

# NDSU Faculty Senate

14 September 2015

Prairie Rose, Memorial Union

## Agenda

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- I. Call to Order
- II. Approval of **11 May 2015 minutes**
- III. Consent agenda
  - a. Approval of the Spring 2015 graduates (**attachment 1**)
  - b. Approval of the Summer 2015 graduates (**attachment 2**)
  - c. Policy changes (**attachment 3**) (All housekeeping changes)
    - o Policy 154.1 Sale or Distribution of Racially and Sexually Offensive Material
    - o Policy 168 Reasonable Accommodation on the Basis of Disability
    - o Policy 348 – Instruction in the Responsible Conduct of Research
    - o Policy 350.3 Board Regulations on Nonrenewal, Termination or Dismissal of Faculty
    - o Policy 708 Campus Maintenance and Service Requests
    - o Policy 803 Restricted Gifts vs. Grant Policy
    - o Policy 817 Cost Corrections

*Any Senator can request that an item on the consent agenda be placed on the regular agenda*
- IV. Announcements
  - a. Dean Bresciani, President
  - b. Beth Ingram, Provost
  - c. Dennis Cooley, Faculty Senate President
  - d. Katie Gordon, Faculty Senate President-Elect
  - e. Gennifer Sprecher, Staff Senate President
  - f. Eric McDaniel, Student Government President
- V. Senate Committee Reports
- VI. Unfinished Business (discussion and vote)
  - a. CULE model (**attachment 4**)
    - o Presentation by Carrie Anne Platt
    - o Presentation by D. Cooley
  - b. Gen Ed Proficiency Statement (**attachment 5**, Larry Peterson)

## VII. New Business

### a. L. Peterson – Accreditation

NDSU will have its accreditation visit on Monday, October 19 and Tuesday, October 20. I'd like to make a very brief ("heads up") announcement at the September 14 Senate meeting. I hope we will have a fairly firm schedule by October 12 so I could tell Senators about meetings they could/should attend. There will almost certainly be an open meeting for faculty and there will almost certainly be sessions on each of the five Criterion for Accreditation. Criterion Five includes governance structures and processes so that one is particularly relevant to Faculty Senators.

### b. What are our priorities this year?

- Personnel Training requirements
  - Committee with administrators, staff, and faculty.
- FSEC and FS orientation
  - The document create by Mark Strand was distributed. Do we need more than that?
- Creating a system to monitor initiatives that affect faculty prerogative
- Faculty listserv restrictions.
  - A new listserv is being created. The original will be mandatory and carry only those messages significantly important to the university's functioning or faculty members' job performance
  - The second will be an opt-out that will carry all other messages.
- Modifying by-laws
  - Birgit Pruess heading an ad hoc committee to present no later than at the March 2016 meeting.
- The Nice policy
  - Replace language with requirement to behave according to the ethical standards of one's profession or the NDSU code of student behavior.
- Anti-bullying policy
  - This is moving through the system
- Policy and Procedure Review Committee
  - Separate policy from procedure,
  - Update policies
  - Create policy where it is missing, e.g. Process on sexual misconduct complaints for faculty
  - Work with various units to have them create the policy and procedure, and then make it consistent.
- Policy on domestic partnership benefits
  - Greta Gramig
- Anything else?

## VIII. Adjourn

## NORTH DAKOTA STATE UNIVERSITY

## Spring 2015 Graduates

Degree Conferral Date: May 15, 2015

***College of Agriculture, Food Systems, and  
Natural Resources*****Bachelor of Science**

Taylor Richard Aaland  
 Kyle Austin Abrahamson  
 Angela Marie Adsero  
 Ju Yeon Ahn  
 Phillip M. Aipperspach  
 Clay Joseph Altepeter  
 Isaac John Anderson  
 Matthew James Anderson  
 Phyo Thin Aung  
 Ajak Akech Ayual  
 Kenneth Allan Bahm  
 Justin Daniel Bartholomay  
 Miranda Rose Billman  
 Bradley E. Bischof  
 Corey John Bjoralt  
 Jacob Emmanuel Blotter  
 Ross Lee Bolek  
 Michael Tyler Borders  
 Sara Beth Bowman  
 John Steven Breker  
 Joseph Michael Bresnahan  
 Scott Edward Bridgland  
 Elizabeth Grace Burdolski  
 Daniel Steven Carlson  
 Sarah Lynnette Cassel  
 Jacob Scott Caughey  
 Intiaz Amin Chowdhury  
 Thomas John Claussen  
 Miranda Ann Clemens  
 Connor Thomas Cook  
 Sara Marie Cushing  
 Daniel Benjamin Deck  
 Dalton James Dionne  
 Samantha Jean Dirk  
 Rhiannon Renee Dockter  
 Thai Quang Dong  
 Kendra Eleyse Dowdle  
 Kaitlyn Kristi Ebel  
 Noah James Gerard Engels  
 Justin Edward Erickson  
 Nathaniel Paul Erickson  
 Reed Buhr Erickson  
 John David Evenocheck  
 Kelsey Marie Fagerland  
 Wyatt Andrew Feltman

Alec Josef Foertsch  
 Diana L. Fontaine  
 Alex Jonathon Fornshell  
 Samantha Jo Foss  
 Taylor John Friesz  
 Courtney Louise Frojd  
 Austin Joseph Fuchs  
 Jonathan Christopher Fuller  
 Paige Makenzie Gardas Anderson  
 Douglas Robert Garry  
 Nikela A. Gathje  
 Bailey Ann Gibbs  
 Aaron Thomas Giese  
 Jonathan C. Gladis  
 Lauren Olivia Goetze  
 Collin Alan Goldsmith  
 Krista R. Gross  
 Stephen Matthew Guler  
 Ginger Lee Gullickson  
 Abbigael Partridge Gutierrez  
 Seth Michael Haas  
 Benjamin Lawrence Hageman  
 Maria Clare Hager  
 Carly Jo Cathryn Haiby  
 Ian Patrick Hall  
 Jill Ann Hallin  
 Jona Marie Hamson  
 Tyler D. Hausladen  
 Nathan Lee Hazard  
 Kelsey Teal Heiberg  
 Ellyn Christine Hexum  
 Brett Michael Hillestad  
 Shane Daniel Hinnenkamp  
 Alexandra Marie Hitt  
 Dylan James Holmer  
 Caitlin Mary Holmes  
 Kathy Judy Hommerding  
 David Andrew Hunt  
 Katelyn N. Huttunen  
 Tristan Albert Huwe  
 Charles Douglas Jacobs  
 Justin Wayne Jacobs  
 Mariah Leigh Jacobs  
 Stacy Ann Jangula  
 Sara Lynn Janson  
 John William Janssen  
 Karissa A. Jensen  
 Cody Matthew Jenson  
 Mark Aaron Johannes

Jeffrey Allen Johnson  
 John Sebastian Kalenze  
 Jason George Keck  
 Emily Caren Kedrowski  
 Shahzeb Ahmad Khan  
 Amir Khubber  
 Corey Anthony Klaphake  
 Boyce Allen Kluting  
 Thomas Garrity Knudson  
 Evan Elliot Knutson  
 Stephanie Kaye Kobiela  
 Autumn Lea Kraft  
 Daniel John Kremer  
 Sarah Lynn Kropp  
 Jenny Lynn Kubischta  
 Jaden Jacob Kuhn  
 Michelle Lynn Kuntz  
 Emma Claire Kusick  
 Jonathon Mark Lacher  
 Austin James Langley  
 Payton Jacob Lautenschlager  
 Codee Zebedee Lee  
 Tatianna Marie Letcher  
 Brett Michael Levos  
 Amber L. Lindgren  
 Zachary Allen Linggen  
 Andrew Bruce Lueck  
 Lucy Ione Lund  
 Garret Allen Lungren  
 Shane A. Maas  
 Paige K. Magelky  
 Chelsie Nicole Manton  
 Patrick Michael Martin  
 Kristen Marie Matthews  
 Kara Nicole Mauch  
 Alyssa J. McKinney  
 Tyler James Meidinger  
 Gabriela Michele Mendieta  
 Nicholas James Metz  
 Jared W. Meyer  
 Leah Marie Middendorf  
 Leslie R. Miller  
 Austin Jeffrey Moen  
 Trisha K. Molitor  
 Jade Marilyn Monroe  
 Ryan G. Monsen  
 Adam Leslie Monson  
 Amy D. Monson  
 Chelsea Ann Morgan

Jeffrey Paul Moss  
 Eric J. Murray  
 Emma V. Neigum  
 Bradley Paul Nelsen  
 Spencer Scott Norberg  
 Blaine Lee Novak  
 Paul Allen Novak  
 William Paul Ogdahl  
 Macalester Vincent Oglesby  
 Breanna Oldenburg  
 Leah Thad Olson  
 Jonathan Charles Oltman  
 Jake Theodore Ophaug  
 Michelle Rae Osten  
 Kasey Lee Oster  
 Davis Richard Parks  
 Sarah Elisabeth Paskewitz  
 Garrett Norman Petersen  
 Scott Paul Peterson  
 Logan Jay Pflingsten  
 Hom Nath Pokhrel  
 John Phillip Posch  
 Alexander Elias Prorok  
 Nathan Louis Qual  
 Benjamin John Rehder  
 Janna Marjorie Rice  
 Jodi Lynn Richardson  
 Hunter Lee Rosenfeldt  
 Nicholas Richard Rygg  
 Benjamin Marshall Salo  
 Lindsay Rae Samson  
 Tyler Blake Sanders  
 Rashi Sangwan  
 Jeremy Francis Sauer  
 Alexis Marie Schemioneck  
 Kara Rose Scherbenske  
 Chelsea Scott  
 Allyson A. Seibert  
 Sierra Lyn Shoman  
 Caitlin Rose Simek  
 Sanjivni Sinha  
 Cambria Sue Slaubaugh  
 Jamie Lynn Sletten  
 Leah Rose Smolley  
 Ethan Aaron Sorenson  
 Urelle Erin Stangler  
 Matthew Albert Stein  
 Alexis Amber Steinman  
 Dakota May Suko

Joshua Adam Sundby  
Brady Wade Swanson  
Kiersten Elizabeth Tepp  
Nisa Ann Tharayil  
Cale Eugene Thomas  
Jennifer Joy Thomas  
Melany Rachel Thomas  
Deborah Michelle Thompson  
Tandi Leigh Thompson  
Megan Elizabeth Tiegs  
Taylor John Tomperi  
Nevada James Turbiville  
Rebecca Mary Turnquist  
David Vander Zee  
Briar Lynn Verbout  
Jordan Roger Voorhees  
Samuel Joel Wagner  
Cody Samuel Wahlstrom  
Cullen Richard Walser  
Andrea R. Weiss  
Bennett Mark Weller  
Alicia Michele Widhalm  
Zachary Allan Wiest  
Kyle Thomas Wolf  
Kaitlin Sue Worms  
Leonard Richard Wrona, III.  
Nathan A. Wyatt  
Brock Robert Zenzen

#### **Master of Science**

Joseph V. Alfonso  
Ratko Balic  
Lauren Paige Sager Bittara  
Jena Lee Bjertness  
Danielle N. Black  
Craig Henry Carlson  
Lindsey R. Coupe  
Yayra E. Domfeh  
Juan Ramon Franco Coronado  
Etsehiwot Gebreselassie  
Jessica Marie Halvorson  
Martin R. Hochhalter  
Katherine Claire Ann Kral  
Aka Kyaw Min Maw  
Tyler Kurt Larson  
Rachel I. McArthur  
Brandon Lee Montgomery  
Manbir Kaur Rakkar  
Adriana Virginia Rodriguez  
Suraj Sapkota  
Roshan Sharma Poudel  
Deepti Tyagi

Xue Wang

#### **Doctor of Philosophy**

Sahar Arabiat  
Elena De La Pena  
Ahmedelfatih Eldoliefy  
Gerardo Gracia Gonzalez  
Danqiong Huang  
Balapuwaduge Mendis  
Ligia Dias Prezotto  
Xianwen Zhu

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

#### **Bachelor of Arts**

Mohamed H. Abdirahman  
Oyunbold Batjargal  
Jordan Lea Engelke  
Alea Egging Florin  
Candace Elise Kallevig  
Remington S. Krueger  
Olivia M. Niday  
John Norberg  
Grace Anne Peterson  
Tyler L. Ringstad  
Katerina Voronova  
Kelly Elaine Williams

#### **Bachelor of Fine Arts**

Mataya Trae Armstrong  
Thomas Liam Brennan  
Clare Anna Marie Geinert  
Jack Chamberlain Golden  
Katherine Ann Guzzi  
Rebekah Lynn Herdklotz  
Kelsy Brooke Hewitt  
Brian P. Lynch  
Zachary R. Sandberg

#### **Bachelor of Landscape**

#### **Architecture**

Luke Patrick Champa  
Keith Michael Dahl  
Bradley Salvarino Garcia  
Robert Morgan Latham  
Daniel Arnold Nipstad  
Charles K. Okigbo  
Joseph Robert Starbuck  
Kelsey Marie Windrum

#### **Bachelor of Music**

Gregory David Blair Calrow  
Jacob Isaiah Dixon  
Wade Joseph Stalboerger  
Devon Ryan Tucker  
Katelin Ann Wadeson

#### **Bachelor of Science**

Daniel Mabior Achiek  
Brenda Nicole Ackerman  
Alexander James Akerman  
Krista Ann Aldrich  
Claire Olava Anderson  
Kathryn Marie Anderson  
Stephen Prescott Anderson  
Trisha Rae Anderson  
Sarah Ann Arnold  
Hailey Justine Askeland  
Noah Avon  
Shem D. Baker  
Abigail R. Bastian  
Hannah Elizabeth Bednarek  
Holly Catherine Behlke  
Levi C. Beiningen  
Jodi Jean Berdahl  
Trevor Ray Berner  
Matthew Howard Bilitz  
Katelyn Marie Blackwelder  
Dallas Michael Bosch  
Nicole Louise Boss  
Noah Anthony Merle Burris  
Lauren Lee Cammack  
Jessica DeMarais Carlson  
Luke Patrick Champa  
Bowe Chen  
Krystal Marie Chermak  
Joseph Thomas Corcoran  
Luke D. Couchey  
Logan Charles Curti  
Ashley R. Daanen  
Keith Michael Dahl  
April Ann Daly  
Samantha Michelle Day  
Melinda Suzanne Deugan  
Jocelyn Driscoll  
Wesley Michael Dullinger  
Michael Wayne Duncan  
Jason Robert Dvorak  
Samantha Marissa Eidenschink  
Alexandra Lynn Elder  
Jennifer Olivia Fatz  
Kristen Jewel Fennell

#### **Attachment 1**

Megan May Feyereisen  
Zach Fimon  
Alyssa Jane Fischbach  
Colton Josiah Fleming  
Kelli Marie Flieth  
John Fontana  
Delaney Jo Freer  
Heidi Lynn Freye  
Tyler J. Gapinski  
Bradley Salvarino Garcia  
Cody J. Gerszewski  
Ian Randy Godfrey  
Erin E. Hackey  
Caleb Leif Macpherson Hamilton  
Patrick Robert Haraldson  
Justin Charles Hayman  
Jenna Kristine Hedstrom  
Kelsey Lynn Helland  
Samuel Jerome Herder  
Dylan Richard Hilber  
Jesse Alexander Hinz  
Jacob Brendan Hodgson  
Cale Aaron Homuth  
Danelle Kathrina Hopkins  
Hayley Elizabeth Horntvedt  
Brittani KaLouise Hovland  
Andrea Yvonne Johnson  
Haley Taylor Johnson  
Cole James Johnston  
Caitlin Mary Joppru  
Kurtis Andrew Julson  
Krista Jo Kappes  
Nicholas Richard Kasper  
Elizabeth Sarah Keena  
Mariah Rose Kenney  
Erika Dawn Ketterling  
Bethany Irene Kiedrowski  
Callie Alicia King  
Rebecca Lynn Kotchian  
Erin Michaela Krieger  
Heather Elizabeth Kroeker  
Remington S. Krueger  
Bridget Janel Kruger  
David Thomas Kurtti, II.  
Alexander Dean Lapham  
Robert Morgan Latham  
Travis Jon Lauer  
Robert C. Lauf, III.  
Denise Katherine Luttio  
Amanda Rae Magnuson  
Keith Alexander Mantz  
Lisa Ann Marchand

Dzenita Maslesa  
 Kyle Adam Mason  
 Krystyne Roxanne Maue  
 Kelsey Jean McLachlan  
 Heather L. Milbrath  
 Katie Jo Miller  
 Maggie Paulette Moen  
 Shelby Lynn Moen  
 David James Nasvik  
 Daniel Arnold Nipstad  
 Charles K. Okigbo  
 Chinyere Verna Okwulehie  
 Dustin Robert Olson  
 Dean Omane  
 Jacob Jeff Oxner  
 Brady Pieper  
 Michael David Pietron  
 Ryan Pivoran  
 Danielle Marie Poce  
 Colton J. Pool  
 Justin Ryan Prettyman  
 Jaclyn Frances Proulx  
 Emily Raquel Ramstad  
 Chloe Elise Reichel  
 Delilah Mae Robb  
 Sarina Rae Sandstrom  
 Amber L. Schneider  
 Stacey Ann Schulte  
 Conner Reagan Scott  
 MeiLi Mina Smith  
 Eric Lowell Solien  
 Christopher Randal Spangler  
 Lauren C. Spillers  
 Joseph Robert Starbuck  
 Deanna Marie Storey  
 Jennifer R. Studer  
 Nathan W. Szurek  
 Joshua Dean Taylor  
 Danielle Lynn Thiessen  
 Megan Jane Toso  
 Morgan Marie Tschida  
 Michael Kore Uwe  
 Taylor James Van Dyke  
 Jason Heston VanHorn  
 Brent Thomas Williamson  
 Kelsey Marie Windrum  
 Maria Jean Yurczyk

**Bachelor of Science in Architecture**

Niloufar Alenjery  
 Pedro Armendariz  
 Matthew Thomas Axtmann

Mitchell Clark Borgen  
 Anshul Brat  
 Brooklyn Skye Burmeister  
 Craig Michael Cusick  
 Cory A. Cwiak  
 Emma Lea DeMartelaere  
 Tyler Matthew Ertl  
 Alicia Francis Fadley  
 Ryan S. Gram  
 Matthew Frederic Hall  
 Shannon Elizabeth Hanson  
 Charlotte Tanay Haugh  
 Alexandra Kaye Hirstein  
 Wilbur Taylor Holt  
 Carmen Jule Johnson  
 Amelia Anne Koenig  
 Katelyn May Kostad  
 Rachel Joan McGinn  
 Joseph S. Miller  
 Nathan Douglas Miller  
 Kaspari Melinda Modin  
 Jarrett Dean Mork  
 Peter Edward Mueller  
 Matthew Brian Nohr  
 Thomas Michael Rhone  
 Kyle Anthony Rummel  
 Taylor Nicole Schuman  
 Benjamin John Strehlow  
 Hue Chee Vang  
 Justin Mark Warner

**Master of Architecture**

Tara Michal Anderson  
 Shelby K. Augustine  
 Gregory David Bednar  
 Nicholas Paul Brandt  
 Ronald John Brinkman  
 Dennis Henry Bukowski  
 Sarah Carolyn Crook  
 Logan Alan Diehl  
 Joshua Adam Donnelly  
 Samuel Bernard Erickson  
 Caetlin M. Fox  
 Brian George Glur  
 Amber Olivia Grindeland  
 Catherine Elaine Groth  
 Timothy Joseph Halvorson  
 Noah Michael Harvey  
 Matthew Michael Hoefler  
 Kyle Davis Hoverson  
 Aaron Mark Johnson  
 Rebecca M. Johnson

Logan Anthony Kern  
 Chelsea Marie Lenz  
 Ryan Linne  
 Mackenzie Ruth Lyseng  
 Kellie Marie McCullough  
 Matthew Curtis Moeckel  
 Matthew L. Qual  
 Ryan Mitchell Quast  
 Troy Jared Raisanen  
 Crystal Marchelle Rinkenberger  
 Esau M. Rodriguez Padilla  
 Katelyn Max Schmidt  
 Michael Phillip Schnack  
 Alexandra R. Schrader  
 Shawn Lawrence Sencall  
 Alyssa Marie Stroh  
 Nicholas David Strombeck  
 Jennifer J. Upcraft  
 Jennifer Ann Watters

**Master of Arts**

Megan Lynn Even  
 Noor Ghazal-Aswad  
 Heidi Jo Kruse  
 Kimberly Ann Ray  
 Ann M. Stewart

**Master of Music**

Christopher T. Argenziano  
 Eric Andrew Martens

**Master of Science**

Brianne Carlsrud  
 Alicia Jane Kauffman  
 Amanda M. Savitt  
 Muhabbat Makhbudovna

**Doctor of Musical Arts**

Adam C. Hollingsworth  
 Jonathan Daniel Strommen-  
 Erik Andrew Zinter

**Doctor of Philosophy**

McKenzie Ann Wood

***College of Business***

**Certificate**

Isaac John Anderson  
 Troy Daniel Borowicz  
 Christopher Todd Christian  
 Sara Faye Dummer

Taylor J. Perdew  
 Tyler Harold Schmidt  
 Tanya Lynn Stillwell  
 Austin Edward Swecker

**Bachelor of Science**

Katherine Elisabeth Affield  
 Joseph James Anderson  
 Kaitlin Eletta Anderson  
 Mason John Anderson  
 Benjamin Daniel Armbrust  
 Abigail Rose Ascheman  
 Gabriel F. Beaufeaux  
 Troy Daniel Borowicz  
 Michael Travis Bowler  
 Dallas Ann Breberg  
 Brogan Lorraine Burwick  
 Brad W. Cantwell  
 Anna Ruth Carlson  
 Yuxin Chen  
 Hyeon-gyeong Cho  
 Brian Gary Christensen  
 Christopher Todd Christian  
 Kevin Joseph Coffman  
 Ryan Vincent Connor  
 Katelynn Allene Dauwen  
 Matthew David Delaney  
 Danielle Lynn Dombeck  
 Megan Marie Duevel  
 Sara Faye Dummer  
 Lauren Amanda Dumont  
 Anthony James Eklund  
 Zachary Joseph Enz  
 Brittany Mishelle Even  
 Breeanna Rae Fandrich  
 Jeremy Michael Feist  
 Blake Allen Finger  
 Andrew James Ganje  
 Gabriela Maria Garcia  
 Joseph Theodore Gedgaud  
 Christopher Allen Gerving  
 Zachary Tyler Good  
 Brandon Lynn Goodenbour  
 Daniel Jerome Gorghuber  
 Joseph Robert Gruber  
 Michael Andrew Hanson  
 Timothy William Hanson  
 Molly Kristine Harris  
 Matthew Steven Hartman  
 Erin Marie Haugen  
 Mara Jo Headline  
 Joseph Thomas Heinsen

Jordan Mathew Hennen  
Danielle M. Herrington  
Savanna Lynn Hill  
Seth Thomas Hochstatter  
Brooke Marie Hoesle  
Taylor Ann Holzer  
Jonathon Miller Hopkins  
Nicole Marie Hulm  
Da Huo  
Eric R. Jablonsky  
Melissa Margaret Jackson  
Justin Lee Jenner  
Sarah Jean Jensen  
Caleb Fredrik Johnson  
Stephanie Marie Johnson  
Michael David Jolliff  
Krissa Vola Kae Jones  
Travis Robert Jones  
Brittany Marie Jordan  
Joseph Daniel Keimig  
Kario Alexandria Kelly  
Dahee Kim  
Lukas Mitchell Kinneberg  
Elisa Jane Knoll  
Christopher Michael Koffler  
Sean Kolodziej  
Patrick Ryan Konzak  
Avery W. Krebs  
Shenille Angie Laber  
Adam Mitchell LaDue  
Kelsey Ray Larson  
Courtney Samone Lawhorn  
Kathryn Ann Leidall  
Yazhen Li  
Nicole Taylor-Ruth Lindemoen  
Tyler Matthew Loch  
Kaylee Ann Lothspeich  
Daniel Patrick Ludowese  
Emily Lynne Ludwig  
Spencer Howard Mack  
Richard Allen Maris  
Molly Ann Masseth  
Sean M. McCabe  
Kevin J. McCarthy  
Marshall Taylor McFadden  
Chantel Nicole Meech  
Alex Anthony Mies  
Joy Rene Mikkelsen  
Blake Evan Morrow  
David Lowell Mueller  
Jose Ruben Munoz Pineda  
Tracy Lynn Nash

Ryan Paul Nelson  
Douglas Duane Noah  
Brooke Lauren Northwick  
Amanda Jo Olek  
Kaitlyn Marie Oliver  
Lauren Nicole Olson  
Julio Cesar Paredes  
Jiwan Park  
Taylor J. Perdew  
Tonya Kay Peters  
Kathryn Marie Petersen  
Adam James Polack  
Jason Andrew Pomeroy  
Anna Margaret Poster  
Jennifer Lynne Regimbal  
Kyle Eugene Roberts  
Robert E. Ruud  
Wilson Farber Schadauer  
Katelyn Peggy Schell  
Devon Wayne Schmeling  
Erica Lynn Schmidt  
Tyler Harold Schmidt  
John Stephen Schmitz  
Lindsey Rae Schneider  
Daniel James Schultz  
Rebecca Denise Schultz  
Stephanie Ann Schumacher  
Brett James Severson  
Angela Rebecca Sherman  
Ashlynn Aurilla Joyce Simon  
Pulkit Singhal  
Jonathan William Sipe  
Sam Lee Sletta  
Ryan Lewis Smith  
Tyler Lee Snook  
Joseph Charles Sornsin  
Hayden Thomas Spaeth  
Toi Marie Spaeth  
Whitney L. Sponsler  
Zachary Patrick Spychalla  
Shea Alexandra Steidl-Kent  
Eric Michael Stelter  
Tanya Lynn Stillwell  
Nichole Cecilia Strei  
Julia Barnes Striker  
Amanda Alice Swanson  
Griffin Richard Swanson  
Austin Edward Swecker  
Kody Kent Syverson  
Kristofer Michael Talbot  
Chengyuan Tang  
Nathaniel Bryan Thompson

Cody Andrew Torbenson  
Kyle Timothy Viland  
Aaron Christopher Vold  
Rachel Maria Wagar  
Lina Wang  
Xiqian Yan  
Eric Neil Zachariason  
Victoria Marie Zastrow  
Xi Zhang  
Yuhui Zhang  
Zhiyao Zhang  
Zehua Zhuang

#### **Master of Accountancy**

Alexander Glen Bakken  
Hayleigh D. Bruns  
Melanie K. Hengel  
Jarren Michael Lutes  
Andrew Richards  
Mikka Jo Wold

#### **Master of Business Administration**

Ian Matthew Carlstrom  
Adam Kenneth Collins  
Laura Dawn Dallmann  
Sheldon Thomas Ehli  
Nadezda Viktorovna Fastovtsova  
Daniel James Flynn  
Srinivasa Murthy Giridhar  
Heather April Goulet  
Aaron Richard Grinsteinner  
Weizhe Hu  
Alex Karl Kaczor  
Blair Kiland  
Danielle Paige Knoll  
Vidur Kushwaha  
Cole Frederick Palloch  
Buddhika Perera  
Aaron Michael Redenius  
John O. Rogstad  
Emily Anne Voigtlander  
Yanbin Wei  
Juechen Yang

#### **College of Engineering**

##### **Certificate**

Michael Hutchinson

##### **Bachelor of Science in Agricultural and Biosystems**

Kalli Lynn Berning

#### **Attachment 1**

Tyler David Cebulla  
Cody T. Kallock  
Nicholas Chad Krippner  
Ryan Michael LaCanne  
Lucas Alan Melroe  
Lucas Roy Salfer  
Matthew James Sharpe  
Matraca Lavonne Steen

#### **Bachelor of Science in Civil Engineering**

Michael Jacob Aamodt  
Grady James Anderson  
Isaiah Juan Ayala  
Jennifer Elizabeth Barstow  
Nathan Jhaun Berens  
Alex Dale Bitter  
Taylor Joseph-Jerome Braaten  
Aaron Daniel Briski  
Frank Edward Brodeen  
Terrence Francis Callahan  
Zachary Arlen Cormican  
Anna Rachel Cunningham  
Dane Justin Ekdorn  
Jack Russell Fletcher  
Nikki Jo Frank  
Ryan Matthew Frolek  
Susan Barbara Ann Gilbertson  
Blaine Michael Green  
Jarred Donald Grindahl  
Jacob A. Hexum  
Matthew Scott Hildreth  
Lucas Jeffrey Hoffman  
Yulong Jiao  
Martin Michael Joyce  
Lance Kenneth Kalthoff  
Derek Joseph Kayser  
Sean Patrick Kelly  
Kevin Lee Kruger  
Todd Holman Lowell, Jr.  
Nels Christian Lund  
Erin Kay Mattern  
Megan Elizabeth Meyer  
Mark Merton Miller  
Jacob Richard Mitzel  
Kelsey Marie Montebello  
Paige R. Mortenson  
Benjamin Jung Otto  
Bradden Robert Parks  
Brannon Lee Peterson  
Joshua Paul Phillips  
Ursinio Puga Gil  
Theron Richard Rein

Blake Thomas Ryan  
 Mary Ann Schindler  
 Joseph Frederick Schultz  
 Jonathon Paul Schwegel  
 Isaac Michael Serre  
 Christina Ann Sullivan  
 Dain Steven Synhorst  
 Zachary John Thelen  
 Brandon T. Todd  
 Shane Thomas Traulich  
 Emily Louise Von Hagen  
 Michael Steven Winther  
 Troy Allen Wright  
 Nicholas Patrick Wyers  
 Joseph A. Zikmund

**Bachelor of Science in Computer  
Engineering**

Tyler John Brunette  
 Ryan Lawrence Dorendorf  
 Jonathon D. Edstrom  
 Nathan Joel Joraanstad  
 Vishal Singh Rathore  
 Riya Sharma, Jr.  
 Kyle John Thorson

**Bachelor of Science in Construction  
Engineering**

Jordan Herman Bartsch  
 Brent William Finley  
 Megan Lynn Larson  
 Seth Eugene Morken  
 Bryan Joseph Silvers

**Bachelor of Science in Construction  
Management**

Alexander Perry Astin  
 Mason Michael Beier  
 Edward Thomas Bolton  
 Cole J. Carrier  
 Brendan Patrick Cullen  
 Jordan Kyle Gleason  
 Trent Arnold Hagen  
 Shane Allen Hillen  
 Adam Gregory Huston  
 Cody James Idso  
 Matthew William Katzenmaier  
 Tyler Curtis Kellen  
 Andrew Jeffrey Kinsel  
 Justin Duane Ostgard  
 William Michael Rader  
 John Patrick Reiter

Adra Abdulrahman Salim  
 Taylor August Werner  
 Wanting Zhang

**Bachelor of Science in Electrical  
Engineering**

Daud Hersi Ali  
 Hollis Michael Barkhaus  
 Michael Ryan Barnhardt  
 Dylan George Bernhardt  
 Brandon Dean Bieber  
 Preston Mark Blinsky  
 Lelan A. Bosch  
 Hao Chen  
 Cody Henry Clarksean  
 Boris Curuvija  
 Peter Nelson Day  
 Jason Dean Ecklein  
 Davis Randall Fischer  
 Brett Richard Garske  
 Ruisi Ge  
 Mehari Ghebreyohannes  
 Nathan K. Goenner  
 Jacob Michael Goodell  
 Daniel Harry Grages  
 Mitchell William Heltemes  
 Ethan Paul Hettwer  
 Tyler Ray Hill  
 William Owen Hoffa  
 Taylor James Holte  
 Samuel David Katz  
 Tyler Mathew Keller  
 Joshua Robert Kertscher  
 Christine Kay King  
 Kyle John Krause  
 Darrin M. Laudendach  
 Khamis Samuel Lemi  
 Schuyler J. Long  
 Manuela Lopera Higueta  
 Jay Pierre Miller  
 Dung Ngoc Nguyen  
 Troy Errick Osmanski  
 Jacob Matthew Parrow  
 Thomas Peter Pinewski  
 Philip William Ready  
 Jeremy Joel Reller  
 Taylor Jay Roorda  
 David William Russell  
 Lucas J. Schaaf  
 David Benjamin Schuette  
 Gaurav Sharma  
 Tyler James Sorvari

Mitchell Louis Stoeberl  
 Jacob Ross Ukkelberg  
 Andrew Bryce Volk  
 Tao Yang  
 Hankuan Zhang  
 Yunchuan Zhang  
 Mark Zilberman  
 Yili Zou  
 Benjamin Alan Zurn

**Bachelor of Science in Industrial  
Engineering and Management**

Laura Patricia Chavez  
 Philip Craig Cooksey  
 Can Cui  
 Jacob Vernon Frieler  
 Joseph David Fritzjunker  
 Lauren Elizabeth Frohlich  
 Hao Fu  
 Andrew Dale Gertner  
 Bethny Marie Hoff  
 Jaron Thomas Hughes  
 Twila Elaine Moser  
 Chao Pei  
 Eric Paul Schauer  
 Charles Kyle Shorma  
 Tyler Patrick Theisen  
 Michael Joseph Walmsley  
 Tanner Anthony Wolbersen  
 Ruinan Xie  
 Nikushi Shakyadevi Yatigala  
 Jessie James Zerr

**Bachelor of Science in Manufacturing  
Engineering**

Devin Lee Arnzen  
 Andrew John Dalman  
 Zheng Fang  
 Cong Liu  
 Jacob William Mason  
 Tyler Thomas Skeate

**Bachelor of Science in Mechanical  
Engineering**

Ryan J. Anderson  
 Jake Marvin Braaten  
 Jesse Matthew Brooks  
 Lucas Frank Budzien  
 Andrew Daniel Carlson  
 Maxwell John Chelberg  
 Eric Michael Cochrane  
 Steven Michael Conrad

Sourav Dan  
 Nathan Dean DuChene  
 Jake Randal Eissinger  
 Shawn Bradley Erickson  
 Nathan Evan Esboldt  
 Britt Alan Helten  
 Alexander John Henderson  
 Colton John Hirman  
 Jeremy John Jenniges  
 Zachery S. Johnson  
 Kartik Joon  
 Nabin Karki  
 Nathan Lynn Kinneberg  
 Karl Emerson Klindworth  
 Patrick Gerald Link  
 Samantha Lee Mailhot  
 Jonathan Micah Miller  
 Matthew C. Moenkedick  
 Jeremy L. Morrison  
 Mitchell Roland Nelson  
 Michael Thomas Niehoff  
 Nicholas John Noeske  
 Vanessa Rose O'Gara  
 Samuel O. Ogunyemi  
 Zachary Francis Ourada  
 Jesse Allen Pierce  
 Jared Daniel Quinlan  
 Alexander Anderson Reed  
 Garrett Daniel Reed  
 Benjamin Charles Reiff  
 Landin Ronald Rognlin  
 Ian Jon Sannes  
 Austin John Schlichting  
 Zachary Paul Semler  
 Travis Steven Sims  
 Benjamin Theodore Sinnett  
 Matthew David Slama  
 Rachel Ann Smith  
 Ryan Peter Solstad  
 Connor Davis Swiontek  
 Kyle Ian Tasler  
 Luke Jacob Thiele  
 Zachary M. Triplett  
 Yiming Wei  
 Joshua John Weismantel  
 Jacob Dale Williams  
 Jiawei Zhang

**Master of Construction  
Management**

Aaron Paul Kellerman  
 Wayne Leslie Lavalier

**Master of Science**

Hani Mohammed Q. Alanazi  
Venkata Chintalapudi  
Alex Paul Flage  
David Paul Gutschmidt  
Xiao Liang  
Emily Rose Nordahl  
Mary Francis Pate  
Sayantica Pattanayak  
Thomas C. Schanandore  
Saurav Shankar  
David John Sundquist  
Michael Andrew Telste  
Xin Wang

**Doctor of Philosophy**

Mazhar Ali  
Muhammad Ali  
Amir Ghavibazoo  
Nassibeh Hosseini  
Samad Javid  
Jessica Lynne Lattimer Vold

***College of Graduate and Interdisciplinary Studies*****Master of Natural Resources Management**

Kristine Leann Askerooth  
Pragya Devkota  
Matthew Scott Mittag  
Andrew W. Willyard

**Master of Science**

Abilio Barros Soares  
Crystal Nicole Starr  
Travis Gene Strehlow

**Doctor of Philosophy**

Anusha Rupika Balangoda  
Justin D. Fisher  
Samira Mafimoghaddam  
Karen R. Ryberg  
Brianna Leigh Schneck Stenger  
Qun Sun

***College of Human Development and Education*****Certificate**

Kimberly Katie Booth

Abigail Ruth Debner  
Aaron Lee Field  
Balapuwaduge Mendis

**Bachelor of Science**

Meghan Mae Aadland  
Hailey Marie Adams  
Karla Elizabeth Alme  
Dilheen M. Amedi  
Katie Lynn Anderson  
Kelsey Grace Anderson  
Alissa Dawn Autio  
Kayla Marie Baker  
Devan Marie Barker  
Mandie Jo Bauer  
Tyneal C. Begger  
Corinne Nicole Blotske  
Kristine Irene Borys  
Chandra Ann Braunagel  
Courtney Justine Brenden  
Grace Marie Brennan  
Elyssa Justine Bright  
Myles James Brooks  
Natalie Kay Brown  
Danielle Rose Buskohl  
Abby Esther Ann Chappell  
Amber Rose Clark  
Elizabeth Ann Coronato  
Adam Winfield Coykendall  
Kara Maria Davis  
Spencer Steven Deutz  
Allison Jade Dhuyvetter  
Emily Rose Douvier  
Lynk Claire Downing  
Abby Leigh Faul  
Chelsea Marie Fearing  
Ashley Lee Fenske  
Kaylie Marie Ficek  
Travis R. Flick  
Brittany Lynn Fritel  
Andrew Richard Goracke  
Katelyn Estelle Gorder  
Alyson Nicole Grinsteinner  
Spencer John Grow  
Ryan Michael Gustafson  
Alexander Ethan Hagen-Weis  
Anna Louise Hansen  
Jayne Ramona Harms  
Elizabeth L. Harrel  
Ashton Lorraine Heath  
Ashley Ann Heinze  
Brittany Raye Herrington

Katie Lee Hilton  
Briana Mae Hoaby  
Taylor Rose Hoeschen  
Natalie Elizabeth Hogan  
Emily Kathryn Holland  
Michaela Jo Hoppe  
Brittany Ann Indergaard  
Janet Renae Iverson  
Katie Irene Iverson  
Javon Darlene Jackson  
Hayley Ann Jangula  
Brock Steven Jensen  
Falan Nicole Johnson  
Jacquelyn Shelly Johnson  
Katherine Lynn Johnson  
Seth Alan Johnson  
Janet Rae Julson  
LaNay Marie Jung  
Erica Lea Esther Kale  
Michael Edward Kalianoff  
Krystal D. Kalliokoski  
Madeline Jean Keeler  
Abbie Lynn Kemp  
Stephen Keith Kessler  
Brittany Addison Kingsbury  
Jordan Kleinjan  
Jacob Michael Klingbeil  
Kasey May Klinkhammer  
Emily Megan Knilans  
Michael Hanna Knutson  
Brita Grace Koehnen  
Richard Michael Konkol  
Sarah Irene Krall  
Samantha Jo Kramer  
Taylor Lynn Krieg  
Daniel David Krypel  
Samantha J. Lamwers  
Marjorie Ann Laney  
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Justin Anthony LaValle  
Kayla Rose Lechelt  
Caitlin Arissa Leick  
Abbey Grace Leier  
Dain Lee Leqve-Smith  
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Jackson P L Lindom  
Kayla Rae Lindroos  
Frances Man Yee Liu  
Kyah Faye Loeks  
Nicholas J. Luman  
Jestin James Lunday  
Reid Davis Lunemann

Christopher Robert Lutz  
Katherine Audrey Macht  
Bethani Lynn Maciej  
Jamie Marie Maciejweski  
Benjamin Jarold Mader  
Matthew Michael McCarty  
McKenzie Dean McMillan  
Andrew Jon McPherson  
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Linnea Joan Meyer  
Justin Duane Miller  
Megan Mae Miller  
Rebecca Rose Miller  
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Miranda Marie Moen  
Lynsey Rochelle Mogck  
Kelsey Ann Mongeon  
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Tiffany Allyssa Motis  
Allison Sarah Moum  
Lindsey J. Muehlberg  
Macie Leigh Murphy  
Sierra LaNae Murphy  
Danielle Erin Nelson  
Carly Jo Ness  
Cody Charles Ness  
Samuel C. Neumann  
Minhthu J. Nguyen  
Emily Ann Nielsen  
Katie Elizabeth Odland  
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Ashley Marie Olson  
Benjamin Marvin Olson  
Shelby Nicole Otto  
Bridget Nicole Overby  
Molly Jo Perkins  
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Alyssa N. Peterson  
Amanda Jo Peterson  
Erin Michelle Peterson  
Spencer Thomas Pillera  
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Tiffany LaMay Raddatz  
Tayler R. Rasmussen  
Rachel May Renner  
Andrea Martha Richmond  
Emily Ann Rikhus  
Kathryn Margaret Sagaser  
Westin R. Satzinger  
Allison Kate Schemel  
Carly Jo Schindler



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 Jodi Marie Schmidt  
 Adam William Schueller  
 Molly Elizabeth Schultz  
 Kathryn Elizabeth Schulz  
 Cordelia Ana Seckler  
 Megan Elizabeth Sem  
 Karlee Michelle Simmons  
 Kelsey Rae Skunberg  
 Allison Marie Smaaladen  
 Nadine Emily Smith  
 Shelby Mae Sorum  
 Anna Marie St Andrew  
 Olivia Lynn Stankey  
 Nicole Rose Stastny  
 Nicholas Bryan Strom  
 Samantha Marie Strycker  
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 Sarah Mary Ukkelberg  
 Leah VanTilborg  
 Katy Jean Varner  
 Hailey Ann Verwest  
 Kelsey Rae Vogt  
 Ariel Brooke Waloch  
 Corbin Randy Walters  
 Juliana Marie Ward  
 Steven Neil Widner  
 Alyssa Mae Windey  
 Rachel Elizabeth Wingard  
 Jennifer Trudy Wisnoski  
 Caitlin Ruth Wohler  
 Rachel Maria Wotzka  
 Brett Alexandra Wuori  
 Mara Kaitlyn Yborra  
 Evan Lee Zacharias  
 Jennifer J. Zetocha

#### **Master of Athletic Training**

Colin John Hulm  
 Nikole L. Koehn  
 Camden Lambert  
 Ethan Gary Meyer  
 Samantha Bethany Taylor  
 Sarah Mae Wambheim

#### **Master of Education**

Nathaniel Charles Bailly  
 Bibian Chiagozie Cummings

Eben Blake Danielson  
 Dustin L. Elken  
 Kaleigh Johanna Frey  
 Mitchell Drake Grunig  
 Tracy Michelle Hansen  
 Lynae Sue Hemming  
 Bradley H. Jones  
 Cynthia L. Klabo  
 Aaron Vaughn Kliniske  
 Tami Jo Kramlich  
 Ashley De-Anne Krinke  
 Garrick Zebe Larson  
 Lindsey Kay Levin  
 Melissa April Melaas  
 Lisa Marie Narum  
 Erin Danielle O'Connell  
 Jennifer L. Olson  
 Lyndsey Rae Patnaude  
 Stephanie Michelle Pelletier  
 Amber M. Penrose  
 Nicole Peterson  
 Shane Michael Ringdahl  
 Myron William Schaff  
 Amy Skouson  
 Kristina Ashley Sluzewski  
 Kelsey Ann Stahl  
 Scott Tyler Steele  
 Emily Jane Sturn  
 Leah Barae Swedberg  
 Martina Velic  
 Nichole Lee Venable  
 Kimberly Ann Wenko  
 Ashley Elizabeth Willits  
 Angela Jane Zerface

#### **Master of Science**

Kelly Rose Burdett  
 Sarah Marie Busse  
 Michelle G. Caldarone  
 Katharina James Fritzler  
 Samantha Erin Fuhrmann  
 Hanna Elisabet Grinaker  
 Brea Rachelle Grueneich  
 Jessica Michelle Hotchkiss  
 Eryn Nichole Jager  
 Jenna Bess Kourajian  
 Weston Matthew McGill  
 Rashidat Oladun Moreira  
 Megan D. Myrdal  
 Kalene Ann Sharstrom  
 Katherine Jeanette Strand  
 Christopher Michael Thompson

Ashley Ann Walsdorf  
**Doctor of Philosophy**  
 Elena Nikolayevna Atitsogbui  
 Amber Rae Bach-Gorman  
 Daniel S. Clark  
 Angela Ann Geraci  
 Rhonda Kay Kitch  
 Jon A. Kragness  
 Cindy L. Marihart  
 Aida M. Martinez-Freeman  
 Twyla Ann Nielsen  
 Tara R. Zolnikov

#### ***College of Pharmacy, Nursing, and Allied Sciences***

#### **Certificate**

Jan Marie Keller

#### **Bachelor of Science**

Ryan Gerald Altendorf  
 Amanda Jo Amberg  
 Gabrielle Lynae Anderson  
 Jake David Baldwin  
 Maranda Grace Baumgartner  
 Chelsea Antoinette Behnke  
 Brianna Jean Benson  
 Kimberly Jane Block  
 Alec Bohn  
 Miles W. Book  
 Ginger Louise Breen  
 Sadi Anna Bren  
 Kayli Lynn Buechler  
 John Garrett Carlin  
 Alissa Marie Carlson  
 Cynthia Simon Cherucheril  
 Andrea Ruth Clares  
 John Patrick Curley  
 Daniel James DeGree  
 Mary Jo Faure  
 Savanna Lee Fetzer  
 Taylor Lawrence Fiske  
 Brittany Lynn Fondakowski  
 Danielle Rose Fritz  
 Bryant W. Geis  
 Braydon Alexander Gourneau  
 Kirstin Marie Gramith  
 Pamela Marie Guss  
 Dustin Lee Haugen  
 Eric L. Hebel  
 Ashley Rae Hertwig  
 Sarah Marie Hillestad

Carter William Hruby  
 Hannah Marie Kallio  
 Janae Crystal Klindt  
 Daniel John Koktan  
 Scott James Kompelien  
 Sadie I. Lean  
 Paige Francesca Leclerc  
 Jordan Marie Lentsch  
 Jennifer Ann Liane  
 Jennifer Ann Linnard  
 Sarah Rose Madsen  
 Mason Andrew Magle  
 Wyatt Eldon Martenson  
 Erik Sven Mattson  
 Brandon Michael McCarty  
 Dillon Arthur Meyer  
 Savannah D. Miller  
 John William Mullen  
 Jesse Robert Obright  
 Megan Jane O'Connell  
 Danielle Rose Odenthal  
 Cara Toy Jen O'Higgins  
 Chelsea Joy Olerud  
 Courtney Nicole Olson  
 Rebecca Pareja  
 Margaret Mary Peters  
 Caitlin Jeanne Peterson  
 Kayla Dawn Peterson  
 Kayla Marie Porter  
 Kevin Randall Rauwerdink  
 Lauren Emily Resh  
 Ali Elizabeth Richardson  
 Gretchen Lynn Rigge  
 Macy Royston  
 Joseph Jon Sannes  
 Sarah Jane Schmidt  
 Jessica Ann Schneider  
 Taylor Jean Semler  
 Brett Richard Sinner  
 Brock Andrew Solberg  
 Krista Anne Southwick  
 Teresa M. Steinman  
 Spencer Todd Stromback  
 Tasnia Tarannum  
 Kyle Lucas Thielke  
 Jayson Charles Thompson  
 Samantha Elizabeth Trumm  
 Cody Barry Varnson  
 Jessica Ann Voeller  
 Hannah Preanka Walbruch  
 Xiaoxi Wang  
 Anna Terese Wenzel

Megan Joyce Witschen

**Bachelor of Science in Nursing**

Abigail Louise Aspengren  
Oyumaa Badral  
Janelle Anna Baldwin  
Nicole Loreal Balzer  
Lauren Paige Barker  
Jessica Marie Bartholomay  
Kacie Ann Becker  
Paige Marie Bell  
Grace Elisabeth Boehm  
Alexa Rae Boyd  
Katlyn Jesse Boyle  
Kalie Marie Brueggemeier  
Tara Marie Buss  
MacKenzie Rose Chacich  
Christopher Thomas Coombe  
Alyssa Brooke Dahle  
Jennifer Marie DeCock  
Jessica Joanne Diaz De Leon  
Alexandra Alice Diesem  
Kayla Dolyniuk  
Alpha Chidera Duru  
April Lynne Enrooth  
Samantha L. Erhardt  
Rachell R. Feigitsch  
Brittany Kay Geffre  
Samir Golos  
Alison Renee Gravalin  
Leah Clare Green  
Kristen Faye Greenstein  
Kayla C. Grewatz  
Sandra Dawn Hanly  
Samuel George Hanzlik  
Shelby Lyn Hatch  
Renata Dee Hegle  
Charles Richard Hemkin  
Alexis J. Hogan  
Laura Marie Holsen  
Megan R. Humann  
Mohamed Allieu Jalloh  
Kacie Lynn Johnson  
Molly Kahl  
Lucas Joseph Kalina  
Vanessa Rose Karels  
Craig Warren Karjalainen  
Kaitlin Kay Karsky  
Carly Rose Kaspari  
Kaitlin Eve Keeler  
Jessica Beth Kerr  
Chantel L. Kleinsasser

Kaili Marissa Klobuchar  
Bria Rae Knaust  
Matthew John Kopp  
Merry Lynn Kraft  
Amanda Kuller  
Austin Dale Kutzer  
Luke William Lassonde  
Mitchell Charles Lehn  
Chelsea Lynn Lingle  
Alex Michael Lovgren  
Brett Lawrence Lyslo  
Amy Lynn Meyer  
Lindsey Raquel Miles  
Andrea Lynn Moe  
Ryan Lee Moulzolf  
Devin Elizabeth Murphy  
Erin Elizabeth O'Leary  
Alexander Dale Olson  
Jacqueleen Ann Olson  
Karli Janae Olson  
Fatuma Hassan Omar  
Dexter Travis Peries  
Julie Elizabeth Perkins  
Amber Ruth Piatz  
Alina Punel  
Kaitlin Kay Regan  
Jennifer Lynn Rinas  
Amber Rose Riopelle  
Marisa Rose Rittgers  
Sarah Lynn Sather  
Kathryn Leila Schmeling  
Micala Ann Scholz  
Meghan Christine Schreier  
Danielle Leigh Simenson  
Jerri J. Sterna  
Jessica Marie Stober  
Shawna Marie Stowman  
Bora Sun  
Lisa Marie Swanson  
Lauren Marie Tengesdal  
Deepali Thakkar  
Racheal R. Valleroy  
Rebecca M. Waibel  
Angela Marie Wald  
Taylor Ann Wanner  
Jessica Marie Webber  
Leslie Ann Werlinger  
Morgan Lynn Wiedmeier  
Corey Jay Wiege  
Natalie Cole Wiertzema  
Joshua Andrew Wolf  
Laura Elizabeth Yokom

Emily J. Zink

**Master of Public Health**

Amber R. Cardinal  
Erin L. Caroline  
Jacob Joseph Davis  
Kayla Ann Hauer  
Ruth Kaitlin Stephanie Schmitz  
Robert J. Willborn

**Master of Science**

Michelle Anne Brown  
Megan Ruth Hills  
Rosa L. Jacobs  
Keshia Ryan Kotula  
Kolby Lee Schaeffer

**Doctor of Nursing Practice**

Natalie Marie Aughinbaugh  
Kayla Dale Dascher  
Laurel A. Dimler  
Jenna Marie Gross  
Emily Jean Kalina  
Dianne KappelmanBeyer  
Christa Marie Kleinjan  
Christine Michelle Olson  
Allison Evelyn Peltier  
Vanessa Ann Skolness  
Taryn N. Treumer  
James T. Upton  
Molly Cassandra Vaishnav

**Doctor of Pharmacy**

Kristin Kay Allmaras  
Scott Alan Alverson  
Nathan Alan Beckman  
Casey Joelle Bloom  
Daniel J. Broderick  
Abby Loray Bueligen  
Emma Kay Burt  
Alyssa Marie Cappellin  
Kailey Elise Christianson  
Joshua Thomas Christophersen  
Breanna Kaye Curtis  
Jake Ryan Joseph Decker  
Ashley Rae Doeden  
Kailee Ann Donner  
Nicole M. Dyr Dahl  
Teresa Ann Escher  
Mollie Frances Fearing  
Brook Edward Fiebigler  
Marie Elizabeth Franzen

**Attachment 1**

Erin Lee Gandrud  
Allison Rudy German  
John Peter Hamm  
Victoria Marie Hammond  
Christopher Noel Harwood  
Kyle Jason Henderson  
Betsy Jo Hutchinson  
Matthew Thomas Ironroad  
Eric Ryan Jacobson  
Breanna Marie Janzen  
Brianne Marie Johnson  
Jeremy Ray Johnson  
Paul David Johnson  
Ryan Daniel Johnson  
Karin Michelle Josephson  
Alyssa Marie Kelsch  
Madeline Ann Kelzenberg  
Patrick James King  
Breann Kochevar  
Gerard Joseph Kokett  
Jessica Frances Kopp  
Andrew Joseph Kunya  
Kammy Joanna Larson  
Aaron John Mertens  
Karissa Mae Miller  
Kimberly Anne Miller  
Shelby Rae Monson  
Kayla Nicole Nelson  
Jenna Lynn Pakala  
Molly Elizabeth Perkins  
Toan N. Phan  
Ryan Platz  
Abby Marie Richardson  
Whitney Marie Richman  
Jordan Lee Rist  
Tyler Kevin Rogers  
Heather Mae Ryan  
Jeremiah John Saunders  
Jordan Marie Schlicht  
Jessica LeDoux Schnabel  
Sara Ann Schroeder  
Molly Ann Slaby  
Amy Marie Steckler  
Danielle Ann Stenhjem  
Svetlana G. Stukalova  
Jessica Renee Theisen  
Trent Alex Thompson  
Amanda Jean Timmerman  
Martha Emily Toede  
Carly L. Trowbridge  
Shalene Marie Troyer  
Kayla Jo Vieau

Alex Stanley Wald  
Katlyn Jo Weigel  
Jacob Robert Westman  
Kelsey BethAnna Wolfe  
Kong K. Wong  
Amber R. Wood  
Jingyang Xiao

**Doctor of Philosophy**

Gitanjali Sharma

***College of Science and Mathematics***

**Certificate**

Jaesung Choi  
Austin Nhan Nguyen  
Christopher Michael Thompson

**Bachelor of Arts**

Kandra Alyss Brunner  
Steven Ray Buringrud  
Lauren Elizabeth Christianson  
Michael Joseph Dancer  
Madelyn Claire Esperum  
Adam Julius Knutson  
Eric John Krenz  
Danielle Sophie Lassonde  
Patrick Raymond Schaefer  
Christopher Edward St. Amant  
Alexander Douglas Wolf

**Bachelor of Science**

Houda Magdy Abdelrahman  
Evan Reuel Ackerman  
Ibilola Ayodele Adebimpe  
Michelle Marie Adelman  
Megh Nath Adhikari  
Alero Hilda Ajogri  
Amos Lomindy Albert  
Kurt Bernhard Altenburg  
Stephen Kyle Anderson  
Marisa Lynn Asheim  
Barbarah Jo Back  
Steven Kaspari Baker  
Tristen Fay Bentz  
Sebastien Marc David Benzi  
John M. Bickler  
Nichole Ann Biewer  
Stefan James Bigboy  
Randi M. Billings  
Cheyenne Dae Brady  
Trevor M. Braeger

Kennedy Donald Briss  
Thomas James Cocozzello  
Adam Robert Cole  
Zachariah James Colvin  
Timothy Patrick Colwell  
Jocelyn N. Converse  
Amy Marie Crawford  
Amanda Lee Cribbs  
Kayla Marie Dahlke  
Rebecca Ann Darnell  
Logan Robert Dop  
Ryan Lawrence Dorendorf  
Jessica Marie Eagle-Bluestone  
Jessica Anastasia Marlena Eaves  
Amy Marie Faller  
Damilola Seun Famati  
Garrett Thomas Filipek  
Steven Mendiola Fischer  
Ted Benjamin Friedman  
Savannah Joy Fritz  
Jie Gan  
Courtney Renee Garrison  
Jade April Glasgow  
Amy F. Gnoinsky  
Samir Golos  
Marc Lawrence Guler  
Kennede Dawn Guptill  
Chad Haabala  
Toby Benjamin Haas  
Anthony Darin Hacker  
Alexander J. Hatzenbuehler  
McCall Jeanette Henkel  
Carissa Marie Hintz  
Rahmanul Hoque  
Peter Jacob Horner  
Anna Kay Hruby  
Jordyn L. Hull  
Cheyanne Star Jacobs  
Charles Milton Johnson  
Taylor Scott Karger  
Lahiru Devinda Kariyawasam H G  
Kaitlin Marie Kavli  
Brett Matthew Kelly  
Jessica Lynn Kesson  
Shawn Kevin Kilen  
Taehyun Kim  
Kaelen Ralph Kosse  
Emma Jean Kramlich  
Tika R. Lamitare  
Christina Marie Lammers  
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Jeremy Adam Leadbetter

William Robert Leonard  
Wei Kang Lim  
Jennifer M. Loheit  
Kristen Marie Lorenz  
Nicholas David Lupo  
Sean Alan Luthjohn  
Levi Aaron Lystrom  
John Martin Mainz  
Dominic A. Marks  
Brianna Kaylie Mason  
Jessica Judith McCarthy  
Austin J. McMannes  
Nicholas James Meske  
Karisa Nikole Michaud  
Michelle Marie Midthun  
Allison Jo Morse  
Leah Christine Moulds  
Adam Keith Murray  
Dana Lynn Murray  
Beau Daniel Nelson  
Danielle Lynn Nelson  
Lucas Daniel Nelson  
Shahana May Norton  
Ibrahim Mohamed Omar  
Joshua James Pierce  
Amber Delia Pohto  
Paige L. Raaf  
Levi Charles Remily  
Justin Grant Riendeau  
Cynthia Judith Rodriguez  
Lisa A. Romano  
Scott Joseph Rotvold  
Hunter Thoroughgood Row  
Stephen John Ruda  
Daniel Patrick Rust  
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Adam Michael Sandberg  
Shelby Amelia Schields  
Robin April Schiermeister  
Bryan John Schlager  
Miranda Lynn Schmidt  
Brandon Dale Schuetz  
Nicholas Bryan Schultz  
Angela N. Scott  
Shelby Ann Sharp  
Benjamin Michael Sinner  
Marah Elizabeth Smith  
Stephanie Carol Smith  
Nicole M. Snyder  
Zach Tyler Staskywicz  
Jordan Curtis Steffan  
David Owen Stockdill

**Attachment 1**

Britney Jewel Strommen  
Robert Frank Suppa  
Samantha Yen Tang  
Haley Rosemary Thomas  
TJ Wong Tran  
Eric W. Trautman  
Rachel Terese Trudeau  
Taylor Joseph Uphoff  
Austin Cecil Paul Usselman  
Tyler John Ust  
Juan Vazquez, Jr.  
Katerina Voronova  
Dustin Charles Warkenthien  
Anthony Bryan Wendorff  
Nicole Lynn Wiczorek  
Carey Alan Wilson  
Darin R. Wilwand  
Hannah Marie Loahr Wright  
Ritika Yadav  
Sayuri Suda Yang  
Wenzhao Yang  
Jessica Danielle Zent  
Shujian Zhang  
Wei Zhao

**Master of Science**

Kenneth James Croes  
Sara Elizabeth Cummings  
Xiaoxue Gu  
Jillian R. Huwe  
Carol My Huynh  
Qiang Li  
Shane Robert Loeffler  
Peter Raymond Martin  
Sathya Pachaiyappan  
Jacob G. Randa  
Aakanksha Rastogi  
Naveed Ahmed Syed  
Srikanth Valluru  
Yijun Wang  
Malia Zee

**Master of Software Engineering**

Syed Ahmed  
Joseph Munowenyu  
Umanga Niroula  
Yunesh Shakya  
Ujjwal Shrestha

**Doctor of Philosophy**

Daniel Aceituna  
Padmaja Laxman Ghospurkar

Kayeromi D. Gomez  
John Michael Harris  
Stephan Loew  
Joseph Michael Roith  
James V. Schanandore  
Raed Seetan  
Abhijit Suryawanshi  
Jing Zhang

***College of University Studies***

**Bachelor of University Studies**

Gary Alan Barby  
Christopher Ronald Brosowske  
Johnathon Cornell Crockett  
Alexis Mikayle Halberstadt  
Rachel M. Klein  
Taylor Marie Saxen  
Michael F. Splonskowski, Jr.  
Davis Ronald Axel Steen  
Sharon L. White Bear

**NORTH DAKOTA STATE UNIVERSITY**  
**Summer 2015 Graduates**  
**Degree Conferral Date: August 7, 2015**

***College of Agriculture, Food Systems, and Natural Resources***

**Bachelor of Science**

Jacob Lee Aanden  
 Tyler Jordan Allan  
 Sarah J. Archambault  
 John Olaf Bollingberg  
 Lacey Sue Carlson  
 Haylee Marie Cloutier  
 Melissa Sue Evans  
 Zachary Taylor Grothmann  
 Taylor James Hall  
 Chase Dunwoody Haskell  
 Tyler Gregory Kemp  
 Connor Carl Levorsen  
 Kruiz Donavin Lindblad  
 Kelsey Marie Lysford  
 Stephanie Lynn Meyer  
 Mohamed Ahmed Muhumed  
 Amanda Keleigh Nelson  
 Kelcey Linda Olson  
 Tyson Lee Pfingsten  
 Peter John Rutgers  
 Rachel Rose Schlieman  
 Mara Elizabeth Smith  
 Zachary Bryan Stowell  
 Paige Danielle Swenson  
 Evan James Tollefson  
 Chelsea Volk  
 Stephanie Anne Weir  
 Crystal Anne Wilson

**Master of Science**

Elina Adhikari  
 Ryan Richard Buetow  
 Kwang Bog Cho  
 Neeraj Dhingra  
 Julianna Franceschi  
 Erin Marie Gaugler  
 Mattia Ann Gunkelman  
 MD Daulat Hossain  
 Amanda Rose Lipinski  
 Erin Leigh Mclean  
 Kellie Kay Podliska

**Doctor of Philosophy**

Casie Shantel Bass

Sintayehu Daba  
 Owusu Domfeh  
 Naiyuan Dong  
 Christina Anne Schwartz

***College of Arts, Humanities, and Social Sciences***

**Bachelor of Arts**

Marilyn Lucia Bernabe  
 John Michael Mayer  
 Kyle Gentry Rose

**Bachelor of Fine Arts**

Callie Marie Schroer

**Bachelor of Landscape Architecture**

Ryan S. Hermes

**Bachelor of Music**

Paul M. Nason

**Bachelor of Science**

Kyle Walter Berg  
 David Christian Bjerke  
 Larisa Elizabeth Ann Bosserman  
 Martin James Buller  
 Haley Inez Deserly  
 Travis Jeremy Erickson  
 Ricardo Carlos Garay, III.  
 Ryan S. Hermes  
 Christine Marie Hoefs  
 Keeley Jade Jacklitch  
 Amber Rae Kassenborg  
 Thomas A. Klenow  
 Nicolette Paige Larson  
 Phillip Thomas Laughlin  
 Tanya May  
 Brittany Dawn Negaard  
 Tess Maureen Peterson  
 Brittney R. Richter  
 John Eugene Skrbec  
 Anthony H. Smith  
 Kelsey J. Solberg  
 Chelsey Alexia Stoppleworth  
 Danielle R. Toenyan  
 Nicole Ann Wynsteker  
 Margaret Ann Zietz

**Bachelor of Science in Architecture**

Jeffrey Daniel Arel  
 Lauren Cathryn Falcon  
 Tyler Kevin Harnisch  
 Megan Oakes

**Master of Architecture**

Amy M. Klindworth

**Master of Arts**

Heather Rebecca Brinkman  
 Victoria Lynn Fossum  
 Alyssa R. Miller  
 Kai Jerome Thorstad

**Master of Music**

Andrew Beard  
 Travis Francis Bregier  
 Sean P. Fitzsimmons  
 Bernadette Marie Fromherz  
 Allyse L. Hoge  
 Kalli Nicole Murphy  
 Sebastian Michael Tackling

**Master of Science**

Matt Dahmen Nelson  
 Callie Dominique Karlsson Spear

**Doctor of Philosophy**

Emily Ann Paskewitz  
 Katherine Lynn Tulibaski

***College of Business***

**Certificate**

Ashley Rose Seitz

**Bachelor of Science**

Omar Ali Abdi  
 Stephen J. Appel  
 Lee Orton Arnold  
 Isaiah Daniel Bauck  
 Jalen Thomas Burchill  
 William Lawrence Carlson  
 Taylor Anthony Christenson  
 Ryan Alexander Denne  
 Jaclyn Kay Ellingson  
 Andrea Lynn Grefsrud

Ben Cyril Hager  
 Kale Lee Haluptzok  
 Madeline Ann James  
 Brendan William Johnson  
 Kevin Henry Kopesky  
 Ke Ma  
 Tyler Jerome Mickelson  
 Richmond William Nah  
 Hayley Christine Peterson  
 Kimberly Rose Rardin  
 Trent Daniel Rothstein  
 Kaylene Rosemarie Rudolph  
 Benjamin Patrick Schwieters  
 Ashley Rose Seitz  
 Shiloh Nathan Susag

**Master of Accountancy**

Cyle Andrew Cavett  
 Grant Lee Hermanson  
 Alex Richard Steen

**Master of Business Administration**

Bradley H. Lindblad  
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 Million H. Tesfaye

***College of Engineering***

**Bachelor of Science in Construction**

**Management**

Alexander E. Lavoy

**Bachelor of Science in Electrical Engineering**

Ibrahim Khalil Bawi  
 Deniz Comez  
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 Yifu Gong  
 Ankit Kumar  
 Alex James Liebsch  
 Batuul Tumurkhuyag  
 Xinhao Xiao

**Bachelor of Science in Industrial Engineering and Management**

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**Master of Construction Management**

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Adam Wayde Bundy  
Prakash A. Chavda  
Michael Paul McConnell

**Master of Science**

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Daniel Vincent Bawinkel  
Samudra Tharaka Chandanayaka  
Fan He  
Dharminder Kaur  
Noopur P. Modi  
Andrew Kristian Narvesen  
Ashkan Saboori  
Alarka Sanyal

**Doctor of Philosophy**

Ahmad Fayyaz  
Abdul Hameed  
Muhammad Jawad  
Muhammad Usman Shahid Khan  
Ewumbua Monono  
Mehdi Salimi Jazi  
Saeeda Usman

***College of Graduate and Interdisciplinary Studies*****Master of Managerial Logistics**

Daniel J. Dale

**Master of Natural Resources Management**

Mohamed Mustafa Mohamed

**Master of Science**

Ahmed Bahgat Elbaradei  
Lauren Nicole Klempel  
Kyle Ian McLean  
Jesse M. Riley

**Doctor of Philosophy**

Raj Bridgelall  
Jaesung Choi  
Harsharan Dhillon  
Jayd Marshal Kittelson  
Breanna Lyn Paradeis Kobiela  
Ju Dong Park  
Neha Singh  
Valeria Velasco  
Xuezhu Xu

***College of Human Development and Education*****Certificate**

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**Bachelor of Science**

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Jenna R. Berning  
Ryan Lyle Boike  
Sarah Jo Evans  
Kaitlyn Elizabeth Foss  
Elizabeth Agnes Gibson  
Amanda P. Grable  
Timothy James Green  
Alisa Heath  
Kallie Sue Kluver  
Lauren A. Knapp  
Anna Katherine Labitzky  
Marissa A. Larson  
Amber Nicole Lockwood  
Jacob Cole McPhail  
Kalli Elizabeth Peckham  
Massa Quoi  
Tyler John Raymond  
Tianna Marie Reff  
Caleb Charles Rogelstad  
Jasmine Alexis Schafer  
Cody Lynn Schepp  
Alexis Christine Truelson  
Brecca Rae Wahlund  
Tristyn Nichole Walczak  
Nicholas Peter Weis  
Lindsey Marie Wicklander

**Master of Education**

Melissa Ann DeHaan  
Sara Jo Mack  
Katherine Anne Oster

**Master of Science**

Ronald Eugene Buck, Jr.  
Matthew Stephen Bummer  
Jacob E. Erickson  
Megan Marie Groen  
Steven David Monk  
Kelly Ann Shaner  
Hanna Spenser Skaalrud  
Gabriel David Strube  
Katie S. Welter  
Jennifer Rose Wenner  
Andra Jore Wheeler

**Doctor of Philosophy**

Melissa Nicole Naslund  
Chasity Lynn Odden Heide  
Christine Margaret Okurut-Ibore

***College of Health Professions*****Certificate**

Amia Natasha Moore

**Bachelor of Science**

Aaron David Banister  
Victoria Kay Bracewell  
Ashley Marie Bueligen  
Thomas Carl Dalquist  
Hailey Jo Dockter  
Donald Robert Duren  
Michelle Louise Fakler  
Sophia Ruth Marie Gilsrud  
Amy Lynn Halverson  
Anastasia Mae Hartwig  
Jordyn Lynn Hepper  
Jeremiah John Hoff  
Amber Marie Huerkamp  
Tyler Kazuo Ito  
Julian Alexander Jacobson  
Greta Catherine Keller  
Stacey Renae Klocke  
Alison Jeanne Kretchman  
Keri M. Lenzmeier  
Katelyn Corine Lundblad  
Kelsey Kay Murray  
Seraphine Mai Ngang  
Brooklyn Nhu Nguyen  
Kirsten Orbeck  
Katherine Ann Packulak  
Kelly Marie Rensink  
Emily Pearl Sanborn  
Erica Rahcel Schneibel  
Adam J. Thelen  
Rebecca Marie Wiig

**Bachelor of Science in Nursing**

Emily Lauren Anderson  
Britney Marie Bender  
Julie Lynn Berney  
Kelly Jean Economon  
Laura Lee Hexum  
Tayler Kay Kuehl  
Rhea Neuberger  
Nancy Kay Nubson  
Rachel Marie Olerud

**Attachment 2**

Nicole Danielle Rasmussen  
Brianna Kay Salathe  
Alexis Marie Schaaf  
Erika Lindsey Stein  
Kristy Marie Stroot  
Taylor Ann Young

**Master of Public Health**

Kylie Jean Hall  
Jason Alan McCoy  
Jared G. Plutowski  
Jan Joanne Vasquez

**Doctor of Pharmacy**

Andrew Dale Holm  
Nha N. Phan

**Doctor of Philosophy**

Qunshu Zhang

***College of Science and Mathematics*****Certificate**

Qun Sun

**Bachelor of Science**

Corey Duane Andersen  
Kristian Johan Brakvatne  
Steven James Burdick  
Allison Jessica Goldenstein  
Matthew Leigh Jurgens  
Joseph Mateo Leard  
Hannah Dianne Nelson  
Kayla Lynn Peterson  
Kylan Jerome Stecher  
Weikang Yang

**Master of Science**

Taryn Ruth Chase  
Harshada Chandrakant Chavan  
Amro Salem Salem Hassan  
Blake James Huebner  
Lucas James Huebner  
Joshua Gilbert Hugen  
Diana Michelle Kennedy  
Xiyuan Liu  
Samantha Kathleen Myhre  
Elizabeth Joan Noel  
Casey R. Orgon  
Sowjanya Param  
Kathryn A. Preston  
Rebecca Elizabeth Ramos

Anuevelyn Sathiasaelan  
Kevin Jeffrey Soderholm  
Brittany Leigh Stevenson

**Master of Software Engineering**

Joel S. Rindfleisch

**Doctor of Philosophy**

Bilal Ibrahim Al-Ahmad  
Rami Alroobi  
Hannah L. Altmann  
Kiran Bhat Kashi  
Min Chen  
Wen Cheng  
Bekele Jemama Gurmessa  
Su Hua  
Pratap Kotala  
Bianca Montero  
Yingfei Mu  
Andriy Popadyuk  
John D. Ranney  
Mark A. Spanier  
Ai Ni Teoh  
Jonathan Paul Totushek

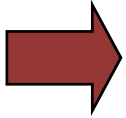
***College of University Studies***

**Bachelor of University Studies**

Lawrence C. Alexander  
Nathan W. Brew  
Jenna Kay Carlson  
Michael David Larson  
Charles Dean Paxton  
John David Seifert  
Bryan Marques Shepherd  
Nicole Marie Smith

Policy 133.1 Version 1 12/31/14Policy 803 Version 1 2/11/15Policy 154.1 Version 1 06/09/2015**Policy Change Cover Sheet**

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*If the changes you are requesting include housekeeping, please submit those changes to [nds.policy.manual@nds.edu](mailto:nds.policy.manual@nds.edu) first so that a clean policy can be presented to the committees.*

**SECTION:** 154.1 Sale or Distribution of Racially and Sexually Offensive Material

**1. Effect of policy addition or change (explain the important changes in the policy or effect of this policy). Briefly describe the changes that are being made to the policy and the reasoning behind the requested change(s).**

- Is this a federal or state mandate? ☐ Yes    x ☐ No
- Describe change: Correcting the title of this policy to read SALE “OR” DISTRIBUTION OF ... instead of SALE “OF” DISTRIBUTION OF.... (housekeeping change)

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

- Kelly Hoyt, former SCC Secretary
- [kelly.hoyt@nds.edu](mailto:kelly.hoyt@nds.edu)

*This portion will be completed by Mary Asheim.*

Note: Items routed as information by SCC will have date that policy was routed listed below.

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

Senate Coordinating 6/12/15

Committee:

Faculty Senate: 6/12/15

Staff Senate: 6/12/15

Student Government: 6/12/15

President’s Cabinet: 6/12/15

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**North Dakota State University  
Policy Manual**

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**SECTION 154.1**

**SALE ~~OF~~ OR DISTRIBUTION OF RACIALLY AND SEXUALLY OFFENSIVE MATERIAL**

*SOURCE: NDSU President*

North Dakota State University is committed to providing its students and staff with an environment for learning and working that is free from racial and sexual discrimination. The University thus does not approve of the sale or distribution by its departments or recognized student organizations of any material that is racially or sexually offensive to other members of the NDSU community.

This Policy is intended to prohibit, for example, the sale of clothing or banners with derogatory references to other school mascots that have an ethnic basis.

Questions regarding other applications of this Policy may be addressed to the Office of Equity and Diversity, 204 Old Main (237-7708).

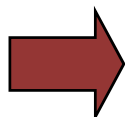
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**HISTORY:**

New	August 21, 1989
Amended	July 2001
Amended	October 2007

Policy 168 Version 1 06/29/2015**Policy Change Cover Sheet**

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*If the changes you are requesting include housekeeping, please submit those changes to [nds.policy.manual@nds.edu](mailto:nds.policy.manual@nds.edu) first so that a clean policy can be presented to the committees.*

**SECTION: 168 REASONABLE ACCOMMODATION ON THE BASIS OF DISABILITY -  
GUIDELINES FOR EMPLOYEE REQUESTS**

**4. Effect of policy addition or change (explain the important changes in the policy or effect of this policy). Briefly describe the changes that are being made to the policy and the reasoning behind the requested change(s).**

- Is this a federal or state mandate? ☐ Yes    X ☐ No
- Describe change: Making two housekeeping changes – correcting title of a form and updating its link

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

- Human Resources/Payroll on 6/29/15
- [colette.erickson@nds.edu](mailto:colette.erickson@nds.edu)

*This portion will be completed by Mary Asheim.*

Note: Items routed as information by SCC will have date that policy was routed listed below.

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

**Senate Coordinating**

**Committee:**

**Faculty Senate:**

**Staff Senate:**

**Student Government:**

**President's Cabinet:**

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**North Dakota State University  
Policy Manual**

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**SECTION 168**

**REASONABLE ACCOMMODATION ON THE BASIS OF DISABILITY - GUIDELINES FOR  
EMPLOYEE REQUESTS**

SOURCE: NDSU President

1. NDSU is committed to providing equal opportunity to both applicants for employment and employees with disabilities, as defined by law, by providing reasonable accommodations. To fulfill this commitment, NDSU has established the following guidelines.
2. APPLICANTS for employment:
  - 2.1 Applicants for employment who have a disability may request reasonable accommodation at any time during the application process. Requests for accommodation shall be made to the Office of Human Resources/Payroll. Applicants will be asked to confirm the request in writing, provided, however, the arrangements for accommodation may be initiated prior to receipt of the written request.
3. EMPLOYEES:
  - 3.1 Request for reasonable accommodation.

An employee whose disability requires reasonable accommodation in order to perform the essential functions of his/her job may request reasonable accommodations either formally or informally at any time during his/her employment. However, in all instances the request for reasonable accommodation shall be processed through the Human Resources Department. Human Resource's response will be in writing. Supervisors receiving requests for accommodation from employees shall direct the employee to contact Human Resources in order to address their need for a reasonable accommodation.
  - 3.2 Process for addressing requests for accommodation.

Informal accommodation requests shall be made by the employee either in-person or in-writing to the Office of Human Resources/Payroll.

Formal accommodation requests shall be made in writing using the Employee Reasonable Accommodation [form](#). The completed form shall be submitted to the Office of Human Resources/Payroll. In addition, the employee shall provide to the Office of Human Resources/Payroll relevant, written documentation of a disability from an appropriately certified or licensed health care or rehabilitation professional in a relevant field of the disability and explain the need for reasonable accommodation using the Documentation to Support a Request for Reasonable Accommodation on the Basis of Disability [form](#). To ensure a written timely response from Human Resources, it is recommended that the employee submit the documentation (form) within ten working days of the employee's written accommodation request. Both forms are available on the NDSU forms page or by request from the Office of

## Human Resources/Payroll.

### 3.3 Documentation of disability and need for accommodation.

#### 3.3.1. Documentation provided by an employee should include the following:

- a) A statement identifying the disability, the date of the current diagnostic evaluation and the date of the original diagnosis, including diagnostic criteria and/or tests used.
- b) A description of the current functional impact of the disability.
- c) Treatments, medications, assistive devices/services currently prescribed or in use.
- d) A description of the expected progression or stability of the impact of the disability over time.
- e) The relevant credentials of the diagnosing professional(s) such as medical specialties or professional licensure.

3.3.2. All written documentation provided by an employee requesting accommodation will be maintained in a confidential file separate from the employee's official personnel file in the Office of Human Resources/Payroll.

3.3.3. Occasionally, the documentation provided by the employee may not be sufficient to make a determination of the appropriate reasonable accommodation. In such a circumstance, the University may require the employee to go to a health care professional of the University's choice in order to adequately document the need for accommodation and identify appropriate accommodations. Any medical examination required under these circumstances will be limited to determining the existence of a disability and the functional limitations that require reasonable accommodation.

3.3.4. Any costs related to the University's request for the additional medical documentation described in 3.3.3. above will be the responsibility of the University.

4. The determination of a reasonable accommodation shall be an interactive process involving the employee, Office of Human Resources/Payroll and relevant administrative personnel. The University may provide an alternative to the requested accommodation so long as it is effective in removing the workplace barrier(s) that impede(s) the employee with the disability. The employee may refuse an alternative reasonable accommodation, but such refusal may mean the individual may not be able to perform the essential functions of the job, which may require a fitness for duty evaluation under NDSU Policy 161: Fitness for Duty.

4.1 An applicant or an employee with a disability, as defined by law, who is dissatisfied with the response to his/her request for reasonable accommodation and wishes to appeal, may do so in writing to the Office of Human Resources/Payroll within ten working days of the response.

4.2 An Accommodation Review Board (ARB) will be assembled to review the appeal to the response. Following their review, they will make a recommendation to the NDSU ADA

Coordinator. The final decision will be made by the NDSU ADA Coordinator and communicated to the employee and Human Resources in writing within ten working days of the receipt of the ARB's recommendation.

4.2.1 Members of the ARB shall include:

Director of Human Resources/Payroll or Designee

Director of (Student) Disability Services or Designee

Equal Opportunity Specialist, Equity, Diversity & Global Outreach or Designee

Vice Provost for Advancement of Faculty or Designee

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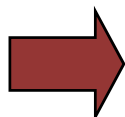
HISTORY:

New                      October 13, 1999

Amended              May 6, 2014

**Policy Change Cover Sheet**

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**SECTION:** Policy 348 – Instruction in the Responsible Conduct of Research

**7. Effect of policy addition or change (explain the important changes in the policy or effect of this policy). Briefly describe the changes that are being made to the policy and the reasoning behind the requested change(s).**

- Is this a federal or state mandate? ☐ Yes ☒ No
- Describe change: housekeeping - updated to reflect the change in the person serving as the Research Integrity Officer

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

- Office of the Vice President for Research and Creative Activity
- [cassandra.j.johnson@nds.edu](mailto:cassandra.j.johnson@nds.edu)

*This portion will be completed by Mary Asheim.*

Note: Items routed as information by SCC will have date that policy was routed listed below.

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

Senate Coordinating 6/30/15

Committee:

Faculty Senate: 6/30/15

Staff Senate: 6/30/15

Student Government: 6/30/15

President's Cabinet: 6/30/15

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## North Dakota State University Policy Manual

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### SECTION 348 INSTRUCTION IN THE RESPONSIBLE CONDUCT OF RESEARCH

SOURCE: NDSU President

#### 1.0 General Principles.

1.1 The responsible conduct of research (RCR) is critical for excellence, as well as public trust, in science and engineering. Consequently, education in RCR is considered essential in the preparation of future scientists and engineers. Federal law (Section 7009 of the America Creating Opportunities to Meaningfully Promote Excellence in Technology, Education, and Science (COMPETES) Act (42 U.S.C. 1862o-1)) and federal sponsors currently require appropriate training and oversight in the responsible and ethical conduct of research for students and researchers.

#### 2.0 Applicability.

2.1 Students (undergraduates, graduate students, and post-doctoral researchers) “supported” by the National Science Foundation (NSF) for science and engineering research awards must be provided with appropriate training and oversight in the responsible and ethical conduct of research. This requirement is effective with proposals submitted to the NSF on or after January 4, 2010, and includes subrecipient institutions.

(\*NOTE: Use of the term “supported,” is not restricted to financial remuneration. “Supported” can be access to equipment, supplies or lab space by paid students or even volunteers conducting research. Students supported by funds other than NSF but involved in research sponsored by the NSF are considered supported by the NSF and, thus, subject to training requirements.)

2.2 All trainees, fellows, participants, and scholars receiving support through any National Institutes of Health (NIH) training, career development award, research education grant, and dissertation research grant must receive instruction in responsible conduct of research. This requirement is effective with new and renewal applications submitted to NIH on or after January 25, 2010, and for all continuation (Type 5) applications with deadlines on or after January 1, 2011.

2.3 The Vice President for each unit or the Dean of each college, as applicable, has the discretion to require RCR training for other individuals in addition to those identified in 2.1 and 2.2. “Unit” is intended to mean those divisions that don't have a Dean typically, such as, but not necessarily limited to, ~~Center for Nanoscale Science and Engineering (CNSE)~~, ND EPSCoR and Upper Great Plains Transportation Institute (UGPTI).

#### 3.0 Educational Plans.

3.1 Each college and department (or Vice President, as applicable) is responsible for determining the need for and developing a plan for training in the responsible conduct of

research, as well as developing content and determining the most effective delivery mechanism appropriate for each discipline, tailored to issues and practices that are relevant. General topics (such as responsible authorship and publication) are relevant to all research, while special topics (such as use of vertebrate animal subjects) would be relevant to select research or disciplinary practices. Plans must also include an indication as to the frequency of training required as well as when training would expire. Most programs would include the following topics:

- conflict of interest - personal, professional, and financial
- conflict of commitment
- policies regarding human subjects, live vertebrate animal subjects in research, and safe laboratory practices
- mentor/mentee responsibilities and relationships
- collaborative research including collaborations with industry
- peer review
- data acquisition and laboratory tools; management, sharing and ownership
- research misconduct and policies for handling misconduct
- responsible authorship and publication
- the scientist as a responsible member of society, contemporary ethical issues in biomedical research, and the environmental and societal impacts of scientific research

3.2 NDSU currently subscribes to the Collaborative Institutional Training Initiative (CITI), which offers online modules on discipline-specific RCR training. Units, colleges and departments shall require completion of the appropriate modules by all individuals identified in Section 2.1 for NSF funding, Section 2.2 for NIH funding, and others as identified in accordance with Section 2.3 as a supplement to the unit, college or department training plan. The CITI modules are accessed at <https://www.citiprogram.org>.

3.3 Federal agencies, including the Office of Research Integrity, recommend incorporating RCR training throughout the curricula, in a variety of formats. Online courses may not be sufficient as the sole means of providing RCR education, and these should be supplemented with didactic and small-group discussions. Multiple approaches to training are recommended to produce the best results.

#### 4.0 Roles and Responsibilities for Compliance.

4.1 It is the responsibility of each college (or Vice President unit, as applicable) to determine how best to ensure effective and appropriate education in responsible and ethical research practices.

4.2 The Dean of each college (or Vice President of a Unit, as applicable) shall be the NDSU designate responsible for overseeing compliance with the RCR training requirement within their respective college or unit.

4.3 Completion of training shall be appropriately monitored by the Deans (or Vice President, as applicable) or their designees and documented by departments or units to verify compliance with NSF, NIH or other sponsoring agency RCR requirements. All training plans and documents are subject to review upon request of the President, Provost, a Vice President, General Counsel, or any other designees, federal agencies or other sponsoring entities.



4.4 The Office of Sponsored Programs Administration (SPA), as the Authorized Organizational Representative for NDSU, shall provide the necessary certification to the NSF that NDSU has a plan in place to provide appropriate training and oversight in the responsible and ethical conduct of research to undergraduates, graduate students and postdoctoral researchers who will be supported by NSF to conduct research. Prior to finalizing an NSF award subject to the RCR Requirements, SPA will provide the Principal Investigator (PI) with a reminder notice of the NSF RCR requirements.

## 5.0 Consequences of Noncompliance.

5.1 In addition to any institutional or State Board of Higher Education consequences for failing to comply with the RCR requirements, NDSU or individuals at NDSU can be debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from requesting or receiving funding from the NSF or other federal agencies. Other possible actions include letters of reprimand, ban from serving as reviewers, fines and restitution.

## Contact

~~Dr. Charlene Wolf Hall~~ [Kelly A. Rusch, Ph.D., P.E.](#)

Research Integrity Officer (RIO)

Responsible Conduct of Research Program

~~Charlene.Hall@ndsu.edu~~ [Kelly.Rusch@ndsu.edu](mailto:Kelly.Rusch@ndsu.edu)

701-231-~~6387~~ [6542](tel:701-231-6542)

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## HISTORY:

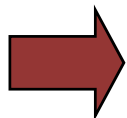
New February 5, 2010

Amended October 21, 2010

Housekeeping September 29, 2011

Policy 350.3 Version 06/09/2015**Policy Change Cover Sheet**

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**SECTION: 350.3 BOARD REGULATIONS ON NONRENEWAL, TERMINATION OR  
DISMISSAL OF FACULTY**

**10. Effect of policy addition or change (explain the important changes in the policy or effect of this policy). Briefly describe the changes that are being made to the policy and the reasoning behind the requested change(s).**

- Is this a federal or state mandate? ☐ Yes ☒ No
- Describe change: Correcting the punctuation in the policy title. The semi-colon following the word nonrenewal should be a comma. (housekeeping change)

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

- Kelly Hoyt, former SCC Secretary
- [kelly.hoyt@nds.edu](mailto:kelly.hoyt@nds.edu)

*This portion will be completed by Mary Asheim.*

Note: Items routed as information by SCC will have date that policy was routed listed below.

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

**Senate Coordinating** 6/12/15

**Committee:**

**Faculty Senate:** 6/12/15

**Staff Senate:** 6/12/15

**Student Government:** 6/12/15

**President's Cabinet:** 6/12/15

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**North Dakota State University  
Policy Manual**

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**SECTION 350.3**

**BOARD REGULATIONS ON NONRENEWAL, TERMINATION OR DISMISSAL OF FACULTY**

SOURCE: SBHE Policy Manual, Section 605.1, 605.2, 605.3, 605.4

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:
    - 1) At least 90 days prior to termination during the first year of probationary employment at the institution.
    - 2) At least 180 days prior to termination during the second year of probationary employment at the institution.
    - 3) At least one year prior to termination after two or more years of probationary employment at the institution.

*If a faculty member is appointed during the academic year, then the initial contract shall indicate when the first academic year of service at the institution begins. For the purpose of this section, "academic year of service" means on a probationary appointment. The twelve months notice may be given at any point during the calendar year and the appointment terminates twelve months thereafter. (This NDSU language clarifies the interpretation that has been applied to this NDUS language throughout the University System.)*
  - 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.  
*Nonrenewal decisions shall be made in every instance by the University President.  
 Recommendations for nonrenewal shall be initiated within the academic unit in accordance with Policy 352. Colleges shall have specific procedures for nonrenewal recommendations prior to the sixth year in accordance with Policy 352 and 350.3.2 (See below.). A department chair may initiate a review for nonrenewal at any time.*
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 probationary appointment is terminated pursuant to this subsection, the provisions of subsection 1 do not apply.

3. A special appointment expires at the end of the term stated on the contract and may be renewed at the discretion of the institution. The decision to renew or not renew a special appointment is not reviewable under subsection 4 of this policy; it is, however, reviewable under Policy 353: Grievances – Faculty. Additionally, a special appointment may be terminated prior to the term stated on the contract. A decision to terminate a special appointment prior to the term stated on the contract is reviewable pursuant to subsection 4 of this policy. (See Policy 350.1, 4c.)
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 hearing by Standing Committee on Faculty Rights by filing written notice with the deciding body or individual and the chair or 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.

#### *Resignation or Retirement*

*Generally accepted standards of professional ethics (see AAUP Statement on Recruitment and Resignation of Faculty Members) require faculty members who plan to resign or retire to give prompt notice in writing to their chair or supervisor. This includes prompt notice when employment is accepted elsewhere. Only in personal emergencies or for other compelling reasons, should faculty members leave during the academic year, except when this coincides with the expiration of their contractual obligations.*

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 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 (*NDSU 350.4*) 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.

- 1) *An administrative decision to terminate a tenured faculty member within the university shall be preceded by the following steps:*

- a) *Consultation with the dean of the college or equivalent unit involved regarding the justification for terminating tenured appointments.*
- b) *Consultation with the faculty and the relevant PTE committee in an academic unit or program regarding the termination of tenured appointments.*

- 2) *Once the administration decision is finalized following these consultations, the identification of faculty members for termination shall be made by the University president following recommendations by the dean.*

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.

- 1) *An administrative decision to terminate a tenured faculty member within the university shall be preceded by the following steps:*

- a) *Consultation with the Executive Committee of the Faculty Senate regarding the extent to which there are grounds for termination of tenured appointments.*
  - b) *Consultation with the Academic Affairs committee of the University Senate regarding the justification for terminating tenured appointments, if that is a consequence of the decisions; and*
  - c) *Consultation with the Academic Affairs committee, or the equivalent, of the college or equivalent unit involved regarding the justification for terminating tenured appointments.*
  - d) *Consultation with the faculty in an academic unit or program regarding the consequences of the decision.*
- 2) *Once the administration decision is finalized following these consultations, the identification of faculty members for termination shall be made by the University president following recommendations by the dean.*
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 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 within ten business days of receipt of the recommendation.
- 1) *Written notice of the intent to terminate or dismiss shall be given to the faculty member.*
  - 2) *Appropriate administrative officers include the academic unit or program chair and the dean of the college or equivalent unit.*

*The written notice of termination or dismissal from the President must in any event be given within 60 days of the initial written notice of intent to terminate or dismiss.*

- b) A faculty member may, within twenty calendar days of receipt of notice of intent to forward to the institution president a recommendation to dismiss, request for a formal hearing before the Standing Committee on Faculty Rights, pursuant to section 605.4. (*NDSU 350.4*)
  - 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 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 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 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.

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#### HISTORY:

Replaces portions of Policy 605, SBHE Minutes April 25, 1995, pg 6554.

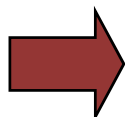
Amended	April 25, 1995
Amended	July 1, 1996
Amended	January 1997
Amended	October 1998
Amended	February 2001
Amended	June 2003
Amended	August 2003
Amended	March 2004
Amended	February 2005
Amended	November 2005

Amended	March 2010
Housekeeping	February 14, 2011
Housekeeping	February 27, 2012
Amended	March 5, 2012



**Policy Change Cover Sheet**

This form must be attached to each policy presented. All areas in **red**, including the header, must be completed; if not, it will be sent back to you for completion.



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**SECTION:** 708 Campus Maintenance and Service Requests

**13. Effect of policy addition or change (explain the important changes in the policy or effect of this policy). Briefly describe the changes that are being made to the policy and the reasoning behind the requested change(s).**

- Is this a federal or state mandate? ☐ Yes    x ☐ No
- Describe change: Policy 708 is incorrectly titled ACCESS CONTROL AND BUILDING SECURITY, which is the name for Policy 707. This is to correct the title of Policy 708 to CAMPUS MAINTENANCE AND SERVICE REQUESTS. (housekeeping change)

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

- Kelly Hoyt, former SCC Secretary
- [kelly.hoyt@nds.edu](mailto:kelly.hoyt@nds.edu)

*This portion will be completed by Mary Asheim.*

Note: Items routed as information by SCC will have date that policy was routed listed below.

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

**Senate Coordinating** 6/12/15

**Committee:**

**Faculty Senate:** 6/12/15

**Staff Senate:** 6/12/15

**Student Government:** 6/12/15

**President's Cabinet:** 6/12/15

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## North Dakota State University Policy Manual

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### SECTION 708

#### ~~ACCESS CONTROL AND BUILDING SECURITY~~ CAMPUS MAINTENANCE AND SERVICE REQUESTS

SOURCE: NDSU President

1. The Facilities Management department is responsible to operate, manage, repair and clean all academic and administrative (defined by the State Board of Higher Education as Type I and II) buildings and common building systems, basic classroom furniture/equipment, and appurtenances (accessories) in public areas. Office furnishings are the responsibility of the occupying department.
  - 1.1 Report all maintenance problems by calling the Facilities Management department at 231-7911.
2. A department requiring special equipment, unique to its discipline (including office equipment), must pay for its installation, maintenance, repair and replacement.
3. Departments requesting new cabinetry and/or repairs and renovations to cabinetry will be billed for both the costs of material and labor.
4. General grounds and landscape services are the responsibility of Facilities Management.
  - 4.1 Specialized grounds, turf and landscape services will be billed to the requesting department for both the costs of material and labor.
5. Requests for specific departmental services must be made on a Facilities Management service request form. Forms are available at <http://www.ndsu.edu/facilities/>.
6. Effective July 2003, all new operating costs for non-academic/administrative (defined by State Board of Higher Education as Type III) buildings will be funded by the functional unit that operates the building.
7. For more details and building types defined, visit Facilities Management web site at: <http://www.ndsu.edu/facilities/>.

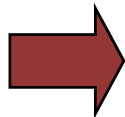
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#### HISTORY:

New	July 1990
Amended	July 1993
Amended	January 2008

Policy 817 Version 1 06/09/2015**Policy Change Cover Sheet**

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**SECTION:** Policy Number and Name 803 Restricted Gifts vs. Grant Policy

**16. Effect of policy addition or change (explain the important changes in the policy or effect of this policy). Briefly describe the changes that are being made to the policy and the reasoning behind the requested change(s).**

- Is this a federal or state mandate? ☐ Yes ☒ No
- Describe change: This change adds how Sponsored Academic Project Agreements will be handled, they are not currently reflected in the policy. Sponsored Programs has developed related Agreement forms.

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

- Office/Department/Name and the date submitted: Grant & Contract Accounting/Ann Young & Gary Wawers and Sponsored Programs Administration Joycelyn Lucke Love
- Email address of the person who should be contacted with revisions [joycelyn.lucke@nds.edu](mailto:joycelyn.lucke@nds.edu), [gary.wawers@nds.edu](mailto:gary.wawers@nds.edu) and [ann.young@nds.edu](mailto:ann.young@nds.edu)

*This portion will be completed by Kelly Hoyt.*

Note: Items routed as information by SCC will have date that policy was routed listed below.

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

**Senate Coordinating**

**Committee:**

**Faculty Senate:**

**Staff Senate:**

**Student Government:**

**President's Council:**

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## North Dakota State University Policy Manual

### SECTION 803

#### RESTRICTED GIFTS VS. GRANT POLICY

SOURCE: NDSU President

1. Financial support from any external agency will be classified as a grant or contract if any of the following criteria are met (except as specifically noted below in 803.4):

1.1 any written document has been executed regarding the specific use of the funds beyond a broad programmatic designation, or

1.2 any technical reports are required by the sponsoring agency, or

1.3 a financial report is required by the supporting agency, or

1.4 the work being done has the possibility of producing intellectual property, i.e., patents and copyrights

2. Financial support not meeting any of these criteria may be classified as a gift. Gifts will be classified as either restricted or unrestricted.

2.1 For gifts to the Agriculture Division, the Agriculture Budget Office will first review the documentation. If the documentation shows it to be a gift restricted to a program, or more specific restriction, the gift will be classified as restricted and forwarded to the Grant and Contract Accounting Office for deposit in a restricted gift fund. If the gift terms do not meet the restricted gift test, the gift will be considered unrestricted and deposited to an institutional collection fund.

2.2 For non-agriculture related gifts, the Grant and Contract Accounting Office will review and analyze the documentation. If the documentation indicates the gift is restricted to a program, or more specific restriction, it will be classified as restricted and deposited in a restricted gift fund. If the gift terms do not meet the restricted gift test, the gift will be considered unrestricted and deposited in an unrestricted local fund.

3. When gift funds held at the NDSU Development Foundation are scheduled for expenditure in support of the donor's criteria, the necessary funds will be transferred to the University account established for such purpose. The Foundation cannot originate payment for normal University functions since these expenditures belong on University accounts.

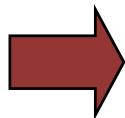
4. As an exception to 803.1, any financial support received from an external agency for the support of an undergraduate, for-credit, academic design course project (Capstone or Senior Design) does not need to be routed through Sponsored Program Administration but should be sent directly to Grant and Contract Accounting for deposit into a restricted fund.

#### HISTORY:

New	July 1990
Amended	April 1992
Amended	August 2007
Amended	October 2009

## Policy Change Cover Sheet

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### SECTION:

### 817 Cost Corrections

**19. Effect of policy addition or change (explain the important changes in the policy or effect of this policy). Briefly describe the changes that are being made to the policy and the reasoning behind the requested change(s).**

- Is this a federal or state mandate? ☐ Yes    x ☐ No
- Describe change: Policy 817 is incorrectly titled REBUDGETING ON SPONSORED AGREEMENTS, which is the name of Policy 816. This is to correct the title for Policy 708 to COST CORRECTIONS. (housekeeping change)

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

- Kelly Hoyt, former SCC Secretary
- [kelly.hoyt@nds.edu](mailto:kelly.hoyt@nds.edu)

*This portion will be completed by Mary Asheim.*

Note: Items routed as information by SCC will have date that policy was routed listed below.

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

**Senate Coordinating** 6/12/15

**Committee:**

**Faculty Senate:** 6/12/15

**Staff Senate:** 6/12/15

**Student Government:** 6/12/15

**President's Cabinet:** 6/12/15

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**North Dakota State University  
Policy Manual**

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**SECTION 817**

**REBUDGETING ON SPONSORED AGREEMENTS COST CORRECTIONS**

**SOURCE:** NDSU President

1. All cost corrections involving the transfer of charges made on grant and contract funds (Funds 40000-49999) will be completed by the Office of Grant and Contract Accounting by means of a journal entry. All corrections of clerical and bookkeeping errors should be made in a timely manner. When a correction is necessary, a memo should be submitted to the Office of Grant and Contract Accounting. The memo must contain the following items:

- A) an explanation of how the error occurred;
- B) a justification of the charge being paid by the new agreement being charged;
- C) the reference number of the original payment being corrected; and
- D) the fund numbers of the fund being credited and the fund being charged.

1.1 If the correction is for salaries and wages paid to individuals, include the following information:

- A) an explanation of how the error occurred;
- B) a justification of the charge being paid by the new agreement being charged;
- C) the name of each individual being corrected;
- D) the month or months of pay and the percentage of time, if not 100%, being corrected;
- E) the fund numbers of the fund being credited and the fund being charged.

NOTE: A correction to an individual's salary must also be reflected on the individual's Personal Activity Confirmation for the month or months being corrected. The Office of Grant and Contract Accounting will return the Personal Activity Confirmation form for recertification at the time the correction is made.

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**HISTORY:**

New	July 1990
Amended	April 1992
Amended	June 1996
Amended	August 2007

<b>Present GE</b>	
<b>Present GE Outcomes</b>	
Communicate effectively in a variety of contexts and formats, using a variety of communication skills.	
Locate and use information for making appropriate personal and professional decisions.	
Comprehend the concepts and perspectives needed to function in national and international societies.	
Comprehend intrapersonal and interpersonal dynamics.	
Comprehend concepts and methods of inquiry in science and technology and their applications for society	
Integrate knowledge and ideas in a coherent and meaningful manner.	
Comprehend the need for lifelong learning.	
<b>PRESENT GE MODEL</b>	<b>Credits</b>
First Year Experience (189)	1
Communication	12
<ul style="list-style-type: none"> <li>ENGL 110 (3 credits)</li> <li>ENGL 120 (3 credits)</li> </ul>	
<ul style="list-style-type: none"> <li>COMM 110 (3 credits)</li> <li>Upper Level Writing (3 credits)</li> </ul>	
Quantitative Reasoning	3
Science & Technology	10
<ul style="list-style-type: none"> <li>Must include 1 credit lab</li> </ul>	
Humanities & Fine Arts	6
Social & Behavioral Sciences	8
<ul style="list-style-type: none"> <li>Includes 2 credits of Wellness</li> </ul>	
Cultural Diversity	
<ul style="list-style-type: none"> <li>Embedded—no additional credit</li> </ul>	
Global Perspectives	
<ul style="list-style-type: none"> <li>Embedded—no additional credit</li> </ul>	
Capstone Course in major—no additional credit	
<b>Total Credits</b>	<b>40</b>

<b>PROPOSED GE: NDSU QUEST</b>	
<b>Core Questions</b>	
How does the world work?	
What does it mean to be human?	
How do we create, expand, or discover knowledge and understand its limitations?	
What values and practices are worth sustaining for the common good?	
What are the world's challenges and how might they be addressed?	
Core questions approved by the Senate 4/8/13 New outcomes approved by the Senate 4/14/14	
<b>PROPOSED GE MODEL</b>	<b>Credits</b>
Communication	12
<ul style="list-style-type: none"> <li>ENGL 120 (3 credits)</li> <li>COMM 110 (3 credits)</li> <li>Applied Oral Communication Modules or Course (1+1+1 or 3 credits) (200 level)</li> <li>Upper Division Writing (3 credits)</li> </ul>	
Critical Thinking, Creative Thinking, and Problem Solving	9
<ul style="list-style-type: none"> <li>Critical Thinking (3 credits) (Student Success removed)</li> <li>Quantitative Methods (3 credits)</li> <li>Advanced Critical Thinking in major (3 credits)</li> </ul>	
Technology	3
Natural & Physical Sciences (includes 1 credit lab)	7
Human Societies	6
Diversity & Global Perspectives	3
Personal & Social Responsibility—no additional credit	
<ul style="list-style-type: none"> <li>Embedded in major or met through a QUEST approved course that includes this learning outcome</li> </ul>	
Capstone Course in major—no additional credit	
Optional theme-based Interdisciplinary minor, certificate or path, based on QUEST courses, as way to connect QUEST courses	
<ul style="list-style-type: none"> <li>Sustainability, Innovation, World Hunger, Gender Studies, Grand Challenge Scholars, etc.</li> </ul>	
<b>Total Credits</b>	<b>40</b>

**Breadth Requirement: In addition to ENGL 120 and COMM 110, students must complete 12 QUEST credits outside their majors.**

## Proposed GE (NDSU QUEST): Revised Draft Model

<b>Key to abbreviations: Core Questions (CQ)</b>
HWW = How does the world work?
HDC = How do we create, expand, or discover knowledge and understand its limitations?
WDH = What does it mean to be human?
WVP = What values and practices are worth sustaining for the common good?
WWC = What are the world's challenges and how might they be addressed?

**Foundation/Lower Division 34 Credits**

<b>Core Learning Outcome</b>	<b>Component</b>	<b>Credits</b>	<b>Core Questions</b>	<b>Note</b>
Communication	Written (ENGL 120)	3	HDC	Students will still get credit for ENGL 110 for transfer purposes, but ENGL 110 will not be part of NDSU QUEST
	Oral (COMM 110)	3	HDC	
	Applied	1+1+1	HDC	Applied QUEST communication experiences designated by major. May be existing courses or additional credits for courses or independent 1 credit modules/workshops. COMM 110 & ENGL 120 are pre-requisites
Critical Thinking, Creative Thinking, and Problem Solving	Critical Thinking (First Year Experience/ Student Success removed)	3	HDC	Any QUEST course that meets the critical thinking learning outcomes. Courses will help students understand how scholars analyze evidence to develop theories to address problems. Most courses will either a) examine how a discipline makes sense of the world [e.g. "thinking like a chemist"] or b) focus on a so-called "wicked problem" or issue [e.g. "thinking about world hunger" "thinking about race through literature"].
	Quantitative Methods	3	HDC, HWW	Any QUEST course that meets the Critical Thinking Learning Outcome bullet "apply quantitative and qualitative methods to collect and analyze data."
Technology		3	HWW, HDC	QUEST course designated by major
Natural and Physical Sciences		7	HWW, HDC	QUEST courses designated by major. Must include a one credit (or equivalent) laboratory employing active learning.
Human Societies		6	HWW, WDH, HDC	QUEST courses designated by major
Diversity and Global Perspectives		3	HWW, HDC, WWC	QUEST course designated by major
Personal and Social Responsibility		0	HWW, WVP	Embedded in major or met through a QUEST approved course that includes this learning outcome

**Upper Division**

<b>Core Learning Outcome</b>	<b>Component</b>	<b>Credits</b>	<b>Core Questions</b>	<b>Note</b>
Communication	Upper Division Writing	3	HDC	QUEST course designated by major. COMM 110 & ENGL 120 are pre-requisites
Critical Thinking, etc.		3	HDC + major appropriate	Any approved upper division course in the major (including the capstone) that meets the Critical Thinking outcome.
Communication + Critical Thinking, etc.	Capstone	3	HWW, HDC, WVP, WWC	Integrated into major. May meet the advanced critical thinking outcome for the major (see above).

**Optional Pathways**

Optional Theme-based Minor	Integrated	16	Integrated	Foundation in QUEST for interdisciplinary options such as Sustainability, Innovation, World Hunger, Great Books and Great Ideas. May be completed by non-Quest courses.
Optional Theme-based Certificate	Integrated	16	Integrated	Foundation in QUEST for interdisciplinary options such as Sustainable Design. May be completed by non-Quest courses.
Optional Path	Integrated		Integrated	Foundation in QUEST for applied and experiential learning.

**Breadth Requirement: In addition to ENGL 120 and COMM 110, students must complete 12 QUEST credits outside their majors.**



Date: April 9, 2015

To: Members of the NDSU Community

From: Core Undergraduate Learning Experiences (CULE)

RE: Revised QUEST model for new General Education

To begin with, CULE thanks everyone for participating in the multiple stages of this process that began in the fall of 2010. As part of this process CULE:

- Held open-ended meetings on GE revision with 40 units and 460 individuals
- Received 1370 responses from alumni, employers, faculty, staff and students to a survey asking respondents to rate 29 student learning outcomes in terms of how well NDSU students are currently addressing each one and how important each outcome will be in the future
- Used Institutional Research's qualitative analysis of the results of six surveys administered over the past decade to triangulate with and confirm the CULE survey results
- Held 14 campus meetings on the proposed Core Questions and Learning Outcomes
- Held 13 campus meetings, attended by over 300 people, on the proposed QUEST model
- Received 304 responses (with 129 comments) from faculty to a survey about the new QUEST model

Based on the feedback, CULE proposes six changes to the QUEST model:

1. Critical Thinking and Student Success
  - University 189 will no longer be a general education course, although many colleges or departments may wish to continue it as a requirement to meet the needs of their students.
2. Critical Thinking
  - Critical Thinking classes will be new or restructured courses that focus on how disciplines make sense of the world or particular issues (world hunger, social inequality, justice, beauty, love, entropy, climate change, sustainability, clean water, renewable energy, etc.)
    - Courses could be disciplinary or cross-disciplinary and could be offered by any college or department (or combination of departments), but they must
      - address the Critical Thinking outcome as a substantial part of student work
      - teach the critical thinking skills employed by the discipline or needed to understand the problem or issue and
      - address at least one of the Core Questions.
    - There will need to be professional development funding to support this.
3. Natural and Physical Sciences
  - Added a one-credit (or equivalent) laboratory experience with the stipulation that the laboratory must involve active or problem-based learning.
4. Natural and Physical Sciences
  - Increased from 3 credits to 6 in didactic classes.
5. Personal and Social Responsibility
  - This will be double-counted by being embedded in the major or met through a QUEST approved course that includes this learning outcome. There will be no separate credits required for this outcome.

## 6. Breadth

- Students must complete 12 QUEST credits outside their major, in addition ENGL 120 and COMM 110.

Based on the feedback to the proposed QUEST model, CULE proposes three changes to the previous Undergraduate Learning Outcomes to support the fullest participation by disciplines in the new model:

1. Technology
  - Revised to emphasize applying, not just analyzing
2. Natural and Physical Worlds
  - Revised to Natural and Physical Sciences
3. Personal and Social Responsibility
  - Revised to allow more options for students

CULE also proposes the following steps.

1. CULE requests the Faculty Senate to approve the concept of the revised QUEST model this spring, contingent upon these three steps.
  - a. The Provost will appoint a QUEST Feasibility Committee to analyze the resources needed to implement the model. This committee should be composed of at least two deans and three department chairs.
  - b. The Provost will appoint a QUEST Design/Professional Development Committee to develop specific models for the proposed new Critical Thinking courses and the proposed Applied Communication modules. This committee should include one or more of the course design professionals recently hired in several of the colleges.
  - c. Based on reports from the QUEST Feasibility and Design/Professional Development Committees, the Faculty Senate will give the final approval to implementing the new QUEST model at an appropriate starting date.
2. CULE will be dissolved as an ad hoc Faculty Senate committee.
3. The General Education Committee will be charged with implementing the new QUEST model and assessing it in order to make revisions and improvements on an ongoing basis.

## CULE Members:

Cole Davidson, Registration (9/13-09/14); Noah Engels, Students (09/14-present); Marion Harris, AFSNR (08/10-present); Robert Harrold, Assessment (08/10-12/11); RaNelle Ingalls, Student Affairs (08/10-present); Rajesh Kavasseri, Engineering (08/10-present); Andrew Mara, AHSS (08/10-present); Kevin McCaul, Deans (08/10-08/12); Charlene Myhre, Libraries (08/10-08/13); Cynthia Naughton, PNAS (08/10-present); Lisa Nordick, DCE (08/10-12/14); Larry Peterson, Provost/Assessment (08/10-present); Seth Rasmussen, Science & Math (08/10-present); Susan Ray-Degges, HDE (08/10-present); Kent Sandstrom, Deans (09/12-present); Carolyn Schnell, University Studies (08/10-present); Herbert Snyder, Business (08/10-present); Amy Rupiper Taggart, General Education (01/14-present); Beth Twomey, Libraries (09/13-present); Kevin Walsh, Students (09/13-05/14).

CULE proposal	Senate additions	Order
1. CULE requests the Faculty Senate to approve the concept of the revised QUEST model this spring, contingent upon these three steps.		4
<p>a. The Provost will appoint a QUEST Feasibility Committee to analyze the resources needed to implement the model. This committee should be composed of at least two deans and three department chairs.</p>	<p><b>Quest Feasibility Committee:</b>  <u>Appointment:</u> with input from the Provost as senate <i>ad hoc</i> committee, will report to senate and Provost  <u>Membership (all approved by faculty senate):</u> voting members, 1 to 2 faculty members from budget committee, 2 senate appointed faculty, other faculty who have relevant experience; non-voting members, 1 dean, 1 head, Provost or designee, possibly Registrar or designee; other members, 2 members from former CULE committee (will fall either under voting or non-voting members according to their faculty status)  <u>Committee chair:</u> faculty who was not formerly on CULE committee  <u>Charges:</u> create operating procedures, assess feasibility and determine re-allocation of resources, assess compatibility with other NDUS institutions, amend current model accordingly or suggest alternative model</p>	1
<p>b. The Provost will appoint a QUEST Design/Professional Development Committee to develop specific models for the proposed new Critical Thinking courses and the proposed Applied Communication modules. This committee should include one or more of the course design professionals recently hired in several of the colleges.</p>	<p><b>QUEST Design/Professional Development Committee:</b>  <u>Appointment:</u> with input from the Provost as senate <i>ad hoc</i> committee, will report to senate and Provost  <u>Membership</u> (all approved by faculty senate)    Seeing as this committee will take up work later, we can fill in the details in Fall.</p>	2
<p>c. Based on reports from the QUEST Feasibility and Design/Professional Development Committees, the Faculty Senate will give the final approval to implementing the new QUEST model at an appropriate starting date.</p>	<p>Vote on outcome of the two committees in two independent procedures.</p>	3
<p>2. CULE will be dissolved as an <i>ad hoc</i> Faculty Senate committee.</p>		Done
<p>3. The General Education Committee will be charged with implementing the new QUEST model and assessing it in order to make revisions and improvements on an ongoing basis.</p>		5

## **Rationale for NDGEC Proficiency Statements**

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Last edited 6 January 2015

The North Dakota General Education Council (NDGEC) began as a grassroots, faculty-led organization whose primary goals were to improve articulation and transfer of general education courses among North Dakota higher learning institutions--including public and many participating private and tribal universities--and to provide a common forum for discussing common general education issues in the state. During that time, the Association of American Colleges and Universities (AAC&U) developed the Liberal Education and America's Promise (LEAP) initiative which articulated a set of Essential Learning Outcomes (ELOs) developed with feedback from faculty across the country. By 2010, the NDGEC helped North Dakota to become recognized as a LEAP State by AAC&U. The North Dakota University System (NDUS) agrees with the LEAP initiative, and over the last several General Education Summits the NDGEC has endorsed five of the ELOs as statewide outcomes: written communication, oral communication, critical and creative thinking, quantitative reasoning, and breadth of knowledge.

North Dakota higher learning institutions have benefitted from the General Education Requirement and Transfer Agreement (GERTA), which ensures transferability of common courses from one institution to another. Recently, the Western Interstate Commission for Higher Education (WICHE) began the Interstate Passport Initiative, a new approach to transfer that shifts focus from credit hours and course descriptions to student learning outcomes. The Lumina Foundation, with strong support from AAC&U and various accreditation agencies, including the Higher Learning Commission, also promotes competency-based education to ensure students are acquiring outcomes and achieving goals associated with their degree profiles. Working with the Lumina Foundation, AAC&U established the Quality Collaborative, inviting North Dakota to participate through the NDGEC. Over the last two years, NDGEC members began aligning student-learning outcomes with degree proficiency profiles.

As stewards of general education in North Dakota, the NDGEC has developed proficiency statements corresponding to the five ELOs approved at the General Education Summit at Bottineau at April 2014. These proficiency statements clarify outcomes students should have demonstrated upon completion of general education and discipline program requirements at the two-year level. As indicators of competency-based education, student transcripts in the future might contain notations that students have established proficiency in any or all of these five ELOs, subject to the endorsement of the authorizing institution pursuant to internal policies in compliance with NDUS 403.7. Such transcript notations will be in addition to existing endorsements in compliance with GERTA.

NDGEC continues to serve as an advisory board to its member institutions, the NDUS, and independent and tribal colleges in North Dakota. Approval of these proficiency statements as endorsed by NDGEC supports North Dakota's existing commitment to faculty-led oversight of General Education while maintaining autonomy of NDGEC member institutions to oversee assessment and documentation of their existing student learning outcomes.

General Education Proficiency Statements  
Developed by NDUS Faculty, Fall 2014  
Last edited December 8, 2014

### **Oral Communication**

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Oral communication involves actively and critically expressing and receiving ideas through spoken language with the goal of achieving shared understanding of meaning.

Students who are proficient in oral communication will be able to:

- Organize a clear central message, using supporting evidence ethically and logically
- Communicate a message effectively, demonstrating ability to adapt language and delivery based on audience and purpose
- Listen to and evaluate a speaker's central message and use of supporting evidence
- Initiate and negotiate effectively in a collaborative setting by listening to, building upon, verifying, and challenging others' ideas and conclusions

### **Quantitative Literacy**

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Quantitative literacy involves fluency with the tools and concepts that are commonly used to understand, analyze, and reason with quantitative information.

Students who are proficient in quantitative literacy will be able to:

- Perform the arithmetic processes necessary to solve quantitative problems
- Present accurate interpretations of quantitative information on a wide array of topics and issues and explain how both calculations and symbolic operations are used
- Create accurate graphs or other visual interpretations of trends, relationships, or changes in status and correctly use them to provide written or oral explanations
- Reason with appropriate numeric, symbolic, graphical or statistical tools to understand a wide variety of issues, and to interpret, analyze and critique information or a line of reasoning presented by others
- Develop and support a line of reasoning about issues that are not solely mathematical by correctly using quantitative information

### **Written Communication**

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Written communication requires students to write effectively, individually and collaboratively, in a variety of genres to address different audiences for specific purposes, using sources and evidence appropriate to the context. It can involve working with many different writing technologies, and mixing texts, data, and images. Written communication abilities develop through iterative experiences across the curriculum.

Students who are proficient in written communication will be able to:

- Effectively use genres, such as essays, reviews, lab reports, case studies, memos, and blogs, appropriate to the context **CB**
- Adapt to the needs and expectations of different audiences **SG**
- Demonstrate the ability to write for different purposes, such as to inform, analyze, explain, and persuade **M**
- Integrate and cite credible and relevant sources **LP**
- Reflect on the writing process in order to improve **JK**
- Demonstrate acceptable control of language conventions, such as grammar, usage, style, and diction.

### **Breadth of Knowledge**

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Students who are proficient in breadth of knowledge will be able to:

- Describe how existing knowledge or practice is advanced, tested and revised in each of the four core field categories: Arts and Humanities, Communications, Math, Science, and Technology and Social Sciences
- Describe a key debate or problem relevant to each of the four core field categories, and explains the significance of the debate or problem to the wider society, and show how concepts from the core fields can be used to address the selected debates or problems
- Use recognized methods of each core field category studied, including the gathering and evaluation of evidence, in the execution of analytical, practical or creative tasks to be identified by threshold concepts
- Describe, evaluate, and interpret an important societal problem using threshold concepts from two of the core field categories

### **Critical and Creative Thinking**

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Critical and creative thinking are complementary cognitive processes that operate across disciplines. These processes include inquiry, analysis, evaluation, discovery, and invention applied to a situation, scenario, issue, or problem.

Students who are proficient in critical and creative thinking will be able to:

- Identify a problem or question and its component parts, recognizing relevant ideas, concepts, theories, or practical approaches
- Evaluate fundamental knowledge and issues associated with a situation or problem, identifying underlying assumptions and anticipating consequences
- Create possible approaches and processes to solving emerging problems or unscripted scenarios
- Transform ideas into new forms or innovative applications and explore complex issues in original ways