

## MINUTES

### UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

March 6, 2014

The Board of Trustees of the University of Southern Indiana met on Thursday, March 6, 2014, in University Center West on the University campus. Present were Chair Ted C. Ziemer, Jr. and Trustees Ira G. Boots; W. Harold Calloway; John M. Dunn; Jeffrey L. Knight; Amy MacDonell; and Ronald D. Romain '73. Trustees Brenden J. Davidson '15 and Kenneth L. Sendelweck '76 were absent. Also in attendance were President Linda L. M. Bennett; Assistant Provost for Academic Affairs Shelly Blunt; Vice President for Finance and Administration Mark Rozewski; Vice President for Government and University Relations Cynthia S. Brinker; Faculty Senate Chair Mary Hallock Morris; and Student Government Association President R. Zachary Mathis.

Chair Ziemer called the meeting to order at 10:05 a.m.

#### SECTION I – GENERAL AND ACADEMIC MATTERS

##### A. APPROVAL OF MINUTES OF JANUARY 9, 2014 MEETING

On a motion by Mr. Boots, seconded by Mr. Knight, the minutes of the January 9, 2014, meeting of the Board of Trustees were approved.

##### B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, AND LOCATION

Mr. Ziemer called on Vice President Brinker, who reported the next meeting of the Board of Trustees is scheduled for Friday, May 2, 2014, on campus.

##### C. REPORT OF THE ACADEMIC AFFAIRS COMMITTEE

The Academic Affairs Committee met prior to the Board of Trustees meeting on March 6, 2014. Chair Ziemer called on Committee Chair Harold Calloway for a report. Mr. Calloway told the Trustees the Committee heard a report from Dean of the College of Nursing and Health Professions Ann White and select faculty and students entitled "Interprofessional Education through a Cardiac Arrest Simulation." Assistant Provost Blunt added that Interprofessional Education is a new major educational approach being practiced in the College of Nursing and Health Professions in which students from multiple health professions' programs learn about, from, and with each other as a team to provide high quality patient-centered care.

##### D. PRESIDENT'S REPORT

President Bennett began her report by congratulating the USI men's and women's basketball teams on advancing to their respective 2014 GLVC tournament. Dr. Bennett commended the leadership of the University's Athletics Administration, in particular the leadership of Athletic Director John Mark Hall and the entire USI coaching staff, for their professionalism on and off the court while maintaining a competitive spirit.

President Bennett reported the 2014 Spring Commencement ceremonies mark the third time USI will celebrate spring Commencement at home since the event returned to campus in 2012. She called on Vice President Brinker to share the schedule of activities for Commencement weekend. Vice President Brinker referred the Trustees to a handout with detailed information about the events. She reported the speakers for each ceremony are USI alumni, accomplished in their professions, and excellent role models for the graduates.

Ms. Brinker concluded by stating the Commencement Luncheon on Friday, May 2, 2014, in Carter Hall is an opportunity to recognize honorary degree recipients, President's Medalist, Distinguished Professor, and Commencement speakers. Following the luncheon, the Board of Trustees will meet.

President Bennett noted that in lieu of presenting a Data Dashboard to the Trustees, she invited members of the 24/7 Committee to report on the University's progress and the Committee's goals toward becoming a 24/7 campus. Dr. Bennett called on Assistant Provost Blunt, who introduced Associate Provost of Student

Affairs Marcia Kiessling, and USI students Zack Mathis and Sarah Krampe for a report of the 24/7 Committee. Dr. Kiessling began by providing contextual information about the 24/7 Committee and the Office of Student Affairs. She explained that Student Affairs is an area of higher education that is centered on the notion of a student's well-rounded development including physical, emotional, spiritual, social, and intellectual development. She noted that the work of Student Affairs occurs primarily outside of the classroom by providing opportunities for students to learn and practice new skills in a variety of settings. In this project, students worked across multiple disciplines to help support the University's strategic plan goal of becoming a 24/7 campus and the students gained knowledge in the process. Some of the things they learned were how to work together as a team; how to articulate ideas effectively; how to influence their colleagues; and how to listen and appreciate very different perspectives on how to move forward. The Committee, which was convened in the fall of 2012, involved a wide variety of student organizations and affiliations. Dr. Kiessling reported the Committee met to develop their recommendations bi-weekly throughout the school year.

Dr. Kiessling introduced Mr. Mathis and Ms. Krampe who presented the following Committee recommendations to the Board, in priority order as the Committee determined them.

- Improve Internal Campus Communications – improve the USI mobile app; include more student activities on the University Calendar; and update the USI Campus Store website
- Expand Class Offerings – offer required courses during the day, evening, and online; and more variety in the evening and online course offerings
- Expand Dining Options – provide additional microwaves for student use in the University Center; coordinate the hours of operation for Starbucks and the Rice Library; provide additional dining options for residents of the campus apartments such as a dine-in food venue; and add a Simply-to-Go location in the Business and Engineering Center
- Increase Support for Student Organizations – provide an Eagle Access card to on-campus student organizations; provide a printing allowance for student organizations that could be reallocated to other student organizations when needed; supplement set-up costs for student organization events held in the University Center; increase funding for the Equity and Inclusion Fund; and offer training for student organization leaders and advisors
- Expand Study Spaces – permanently extend operating hours of the Rice Library; and allow students to use unreserved meeting rooms in the University Center for group study
- Long Term Recommendations – provide additional parking at the Broadway Recreational Complex; and facilitate community building among residents of the campus apartments by adding group meeting and recreational spaces, expanding dining options, and opening up additional green space for student use

President Bennett noted that later in the agenda, the Trustees will be asked to authorize employment of the faculty and staff. This annual authorization by the Board of Trustees also includes granting leaves of absence, and she asked Assistant Provost Blunt for a report. Dr. Blunt reported the following leaves of absence are approved for 2014-2015:

Dr. Oana Armeanu	Academic year 2014-2015	College of Liberal Arts
Dr. Thomas Bordelon	Fall 2014	College of Liberal Arts
Robert Millard-Mendez	Spring 2015	College of Liberal Arts
Dr. Kent Scheller	Fall 2014	Pott College of Science, Engineering, and Education
Dr. Michael Strezewski	Fall 2014	College of Liberal Arts

Following the presentation by the 24/7 Committee, President Bennett called on Dr. Mary Hallock Morris, chair of Faculty Senate, for a report. Dr. Hallock Morris reported the Senate held three meetings since the last Board of Trustees meeting. In these meetings, they met with Executive Director of Information Technology Richard Toenisketter to discuss technology issues on campus; Dean of the Pott College of Science, Engineering, and Education Scott Gordon to discuss the USI Children's Center; Vice President for Finance and Administration Mark Rozewski to discuss changes to the proposed post-retirement benefits for USI employees; and Registrar Sandy Frank to discuss proposed changes in the academic calendar.

Dr. Hallock Morris advised that the Faculty Senate continues to examine additional policy changes regarding the implementation of CORE 39. At the February 21, 2014, meeting, the Senate voted to accept a recommendation to amend policies pertaining to transfer students, diversity, and global embedded experiences.

Dr. Hallock Morris concluded her report by announcing that the Senate will hold its Open Faculty Meeting on March 21, 2014, and will issue a call for nominations at that time.

President Bennett called on Zack Mathis, president of the Student Government Association for a report. Mr. Mathis reported that SGA has spent over 80 percent of its travel grant budget for this academic year and is on track to provide financial help to many more organizations before year end. He told the Trustees that participation in the upcoming 2014-2015 SGA election is high, with more than twice the number candidates running as compared to last year.

Mr. Mathis thanked Vice President Brinker for her role in making it possible for five SGA members to attend the annual USI Higher Education Day at the State House. He concluded his report by noting that SGA helped support the Military and Veteran Appreciation Resource Fair and Dinner held last month on campus and spoke with student veterans about services SGA could provide for them.

President Bennett concluded her report by referring the Trustees to the 2013 University Financial Report in their handouts.

#### **E. REPORT ON THE INDIANA GENERAL ASSEMBLY**

Mr. Ziemer called on Vice President Brinker for a report on the Indiana General Assembly. Ms. Brinker began her report by explaining that the short session of the Indiana General Assembly is typically not a session when many bills that have an impact on higher education are introduced. But, increasingly more bills are filed each year that may impact higher education and noted that this year was no exception. Ms. Brinker reviewed a few of the bills that were still alive which have an impact on higher education.

- HB1361 – Public Works Projects – Amends the public works statute applicable to state universities so that contracts for small projects of a state university can be performed under a quotation procedure rather than a bid; increases dollar thresholds for state educational institution capital projects; and modifies the per campus limits on the amount of outstanding bonds that a state educational institution may issue for qualified energy savings contracts. The bill specifies that refunding bonds supported by fee replacement appropriations must be approved by the budget agency and must result in a savings as set forth in a finding by the board of trustees of the state education institution.
- HB1213 – Career and Technical Education; Dual Credit Courses – Requires the Indiana Career Council to appoint a subcommittee that includes a member of each council and representatives of high school career and technical education programs, the department of education, community colleges, the Commission for Higher Education, and industry to:
  - Review the current Core 40 diploma course offerings;
  - Make recommendations to the State Board of Education concerning changing course requirements, including the total number of academic credits required, changing the types of diplomas offered, and the need for a career and technical education diploma;
  - Makes changes to the provision regarding the number of dual credit or advanced placement courses that must be provided by a high school; and
  - Provides that a student who is enrolled in a dual credit course must achieve at least a 2.0 on a 4.0 unweighted grading scale to enroll in subsequent related dual credit course work in the same subject area.
- HB1388 – Teacher Quality Preparation – Makes changes to the information a teacher education preparation program must annually submit to the Department of Education; provides that each teacher preparation program shall report to the Department additional information and requires the Department to include information reported to the Department on its internet web site; specifies that the Department of Education must establish standards for the continuous improvement of program

processes and the performance of individuals who complete teacher preparation programs by July 1, 2015.

- SB330 – Better Skills for Adult Learners – Requires the Commission for Higher Education to award part-time student grants totaling at least 50 percent of the available appropriation each fiscal year to students who are identified by the Commission as financially independent from their parents and who are pursuing a program of study that will lead to a specific high-demand, high-wage job. Requires the Commission to submit, not later than November 1, 2014, to the legislative council a report that provides information about the part-time student population in Indiana, including the population's size, its financial need, its completion rates, and recommendations for increasing the population's completion rates using financial support and student incentives.
- SB331 – Second Service for Veterans – Establishes the Second Service for Veterans program to attract veteran students to the teaching profession. Requires a state educational institution to adopt a policy to award educational credit to a veteran or an individual serving in the armed forces of the United States or the Indiana National Guard who completes courses.
- HB1290 – Health of Student Athletes – Requires the Commission for Higher Education to disseminate guidelines, information sheets, and forms to a postsecondary educational institution's athletic department to inform and educate coaches and student athletes of the nature and risk of sudden cardiac arrest. Requires that a student-athlete who is suspected of experiencing a symptom of sudden cardiac arrest must be removed from the athletic activity at the time the symptom is identified.

#### **F. APPROVAL OF CANDIDATES FOR DEGREES**

Mr. Ziemer called on Assistant Provost Blunt, who referred the Trustees to Exhibit I-A, a list of candidates for doctoral, master's, bachelor's, and associate's degrees to be conferred May 2 and May 3, 2014, and recommended approval of the degrees subject to the completion of all requirements.

On a motion by Mr. Knight, seconded by Mr. Romain, award of the degrees in Exhibit I-A, subject to the completion of all requirements, was approved.

#### **G. APPROVAL OF CANDIDATES FOR HONORARY DEGREES**

Chair Ziemer called on President Bennett, who read from the USI Honorary Degree Policy, "An honorary degree from the University of Southern Indiana is the highest form of recognition granted by the institution. Individuals who have given distinguished and extraordinary service consistent with the mission of the University are eligible for consideration. That service may be to the University itself, and/or to local, statewide, national, or international communities. Individuals selected to receive an honorary degree should exemplify the highest ideals of integrity, service, and dedication to learning."

The 2013-2014 Honorary Degree Committee, chaired by Provost Rochon, made the following recommendations. In accordance with the policy, President Bennett recommended the conferral of honorary degrees during Commencement Ceremonies on Friday, May 2, 2014, be approved as follows:

DOCTOR OF LAWS TO Robert L. Reid, Provost Emeritus and Professor Emeritus of History of the University of Southern Indiana, whose leadership was instrumental in building academic programs at USI from 1975 to 2004.

DOCTOR OF ARTS TO Christa C. Thurman Sala, Curator of Textiles of the Art Institute of Chicago, and long-time friend, supporter, and volunteer for the University of Southern Indiana and Historic New Harmony.

On a motion by Mr. Knight, seconded by Mr. Romain, the candidates for honorary degrees, were approved.

## **SECTION II – FINANCIAL MATTERS**

### **A. REPORT OF FINANCE/AUDIT COMMITTEE**

Mr. Ziemer called on Finance/Audit Committee Chair Jeff Knight for a report. Mr. Knight reported the Committee met prior to the Board of Trustees meeting and recommended the approval of changes to retiree insurance eligibility, changes to the University's Defined Contribution Plan for Faculty and Administrators, and changes to PERF Retirement Benefit for Support Staff. In addition, the Committee reviewed the Completed Audit and approved the 2014 Annual Audit Plan.

### **B. APPROVAL OF RECOMMENDED CHANGES TO RETIREE INSURANCE ELIGIBILITY**

Under the current plan, full-time, benefits-eligible employees who retire from the University with 10 years of service and who are at least age 60, as well as those who meet the rule of 85 or who become totally disabled as designated by the long-term disability insurer, are entitled to continue medical, dental, and life insurance benefits under the terms of the plans during the period of retirement or the period of disability. The Benefits Study Group evaluated several options for changes to the eligibility for these insured benefits. After careful consideration, including a review of likely future unfunded liability created by these benefits, the Group recommended the following revisions to retiree insurance coverage:

- a) End retiree medical, dental, and life insurance coverage for all employees who are hired on or after July 1, 2014.
- b) Continue a life insurance benefit at retirement or disability retirement for all full-time, benefits-eligible employees who are hired on or before June 30, 2014.
- c) Continue the option of medical and dental insurance at retirement for all full-time, benefits-eligible employees hired on or before June 30, 2014, whose age plus years of service as of July 1, 2014, equals or exceeds 57 points, or whose benefits-eligible service as of July 1, 2014, is 10 or more years, and for any disabled retiree whose beginning date of disability, as determined by the University's long-term disability insurer, was on or before June 30, 2014.
- d) End the option of medical and dental insurance at retirement for all full-time, benefits-eligible employees whose age plus years of service as of July 1, 2014, is less than 57 points and whose benefits-eligible service as of July 1, 2014, is less than 10 years.

All such changes will be subject to any provisions or limitations required by the Internal Revenue Code. Mr. Rozewski recommended approval of a recommendation to the Board of Trustees for approval of the proposed changes for retiree medical, dental, and life insurance coverage effective July 1, 2014.

On a motion by Mr. Romain, seconded by Mr. Dunn, the recommended changes to retiree insurance eligibility, were approved.

### **C. APPROVAL OF RECOMMENDED CHANGES TO UNIVERSITY OF SOUTHERN INDIANA DEFINED CONTRIBUTION PLAN FOR FACULTY AND ADMINISTRATORS**

Under the current University of Southern Indiana Defined Contribution Plan for full-time, eligible faculty and administrators, the University of Southern Indiana makes the following employer contribution: 11 percent of the first \$10,800 of salary plus 15 percent of the portion of salary above \$10,800. After careful consideration, the Benefits Study Group recommended a reduction in the University contribution, but with an off-setting one-time special base salary adjustment as follows:

- a) Amend the Defined Contribution Plan to allow for a fixed employer contribution of 11 percent of appointment salary, to take effect at the beginning of the next plan year, July 1, 2014.
- b) When the employer contribution is amended, include a grandfather clause that allows the following two groups to continue to receive the current 11 percent /15 percent contribution:
  - i. Retired employees who have already begun an Early Retirement benefit period before or on July 1, 2014, for the remainder of the post-retirement contribution period; and

- ii. Disabled retired employees who have been or will be determined to be eligible for post-retirement benefits under the Long-Term Disability plan in place through December 31, 2013, with The Standard, for disabilities that are determined to have begun during 2013 or earlier, even if approved after 2013, for the length of such disability period.

NOTE: This Board was advised in November 2013, of the change of carriers for disability from The Standard to Sun Life effective January 1, 2014, due to a significant (over 80 percent) premium increase from The Standard. The new policy with Sun Life no longer provides for a post-disability retirement contribution and thus requires a modification in the Defined Contribution Plan to end that contribution for those whose disabilities are determined by the insurer to have begun on or after January 1, 2014.

- c) Amend the plan name to the "University of Southern Indiana Defined Contribution Plan for Faculty and Administrators" effective July 1, 2014.
- d) Provide a special one-time base salary increase to all full-time faculty and administrators hired on or before June 30, 2014, and to written offers for full-time faculty and administrators extended on or before March 6, 2014, equal to the amount of the University contribution decrease on their June 30, 2014, salary, plus the faculty or administrator's actual Social Security tax (if any) and Medicare tax on that one-time base salary increase.

All such changes will be subject to any provisions or limitations required by the Internal Revenue Code. Mr. Rozewski recommended approval of a recommendation to the Board of Trustees for approval of the proposed changes for the University of Southern Indiana Defined Contribution Plan effective January 1, 2014, and July 1, 2014. University Administration is authorized to enter into such amendment documents as needed to make these plan changes.

On a motion by Mr. Knight, seconded by Mr. Boots, the recommended changes to the University of Southern Indiana Defined Contribution Plan for Faculty and Administrators, were approved.

#### **D. APPROVAL OF RECOMMENDED CHANGES TO PERF RETIREMENT BENEFITS FOR SUPPORT STAFF**

Currently, all support staff in regular (non-temporary) assignments with a 50 percent schedule or more are eligible for PERF retirement benefits. The PERF benefits consist of (1) an Annuity Savings Account with a required three percent contribution that is paid by the University; and (2) a defined benefit or pension plan which provides a disability pension after five years of service and a retirement pension after age 60 and 15 years of service, age 65 and 10 years of service, and other age/service combinations. For this benefit, the University pays an actuarially determined cost, subject to change each year; for the current fiscal year, the plan costs the University 11.2 percent, resulting in a total University contribution for support staff of 14.2 percent.

Because the PERF benefits are provided under provisions of Indiana code, the University has determined that such benefits must continue to be provided for existing eligible support staff and for any re-hired support staff member who was in a PERF-eligible position during a previous period of employment. Therefore, after careful review and consideration, the Benefits Study Group recommended that:

- a) All PERF-eligible support staff currently employed or employed through June 30, 2014, and all re-hired support staff in a PERF-eligible position during a previous period of employment, will retain eligibility for PERF retirement benefits.
- b) A new Defined Contribution Plan for Support Staff should be created to take effect July 1, 2014, for only newly hired support staff in regular assignments with a 50 percent or greater schedule, with an employment date on or after July 1, 2014, and no prior PERF-eligible employment with the University of Southern Indiana. The new Defined Contribution Plan for Support Staff should be established with TIAA-CREF, with the same immediate vesting and other features as the Defined Contribution for Faculty and Administrators, but with a fixed employer contribution of seven percent of compensation and using the PERF definition of eligible compensation.

Mr. Rozewski recommended approval of a recommendation to the Board of Trustees for approval of the proposed changes including creation of a new University of Southern Indiana Defined Contribution Plan for Support Staff effective July 1, 2014. University Administration is authorized to notify the State of Indiana and to enter into such plan documents as needed to make these changes.

On a motion by Mr. Knight, seconded by Ms. MacDonell, recommended changes to PERF retirement benefits for support staff, were approved.

## **E. REPORT ON CURRENT CONSTRUCTION PROJECTS**

Mr. Ziemer called on Vice President Rozewski, who introduced Director of Facility Operations and Planning Steve Helfrich for a report on the status of current construction projects. Exhibit II-A is a summary of the cost and funding sources for each project.

Mr. Helfrich advised that construction continues on the Teaching Theatre. Interior construction is progressing on schedule. He noted the interior general construction work, including the catwalk systems are in place and the architectural metal feature wall is being installed. Mr. Helfrich informed the Trustees that exterior construction has been hampered by severe winter weather and also by the failure of the sandstone supplier in Brazil, Indiana to meet delivery deadlines. He noted the overall project is approximately two months behind schedule; however, the theatre should be complete in June or July, in time for the start of the 2014 fall semester.

Mr. Helfrich reported that repair and repainting of the metal stairs and handrails on the Atheneum in New Harmony has continued throughout the winter, although sporadic due to inclement weather, and should be complete by beginning of summer 2014.

Work on the Theater Support Building has halted due to inclement weather, but will resume by April 2014. The building will provide 15,000 square feet for theater scene and set construction, costume making and storage, and other technical spaces to support the performances in the Teaching Theatre.

Mr. Helfrich noted the last project under construction is the replacement of the air handling units in the Technology Center shop areas. The units have been ordered; however, the actual replacement of the units will be performed during the summer months when fewer classes and labs are held in the building.

Mr. Helfrich provided an update on several projects in design. The design of the Conference Center is about 90 percent complete and construction should begin this summer. The third and final phase of renovation of the lower level Science Center will begin in May and continue through the summer. Two Student Housing apartment buildings, the Willard and Chase Buildings in McDonald East, are scheduled for renovation this summer.

He advised that phase one of the Orr Center classroom renovation will begin soon and noted that the second level classrooms have not been updated since 1990. Updating the technology and finishes in all classrooms could be a three-year project.

Mr. Helfrich concluded with a summary of a campus-wide Energy Management System upgrade currently in the planning stage. The system will monitor and control all major campus buildings and will operate the boilers, chillers, pumps, and associated equipment in the Central Heating and Cooling Plant in the Physical Plant. The system will save energy and allow USI to operate the buildings more efficiently.

### SECTION III – PERSONNEL MATTERS

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

Mr. Ziemer called on Vice President Rozewski, who reviewed the annual authorization for employment of faculty and staff and recommended approval.

On a motion by Mr. Knight seconded by Mr. Calloway, President Bennett was authorized 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. Mr. Ziemer, chair of the Board of Trustees, was authorized to convey to the president her employment contract, including salary and benefits.

#### B. REPORT ON FACULTY AND ADMINISTRATIVE RETIREMENTS

Mr. Ziemer called on Assistant Provost Blunt, who reviewed the following faculty and administrative retirements.

Assistant Professor of Social Work Paul Frazer, in accordance with the revised retirement policy, will retire effective July 1, 2015, including leave with pay for the period January 7, 2015, through May 6, 2015. Retirement service pay based on 21 years of service to the University will be paid as of June 30, 2015.

Art Director of Publishing Services Michael Harbison, in accordance with the regular retirement policy, will retire effective March 29, 2014.

Director of Publishing Services Leslie Parker, in accordance with the early retirement policy, will retire effective January 1, 2015, including leave with pay for the period July 1, 2014, through December 31, 2014. Retirement service pay based on 16.25 years of service to the University will be paid as of December 31, 2014.

Associate Professor of Engineering David Schultz, in accordance with the regular retirement policy, retired effective February 1, 2014.

Assistant Professor of Advertising Robert E. West, Jr., in accordance with the regular retirement policy, will retire effective January 1, 2015.

#### C. APPROVAL OF EMERITUS STATUS

Mr. Ziemer called on Assistant Provost Blunt, who recommended approval of the following emeritus titles. On a motion by Ms. MacDonell seconded by Mr. Romain, the following titles were approved.

Assistant Professor Emeritus of Social Work Paul Frazer


Director Emerita of Publishing Services Leslie Parker

Associate Professor Emeritus of Engineering David E. Schultz

Assistant Professor Emeritus of Advertising Robert E. West, Jr.

There being no further business, the meeting was adjourned at 11:12 a.m.

Respectfully submitted,

  
Amy MacDonell  
Secretary



**CANDIDATES FOR DEGREES  
UNIVERSITY OF SOUTHERN INDIANA  
MAY 2 AND 3, 2014**

**DOCTOR OF NURSING PRACTICE**

Roxanne Beckham  
Patricia L. Bushor  
Cherona J. Hajewski  
Deborah S. Judge  
Susan E. Kraft  
Manuela R. Lescault  
Linda L. Phelps  
Julie A. Poore  
Joel M. Regalado  
Mary K. Schupp  
Debra L. Servello  
Elizabeth J. Stamper  
Evelyn K. Stephenson  
Carole E. Sullivan  
Lois M. Welden  
Marie A. Wilks

**MASTER OF ARTS IN  
COMMUNICATION**

Erica R. Brooks  
Cindi S. Clayton Schnitker  
Liesl K. Disch  
Erin E. Dunn  
Grisel B. Espinoza  
Sarah B. Harlan  
Sarah E. Nelson  
Danielle R. Norris  
Brandi C. Weyer

**MASTER OF ARTS IN  
LIBERAL STUDIES**

Mayu Takaiwa

**MASTER OF BUSINESS  
ADMINISTRATION**

Joshua W. Ackerman  
Mark W. Bertram  
Yaoming Gong  
Nolan R. Harmon  
Whitney L. Litkenhus  
Eric W. Manley  
Kevin L. Mattingly  
Marie J. Niemerg  
Jamie I. Schaefer

Luke A. Voegel  
Cody W. Voyles  
Kaycie M. Winstead

**MASTER OF HEALTH  
ADMINISTRATION**

Ryan B. Case  
Marcia A. Hall  
Emily E. Hurless  
Trisha M. Johnson  
Ashley N. Lancaster  
Casey J. Logan  
Deanna M. McAllister  
Roberta M. Mitrisin  
Samantha N. Sawyer  
Chelsey D. Sechrest  
Brandyln L. Sitzman  
Brandon J. Spack

**MASTER OF PUBLIC  
ADMINISTRATION**

Ramona Harvey  
Nicholas J. Wildeman

**MASTER OF SCIENCE  
IN EDUCATION**

Michael B. Austin  
Brooklyn D. Barrett  
Dustin D. Boyer  
Amanda J. Brown  
Brandon D. Buck  
Melissa C. Dartt  
Katie E. Dausman  
Mika K. Davis  
Susan M. Hall  
John D. Hubbard  
Madeline E. Huff  
Mayuko Itoh  
Donna S. Krampe  
Kara A. Lewis  
Leeann McCarty  
Whitney W. McElwee  
Hiroko Miyamoto  
Amy E. Moore  
Theodore M. O'Brien

Jill M. Reuber  
Miranda J. Rideout  
Melissa D. Ross  
Audrey M. Sansing  
Carrie A. Schmitt  
Mary K. Schmitt  
Jessica L. Scott  
Lindsey R. Sickbert  
Ronda F. Stone  
Erica L. Thomas  
Alicia J. Tromley  
Stephanie M. Ulrich  
Stacy J. Watson  
Jenna S. Weir  
Sarah R. Wellmeier  
Heather D. Werry  
Ermil A. Wilhite  
Deborah L. Yoder

**MASTER OF SCIENCE IN  
INDUSTRIAL MANAGEMENT**

Kiran M. D'Silva

**MASTER OF SCIENCE  
IN NURSING**

Beth L. Adkins  
Mary L. Arnold  
Leticia A. Bahr  
Sheri D. Barnett  
Andrea R. Borders  
Carl B. Bowman  
Jacqueline J. Braun  
Jeanne L. Braun  
Laurie A. Brooks  
Matrika J. Brown  
Megan R. Burch  
Jean L. Burden  
Emily R. Burkett  
Melinda A. Clark  
Jinnyi L. Clements  
Jessica N. Collins  
Allyson E. Crawford  
Heidi E. Curtis  
Cassie L. Davis  
Shellye A. Davis

Lisa M. DeCarlo  
Jacqueline M. Dennis  
Amy N. Dinga  
Sara J. Dombroski  
Stephanie R. Durbin  
Elizabeth A. Durham  
Lisa A. Eagans  
Kelly A. Eastman  
Amanda N. Elikofer  
Jayme L. Farley  
Kinsie L. Fisher  
Donna M. Fitzgerald  
Christy B. Flores  
Amy M. Frasure  
Sarah E. Freeman  
Meghann E. Funk  
Erin B. Georges  
Christopher Gertig  
Jaime S. Gish  
Elisia j. Grewe  
Jennifer Gruber  
Shawna E. Haywood  
Jill E. Heilskov  
Jennifer L. Hercamp  
Erica R. Hermiller  
Tina M. Holbrook  
Nicole C. Hoyt  
Cara D. Huebner  
Debbie J. Hundley  
Monica R. Keller  
Lynn A. Kessler  
Lindsey J. Knepp  
Maegan E. Korte  
Ashley M. Kuester  
Kathleen L. Lampert  
Krista N. Land  
Amber R. Lang  
Emily R. Leinenbach  
Linda J. Linneweber  
Jacklyn J. Logue  
Stacy A. Mattingly  
Ebele O. Mbeledogu  
Kelley A. McArthur  
Candice M. McCool  
Caitlin E. Miller  
Sylvia R. Moore  
Angela R. Naylor-Cannon  
Jennifer J. Nelson  
Cheryl S. Newcomb  
Kimberly M. O'Day  
Cathy L. Payne  
Josh Payne  
Nikolette G. Pazell  
Christy A. Petit  
Samantha K. Polk  
Amber N. Powell  
Angela L. Puckett  
Michele Y. Renze

Ashley J. Rhinehart  
Kimberlie S. Rhodes  
Alisha A. Richins  
Victoria Riddle  
Dawn R. Rogers  
Kimberly J. Salee  
Bridget M. Schmitt  
Beth A. Seymour  
Kimberly D. Shelton  
Margaret S. Simmons  
Martha L. Sims  
Pamela M. Stevens  
Nicole R. Stricklen  
Senta Thompson  
Lisa J. Thomson  
Deborah L. Vallery  
Andrew T. Weisman  
Jodi A. Wheelock  
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Sarah E. Gott  
Samantha R. Stuteville

**Summary  
Construction Projects  
March 6, 2014**

**Projects Under Construction**

**Teaching Theatre**

**Project Cost** **\$ 17,250,000**

Funding Sources:

Bond Issue (Repaid with Student Fees)	\$ 13,000,000
Special Projects Reserves	\$ 2,250,000
USI Foundation	\$ 2,000,000

**Atheneum (New Harmony) - Exterior Metal Painting**

**Project Cost** **\$ 250,000**

Funding Source: Special Projects Reserves

**Theatre Support Building**

**Project Cost** **\$ 1,900,000**

Funding Sources:

Teaching Theatre Project	\$ 400,000
Special Projects Reserves	\$ 1,500,000

**Technology Center Air Handling Unit Replacement**

**Project Cost** **\$ 250,000**

Funding Source: Special Projects Reserves

**Projects in Design**

**Conference Center**

**Project Cost** **\$ 5,750,000**

Funding Source:

Private Gifts	\$ 5,000,000
Auxiliary Systems Reserves	\$ 750,000

**Visitor's Center**

**Project Cost** **\$ 2,000,000**

Funding Source: Private Gifts

**Projects in Design Continued**

**Science Center - Lower Level Renovation**

**Project Cost** \$ 1,250,000

Funding Source: Legislative Appropriation - 2013

**Technology Center Renovation**

**Project Cost** \$ 750,000

Funding Source: Legislative Appropriation - 2013

**Student Housing Apartment Building Renovation - 2014**

**Project Cost** \$ 650,000

Funding Source: Housing Reserves

**Parking Lot A, B, and C Landscape Improvements**

**Project Cost** \$ 500,000

Funding Source: Landscape Reserves

**Robert D. Orr Center Classroom Renovation - Phase I**

**Project Cost** \$ 284,000

Funding Source: General Repair and Rehabilitation Appropriation

**Energy Management System Upgrade**

**Project Cost** \$ 400,000

Funding Source: General Repair and Rehabilitation Appropriation

**Science Center Suite 2206 Renovation for Disability Services**

**Project Cost** \$ 150,000

Funding Source: Special Projects Reserve