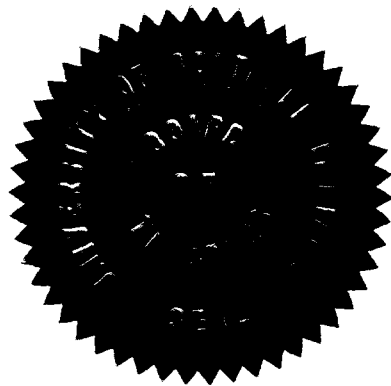


MINUTES
UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES

March 4, 1993



MINUTES
UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES

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The University of Southern Indiana Board of Trustees met on Thursday, March 4, 1993, in the University Center, Room 353. Present were Trustees Bruce Baker, Charles Combs, J. David Huber, Thomas McKenna, Joseph O'Daniel, Kristel Swan, Robert Swan, and Harolyn Torain. Also attending were President David Rice; Vice Presidents Donald Bennett, Robert Reid, Sherrienne Standley, and Byron Wright; Acting Vice President for Business Affairs Richard Schmidt; and Faculty Senate Chairperson Marlene Shaw.

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

SECTION I - GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF JANUARY 7, 1993, MEETING

The minutes of the January 7, 1993, meeting were approved by consensus.

B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION

The next regular meeting of the Board was set for Saturday morning, May 8, at the University of Southern Indiana.

C. PRESIDENT'S REPORT

Dr. Rice reported that construction of the Health Professions Building is progressing well.

Dr. Rice called the Board's attention to the listing of candidates for degrees included in today's agenda. He commended the students for their dedication in working toward their respective degrees and the faculty for their continued support.

Dr. Rice reported that Trustees recently were invited to participate in a conference with members of the Indiana Commission for Higher Education. He said discussion focused on Indiana higher education. Dr. Rice added that State Budget Director Jean Blackwell presented information on the State budget and the effects on Indiana higher education.

Dr. Rice informed the trustees of his intention to retire from the presidency of the University effective June 30, 1994. He said it has been a privilege to serve the University and experience the many developments achieved through a combined team effort. He noted that the announcement was being made to facilitate an orderly and timely search process. Dr. Rice added that he looks forward to the future development of the University.

Mr. Baker expressed appreciation and gratitude to Dr. Rice for giving the University and the southwestern Indiana region more than a quarter of a century of time and talent. He said the Trustees would accept the resignation with regret, and he commended Dr. Rice for all he has done to build the University into the respected institution it is today. Mr. Baker added that with the announcement of Dr. Rice's retirement, the process to select a new president will begin immediately with the appointment of 23 individuals to a search and screen committee.

D. APPROVAL OF PRESIDENTIAL SEARCH ITEMS

With the announcement from President David L. Rice that he intends to retire from the presidency of the University of Southern Indiana as of June 30, 1994, it is imperative that an active search for his replacement begin so that an orderly and timely process can occur.

On a motion by Mr. Huber, seconded by Mr. Swan, the following presidential search items were approved.

1. Composition of the Presidential Search and Screen Committee. (Exhibit I-A)
2. University of Southern Indiana Board of Trustees Charge to the Presidential Search and Screen Committee. (Exhibit I-B)
3. Statement of Leadership Qualities to be used by the Presidential Search and Screen Committee as a guideline in screening the presidential candidates. (Exhibit I-C)
4. Presidential Search/Screen/Select Timetable. (Exhibit I-D)

E. APPROVAL OF CANDIDATES FOR DEGREES

The candidates for master, baccalaureate, and associate degrees, to be conferred May 8, 1993, are listed in Exhibit I-E.

On a motion by Mr. McKenna, seconded by Ms. Swan, award of the respective degrees was approved subject to the completion of all requirements.

F. APPROVAL OF CANDIDATES FOR HONORARY DEGREES

On a motion by Mr. Swan, seconded by Mr. O'Daniel, the conferral of the following honorary degrees at the May 8, 1993, Commencement was approved.

Doctor of Laws to Susan R. Enlow, president of Enlow Foundation and member of the USI-New Harmony Foundation Board of Directors.

Doctor of Laws to James B. Igleheart, retired chairman of the board of International Steel Company of Evansville and former member of the Indiana Commission for Higher Education.

Doctor of Laws to Lorraine R. Matusak, coordinator/program director of Leadership Programming, W.K. Kellogg Foundation, who will bring the Commencement Address.

G. OTHER BUSINESS

Dr. Rice called on Dr. Reid to report on the participation of the University in a national workshop sponsored by the American Association for Higher Education, held in January in San Antonio, Texas. Dr. Reid said he, Associate Professor of Accounting Daniel Wade, and Faculty Senate Chairperson and Professor of Biology Marlene Shaw attended the workshop entitled "Faculty Roles and Rewards". He said that a series of breakfast meetings was held with USI faculty members to share the information discussed at this workshop on faculty productivity. In addition, Faculty Senate Chairperson Marlene Shaw emphasized how important faculty advising is to providing access to students.

Dr. Rice called on Dr. Bennett to report on Student Affairs. Dr. Bennett reported that the University's winter sports programs have been very successful. In addition, he said that planning for spring events is underway in the Student Life office and construction for additional University housing is moving forward.

Mr. Schmidt reported that the tennis court project has been approved by the State Budget Agency, and bid specifications for that project are expected to go out soon.

Assistant Vice President for Business Affairs Cindy Brinker led discussion on selected legislation being considered by the 1993 General Assembly. Discussion followed on several of the bills introduced.

Mr. Schmidt explained details contained in the operating and capital budget request handout. Discussion followed on the comparison of the University's request for budget increases with recommendations from the Commission for Higher Education, State Budget Committee, and House Ways and Means Committee.

SECTION II - FINANCIAL MATTERS

A. DISCUSSION OF RECOMMENDATIONS OF POST-RETIREMENT BENEFITS REVIEW COMMITTEE

New accounting rules under the Statement of Financial Accounting Standards, No. 106, require employers to accrue the cost of retiree health and other post-retirement benefits during the working careers of active employees.

The Post-Retirement Benefits Review Committee was established in September, 1992, to study the implications of providing post-retirement medical, dental, and life insurance benefits to retirees of the University.

Ms. Brinker reported to the Board the recommendations of the post-retirement benefits review committee. Discussion followed on the recommendations. Ms. Brinker said that a final recommendation is expected to be included in the May agenda for Board approval.

Mr. McKenna expressed appreciation to committee members for their time and efforts in completing this review.

B. AUTHORIZATION TO REQUEST APPROVAL TO CONSTRUCT OFFICES IN LOWER LEVEL OF ROBERT D. ORR CENTER

Recent enrollment increases have compounded the space needs for the departments of Academic Skills and the Computer Center. In order to meet the needs of these two essential areas, schematic plans have been developed to complete a partially finished area of approximately 4,500 square feet in the lower level of the Orr Center.

Director of Physical Plant Steve Helfrich presented schematic plans for the 4,500 square foot area in the lower level of the Orr Center. Discussion followed on these plans.

It is recommended that President Rice be authorized to request the Commission for Higher Education, the State Budget Committee, and the Governor of the State of Indiana to approve the following actions:

- a. To engage Odle, McGuire & Shook Corporation as architects for the project;
- b. To enter into contracts to construct, equip and otherwise provide for the construction of the tutoring, testing, work areas, offices, and other related areas; and
- c. To transfer \$270,000 from the Academic Building Facilities Fund to be used for construction and related costs.

On a motion by Mr. Combs, seconded by Mrs. Torain, the preceding actions were approved.

C. AUTHORIZATION TO CONSTRUCT AN ELEVATOR FOR THE SCIENCE CENTER AND ADMINISTRATION BUILDING.

The only elevator existing to provide access to the Science Center and Administration Building is a service elevator at the rear of the Science Center. To provide adequate access for disabled students, construction of an elevator is proposed at the east entrance of the Administration Building. This is the entrance immediately adjacent to the Robert D. Orr Center.

It is recommended that President Rice be authorized to approve the following actions:

- a. To engage Odle, McGuire & Shook Corporation as architects for the project;
- b. To enter into contracts to construct the elevator;
- c. To transfer \$60,000 from the Academic Building Facilities Fund to be used for construction and related costs.

On a motion by Mr. Swan, seconded by Mr. Huber, the preceding actions were approved.

D. SELECTION OF AN INVESTMENT BANKER FOR THE PERMANENT FINANCING OF THE HEALTH PROFESSIONS BUILDING BONDS.

Requests For Proposals (RFP) were received on February 12, 1993, from four investment banking firms. These firms are proposing to provide investment banking services for the issuance of the Health Professions Building permanent financing and any refinancing of existing bonds in conjunction with the new financing. These proposals are being evaluated and interviews may be scheduled with several firms. A recommendation for acceptance of a proposal is not possible at this time.

On a motion by Mr. McKenna, seconded by Mr. Swan, the following resolution was approved.

WHEREAS, the Board of Trustees of the University of Southern Indiana wishes to enhance the sale of the permanent financing bonds for the Health Professions Building and refinancing of any existing bonds in conjunction with the new financing, and

WHEREAS, the next scheduled meeting of the Board of Trustees is not until May 1993,

NOW, THEREFORE, BE IT RESOLVED THAT the Chairman of the Board is authorized to appoint the Finance Committee to review the investment banker proposals, and

The Finance Committee is authorized to select the investment banking firm which will represent the University for the financing of the Health Professions Building and refinancing of any existing bonds in conjunction with the new financing, and

The Finance Committee will report the results of the review and selection at the next scheduled meeting of the Board of Trustees.

E. APPROVAL OF CHANGE ORDER FOR THE HEALTH PROFESSIONS BUILDING

The construction contract for Peyronnin Construction Company, general contractor for the Health Professions Building, was awarded for a total of \$7,300,000 with the understanding that a change order would be issued immediately reducing this amount by \$244,700 for negotiated voluntary contractor cost reductions. The net amount of \$7,055,300 was the general contractor's bid accepted by the Finance Committee and reported at the January 1993 Board meeting.

On a motion by Mr. Huber, seconded by Mr. Combs, the preceding change order was approved.

F. APPROVAL OF RESOLUTION FOR HEALTH PROFESSIONS BUILDING CHANGE ORDERS

WHEREAS, during construction of the Health Profession Building it is likely that changes to the plans will occur, and

WHEREAS, an expedient method of dealing with change orders is desired,

NOW, THEREFORE, BE IT RESOLVED THAT the Chairman of the Board appoint a committee of the Board authorized to approve change orders and that the committee report its actions at each subsequent Board meeting.

On a motion by Mr. McKenna, seconded by Mr. Huber, the preceding resolution was approved.

Mr. Baker appointed Finance Committee members Charles Combs, J. David Huber, Joseph O'Daniel, and Robert Swan, to approve change orders.

G. APPROVAL OF BUDGET APPROPRIATIONS, ADJUSTMENTS, AND TRANSFERS

On a motion by Ms. Swan, seconded by Mr. Combs, the following Budget Appropriations, Adjustments, and Transfers were approved.

1. Additional Appropriations

From:	Unappropriated Current Operating Funds		
To:	1-10200	School of Liberal Arts Personal Services Repairs & Maintenance	\$ 12,225 1,773
To:	1-10300	School of Science & Technology Personal Services Supplies & Expense	40,325 4,869
To:	1-10400	School of Nursing & Health Professions Personal Services Supplies & Expense	21,600 2,709
To:	1-10430	Occupational Therapy Supplies & Expense Capital Outlay	6,305 1,034
To:	1-10800	School of Education & Human Services Personal Services Supplies & Expense	3,875 126
To:	1-10920	University Division Personal Services Supplies & Expense	2,600 456
To:	1-10921	Academic Skills Personal Services Repairs & Maintenance	11,854 160
To:	1-10930	Gateway Personal Services	970
To:	1-16400	Development Capital Outlay	1,010

From:	Unappropriated Designated Funds		
To:	2-23100	Faculty Development - Travel Supplies & Expense	17,273
From:	Unappropriated Auxiliary Funds		
To:	3-30606	Athletics: Basketball - Men Supplies and Expense	1,686
To:	3-30610	Athletics: Soccer Supplies and Expense	1,295
To:	3-30616	Athletics: Concessions Supplies and Expense	5,704
From:	Unappropriated Restricted Funds		
To:	4-46012	SBA Contract 10/91-12/92 Supplies and Expense	2,000
To:	4-46131	Ledo '93 Personal Services Supplies and Expense	12,882 2,118
To:	4-46219	Faculty/Student Research - Waitman Supplies and Expense	165
To:	4-46312	1992-93 CASE Program Personal Services Supplies and Expense	16,275 9,400
To:	4-46313	Graphing Calculator Personal Services Supplies and Expense	7,987 4,688
To:	4-46314	1993 DOE CASE Personal Services Supplies and Expense	18,520 1,480
To:	4-46315	Faculty/Student Research - Shaw Supplies and Expense	650
To:	4-46701	World of Maps Supplies and Expense	341

2. Transfer and Appropriation of Funds

From:	4-46311	Faculty/Student Research - Sprouls	
To:	1-10323	Lilly Development - Sprouls Personal Services	1,000

3. Appropriation Transfers

From:	1-14100	Recreation Capital Outlay	
To:	1-14100	Recreation Supplies & Expense	2,420

From:	1-14101	Intramurals Supplies & Expense	
To:	1-14101	Intramurals Personal Services	1,000
From:	4-45963	Lilly Development Project Personal Services	
To:	4-45963	Lilly Development Project Supplies & Expense	8,325

SECTION III - PERSONNEL MATTERS

A. APPROVAL OF AUTHORIZATION FOR EMPLOYMENT OF FACULTY AND STAFF

Pursuant to Indiana Code 20-12-1-4 the University of Southern Indiana Board of Trustees on March 5, 1992, authorized the President of the University of Southern Indiana to employ faculty and staff, and to establish salaries and wages within budgetary capabilities.

On a motion by Mr. Swan, seconded by Mr. O'Daniel, the Board of Trustees authorized the President of the University of Southern Indiana 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, the Board, which establishes the employment contract for the President of the University, including salary and benefits, authorized the chairman of the Board to convey to the President his employment contract, including salary and benefits.

B. APPROVAL OF PERSONNEL ACTIONS

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

1. Tenure. The following faculty members are recommended for continuous appointment, effective August 22, 1994.

Sherry L. Boyd, Assistant Professor of Education,
School of Education and Human Services

Kathy M. Elpers, Assistant Professor of Social Work,
School of Education and Human Services

Sid A. Hall, Assistant Professor of Psychology,
School of Liberal Arts

Guillermo Latorre, Assistant Professor of Spanish,
School of Liberal Arts

Ruth S. Tompkins, Assistant Professor of Education,
School of Education and Human Services

Susan Smith Wolfe, Assistant Professor of German,
School of Liberal Arts

2. Promotions. The names of the members of the faculty who are recommended for promotion, effective August 23, 1993, are as follows:

Assistant Professor to Associate Professor

Sherry L. Boyd, Teacher Education Department,
School of Education and Human Services

Ruth S. Tompkins, Teacher Education Department,
School of Education and Human Services

Susan Smith Wolfe, Foreign Language Department,
School of Liberal Arts

Associate Professor to Professor

Sherry B. Darrell, English Department,
School of Liberal Arts

Howard R. Gabennesch, Sociology Department,
School of Liberal Arts

Mehmet C. Kocakulah, Accounting and Business Law Department,
School of Business

3. Appointment to Emeritus Status The following faculty members will retire at the end of the Spring Semester, 1993. It is recommended that they be retired officially with the effective date shown and the appropriate emeritus title, as indicated, be conferred;

Rolla M. Dyer; Professor Emeritus of Chemistry;
26 years at USI, effective May 8, 1993.

Emmet D. Edwards; Professor Emeritus of Management;
17 years at USI, effective May 8, 1993.

Edward D. Marting; Associate Professor Emeritus of Accounting;
25 years at USI, effective May 8, 1993.

There being no further business, the meeting was adjourned at 11:15 a.m.

Respectfully submitted,



Thomas McKenna, Secretary

COMPOSITION OF PRESIDENTIAL SEARCH AND SCREEN COMMITTEE

- 6 Faculty members
chairman of Faculty Senate
one from each school- named by Faculty Senate

 - 4 Trustees--named by the Board Chairman

 - 3 Students--including at least one non-traditional student--named by
Student Government Association

 - 2 Administrators--one senior and one junior--named by the President

 - 2 Clerical and service staff--named by the Staff Council

 - 2 Community representatives--named by the Board Chairman

 - 1 Alumni Council officer--named by the Alumni Council

 - 1 Former trustee--named by the Board Chairman

 - 1 Chairman of the University of Southern Indiana Foundation

 - 1 President of Southern Indiana Higher Education, Inc.
-
- 23 Total members

**UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES CHARGE TO THE PRESIDENTIAL SEARCH AND SCREEN COMMITTEE**

The Presidential Search and Screen Committee, appointed to advise the University of Southern Indiana Board of Trustees, is composed of six faculty members, four trustees, three students, two staff members, two administrators, one former trustee, one representative of the University of Southern Indiana Foundation, one representative from Southern Indiana Higher Education, Inc., one representative of the Alumni Council, and two community representatives. The Committee's chair and spokesperson is Board Chairman Bruce H. Baker.

The Presidential Search and Screen Committee is charged with recommending to the Trustees, not later than November 1, 1993, an unranked list of five individuals who, in the Committee's judgment, are well qualified to lead the University of Southern Indiana as its next president. The Search and Screen Committee is asked to base its recommendations upon the leadership criteria adopted by the Board of Trustees, as well as upon the Trustees' established policies with respect to equal opportunity and affirmative action.

The Board asks the Presidential Screening Committee, in discharging its duties, to conduct the following activities:

- Draft and place advertisements for the position, using the statement of leadership qualities as the basis for advertising;
- Actively solicit nominations and applications from a diverse group of well-qualified persons, including women and minorities;
- Oversee the receipt of and responses to applications and nominations from all sources;
- Screen applications using the leadership criteria as the basis for choice;
- Select and interview semi-finalist candidates;
- Assist in arranging campus visits for finalist candidates and spouses if applicable;
- Report to the Board a summary of campus and community reactions to finalist candidates;
- Ensure that appropriate information about the University and the presidency is provided to candidates at each stage of the screening process;
- Ensure that confidentiality is strictly observed with respect to applicants and to the Committee's internal deliberations.

The Board of Trustees extends its gratitude to the members of the Presidential Search and Screen Committee for accepting this demanding assignment. You have the Trustees' warmest wishes for a successful conclusion. Upon your wisdom the future of the University rests.

STATEMENT OF LEADERSHIP QUALITIES

The University of Southern Indiana seeks a new president. The successful candidate must have an earned doctorate or professional equivalent, university-level teaching experience, and a substantial record of scholarly achievement and/or professional distinction; excellent planning and organizational skills; ability to delegate; exceptional in the senior-level management of an institution of higher education or institution of comparable scope to the University of Southern Indiana; integrity, commitment to higher education, and a respect for diverse ideas, cultures and backgrounds in its students, faculty, and staff.

The qualities sought in the next president of the University of Southern Indiana:

Academic leadership

The president must possess a broad education and respect for the liberal arts and sciences and be dedicated to enhancing and promoting excellence in teaching. At the same time, the person must have an appreciation for graduate and professional education and the demands of scholarship. Finally, the individual should endeavor to maintain a proper balance among these needs.

Management

The president of the University must be a skilled manager with demonstrated abilities to lead an institution at least as complex as the University of Southern Indiana. The president's job includes responsibility for an annual operating budget in excess of \$35 million. As a team manager, the president must be able to involve the constituencies of the University in the consideration of major decisions and equitable distribution of resources. Because the University is a state institution of higher education, the president must recognize and be able to work within State Government and with the General Assembly. He or she must be an effective advocate for the University's mission as an accessible institution of ever-increasing size and quality during an era of limited financial resources. The president must be able to develop ways in which the University of Southern Indiana can serve as a model for the State, demonstrating the ability of public institutions to increase productivity while preserving instructional quality. The ability to choose a strong staff, be decisive, and delegate effectively is paramount.

Shared governance

All parts of the University want a president with a strong commitment to shared governance. He or she must be a consensus builder with a consultative decision-making style, openness in addressing the issues facing the University community, and a willingness to work with the faculty, staff, students, alumni, and Board of Trustees.

Resource Development

It is expected that the University will need to increase its efforts to seek funds supplementing State appropriations. The University already has experienced considerable success in obtaining contributions to the University's foundation for student scholarships; however, the president will be expected to solicit and obtain more private contributions to benefit a wide range of needs throughout the University. Demonstrated success in this area will be considered an attribute.

Student Life

The president must recognize the importance of student life activities and their connection to successful student recruitment and retention. He or she must be willing to devote attention and resources to these issues. The president must also be able to address several issues of student concern: recognizing the proper role for intercollegiate athletics in the academic life of the University; the effect of the Americans with Disabilities Act; and the needs of special student populations.

Community relations

USI draws its students primarily from southwestern Indiana, and the president must be involved in that community. The University regards the southern Indiana region as its laboratory, where many economic development and tourism projects are underway. Such involvement should be an integral part of his or her past experience. The president should value the nine thousand alumni of USI as a special element among its constituents and lead the University in even greater involvement with them in its future. The president should be socially adept and have the ability to communicate with and represent the institution to its outside constituencies, including the alumni, the community, the business community, and legislative and other government bodies.

Miscellaneous

The president's ability to work effectively with a nine-person Board of Trustees is crucial. Demonstrated prior experience in working with governing boards will be considered a desirable attribute.

The president must be comfortable with a high degree of personal interaction with the campus and all its constituent groups -- faculty, student, and staff. The president should encourage high standards and high performance from all members of the campus community, creating incentives and encouragement that help produce those results.

PRESIDENTIAL SEARCH/SCREEN/SELECT TIMETABLE

1993

- March** Board of Trustees announces search for replacement
Board of Trustees approves Presidential Search and Screen Committee structure
Committee members named
- April** Organizational meeting of Search and Screen Committee
Place advertisements for position and begin solicitation of nominations
- May** Receive applications; reply to applicants
- June** Receive applications: reply; committee to start review of applications
- July** Close applications; continue review process
- August** Committee reduces candidate pool to semifinalists
- September** Telephone semifinalists to determine continued interest and request references;
conduct reference checks; plan off-campus interviews
- October** Interview semifinalists off campus, reduce pool to five finalists
and submit names to Board of Trustees
- November** Board begins reference checks and possible visits to finalists
- December** Plan on-campus visits for each finalist and spouse

1994

- January
and
February** Candidate visits to campus; Board selects candidate
- March** Board announces new president
- April
through
June** Transition period
- July 1** New president takes office

CANDIDATES FOR DEGREES

May 8, 1993

**Master of Business Administration
Master of Science in Education**

**Bachelor of Arts
Bachelor of Science
Bachelor of Science in Nursing
Bachelor of Social Work**

**Associate of Arts
Associate of Science
Associate of Science in Nursing**

**CANDIDATES FOR
MASTER OF BUSINESS ADMINISTRATION
May 8, 1993**

Lyman C. Aldrich
Timothy M. Allen
Omair A. Chouhdry
Philip A. Dodd
Sami S. El-Jerby
Cynthia B. (Beier) Greeson
Thomas A. Hallmark
Gregory D. Moore
Jeffrey B. Mulzer
Steve Paul Nerney
Karuna Pandit
Warren S. Powell
Mary E. Reese
Marvin G. Reinbrecht
Mark David Rine
Allen E. Roth
Syed Kamran Sabir
Araya Sarkiaphuti
Patricia J. Schoonover

**CANDIDATES FOR
MASTER OF SCIENCE IN EDUCATION
May 8, 1993**

Rebecca J. Berry
Christopher Geiser
Donna M. Gish
Lawrence R. Mattingly
Marian K. McCracken
Jean C. Moore
Sharadamani Natraj
Maria K. Nix
Kathleen Margaret Potter
Michael H. Reininga
Darlene K. Rooney
Carol A. Schwoeeppe
Brent Stevens
Sheila M. Wahl
Kenneth E. Wallace
Steven Kevin Wilson

**CANDIDATES FOR
BACHELOR OF ARTS
May 8, 1993**

Jill C. Acton
Christi P. Adams
Rebecca J. Anderson
Michael T. Bacon
Sherry M. Begle
Stacy L. Bittner
Carey L. Bogan
Cynthia N. Brown
Kirk C. Byram
Steve R. Chappell
April D. Chessor
Tamara J. Cole
Diana L. Davis
Andrea P. Deckard
Stephanie L. Deitchman
Laura J. Dugan
Angela J. Elpers
Mary L. Ershig
Valerie A. Flemmer
Cheryl L. Freeman
Martha L. Goolsbay
Marcus D. Gresham
Delana F. Greubel
Melody J. Grubb
Christa A. Hendrickson
Derrick M. Hill
Andrew J. Howard
Mathew B. Igleheart
Steve O. Ketcham
Sheri D. Kozar
Linda L. (Bailey) Latouche
Lisa R. Loechte
Diana L. Lutz
Lora C. Mehne
Cheryl L. Miller
Elizabeth Musgrave
Christopher D. Neu
Kathleen R. Petitjean
Martha J. Rose
Keith A. Schulz
Dennis E. Seitz
Jenny L. Sherry
Nancy J. Sieben
Julie A. Sprinkle
Janie M. Starr
Robert T. Stokes
Kevin L. Tretter
Gina C. Uloth
Michelle L. Vandiver
Elizabeth S. Wells
Christina Wenzel

**CANDIDATES FOR
BACHELOR OF SCIENCE
May 8, 1993**

Kristen Absher
Eric S. Adams

Darlene M. Albin
Amy D. Alexander
Lori B. Alexander
Harold R. Alka
Janice M. Allen
Nabil A. Almudae
Ruth A. (Haney) Anderson
Kimberly J. Anslinger
Jeanne E. Armstrong
Lisa R. (Perdue) Arnold
Jason T. Ashworth
Frances D. Atkins
Kelley J. Austin
Cindy L. Babb
Verna L. (Simon) Bailey
Angela D. Bainbridge
Brett A. Barrett
Jo Ellen Barth
James Lyman Bartlett
Greg R. Baumberger
Rachelle L. Becker
Krista M. Bell
Mike A. Bell
Leisa A. Below
David B. Benton
Jason M. Bergner
Sue A. Bischoff
Carla S. Bishop
Stacy L. Bittner
Debbie R. Bizal
Christine L. Blunier
Tammy A. Bolerjack
Jessica D. Boling
Steve A. Bono
Jonathan D. Bordfeld
Jeffrey H. Bosse
Stephen E. Bottoms
Melissa A. Boutrous
Rhonda J. Bowers
Marlene R. Brannon
Tracey L. Brantley
Adrian M. Brooks
Daniel R. Brown
Emily Y. Brown
Michael G. Brown
David S. Broyles
Robert G. Burch
Richard W. Burek
Lisa R. Burger
Kelley A. Burks
Darla J. Burlash
Trina L. Burleigh
Jerri L. Burton
Maryann R. Bury
Mary B. (Williams) Byrne
Shannon M. Byrne
Randall A. Callis
Stacy Carmack
Julie A. Castleman
Angela J. Catt
Teresa A. Ceotto
James P. Chambers
Jollee S. Cleveland
Christi A. Cline
Scott B. Cockrum

Diana K. Combs
Gary C. Conder
Robert C. Cooper
Amy M. Cornelius
Stephen M. Corum
John W. Coudret
Diana C. Cox
Carla I. Crane
Susan J. Crawford
Shanon L. Creek
Monica D. Creekmur
Toni L. Cross
James W. Cullison
Lisa G. Cutchin
Lori L. Davenport
Jason A. Davis
Martha T. Davis
Rebecca E. Davis
Rick A. Davis
Peter M. Daza
Stacie A. Dearing
Jeffrey A. Dedoming
Diane Deem
Timothy A. Deem
Judith J. Degroote
Richard J. Denning
Edward C. Deutsch
Robert M. Dezember, Jr.
Jeffery L. Dicus
Elizabeth A. Dietsch
Tony J. Dillon
Donald K. Dossett
Jody W. Douglas
Vicki E. Downen
Thomas L. Drake
Robert M. Drury
Christine M. Dugan-Schulte
Albert S. Duncan
Kristi L. Duncan
Stanley G. Duncan Jr.
Lisa M. (Luebbehusen) Duncheon
Kelly A. Dunigan
Eric W. Eades
Beth A. Edwards
Brenda S. Egler
Sheila L. Eichmiller
Tammy L. Eigel
Christine Bender El-Jerby
Kelly Howard Engelbrecht
Phil W. Englert
Amy D. English
Tony R. Ernst
Angel M. Erwin
Brian K. Esche
Patricia A. Farmer
Cristy L. Feather
Lynne Ferguson
Jon W. Fifer
Jay A. Fischer
Blake W. Foerster
Karen B. Ford
Dana L. (Evans) Forrester
Angie R. Fortwendel
Vickie L. Foster
Beth Ann (Pritchett) Francis

Kristi A. Frank
Greg L. Fredrich
Stacy L. Fulkerson
Julie Lynn Gaisser
Michael L. Galvin
Kristin P. (Bouquin) Gani
Cynthia S. (Crawley) Garrett
Daniel L. Garrett
Kimberly R. Garrett
Mary G. Gaskin
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Jeffrey A. Gish
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