

# University Senate Minutes

Fargo, ND 58102

North Dakota State University

October 11, 2004

## University Senate Meeting Minutes October 11, 2004

The University Senate met at 3:30 p.m. in the Peace Garden Room of the Memorial Union with Dr. C. Harter presiding and the following senators present: T. Ambrosio, B. Bahrami, S. Balaz, E. Berry, M. Bhandary, M. Boetel, S. Bornsen, K. Brooks, J. Cook, J. Council, D. Danbom, E. Eiler, L. del Rio Mendoza, L. Disrud, T. Esslinger, J. Foertsch, J. Garden-Robinson, A. Grazul-Bilska, C. Gross, R. Groves, C. Gustafson, W. Hannon, H. Hatterman-Valenti, O. Helweg, K. Howatt, A. Kallmeyer, A. Kamel, D. Katti, T. Knoepfle, J. Leitch, H.E. Lindgren, M. Mahinfalah, L. Manikowske, D. Miller, A. Montgomery, J. Olsen, L. Presser, S. Rasmussen, T. Riley, M. Robinson, N. Rogers, R.C. Schnell, D. Scott, C. Skauge, D. Steele, D. Terbizan, A. White, and D. Wittrock.

Substitutions: J. Deal for V. Clark Johnson, R. Haugen for D. Hauck, B. Randall for J. Hektner, J. Richardson for D. Hopkins, R. Harrold for P. Jensen, C. Hawley for C. Musiba, M.M. Mooney for C. Peterson, for C. Kilber, and for S. Beck for J. Larson.

### Previous Minutes

MOTION (Miller/Montgomery): to approve the minutes of the September 13, 2004, meeting as posted. MOTION PASSED WITH UNANIMOUS CONSENT.

### General Announcements

1. Provost Schnell reported that the College of Pharmacy's proposal to award additional points for in-state applicants to the Pharm.D. program has been met with resistance by the Board due to the existing reciprocity agreement between North Dakota and Minnesota.
2. Provost Schnell encouraged senators to attend President Chapman's sixth State of the University address on Thursday, October 14, 11 a.m., in Festival Concert Hall.
3. Presiding Officer Harter announced that an ad hoc committee has been established to study the effect of term limits on the level of senior faculty participation on University Senate. The committee is comprised of three former presiding officers of the Senate (T. Barnhart, D. Rider and K. Slobin).
4. S. Mehta, associate vice president for academic affairs, reported on the NDSU-India Project, and introduced Professor Singh of the Ansal Institute of Technology (AIT).

Through this "twinning program," students may study up to six semesters at AIT and transfer to NDSU in one of four undergraduate programs of study: biotechnology, business administration, computer science, and electrical or computer engineering. Arrangements also have been established for graduate-level study in the M.B.A. program. Approximately eighty prospective students for this exchange program currently are enrolled at AIT, with transfers to NDSU

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expected in Fall 2005 (M.B.A.) and Fall 2006 (undergraduate programs). Opportunities exist for NDSU students to study abroad at AIT as well.

Academic departments at NDSU review syllabi of AIT courses. They either approve them as being equivalent to NDSU courses or make suggestions for making them equivalent. AIT has been very receptive to incorporating suggestions for change into identified courses.

## **Committee Reports**

### *1. General Education:*

#### a. Rubrics for General Education Outcomes ([Attachment 1](#)):

L. Peterson, chair, shared the newly developed rubrics for general education outcomes with the Senate. The rubrics are intended to serve as guidelines to assist faculty in the development of general education courses and assist the committee in the evaluation of them. They are not all inclusive nor are they rigid rules, and eventually will become part of a web-based formative assessment tool. As they are finalized, the rubrics will be posted on the General Education web page at <http://www.ndsu.nodak.edu/ndsu/deott/gened/index.shtml>. Peterson encouraged faculty to provide suggestions and feedback as they use the rubrics.

#### b. Vertical Communication Requirement ([Attachment 2](#)):

Peterson put forth two options, developed by the English Department, for integrating vertical writing across the curriculum. Either option would affect change to the existing Communication Category of the general education requirements at NDSU. The goal of vertical writing is to provide students with advanced writing opportunities above the freshman level.

D. Sullivan, chair, and K. Brooks of the English Department were introduced to entertain questions, along with Peterson, on the proposed options. Discussion ensued on criteria for higher-level writing courses, departmental participation, impacts on teaching loads, student perceptions, and college-level support.

MOTION (Riley/Mahinfalah) for the Senate to endorse Option 2, which requires all students to complete at least six credits in written communication courses, including English 120 and one other approved writing course at the 200 level or above, to fulfill their general education writing requirement. The Senate discussed the impacts of 110 no longer counting toward general education, funding for additional writing courses (Schnell assured the Senate that funding would be available if this option were approved), and employer-identified needs for college graduates.

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MOTION (Miller) to table the original motion/vote until additional information and feedback is obtained. No second was received.

Hannon called for the previous question. Presiding Officer Harter asked if the Senate would like to cease debate on the issue and vote on the original motion. A roll call vote was required. The following senators or their substitutes voted aye: Ambrosio, Bahrami, Balaz, Bhandary, Boetel, Brooks, Clark Johnson, Council, Danbom, del Rio Mendoza, Garden-Robinson, Grazul-Bilska, Gross, Groves, Gustafson, Hannon, Hatterman-Valenti, Hauck, Hektner, Hopkins, Howatt, Katti, Lindgren, Manikowske, Musiba, Peterson, Riley, Robinson, Schnell, Scott, Skauge, and Terbizan. The following senators or their substitutes voted nay: Berry, Cook, Disrud, Eiler, Esslinger, Foertsch, Jensen, Kallmeyer, Kamel, Kilber, Knoepfle, Larson, Leitch, Mahinfalah, Miller, Montgomery, Presser, Rasmussen, Rogers, Steele, White, and Wittrock. MOTION FAILED with a 32 to 22 vote (2/3 vote is required).

MOTION (White/Miller) to table this item until the November Senate meeting. MOTION PASSED WITH UNANIMOUS CONSENT.

## 2. *Academic Affairs:*

D. Meyer, chair, introduced one new course for Senate approval ([Attachment 3](#)). MOTION (Knoepfle/Boetel) to approve the Academic Affairs report. MOTION PASSED WITH UNANIMOUS CONSENT.

## 3. *NDSU Policy Coordination Committee:*

### a. Policy 710 – Computer and Electronic Communications Facilities ([Attachment 4](#)).

J. Council, chair, briefly discussed the name change and asked for the Senate to approve this policy, with the exception of Section 2, which will be voted on at a later date. MOTION (Wittrock/Berry) to approve changes to Policy 710, with the exception of Section 2. MOTION PASSED WITH UNANIMOUS CONSENT.

### b. Listserv Guidelines ([Attachment 5](#))

Council introduced new listserv guidelines that are proposed to facilitate moderates of the faculty, staff and student lists. MOTION (Ambrosio/Skauge) to approve the guidelines for the Faculty listserv. Discussion was held on the exclusion of attachments to posted messages, the wording and use of auto-reply messages, and how the moderator(s) approves messages. MOTION PASSED WITH UNANIMOUS CONSENT.

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## 4. *Council of College Faculties:*

T. Barnhart, senate liaison, sought input on the following:

- a. Policy 305.1 – College and University Presidents’ Authority and Responsibilities ([Attachment 6](#)).
- b. Policy 605.3 – Nonrenewal, Termination, or Dismissal of Faculty ([Attachment 7](#)).
- c. Questions for Chancellor Potts – CCF representatives have a meeting scheduled with the chancellor for the week of October 11<sup>th</sup>. Contact Barnhart, A. Burnett, or H. Hatterman-Valenti with items for discussion or questions for the chancellor.

## **Unfinished Business**

### 1. Policy for DAN TES ([Attachment 8](#)):

Presiding Officer Harter reintroduced the issue of NDSU accepting credit for successfully completed DAN TES (*Defense Activity for Non-Traditional Education Support*) standard subject tests. DAN TES is administered similarly to CLEP examinations, but originally was designed for use by active duty personnel on military installations. MOTION (Eiler/Howatt) to approve the proposed policy. If departments disagree with their course/examination evaluations posted in the September and October meeting agendas, they should contact K. Wold-McCormick in the Office of Registration and Records. MOTION PASSED WITH UNANIMOUS CONSENT.

### 2. Confirmation of Spring 2004 Graduates ([Attachment 9](#)) and Summer 2004 Graduates ([Attachment 10](#)):

MOTION (Ambrosio/Terbizan) to confirm NDSU’s graduates from the previous two semesters. MOTION PASSED WITH UNANIMOUS CONSENT.

### 3. B+/C+ Grades:

Presiding Officer Harter announced that he has received mostly positive feedback regarding his proposed grading scheme. He will be sending a survey to faculty and students in the near future.

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## **New Business**

### 1. ACT Writing Test:

Presiding Officer Harter reported that the University System is considering requiring the ACT writing test for all incoming freshmen to NDUS institutions. NDSU may approve it prior to it receiving Board approval.

MOTION (Riley/Kamel) to approve the ACT Writing Test at NDSU. Student representatives raised concerns over this requirement and inquired into institutional alternatives. Discussion ensued on the purpose of this test if it not required, at least initially, for admission or placement purposes. Concern was expressed over the potentially negative impacts on students, both financially and in the college selection process. The English Department indicated it could be used as one more data point in determining levels of writing proficiency among new students.

A roll call vote was required. The following senators or their substitutes voted aye: Jensen, Katti, Musiba, Peterson, Rasmussen, Riley, Schnell, and Wittrock. The following senators or their substitutes voted nay: Ambrosio, Bahrami, Balaz, Berry, Boetel, Clark Johnson, Cook, Council, Danbom, del Rio Mendoza, Disrud, Eiler, Esslinger, Foertsch, Garden-Robinson, Grazul-Bilska, Gross, Groves, Gustafson, Hauck, Hektner, Howatt, Kallmeyer, Kilber, Knoepfle, Larson, Leitch, Lindgren, Mahinfalah, Manikowske, Miller, Montgomery, Olsen, Presser, Robinson, Rogers, Scott, Steele, Terbizan, and White. The following senators or their substitutes abstained: Brooks and Hannon. MOTION FAILED with a 8-40-2 vote.

## **Adjournment**

The meeting adjourned at 5:05 p.m.

Kristi Wold-McCormick, Ph.D.

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Attachment 1

## **Rubrics for General Education**

Rubrics for General Education Outcomes 2, 3, 4, 5, and 7 were developed to serve as:

- Guidelines to assist faculty in submitting possible General Education courses
- Guidelines to assist Committee in evaluating General Education outcomes in courses
- A basis for questions for student feedback on General Education outcomes through proposed “Web-based Formative Assessment Tool for Assessing General Education”

The rubrics will be available on the General Education homepage:

<http://www.ndsu.nodak.edu/ndsu/deott/gened/>

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Attachment 2

## Recommendation to Revise General Education Communication Requirement: Vertical Writing Requirement (two options):

### Option 1

## Recommendation to Revise General Education Communication Requirement with a Vertical Writing Requirement

**Proposed Revision of Writing Requirements:** At the request of and in consultation with the English department, the General Education Committee recommends the institution of a vertical writing requirement for General Education at NDSU.

**Option One:** This option will exempt students who do not need English 110; instead, they will be asked to take English 120 **and** one other 200 level or above approved writing course to fulfill their General Education writing requirement. If this proposal is approved by the University Senate, the initial plan is to exempt students with ACT scores of 27 in English and at least 23 in Reading from English 110. There were 157 students who met these criteria in Fall 2004, from HDE, E&A, and AHSS.

Present List of Requirements	Proposed List of Requirements
<p><b>Communication Category (C) 9 cr.</b></p> <p><i>Comm 110: Fundamentals of Public Speaking (3)</i></p> <p><i>Engl 110: College Composition I (3) (including 111 and 112)</i></p> <p><i>English 120: College Composition II (3) (including 121 and 122)</i></p>	<p><b>Communication Category (C) 9 cr.</b></p> <p><u>These Two Classes:</u></p> <p><i>Comm 110: Fundamentals of Public Speaking (3)</i></p> <p><i>English 120: College Composition II (3) (including 121 and 122)</i></p> <p><u>Plus One of the following:</u></p> <p><i>Engl 110: College Composition I (3) (including 111 and 112)</i></p> <p><i>The list of approved 200 level or above courses is yet to be determined and approved by General Education. These courses must have Engl 120 as a prerequisite. Their syllabi must conform to criteria to be established by a yet-to-be-formed "Writing across the Curriculum Committee" which will make recommendations to the General Education Committee.</i></p>

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## Option 2

### Recommendation to Revise General Education Communication Requirement with a Vertical Writing Requirement

**Proposed Revision of Writing Requirements:** At the request of and in consultation with the English department, the General Education Committee recommends the institution of a vertical writing requirement for General Education at NDSU.

**Option Two:** This option will require **all** students to complete at least 6 credits in written communication courses, including English 120 **and** one other approved writing course at the 200 level or above to fulfill their General Education writing requirement. If this proposal is approved by the University Senate, students with ACT scores of 27 in English and at least 23 in Reading from English 110 will be exempt from taking English 110. There were 157 students who met these criteria in Fall 2004, from HDE, E&A, and AHSS.

Present List of Requirements	Proposed List of Requirements
<b>Communication Category (C) 9 cr.</b>  <i>Comm 110: Fundamentals of Public Speaking (3)</i>  <i>Engl 110: College Composition I (3)</i> <i>(including 111 and 112)</i> <i>English 120: College Composition II (3)</i> <i>(including 121 and 122)</i>	<b>Communication Category (C) 9 cr.</b> <u>These Two Classes:</u> <i>Comm 110: Fundamentals of Public Speaking (3)</i>  <i>English 120: College Composition II (3)</i> <i>(including 121 and 122)</i>  <u>Plus One of the following:</u> <i>The list of approved 200 level or above courses is yet to be determined and approved by General Education. These courses must have Engl 120 as a prerequisite. Their syllabi must conform to criteria to be established by a yet-to-be-formed "Writing across the Curriculum Committee" which will make recommendations to the General Education Committee.</i>

10/1/2004

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## Academic Affairs Committee

### Approved Curricular Recommendations

<b>New Courses</b>			
<b>Dept.</b>	<b>No.</b>	<b>Title</b>	<b>Crs.</b>
ENT	360	Economic Entomology	1-3

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## POLICY CHANGE COVER SHEET

1. Effect of policy addition or change (explain the important changes in the policy or effect of this policy):

### **Section 710: Computer Facilities**

Renamed to

### **Section 710: Computer and Electronic Communications Facilities**

These proposed changes in Section 710 include moving all of the "Acceptable Use" elements to a newly revised Section 158 and focusing on administrative policies and procedures in this section and provide a new structure direction for IT governance at NDSU.

We have updated language to reflect current campus organization and have added clarification about network protection through possible control of connecting devices. We have also tried to incorporate terminology used for ConnectND (e.g. "access control officer").

2. This policy has been reviewed/passed by the following (include dates of official action):

Policy Coordination Committee 7/21/04  
Staff Senate  
University Senate  
President's Council

3. This policy was originated by (individual, office or committee/organization):

Information Technology Services  
Dr. Thomas Moberg, Vice Provost and Chief Information Officer  
Last Revised: 07/13/2004

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## **SECTION 710: COMPUTER AND ELECTRONIC COMMUNICATIONS FACILITIES**

### **SOURCE: NDSU Policy Manual**

1. Section 158 and cited SBHE policies and procedures govern acceptable use of electronic communications devices and provide definitions used in this section..
2. The NDSU Planning and Policy Council for Information Technology (PPC-IT) is appointed by the President with recommendations from the Provost and from the Vice Provost and Chief Information Officer (CIO). Membership includes senior executive officers, Deans, faculty and staff leaders, student leaders, advisory committee chairs, and the NDSU Vice Provost and Chief Information Officer. The PPC-IT serves as the recommending body for Information Technology (IT) strategic planning and institutional policy development. The PPC-IT will establish and appoint members of IT advisory committees and establish other IT governance components. Staffing and organizational support is provided by Information Technology Services. The Vice Provost and Chief Information Officer is responsible for publishing and enforcing IT policy and development of specific IT

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procedures, guidelines, and standards.

3. Batch and interactive access to the administrative computer systems (e.g. ConnectND, CICS) must be authorized by a designated access control officer. To locate the appropriate access control officer for a system, contact the office of Financial Services, Human Resources, or Registration and Records (student systems), respectively. Supervisors of users with access to the administrative computer systems are responsible for notifying the appropriate access control officer(s) when the user changes jobs or terminates employment with the University.
  4. Support for access to other campus and NDUS computer and network resources is provided through the NDSU Information Technology Services Help Desk (1-8685).
  5. If someone suspects that another individual has access to their access credentials (e.g., UserID and/or password) or has evidence of any other security breach, it should be immediately reported to the applicable access control officer, the supervisor, and the NDSU Information Technology Security Officer in Information Technology Services.
- 
6. In order to protect the campus data networks, NDSU reserves the right to control network access. Procedures may include forms of registration and/or authorization before devices are able to access the network. In the event of imminent threats or network disruption, it may also be necessary to temporarily block specific types of network traffic or isolate portions of the network. Devices may be removed from the network or have network access blocked without notice if they pose a threat to the network, the device itself, or the user(s) of the device. Examples of reasons why a device might be removed from the network or blocked include, but are not limited to, the following:
    - a. A device is used for unauthorized uses or by unauthorized users (see Policy Section 158).
    - b. Network addresses are unauthorized, misappropriated, or have been modified to avoid restrictions.
    - c. A device does not meet current device requirements.
    - d. Or a device poses a threat to the network or the user because of vulnerabilities, compromises, incompatibilities with the network, or other reasons.
- 
7. Requests for data and networking services must be made to Information Technology Services (ITS). The following procedures apply:
    - a. Work requests: Requests for Data / Networking Services forms are available on the web at [http://its.ndsu.nodak.edu/resources/forms/netwk\\_request.pdf](http://its.ndsu.nodak.edu/resources/forms/netwk_request.pdf) . If you have questions, please contact the ITS Help Desk (phone 231-8685 option 1). There is a charge for materials and labor. ITS personnel will provide an estimated cost of the project prior to installation, if requested.

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- b. All wiring for data circuits, for example Local Area Networks (LAN), in campus buildings must be installed and tested by ITS personnel or with their prior approval before it can be connected to the campus communications backbone.
- c. Departmental (or Building) LANs connected to the Campus Communication backbone must be linked through equipment authorized by Information Technology Services.
- d. Wireless access points and other radio communications devices, modems, or other remote access devices connected to the campus network must be authorized by Information Technology Services.
- e. Unauthorized mechanical or electrical alteration of any part of the network infrastructure (e.g., wall jacks, wire closets, building wiring or circuits, etc.) is prohibited. Employees and contractors are responsible for promoting the physical security of electronic computing devices and network infrastructure at all times. Access to wiring closets and other locations with computer or electronics communications equipment should be limited and strictly controlled.
- f. Assignment of network addresses (e.g., Internet Protocol addresses, domain names, etc.) is coordinated by ITS. Contact the Help Desk (231-8685 option 1) for more information.

HISTORY: July 1990; Amended February 1993; June 1996; March 1998, September 2004

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## Draft Guidelines for Main NDSU Email Lists

An item submitted to the NDSU faculty/staff/student (pick one) email list will be posted if:

1. It is directly related to University concerns.
2. It contains information that will be of general interest to the target group (i.e., faculty, staff or students).
3. It originates from a sender who has an obvious affiliation with NDSU.
4. It does not include attachments.
5. Any political or religious content is of general interest (such as announcing an on-campus event) and does not endorse a particular viewpoint or individual.
6. Ordinarily, any solicitations or advertising concern only products or activities sponsored by NDSU or by officially recognized NDSU organizations. (However, announcements that are of obvious significance to NDSU students/staff/faculty may be posted, regardless of origin.) Solicitations for participation in research projects must have prior IRB approval.
7. All content submitted to NDSU email lists must conform to Policy 158, Acceptable Use of Electronic Communications Devices.

\*There should be an automatic response to the sender when an item is submitted that includes the guidelines above and says "If your announcement does not appear within 24 hours, the list moderator has probably determined that it does not conform to the guidelines. Please review the guidelines at [*add web link*]. If you disagree, please contact the moderator [*give phone or email address*] and he/she will work with you to resolve the issue."

\*\*Sandy Holbrook has also suggested that the following notice be routinely attached to announcements:

*This message is posted as an informational service to the campus community. If you are not interested, please delete. You are asked to refrain from responding with your personal views to the individual who provided the information.*

Submitted by ad hoc committee to formulate Email List guidelines:

Jim Council, University Senate  
Janine Trowbridge, Staff Senate  
Marty Hoag, ITS  
Dick Jacobson, ITS

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## **DRAFT**

### **NORTH DAKOTA STATE BOARD OF HIGHER EDUCATION POLICY MANUAL**

**SUBJECT:** GOVERNANCE AND  
ORGANIZATION

**EFFECTIVE:** April 15, 2004

**Section:** 305.1 College and University Presidents' Authority and Responsibilities

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1. The president is the chief executive officer of the institution and a member of the Chancellor's executive staff. The president reports and is responsible to the Chancellor for all matters concerning the institution and is an advisor to the Chancellor in matters of inter-institutional policy and administration.
2. The Board delegates to the president of each institution full authority and responsibility to administer the affairs of the institution in accordance with Board policies, plans, budgets, and standards, including the management and expenditure of all institutional funds, within budgetary and other limitations imposed by law or by the Board.
3. Each president shall:
  - a. Insure effective and broad-based participation in the decision-making process from faculty, staff, students, and others in those areas in which their interests are affected.
  - b. Develop and approve or recommend to the Chancellor and the Board, in consultation with appropriate committees or members of the institution, such policies, plans, budgets, programs, and standards affecting the institution as deemed necessary, advisable or as required by the Board.
  - c. Make recommendations to the Chancellor concerning all requests for tenure.
  - d. Approve all personnel actions, except the award or change in tenure status, involving all faculty members and other institution employees.
  - e. Approve all recommendations transmitted to the Chancellor and/or to the Board from the institution.
  - f. Define the scope of authority of faculties, councils, committees and administrative officers of the institution.
  - g.

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~~Approve or veto decisions by faculty, staff, and student legislative bodies as may be provided by institution policies~~ Establish a process for adoption and implementation of institution policies and procedures that includes: (1) the president's approval before a policy takes effect; and (2) authority for the president to adopt interim policies and procedures pending action or review by faculty or other legislative body following notice to the appropriate legislative body of the proposed interim policy or procedure.

- h. Assume responsibility for the establishment of guidelines for student conduct which set forth prohibited conduct and provide for appropriate disciplinary procedures and sanctions for violation of institutional rules, consistent with standards of procedural fairness.
- i. Maintain good relations and effective communication with the Chancellor, the Board and other North Dakota institutions of higher education and cooperate with other NDUS institutions to improve academic offerings, expand access to higher education, promote faculty development, improve support services, reduce unnecessary duplication and enhance efficiency.
- j. Maintain good relations with the public by:
  - 1. Developing sound relationships between the institution and the community and region in which it is located and the public it serves,
  - 2. Establishing and administering a development program with alumni and other institutional supporters,
  - 3. Interpreting the institution and its mission to the public, and
  - 4. Developing effective communication with legislators and with other public policy makers in coordination with the Chancellor.
- k. Be accountable for all funds, property, equipment, and other facilities assigned or provided to the institution.
  - l. Implement and enforce the provisions of N.D.C.C. sec. 15-10-17.1 regarding the conduct of students, staff, faculty, and visitors to the campus.
- m. Exercise such other authority and perform such other responsibilities as may be assigned by the Chancellor or the Board.

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4. In exercising this authority and carrying out these responsibilities, a president shall strive at all times to conform to and advocate the Board's beliefs and core values.
5. Presidents are hired by and shall serve at the pleasure of the Board. Presidents shall have a written contract. The term of an initial contract may not exceed three years; the term of a subsequent contract or renewal may not exceed five years. The Board may, with written notice of one year prior to expiration of a contract term, terminate the contract without cause. The Board may dismiss a president for just cause during a contract term, following written notice of intent to do so and an opportunity for an evidentiary hearing. The Board may appoint a hearing officer to conduct the hearing and make findings of fact, conclusions of law and a recommendation to the Board, which shall then make its decision based on the hearing record.
6. A tenured faculty member at a Board institution who is appointed president shall retain that status during the term as president. The Board may, in its discretion, award a president who is not tenured academic rank, without tenure status.

**HISTORY:** See SBHE Minutes, February 19, 1982, page 5003.

Amendment SBHE Minutes, March 14, 1989, page 5800.

Amendment SBHE Minutes, May 24-25, 1990, page 6003.

Amendment SBHE Minutes, January 20, 1994, page 6427.

Amendment SBHE Minutes, May 21, 1998, page 6889.

Amendment SBHE Minutes, February 18, 2000.

Amendment SBHE Minutes, April 15, 2004.

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## NORTH DAKOTA STATE BOARD OF HIGHER EDUCATION POLICY MANUAL

**SUBJECT:** PERSONNEL

**EFFECTIVE:** November 16, 2001

**Section:** 605.3 Nonrenewal, Termination or Dismissal of Faculty

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1. A probationary appointment may be terminated, without cause, with notice to the faculty member that the appointment will not be renewed.
  - a. Notice shall be given:
    - i. Not later than March 1 of the first academic year of service if the appointment expires at the end of that academic year; or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination.
    - ii. Not later than December 15 of the second academic year of service if the appointment expires at the end of that academic year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination.
    - iii. At least twelve months before the expiration of an appointment after two or more academic years of service at the institution.
  - b. A department chair, dean or other person authorized under institution policies to give such notice shall provide written notice of the decision, including a reference to the policy section pursuant to which the action is taken. The faculty member may within ten calendar days after receipt of the notice request a reconsideration by the deciding body or individual. The faculty member may incorporate a request for mediation in the request for reconsideration. The institution shall respond in writing to the faculty member within ten calendar days after receipt of the request.
2. An institution may terminate a probationary appointment effective at the end of any contract term, with no less than 90 days notice of nonrenewal based upon a determination by the Board that a financial exigency exists which requires such action at an institution or institutions, or upon determination by the institution that such action is necessary because of loss of legislative appropriations, loss of institutional or program enrollment, consolidation of organizational units or program areas or elimination of courses. The notice of nonrenewal shall include a reference to the policy section pursuant to which the action is taken. When a

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probationary appointment is terminated pursuant to this subsection, the provisions of subsection 1 do not apply.

3. A special appointment terminates at the end of the term stated on the contract and may be renewed at the discretion of the institution.
4. A faculty member on probationary or special appointment may, within twenty calendar days after receipt of notice of nonrenewal of a probationary appointment or termination of a special appointment or, if the faculty member requests reconsideration or the parties agree to mediation under paragraph b of subsection 1, within twenty calendar days of receipt of the results of the reconsideration or conclusion of mediation, request review of the decision and a hearing by the Standing Committee on Faculty Rights by filing written notice with the deciding body or individual and the chair or the senior member of the Standing Committee on Faculty Rights. The request for review may be based on allegations that the institution failed to comply with applicable policies or gave the decision inadequate consideration, or that the nonrenewal decision violated (a) academic freedom, (b) rights guaranteed by the United States Constitution, or (c) terms of the employment contract or other written agreement. The allegation must be supported by a specification of the reasons why the decision violated these rights and a summary of the evidence supporting the allegation(s). The institution shall, within twenty calendar days of receipt of the written notice and specifications, provide a written response to the faculty member and the chair of the Standing Committee on Faculty Rights.
5. A faculty member may terminate an appointment effective at the end of the term of the appointment by giving notice in writing at the earliest possible opportunity, but not later than May 15, or one month after receiving notification by the institution of the terms of an appointment for the coming academic year, whichever date occurs later. The faculty governance structure at an institution may recommend procedures permitting a faculty member to request a waiver of this deadline in case of hardship or for other good cause defined by those procedures. An institution may provide that failure without reasonable cause by a faculty member to return a contract by the time set forth in the contract shall constitute a resignation. Any return time so established by the contract shall be reasonable.
6. An institution may terminate an appointment of a tenured faculty member following a determination by the Board that a financial exigency exists which requires such action at an institution or institutions, or upon determination by the institution that such action is necessary because of loss of legislative appropriations, loss of institutional or program enrollment, consolidation of academic units or program areas, or elimination of courses. In such cases, significant consideration shall be given to length of service and tenure status in the retention of faculty members within the affected academic unit or program area, curriculum requirements, professional achievements, breadth of competence, and equal employment opportunity. A tenured faculty member terminated pursuant to this subsection

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shall be given written notice of termination, including the reason(s) for the action, at least twelve months prior to the date of termination. Each institution shall establish procedures for implementing this policy.

- a. A tenured faculty member given notice of termination under this section may request that the institution circulate his or her vita to other academic units or program areas within the institution. In addition, the institution shall ensure that fair consideration is given to the faculty member, during the period of the terminal appointment, for vacant academic positions in the employing institution for which the faculty member is qualified. The faculty within any academic unit or program area shall have the major responsibility in determining qualifications for appointment therein. If a tenured faculty member accepts an appointment in a different academic unit or program area, the faculty member shall retain his or her tenure status, subject to approval of the Board.
  - b. A position terminated under this section shall not be filled by a replacement within two years, unless the released faculty member has been offered appointment with tenure and a reasonable time within which to accept or decline it.
  - c. The provisions of section 605.4 do not apply when a tenured faculty member is terminated under this subsection. The faculty member may, however, within twenty calendar days of receipt of notice of termination, file a request for review under processes established at the institution for that purpose.
7. In accordance with section 305.1 of these policies, the faculty governance structure at each institution shall adopt procedures by which faculty participation is solicited before notice of termination is given any tenured faculty member pursuant to subsection 6. Faculty participation shall be solicited concerning:
- a. The extent to which there are grounds for termination of tenured appointments;
  - b. Judgments determining where within the overall academic program termination of appointments may occur; and
  - c. The procedure and criteria for identifying the individuals whose appointments are to be terminated.
8. A faculty member may be dismissed at any time for adequate cause. Adequate cause means: (a) demonstrated incompetence or dishonesty in teaching, research, or other professional activity related to institutional responsibilities, (b) continued or repeated unsatisfactory performance evaluations and failure to respond in a satisfactory manner to a recommended plan for improvement; (c) substantial and manifest neglect of duty, (d) conduct which substantially impairs the individual's fulfillment of his or her institutional responsibilities or

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the institutional responsibilities of others, (e) a physical or mental inability to perform assigned duties, provided that such action is consistent with laws prohibiting discrimination based upon disability, or (f) significant or continued violations of Board policy or institutional policy, provided that for violations of institutional policy the institution must notify the faculty member in advance in writing that violation would constitute grounds for dismissal, or the institutional policy must provide specifically for dismissal as a sanction.

- a. An authorized institution officer shall give written notice of intent to dismiss and specify the reasons for the action. The officer may, in the officer's discretion, also schedule a meeting with the faculty member to discuss the action. The notice shall state that the officer will forward to the institution president a recommendation to dismiss unless the faculty member, within twenty calendar days of receipt of the notice, requests a hearing before the Standing Committee on Faculty Rights. If the faculty member does not make a timely request for a hearing, the president, upon receipt of a recommendation to dismiss, shall make a decision and provide written notice and reasons for the action to the faculty member and the chair or senior member of the Standing Committee within ten business days of receipt of the recommendation.
  - b. A faculty member may, within ten business days of receipt of notice of intent to forward to the institution president a recommendation to dismiss, request a formal hearing before the Standing Committee on Faculty Rights, pursuant to section 605.4.
  - c. Pending a final decision on dismissal for adequate cause, the faculty member may be suspended by the institution's president or assigned to other duties in lieu of suspension, if it is reasonably determined that it is in the best interests of the faculty member or the institution to do so. The faculty member's salary and fringe benefits shall continue during a period of suspension. Salary and benefits shall be terminated upon a final decision by the institution president to dismiss the faculty member following conclusion of proceedings at the institution.
9. If the administration determines that the conduct of a faculty member, although not constituting ground for termination or dismissal, provides reasonable cause for imposition of a sanction, the administration shall inform the faculty member in writing of the sanction and the reasons for the sanction. A sanction means ~~any punishment, detriment, loss of reward, restriction of privileges or other coercive measure~~ demotion, suspension (but not including suspension pending a dismissal or termination decision), salary reduction or loss of salary, or restriction or loss of privileges imposed as a formal disciplinary measure. A sanction does not include implementation of an improvement plan or performance action plan or negative comments in a performance review, letter of reprimand or other document placed in a personnel file; rights to respond to a performance review or to a letter of reprimand or other document placed in a personnel file are set forth in N.D.C.C. § 54-06-21 and institution

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grievance procedures adopted under SBHE Policy 612. If the sanction is imposed following a hearing by the Standing Committee on Faculty Rights and based on the hearing record, there is no further review. If the sanction is imposed without a hearing, the faculty member may request review upon filing with the institution's president and chair or senior member of the Standing Committee on Faculty Rights a request for review and specifications of reasons within twenty calendar days of receipt of notice of imposition of a sanction. The institution shall have twenty calendar days following receipt of the request for review to file a response. The Standing Committee on Faculty Rights shall review the matter according to procedures established at the institution for that purpose and issue a written report within twenty calendar days of receipt of the institution's response and may make a recommendation to resolve the dispute, stating its reasons. The institution shall make its final decision upon reconsideration and provide written notice of that decision to the faculty member within ten days of receipt of the report and recommendation of the Standing Committee on Faculty Rights. Upon filing of a request for review pursuant to this subsection, imposition of the sanction shall be suspended pending a final decision of the institution's president following conclusion of those proceedings.

**HISTORY:** Replaces portions of Policy 605, SBHE Minutes April 25, 1995, page 6554.  
Amendment SBHE Minutes, September 19, 1996, page 6681.  
Amendment SBHE Minutes, February 18, 2000.  
Amendment SBHE Minutes, November 16, 2001.

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## DSST – DANTES Subject Standardized Tests

Developed by The Chauncey Group International Ltd.

A subsidiary of Educational Testing Service (ETS)

[www.getcollegetcredit.com](http://www.getcollegetcredit.com)

**History:** Originally designed for the military as a way to provide individuals an opportunity to obtain college level credit for what they have learned in nontraditional ways. Now available for civilian use, the DANTES Test Control Officer (TCO) administers the exams on more than 560 military installations and official DSST test centers. The main users of the exams include adult education programs, U.S. Dept. of Defense, and two and four-year colleges and universities.

**Subject Areas:** 37 different exams in the areas of Physical Science, Humanities, Social Sciences, Applied Technology, and Business

**Awarding College Credit:** The American Council on Education (ACE) recommends the number of credits awarded for each exam passed. Institutions may require higher than minimum ACE-recommended scores in order to award credit. ACE has also established the minimum standard scores required for CLEP examinations. The minimum score is equal to receiving a 'C' in the course.

**Level of College Credit:** DANTES offers two levels of examination, lower level (100-200) and upper level (300-400). Each exam is designated with either a B = Baccalaureate or BU = Baccalaureate Upper division making the student aware of the content level of the exam.

**Area Institutions Accepting DSST:** *ND* = Dickinson State University, Lake Region State College, North Dakota State College of Science, University of North Dakota – Lake Region, University of Mary; *MN* = Bemidji State University, Central Lakes College, Concordia College, Minnesota State University Moorhead, St. Cloud State University, University of Minnesota

**Exam Cost:** DSST exams are currently \$45. This fee includes the exam administration and two score reports; one sent directly to the student and one sent to the institution of the student's choice as indicated on the answer sheet. Additional transcripts may be requested for \$20. (Compare cost to CLEP: exams are \$50 and transcripts \$20).

**Attachments Include:** ACE credit recommendation, which outlines the subject area, exam title, credit, awarded in semester hours, and minimum score requirements. Exam fact sheet for one B level exam (*A History of the Vietnam War*) and one BU level exam (*The Civil War and Reconstruction*), each complete with content

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percentages broken down by area, sample questions, and reference information, and an example of a score report (transcript).

## DANTES Examination Equivalencies

Examination	NDSU Course Equivalent*	Gen Ed	Credit	Minimum Score**
Fundamentals of College Algebra	MATH 103		3	47
Principles of Statistics	Free Elective		3	48
Art of the Western World	ART 111	A/D	3	48
Contemp West Europe: 1946-1990	Free Elective		3	48
Intro to the Modern Middle East	Free Elective		3	44
Human/Cultural Geography	GEOG 151	B/G	3	48
Rise and Fall of the Soviet Union	Free Elective		3	45
A History of the Vietnam War	Free Elective		3	49
Civil War and Reconstruction	Free Elective		3	47
Foundations of Education	Free Elective		3	46
Lifespan Developmental Psychology	PSYC 250	B	3	46
General Anthropology	ANTH 111	B/D	3	47
Drug and Alcohol Abuse	PSYC 212	B	3	49
Introduction to Law Enforcement	Free Elective		3	45
Criminal Justice	CJ 201		3	49
Fundamentals of Counseling	Free Elective		3	45
Principle of Finance	Free Elective		3	46
Principles of Financial Accounting	ACCT 102		3	49
Human Resource Management	Free Elective		3	46
Organizational Behavior	Free Elective		3	48
Principles of Supervision	Free Elective		3	46
Business Law II	Free Elective		3	52
Introduction to Computing	Free Elective		3	45
Introduction to Business	Free Elective		3	46

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<b>Money and Banking</b>	<b>Free Elective</b>		<b>3</b>	<b>48</b>
<b>Personal Finance</b>	<b>Free Elective</b>		<b>3</b>	<b>46</b>
<b>Management Information Systems</b>	<b>Free Elective</b>		<b>3</b>	<b>46</b>
<b>Business Mathematics</b>	<b>Free Elective</b>		<b>3</b>	<b>48</b>
<b>Astronomy</b>	<b>PHYS 110</b>	<b>S</b>	<b>3</b>	<b>48</b>
<b>Here's to Your Health</b>	<b>HPER 217</b>	<b>W</b>	<b>3</b>	<b>48</b>
<b>Environ &amp; Human: Race Save Planet</b>	<b>Free Elective</b>		<b>3</b>	<b>46</b>
<b>Principles of Physical Science I</b>	<b>PHYS 211</b>	<b>S</b>	<b>3</b>	<b>47</b>
<b>Physical Geology</b>	<b>GEOL 105</b>	<b>S/G</b>	<b>3</b>	<b>46</b>
<b>Technical Writing</b>	<b>Free Elective</b>		<b>3</b>	<b>46</b>
<b>Ethics in America</b>	<b>PHIL 210</b>		<b>3</b>	<b>46</b>
<b>Introduction to World Religions</b>	<b>Free Elective</b>		<b>3</b>	<b>48</b>
<b>Principles of Public Speaking</b>	<b>COMM 110</b>	<b>C</b>	<b>3</b>	<b>47</b>

\*NDSU course equivalencies identified for applicable 100-200 level courses/examinations only.  
Free elective credit granted for all other examinations.

\*\* Minimum score recommended by the American Council on Education (ACE).

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Date of these diplomas: May 15, 2004

## Bachelor of Arts

### *College of Arts, Humanities & Social Sciences*

Karrie Kimberlee Austin  
Sarah Michelle Brown  
Elizabeth Ann Eye ... With Honor  
Melanie M. Gaebe  
Don C. Hawley, III  
Carly Nicole Hearn  
David Joseph Heinert  
Isaac John Hoffert  
Paul J. Karels  
Mathew Robert Klier ... With Honor  
Erik Kermeth Kornkven  
Caroline May Larson ... With Honor  
Anthony Laurie  
Krista Kaye Martin ... With Honor  
Jaclyn Dawn Nicholas  
Philip Andrew Palm ... With Honor  
Derek J. Rieckens ... With Honor  
Melissa Marie Rohrich ... With Honor  
Nicole Lee Schwanke-Nordhougen  
Michelle Anne Sveet  
Kylee Joy Williamson

### *College of Business Administration*

Patricia Mohamed

### *College of Human Development & Education*

Jesse Jo Armstrong ... With Honor  
Kathryn Marie Evenson  
Chelsey Rose Satrang  
Katherine Erin Schiele  
Rebecca Lee Sitte ... With Honor

### *College of Science & Mathematics*

Peter Dean Cossette  
Paula Lucille Fernholz  
Ryan Christopher Griggs  
Jessica Lynn Gustin ... With Honor  
Jessica Ann Hurdalbrink ... With Honor  
Jaclyn Christine Kraning ... With Honor  
Nha Nguyentruong Phan  
Lindsey Marie Potter  
Blair James Stelter  
Eric R. VanHecke

## Bachelor of Science

### *College of Agriculture, Food Systems, & Natural Resources*

Wendy Ann Ahlschlager  
Grant Edward Anderson  
Collin P. Auwarter  
Adam Christopher Ballinger  
Blake Alan Bockwoldt  
Darby Kayne Boe

Richard Allan Bohl  
Robert Lee Bohl  
Stephanie Marie Bradley  
Neil Evan Brandt  
Matthew John Breker  
Sara Ellen Brogger  
April Lynn Brown  
Brady Lee Butenhoff  
Aaron Leonard Carlson ... With Honor  
Andrea L. Carlson  
Brooks Rae Clendenen  
Gina L. Dahring  
Eric Scott Delahoyde  
Derek James Devine  
Stephanie Kristin Dimmer  
David Richard Doyle  
Rachel Lea Duerre  
Arielle Addi Ehli  
Gayle Wanda Ferber  
Joshua Michael Fern  
Jason Michael Feser ... With Honor  
Jennifer Joy Fjellanger ... With Honor  
Amanda Lynn Flatin  
Nadine M. Fleck  
Brian David Foster  
Joshua Paul Fronning  
Eldon Dale Frye  
David John Goetz  
John Russell Gullickson  
Kristen L. Haadem  
Kjell F. Hanson  
Mindy Jane Heinz  
Ryan Thomas Hendricks  
Kevin Lee Hilton  
Becky Lynn Hoffart  
Robbie Alan Holthusen ... With Honor  
Peter Jonathan Hvidsten  
Blair Michael Hynek  
Dustin Lee Jasken ... With Honor  
Michael Allen Jenks  
Amanda Kay Jepson ... With Honor  
Andrew Nolan Johnson  
Bleaux McQuaid Johnson  
Meredith Lee Johnson  
Scott William Johnson  
Kelly Leigh Johnston ... With Honor  
Mary Beth Kamnetz ... With Honor  
Troy Arthur Kind  
Julie Rae Kleven  
Carrie Lynn Knell  
Daniel Paul Krump  
Sarah Elizabeth Hall Lovas  
Crystal Ann Magenau ... With Honor  
Jennifer Anne May  
Chol Permina Mayom  
Christopher Allen McLaen  
Kelly Ann Menzhuber  
Joshua Jonathan Metz  
Amanda Sue Michaelson ... With Honor  
Cody L. Miller

Renata D. Mlnarik  
Jesse R. Moch  
Sakawdin Mustafa Mohamed  
Daniel Alfred Mostad  
Christopher Jon Murch ... With Honor  
Everett Richard Nelson  
Jared Jeffrey Nitschke ... With Honor  
Adam Craig Nordmark  
Mathew R. O'Neil  
Justin Patrick Olson  
Timothy Ronald Osowski  
Marcus Phillip Ostenson  
Tanya M. Owen ... With Honor  
James Rees Pearson  
Amanda Ardell Quam  
Timothy Glen Quanbeck  
Colleen Louise Rasmussen  
Patrick Steven Remiger  
Stephanie Jo Renner  
Brian Michael Rieck  
Allan J. Rohrich ... With Honor  
Brent A. Rust  
Matthew Clifton Rustand ... With Honor  
Joseph P. Sanden  
Maureen Lynn Schauer  
Justin Robert Schulz  
Crystal Rose Scott  
Rebecca Lynn Sheldon  
Kevin Lawrence Sinner ... With Honor  
Daniel J. Sly  
Tracy Anne Solseng  
Justin G. Sorby  
Chad Everett Spah ... With Honor  
David Michael Spickler  
Adam Richard Sundeen  
Michael Dennis Swanson ... With Honor  
Annie Pattison Swedberg  
David M. Thalberg  
Matthew Jay Theis  
Jacob David Thompson  
Jesse Lynn Underdahl  
Dustin James Vander Vorst  
Brent L. Vetter  
John Calvin Wall  
Jessica Marie Wirrenga ... With Honor  
Amy Jo Zachmeier

### *College of Arts, Humanities & Social Sciences*

John Adam Air  
Christopher Edward Baso  
Marisa Stephanie Bengtson  
Steven Michael Berg, Jr.  
Brett Arnold Bernath  
Kari Anne Bitz  
Rachel Marie Breimeier  
Kristi Michelle Burkard ... With Honor  
Travis James Cagle  
Luc Chinwongs  
Jyoti Bhasker Chowdhury

Mandy Leigh Cleem  
Jessica Faye Delorme  
Justin Randall Dever  
Derrick Duane Eichele  
Emily Marie Fast  
Blake Andrew Fidler  
Mari Lynn Franchuk-Stensland  
Zachary John Frohlich  
John Martin Fuher  
Marissa Rae Giesinger  
Erika Elizabeth Graff ... With Honor  
Andrew Christian Meyer Gress  
Kari Leann Gustafson ... With Honor  
Tyler Nolan Hagerott  
Kadee Fern Hande  
Benjamin Philip Hauger  
Lance Jeremy Haugrud  
Mitchell Lee Hoff  
Lisa Kayann Houle  
Jason John Jordan  
Sarah Christine Kalinoski  
Andrea Marie Karpe ... With Honor  
Brian Thomas Kennedy  
Justin Michael Keranen  
Nathan Gary Kiefert  
Heather Noreen Klefstad  
Robyn Elizabeth Kraft  
Kristin Lee Lang  
Gregory Allen Litton ... With Honor  
Jeffrey Vander Mark  
Melissa Luanne Marshall  
Heather Ann Mohr  
Jeremy John Mueller  
Kathryn Marie Nelsen  
Shelby J. Nichols  
Nicole Angela Nicolai  
David Jerome Nilles  
Kristine Ann O'Brien ... With Honor  
Darrin Douglas O'Leary  
Cory R. Olsen  
Brett Michael Opdahl  
Shauna Marie Pederson  
Erika Rose Ridl  
Michael Jeffrey Rudolph  
Mari Kim Schaen  
Naomi Lynn Schempp  
Joshua D. Smith  
Daniel P. Stadick  
Stephanie Ann Stanina  
Chelsie Joy Stokesbary ... With Honor  
Kent Douglas Theurer  
Jamel Chandler Thomas  
Kelly Ann Tierney  
Justin Patrick Waltz  
Marie Lynn Winger-Meyer  
Michael T. Wrenn  
Heather Kay Zaback

### ***College of Business Administration***

Meridee Joy Anderson  
Scott Michael Anderson  
Michelle Jean Austin  
Jacquelyn Marie Bjornson  
Jason W. Brueske  
Jason Thomas Bunkowski  
Jennifer Elizabeth Carlson  
Kyle R. Claussen  
Scott Ryan Davidson  
Julie Ann Davis  
Masseny Dosso  
Dalton James Eichele  
Colin Edward Eide  
James Lee Emter ... With Honor  
Kaylee Lynn Emter ... With Honor  
Andretta Erica Erickson  
Kevin Lee Ewalt  
Azra Fazlovic  
Danny Jerome Ferderer  
Patrick Daniel Fossen  
Nathan E Glur  
Jeremy James Grosgebauer  
Brian Patrick Gross  
Alison Dawn Heinrich  
Caroline A. Heyd  
Sarah Michele Highley  
Mohammed Ekramul Hoque  
Ricky Anthony Hulm  
Garrett Brooks Illies  
Crystal Kay Jackson  
Gary J. Johnson  
Justin D. Jordan  
Shawn Michael Jorgenson  
Derek Jay Kainz  
Erik James Kantrud  
Amanda Marie Kapphahn ... With Honor  
Chauncey David Klein  
Mindi Rae Koepplin  
Tyson Emery Krinke  
Caroline May Larson ... With Honor  
Gregory Louis Lee ... With Honor  
Kristin Marie Lessard  
Melissa Marie Lillie  
Robert Neel Maeyaert  
Shaun D. Martin  
Kristi Lynn Mertens  
Derek Scott Meyer  
Sarah Lynn Montgomery  
Steven Edward Myers  
Alissa Lynn Nelson  
Amy E. Ness  
Casey Dale Niezwaag  
Kory Tod Nogosek ... With Honor  
Scott Alvin Nordhougen  
Andrea Janelle Ottem  
Bjorn Robert Pearson  
Michael J. Place  
Ryan Trevor Pope  
Benjamin Michael Preisler  
Todd David Richtsmeier  
Gretchen Elise Roppe  
Jared Craig Rupperecht  
Ryan Alan Rustad  
Ryan Nicholas Sandness  
Shauna Rae Schellin  
Justin William Schemmel

Lacey Dawn Schettler  
Thomas John Schneider  
Katie Suzanne Schwartz  
Randy Dean Severance ... With Honor  
Cindy Marie Silvernagel  
Tjaden R. Sinclair  
Alison Marie Slag  
Luke Nathanael Smith  
Travis Roy Solberg ... With Honor  
Randall Joseph Spinar ... With Honor  
Jessica Ann Stenger ... With Honor  
Alex James Susag  
Jason Paul Sutteimer  
Todd A. Taverna  
Matthew Allan Telste  
Ryan Lydell Thorson  
Mark L. Timmerman  
Bryan James Trautman  
Dustin Michael Ulmer  
Samantha Leigh Ulmer  
Todd Alan Urbach  
Michael Stephen Voeller  
Michael Troy Wieser  
Angela Rose Wolf  
Joshua Alan Zeithamer ... With Honor

### ***College of Engineering & Architecture***

Karl Michael Abrahamson  
Matthew Ahmed AbuAyed  
Adam Andrew Altenburg  
Brandon Paul Aman  
Aron John Anderson  
Bradley Dale Anderson ... With Honor  
Julia Mary Anderson ... With Honor  
Neil James Anderson  
Stephanie Rae Anderson ... With Honor  
Jacob Len Axtman  
Luke Adam Baker  
Karin Jean Bandli  
Andrew A. Bartsch  
Christopher P. Beimdick-Stern  
Ryan S. Bennett  
Gavin John Benson  
Ryan C. Bergeron  
Zachary Thomas Bisek  
David William Blommel  
John P. Bonicelli  
Michael Gene Brekhus  
Carolyn Marie Brown  
Brian James Buresh  
Douglas Allan Burman  
Clinton Roger Carder  
Darron Jeffry Carr  
Matthew Jacob Casavant  
August Dean Christensen  
Curtis James Christianson  
Nicole Marie Crist  
Travis V. Dagman  
Echo Jennifer Dahl  
Scott Anthony Dahms  
Jeff David Daley  
Will W Danielson  
Nathan Robert Davis  
Joshua Patrick DeCock ... With Honor  
Bradley Ray Dewald  
Christopher M. Dewald  
Luke Robert Dewey

Bonnie Kathleen Donaghy ... With Honor  
Matthew Gordon Drucker  
Derek Scot Duchscherz  
Dominic D. Ellison  
Annika Maria Erickson ... With Honor  
Matthew Dale Erickson  
Timothy Roland Erickson  
Steven Michael Estvold  
Jami Lynn Evanson ... With Honor  
Paul Brian Evenson  
Jedidiah Mark Falck  
Justin M. Ferderer  
Jason Ryan Fischer ... With Honor  
Myles Roy Fisher  
Danielle Jo Foertsch ... With Honor  
Jesse Robert Folk  
Timothy Joseph Franckowiak ... With Honor  
Robert Allen Fredriksen  
Jeremy Ryan Freihammer ... With Honor  
Jesse Ray Freihammer  
Paul Dean Frissh  
Justin James Froseth  
Travis Earl Fuechtmann  
Michael Bernard Geers  
John K. George  
Justin Michael Gerhardt ... With Honor  
Lucas Allen Graunke  
Dallas Jon Grossman  
Marc Joseph Gunnarson  
Eric Joel Haak  
Brandon George Habiger  
Joshua John Haiar  
Darren Lee Halzle  
Susan Marie Hammond  
Ryan Matthew Hanson  
Christopher Charles Hawley ... With Honor  
Steven J. Helweg  
Bo James Hicks  
Aaron Glen Hill ... With Honor  
Francis Jerome Holicky  
Ryan William Houim ... With Honor  
Scott Roderick Howell  
Eli John Huber  
Michael A. Hunt  
Randy Jo Huntimer  
Sarah Denise Hurst  
Eric Wayne Iverson ... With Honor  
Angela Dawn Jackson ... With Honor  
Peter Graham Jackson  
Barry Alan Jacobs  
Thomas Scott Jarvis  
Arnold Anton Jelinek  
Nicholas Kjergaard Jensen  
Michael Thomas Jetto  
Joanna Michelle Johnson ... With Honor  
Thomas Kenneth Johnson  
Adam Steven Jones  
Valerie Renae Jones  
Micah David Kary  
Nathan August Keim  
Bradley Joe Kirschenheiter  
Nicholas Stephen Klein ... With Honor  
Robert Gerard Klein ... With Honor  
Trevor Conrad Knight  
Christopher L. Knipfer  
Jonathan G. Knutson ... With Honor  
Jonathan Wesley Koehler ... With Honor

Joseph Daniel Koehler  
Lori Ann Koudela  
Nathan Dean Kraft  
Joshua Duane Krause ... With Honor  
Mark Edward Kvas  
Taylor Micheal Lane  
Galen John Lanners  
Jakki Wynette Larson  
Mallory Kay Larson ... With Honor  
Sarah Marie Larson  
Jennifer Lynn Lees  
Mark Roy Leingang  
Aaron William Lemke ... With Honor  
Aaron William Lemke ... With Honor  
Leon George Lenertz ... With Honor  
Eric Donavon Lentz  
Daniel Peter Lipp  
Andrea Louise Loe  
Matthew Alphonse Loecken  
John David Lokstad  
Joshua A Lovseth  
Marcus Jared Lund ... With Honor  
Nicholas Michael Lynch  
Joseph James MacPherson  
Devan Marie Maday  
April Diane Madsen  
Jeremy W. Magelky  
Ryan Ashby Martinson  
Seth Lawrence Maslowski  
Nicholas Alan Mayer  
Kyle Jeffrey McCamy  
Andrea Brook McGhan  
Owen John McGregor  
Emily-Ingrid Joe Heggen McKay  
H Riley McLaughlin  
Matthew George Mecklin ... With Honor  
Maria Sungeeh Meirink  
Matthew Ronald Metzger ... With Honor  
Grant Matthew Meyer  
Nicholas Dwain Meyer  
Tyler John Middlestead  
David Wayne Miller ... With Honor  
Nathan Alan Miller  
Ross Gordon Minnichsoffer  
Jason Paul Mondati ... With Honor  
Korey Luke Montplaisir  
John Brian Morris  
Benjamin Richard Mosack  
Rebecca Anne Muchow ... With Honor  
Jason William Muir  
Justin Mark Muscha  
Lillian Mutava  
Kristen Adrienne Naastad  
Sunho Nam  
Anthony Robert Nelson ... With Honor  
James Scott Nelson  
Joshua James Nelson  
Michael Jeffrey Nelson  
Bradley James Neuerburg ... With Honor  
Francis Njau  
Clinton Joseph Nodland  
Kelly Marie Noyes ... With Honor  
Dustan Dale Nyberg  
Jeremy John Oligmueller  
Gabriel James Oliver  
Aaron A. Olsen  
Jason James Olson

Joseph Merritt Ondracek  
Andrew John Onstad ... With Honor  
Benjamin Andrews Ostarello  
Dennis Michael Palaniuk  
Ginger May Palm ... With Honor  
David Clayton Parrill  
Jonathan Richard Pauna  
Joshua Glenn Payne  
Tyler William Pederson  
Jessica Mary Peltier  
Craig Davis Petersen  
Derek Daniel Pfeifer  
Christopher Robert Phillips  
Jessica Marie Pickar  
Steve William Pratt  
Heidi Lynn Preisler  
Nicholas P. Pribula  
Elisabeth Joy Quistad  
Kendall Alan Radke  
Kristina Leigh Rankin  
Dustin M. Rassier  
Brian Allen Reinarts  
Travis Jon Rengstorf ... With Honor  
Jeremy Robert Rham  
Philip Thomas Ridl  
Christopher Douglas Roen  
Trent Ryan Roth  
Aaron John Ryan  
Erik Allan Samuelson  
Joseph Stephen Sauvageau  
Bradley James Schantz  
Tyler James Schilke  
Audrey Lynn Schjenken  
Bryan James Schmidt  
Steven D. Schneider  
Timothy Stephen Scott  
Michael R. Sevald  
Daniel A. Sherer  
Azeemuddin Shirur ... With Honor  
James M. Shoberg  
Ryan Patrick Simmers ... With Honor  
David A. Skoglund ... With Honor  
Luvern Edward Smith  
Thomas Charles Smithers  
Gregory Wayne Snyder  
Robert Thomas Sowga  
Kimberly Melissa Stanek ... With Honor  
Jerod Russell Steer  
Andrew Lee Steinberger  
Charles Robert Stewart  
Shane Michael Stieve  
Matthew Carl Strebe ... With Honor  
Benjamin Paul Streiff  
Matthew Vernon Swanson  
Denver Dennis TenBroek  
Adam Theodore Thesing  
Chad Michael Thiesse ... With Honor  
Ryan Todd Thiesse ... With Honor  
Dallas Dean Thomas  
Kristina Marie Tressel  
Jonathan Paul Trosvig  
Brian James Turner  
Joshua Bruce Underdahl  
Austin R. VanSickle  
Dynelle Dee Volesky ... With Honor  
Steven Nicklas Volk ... With Honor  
Nathan George Vollmuth

Troy Andrew Vrieze ... With Honor  
Anya Marie Waletzko  
Ryan John Wall  
Adam Richard Wallace  
Lange G. Wallgren  
Ryan C. Watson  
Reese John Weber  
Joshua James Weickert  
Robb Jerome Weidemann ... With Honor  
David Jonathan Weir  
Joseph E. Wierenga  
Shaun Michael Wigfield  
Dustin W. Wing  
Steven Charles Wirtz ... With Honor  
Derrick Juan Wolbaum  
Brian Patrick Yavarow  
Carey Christopher Yoder  
Jonathan Robert Youness  
Erica Mae Young  
Wayne Allen Zacher

### ***College of Human Development & Education***

Dirk T. Anthony  
David Matthew Axt  
Jill Marie Bartnick ... With Honor  
Justin Christopher Behm  
Jessie Nicole Benson  
Brianna Maguire Bonnsetter  
Kristin Lorraine Borgen ... With Honor  
Derek Allan Bosch  
Randi Beth Broman  
Sarah Anne Brummer ... With Honor  
Amber Rae Bryant  
Kelson W. Bush  
Cheyenne Elizabeth Capps  
Jeremy Scott Carkuff  
Jessica Paige Christensen  
Jerry D. Conklin  
Gretchen Lynn Cooper  
Jakelle Christine Cornell ... With Honor  
Brian Christopher Davidson  
Timothy Paul Deutscher  
Laura Rae Donarski  
Denise Nicole Donnay  
Jessica Lyn Donohue  
Nicole Lee Dormanen  
Tessa Brittni Durkin ... With Honor  
Holly Jo Eberle ... With Honor  
Christopher David Eng  
Jason Kent Ensrud  
Joetta Lynne Fay  
Greg C. Frey  
Kelly Jo Fry  
Grant Michael Galliger  
Jennifer Ann Graner ... With Honor  
Gwen Eileen Grundyson  
Shadia Medira Hagen  
Jory Wayne Hansen  
Leann Marie Hardy ... With Honor  
Melissa Rose Hendrickson ... With Honor  
Angela Rae Hetland ... With Honor  
Joyce Kay Hirning ... With Honor  
Elizabeth Mary Hoff  
Jessica Rae Holm  
Keontay C. Jackson  
Heather Ann Jarolimek

Nathan Andrew Johnson ... With Honor  
Amanda Jo Kingzett ... With Honor  
Dean Gary Knell  
Rebecca Jean Kohout  
Michelle Kooyman  
Jocelyn Dawn Kountz ... With Honor  
Amber DeAnn Krapp  
Abbie Jo Kress  
Ardrea Marie Lang ... With Honor  
Cara Jeanne Soon Hye Langaas  
Jessica Beth Linz ... With Honor  
Amy Suzanne Loberg  
Casey Joe Locken  
Kelli Ann Loff  
Debra Ann Longtine  
Billi Jo Lynn Knutson  
Timothy Michael Mangold  
Anita Ann Marty ... With Honor  
Kristine Louise Mathiowetz ... With Honor  
Anna J. Matthew  
Ryan Christopher McCamy ... With Honor  
Myra Gwen McCulloch  
Amy Marie Meyers  
Brendon Alan Mitzel  
Patrick Joseph Morgan  
Eric Paul Munson  
Amanda Jo Murphy  
Ashley Erin Murphy  
Casey J. Murrish ... With Honor  
Keiko Nakanishi  
Stacey Lynn Nosbusch ... With Honor  
Tanya Kay Obritsch ... With Honor  
Tara Inez Oksendahl  
Cynthia Jean-Lenore Olds  
Elizabeth Danielle Olson  
Leland Hugh Palmer  
Amy Nicole Paul ... With Honor  
Katherine Irene Petersen  
Meghan Joy Phillippi  
Jeremiah L. Piepkorn  
Melanie A. Pool ... With Honor  
Meghan Elizabeth Potter  
Nicholas Warren Radel  
Daniel Joseph Reginek  
Diane Marie Reinhold  
John Rowland Ristvedt  
Stephanie Lynn Roeder  
Jennifer Ruth Roisum ... With Honor  
Ami Jo Ruud  
Shawn Henry Sagert  
Breanne Elizabeth Schatz ... With Honor  
Jamie Lee Scheuble  
David Allen Schlosser  
Jeri Lynn Schmidt  
Joan Catherine Schneider ... With Honor  
Aaron Alan Schroeder  
Amber L. Schroeder  
Sarah Jean Sebranek  
Kristen L. Seiple ... With Honor  
Heidi Ann Selzler  
Keith Lee Smette (Granted Posthumously)  
Brian Scott Smidt  
Lisa Marie Sorteberg  
Daniel James Spellerberg ... With Honor  
Mandy Jo Stone ... With Honor  
Anne Francis Streifel  
Katie Marie Stromlund

Timothy Edward Tigges ... With Honor  
Matthew Adam Tintes  
Tiffany Anne Todd  
Tami Michelle Totland ... With Honor  
Megan Marie Twomey  
Tessa Aletta Viall  
Brenda Kaye Volk ... With Honor  
Sara Marie Volk ... With Honor  
Sheena Ashley Volkmer ... With Honor  
Marissa Ann Walker  
Heather Alyson Wanner  
Jayne Anne Whiteford  
Amy Lynn Williams ... With Honor  
Mary Lynn Zick

### ***College of Pharmacy***

Donell Jean Adam ... With Honor  
Kimberly Janice Ault ... With Honor  
Donavan Anthony Axtmann  
Shayla M Bohnenstingl ... With Honor  
Randy Charles Brenny  
Sky Nicole Buerkley  
Tonya M. Burkle  
Sara Lynn Carpenter  
Aubrey Marie Carter ... With Honor  
Stacey L Christ ... With Honor  
Matthew William Crusier ... With Honor  
Nicolette Rose DeMoe ... With Honor  
Derek Brennon Deutscher  
Mark Steven Dick  
Tricia Lyn Dissmore  
Joshua John Dozak  
Teryn Brooke Ebert  
Kaila Beth Eblen ... With Honor  
Christy Lynn Erickson ... With Honor  
Danelle Mary Erickson  
William Mark Fugate  
Michelle R Gail ... With Honor  
Kimberly Joy Gish  
Kimberly Ann Grabowska  
Jayme Brent Gronneberg  
Erin Marie Hagen ... With Honor  
Ebony Nicole Heille ... With Honor  
Ross Benjamin Hemmer ... With Honor  
Andrea L. Henderson ... With Honor  
Natalie Layne Horner  
Cristin Sara Huffsmith ... With Honor  
Chad Allan Hutchins  
Kyle Ross Ihry ... With Honor  
Natasha Renae Ishaug  
Diana Marie Jendro ... With Honor  
Benjamin Dellas Jensen ... With Honor  
Barry D. Johnson  
Nicole Renae Johnson ... With Honor  
Jennica Estelle Kalianoff ... With Honor  
Robin Beth Kenner  
Katherine F. Klein ... With Honor  
Rachelle Ann Knecht ... With Honor  
Kimberly Rae Koosmann ... With Honor  
Jesse Joe Lane ... With Honor  
Lisa Anne Loken  
Cindy Van Lu  
Brody Jonathan Maack ... With Honor  
Emily Jay McDowell ... With Honor  
Amy Lu Miller  
Kelli Marie Miller  
Kelly B. Morgan

Amber Marie Morkrid ... With Honor  
Cuong Ngo  
Tracy Jo Nogowski ... With Honor  
Alicia Marie Nygren  
Daniel Wayne Oakland  
Rondi Rae Odenbach  
Nathan Charles Olander  
Lisa Marie Parizek ... With Honor  
Monte Lon Roemmich  
Brandon Lowell Rolland  
Rachelle Marie Schommer  
Julie Marie Sethre ... With Honor  
Eric Scott Sonsalla  
James Joseph Stage  
Allison Nicole Strand  
Kathleen Rose Syverson  
Sara Gayle Teiken ... With Honor  
Erin Ruth Tobkin ... With Honor  
DeAnne Lea Trenda  
Katy A. Vesel  
Kristen M. Vipond ... With Honor  
Stephanie Marie Vipond ... With Honor  
Jessi Janelle Walker  
Christina Lynn Weber  
Elise Rose Wegman ... With Honor  
Shannon Marie Weigel  
Elmer Bruce Wells, Jr.  
Jacquelyn Sue Wienbar ... With Honor  
Catherine Marie Wieser ... With Honor  
William David Wrigley ... With Honor

### ***College of Science & Mathematics***

Anthony T. Analetto  
Shelleane Marie Andersen  
Ara Daniel Anderson ... With Honor  
Matthew Thomas Atkinson  
Lindsey Leeanne Augst  
Jonathen Allen Austin, Jr.  
Shawn Eric Baasch  
Wyatt Duane Bachman ... With Honor  
Jennifer Joy Bamberg  
Jamie Clinton Baxter  
Joan Denise Beckman ... With Honor  
David Lee Bendickson  
Russell J. Benz  
Tiffany Marie Berg ... With Honor  
Pooja Bhalla  
David Jonathan Boll  
Erica Lynn Borsheim  
Nila Mary Boyce  
Rance Thomas Brown  
Christine Ann Bultema ... With Honor  
W Benjamin Cade  
Bobbi Gayle Carpenter  
Alicia Caye Carruth  
Laura Deneen Christensen ... With Honor  
Ross Neils Copeland  
Tara Ann Copenhaver ... With Honor  
Brent James Cossette  
Daniel Alan Creswell  
Kory Glennon Crowdus  
Jennifer Lynn Docktor ... With Honor  
Michael Ryan Duerre  
Jennifer Michelle Dyck  
Matthew Anthony Edens ... With Honor  
Jacob J. Enget ... With Honor  
Sarah Lynn Flaskerud

Paul J. Fritz, Jr.  
Caleb James Getz  
Erin Rebecca Goldade ... With Honor  
Jessica Dale Goreham ... With Honor  
Joseph Richard Greer  
Brandon Allen Gustafson  
Alison Lynn Hagemeister ... With Honor  
Derek Adam Hall  
Tomi Lynn Hanson ... With Honor  
Jocelyn Dae Hayden ... With Honor  
Christine Ann Heller  
Joshua A. Hest  
Jason E Holthusen  
Andrew Ross Horning  
Christopher C. Imdieke ... With Honor  
Sally Jean Jacobs  
Amy Jean Jangula ... With Honor  
Chad Joseph Jansen  
Dean P. Janzen  
Andrew Joseph Jewett  
Jason Jeffrey Kamphaug  
James A. Karg  
Mitchel Todd Keller ... With Honor  
Jon Bradley Kitzman  
Peter John Knudson  
Eric Michael Knutson  
Lucas John Koehntop  
Jamie Joy Krabbenhoft  
Rebecca Leigh Kruse-Kissner ... With Honor  
Sara Marie Kveno ... With Honor  
Jared Lee Ladbury  
Joshua K. Lambert  
Danielle Lillian Lang  
Benjamin Michael Lee  
Alicia Jean Liebel  
Kristine Marie Lunde  
Randolph C. Matz  
BriAnna Marie Maxam  
Ryan Keith Moen  
Michael Dennis Nelson  
Troy Nelson  
Benjamin Richard Nemmers  
Elysia Doreen Neubert ... With Honor  
Jared Brent Newton  
Andrea Marie Odegaard ... With Honor  
Aric Alan Olsen  
Jessica Anne Olson  
Melinda Anne Olson  
Michael Paul Olson  
Jason P. Pearson  
Derek Lee Pedersen ... With Honor  
Kevin Michael Pena  
Cindy Diana Peterson  
Nathanial Joseph Pikalek  
Karla Renae Radke  
Jonathan Mura Raetzman  
Brian John Rau ... With Honor  
Sara Lynn Reinke ... With Honor  
Ryan James Ressler  
Amy Marie Richter ... With Honor  
Jacob John Ridl ... With Honor  
Lynn Aric Salzsieder  
Corey Jeffery Samuelson  
Hayden Ross Schulte  
Benjamin Cody Smith ... With Honor  
Justin Lee Soberaski  
Taya DeAnn Spelhaug

Lance Douglas Stromberg  
Trisha Genae Stund  
April Jane Tefper  
Scott Corley Tollefson  
Aaron G. Van Ningen ... With Honor  
Bethany Michelle Vincent  
Jonathan Ray Volske  
Ankit Sanjay Vora  
Tom Robert Vos ... With Honor  
Anthony G. Wald  
Mathew Thomas Walker  
Charles Andrew Weigel  
Nathan Henry Wiederholt ... With Honor  
Joseph William Winegar  
Jason Chad Wolin  
Alanna K. Zeller  
Mandy Kay Zimmerli

### **Bachelor of Science in Nursing**

Erica Anne Abrahamson ... With Honor  
Jennifer L. Bonnema  
Stacy Renee Bosch ... With Honor  
Jennifer Rae Braun  
Jozie Rae Burkhardtmeier  
Katie Clair Busker ... With Honor  
Courtney Bernice Cochran ... With Honor  
Jacki Lynn Fischer ... With Honor  
Mia M. Fyre  
Denise Marie Gailfus  
Rhonda Lee Gjellstad ... With Honor  
Erica Lee Healy  
Laura Beth Hilber  
Pia Mauro Iko  
Elizabeth Marie Jenkins ... With Honor  
Leslie Ann Koltes ... With Honor  
Megan Marie Loen  
Carrie Lynne McCormick  
Melisa Marie Moen ... With Honor  
Amber Lee Moon ... With Honor  
Kelly Renae Newcomb ... With Honor  
Lauren Marie Opdahl ... With Honor  
Nichole Denise Paulsen  
Molly Ann Peppel  
Leah Janelle Peterson  
Sarah Lynn Presteng ... With Honor  
Cassandra Eve Schaf ... With Honor  
Chantee Seung  
Amy Sue Ueland ... With Honor  
Karena Mae Williams ... With Honor  
Holly Marie Zeltinger

### **Bachelor of Accountancy**

Nicholas Andrew Clark ... With Honor  
Elizabeth Jane Decker  
Kristina Michele Jensen  
Roxanne Lynn Lee  
Kory Keith Leistikow  
Renae Vickie Martin  
Kristin Marie Nicholson  
Megan Michelle Porter  
Nathan Douglas Stadheim ... With Honor

### **Bachelor of University Studies**

John D. Andrick  
Kamaya Heather Clark  
Richard William Engen  
Mark Loren Fenlason  
Joshua Bruce Gedrose  
Kyle Patrick Grosz  
Anne Elizabeth Kahring  
Brian Allen Kraemer  
Amanda Rose Madson  
Ann Christine McGray  
Brett Davis Moser  
Heather Ann Nesemeier  
Crystal Lee Peplinski  
Lynda Pierce  
Carol Elaine Riley  
Sonja Rose Schlosser

### **Bachelor of Architecture**

Adam Andrew Altenburg  
Karin Jean Bandli  
Zachary Thomas Bisek  
Matthew Jacob Casavant  
Travis V. Dagman  
Echo Jennifer Dahl  
Scott Anthony Dahms  
Bradley Ray Dewald  
Bonnie Kathleen Donahy ... With Honor  
Annika Maria Erickson ... With Honor  
Jami Lynn Evanson ... With Honor  
Paul Brian Evenson  
Danielle Jo Foertsch ... With Honor  
Christopher Charles Hawley ... With Honor  
Scott Roderick Howell  
Angela Dawn Jackson ... With Honor  
Nicholas Kjergaard Jensen  
Mallory Kay Larson ... With Honor  
Nicholas Michael Lynch  
Maria Sunghee Meirink  
Grant Matthew Meyer  
David Wayne Miller ... With Honor  
Rebecca Anne Muchow ... With Honor  
Bradley James Neuerburg ... With Honor  
Francis Njau  
Clinton Joseph Nodland  
Kelly Marie Noyes ... With Honor  
Ginger May Palm ... With Honor  
Jessica Mary Peltier  
Heidi Lynn Preisler  
Kendall Alan Radke  
Kristina Leigh Rankin  
Audrey Lynn Schjenken  
Robert Thomas Sowga  
Adam Theodore Thesing  
Dallas Dean Thomas  
Dynelle Dee Volesky ... With Honor  
Nathan George Vollmuth  
Ryan C. Watson

### **Bachelor of Landscape Architecture**

Jacob Len Axtman  
Randy Jo Hunter  
Eric Wayne Iverson ... With Honor  
Michael Thomas Jetto  
Andrea Louise Loe  
Marcus Jared Lund ... With Honor

Aaron A Olsen  
Tyler William Pederson  
Brian Allen Reinarts  
James M. Shoberg  
Charles Robert Stewart  
Shane Michael Stieve  
Kristina Marie Tressel  
Derrick Juan Wolbaum  
Erica Mae Young

## Doctor of Pharmacy

Laci Rae Ahrens  
Michael James Bahl  
Michael Ray Berg  
Jeffrey Gerald Biermann  
Kathryn R. Boyer  
Rachell Marie Case  
Nicole Alicia Cedergren  
Raymond Howard Clary, III  
Melinda Joy Davidson  
Charles Benjamin Duff  
Rebecca Lynn Focken  
Angela Marie Frieler  
Ryan Ronald Froelich  
Shelagh Marie Griffith  
Jennifer Raye Hapip  
Jessica Joy Havelka  
Krista Marie Herner  
Lisa Beth Hustad  
Craig Michael Ihry  
Tracey Diane Jackson  
Michael A. Johnson  
Randal L. Johnson  
Bernadette Marie Keller  
Sally Marie Klabo  
Angela Dawn Kooker  
Murray Charles Leraas  
Kellie Rochelle Llewellyn  
Deborah Lynn Lucas  
Bradley John Meichsner  
Lisa Marie Muggli  
Lisa Kay Nagel  
Nicole Kay Narlock  
Chad Nelson  
Robert William Patridge  
Sadie Anne Pearson  
Bernadette Helena Potocki  
Jodee Lee Richeson  
Melissa Ann Rohrich  
Trisha Dawn Scheid  
Lisa Ann Schwartz  
Amy B. Sigdestad  
Holly Ann Skarsgard  
Katie Elizabeth Spaeth  
Amanda Lynn Steck  
Dana Paul Sundby  
Shawn Tran  
Thomas Fredrick Uhde  
Michael J. Urbanec  
Tiffany Ann Urlacher  
Cara Marie Volmer  
Janine Inga Voorhees  
Amanda Nichole Wagner  
Jennifer Lee Wahl  
Matthew Aaron Webb  
Heidi Helen Wegwerth

Tonya Rae Weiss  
Jeffrey Gary Wilson  
Heather Kay Wolfe  
Catherine T Yokom

## Bachelor of Music

Lani Fay Johnson

## Master of Arts

Suzanne Hagelstrom  
Tash Smith

## Master of Business Administration

Sheri Lee Anderson  
Suman Suresh Ayyagari  
Matthew John Beeler  
Daniel Joseph Birrenkott  
Melissa Joy Heilman  
Diane Klassen  
Jon Owen Klein  
Yun Liu  
Ross Allen Manson  
Travis Lynden Martini  
John McLagan, II  
Brian A. Meier  
Ashkan Morvari  
Joshua R. Moss  
Juli Jean Munro  
Angela Dawn Nelson  
Lloyd Nelson  
Miranda Wynne Oothoudt  
Jonas Robert Peterson  
Kristina Rose Pletan  
Jason Gregory Seger  
Thomas W. Simmer  
Jeffrey S. Slaby  
Bradley Eric Tollerson  
Margaret Tungseth  
Brian Edward Very

## Master of Education

Patrick Michael Adair  
Christopher James Bastian  
Kimberly Kay Berdahl  
Mary Montee Blumhagen  
Rachel Athena Blumhardt  
Patricia Desroches Fegley  
Thomas A. Frei  
Lisa Marie Gapp  
David Virgil Gerding  
Janell A. Girodat  
Gary James Haugo  
Joesph A. Hazelton  
Patrick John Healey  
Patricia E. Johnson  
Pamela Sue Kjonaas  
Erin Marie Layfield  
Kay Lynn Mayer  
Melissa Kathrin Mickelson  
Troy F. Miller  
Craig R Murie  
Mallika Ellison Muthu  
Sara Louise Nicoli

Michael John Sorlie  
Tara Marie Sundahl  
Barbara Sweet  
Patricia Tallakson  
Scott Andrew Thorson  
Brenda H. Vesterso  
Diane Lynn Wagner  
Tracie Welk

## Master of Music

Dean Francis Jilek

## Master of Science

Dmitriy Akimov  
Carlos DeJesus Arias  
Rebecca Ann Barenz  
David Sheldon Booth  
Melissa Joy Carlson-Goodman  
Paul Donald Cavitt  
Kristin Egemo  
Deanne Ehlert  
Katie Han Eichele  
Ann Erickson  
Zhaosheng Fan  
Mohammad Farooq  
Clair Pat Fitzpatrick  
Steven Allen Frey  
Praveen Gujjula  
Wenge Guo  
Cullen Richard Hawes  
Jason D. Holm  
Feng Hou  
Weijun Huang  
Alyson Kimberley Hyrkas  
Eric James Jabs  
Nyle Boyd Jonason  
Micky G. Klocow  
Kimberly Marie Lantz  
Chin-Chan Lee  
Abdullah Mamun  
Radha Manohar  
William McCully  
Marcelo Melani  
Michael Stewart Metzger  
Miranda Lynn Mikkelsen  
Dilip Kumar Mistry  
Dale Thomas Muchow  
Kiran Oberoi  
John Erik Opgrande  
Mary Marie Osenga  
Pusparani Panda  
Disha Pant  
Marsha Ramstad  
Deepak Rautela  
Hong Ren  
Brent Ronning  
Angela Beth Sailer  
Crystal Marie Schaanaman  
Angela L Schepp  
Alyssa Lea Manning Spiegl  
Guangyuan Sun  
Jennifer Lynn Swenson  
Andrea Jean Travnicek  
Christopher J. Trosen  
Tosha Faith Ulmer

Manohar Viswanathan  
Jay M. Volk  
Constance Vukas  
Ping Wang  
Shelly Rose Ziegler  
Aarin Dawn Zimney  
Christina Lynn Zutz

## Doctor of Philosophy

Stephanie Lee Ahlfeldt  
David Mark Cavalier  
Korry Joseph Hintze  
Feirong Kang  
Chil Yong Kwon  
Jack Logan Maney  
Michael Edward Nanna  
Heather April Nash  
Sumeet Kumar Rastogi  
Barton J. Slagter  
Roman Tandlich  
Angela Marie Thompson  
Chur Kalec Vang  
Xianping Wang

## Certificate

Matt Thomas Berseth  
Anuradha Boddeda  
Balasubrahmanya Kottapalli  
Mahmuda Naznin  
Saujanya Yalla  
Huimin Zhang

## North Dakota State University

Date of these diplomas: August 6, 2004

### **Bachelor of Fine Arts**

#### *College of Arts, Humanities & Social Sciences*

Christine A. WattsGallagher

### **Bachelor of Arts**

#### *College of Arts, Humanities & Social Sciences*

Rebecca Suzanne Kilzer ... With Honor

Chris Aaron Lindgren

Shannon N. Loose

Antonio Mark McCoy

Rachael Nora Moilanen

David Matthew Stenseth

#### *College of Human Development & Education*

Amanda Catherine Gary

#### *College of Science & Mathematics*

Ole Gjerde

Travis J. Kroh

Steve C. McGinnity

Andrew Norell Pearson

### **Bachelor of Science**

#### *College of Agriculture, Food Systems, and*

#### *Natural Resources*

Deborah Kay Anderson ... With Honor

Michelle Marie Frame

April Marie Linstaedt

Crystal Beth Martodam

Heidi Jo Miller

Gaone Mokhawa

Hanna Sage Mudder ... With Honor

Jill Allison Rockswold

Ellen Mae Sampson ... With Honor

Kassie Marie Schaff

Thomas Brown Taban

Amy Melissa Tangen

Carla R. VanBockel

#### *College of Arts, Humanities & Social Sciences*

Keith Phillip Anderson

Jason Eric Augdahl

Amanda Marie Bense

Billie J. Bitker

Steven Anthony Borgen

Ryan Thomas Brown

Melissa Corrin Bunkowske

Jennifer Leigh Erickson

Stephen Paul Gramza

Bradley Lawrence Holste

Aleyna Marie Klingberg

Kathryn Jean Kringstad ... With Honor

Jordan Charles Larson

Amy Elizabeth Long

Jeffrey John McGie

Lorna Beth Meidinger ... With Honor

Karinne Rae Murphy

Brett K. Ogi

Shannon Leigh Reitz

Brandon Aaron Richardson

Jason C. Richter

Karla J. Roth

Nathan Alan Schmidt

Sarah Jo Sellnow

Kerri Lynn Sherman

Lindee Gail Thompson

Erin Marie Voegelé

Kathryn Marie Wright

#### *College of Business Administration*

Casey Calvin Badger

Nicholas Matthew Bowar

Thomas R. Deacon

Amanda Rae Dockter

Tyler Joshua Franklund

Nicholas Byron Haugen

Amber A. Hertz

Neil Martin Iversen

Julie Ann Johnson

Jonathan William Kerzmann

Sarah D. Klockmann

Ryan John Kurpiers

Jeremy Richard Lawson

Andrew Allen Leapaldt

Lisa Marie Liberda

Jeffrey Thomas Maddock

Chandra A. Martin

James Daniel McKay

Blair Jason McKibbin

Jared Carden Miller

Stephanie A. Morris

Meredith Ellen Opp

Nicholas Charles Peihl

Mitchell Sterling Peterson

Jeffrey Dennis Propp ... With Honor

Renee Lynn Ruter

Todd L. Sather

Aaron Jon Smith

Tera Lee Solberg ... With Honor

#### *College of Engineering & Architecture*

Kristine Ann Anderson

Chad M. Arnold

Anthony J. Barnes ... With Honor

Curtis John Becker

Eric John Behr

Nathan Andrew Boerboom ... With Honor

Jason P. Boers

James Patrick Boeshans

Adam Theodore Bruns

Joseph Challas Butler

Brandon J. Engen

Mark Allan Gibson

James David Jackson

Susan Kathleen Jorgensen

James Anthony Klein

Daniel Mason Konsti

Kyle Thomas Kuntz

Daniel James Lugert

Ryan Patrick Mack

Chadwick Shawn McNea

Eric Richard Michels

Licia Allien Olson

Tayo Omotoyinbo

Matthew Ryan Orpen

Jacob J. Rau

Keith Nolan Richardson

Tom Nolan Tveter

Peter Craig Woods ... With Honor

#### *College of Human Development & Education*

Lacie Marie Altermatt ... With Honor

Jarrold Lee Asmus ... With Honor

Amanda Jo Bren

Jodi Buresh

Robyn Leigh Chapman

Stephanie Clare Fridgen

Demetrius Lamar Harrell

Jamie Lynne Innes

Jeremiah Shane Johnson

Sarah Lynn Kemp ... With Honor

Katherine Jean LaRock

Sarah Elaine Leshuk

Amy Jo Linstaedt

Ida Elsie Mathys

Eric Steven Mattson

Jennifer Lynn O'Toole

Christopher M. Opskar

Rebecca Leigh Paulsen

Marijo Lee Peterson

Nicholas Robert Richter

Tiffany Hope Robertson

Shanna Marie Sather

Travis Jon Schmidt ... With Honor

Krista Jane Skaurud

Marisa Marie Stead

Jacque Loreen Waldock

Brianne Leigh Waslien

#### *College of Pharmacy*

Timothy John Krause

#### *College of Science & Mathematics*

Tammy L. Akin

Chad Gregory Anderson

Jennifer Clarene Asche ... With Honor

Darren James Axemaker

Ryan James Babel

Michael Arthur Bakker

Amy Renae Bergman

Benjamin James Dischinger ... With Honor

Christopher Douglas Dockter

Angela Joy Fleck

Jean M. Garding

Sarah Heimerdinger ... With Honor

Kenton Erik Hochhalter

Kimberly Jo Horvey ... With Honor

Jason Jerry Jochim

Amy Marie Mulder ... With Honor

Terry Lee Oswald, Jr.

Robyn Leigh Riemer

Peter Kavanaugh Schlater

Tyler James Torgrimson

Angelina Vargas ... With Honor

Janna Rebecca Vetsch

Nicholas Tyler Zechmann

### **Bachelor of Accountancy**

Tara Lyn Johnson

### **Bachelor of University Studies**

Kyle Rasmussen Garey

Michael Steven Marquardt

Naomi Jane Mueller

Kevin J. Nilson

Tara Dawn Skudlarek

Nancy A. Uglem

### **Bachelor of Architecture**

Kristine Ann Anderson

## **Doctor of Pharmacy**

Sarah Nguyen

## **Master of Arts**

Emily Lou Malsam  
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## **Master of Education**

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## **Master of Science**

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## **Doctor of Philosophy**

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