

**AGENDA**

**UNIVERSITY OF SOUTHERN INDIANA  
BOARD OF TRUSTEES**

**November 2, 2006**

**SECTION I – GENERAL AND ACADEMIC MATTERS**

- A. APPROVAL OF MINUTES OF SEPTEMBER 7, 2006, MEETING**
- B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION**
- C. REPORT OF THE LONG-RANGE PLANNING COMMITTEE**
- D. PRESIDENT'S REPORT**
- E. APPROVAL OF CANDIDATES FOR DEGREES**
- F. REVIEW AND ACCEPTANCE OF CONFLICT OF INTEREST STATEMENTS**

**SECTION II – FINANCIAL MATTERS**

- A. ANNUAL REPORT ON STUDENT FINANCIAL ASSISTANCE**
- B. REPORT OF THE FINANCE/AUDIT COMMITTEE**
- C. APPROVAL OF AUTHORIZING RESOLUTION FOR THE COLLEGE OF BUSINESS/GENERAL CLASSROOM BUILDING PROJECT**
- D. PRESENTATION OF THE SCHEMATIC DESIGN FOR THE RECREATION FITNESS CENTER (RFC) EXPANSION – PHASE II**
- E. UPDATE ON CURRENT CONSTRUCTION PROJECTS**
- F. APPROVAL OF ANTHEM BLUE CROSS/BLUE SHIELD GROUP HEALTH INSURANCE AND HEALTH RESOURCES, INC. DENTAL INSURANCE PREMIUM RATES**
- G. APPROVAL OF WELBORN HMO GROUP HEALTH INSURANCE AND HEALTH RESOURCES, INC. DENTAL INSURANCE PREMIUM RATES**
- H. APPROVAL OF SECTION 125 FLEXIBLE BENEFIT PLAN ADMINISTRATIVE FEE**
- I. APPROVAL TO TRANSFER FUNDS TO THE VEBA (VOLUNTARY EMPLOYEES' BENEFIT ASSOCIATION) TRUST ACCOUNT**

**SECTION III – PERSONNEL MATTERS**

- A. APPROVAL OF PERSONNEL ACTIONS**

**SUPPLEMENTAL INFORMATION**

**UNIVERSITY OF SOUTHERN INDIANA  
BOARD OF TRUSTEES**

**November 2, 2006**

**SECTION I – GENERAL AND ACADEMIC MATTERS**

**A. APPROVAL OF MINUTES OF SEPTEMBER 7, 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 November 2, 2006. A report will be presented.

**D. PRESIDENT'S REPORT**

**E. APPROVAL OF CANDIDATES FOR DEGREES**

The candidates for master, baccalaureate, and associate degrees, to be conferred December 9, 2006, are listed in Exhibit I-A.

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

**F. REVIEW AND ACCEPTANCE 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 aspect of the conflicts of interest law by filing a disclosure statement with the Board of Trustees. The Board of Trustees must then review and accept such disclosures, and must forward all disclosure statements to the State Board of Accounts. Following their board orientation session last August, the four recently appointed trustees completed disclosure statements for 2006. A summary of these statements is in Exhibit II-A.

Approval to certify that the Board of Trustees has reviewed and accepted the disclosure statements is recommended.

## **SECTION II – FINANCIAL MATTERS**

### **A. ANNUAL REPORT ON STUDENT FINANCIAL ASSISTANCE**

A summary will be presented on student financial assistance administered by the University during the 2005-2006 academic year.

### **B. REPORT OF THE FINANCE/AUDIT COMMITTEE**

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

### **C. APPROVAL OF AUTHORIZING RESOLUTION FOR THE COLLEGE OF BUSINESS/GENERAL CLASSROOM BUILDING PROJECT**

The 2005 General Assembly approved \$6,600,000 in planning funds for the architectural planning and design of the College of Business/General Classroom building; related expansion of Physical Plant infrastructure; and completion of the unfinished lower level of the Education Center. The University's request for construction funds for the College of Business/General Classroom Building project is the highest priority in the 2007-2009 Capital Budget Request.

At its meeting on May 4, 2006, the Construction Committee, on behalf of the Board of Trustees, selected the team of Hellmuth, Obata + Kassabaum and Hafer Associates to design the project. At its meeting on July 6, 2006, the Board of Trustees authorized President Hoops to request release of the funds from the State of Indiana to allow the University to proceed with a financing plan for the projects. The release of funds has since been authorized by the State of Indiana.

In order to continue the project development for the College of Business/General Classroom Building project, approval of the following resolution is recommended.

**WHEREAS**, the 2005 General Assembly authorized funds for architectural planning and design of the College of Business/General Classroom Building; related expansion of Physical Plant infrastructure; and completion of the unfinished lower level of the Education Center; and

**WHEREAS**, the University of Southern Indiana Board of Trustees wishes to proceed with the planning, design, development, and financing of the project; and

**WHEREAS**, in anticipation that the 2007 General Assembly will act to approve construction funds as requested in the University's Capital Budget Request; and

**WHEREAS**, approvals may be required between the regular meetings of the Board of Trustees;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees authorizes the Finance/Audit Committee to evaluate the results of Requests for Proposals for investment banking services; accept a proposal or reject all proposals; approve all financing plans on behalf of the Board of Trustees; and inform the Board of its actions.

**FURTHER RESOLVED** that the Board of Trustees authorizes the Construction Committee to review construction bids; to award contracts or reject any and all construction bids for the project; to approve design plans, cost estimates, and a construction schedule; and to report on the progress of the project to the Board of Trustees;

**FURTHER RESOLVED** that at the appropriate time, the President is authorized to request approval of the Indiana Commission for Higher Education, the Indiana State Budget Committee, and the Governor of the State of Indiana for the construction of the College of Business/General Classroom Building project.

**D. PRESENTATION OF THE SCHEMATIC DESIGN FOR THE RECREATION FITNESS CENTER (RFC) EXPANSION – PHASE II**

In September 1998, the Construction Committee, on behalf of the Board of Trustees, selected the Merci-Kinkel Collaborative to provide architectural and engineering services for the Recreation and Fitness Center (RFC). The firm of Jack R. Kinkel and Sons prepared a schematic design for the RFC to be constructed in three phases. Phase I was completed in 2001.

At its meeting on November 2, 2005, the Board of Trustees approved the selection of Jack R. Kinkel and Sons for architectural work on Phase II of the Recreation and Fitness Center.

Architects from the firm of Jack R. Kinkel and Sons will present the schematic design for Phase II of the project.

**E. UPDATE ON CURRENT CONSTRUCTION PROJECTS**

A report on the status of current construction projects will be presented.

**F. APPROVAL OF ANTHEM BLUE CROSS/BLUE SHIELD GROUP HEALTH INSURANCE AND HEALTH RESOURCES, INC. DENTAL INSURANCE PREMIUM RATES**

The University of Southern Indiana offers two health insurance programs through Anthem Blue Cross/Blue Shield - the Blue Access 100 Plan (Preferred Provider Organization - PPO) and the Blue Access 500 Plan (Preferred Provider Organization - PPO).

A comprehensive review of claims from both Anthem health plans indicates medical and drug claims totaled 87.54 percent of paid premiums under the Cost Plus funding arrangement. Anthem projects an increase of approximately 18.4 percent in claims in 2007 based on trend factors of 13 percent for medical and 15.5 percent for prescription drugs.

In 2006, the University continued the use of the Cost Plus financial arrangement implemented in 2005 to minimize the impact of annual rate increases. Under this arrangement, Anthem pays claims for the University. The University is billed for actual claims paid for covered persons and administrative services which include utilization management and PPO access fees, and Stop Loss coverage. Under this arrangement, the University determines the level of reserves to be held and holds the reserves. While the University assumes additional risk under this funding arrangement, the Stop Loss coverage, both specific and aggregate, limits the University's overall exposure. At the same time, the University receives the advantage of favorable claims immediately, rather than through an annual settlement.

The University will continue to provide prescription drug coverage to retirees according to the guidelines set forth by the Medicare Prescription Drug Improvement and Modernization Act of 2003 (Medicare Part D). The Blue Access 100 Plan provides creditable prescription drug coverage based on an actuarial attestation of the plan. The University will receive a federal subsidy for providing the prescription drug coverage for retirees in 2007.

The following items provide 2007 plan renewal information for the Anthem Blue Cross/Blue Shield Group Health Insurance and Health Resources, Inc. Dental Plans.

**BLUE ACCESS PLAN – (PREFERRED PROVIDER ORGANIZATION: PPO)**

The Blue Access 100 Plan is designed with elements of a managed care plan as an incentive to reduce medical costs. The Blue Access 100 Plan was first offered with the 1999 renewal. One of the recommended changes to the plan in 2007 is to increase the deductible from \$100 to \$200. Effective January 1, 2007, the plan will be referred to as the Blue Access 200 Plan. The following monthly premium rates for the Blue Access 200 Plan are recommended for a 12-month period beginning January 1, 2007.

The proposed medical premium rates for the Blue Access 200 Plan for 2007 reflect a 10.7 percent rate increase for active employee and retiree (over 65) memberships.

There are two plan design changes recommended for 2007:

- Office Visit Co-Payment – Change from \$15 to \$20 in-network; 70%/30% non-network remains unchanged
- Deductible – Increase from \$100/\$200 to \$200/\$400 in-network; \$200/\$400 to \$400/\$800 non-network

For 2007, the University proposes continuation with the Cost Plus financial arrangement.

The 12-month renewal rates effective January 1, 2007, for Health Resources, Inc. dental insurance reflect a rate hold for single memberships; a 23 percent rate increase for employee/child(ren) memberships; a 10 percent rate increase for employee/spouse memberships; and a 7.5 percent rate increase for family memberships. The renewal rates effective January 1, 2007, are determined by claims experience by membership group for USI employees and dependents and increased dentists' fees.

The 2007 insurance rates include a contribution for funding the liability for post-retirement benefits.

Anthem Blue Cross/Blue Shield - Blue Access 200 Plan and Health Resources, Inc. provide the primary health/dental insurance for 422 active employees and 132 retirees. The University contribution for medical and dental coverage and for funding the liability for post-retirement benefits for active employees is 75 percent of the total premium.

Approval to renew the master policies with Anthem Blue Cross/Blue Shield – Blue Access 200 Plan, including plan design changes, and Health Resources, Inc. with the following rate schedule using the Cost Plus financial arrangement is recommended.

**2007 MONTHLY PREMIUM RATES  
ANTHEM BLUE CROSS/BLUE SHIELD – BLUE ACCESS 200 PLAN**

	<u>BC/BS MEDICAL PREMIUM</u>	<u>HRI DENTAL PREMIUM</u>	<u>POST- RETIREMENT CONTRIBUTION</u>	<u>2007 TOTAL MONTHLY PREMIUM</u>	<u>2006 TOTAL MONTHLY PREMIUM</u>
Single	\$409.00	\$22.18	\$8.50	<b>\$439.68</b>	\$400.12
Employee + Child(ren)	\$779.89	\$54.98	\$22.00	<b>\$856.87</b>	\$771.16
Employee + Spouse	\$1,033.16	\$46.58	\$22.00	<b>\$1,101.74</b>	\$997.60
Family	\$1,137.74	\$80.34	\$22.00	<b>\$1,240.08</b>	\$1,124.44
Over 65 (Retired)	\$267.13	\$22.18	\$8.50	<b>\$297.81</b>	\$268.88

**BLUE ACCESS 500 PLAN – (PREFERRED PROVIDER ORGANIZATION: PPO)**

The Blue Access 500 Plan, first offered with the 2004 renewal, provides employees with a second PPO option in their selection of medical insurance plans. The Blue Access 500 Plan is designed with elements of a managed care plan as an incentive to reduce medical costs. The following monthly premium rates for the Blue Access 500 Plan are recommended for a 12-month period beginning January 1, 2007.

The proposed medical premium rates for the Blue Access 500 Plan for 2007 reflect a 10.1 percent rate increase for active employee and retiree (over 65) memberships.

There are two plan design changes recommended for 2007:

- Office Visit Co-Payment – Change from \$20 to \$25 in-network; 70%/30% non-network remains unchanged
- Co-Insurance – Change from 90%/10% to 80%/20% in-network and 70%/30% to 60%/40% non-network

For 2007, the University proposes continuation with the Cost Plus financial arrangement.

The 12-month renewal rates effective January 1, 2007, for Health Resources, Inc. dental insurance reflect a rate hold for single memberships; a 23 percent rate increase for employee/child(ren) memberships; a 10 percent rate increase for employee/spouse memberships; and a 7.5 percent rate increase for family memberships. The renewal rates effective January 1, 2007, are determined by claims experience by membership group for USI employees and dependents and increased dentists' fees.

The 2007 insurance rates include a contribution for funding the liability for post-retirement benefits.

Anthem Blue Cross/Blue Shield - Blue Access 500 Plan and Health Resources, Inc. provide the primary health/dental insurance for 209 active employees and 1 retiree. The University contribution for medical and dental coverage and for funding the liability for post-retirement benefits for active employees is equal to the amount contributed to the Blue Access 200 Plan.

Approval to renew the master policies with Anthem Blue Cross/Blue Shield – Blue Access 500 Plan, including plan design changes, and Health Resources, Inc. with the following rate schedule using the Cost Plus financial arrangement is recommended.

**2007 MONTHLY PREMIUM RATES  
ANTHEM BLUE CROSS/BLUE SHIELD – BLUE ACCESS 500 PLAN**

	<u>BC/BS MEDICAL PREMIUM</u>	<u>HRI DENTAL PREMIUM</u>	<u>POST- RETIREMENT CONTRIBUTION</u>	<u>2007 TOTAL MONTHLY PREMIUM</u>	<u>2006 TOTAL MONTHLY PREMIUM</u>
Single	\$349.44	\$22.18	\$8.50	<b>\$380.12</b>	\$348.06
Employee + Child(ren)	\$668.54	\$54.98	\$22.00	<b>\$745.52</b>	\$673.90
Employee + Spouse	\$886.32	\$46.58	\$22.00	<b>\$954.90</b>	\$869.34
Family	\$976.25	\$80.34	\$22.00	<b>\$1,078.59</b>	\$983.40
Over 65 (Retired)	\$306.45	\$22.18	\$8.50	<b>\$337.13</b>	\$306.07

**G. APPROVAL OF WELBORN HMO GROUP HEALTH INSURANCE AND HEALTH RESOURCES, INC.  
DENTAL INSURANCE PREMIUM RATES**

The University of Southern Indiana has offered Welborn HMO/Health Resources, Inc. as an alternative health/dental benefit program since October 1988. Welborn HMO is administered locally and currently provides services to approximately 30,000 members in the local area. In 2007, Welborn HMO will add an out-of-area network, Multiplan National, to provide in-network benefits to employees who live outside the local area. This will benefit active employees, dependents, and retirees who live outside the local service area.

A comprehensive review of USI claims for the Welborn HMO indicates medical and prescription drug claims totaled 90.61 percent of paid premiums for the time period of June 2005 through May 2006.

The University will continue to provide prescription drug coverage to retirees according to the guidelines set forth by the Medicare Prescription Drug Improvement and Modernization Act of 2003 (Medicare Part D). Welborn HMO provides creditable prescription drug coverage based on an actuarial attestation of the plan. The University will receive a federal subsidy for providing the prescription drug coverage for retirees in 2007.

The proposed medical premium rates for the Welborn HMO for 2007 reflect a 2 percent rate decrease for active employee memberships. The expected medical premium rates for retiree (over 65) memberships reflect a 2 percent rate decrease, but will not be confirmed until mid-November 2007.

There are four plan design changes recommended for 2007:

- Deductible – Introduce a \$100/\$200 deductible
- Office Visit Co-Payment – Change from \$15 to \$20 for primary care physician and \$25 to \$30 for specialist
- Emergency/Urgent Care Co-Payment – Change emergency room co-payment from \$50 to \$75; change urgent care co-payment from \$25 to \$35
- Co-Insurance – Change from 90%/10% to 80%/20%

The 12-month renewal rates effective January 1, 2007, for Health Resources, Inc. dental insurance reflect a rate hold for single memberships; a 23 percent rate increase for employee/child(ren) memberships; a 10 percent rate increase for employee/spouse memberships; and a 7.5 percent rate increase for family memberships. The renewal rates effective January 1, 2007, are determined by claims experience by membership group for USI employees and dependents and increased dentists' fees.

The 2007 insurance rates include a contribution for funding the liability for post-retirement benefits.

Welborn HMO and Health Resources, Inc. provide the primary health/dental insurance coverage for 125 active employees and 19 retirees. The University contribution for medical and dental coverage and for funding the liability for post-retirement benefits for active employees is 75 percent of the total premium.

Approval to renew the master policies with Welborn HMO and Health Resources, Inc. with the following rate schedule is recommended.

**2007 MONTHLY PREMIUM RATES  
WELBORN HMO**

	<u>WELBORN MEDICAL PREMIUM</u>	<u>HRI DENTAL PREMIUM</u>	<u>POST- RETIREMENT CONTRIBUTION</u>	<u>2007 TOTAL MONTHLY PREMIUM</u>	<u>2006 TOTAL MONTHLY PREMIUM</u>
Single	\$312.10	\$22.18	\$8.50	<b>\$342.78</b>	\$349.24
Employee + Child(ren)	\$602.65	\$54.98	\$22.00	<b>\$679.63</b>	\$681.82
Employee + Spouse	\$669.26	\$46.58	\$22.00	<b>\$737.84</b>	\$747.46
Family	\$938.85	\$80.34	\$22.00	<b>\$1,041.19</b>	\$1,055.02
Over 65 * (Retired)	\$270.72	\$22.18	\$8.50	<b>\$301.40</b>	\$307.58

\* *Expected 2007 medical premium rates*

#### **H. APPROVAL OF SECTION 125 FLEXIBLE BENEFIT PLAN ADMINISTRATIVE FEE**

The Section 125 Flexible Benefit Plan, which was implemented in 1990 and expanded in 1992, allows enrolled employees to pay medical insurance premiums, dependent care expenses, and uninsured medical expenses with pre-tax dollars. Participation in the program has been steady since its introduction. Approximately 36 percent of eligible employees participate in the uninsured medical expense and dependent care reimbursement plans, and 99.5 percent of employees with medical insurance are enrolled in the premium-only portion of the plan. In calendar year 2005, the University contracted with The Nyhart Company to administer the Section 125 Flexible Benefit Plan.

During the 2005 plan year, University savings were \$147,192 due to reduced FICA tax (Social Security and Health Insurance).

The current administrative fee for the Section 125 Flexible Benefit Plan is \$5.25 per-participant per month. Renewal rates from The Nyhart Company reflect no rate increase for a 12-month guarantee period effective January 1, 2007.

Approval to renew the contract with The Nyhart Company beginning January 1, 2007, to administer the Section 125 Flexible Benefit Plan with the quoted per-participant rate is recommended.

#### **I. APPROVAL TO TRANSFER 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 funds to the VEBA Trust.

Approval to transfer \$500,000 to the VEBA Trust is recommended.



### SECTION III – PERSONNEL MATTERS

#### A. APPROVAL OF PERSONNEL ACTIONS

Approval of the following personnel actions is recommended.

##### 1. Retirement

Professor of History and Director of Center for Communal Studies Donald E. Pitzer, in accordance with the revised retirement policy, has requested retirement effective December 31, 2007, including leave with pay for the period August 20, 2007 through December 15, 2007. Severance pay based on 40.5 years of service to the University will be paid as of December 31, 2007.

##### 2. Emeritus Status

It is recommended that the following faculty member be retired officially with the effective date shown and that the appropriate emeritus title, as indicated, be conferred:

Professor Emeritus of History and Director Emeritus of Center for Communal Studies Donald E. Pitzer, 40.5 years at USI, effective December 31, 2007.

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

DATE	NAME/ TITLE	VENDOR/ CONTRACTOR	DESCRIPTION OF FINANCIAL INTEREST
8-29-06	Amy MacDonell Trustee	N/A	N/A
9-06-06	W. Harold Calloway Trustee	N/A	N/A
9-07-06	Jeffrey L. Knight Trustee	Old National Bank	Owner & Executive Officer
10-24-06	John M. Dunn Trustee	Dunn Hospitality Group	Majority Share Holder

**CANDIDATES FOR DEGREES**

**December 9, 2006**

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

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

POST-BACCALAUREATE CERTIFICATE

ASSOCIATE OF SCIENCE  
ASSOCIATE OF SCIENCE IN NURSING

**MASTER DEGREES**

**MASTER OF ARTS IN LIBERAL STUDIES**

Jennifer E. Earles  
Phyllis A. Fenneman  
Julie A. Stevens

**MASTER OF BUSINESS ADMINISTRATION**

Amy L. Brockman  
Peter L. Felt  
Stacy R. Sloan  
Pamela A. Thompson

**MASTER OF HEALTH ADMINISTRATION**

Kristie J. Bell  
Brent E. Bridges  
Lois E. Curtis  
Ethel A. Elkins  
Robert R. Feldbauer  
Greg A. Gilliatt  
Cynthia A. Moore  
Michael C. Neal  
David A. Novak

**MASTER OF PUBLIC ADMINISTRATION**

John E. Campbell  
Marcia H. Drago  
Adam R. Durbin

**MASTER OF SCIENCE IN EDUCATION**

Cynthia L. Ahmed  
Mikki Ashby  
Jennifer K. Bartek  
Thomas E. Brown  
Cassie N. Burris  
Eric J. Cooper  
Julie A. Davis  
Jill M. Degraffenreid  
Koren L. Duckworth  
Kelly N. Gadlage  
Susan M. Garwood  
Jerrad J. Gleim  
Sarah B. Israel  
Mei H. Jones  
Trisha R. Kavanaugh  
Claudia G. Kinnaird  
September D. Lant  
Angela M. Lensing  
Amber Marquart-Hale  
Melissa B. McNabb

Amy A. Noon  
Cheri Phillips  
Lana N. Richardt  
Kimberly A. Schmitt  
Robert L. Shields  
Heidi M. Slavkin  
Melanie E. Strahle  
Bradley J. Watjen  
Janice D. Wheeler  
Sherry A. Wrinn

**MASTER OF SCIENCE IN INDUSTRIAL  
MANAGEMENT**

Jeffery A. Harpenau  
Don E. Merle

**MASTER OF SCIENCE IN NURSING**

Matthew S. Howard  
Janet E. Kershner

**MASTER OF SCIENCE IN OCCUPATIONAL  
THERAPY**

Marta P. Tirado

**BACHELOR DEGREES**

**COLLEGE OF BUSINESS**

**BACHELOR OF ARTS**

Brandon E. Arnold  
Adam P. Barr  
Jamie D. Gray  
Angela M. Wang

**BACHELOR OF SCIENCE**

Joshua D. Adler  
Jenna B. Aldrich  
David W. Alexander  
Kimberly J. Allan  
Thomas D. Armstrong  
Crystal L. Arnwine  
Nathanael L. Atkinson  
Kelly A. Beier  
Ryan M. Bobbitt  
Adam N. Bolerjack  
Adam B. Bowles  
Andrew J. Brelage  
Andrea Briles  
Catrina M. Brown  
Lindsey C. Busby

Ryan Byce  
Soo-Re Cha  
Andrew D. Clevenger  
Lucas J. Cox  
Mary M. Cox  
Brandon J. Czoer  
Amber N. Dempsey  
Laurie A. Deputy  
Matthew P. Druschke  
Brian D. Eaton  
Brian M. Egloff  
Jonathan N. Engel  
Catherine E. Faulkner  
Steven A. Fletcher  
Suerte-Mayflor C. Flores  
Julie A. Gabhart  
Megan L. Garrett  
Barbara A. Gibson  
Kristin N. Goldbach  
Chris M. Gouvert  
Christopher D. Griffin  
Jason A. Grimes  
Brandon D. Grose  
David P. Hallahan  
Erica A. Harpenau  
Scott A. Harris  
Robert M. Harrison  
Scott A. Hartmann  
Haley L. Heilman  
Staci L. Helman  
Kara E. Hemenway  
Paul G. Herron  
Russell A. Hibbs Iv  
Tyler R. Hinds  
Jacqueline C. Hogmire  
Ellen L. Howard  
Karen A. Hurst  
Joshub D. Jackson  
Philip M. Jarvis  
Adam F. Johnson  
Kristin L. Johnson  
Heather N. Kamman  
Stuart M. Kandel  
Elizabeth R. Kandul  
Diana M. Kelso  
Benjamin J. Kemper  
Leslie R. Kerney  
Matthew L. Kress  
Christopher W. Laine  
John G. Lambert

Gary W. Leach  
Agita R. Ligon  
Curtis M. Lindaas  
Shawn E. Long  
Jarrod L. Luigs  
Amber N. Lyon  
Steven M. Mahoney  
Tiffany D. Mangold  
Kristine A. Marks-Weber  
Paul A. Martin  
Jennifer F. McCormick  
Monte C. McComb  
Benjamin M. McCord  
Ed D. Merkt  
Jennifer J. Miller  
Joshua A. Miller  
Bill Moore  
Jonathan D. Myers  
David K. Neumann  
Caleb M. Nolin  
Paula M. Obermeier  
Jeffrey L. Offerman  
Melissa M. Padgett  
Ashley R. Peacock  
Jason D. Perry  
Erinn D. Pickford  
Liza A. Rasico  
Jennifer L. Reed  
Jason A. Reynolds  
Connie J. Rieffel  
Mallory J. Rupprecht  
Amber N. Sammet  
Leslie M. Schmelz  
Abby K. Schmitt  
Matthew R. Schulte  
Michelle L. Schwanholt  
Courtney M. Seib  
Amy M. Shanks  
Erin M. Smith  
Shonna L. Southwell  
Erin L. Sprinkle  
Michael A. Stauth  
Jeremy D. Stuckey  
Allen D. Tate  
Ashliegh R. Thompson  
Heston A. Titzer  
Cassie E. Tow  
Brad J. Tretter  
Branden M. Voegerl  
Ashley N. Wade

Jessica M. White  
Tamara D. Will  
Andrew W. Williams  
Kerina L. Williams  
Justin Wolfe  
Tyler N. Wolfe  
Christopher B. Yingling

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

**BACHELOR OF ARTS**

Megan L. Barnhill  
Simone N. Elmi  
Brooklyn D. Gant  
Emily J. Hart  
Rachel E. Hastie  
Kelli M. Kempf  
Julie A. Kinney  
Tamara L. Perkins  
Krystle D. Roudebush  
Jennifer M. Trim  
Julia A. Turner

**BACHELOR OF SCIENCE**

Larren R. Anderson  
Nathan D. Arnold  
Laura L. Ayer  
Ryan J. Barbauld  
Lyndsey L. Barrett  
Ashleigh D. Beltz  
Megan A. Boger  
Lindsey N. Bonds  
Courtney L. Braun  
Stephanie Brown  
Justin L. Buchanan  
Phillip N. Burden  
Sara E. Christian  
Carrie S. Collins  
Mari-Frances Combs  
Tatum B. Dalton  
Angelina D. Davis  
Jennifer N. Decker  
Patricia S. DiMaggio  
Ashley L. Droste  
Debra M. Duvall  
Emily C. Falkenstein  
Brianna L. Farinelli  
Dawn N. Fillmore  
Katie D. Fonner

Lorna S. Franke  
Amy L. Frankenberger  
Jenny M. Freeman  
Christina L. Gilliam  
Tera C. Goedde  
Ashley D. Green  
Kyla M. Grose  
April M. Hale  
Janelle N. Hamblin  
Holli L. Haverly  
Nate Hawkins  
Laura A. Helhowski  
Benjamin E. Hester  
Glen J. Hoff  
Ashlee B. Hollis  
Cara S. Johnson  
Lacey M. Kosikowski  
Joseph S. Kruger  
Erin L. Kutcosky  
Shannon M. Loehr  
Amberly B. Lynch  
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