

**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/BLEU 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**

	<u>BC/BS MEDICAL PREMIUM</u>	<u>HRI DENTAL PREMIUM</u>	<u>POST- RETIREMENT CONTRIBUTION</u>	<u>2008 TOTAL MONTHLY PREMIUM</u>	<u>2007 TOTAL MONTHLY PREMIUM</u>
Single	\$439.54	\$22.84	\$8.50	<b>\$470.88</b>	\$439.68
Employee + Child(ren)	\$737.78	\$55.80	\$22.00	<b>\$815.58</b>	\$856.87
Employee + Spouse	\$980.48	\$47.26	\$22.00	<b>\$1,049.74</b>	\$1,101.74
Family	\$1,199.40	\$81.54	\$22.00	<b>\$1,302.94</b>	\$1,240.08
Over 65 (Retired)	\$291.55	\$22.84	\$8.50	<b>\$322.89</b>	\$297.81

**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**

	<u>BC/BS MEDICAL PREMIUM</u>	<u>HRI DENTAL PREMIUM</u>	<u>POST- RETIREMENT CONTRIBUTION</u>	<u>2008 TOTAL MONTHLY PREMIUM</u>	<u>2007 TOTAL MONTHLY PREMIUM</u>
Single	\$380.02	\$22.84	\$8.50	<b>\$411.36</b>	\$380.12
Employee + Child(ren)	\$650.18	\$55.80	\$22.00	<b>\$727.98</b>	\$745.52
Employee + Spouse	\$862.06	\$47.26	\$22.00	<b>\$931.32</b>	\$954.90
Family	\$1,042.76	\$81.54	\$22.00	<b>\$1,146.30</b>	\$1,078.59
Over 65 (Retired)	\$289.54	\$22.84	\$8.50	<b>\$320.88</b>	\$337.13

**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**

	<u>WELBORN MEDICAL PREMIUM</u>	<u>HRI DENTAL PREMIUM</u>	<u>POST- RETIREMENT CONTRIBUTION</u>	<u>2008 TOTAL MONTHLY PREMIUM</u>	<u>2007 TOTAL MONTHLY PREMIUM</u>
Single	\$349.18	\$22.84	\$8.50	<b>\$380.52</b>	\$342.78
Employee + Child(ren)	\$674.24	\$55.80	\$22.00	<b>\$752.04</b>	\$679.63
Employee + Spouse	\$748.78	\$47.26	\$22.00	<b>\$818.04</b>	\$737.84
Family	\$1,050.40	\$81.54	\$22.00	<b>\$1,153.94</b>	\$1,041.19
Over 65 * (Retired)	\$289.41	\$22.84	\$8.50	<b>\$320.75</b>	\$301.40

\* *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**

Mary C. David  
Pamela S. Doerter  
Paul B. Schmitt

**MASTER OF BUSINESS  
ADMINISTRATION**

Blake T. Alsman  
Michael B. Barley  
Eric G. Feil  
Robert L. Fountain  
Nathan L. Vandiver  
Matthew R. Webb

**MASTER OF HEALTH  
ADMINISTRATION**

Drew A. Augenstein  
Carla M. Bagbey  
Angela C. Baker  
Barbara Beren  
Carol J. Bunge  
Mary E. Clancy  
Liesl D. Fraley  
Carol A. Hackworth  
Desiree D. Mays  
Christie K. Rager  
Mary K. Schneider  
Stephanie A. Wanek

**MASTER OF PUBLIC  
ADMINISTRATION**

Nancy C. Dauby  
Catherine A. Simutis  
Sonja B. Thompson

**MASTER OF SCIENCE  
IN ENGINEERING**

Lee A. Bilderback  
Elizabeth C. Bowen  
Brooke E. Corressell  
Shannon L. Dauby  
Michael B. Ellerbrook  
Andrea B. Esparza  
Vanessa J. Fritz  
Eric L. Havener  
Erica A. James  
Thomas A. Jones  
Stephanie S. Kennedy  
Tammy A. Kerchief  
Ashley A. Mitchell  
Julia A. Myers  
Tara M. Schaefer

Debra C. Schorr  
Kelly A. Smith  
Sherri L. Stafford  
Brian A. Sullivan  
Andrea K. Thomas  
Jane E. Toth

**MASTER OF SCIENCE IN  
INDUSTRIAL MANAGEMENT**

Jeff A. Lupfer

**MASTER OF SCIENCE  
IN NURSING**

Elisa S. Boger  
Mary E. Evers  
Susanne K. Kasee  
Donetta S. Megdad  
Brenda A. Sherwood  
Joanne L. Thanavaro

**MASTER OF SCIENCE IN  
OCCUPATIONAL THERAPY**

Sherri D. Mathis

**COLLEGE OF BUSINESS  
POST BACCALAUREATE  
CERTIFICATES**

Alekzandr Benedict  
Andrew T. Dill  
Matthew S. Mason

**COLLEGE OF BUSINESS  
BACHELOR OF ARTS**

Casey J. Alexander  
James E. Burke  
Mark A. Coburn  
Amy K. Flake  
Gabriel D. Gluesenkamp  
Megan A. Ipock  
Sean T. Martin  
Amy L. Meador  
Mallory D. Minor  
Ryan J. O'Neil  
Holly A. Perry  
John R. Perry  
Gregory S. Smith

**COLLEGE OF BUSINESS  
BACHELOR OF SCIENCE**

Reilly Ackerman  
Kevin O. Alspaugh  
Natalie K. Ambrose  
David J. Baker

Renee A. Barksdale  
Randy L. Barrett  
Robert D. Batson  
Linnzi A. Baumann  
Maggie M. Bond  
Derrick R. Brang  
Meghann Cage  
Clay D. Cagle  
Brandon B. Callison  
Christina K. Casteel  
Aaron S. Cofield  
Britni R. Collins  
Brooks A. Corn  
Timothy W. Coudret  
Amber N. Cuellar  
Michelle A. Davis  
Kristen D. Derringe  
Jeff F. Dietsch  
Mary J. Edmiston  
Linda F. Edwards  
Matthew J. Ford  
Brandon Frick  
Marcus H. Fulkerson  
Kathleen V. Fuller  
Aubrey D. Furbee  
Scott E. Furbee  
April D. Gauer  
Ryan N. Goelzhauser  
Jason T. Gossett  
Jennifer M. Greenwell  
Zachary L. Grider  
Seth R. Harris  
Lori L. Harvey  
Melissa S. Harvey  
Christy M. Hayes  
Alan D. Heckert  
Michael J. Heil  
Eric M. Hemmer  
Robin L. Higdon  
Georgina K. Hostettler  
David E. Hurlbut  
Christopher W. Jackson  
Ryan M. Karaff  
Ethan H. Kern  
Kelly M. Kerns  
Shane C. Kneer  
Adam C. Knepp  
Christopher R. Koehl  
Jamie L. Kueber  
John G. Lambert  
Benjamin M. McCord  
Nathan G. McGaughey  
Mary L. McLean

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 ARTS**

Brandy D. Bunch  
Jeannine E. Ficko  
Michele Gondi  
Claudia J. Gonzalez  
Heather M. Ota  
Christina M. Ringo  
Brooke N. Schnell  
Emily J. Wannemuehler

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

Jodi R. Adcock  
Lisa M. Anderson  
Lori B. Baumeier  
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  
Kerri A. Crowdus  
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  
Davida 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. Pazuolis  
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. Stormont  
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  
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  
Stephanie L. Lemen  
Meghan McReynolds  
Natasha R. Miller  
Brittany R. Morrison  
Nicole L. Myers  
Steven J. Paul  
Micah R. Rainwater  
Stephanie M. Repphan  
Phillip D. Schmitt  
Brittney L. Scott  
Sara V. Shurr  
Andrew B. Smith  
Jared M. Smith  
Cynthia A. Taylor  
Nicole M. Vernon  
Megan M. Wallace  
Michael D. Weil  
Alexis M. Yattaw  
Michelangelo Zapata

**COLLEGE OF LIBERAL ARTS  
BACHELOR OF SCIENCE**

Omar Abdulla  
Jase A. Aders  
Jennifer L. Ahlfeld  
Keala E. Alldredge  
Paul R. Austill  
Barret R. Barlow  
Christopher R. Berry  
Jessica F. Bilyeu

Megan L. Burns  
Katherine M. Chandler  
Beth Charlton  
Jennifer R. Chase  
Keri A. Compton  
Diana M. Cornett  
Rachel E. Cowper  
Elyse S. Cox  
Megan E. Cremeens  
Steven M. Davies  
Jennifer M. Day  
Shane M. Dearing  
Andrew S. Dockery  
Danielle N. Dowling  
Dennis K. Dowling  
Jennifer K. Dragan  
Amanda L. Eck  
Brock D. Flamion  
Nicholas W. Folz  
Brandan R. Garrison  
Robert T. Garwood  
Rachael L. Glaser  
David M. Goins  
Lauren A. Greer  
Rachael A. Gries  
Amanda G. Griffin  
William H. Groves  
Luke A. Harris  
Matthew Harris  
James L. Hartley  
Misty D. Hill  
Belinda A. Holsing  
Jeslyn A. Horstketter  
Justin I. Hutchinson  
Beth A. Johnson  
Meagan A. Joyce  
Samantha A. Kayser  
Dashiehl L. Keys  
Anthony R. King  
Jessica D. King  
Rachel L. Kuper  
Stephanie L. LaFree  
Christina M. Lackman  
Tiffany D. Lampert  
Tiffany D. Lampert  
Morgan M. Laswell  
Gina M. Lawson  
Brian D. Locker  
Sarah E. Lynn  
Amanda K. Martens  
Eric J. Mendel  
Brian J. Muth  
Joe R. Nelson  
Jeremy L. Oliver  
Cole P. Perkins  
Tara L. Pfister  
Keith R. Powers  
Robert A. Pritchett  
Ashlee N. Prow  
Michelle D. Rainey

Thomas J. Riley  
Jacqueline N. Roberts  
Laura M. Ross  
Robert A. Saladin  
Philip R. Schaber  
Kali E. Schetzslle  
Kyle D. Schimmell  
Debra G. Schnakenburg  
Rochelle M. Serra  
Fallon B. Settle  
Natalie R. Singer  
Christina E. Skie  
Michael S. Sprinkle  
Nathan A. Stewart  
Ryan V. Stratman  
Lauren N. Tait  
Emily K. Taylor  
Jennifer D. Taylor  
Brianna H. Thompson  
Crystal R. Tran  
Crystal R. Tran  
Johnathan P. Turner  
April K. Underhill  
Shane R. Voegerl  
Andrea I. Wallace  
Brooke M. Waters  
Heidi J. Weaver  
Elizabeth A. Webster  
Nicole S. Whitney  
Lori M. Wright  
Amber M. Wynn  
Donald E. Young  
Krystal J. Young  
Amanda L. Zablocki

**COLLEGE OF NURSING AND  
HEALTH PROFESSIONS  
BACHELOR OF SCIENCE**

Calli M. Ahrmann  
Kara A. Armes  
Jana R. Ashley  
Audria A. Beasley  
Jodi M. Beckman  
Matthew A. Beyer  
Amanda K. Bottoms  
Amanda K. Bottoms  
Brandi L. Branham  
Gwinn N. Cody  
Christa K. Cole  
Melissa J. Farley  
Kellie A. Fisher  
Kendra K. Goldman  
Haley G. Grasso  
Katrina M. Guynn  
Jeana E. Kalesia  
Lindsay N. Keller  
Nicole M. Kyle  
Jonna B. Leinenbach  
Stephanie A. McDonald  
Cora C. Melton  
Jessica R. Muensterman

Carrie A. Bruggenschmidt  
Tallea M. Moore  
Mary E. Nelson  
Heather M. Opolski  
Susan A. Peters  
Season R. Schmidt  
Cody S. Speer  
Amber C. Tinner  
Andrew M. Werner  
Brenda K. Winkler

**COLLEGE OF NURSING AND  
HEALTH PROFESSIONS  
BACHELOR OF SCIENCE IN NURSING**

Charles P. Anstett  
Lori L. Barron  
Angela M. Beatty  
Kimberly A. Burrow  
Kelly R. Eck  
Semise R. Harrison-Gary  
Ann M. Held  
Sheila A. Jensen  
Amanda K. Kleihege  
Stephanie B. Krampe  
April L. McLevain  
Brian M. Payne  
Sara E. Reckelhoff  
Kristy M. Robertson  
Stacey K. Snyder  
Elisa M. Will  
Dawn M. Worman

**POTT COLLEGE OF SCIENCE  
AND ENGINEERING  
BACHELOR OF ARTS**

Sean A. Nance  
Megan E. Woodsmall

**POTT COLLEGE OF SCIENCE  
AND ENGINEERING  
BACHELOR OF SCIENCE**

Brandon J. Bernier  
Tatsiana Crabtree  
Elizabeth A. Curtis-Robinson  
Jason J. Erdy  
Kathleen Ferguson  
Phillip L. Hutchinson  
Paul W. Jellema  
Amy L. Mcguire  
Ashley E. Spencer  
Cody A. Thayer  
Joseph W. Wilder  
Ashley N. Willem  
Todd R. Yoder  
Christina M. Rheinlander

**POTT COLLEGE OF SCIENCE  
AND ENGINEERING  
BACHELOR  
OF SCIENCE IN ENGINEERING**

Derek L. Borum  
Ronald J. Estep  
Thomas M. Groves  
Joshua D. Mischler  
Travis W. Streutker

**COLLEGE OF BUSINESS  
ASSOCIATE OF SCIENCE**

Nicholas E. Anderson  
Matthew A. Armstrong  
Melanie M. Benton  
Christopher L. Bobbitt  
Krystal L. Durcholz  
Tracey S. Henry  
Aphrodite Hudson  
Gayle M. Jessie  
Lori A. Ledbetter  
John F. Limp  
Michelle A. Roy  
Angela R. Sharp

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

Emily A. Jordan

**COLLEGE OF LIBERAL ARTS  
ASSOCIATE OF SCIENCE**

Jorge Aguilar  
Emily J. Stute  
Curtis M. Truitt

**COLLEGE OF NURSING AND  
HEALTH PROFESSIONS  
ASSOCIATE OF SCIENCE**

Karissa L. Anderson  
Jana R. Baechle  
Aubrey C. Barnard  
Courtney R. Barrett  
Jennifer L. Bement  
Natalie M. Bow  
Brooke M. Condra  
Samantha S. Cotner  
Mandy Cummins  
Nicole R. French  
Nicole M. Fruchte  
Molley L. Garrison  
Jamie L. Gochenour  
Traci R. Goodman  
Jennifer L. Hanor  
Jennifer D. Hayden  
Jessica N. Keehn  
Abby M. Knebel  
Jaime L. Langhans  
Lyndsee S. Marsh

Roxanne E. Martin  
Shari R. McCraw  
Leeann D. Newby  
Amanda D. Owens  
Krista N. Peach  
Nicole I. Pollard  
Dru K. Schmitt  
Kristin K. Spitz  
Andrea Stewart  
Maegan L. Wilbanks  
Lisa M. Wood

**COLLEGE OF NURSING AND  
HEALTH PROFESSIONS  
ASSOCIATE OF SCIENCE IN  
NURSING**

Jill M. Schaber