AGENDA

UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES

November 1, 2007

SECTION I - GENERAL AND ACADEMIC MATTERS
A. APPROVAL OF MINUTES OF SEPTEMBER 6, 2007, 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

SECTION II – FINANCIAL MATTERS
A. ANNUAL REPORT OF STUDENT FINANCIAL ASSISTANCE
B. REPORT OF THE FINANCE/AUDIT COMMITTEE
C. APPROVAL OF ANTHEM BLUE CROSS/BLUE SHIELD GROUP HEALTH INSURANCE AND HEALTH RESOURCES, INC. DENTAL INSURANCE PREMIUM RATES
D. APPROVAL OF WELBORN HMO GROUP HEALTH INSURANCE AND HEALTH RESOURCES, INC. DENTAL INSURANCE PREMIUM RATES
E. APPROVAL OF SECTION 125 FLEXIBLE BENEFIT PLAN ADMINISTRATIVE FEE
F. REPORT OF THE CONSTRUCTION COMMITTEE
G. APPROVAL OF AUTHORIZING RESOLUTION FOR THE UNIVERSITY CENTER EXPANSION/RENOVATION PROJECT
H. APPROVAL OF AUTHORIZING RESOLUTION FOR THE BUSINESS AND ENGINEERING CENTER PROJECT
I. UPDATE ON CURRENT CONSTRUCTION PROJECTS

SECTION III – PERSONNEL MATTERS
A. APPROVAL OF PERSONNEL ACTIONS
AGENDA
SUPPLEMENTAL INFORMATION
UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES

November 1, 2007

SECTION I - GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF SEPTEMBER 6, 2007, MEETING – Need motion to approve

B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION – Call on Vice President Krug

C. REPORT OF THE LONG-RANGE PLANNING COMMITTEE – Call on Mr. Calloway

The Long-Range Planning Committee will meet prior to the Board of Trustees meeting on November 1, 2007. A report will be presented.

D. PRESIDENT’S REPORT – Call on President Hoops

E. APPROVAL OF CANDIDATES FOR DEGREES – Call on Provost Bennett

The candidates for master, baccalaureate, and associate degrees to be conferred December 8, 2007, are listed in Exhibit I-A.

Approval to award the degrees presented in Exhibit I-A, subject to the completion of all requirements, is recommended.
SECTION II — FINANCIAL MATTERS

A. ANNUAL REPORT OF STUDENT FINANCIAL ASSISTANCE — Call on Vice President Parrent

A summary will be presented on student financial assistance administered by the University during the 2006-2007 academic year.

B. REPORT OF THE FINANCE/AUDIT COMMITTEE — Call on Mr. Knight

The Finance/Audit Committee will meet prior to the Board of Trustees meeting on November 1, 2007. A report will be presented.

C. APPROVAL OF ANTHEM BLUE CROSS/BLUE SHIELD GROUP HEALTH INSURANCE AND HEALTH RESOURCES, INC. DENTAL INSURANCE PREMIUM RATES — Call on Vice President Brinker

The University of Southern Indiana offers two health insurance programs through Anthem Blue Cross/Blue Shield - the Blue Access 200 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 80.16 percent of paid premiums under the Cost Plus funding arrangement. Anthem projects an increase of approximately 18 percent in claims in 2008 based on trend factors of 13 percent for medical and 15.5 percent for prescription drugs.

In 2007, 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 200 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 2008.

The following items provide 2008 plan renewal information for the Anthem Blue Cross/Blue Shield Group Health Insurance and Health Resources, Inc. Dental Plans.

BLUE ACCESS 200 PLAN — (PREFERRED PROVIDER ORGANIZATION: PPO)

The Blue Access 200 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. Effective January 1, 2007, the plan became the Blue Access 200 Plan due to an increase in the deductible. The following monthly premium rates for the Blue Access 200 Plan are recommended for a 12-month period beginning January 1, 2008.

The proposed medical premium rates for the Blue Access 200 Plan for 2008 reflect a 7.5 percent increase for single memberships, a 5.4 percent decrease for employee and child(ren) memberships, a 5.1 percent decrease for employee and spouse memberships, and a 5.4 percent increase for family memberships for active employees. The proposed medical premium rates for the Blue Access 200 Plan for 2008 reflect an 8.2 percent increase for retiree (over 65) memberships.
There is one plan design change recommended for 2008:

- Urgent Care Visit Co-Payment – Change from $25 to $35

For 2008, the University proposes continuation with the Cost Plus financial arrangement.

The 12-month renewal rates effective January 1, 2008, for Health Resources, Inc. dental insurance reflect a 3 percent rate increase for single memberships and a 1.5 percent rate increase for employee and child(ren), employee and spouse, and family memberships. A comprehensive review of claims paid by Health Resources, Inc. indicates dental claims totaled 88.26 percent of paid premiums for the time period of July 2006 through June 2007. The renewal rates effective January 1, 2008, are determined by claims experience by membership group for USI employees and dependents and increased dentists' fees.

The 2008 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 395 active employees and 143 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.

### 2008 MONTHLY PREMIUM RATES
**ANTHEM BLUE CROSS/BLUE SHIELD – BLUE ACCESS 200 PLAN**

<table>
<thead>
<tr>
<th></th>
<th>BC/BS MEDICAL PREMIUM</th>
<th>HRI DENTAL PREMIUM</th>
<th>POST-RETIREMENT CONTRIBUTION</th>
<th>2008 TOTAL MONTHLY PREMIUM</th>
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**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, 2008.

The proposed medical premium rates for the Blue Access 500 Plan for 2008 reflect an 8.8 percent increase for single memberships, a 2.7 percent decrease for employee and child(ren) and employee and spouse memberships, and a 6.8 percent increase for family memberships for active employees. The proposed medical
premium rates for the Blue Access 500 Plan for 2008 reflect a 5.5 percent decrease for retiree (over 65) memberships.

No plan design changes are recommended for 2008.

For 2008, the University proposes continuation with the Cost Plus financial arrangement.

The 12-month renewal rates effective January 1, 2008, for Health Resources, Inc. dental insurance reflect a 3 percent rate increase for single memberships and a 1.5 percent rate increase for employee and child(ren), employee and spouse, and family memberships. A comprehensive review of claims paid by Health Resources, Inc. indicates dental claims totaled 88.26 percent of paid premiums for the time period of July 2006 through June 2007. The renewal rates effective January 1, 2008, are determined by claims experience by membership group for USI employees and dependents and increased dentists’ fees.

The 2008 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 249 active employees and three retirees. 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 and Health Resources, Inc. with the following rate schedule using the Cost Plus financial arrangement is recommended.

### 2008 MONTHLY PREMIUM RATES

**ANTHEM BLUE CROSS/BLUE SHIELD – BLUE ACCESS 500 PLAN**

<table>
<thead>
<tr>
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D. APPROVAL OF WELBORN HMO GROUP HEALTH INSURANCE AND HEALTH RESOURCES, INC.

**DENTAL INSURANCE PREMIUM RATES** – Call on Vice President Brinker

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 added an out-of-area network, Multiplan National, to provide in-network benefits to employees who live outside the local area. The enhanced network is an added benefit for 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 98.54 percent of paid premiums for the time period of June 2006 through May 2007.

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 2008.

The proposed medical premium rates for the Welborn HMO for 2008 reflect an 11.9 percent rate increase for active employee memberships. The expected medical premium rates for retiree (over 65) memberships reflect an 11.9 percent rate increase, but will not be confirmed until mid-November 2007.

There is one plan design change recommended for 2008:

- **Deductible** – Increase from $100/$200 to $200/$400

The 12-month renewal rates effective January 1, 2008, for Health Resources, Inc. dental insurance reflect a 3 percent rate increase for single memberships and a 1.5 percent rate increase for employee and child(ren), employee and spouse, and family memberships. A comprehensive review of claims paid by Health Resources, Inc. indicates dental claims totaled 88.26 percent of paid premiums for the time period of July 2006 through June 2007. The renewal rates effective January 1, 2008, are determined by claims experience by membership group for USI employees and dependents and increased dentists' fees.

The 2008 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 123 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, including plan design changes, and Health Resources, Inc. with the following rate schedule is recommended.

### 2008 MONTHLY PREMIUM RATES

**WELBORN HMO**

<table>
<thead>
<tr>
<th></th>
<th>WELBORN MEDICAL PREMIUM</th>
<th>HRI DENTAL PREMIUM</th>
<th>POST-RETIREMENT CONTRIBUTION</th>
<th>2008 TOTAL MONTHLY PREMIUM</th>
<th>2007 TOTAL MONTHLY PREMIUM</th>
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* Expected 2008 medical premium rates
E. APPROVAL OF SECTION 125 FLEXIBLE BENEFIT PLAN ADMINISTRATIVE FEE – Call on Vice President Brinker

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 27.5 percent of eligible employees participate in the uninsured medical expense and dependent care reimbursement plans, and 99.4 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 2006 plan year, University savings were $154,056 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, 2008.

Approval to renew the contract with The Nyhart Company beginning January 1, 2008, to administer the Section 125 Flexible Benefit Plan with the quoted per-participant rate is recommended.

F. REPORT OF THE CONSTRUCTION COMMITTEE – Call on Mr. Knight

The Construction Committee will meet prior to the Board of Trustees meeting on November 1, 2007. A report will be presented.

G. APPROVAL OF AUTHORIZING RESOLUTION FOR THE UNIVERSITY CENTER EXPANSION/RENOVATION PROJECT – Call on Vice President Rozewski

Approval of the following resolution is recommended.

WHEREAS, the University of Southern Indiana Board of Trustees wishes to proceed with the planning and construction of the University Center Expansion/Renovation Project as submitted in the 2003-2005 Capital Improvement Budget Request, authorized by the 2003 Indiana General Assembly, and supplemented by the 2006 Indiana General Assembly; and

WHEREAS, the project, which is not eligible for fee replacement, received bonding authorization in the amount of $13.75 million from the General Assembly; and

WHEREAS, this bonding authorization will be supplemented by the proceeds of previous borrowing and various reserves and fund balances, such that a $17,650,000 project is planned; 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 Construction Committee to approve design plans, cost estimates, and construction schedules; to review construction bids; to award contracts or reject any or all construction bids for the project; and to report the progress of the project to the Board of Trustees;

FURTHER RESOLVED that the Treasurer is authorized to issue a Request for Proposal to solicit investment banking firms interested in providing service to the University in financing the University Center Expansion/Renovation Project;
FURTHER RESOLVED that the Finance/Audit Committee is authorized to evaluate results of investment banking proposals; accept a proposal or reject all proposals; approve all financing plans on behalf of the Board of Trustees; and report its actions to the Board;

FURTHER RESOLVED that the President is authorized to request the Indiana Commission for Higher Education, the Indiana State Budget Committee, and the Governor of the State of Indiana to approve the University Center Expansion/Renovation Project.

H. APPROVAL OF AUTHORIZING RESOLUTION FOR THE BUSINESS AND ENGINEERING CENTER PROJECT — Call on Vice President Rozewski

Approval of the following resolution is recommended.

WHEREAS, the University of Southern Indiana Board of Trustees wishes to proceed with the planning and construction of the Business and Engineering Center project as submitted in the 2005-2007 Capital Improvement Budget Request, with design authorized by the 2005 Indiana General Assembly and construction funding authorized by the 2007 Indiana General Assembly; and

WHEREAS, the project, which is eligible for fee replacement, therefore received additional bonding authorization in the amount of $29,900,000 from the General Assembly; 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 Construction Committee to approve design plans, cost estimates, and construction schedules; to review construction bids; to award contracts or reject any or all construction bids for the project; and to report the progress of the project to the Board of Trustees;

FURTHER RESOLVED that the Treasurer is authorized to issue a Request for Proposal to solicit investment banking firms interested in providing service to the University in financing the Business and Engineering Center Project;

FURTHER RESOLVED that the Finance/Audit Committee is authorized to evaluate the results of investment banking proposals; accept a proposal or reject all proposals; approve all financing plans on behalf of the Board of Trustees; and report its actions to the Board;

FURTHER RESOLVED that the President is authorized to request the Indiana Commission for Higher Education, the Indiana State Budget Committee, and the Governor of the State of Indiana to approve the Business and Engineering Center Project.

I. UPDATE ON CURRENT CONSTRUCTION PROJECTS — Call on Vice President Rozewski

A report will be presented on the status of current construction projects.
SECTION III – PERSONNEL MATTERS

A. APPROVAL OF PERSONNEL ACTIONS – Call on Provost Bennett

1. Retirement

Chair of Department of Geology and Physics and Professor of Geology Norman R. King, in accordance with the early retirement policy, has requested retirement effective July 1, 2009, including leave with pay for the period January 4, 2009, through May 10, 2009. Severance pay based on 21 years of service to the University will be paid as of June 30, 2009.

Associate Professor of Journalism Ronald C. Roat, in accordance with the early retirement policy, has requested retirement effective April 15, 2008, including leave with pay for the period November 15, 2007, through April 14, 2008. Severance pay based on 21 years of service to the University will be paid as of April 30, 2008.

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:

Chair Emeritus of Department of Geology and Physics and Professor Emeritus of Geology Norman R. King
21 years at USI, effective July 1, 2009
CANDIDATES FOR DEGREES
UNIVERSITY OF SOUTHERN INDIANA
December 8, 2007

MASTER OF ARTS
IN LIBERAL STUDIES
Debra C. Schorr
Kelly A. Smith
Renee A. Barksdale
Mary C. David
Sherri L. Stafford
Randy L. Barrett
Pamela S. Doerter
Brian A. Sullivan
Robert D. Batson
Paul B. Schmitt
Andrea K. Thomas
Maggie M. Bond
Jane E. Toth
Derrick R. Brang

MASTER OF BUSINESS
ADMINISTRATION
Blake T. Aisman
Jeff A. Lupfer
Michael B. Barley
Clay D. Cagle
Eric G. Feil
Brandon B. Callison
Robert L. Fountain
Christina K. Casteel
Nathan L. Vandiver
Aaron S. Cofield
Matthew R. Webb
Brittni R. Collins

MASTER OF HEALTH
ADMINISTRATION
Drew A. Augenstein
Elisa S. Boger
Carla M. Bagbey
Mary E. Evers
Angela C. Baker
Susanne K. Kasee
Barbara Beren
Brenda A. Sherwood
Carol J. Bunge
Joanne L. Thanavaro
Mary E. Clancy
Shelby A. Mathis
Liesl D. Fraley
Kathleen V. Fuller
Carol A. Hackworth
Linda F. Edwards
Desiree D. Mays
Brandon Fricke
Mary K. Schneider
Matthew J. Ford
Stephanie A. Wanek
Shelby A. Mathis

COLLEGE OF BUSINESS
BACHELOR OF ARTS
Casey J. Alexander
Lori L. Harvey
James E. Burke
Melissa S. Harvey
Mark A. Coburn
Christy M. Hayes
Amy K. Flake
Alan D. Heckert
Amy L. Meador
Michael J. Heil
Gabriel D. Gluesenkamp
Eric M. Hemmer
Megan A. Ipock
Robin L. Higdon
Sean T. Martin
Georgina K. Hostettler
Amy L. Meador
David E. Hurfbut
Mallory D. Minor
Christopher W. Jackson
Ryan J. O'Neil
Ryan M. Karaff
Holly A. Perry
Ethan H. Kern
John R. Perry
Kelly M. Kerns
Gregory S. Smith
Shane C. Kneer
Erica A. James
Adam C. Knepp
Shannon L. Dauby
Christopher R. Koehl
Shannon L. Dauby
Jamie L. Kueber
Brooke E. Corressell
John G. Lambert
Shannon L. Dauby
Benjamin M. McCord
Shannon L. Dauby
Natalie K. Ambrose
Nathan G. McCaughey
Andrea B. Esparza
Ashley A. Mitchell
Tara M. Schaefer
Julia A. Myers
Mary L. McLean
Vanessa J. Fritz
Eric L. Havener
Matthew S. Mason
Eric L. Havener
Seth R. Harris
Eric L. Havener

MASTER OF SCIENCE
IN ENGINEERING
Lee A. Blidrback
Reilly Ackerman
Elizabeth C. Bowen
Natalie K. Ambrose
Brooke E. Corressell
Kevin O. Alspaugh
Shannon L. Dauby
Natalie K. Ambrose
Michael B. Ellerbrook
Natalie K. Ambrose
Andrea B. Esparza
Tammie A. Kerchief
Vanessa J. Fritz
Thomas A. Jones
Andrea B. Esparza
Stephanie A. Simutis
Eric L. Havener
Sonja B. Thompson
Tara M. Schaefer
Erin A. James

COLLEGE OF BUSINESS
BACHELOR OF SCIENCE
Reilly Ackerman
Ashley A. Mitchell
Tammie A. Kerchief
Julia A. Myers
Tara M. Schaefer
Natalie K. Ambrose
Kevin O. Alspaugh
Nathan G. McCaughey
Mary L. McLean
David J. Baker
Maggie M. Bond
Natalie K. Ambrose
Nathan G. McCaughey
Derrick R. Brang
Adam J. Merkel  
Michael J. Miller  
William B. Mitchell  
Nora G. Nixon  
Christy E. Nolan  
Jeffrey T. Owens  
Laura E. Parker  
Pravina S. Patel  
Casey L. Payne  
Nathan E. Payne  
Andrew K. Poelhuis  
Eric J. Priest  
Julie A. Probus  
Bradley D. Pund  
Melissa A. Rheinhardt  
Adam W. Rietman  
Gayla L. Roberts  
Heath A. Ruder  
Steven C. Schaffer  
Gregory T. Seymour  
John M. Short  
Justin R. Shuler  
Hunter R. Slade  
Richard M. Smith  
Staci A. Smith  
Matthew T. Stratman  
Walter J. Sutherland  
David M. Swartz  
Jack S. Switzer  
Kathryn Thiesenhusen  
Betty J. Tran  
Laura E. Tretter  
Geoff M. VanWinkle  
Justin M. Vest  
Kevin E. Wesselman  
Roy S. West  
Matthew S. White  
Brandon J. Will  
Elizabeth A. Williams  
Thomas E. Willis  
Nicholas S. Wohlhueter

BOWER-SUHRHEINRICH COLLEGE  
OF EDUCATION AND HUMAN SERVICES  
BACHELOR OF SCIENCE

Jodi R. Adcock  
Lisa M. Anderson  
Lori B. Baumeyer  
Jennifer L. Bays  
Amanda R. Beaman  
Erin K. Beck  
Katherine A. Beste  
Morgan C. Bowers  
Laura M. Brady  
Donna K. Brown  
Nathan L. Christianson  
Cassie N. Clifford  
Rebecca M. Cripe  
Keri A. Crowus  
Amanda L. Dalton  
Jessica A. Douglas  
Kelli J. Dunkelbarger  
Holly M. Flesher  
Michelle M. Glenn  
Regina M. Haggenjos  
Andrew C. Hanlon  
Carrie M. Hopf  
David K. Hurm  
Derik D. Hutton  
David N. Johnson  
Jason R. Johnson  
Michelle D. Jones  
Laura B. Keach  
Heather K. Kendall  
Brian F. Kroeger  
Holly A. Lange  
Jennifer S. McClure  
Audrey M. McGee  
Allison J. Neideffer  
Zackery R. Pace  
Melissa D. Parker  
Lindsey M. Pauzuolis  
Aubrey J. Prather  
Julia J. Sanford  
Emily K. Sartore  
Angela M. Schroeder  
Lacey R. Showalter  
Shane L. Smith  
Brooke E. Stafford  
Katie S. Steber  
Leah D. Stornort  
Lesley J. Thomas  
Jared D. Totsch  
Adam W. Trauner  
Matthew H. Weddle  
Ashley N. Wheatley  
Megan D. Williams  
Samantha L. Zaiko

BOWER-SUHRHEINRICH COLLEGE  
OF EDUCATION AND HUMAN SERVICES  
BACHELOR OF SOCIAL WORK

Jerrica L. Williams

EXTENDED SERVICES  
BACHELOR OF GENERAL STUDIES

Kelli K. Duncan  
Nina N. Musgrave  
Nicole I. Pollard  
Karen R. Simon

COLLEGE OF LIBERAL ARTS  
BACHELOR OF ARTS

David A. Baker  
Audra L. Bartelt  
Carson D. Baum  
Rachel Beavin  
Sarah J. Boster  
Christopher D. Dickens  
Robert C. Fawcett  
Timothy J. Ferguson  
Kristi M. Fleck  
Brenton P. Griffin  
Taryn C. Hartle  
Erin M. Hempfling  
Gordon P. Hochstetler  
Andy Jeffries  
Erik M. Knaebel  
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