended that the Trustees authorize 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. Further, it is recommended that the Trustees, who establish the employment contract for the President of the University, including salary and benefits, authorize the Chair of the Board of Trustees to convey to the President his employment contract, including salary and benefits.

B. APPROVAL OF PERSONNEL ACTIONS

Approval of the following personnel actions is recommended.

1. Tenure

The following faculty members are recommended for tenure effective August 20, 2007:

Dr. Michael D. Dixon, Assistant Professor of History *
College of Liberal Arts

Dr. Tamara L. Hunt, Associate Professor of History *
College of Liberal Arts

Dr. Gregory B. Murphy, Assistant Professor of Management *
College of Business

Dr. Michael L. Slavkin, Assistant Professor of Education *
Bower-Suhrheinrich College of Education and Human Services

Dr. Jeff A. Thomas, Assistant Professor of Education *
Bower-Suhrheinrich College of Education and Human Services

Dr. Wendy G. Turner, Assistant Professor of Social Work
Bower-Suhrheinrich College of Education and Human Services

*** Also recommended for Promotion effective August 21, 2006**

2. Promotion

The following faculty members are recommended for promotion, effective August 21, 2006:

Assistant Professor to Associate Professor

Dr. Thomas D. Bordelon, Assistant Professor of Social Work
Bower-Suhrheinrich College of Education and Human Services

Dr. Michael D. Dixon, Assistant Professor of History *
College of Liberal Arts

Dr. Gregory B. Murphy, Assistant Professor of Management *
College of Business

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

Dr. Michael L. Slavkin, Assistant Professor of Education *
Bower-Suhrheinrich College of Education and Human Services

Dr. Jeff A. Thomas, Assistant Professor of Education *
Bower-Suhrheinrich College of Education and Human Services

Associate Professor to Professor

Dr. Joseph A. DiPietro, Associate Professor of Geology
Pott College of Science and Engineering

Dr. Sharlett K. Gillard, Associate Professor of Computer Information Systems
College of Business

Dr. Tamara L. Hunt, Associate Professor of History *
College of Liberal Arts

Dr. Martha B. Sparks, Associate Professor of Nursing
College of Nursing and Health Professions

Dr. Stephen C. Zehr, Associate Professor of Sociology
College of Liberal Arts

*** Also recommended for Tenure effective August 20, 2007.**

Affiliate Librarian to Assistant Librarian

Mr. Peter C. Whiting, Affiliate Librarian
David L. Rice Library

Assistant Librarian to Associate Librarian

Mr. Philip E. Orr, Assistant Librarian
David L. Rice Library

**Possible Conflict of Interest Disclosure Statements
Filed for 2006**

DATE	NAME/ TITLE	VENDOR/ CONTRACTOR	DESCRIPTION OF FINANCIAL INTEREST
2-3-06	Louise S. Bruce Trustee	N/A	N/A
2-2-06	Pam Buschkill Children's Center Coordinator	Safety Management	Spouse

CANDIDATES FOR DEGREES

MAY 6, 2006

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

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

POST-BACCALAUREATE CERTIFICATE

ASSOCIATE OF ARTS
ASSOCIATE OF SCIENCE
ASSOCIATE OF SCIENCE IN NURSING

MASTER DEGREES

MASTER OF ARTS IN LIBERAL STUDIES

Adams, Anthony R.
Adams, Tracy A.
Bush, Joellen
Matsuo, Mari
Myers-Bromwell, Erik

MASTER OF BUSINESS ADMINISTRATION

Wagoner, Gregory A.
Albert, William H.
Burgan, Stacy R.
Burke, Joanne
Chacon, Alejandra
Eades, Amanda L.
Felt, Peter L.
Fisher, Jeffrey R.
Foncannon, Ryan K.
Harpenau, Cheri H.
Harper, Jill C.
Headlee, Ryan D.
Heidorn, Loretta Y.
Hoehn, Shannon M.
Holzmeyer, Teena A.
Kieffer, Clinton Michael
Labhart, Sigmund V.
Lamb, Aaron B.
Mann, Sarah A.
Marx, Susan M.
May, Jeff A.
Miller, Jeffery W.
Mullis, Brett R.
Rees, Aaron M.
Reynolds, Keith Delain
Roberts, Matthew L.
Schaffstein, Angela
Shirrell, Michael J.
Smith, Jennifer R.
Stafford, Shawn D.
Stone, Lana Lorelei
Stucki, Donald O.
Swiz, James C.
Thompson, Pamela A.
Warthan, Bradley L.
Waterman, David S.
Wingo, Joseph C.

MASTER OF HEALTH ADMINISTRATION

Adams, Elizabeth J.
Aulich, Summer D.
Bagbey, Sean M.
Bruce, Shelia Ann
Chamberlain, Nyla J.
Fenol, Mary Josephine
Futrell, Bradley D.
Griesemer, Sarah B.
Head, Cathy C.
Ingler, Allison K.
Koressel, Melanie M.
Lall, Roli
Schultz, Jami M.
Travers, Elissa K.
Weaver, Markita K.
Whittinghill, Cindy

MASTER OF SCIENCE IN INDUSTRIAL MANAGEMENT

Hines, Matthew A.
Ledbetter, Barry A.
Pohli, Douglas S.
Strupp, Delores J.

MASTER OF PUBLIC ADMINISTRATION

Adams, Lauren E.
Granger, Danyelle E.
Reidford, Jon M.

MASTER OF SCIENCE IN ACCOUNTANCY

Huang, Yi
Parker, Christine L.
Watkins, Nichole A.

MASTER OF SCIENCE IN EDUCATION

Balder, Kimberli E.
Basham, Laurie M.
Bass, Robin L.
Bassemier, Shauna R.
Becker, Michelle N.
Beckwith, Jennifer A.
Campbell, Karen R.
Clark, Seth P.
Fairchild, Claudine
Gerhardt, Jennifer S.
Hammel, Marla M.
Jackson, Julie A.
Jenkins, Judith A.

Knebel, Gina S.
Mason, Jessica Anne
Montgomery, Holly S.
Panzarello, Michelle
Pollard, Erin R.
Roache, Lesley A.
Soots, Miriam H.
Stefanich, Augusta L.
Voegerl, Jaima
Vories, Jeremy Ryan
Woodworth, Kimberly

MASTER OF SOCIAL WORK

Arnold, Holly M.
Arrick, Laura R.
Basham, Erin L.
Bowman, Jessica Ann
Deeds, Angela L.
Duncan, Amanda L.
Ferguson, Corinne J.
Fleck, Angela Renee
Flores, Delia D.
Forrest, Micheal Lee
Gentle, Rebecca M.
Gunter, Tonya L.
Howell, Corinne L.
Hudnall, Nancy L.
Hughes, Tanice L.
Johnson, Christine K.
Jordan, Pamela J.
Kissel, Jodie A.
Lubbers, Sarah E.
Luzader, Mark B.
Mason, Angela R.
Massie, Pamela L.
Matthews, Tara L.
McDonough, Mary Eleanor
Merritt, Whitney A.
Meyer, Sarah M.
Pender, Michelle L.
Persley, Carol J.
Roehm, Stephen M.
Rottman, Gail A.
Sams, Melinda A.
Scheller, Kenneth J.
Scherle, Kara L.
Schiller, Jayme A.
Schneider, Theresa C.
Seif, Lisa D.
Simpson, S. Danielle

Stenftenagel, Natalie J.
Stocking, Emma J.
Swaney, John D.
Tredway, Julia Kay
Voegel, Melissa D.
Vorbeck, Sheena M.
Warren, Erin Nicole
Weller, Elaine J.
Williams, Khara R.
Wilson, Julie A.
Woods, Heather M.

BACHELOR DEGREES

COLLEGE OF BUSINESS

BACHELOR OF ARTS

Abouelnadar, Hatem M.
Allen, Heather N.
Brooks, Kristina M.
Defries, Lora L.
Edmonson, Gayle L.
Farley, Kevin R.
Harris, Joshua K.
Hasee, Todd E.
Heathcotte, Brice R.
Hite, Rachel E.
Kneer, Brandon E.
Luttrell, Evan G.
Mallory, Tracy R.
Meriwether, Keely A.
Mimms, Trinia M.
Moblely, Brandon B.
Morris, Selina K.
Nelson, Megan R.
Owen, Erica N.
Rardin, Daniel L.
Roach, Cassandra J.
Sniadecki, Stephen R.
Strange, Charity R.
Stroessner, Glenn E.
Tenbarga, Clinton T.
Turpen, Cindy K.
Wagner, Manda R.

BACHELOR OF SCIENCE

Abdulraouf, Faisal M.
Absher, Joshua C.
Adjiasmanov, Rasim
Alexander, David W.

Head, Adam M.
Heider, Michael A.
Henry, Amanda J.
Herron, Paul G.
Hoffman, Daniel R.
Holder, Royale N.
Hollingsworth, Rosemary D.
Holt, Chase D.
Hotz, Brad L.
Howard, Jennifer L.
Huey, Brent A.
Humphrey, Scott A.
Hunley, Adam M.
Jarboe, Emily J.
John, Dustin S.
Johnson, Keith L.
Johnson, Matt Wayne
Justak, Anthony P.
Kamman, Josh B.
Kandel, Stuart M.
Keeney, Christin J.
Keith, Joshua R.
King, Liza J.
Klamer, Kristi L.
Klem, Amanda
Knapp, Ellen D.
Knepp, Ryan A.
Knight, Curt Eugene
Krause, Richard W.
Kuhn, Jacob S.
Kunkler, Nathan K.
Kurzendoerfer, Richard
Lambert, John G.
Lankford, Chase A.
Laur, Jared
Legg, Ryan S.
Legrand, Danielle R.
Lewis, Jason R.
Liddle, Joel J.
Liddle, Katherine A.
Ligon, Agita R.
Lin, Rachel L.
Lindaas, Curtis M.
Loxley, Thomas D.
Lutchka, Mark L.
Mallers, Todd J.
Manis, Pamela R.
Mann, Adam F.
Mansfield, Christina
Marks-Weber, Kristin

Martin, Gregory A.
Masden, Zacharain E.
Mathies, Nathan S.
Mayer, Chad E.
McBride, Jonathan D.
McCandless, Eric B.
McCulloh, James, III
McFetridge, Brandy M.
McNeish, Kristin R.
McRae, Alishia M.
McWilliams, Mark A.
Mehring, Mitchell
Merk, Erin E.
Meunier, Kristy A.
Meyer, Leigh R.
Mitchell, Jennifer L.
Morgan, Amber N.
Mortis, Mark D.
Moten, Able A.
Muensterman, Amy M.
Mullen, Ryan V.
Murphy, Justin R.
Murphy, Ravonda K.
Niehaus, Carrie M.
Nix, Kerry A.
Northrop, Candace M.
Olds, James C.
Patel, Arvind
Patz, Kyle A.
Payne, Casey L.
Peard, Jon J.
Percy, Brian D.
Pelaski, Whitney E.
Peluchette, Nicholas
Perry, John R.
Phillips, Isaac M.
Pickerill, Jason K.
Pickett, Brian
Piper, Kristin L.
Pipes, Melea J.
Polding, Jeffrey R.
Popp, Melissa D.
Porter, Richard D.
Query, Laura A.
Raasch, Brian
Raley, David L.
Rauscher, Emily A.
Reitz, James M.
Reyher, Nickolas
Reynolds, David A.

Jones, Katherine B.
Kempf, Jennifer L.
Kissinger, Julie G.
Lawson, Seasonal D.
Lovell, Julie H.
Maile, Sherrie L.
McConnell-Moye, Tammy
Meischke, Gwendolyn
Miller, Shannan A.
Newhouse, Beth A.
Paige, Anne Marie
Pigman, Carol L.
Quinett, Sarah M.
Schorr, Debra C.
Shelby, Karla Lynn
Shibley, Dina J.
Shockley, Jerad R.
Stoops, Jennifer L.
Voelker, Catheryn F.
Watson, Kelly L.
Wedding, Constance J.
Wilson, Sheila R.
Womack, Mara B.

MASTER OF SCIENCE IN NURSING

Anderson, Cristina L.
Bajovich, Susan K.
Baker, Melissa R.
Bell, Cheryl J.
Blythe-Townsley, Shelly
Boggs, Elizabeth A.
Boyd, Peggy M.
Buck, Melvin J.
Casey, Andrea Grace
Claise, Karen Ann
Cline, Glenda S.
Congleton, Terri
Doerner, Mary E.
Doyle, Mary Jane
Elder, Loretta J.
Fleenor, Tonya H.
Flowers, Li W.
Gottman, Erin C.
Grust, Patricia L.
Haak, Karen
Hedinger, Daniel L., II
Helbling, Camilla M.
Hildenbrand, Alice F.
Howard, Matthew S.
Hulsebusch, Diane L.

Huston, Jennifer L.
Jones, Beverly A.
Kaur, Rajwinder
Kaur, Ranjeet
Keeton, Ada Kay
Kieffner, Erin
Kirk, Sharon R.
Mallers, Julie A.
McCutcheon, Tonna Lynn
Mitchell, Nikki J.
Nesbitt, Susan Diane
Owens, Heather L.
Peterson, Lillian Marie
Pielin-Kircher, Jonni K.
Rand, Jennifer L.
Rasmussen, Carol F.
Rezac, Debra L.
Saalwachter, Phyllis
Sepanek, Sharon L.
Shelton, Derek S.
Sidhu, Navpreet Kaur
Taylor, Rusti Lynn
Thomas, Constance A.
Turner, Jacqueline E.
Walker, Amy E.
Ward, Barbara Lou
Waters, Jennifer C.
Whitehouse, Margaret
Williams, Angelia D.
Wires, Jocelyn K.
Zeller, Sonya Marie

**MASTER OF SCIENCE IN
OCCUPATIONAL THERAPY**

Banschbach, Kendra M.
Barley, Stefanie K.
Borcherding, Gina L.
Bosley, Meredith F.
Cantwell, Amanda B.
Crites, Allison L.
Dempsey, Amy Jo
Fields, Emily L.
Fowler, Karen S.
Gorman, Jeremy Mac
Gray, Audra L.
Haag, Amber L.
Hampton, Heather D.
Hendrix, Megan
Herrmann, Ashley Renee
Kissel, Lindsey N.

**BOWER-SUHRHEINRICH COLLEGE OF
EDUCATION AND HUMAN SERVICES**

BACHELOR OF ARTS

Ackerman, Kalie R.
Beaman, Sarah M.
Bennett, Kati E.
Bowman, Caitlin E.
Collins, Amy R.
Gunselman, Richelle
Guth, Jamie L.
Hein, Stephanie C.
Hyneman, Melissa K.
Lemler, Misty N.
McGowan, Lindsey A.
Parker, Katherine A.
Persohn, Kyla S.
Phillips, Chandra A.
Poole, Melinda E.
Reed, Kristen
Schwenk, Lindsey M.
Staples, Jenna L.
Stock, Michael T.
Watjen, Joshua C.
White, Ashley Jo
Williams, Natalie M.

BACHELOR OF SCIENCE

Adams, Shawna Lynn
Adler, Jessica A.
Anderson, Allie A.
Andrews, Sara J.
Ankney, Anthony
Ankney, Sally J.
Ashby, Jennifer A.
Back, Christina E.
Barker, Christopher
Bartholomew, Thomas
Beaver, Rikki M.
Becker, Jessica L.
Bell, Amanda G.
Bennett, Kari A.
Bill, Timothy J., Jr.
Bise, Alicia A.
Bonham, Christina D.
Bothast, David M.
Boze, Amanda N.
Brasher, Kelli J.
Brelsford, Jana B.
Brown, Kassandra R.

Burchett, Eric W.
Burke, Bart B.
Buse, Elizabeth A.
Bush, Amanda K.
Cash, Kristen D.
Cates, Hannah M.
Chandler, Melanie N.
Chandler, Sarah C.
Cline, James E., Jr.
Coley, Darita A.
Combs, Stephanie G.
Cresswell, Kristin L.
Curry, Willie O., Jr.
Daugherty, Paula C.
Day, William H., Jr.
Deckard, Angela K.
Dupont, Maria L.
Easterling, Jami Lynn
Engleking, Andrea K.
Farmer, David G.
Fears, Lacey N.
Ferguson, Kelly L.
Freeman, Misty A.
Froderman, Cassandra
Frohbieter, Dawn M.
Garrett, Kelly J.
Garrison, Jennifer L.
Georges, Kristine M.
Gordon, Tiffany R.
Graber, Tasha
Grabert, Sarah R.
Greenlee, Leslie A.
Gross, Leanne K.
Hale, Wesley G.
Hall, Tiffany D.
Hampton, Vanessa A.
Haulk, Athena K.
Heath, Micah D.
Heinekamp, Erica L.
Helhowski, Laura A.
Hendrickson, William
Hill, Josh L.
Hills, Katie E.
Hoehn, Brenda R.
Holbrook, Rodney Del
Huber, Amy N.
Huffman, Cory B.
Hughart, Chanda M.
Hurst, Sarah A.
Hutcheson, Jill S.

Alexander, Stephanie
Alvey, Jennifer L.
Anderson, Richard M.
Ashmore, Erica L.
Atkinson, Jacob G.
Bagby, John T., II
Barrett, Matthew S.
Baumgart, Nicholas B.
Baylon, Carissa L.
Bean, Brittany Anne
Beloat, Nathan M.
Bernhardt, Matthew R.
Beyer, Matthew T.
Bias, Suzanne R.
Bigsby, Kristen R.
Blackford, Lori S.
Blair, Nicole L.
Booe, Amy N.
Brandon, Sabrina
Brokaw, Laura A.
Brown, Jeremy W.
Brown, Tiara M.
Broyles, Brandon A.
Brunson, Cris E.
Buchanan, Eryn
Buckman, Tia M.
Buckner, Kevin T.
Buechler, Matthew R.
Burgdorf, Jared W.
Carlton, Candice
Chamberlain, Lucas R.
Charbonneau, Robert
Conner, Ryan J.
Connor, Brandon L.
Conrad, Kathryn M.
Cook, Dianna S.
Coughlin, Bryan J.
Cox, Lucas J.
Dartt, Kevin T.
Dausmann, Kathryn M.
Davis, Jed Edward
Dayton, Michael D.
Dayton, Salina K.
Dellinger, Miranda S.
Demarino, Tiffany L.
Denton, Byron A.
Derolf, Eric M.
Dillman, Kyle M.
Dotson, Lucille M.
Doty, Nicholas A.

Droege, Sara E.
Durr, Megan K.
Dusablon, Mathew R.
Elikofer, Jason R.
Embrey, Nathan J.
Engel, Jonathan N.
Ertel, Sarah R.
Evans, Mark E.
Faubion, Casey D.
Faulkner, Catherine
Feazel, David Steven
Fest, Nicholas J.
Fields, Kyle M.
Flamion, Ashley
Flores, Suerte-Mayflor C.
Fluegeman, Kendra R.
Fohrer, Jonathan M.
Forcum, Jill R.
Fortune, Damon A.
Frazer, Brandon A.
Frohbieter, Duane R.
Gardner, Laura A.
Gardner, Zachary B.
Gauer, April D.
Gehlhausen, Amber
Georges, Alicia A.
Gerhardt, Nicholas M.
Gillard, Mary N.
Glaser, Chairty A.
Goedde, Jennifer R.
Goelzhauser, Ryan N.
Goers, Corey R.
Goodman, Tori Micah
Gore, Matthew T.
Griffin, Christopher
Grimes, Troy A.
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Shaw, Sheena R.
Shaw, Stephanie L.
Simpson, Kimia A.
Slojkowski, Christina M.
Small, Danielle D.
Smith, Stephanie M.
Springer, Randy M.
Stepro, Melissa A.
Strahle, Megan E.
Taber, Ashley M.
Tapp, Jama M.
Taylor, Dana S.
Thomas, Jenna M.
Thompson, Sandra D.
Throgmorton, Amy M.
Thweatt, Valerie J.
Tirado, Marta Pilar
Turner, Amanda J.
Tyler, Nichelle L.
Utley, Jessica A.
Van Hoy, Michael A.
Vieck, Jodi M.
Vought, Jason A.
Wehmiller, Crystal E.
Wells, Lori Beth
Wheeler, Amber K.
Whitesell, Brad M.
Wigand, Elizabeth A.
Wilbanks, Maegan L.
Willis, Gretchen L.
Wilson, Kaci N.
Wininger, Tiffani R.
Wolf, Stephanie A.
Yeadon, Katrina J.

Hall, Anthony T.
Hammer, Kristen M.
Harpenau, Jeffrey S.
Hart, Sarah E.
Hoeszle, Glenna M.
Keller, Jennifer J.
Keller, Timothy R.
Kotter, Daniel L.
Lashley, Sara
Leach, Adam K.
Lengacher, Stephanie
Like, Toby A.
Marcoccia, Derek P.
Marx, Phillip J.
Mason, Joshua D.
Mayhall, Nicholas J.
McDonald, Paul J.
Mettle, Lalenia R.
Neff, Matthew A.
Oatess, Tai L.
Obermeier, Kyle E.
Offerman, Kristin N.
Ouranos, Borzou H.
Petts, Chelsey A.
Powell, Megan A.
Ralston, Kristina R.
Sandefur, Lindsey Ma
Scales, Bradley L.
Schenk, Meghann L.
Smithhart, Robin D.
Stone, Adam M.
Swedlund, Kent H.
Tolliver, Ashley C.
Tucker, Sara J.
Verble, Robin M.
Wagner, Nicholas J.
Wallace, Aaron M.
Weber, Matthew C.
Wheeler, Kristine A.
Wisman, Kimberly N.
Wright, James H., II

**BACHELOR OF SCIENCE IN
ENGINEERING**

Adelman, William B.
Baehl, Ryan A.
Bradley, Sarah
Hagedorn, Julie A.
Krampe, Bethany S.
Metzger, Tim

Starkey, Zachary C.
Totten, Matthew G.

EXTENDED SERVICES

BACHELOR OF GENERAL STUDIES

Bush, Sharon M.
Cotner, William G., IV
Cox, Marjorie A.
Gray, Stacey L.
Murry, Carolyn
Perry, Andrea L.
Warren, Karen L.

SCHOOL OF BUSINESS

POST BACCALAUREATE CERTIFICATE

Garrett, Steven W.
Kiefer, Jessica Mae
Morgan, Rita J.
Pemberton, Jennifer R.
Raver, Mary C.
Sayle, Christy M.
Strozyk, John W.

ASSOCIATE DEGREES

SCHOOL OF BUSINESS

ASSOCIATE OF SCIENCE

Baltzell, Romero D.
Chester, Valerie A.
Cummings, Troy R.
Dreblow, Erica J.
Evans, Regina E.
Koch, Marie M.
Lackman, Candice
Marrs, Katie M.
Mills, Jennifer L.
Pogue, Tim
Rickenbaugh, Jaime A.
Schaefer, Jamie L.
Schaffstein, Jason R.
Spaetti, Patricia A.
Thompson, Lacy D.
Yates, Angela K.

Roach, Darla D.
Schneider, Lisa M.
Schwinghamer, Diana
Shourds, Stephanie A.
Sitterding, Rachel A.
Sitterding, Rebekah
Small, Jeanna A.
Smith, Lynne Anne
Smith, Stephanie M.
Spears, Danielle N.
Straka, Andrachelle
Tarr, Sandra D.
Thompson, Sandra D.
Throgmorton, Amy M.
Titzer, Tracy R.
Tromley, Tia J.
Vankirk, Rachel Nicole
Watkins, Erzsebet
Watson, Kristie M.
Wessel, Natalie M.
White, Abbie J.
Whitesell, Brad M.
Whitman, Alicia D.
Winger, Tiffani R.
Worth, Jessica M.
Zirkelbach, Megan N.

ASSOCIATE OF SCIENCE IN NURSING

Baker, Mary J.
Barker, Heather L.
Bartelt, Cassandra L.
Boop, Jimmy Joe
Bowman, Jessica L.
Braddock, Kenna
Brouillette, Holli A.
Bruggeman, Andrea M.
Conklin, Shannon L.
David, Glenn A.
Davis, Amie E.
Dietsch, Dana L.
Dunn, Stephanie A.
Elpers, Natalie R.
Erickson, Kristina M.
Fulkerson, Kara M.
Galbreath, Steven W.
Goddard, Rachelle M.
Harrington, Tammy D.
Helfrich, Cassie L.
Hill, Misty D.
Hoehn, Kayla N.

Jones, Jessica L.
Jurgensen, Michael S.
Kaiser, Jamie M.
Keller, Kathalene E.
Kern, Cassandra S.
Key, Matthew M.
Key, Sarah E.
Knauss, Karla L.
Kraft, Sarah L.
Lechlitner, Amanda L.
Lineback, Katie D.
Markowski, Megan T.
Miller, Meghann E.
Muller, Michelle D.
Myers, Samantha M.
Orth, Kimberly J.
Scherle, Natalie J.
Shourds, Andrea G.
Sitzman, Lyndsey E.
Spaetti, Elizabeth A.
Stearman, Danielle S.
Street, Cindi K.
Tornatta, Sarah L.
Van Winkle, Sara B.
Vieck, Jodi M.
Wade, Randa L.
Wakeland, Jennifer L.
Williams, Jamey L.
Ziliak, Stephanie M.

DRAFT
UNIVERSITY OF SOUTHERN INDIANA
VEBA TRUST INVESTMENT POLICY

INVESTMENT POLICY - GENERAL

The purpose of the investment policy is to define the attitudes, philosophy, and goals of the ~~Finance~~ Finance/Audit Committee of the University of Southern Indiana Board of Trustees for investing the VEBA (Voluntary Employees' Benefit Association) Trust Fund. In addition, the policy defines the investment guidelines that will be provided to the investment managers. These guidelines address the structure necessary to achieve a diversified portfolio, including asset classes, allocation targets, and management styles. This portfolio should be capable of achieving significant long-term returns while maintaining acceptable levels of risk. The policy will further define measurable industry standards that will be used to monitor and evaluate the performance attained by the investment managers. While this policy defines the current guidelines for managing the fund investments, it is intended that it will be reviewed regularly and modified to meet the evolving financial environment.

INVESTMENT PHILOSOPHY

The VEBA Trust Fund was established with the intent of providing a revenue stream that will be utilized to partially fund future costs of the University's retiree benefit plans. It is anticipated that the fund assets will be allowed to grow through additional investments, reinvestment of current income from the asset base, and capital appreciation of the asset base. It is further anticipated that there will be no need to take distributions from this fund for a period of at least ten years after July 1, 2000. Therefore, the investment philosophy for this fund will be based upon investment decisions that will maximize the long-term growth and appreciation of the fund.

Investment decisions for this fund will be based upon the continuing belief in a free enterprise society supported by publicly owned businesses; therefore, the fund's assets should be invested in high quality equity and debt securities of these businesses. It is also recognized that in any economy or over any appreciable time period there will probably be an inflationary loss of purchasing power of the fund's assets. Historically, over extended periods of time, equity investments generally have grown through dividends and appreciation at a faster pace than inflation, and it is expected that such a trend will continue. Consequently, over the long run, equity investments generally provide the best hedge against inflation and a deterioration of the asset base.

The investment objectives of the fund call for a disciplined and consistent management philosophy that accommodates the occurrence of those events that might be considered reasonable and probable. They do not call for a philosophy that represents extreme positions or opportunistic styles of investing.

The investment portfolio shall be diversified as to both fixed income and equity holdings. The purpose of diversification is to provide reasonable assurance that no single investment or class of investments will have a disproportionate or significant impact on the total portfolio. The purpose of fixed income investments is to provide a highly predictable and dependable source of income, to reduce the volatility of the total portfolio market value, and, when appropriate, to provide a source of funds for other investments. The purpose of equity investments is to provide current income, growth of income, and appreciation of principal with the recognition that this requires the assumption of greater market volatility and risk of loss.

The fund will not be directly or internally managed by the Board of Trustees, the ~~Finance~~ Finance/Audit Committee, or University officials. One or more investment advisors will be retained by the fund to manage the assets to (1) provide greater diversification of investment judgment, investment opportunity, and risk exposure; and (2) create a positive influence on performance through independent monitoring of each advisor.

Investment advisors shall be selected from strongly established and financially sound organizations that have a proven and demonstrable record in managing funds with characteristics similar to those of this fund. Selection will depend upon factors established by the ~~Finance~~ Finance/Audit Committee from time to time. These factors will include the competitive structure of the investment advisor's custodial and management fee schedules.

FUND INVESTMENT OBJECTIVES

The long-term investment objectives of the VEBA Trust Fund are:

- (1) To exceed the general rate of inflation;
- (2) To establish a diversified investment portfolio between fixed and equity securities;
- (3) To establish further diversification among various asset classes within the fixed and equity pools; and
- (4) To maximize total return utilizing prudent levels of risk.

ASSET ALLOCATION MIX

Historical performance results and future expectations suggest that equities will provide higher total investment returns than fixed-income securities over a long-term investment horizon. Investments in equities also carry with them increased exposure to market volatility and risk of loss of principal. Based upon the time horizon for future distributions of the VEBA Trust Fund, the investment goals of the fund, and prudent risk tolerances, the following asset allocation guidelines are deemed appropriate for the investment of fund assets.

ALLOCATION

<u>Investment Type</u>	<u>Minimum</u>	<u>Target</u>	<u>Maximum</u>
Equities	65%	70%	75%
Fixed Income	25%	30%	35%

Investments should not exceed the minimum and/or maximum levels for more than 30 days without the written authorization of the ~~Finance~~ Finance/Audit Committee. The investment advisor has discretion to move within the ranges as an expression of the advisor's confidence or concern for the securities markets.

ASSET CLASS DIVERSIFICATION

Within the equity portion of the portfolio, the fund seeks to further diversify among different asset classes. These asset classes and their target allocations are presented below.

<u>Asset Class/Style</u>	<u>Minimum</u>	<u>Target</u>	<u>Maximum</u>
<u>Equities</u>			
Large Capitalization Domestic	30%	40%	45%
Mid Capitalization Domestic	5%	10%	12%
Small Capitalization Domestic	5%	10%	12%
International	5%	10%	12%
Total Equities	65%	70%	75%

These target allocations are intended to be general guidelines. Movement among the various asset classes from time to time will be considered normal. The asset class target mix percentages are long-term in nature. The ~~Finance~~ Finance/Audit Committee does not believe that short-term market timing will add value to the portfolio over the long run.

INVESTMENT RESTRICTIONS

The investment advisor is specifically prohibited from investing trust assets in the following securities and transactions:

- (1) Short sales or purchases on margin
- (2) Purchase of options
- (3) Direct investments in commodities or real estate
- (4) Letter stock or other unregistered securities
- (5) Private placements
- (6) Bonds rated less than "A"
- (7) Foreign debt issues
- (8) Derivatives for speculative purposes
- (9) Other investments which would appear to violate the fiduciary responsibility of the fund

USE OF MUTUAL FUNDS

During the early growth period of the fund, the investment advisor may find it necessary to utilize mutual funds to meet the desired diversification necessary to reduce risk in one or more of the equity classes. When using mutual funds, the investment advisor should select funds with a proven track record for performance in its investment style. Each fund chosen is expected to adhere to the investment constraints and style as outlined in the fund prospectus. In choosing a fund, the investment advisor should be alert to any recent changes in the fund manager and evaluate how these changes may affect the future performance of the fund.

PERFORMANCE OBJECTIVES

The Finance Finance/Audit Committee will periodically review the performance of the investment advisors based upon the performance objections detailed below. It is generally expected that the performance objectives will be achieved over the period of three to five years.

Large Capitalization Domestic

The annualized total return of the large capitalization domestic portfolio should exceed the Standard & Poor's 500 Stock Index. Mutual funds in this category should exceed the median of the universe of funds utilizing a similar style, net of any fees.

International

The portfolio's total return should equal or exceed the annualized return of the Morgan Stanley Capital International Europe, Australia, Far East (EAFE) Index, net of fees. Mutual funds in this class should rank in the upper half of the universe of international mutual funds, net of fees.

Mid Capitalization Domestic

The performance target for these assets should equal or exceed the total return generated by the Russell Midcap Index, net of fees. Mutual funds in this category should rank in the upper half of a comparable universe of mid cap mutual funds, net of fees.

Small Capitalization Domestic

The performance target for these assets should equal or exceed the total return generated by the Russell 2000 Index, net of fees. Mutual funds in this category should rank in the upper half of a comparable universe of small cap mutual funds, net of fees.

INVESTMENT ADVISOR RESPONSIBILITIES

It is expected that the investment advisors will assume the following responsibilities in managing the VEBA Trust assets:

- Comply with the provisions of the Investment Advisors Act of 1940.
- Invest the assets with the due diligence of a prudent professional manager of investment assets.
- Communicate in writing with the ~~Finance~~ Finance/Audit Committee of the University of Southern Indiana Board of Trustees when suggesting significant changes in the investment objectives of the portfolio.
- On at least a ~~quarterly~~ an annual basis, report to the ~~Finance~~ Finance/Audit Committee the performance results and current holdings in the portfolio.

ROLE OF THE ~~FINANCE~~ FINANCE/AUDIT COMMITTEE

The responsibility of the ~~Finance~~ Finance/Audit Committee of the Board of Trustees is to provide direction for the investment of the financial assets of the University of Southern Indiana VEBA Trust Fund. The specific responsibilities are as follows:

- To establish and maintain policies and guidelines for the investments of the fund assets
- To determine the appropriate allocation ranges among classes of investments
- To engage and terminate the services of investment advisors
- To monitor investment returns and review the performances of investment advisors
- To report to the Board of Trustees

MONITORING OF INVESTMENT ADVISORS

The ~~Finance~~ Finance/Audit Committee of the Board of Trustees is responsible for monitoring the stewardship of the investment advisors. From time to time, the ~~Finance~~ Finance/Audit may meet individually with the investment advisors. During these meetings, the Committee will focus on reports about:

- The advisor's compliance with the investment policies developed by the Committee
- The most recent economic environment and projected future changes in that environment
- Significant changes in the advisor's organization, investment philosophy, and/or key personnel
- Comparisons of the investment advisor's results with the appropriate benchmark standards as outlined in the investment policy

Policy approved by Board of Trustees 11/02/95
Revised policy approved by Board of Trustees 05/05/00