



5-6-2004

May 6, 2004

University of North Dakota

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Minutes of the University Senate Meeting
May 6, 2004

1.

The May meeting of the University Senate was held at 4:05 p.m. on Thursday, May 6, 2004 in Room 7, Gamble Hall. Walter Tschacher presided.

2.

The following members of the Senate were present:

Alfonso, Peter	Heitkamp, Thomasine	Picklo, Matthew
Baker, Adam	Helgeson, Diane	Poochigian, Donald
Baldwin, Gayle	Hoffmann, Mark	Potvin, Martha
Benoit, Joseph	Hume, Wendelin	Rakow, Lana
Blackburn, Royce	Jackson, Jon	Reese, Ty
Boyd, Robert	Jenniges, Sharleen	Relling, David
Bridewell, John	Krogh, Nancy	Robertson, Charles
Butler, Tanya	Kupchella, Charles	Salehfar, Hossein
Chen, Tar-Pin	Kweit, Mary	Schuetzle, Jordan
Crawford, Richard	LaDuke, John	Smart, Kathy
Dearden, Bruce	Lee, Randy	Smith, Bruce
DeMers, Judy	Lieberman, Victor	Steen, Tom
Diez, Ray	Marshall, David	Stofferahn, Curtis
Doze, Van	McLennan, Kathleen	Stolt, Wilbur
Effertz, Kayla	Mochoruk, James	Sukalski, Katherine
Elbert, Dennis	Munski, Doug	Thureen, Faythe
Elsinga, Lillian	Murphy, Eric	Tozer, Ray
Erickson, Daniel	Myers, Bradley	Tschacher, Walter
Ettling, John	Myrick, Matt	Watson, John
Fivizzani, Albert	Nichols, Elizabeth	Williams, Jim
Gard, Betty	Neuerburg, Linda	Yurkovich, Eleanor
Goodwin, Janice	Nutz, Amber	Zierdt, Candace
Handy-Marchello, Barb	Perry, David	

3.

The following members of the Senate were absent:

Anderson, Amanda	Kenville, Kimberly	Shaeffer, James
Clafin, James	Keyser, Dorothy	Stevens, Wes
Coleman, Joyce	Klumb, Travis	Tiffany, Mark
Dever, Adam	Muggli, Darrin	Venhuizen, Brett
Gallager, Robert	Parrish, Brad	Vestal, Amber
Goenner, Cullen	Rendahl, Stephen	White, Daniel
Gust, Amber	Rice, Daniel	Wilson, H. David

4.

The Chair called for announcements.

A. Mr. Ettling recognized Mr. Tschacher for his extraordinary service as chair of the 2003-04 University Senate.

5.

The Chair asked for corrections or additions to the April 1, 2004 minutes. The minutes were approved as distributed.

6.

The Chair opened the question period at 4:10 p.m.

Mr. Diez asked how other departments handled absences by students for department field trips and how other faculty made arrangements for these things. Mr. Williams responded that in his department it depended on the student. Mr. Murphy stated that his department made allowances as possible. Mr. Hoffmann stated that they made arrangements for students to take exams early if it is a University sponsored event. Mr. Mochoruk stated that one of the problems students may encounter is that there is not necessarily department policy or University policy, but, rather, handled by individual faculty. Ms. Goodwin stated that they try to accommodate, but the number of requests has increased and it can be difficult for faculty to deal with absences. Mr. Kupchella asked if it wouldn't be possible to have a reasonable accommodation within reasonable standards. Mr. Diez stated that he hoped there would be some method to deal with this so students would not be penalized. Mr. Williams added that there can be so many variables involved that it comes down to the instructor. Mr. Dearden stated that most departments have a procedure on resolving problems such as this.

The question period closed at 4:20 p.m.

7.

Mr. Lee moved to receive and file the annual report of the Senate Scholarly Activities Committee. Ms. DeMers pointed out that the committee membership dates were wrong. The report was approved as corrected.

8.

Mr. Tschacher announced that there were two requests to add agenda items to the business calendar. The first was a report from Mr. Jensen on behalf of the Faculty Seed Money Committee and the second was a resolution from Mr. Stofferahn on behalf of the Council of College Faculties to be sent to the State Board of Higher Education. There was no objection.

9.

Mr. Jensen presented the report of the Faculty Seed Money Committee. The Senate discussed the report. The report was received and filed as presented (attachment 1).

10.

Ms. Krogh moved to accept the list of candidates for degrees for Spring, 2004. The list was approved unanimously.

11.

Mr. Murphy moved to approve the report from the Curriculum Committee with the correction of NURS 567 changed from 3 credits to 2 credits. The report was approved unanimously.

12.

Mr. Lieberman presented a resolution and moved to accept the resolution regarding the pay roll lag and to forward it to the State Board of Higher Education and others. The Senate discussed. Mr. Murphy offered a friendly amendment in item 7 to correct that it is to be paid back over 12 months. Mr. Lieberman accepted the friendly amendment. The Senate continued discussion. Ms. Sukalski called the question. The motion was approved on a vote of 40 to 9 with 14 abstentions.

13.

Mr. Stofferahn presented a resolution to be sent to the State Board of Higher Education regarding the Council of College Faculties Compensation Report. Mr. Robertson moved to accept the resolution. The resolution was approved with a vote of 52 for, 1 against, and 1 abstention (attachment 2).

14.

Ms. DeMers and Mr. Benoit presented a proposal to amend the policy regarding faculty who enroll in UND course work in pursuit of a UND graduate degree. Ms. DeMers moved to approve. The Senate discussed. The motion carried with a vote of 59 for and 2 against.

15.

Ms. Goodwin presented the expanded course description pilot project and summary of the results of survey about the pilot project (attachment 3). Mr. Schuetzle thanked Ms. Goodwin and Ms. Smart for doing this pilot test as it is something the students want.

16.

Mr. Myrick moved to extend the meeting time until 5:45 p.m. The motion passed.

17.

Mr. Ettlting discussed the Attorney General's ruling that course book orders prepared by Barnes and Noble are proprietary. Ms. Goodwin announced that the Senate Executive Committee formed an ad hoc committee to study ways to provide course book titles. This committee will be composed of, at a minimum, a student representative, two faculty members, the Provost, and a member of the Senate Executive Committee. This committee should report to the Senate no later than the November, 2004 meeting.

18.

Ms. Hume presented the report of the ad hoc Harassment Policy and Procedure Revision Committee. She stated that their charge was to review the policies, but in doing that, they came across other issues that may need attention and included them in the report (attachment 4).

19.

Mr. Lieberman requested that the pay lag resolution be sent to a wider audience than the State Board of Higher Education. The Senate discussed.

20.

The meeting was adjourned at 5:45 p.m.

Nancy Krogh
Secretary to the Senate

MEETINGS

SENATE SCHOLARLY ACTIVITIES COMMITTEE
 c/o OFFICE OF RESEARCH & PROGRAM DEVELOPMENT
 P.O. BOX 7134
 GRAND FORKS, NORTH DAKOTA 58202-7134
 PHONE (701) 777-4278
 FAX (701) 777-3086

**Report of the
 SENATE SCHOLARLY ACTIVITIES COMMITTEE
 2003-2004**

THE COMMITTEE MEMBERSHIP

2002-2003

Philip J. Gerla (Geology and Geological Engineering), '05
 William D. Gosnold (ORPD), ex officio
 James W. Hikins (School of Communication), '04
 Dorothy K. Keyser (Music), representing John Ettling (Vice President for Academic Affairs and Provost, ex officio)
 Glenda N. Lindseth (Nursing), '04
 Patricia J. Mahar (Social Work), '03
 Fred M. Remer (Atmospheric Science), '05
 M. Robles, '03 (resigned from UND)

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Philip J. Gerla (Geology and Geological Engineering, on Developmental Leave), '05
 William D. Gosnold (ORPD), ex officio
 James W. Hikins (School of Communication), '04
 Luke H. Huang (Technology), '06
 Dorothy K. Keyser (Music), representing John Ettling (Vice President for Academic Affairs and Provost, ex officio)
 Glenda N. Lindseth (Nursing), '04
 Fred M. Remer (Atmospheric Science), '05
 Garl K. Rieke (Anatomy and Cell Biology), '06

FUNCTIONS AND RESPONSIBILITIES

The purpose of the Senate Scholarly Activities Committee (SSAC) is to stimulate and encourage scholarly activities and develop relevant institutional policies. The membership of the Committee is composed of six faculty members, each from a different college, the Vice President for Academic Affairs or designee, and the Director of the Office of Research and Program Development. One-third of the faculty members are elected by the University Senate at the April meeting each year.

The Committee assumes the following responsibilities for the University Senate:

- Address general issues of importance to establishing and maintaining strong research and development programs on campus.
- Stimulate interaction between disciplines and take a proactive role to establish centers of excellence at UND.
- Allocate available research funds based on pre-established policies and guidelines.
- Maintain Committee website.

MEETINGS

The Senate Scholarly Activities Committee has met five times in 2003-2004 (one more meeting will be held in May, 2004) for the following primary purposes:

1. Evaluation of UND faculty proposals for research and creative activity, travel, or publication awards.
2. Discussion of membership on the Committee. A recommendation was subsequently made to the Senate to increase membership to give more equitable representation across campus and was approved by the Senate on March 4, 2004.
3. The Committee website was updated and maintained by ORPD staff.

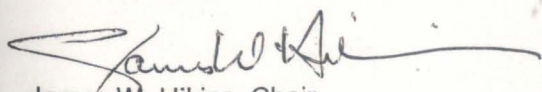
FUNDS

During the first nine months of the 2003-2004 fiscal year, the Senate Scholarly Activities Committee awarded \$99,764.48 to 89 faculty members in 42 departments. Awards were made as follows: \$40,000 for New Faculty Scholar awards, \$1000 for Publication, \$24,509 for Research and Creative Activity, and \$34,298 for travel (additional funds will be awarded for travel in May 2004). The Committee received a supplemental award of \$50,000 from the Vice President for Research, additional funds were provided by the Office of Research and Program Development, and several awards or portions of awards were returned to the Committee; thus, award amounts exceeded those of previous years.

OTHER ACTIVITIES

1. New Faculty Scholar Awards (\$5,000) were given to: Matthew N. Cavalli (Mechanical Engineering), Ewan Delbridge (Chemistry), Rodney S. Hanley (Earth Systems Science Institute), Anne A. Kelsch (History), Jun Liu (Computer Science), Marcia L. Mikulak (Anthropology), Elizabeth A. Scharf (Anthropology), and Marcellin Zahui (Mechanical Engineering)/David J. Delene (Atmospheric Sciences). This represents an increased number of awards from past years (from 3 to 8) as the Committee has found additional funding.
2. Professors James W. Hikins (School of Communication) and Glenda N. Lindseth (Nursing) represented the Senate Scholarly Activities Committee in the selection of recipients of the Fellows of the University Award for Departmental Excellence in Research and the UND Foundation Thomas J. Clifford Faculty Achievement Award for Excellence in Research for 2004.
3. The Committee reviewed and approved Policies for the Use of Indirect Rebate Funds for the School of Medicine and Health Sciences Southwest Campus, the Department of Surgery, and the Center for Innovation. A revised policy for the School of Communication will be reviewed at the May meeting.
4. The SSAC chair was designated as a representative for the Committee on the University Research Council.

Respectively submitted,



James W. Hikins, Chair
Senate Scholarly Activities Committee

Report of the University Senate
 Fiscal Year 2004
 Faculty Research Seed Money Council
 April 29, 2004

The goal of the Faculty Research Seed Money Council is to increase the amount of creative and scholarly activity on the University campus. Outcomes from this process involve external proposal submission and its subsequent economic development, as well as improving the quality of research, creative activities, and educational opportunities for faculty and students. To this end, the Senate and administration have informational needs with regards to the program's activities and success. During the fiscal year of 2004, the council has hosted two cycles of seed money proposal submissions, selection, and awarding of funds.

In November 2003, the representatives of the Faculty Research Seed Money Council met for final proposal selections and distribution of available funds for fall semester. The members present at that meeting included:

Masaru Miyagi	Basic Medical Sciences subcommittee
Katrina Meyer	Behavioral Sciences subcommittee
Warren Jensen	Engineering and Technology subcommittee
James Beal	Health Sciences subcommittee
Sheryl O'Donnell	Humanities and Fine Arts subcommittee
Tar Pin Chen	Physical Sciences subcommittee
Birgit Hans	Social Sciences subcommittee
Greg Patton	Professional Disciplines subcommittee

The Seed Money announcement for the fall semester received 35 proposals requesting \$1,051,212.48 in funding. The committee selected sixteen proposals, for a total of \$417,503. Funding for awards was provided through UND Office of Research (\$300,000), the Grand Forks City Council (\$100,000) and awards that were returned from previous winners (approximately \$20,000). A listing of these awards is included as an addendum of this report.

For the spring semester, eight subcommittees received 47 proposals requesting over \$1,552,000 in funding. Current funding levels are being determined at the time of this report, but a minimum of \$315,000 has been made available through UND Office of Research. Additional funding requests for this cycle (through the Grand Forks City Council) are in progress. The committee is in the process of making final selections and will make announcements of award winners when funding requests are completed.

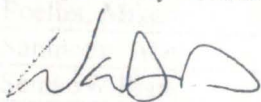
Overall program evaluation

Interest in the program has continued to grow with the number of applications growing from 25 in the spring of 2003, to 35 in the fall of 2003, and now 47 in spring semester

2004. Funding requests have nearly doubled from \$1,314,000 in Fiscal year 2003 to \$2,603,000 for fiscal year 2004.

Since the Faculty Research Seed Money project's inception, \$2.4 million in funds have been disbursed to nearly 100 different research groups. As of November 2003, 85 proposals have been submitted to external agencies requesting over \$30 million in funding. In a report to the Grand Forks City Council in December 2003, we reported the Office of Research and Program Development documents showed current and committed external funding amounts to \$8.28 million. Our own report projected that \$4.6 million would be used in salary support of faculty and staff. Data that is not included in this summary is also important to consider, such as scholarly presentations, graduate student educational experiences, or creation of new ideas.

Respectfully submitted,



Warren Jensen, M.D.
Chair, Faculty Research Seed Money Council
Associate Professor, Aviation
777-3284

Psychology, Physiology and Therapeutics	20,850
Psychology	20,830
Psychology & Health	27,400
Psychology	14,000
Psychology	25,000
Psychology	40,000
Psychology	20,000
Psychology	11,000

Total funding for 2004 is \$41,300, allowing for the \$300,000 from TRSD, \$100,000 from the Grand Forks City Council, and \$20,000 from a recently renewed TRSM grant.

Addendum 1: Faculty Research Seed Money Awards for Fall Semester, 2003

Name	Department	Amount
Anderson, Cindy	Nursing	40,000
Goodwin, Brett	Biology	24,447
Heuer, Loretta	Nursing	37,891
Mann, Michael	Chemical Engineering	34,812
McLennan, Kathleen	Theater Arts	23,380
Morochuck, James	History	12,493
Moulton, Patricia	Center for Rural Health	25,000
Muus, Kyle	Center for Rural Health	39,850
Picklo, Matthew	Pharmacology, Physiology and Therapeutics	39,830
Poellet, Mike	Atmospheric Sciences	33,000
Sahmoun, Abe	Internal Medicine	10,000
SemkeWilliam	Mechanical Engineering	25,000
Singh, Brinj	Biochemistry and Molecular Biology	40,000
Stahl, Lothar	Chemistry	20,000
Swisher, Wayne	Communication Sciences and Disorders	11,800

Total funding for this round is \$417,503, allowing for the \$300,000 from UND, \$100,000 from the Grand Forks City Council, and \$20,000 from a recently returned FRSM grant.

Addendum 1: Faculty Research Seed Money Awards for Fall Semester, 2003

Name	Department	Amount
Anderson, Cindy	Nursing	40,000
Goodwin, Brett	Biology	24,447
Heuer, Loretta	Nursing	37,891
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McLennan, Kathleen	Theater Arts	23,380
Morochuck, James	History	12,493
Moulton, Patricia	Center for Rural Health	25,000
Muus, Kyle	Center for Rural Health	39,850
Picklo, Matthew	Pharmacology, Physiology and Therapeutics	39,830
Poellet, Mike	Atmospheric Sciences	33,000
Sahmoun, Abe	Internal Medicine	10,000
Semke, William	Mechanical Engineering	25,000
Singh, Brinj	Biochemistry and Molecular Biology	40,000
Stahl, Lothar	Chemistry	20,000
Swisher, Wayne	Communication Sciences and Disorders	11,800

Total funding for this round is \$417,503, allowing for the \$300,000 from UND, \$100,000 from the Grand Forks City Council, and \$20,000 from a recently returned FRSM grant.

May 15, 2004 Degree Candidates

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ABDELFATAH, RABAH KHALID (BSA)
ABEL, BRANDON ALLEN (B S M E)
ABEL, JOANNE LOUISE (B S ED)
ABRAHAMSON, BECKY MARIE (B B A)
ACKERMAN, DANIEL STEVEN (B S FWB)
ACKLEY, SHANNON D. (J D)
ADAMS, DENISE ANGELA (B B A)
AHMANN, JUSTIN JOSEPH (B ACC)
ALBRECHT, REBECCA LYNN (B S)
ALGER, CRAIG NATHAN (BSA)
ALLEN, JUSTIN W. (BSA)
ALLEN, PATRICIA L. (B B A)
ALLERS, JESSICA MARIE (B B A)
ALLERS, JESSICA MARIE (B A)
ALTEPETER, SARAH BETH (B S ED)
ALUFOHAI, LOUISE EJEOMO (B S)
AMELUXEN, STEPHEN DOUGLAS (BSA)
AMJAD, SABRINA (B B A)
AMMERMAN, LEAH R. (B B A)
AMUNDSON, RANON (BSA)
ANDERSON, AMANDA JO (B B A)
ANDERSON, ANGELA R. (B B A)
ANDERSON, ANGELA R. (B A)
ANDERSON, CHRISTOPHER EDWARD (B S)
ANDERSON, CORRINE SUSAN (B A)
ANDERSON, CORRINE SUSAN (B S CJS)
ANDERSON, DANIEL ROBERT (M D)
ANDERSON, JACOB ALLEN (BSA)
ANDERSON, KIM LADAWN (M O T)
ANDERSON, LINDSAY NICOLE (M P T)
ANDERSON, RYAN DARRELL (B S I T)
ANDERSON, TERRI LYNNE (B S)
ANDERSON, TIFFANY JEANNE (B B A)
ANDERSSON, SEBASTIAN CHRISTER (B A)
ANDRESEN, RIKKE (B A)
ANDRUD, ANDREA JAN (B S)
ANKENY, ELIZABETH ANN (M S)
APPERT, MICHAEL JOHN (B B A)
ARBACH, BRANDON JAMES (B S N)
ARGENZIANO, MATTHEW ROMAN (M S)
ARGENZIANO, NICHOLAS JAMES (B S M E)
ARNTZEN, ROBERTA ANN (B S)
ASTRUP, JASON RYAN (J D)
ATKINS, COREY ODIN (B B A)
AUSTAD, STACY LYNN (B A)
AVEY, LANCE A. (B S ATSC)
AYERS, DAVID PETRIN (BSA)
AZURE, STACY L. (B S PE)
BADDING, BRANDON MICHAEL (M S)
BAEHR, CHRISTEN MICHELLE (B S ED)
BAEZ IV, MONZARRATE WILLIAM (BSA)
BAILEY, CHRISTINE MARIE (B S CJS)
BAILEY, TALIA DAWN (M A)
BAKER, MARY ELIZABETH (PH D)
BAKHIT, ANASTASIA BARBARA (B S CJS)
BAKKE, NICOLE ROSE (B S ED)
BAKKE, THOMAS LEE (B S)
BAKKEN, ANNE ELIZABETH (B A)
BAKKO, STACY ANN (B S N)
BALLAN, LISA MARIE (B A)
BARES, JAMES PATRICK (M D)
BARNSTUBLE, BRENT BRIAN (M D)
BARRETT, NATHALIE GWEN (B S N)
BARSTAD, COURTNEY LYNN (B A)
BARTSCH, BRENT MICHAEL (B S P A)
BARTZ, JEREMIAH DAVID (B S)
BARTZ, JEREMIAH DAVID (B S M E)
BASS, GAIL IRENE SHIMER (PH D)
BATTLES, CHRISTOPHER BRIAN (B S CSCI)
BAUCH, STACEY ARLYNE (BSA)
BAUD, ABIGAIL LEIGH (B S A T)
BAUER, JENNIFER LOUISE (B S ED)
BAUKOL, NATHAN JOHN (M S)
BAUMGARTNER, CHARLENE MARIE (B G S)
BAXTER, MICHELLE LOUISE (B S CJS)
BAYGOOD, JEFFREY ROSS (B S OSEH)
BEACH, LAURA J. (M O T)
BEAMAN, OLA MARIE (B S N)
BEAUCHAMP, JESSICA ROSE (B S)
BECK, JENNIFER IRENE (BSA)
BECK, LISA MARIE (B S A T)
BECKER, DANIEL OWEN (B ACC)
BECKER, ELIJAH LUCAS (B ACC)
BECKER, LISA NICOLE (B S N)
BECKER, RYAN RANDY (BSA)
BECKER, TODD CLIFFORD (M S)
BEDORE, MICKELI RYAN (B A)
BELT, ROBYN LYNN (B B A)
BENGIAMIN, RIMON NAGY (M D)
BENNETT, LINDSI ANN (M A)
BERENTSEN, HEIDI (B B A)
BERG, BRADY GENE (B S I T)
BERG, LAURA ANN (M D)
BERG, TRENT JEREMY (B S C E)
BERGER, CODY OWEN (B G S)
BERGERUD, LEIF ERIK (B A)
BERNSTEIN, RYAN MARK (J D)
BERNTSON, ANDREW PAUL (B G S)
BERNTSON, KARI NICOLE (B A)
BERRY, ANDREW ROBERT (B A)
BERRY, JANICE IRENE (BSRLS)
BETHKE, KATHRYN LORRAINE (B B A)
BEUCHER, REID ALEXANDER (BSA)
BEYER, CHRISTOPHER MICHAEL (BSA)
BIALIK, DEBORAH ANN (M S W)
BIELEJESKI, APRIL ANN (B S C E)
BILLINGS, JEREMY DALE (B S I T)
BIRGENHEIER, ANNA MARIE (B A)
BIWER, MATTHEW RICHARD (B S)
BJERKLIE, LAURIE MARIE (BS CLS)
BLANCHARD, RICHELLE MELANIE (B S)
BLAND, ALISSA BROOKE (B S ED)
BLECKEN, AMBER MICHELLE (B A)
BLETH, JAY JOEL (M B A)

* Some candidates may not appear on the list because they have declared Restricted Directory or have requested that their information not be released.

Those names are available to authorized committee members by contacting the Office of the Registrar, 777-3761

Office of the Registrar

May 15, 2004 Degree Candidates

12-Apr-04 Page 2 of 13

BLETH, JESSICA LEE (B S N)
 BLETH, JESSICA LEE (B S)
 BLOOM, ALAN GRAYSON (B S CJS)
 BOCK, RACHELLE GAYLENE (B A)
 BOEHM, TRISHIA ELLEN (M O T)
 BOGEN, ANDREW DAVID (BSA)
 BOGENREIF, MATTHEW ALAN (BSA)
 BOHL, DARIN JAMES (BSA)
 BOHLMAN, PETER D. (M A)
 BOKUSKY, MATTHEW DAVID (B G S)
 BOLSTAD, KARI LYNN (B S N)
 BORGEN, DANIEL J. (J D)
 BORKHUIS, BRADLEY RUSSELL (M B A)
 BORN, MATTHEW ALAN (BSA)
 BOSCH, KRISTIN JANE (M S)
 BOSCH, LEE CHARLES (BSRLS)
 BOSTOW, CRYSTAL ANN (B A)
 BOTT, STEPHEN ALEXANDER (J D)
 BOTTINI, ANTHONY JOSEPH (BSA)
 BOULTON, CHRISTINE MARIE (M A)
 BOWE, ANASTASIA LEIGH (M A)
 BOWMAN, BRYNN RENA (B G S)
 BOYER, TINA JEAN (B S P T)
 BRAATEN, ERIN ELIZABETH (B S)
 BRACK, STEPHEN E. (BSA)
 BRADFORD, JEFFREY SCOTT (B B A)
 BRADSHAW, ELIZABETH ALICE (B S)
 BRADY, CHRYSTIE LEE (B S)
 BRANDBORG, REID WHEELER (J D)
 BRANDBORG, ROSS (J D)
 BRANDT, KEVIN MICHAEL (B S C E)
 BRANDVIK, ROBERT (B B A)
 BRANDVIK, ROBERT (M B A)
 BREEN, KAREY FAVER (M D)
 BREITBACH, RHONDA LEE (B S P T)
 BREKER, DANE ARTHUR (B A)
 BREKKE, CHRISTOPHER MICHAEL (B B A)
 BREWSTER, LISA KAY (J D)
 BREZICHA, ANDREW HAROLD (BSA)
 BROADWAY, KIMBERLY MARIE (M P T)
 BROADWELL, CHRISTINA ELIZABETH (M D)
 BROOKMAN, DAVID ALLEN (M S)
 BROOKS, RYAN PATRICK (M A)
 BROTHERS, DANIEL A. (B S ATSC)
 BROWN, AMANDA DENISE (J D)
 BROWN, KURT MITCHELL (B G S)
 BROWN, NATHAN ROSS (B B A)
 BROWN, SARAH ELIZABETH (B S P A)
 BRUBAKER, JASON CHARLES (BSA)
 BRUDVIK, BRETT ANDERSON (J D)
 BRUMWELL, STEPHANIE MARIE (B S ED)
 BRUNELLE, DAVID PATRICK (B S)
 BRUNNER, VICKY JO (B A)
 BUCKLAND, JOHN DAN (B A)
 BUELIGEN, JUSTIN D. (B S A T)
 BUETTNER, KEVIN CHARLES (B S N)
 BUFFINGTON, NICOLE MARIE (BSA)
 BULISCO, JENNIE LYNN (M B A)
 BULS, JUSTIN MICHAEL (M D)
 BURCKHARD, ANDREW DENNIS (B B A)
 BURR-SELLE, KANDI K. (M A)
 BURSHEIM, DEVON BELLE (B A)
 BURTCH, AIMEE CHRISTINE (B A)
 BUSH, HEATHER DAWN (BSRLS)
 BUSHEY, BRUCE P. (B S E E)
 BUSHY, TODD LAWRENCE (B G S)
 BYERS, COLIN EVAN (B B A)
 BYZEWSKI, TASHA NICHOLE (BS RHS)
 CAIN, JACOB THOMAS (B A)
 CALDER, SARAH JANE (M S)
 CALHOUN, KEVIN ERLING (BSA)
 CALLAHAN, KELSEY MARIE (B S S W)
 CAMERON, BERT JAMES (B B A)
 CAMERON, TARA D'ANN MARIE (B S CH E)
 CANDRIAN, MARIAH JOY (B B A)
 CANDRIAN, MARIAH JOY (B ACC)
 CARAWAY, CONNIE MARIE (B A)
 CARIK, CODY MARTIN (B A)
 CARIVEAU, SUSAN KAY (M S)
 CARKNER, ROBERT L. (B A)
 CARLSON, CHRISTOPHER ALTON (B S)
 CARLSON, CHRISTOPHER ANDREW (BSA)
 CARLSON, GREGORY DEAN (M A)
 CARLSON, JESSE RYAN (M B A)
 CARLSON, RYAN PEDER (BSA)
 CARNEY, JASON WAYNE (B ACC)
 CARNEY, JASON WAYNE (B B A)
 CARPENTER, CARRIE JO (B S P T)
 CARPENTER, LEEROY JOSEPH (B A)
 CARRIERE, JUSTIN MICHAEL (B B A)
 CARWITHEN, BRIANA JEAN (BSA)
 CASAVAN, ANTHONY EDWIN (B B A)
 CASE, CALEB H. (B S)
 CAWRSE, KENNETH DUANE (BSA)
 CHAMPAGNE, JENNIFER LYNN (M S W)
 CHAMPEAU, KATE KRISTYN (B S C E)
 CHANG, YIN (M S)
 CHAPPELLE, PAUL DAVID (B S)
 CHAPUT, REBECCA ANN (B S ED)
 CHILDRESS, JAMES ALLEN (B S ED)
 CHISHOLM, AMANDA MAE (B S N)
 CHISHOLM, BRENT WILLIAM (B A)
 CHRISTENSON, SHAUN KELLY (M D)
 CHRISTMAN, SETH TANNER (B S)
 CHRISTOPHERSON, KIMBERLY M. (M A)
 CHRISTY, JOSHUA DAVID (B A)
 CHWIALKOWSKI, PETER CHARLES (B S M E)
 CLAFTON, TIMOTHY ALAN (B S M E)
 CLARE, KEVIN PATRICK (BSA)
 CLEMENTSON, PEGGY LYNN (B S ED)
 CLEMETSON, BRIAN MICHAEL (B S)
 CLEVERINGA, ERIC JAMES (BSA)
 CLOW, RHANDA B. (PH D)
 COE, EMILY ELIZABETH (B S ED)

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COFER, BRIAN JAMES (B G S)
 COLBY, KARNA D. (M D)
 COLLINS, MEGAN ELIZABETH (B S ED)
 COREY, KRISTIN MARIE (B S N)
 COREY, ROB JOSEPH (B A)
 COREY, ROB JOSEPH (B S CJS)
 CORWIN, ROBERT SAMUEL (B A)
 COTA, ANDREA LOUISE (M ED)
 COX, MARK PAUL (BSA)
 CRAIG, THERESA MARIE (M ED)
 CRAVEN, ROBERT JOHN (BSA)
 CRIPPEN, CAROLYN LEE (PH D)
 CROSBY, LAUREL JEAN (B S N)
 CROTTY, ANDREW MICHAEL (BSA)
 CROW, JASON AARON (B S ATSC)
 CUMMINGS, MICHAEL T. (B A)
 CUNNINGHAM, DEVIN JOSEPH (B A)
 CUNNINGHAM, DEVIN JOSEPH (B B A)
 CURRAN, TYLER JON (B S M E)
 CURRIE, KATHERINE ELIZABETH (B B A)
 CURTIS, MATTHEW STEPHEN (BSA)
 CUSTER, SETH ANDREW (B M)
 DAHL, DANIEL WALLACE (B S)
 DAHL, MICHAEL (M S)
 DAHLBERG, AUTUMN LEI (B S PE)
 DAHLBERG, GRADY ADAM (B A)
 DAHLQUIST, MELISSA ANN (B B A)
 DAHLSTROM, DAVID ALLAN (B B A)
 DALE, CHERYL ELIZABETH (B B A)
 DANDURAN, CHRISTOPHER ALAN (B S)
 DANIELSEN, INGER LISE (B B A)
 DANNENBERG, MELISSA RONNELL (B B A)
 DARDIS II, JOHN TIMOTHY (B S M E)
 DASOVICK, JEFFREY JAMES (M M)
 DAVILA, CYNTHIA A. (M D)
 DAVIS, JANELLE LYNN (B S CJS)
 DAVIS, JANELLE LYNN (B A)
 DAVIS, WENDY LYNN (M S)
 DAWLEY, KYLE VINCENT (B B A)
 DEAN, TARYN SHANE (M A)
 DEERE, ELISABETH RENAE (M ED)
 DEHEN, CHRISTOPHER JAMES (B S CHEM)
 DELORME, KATRINA MARIE (B A)
 DEMAKIS, CHARLES GREGORY (J D)
 DENDY, KHALIN F. (BS CLS)
 DENNIE, BETHANY LEE (B A)
 DENNY, JESSICA NICOLE (B A)
 DEPLAZES, STEVEN ANTHONY (BSA)
 DERR, JAMES PAUL (B G S)
 DEUBNER, BENJAMIN JOHN (B S P T)
 DIEDERICK, BENJAMIN CHARLES (J D)
 DIRLAM, DEREK GARY STEPHAN (B F A)
 DIXON, REANNA COLLEEN (B F A)
 DOBMEIER, MICHELLE ANN (M O T)
 DOBMEIER, MICHELLE ANN (B S)
 DOCKSTADER, GALE GENE (B S P T)
 DOCKTER, CASSEPIA MARIE (B S N)
 DOKKEN, BRIAN ERNEST (B S ED)
 DOKKEN, SETH ALAN (B S)
 DOKKEN, TYLER JAMES (B B A)
 DOLL, JESSE JEFFREY (BS CLS)
 DOMINGUE, CAL ANTHONY (B G S)
 DOMINGUEZ, ELIZABETH ELLEN (M ED)
 DOOLITTLE, ALEXANDRIA K. (J D)
 DOS SANTOS, ROGERIO LOURENCO (M M)
 DOUGLASS, BRANT STERLING (B B A)
 DOUVILLE, GINA R. (J D)
 DOYLE, KERI MARIAH (M P T)
 DRECHSEL, PAUL VERNON J. (M S)
 DUBSKY, SCOTT BRADFORD (M A)
 DUCHENE, MARK WILLIAM (B S C E)
 DUCKSTAD, MELISSA ANN (B B A)
 DUFFY, CHRISTOPHER JOHN (B S M E)
 DUKART, AMANDA LEE (B ACC)
 DUKART, AMANDA LEE (B B A)
 DUNN, MICHAEL LEROY (B B A)
 DUSCHANE, MICHAEL JEROME (BSA)
 DVORNIKOV, SERGEY V. (B B A)
 DYB, KJERSTI MALO (B S CJS)
 DYER, MATTHEW WAYNE (B S N)
 DYRLAND, BERNHARD C. (M B A)
 DYRUD, DAVID EMORY (M A)
 EARLE, JODY MARIE (M S)
 EASH, ANDREW DAVID (BSA)
 EASTON, DAVID ANDREW (BSA)
 EASTON, JAMES ALAN (B S ED)
 EBERLE, STEVEN L. (B S C E)
 EBNER, CARA J. (M ED)
 ECKMANN, TERRY F. (PH D)
 EDGERSON, NADINE (PH D)
 EDWARDS, ELIZABETH ANN (B A)
 EGGLESTON, SARAH MICHELLE (B S)
 EICKMAN, JOHN PATRICK (M D)
 EICKMAN, KARA DENAE (M D)
 EIDE, JILL ELIZABETH (M O T)
 EIDEN, MICHAEL DEACON (B S M E)
 EKLUND, TRACI LYNN (B A)
 ELBERT, AMY JOLEEN (M S)
 ELBERT, ANDREW DALE (B A)
 ELDRED, KATIE MARIE (B S N)
 ELIEL, GREGORY THOMAS (BSA)
 ELLINGSON, JOEL MATTHEW (BSA)
 ELLIS, RYAN GORDON (B S)
 ELLISON, RYAN ANDREW (BSA)
 ELSPERGER, JENICA JOY (B ACC)
 ELSPERGER, JENICA JOY (B B A)
 EMERSON, TRACY NICOLE (B A)
 EMIL, KIMBERLY ANN (B A)
 ENERSON, MARY FRANCIS (M ED)
 ENERSON, SARA MARIE (B A)
 ENGE, DUSTIN JOHN (BSA)
 ENGEL, AMY MICHELLE (B S A T)
 ENGLISH, RYAN THOMAS (B S CJS)
 ENSRUD, ADRIA RAE (B A)

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ERCK, LESLIE ANN (B S ED)
ERICKSON, BRADLEY DEANE (B S CJS)
ERICKSON, CHRISTOPHER CARMEN (B S M E)
ERICKSON, JEFFREY DALE (B S)
ERICKSON, SONYA K. (M O T)
ERICKSON, STACY L. (M ED)
ERICKSON, TAMI ALISSA (B A)
ERICKSON, TINA M. (B S D)
ERICSON, MARGARET KATHLEEN (B A)
ESKAM, SHAUN C. (BSA)
ESPERSEN, DANIELLE MARIE (B S ED)
EVANS, JESSICA ELAINE (B S N)
EVANSON, STEFANIE LAYNE (B B A)
EVERETT, JACE LEE (B S P T)
EVERS, RYAN R. (B B A)
EVERSON, SEAN PAUL (B A)
EXNER, ABBY FERN (B A)
FABER, MELISSA ANN (M S W)
FAIRFIELD, BENJAMIN REX (BSA)
FARR, RYAN GEORGE (BSA)
FELLOWS, ANDREW WILLIAM (B B A)
FENNELL, MARK OMER (B ACC)
FENTON, ELISSA MARIE (B S ED)
FERGUSON, RONALD T. (PH D)
FERRY, EVAN MARK (B S N)
FETSCH, JOSHUA THEODORE (B S CH E)
FIANDACA, AMANDA M. (B A)
FICEK, MELISSA MARIE (B S)
FINCK, TRAVIS WAYNE (B A)
FINK, JOSIE JEAN (M S)
FISCHER, SARAH HARRIET RHOADS (B A)
FISHER, BRIAN PAUL (B ACC)
FISHER, BRIAN PAUL (B B A)
FISHER, EMILY RAE (B B A)
FISHER, ERICA MARIE (B S ED)
FISHER, HEATHER MARIE (M P T)
FISHER, KATHLEEN ANN (M D)
FLACH, ERIKA MICHELLE (B A)
FLATLA, JOSHUA VINCENT (B S M E)
FLINT, JODIE MAE (B S N)
FLUTE, DEBRA CAROLINE (J D)
FOGARTY, BRIAN ROBERT (B S E E)
FOLDEN, BRANDY JO (M O T)
FONDIE, TAMMY JEAN (B S D)
FORRESTER, GREGORY LEWIS (BSA)
FOSS, HEATHER L. (J D)
FOX, AMBER RAE (B A)
FRANK, KATHLEEN THERESE (B S N)
FRANK, ROBERT JOHN (BSA)
FREDERICK, BRIANNE MARIE (B S D)
FREDERICK, KAYCEE LORETTA (B S ATSC)
FREDERICKS, LUCY KIM (M S)
FREEMAN, RHESA LOUISE (B S ATSC)
FREIER, AUTUMN HEATHER (J D)
FRIEDT, JONATHAN DAVID (B A)
FRIEZEN, ALISSA MARIE (B S N)
FROHLICH, DEAN ALLEN (PH D)
FRUSHOUR, PAUL EDWARD (B S ED)
FULP, MICHELLE LEE (B S N)
FUSILLO, ROBERT PATRICK (BSA)
GAIL, DAVID SCOTT (B S)
GALUSHKO, VLADYSLAV (M P A)
GANZER, PAUL JOSEPH (B B A)
GAPP, JOSHUA DOMINIQUE GREGORY (M D)
GARAAS, JENNIFER MAREN (M A)
GARLINGTON, JULI ANN (B B A)
GASPER, CRYSTAL ANN (M O T)
GASSMANN, MARGARET ANNE (B S)
GAUDERMAN, JEFFREY EDWARD (B S M E)
GERESZEK, SAMUEL AARON (B S CJS)
GETTEMY, DEBORAH RICHARDSON (M S)
GHYLIN, TREVOR WAYNE (B S C E)
GIENGER, TIMOTHY JAMES (M S W)
GIFFORD, REBECCA RENEE (B S)
GILLICK, KRISTIN ANNE (B A)
GILLIE, ERIN RENEE (M S)
GILLIS, WAONSILAWIN WHITE BULL (J D)
GILLISS, TRISHA LYNN (B S ED)
GLAWE, MIRANDA ELIZABETH (B S)
GOEDECKE, RYAN WILLIAM (B S)
GOESON, TANNER EMRY (B S E E)
GOGGLES, SUNNY RAE (B S)
GOGGLES, SUNNY RAE (B A)
GOKSTAD, PETTER (M B A)
GOLDADE, BROCK DANIEL (B B A)
GOLKE, BRENT JOSEPH (B A)
GOLTZ, NATHAN JEREMY (B B A)
GOODMAN, NICOLE WOOD (B A)
GOODMAN, REBECCA LYNN (B B A)
GORDER, JESSICA MARIE (B S)
GORDON, CASEY MAUREEN (B A)
GORE-MELBY, DEBORAH R. (ED D)
GOTTBREHT, DEANN JOY (B S CJS)
GOWAN, SHARI LEE (B A)
GOWAN, SHARI LEE (B B A)
GRABOWSKA, AMBER SUZANNE (B S ED)
GRAF, SARA JEAN (B B A)
GRAHAM, SHERNA NICHOLE (M A)
GRANT, MICHAEL EUGENE (M D)
GRAVES, JESSICA M. (B B A)
GRAVOS, JASON LYNN (B A)
GRAVSETH, AMBER LYNN (B S ED)
GREENBERG, JODIE ERIN (B S CJS)
GREGER, TIFFANY JOY (M A)
GREGG, KIMBERLY MICHELLE (M S)
GREGOIRE, CATHERINE ELIZABETH (B S P T)
GRIFFIN, STEVEN JAMES (B B A)
GRIFFITH, LEIGH JAMES (M P T)
GRIFFITH, MORGAN ELIZABETH (B A)
GRIFFITH, MORGAN ELIZABETH (B S ED)
GRIMSLEY, AIMEE LYN (B B A)
GRINDELAND, ISAAC RUBEN (M D)
GRISE, CARRIE JO (M P T)

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GROCHOWSKI, JOSEPH F. A. (B S)	HAMMER, TREVOR PAUL (B S I T)	HEJL, LAURA ANN (M S W)
GROVE, CATHRYN ROSE (B A)	HAMPLE, RYAN CHRISTOPHER (B S A T)	HELLE, ASHLEY MARIE (B A)
GRUBE, KARISSA JEAN (B B A)	HANSEN, CHRISTIAN BERGQUIST (B S CJS)	HENDERSON, SARA JEAN (B S P T)
GRUDEM, JON MARK (M D)	HANSEN, KEVIN REES (BSA)	HENDRICKSON, ERIC JOHN (B S)
GRZADZIELESKI, ADAM MICHAEL (B S)	HANSEN, SARA JEAN (B A)	HENDRICKSON, ERIC JOHN (B S A T)
GRZADZIELESKI, KRISTINA LYNN (B S D)	HANSON, ALICIA LEE (B S N)	HENDRICKSON, JAMIE BETH (B A)
GRZADZIELEWSKI, BRITTNEY ANNA (B S N)	HANSON, BRIAN THOMAS (B S I T)	HENDRICKSON, JOHN ROBERT (M A)
GUGGENHEIMER, ERINN K. (B S)	HANSON, BROCK OWEN (B A)	HENDRICKSON, KATHRYN BETH (BS CLS)
GULKA, AMANDA LYNN (B S P T)	HANSON, CHRISTOPHER LEE (B A)	HENDRIX, CAROLINE KATHRYN (B S)
GULLICKSON, JAMIE LYNN (M P T)	HANSON, DANIELLE FAWN (BSA)	HENRY, LARRY J. (M S)
GULLION, KIMBERLY RENEE (B S)	HANSON, KURT SWYTER (BSA)	HENRY, MAXINE CONSUELO CLAUDIA (J D)
GUNDERSON, ANTHONY EDWARD (B S CJS)	HANSON, RACHEL REBECCA (B S N)	HENSCH, JOSHUA DALE (B S)
GUNVILLE, ELAINE M. (B S N)	HARBOTT, TIFFANY JO (M ED)	HENSCH, DENA MARIE (B B A)
GURBA, WAYNE AUSTIN (B S)	HARDWIG, HEIDI ANNE (B S N)	HERBER, BRIAN R. (B B A)
GUSTAFSON, AMY (M O T)	HARISH, STEPHEN TROY (BSA)	HERMAN, GWYN S. (PH D)
GUSTAFSON, JILL MARIE (B A)	HARMON, TERAN TAFT (B A)	HERSHEY, BENJAMIN WILLIAM (B S ATSC)
GUTTORMSON, ROBERT D. (M D)	HARRIS, LANNY J. (M B A)	HERZOG, MATTHEW ERWIN (B A)
HAACK, JEFFREY JOSEPH (B S M E)	HARSEL, BRAD ERIC (B B A)	HESSINGER, ABIGAIL MARIE (B S A T)
HAACK, JASON DEAN (B S P T)	HASSENSTAB, EMILY VICTORIA (M P T)	HETH, TARA ELIZABETH (M ED)
HAAS, BRIAN LEO (BSA)	HATA, REYN A. (M P T)	HETLAND, ANDREW RYAN (M D)
HAAVEN, JOCELYN MARIE (B S N)	HAUGE, JENNIFER MARIE (J D)	HETLAND, ERIC BRUCE (J D)
HADRAVA, LAURA LYNN (B S C E)	HAUGE, KRISTIAN (B B A)	HILBRAND, STEPHANIE RAE (M S)
HAGEMEISTER, ERIN K. (M S)	HAUGEN, PETER JACOB (B A)	HILDE, JARED DALE (B S)
HAGER, COTY RAE (B S)	HAUGEN, TOBY BEN (B M)	HILL, AMY MARIE (B S ED)
HAGER, JUSTIN DALE (J D)	HAUGO, AMIE CHRISTINE (M D)	HILL, BENJAMIN ROY (M O T)
HAGER, SCOTT ANDREW (J D)	HAUKNESS, ANNE ELIZABETH (B S ED)	HILL, MICHAEL TALMADGE (M A)
HAIR, ABBY JOSEPHINE (B S CJS)	HAVIG, JACOB DEE (B S CJS)	HILLERUD, MATTHEW MURNANE (B A)
HALCROW, JILL CAROLINE (B A)	HAYES, KURT (M ED)	HILLSTROM, DARA JEAN (B S N)
HALE, RYAN SCOTT (B A)	HEADRICK, MICHAEL WILLIAM (BSA)	HINZ, SAMUEL STEPHEN (BSA)
HALL, ANDREA MARIE (J D)	HEAP, DONALD ELDEN (B S CSCI)	HJELDEN, MATTHEW JOHN (B A)
HALL, CLINTON THOMAS RANDELL (BSA)	HEBL, AMY BETH (M P T)	HODNEY, JOSHUA EUGENE (B S E E)
HALL, CLINTON THOMAS RANDELL (B S)	HECKAMAN, LAURA JO (M B A)	HOESLEY, HELEN LOUISE (BSA)
HALL, RYAN ROBERT (B S CJS)	HEDLAND, SANDRA LEE (M ED)	HOFF, CHRISTOPHER J. (B S M E)
HALVERSON, LEAH JOY (M B A)	HEIL, MARK ALLAN (BSA)	HOFF, JOHN WILLARD (J D)
HALVORSON, CURTIS GARY (B S ED)	HEILMAN, BRANDIE JAE (B S ED)	HOFFERT, ALICE L. (PH D)
HAMAN, KEVIN A. (B ACC)	HEIN, TANNER THEODORE (BSA)	HOFFMAN, RACHEL LOUISE (M P T)
HAMILTON, JOSHUA R. (M P T)	HEINSEN, HEIDI NICOLE (B A)	HOFFMAN, RONALD (M S)
HAMMER, SUZANNE SHELLEY (B S P T)	HEITKAMP, ALYSIA M. (M O T)	HOFFMANN, MATTHEW WILLIAM (J D)

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 HOFSTAD, DIANA MARIE (B S PE)
 HOGAN, THOMAS ROY (M D)
 HOLIEN, BETSEY J. (B A)
 HOLLARN, JAMI LYNN (B A)
 HOLLEVÔET, DUSTIN A. (B S)
 HOLMES, ALLISON SALOME (B S C E)
 HOLMES, SHAWN STEVEN (B B A)
 HOLTH, JANICE KRISTINE (B S P T)
 HOOK, KATY MARIE (B ACC)
 HORBERG, VICTORIA REGINA (M ED)
 HORNER, JASON N. (B S PE)
 HORNUNG, AMANDA JEAN (B S N)
 HOUGHTON, MELISSA M. (B A)
 HOULE, JOANN MICHELLE (B F A)
 HOUSTON, CHARLES LUKE (BSA)
 HOVERSON, BRANDI LEE (B A)
 HOWICK, ANDREA ROCHELLE (M D)
 HUBERTY, ABBY J (BSRLS)
 HUHN, DEREK KENNETH (B S M E)
 HULST, NICHOLAS EVERETT (M S)
 HUNT, BRIAN ANTHONY (BSA)
 HUNZIKER, JOHN RICHARD (B S FWB)
 HYDES, MELISSA ANN (B A)
 INGSTAD, JENNIFER AMELIA (BSRLS)
 IRELAND, CHRISTINE MARIE (B S ED)
 IRISH, SARAH ANNE (B S N)
 IVERSON, MARGO JANE (M O T)
 IWEN, CHAD THOMAS (B B A)
 JACKSON, MICHELE DAWN (M P T)
 JACOBS, JENNIFER RUTH (J D)
 JACOBSON, MARK DAVID (BSA)
 JACOBSON, THOMAS M. (M B A)
 JACOBY, JUDY ANNE (M S)
 JAEGER, BRADLEY J. (B B A)
 JAHNER, GREG ALAN (M B A)
 JAHNER, JADE NATHAN (B A)
 JAROS-GOURNEAU, MARY L. (B S)

JARVEY, TRENT ALEXANDER (B S CSCI)
 JELINEK, MARY C. HANSON (M ED)
 JELINEK, SUZIE MARIE (B S A T)
 JEPSON, TYLER LEE (B S P T)
 JEROME, PHILIP WILLIAM (B B A)
 JESNESS, BARRETT HALL (B S M E)
 JOHANSEN, JESSE MICHAEL (B S I T)
 JOHNSON, ADAM EDWARD (J D)
 JOHNSON, ANDREW JOHN (BSA)
 JOHNSON, ANNE M. (M P A)
 JOHNSON, BETH ANN (B B A)
 JOHNSON, BRANDI LYNN (M O T)
 JOHNSON, BRANDON LAWRENCE (BSA)
 JOHNSON, BRETT ALLAN (M O T)
 JOHNSON, ELIZABETH ANN (B ACC)
 JOHNSON, ELIZABETH ANN (B B A)
 JOHNSON, ELKA K. (B S ED)
 JOHNSON, F. DEREK (B B A)
 JOHNSON, HELEN ELIZABETH (M A)
 JOHNSON, JASON R. (M D)
 JOHNSON, JODI MARIE (B ACC)
 JOHNSON, JOEL IRWIN (M S)
 JOHNSON, JOSEPH ROBERT (B S I T)
 JOHNSON, JOSHUA W. (B S ED)
 JOHNSON, KYLE MATTHEW (B S)
 JOHNSON, LINDSAY RAE (B ACC)
 JOHNSON, LISA MARIE (B A)
 JOHNSON, MELISSA JO (B A)
 JOHNSON, MICHAEL ERIC (B S C E)
 JOHNSON, NICHOLAS ALLEN (B B A)
 JOHNSON, ROBERT ALLEN (B A)
 JOHNSON, ROSS MICHAEL (B S M E)
 JOHNSON, SCOTT DONALD (B S CJS)
 JOHNSON, STEFAN WALTER (B S)
 JOHNSTON, CHRISTOPHER JOHN (B A)
 JOHNSTON, KARL THOMAS (BSA)
 JONASON, MAUREEN KELLY (PH D)
 JONES, JOSHUA CHAD (B B A)

JONES, KRISTIN NICOLE (B S)
 JONGEWARD, SHANNON JO (BS CLS)
 JORDAN, JENNIFER JO (B A)
 JORDAN, KRISTEN LEE (B B A)
 JORDAN, SHERYLIN KAY (J D)
 JORGENSEN, RYAN THOMAS (BSA)
 JORGENSEN, RYAN THOMAS (B B A)
 JOSE, MATTHEW (BSA)
 JUVE, JASON ALLEN (B G S)
 KABAKER, MARY ANN SNOW (M A)
 KAISER, STEPHEN BERNARD (M P T)
 KALLENBACH, CHRISTOPHER GEORGE (M D)
 KANNING, CORWIN SCOTT (M S)
 KAPELLA, LUKE AARON (B A)
 KAPPEDAL-HOEKSTRA, KARLI LYNN (M A)
 KAPPENMAN, WENDY LYNN (M O T)
 KARLS, KEVIN ALAN (M D)
 KASPAR, JOANNA LOUISE (M ED)
 KATO, KOSAI (BSA)
 KAUFMAN, CORY JOSEPH (B ACC)
 KAUFMAN, CORY JOSEPH (B A)
 KAUFMAN, CORY JOSEPH (B B A)
 KEELEY, KIM LORRAINE (B ACC)
 KEENEY, ZACHARIAH JAMES (M M)
 KEIL, BRADLEY JOHN (BSA)
 KEITH, COLETTE L. (B A)
 KEMP, TRAVIS DEAN (J D)
 KENDRICK, JOSHUA BECKMAN (M S)
 KENNELLY, DANA MARIE (M S W)
 KENT, ARLENE (M S)
 KEOGH, ERIN MAUREEN (B A)
 KEPLIN, CHERI F. (M ED)
 KESSLER, BREANNE ALISE (J D)
 KHAN, SEAN KAMEEL (M B A)
 KIHNE, BONNIE LEE (B S N)
 KIRPICHENKO, JACQUELINE NADINE (B F A)
 KITZMAN, JOEL TIMOTHY (BSA)
 KLASSEN, TYLER C. (BSA)

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KLEINJAN, BRYAN MICHAEL (B A)
KNAUSS, KARAH RAEHEL (B A)
KNIGHT, ADAM JAMES (BSA)
KNOLL, SARAH MARIE (B S P T)
KNOTT, MELISSA JO (B S ED)
KNUDSON, JAY DENNIS (J D)
KNUTSON, AMY LYNN (B S N)
KNUTSON, BRIA LYNN (M S W)
KNUTSON, TERRAN LYNN (BSRLS)
KOHL, PAULA MARIE (B S)
KOHLMAN, JOELLEN MARIE (M D)
KOK, MITCHELL JAMES (B B A)
KOLLER, JACKIE LEE (B S S W)
KORSMO, ANNE TERESE (B A)
KORTE, LISA MARIE (B A)
KORTUM, WALTER RANDY (BSA)
KORYNTA, NICHOLAS DANIEL (B B A)
KOSAK, KENNETH JOHN (B B A)
KOSMATKA, JASON E. (M ENGR)
KOSTKA, MARK JOHN (BSA)
KOTRBA, JESSICA NICHOLE (B B A)
KRATZER, AIMEE MARIE (B S ED)
KRAUTER, JESSICA NICOLE (B B A)
KREMER, LAURA LYNNE (B A)
KRINGSTAD, CHRISTOPHER PETER (B S FWB)
KRIVARCHKA, ALLISON BETH (B A)
KROGSTAD, SHERI LOU (M S)
KRUEGER, JOSEPH LEO (B A)
KRUSE, JAN LESLIE (B S P T)
KUHN, CHRISTOPHER JOHN (M P T)
KUHN, JOCELYN MARIE (B S N)
KUIKEN, ADAM ERIC (B S M E)
KUNICK, ROBYN JEAN (B S FWB)
KUNTZ, KEVIN JAMES (B A)
KURTZ, WILLIAM JASON (M D)
KUSTER, NICHOLE LORRAINE (BS CLS)
KUYLEN, DAVID ANDREW (M D)
KVAMME, CORRINE LYNETTE (B S)
KVISTAD, HEIDI ROSE (B A)
LAFRENIERE, HEATHER ANN (M P T)
LAKO-ADAMSON, HEIDI JILL (M D)
LAMON, PAMELA LOUISE JEAN (M S)
LAMOUREUX, JENNIFER L. (PH D)
LANCASTER, TERESA ANN (B A)
LANDBERG, SHEILA DENISE (M S W)
LANGER, RACHEL ANN (B ACC)
LANGER, RACHEL ANN (B B A)
LANGEVIN, CYNTHIA LOUISE (M S)
LANOU, THOMAS J. (B S A S)
LARIVIERE, CHARLES RAYMOND (M B A)
LAROQUE, TREVOR SCOTT (B S)
LARRIVY, BRIAN EDWARD (BSA)
LARSON, ALEXIS KAE (B S CSCI)
LARSON, BRIAN JOHN (B S M E)
LARSON, CAMRRON LYNN (B S CN)
LARSON, DANIEL DELAYNE (M ED)
LARSON, ELAINE ESTHER (B B A)
LARSON, JACOB MICHAEL (M ED)
LARSON, MATTHEW ERIC (B B A)
LARSON, RHEA A. (B B A)
LASHMAN, HEATHER DAWN (M S W)
LAUF, LANDEN LYLE (B B A)
LAVELLE, JULIE MAE (B S N)
LAVERDURE, NAPOLEON MARCUS (B S CJS)
LEBEN, TYLER JAMES (B A)
LECKY, HEATHER M. (M S)
LEE, ERIN C. (M O T)
LEE, JOSEPH BENJAMIN (B S CSCI)
LEE, NICKI REGINA (M A)
LEE, RYAN L. (BSA)
LEIER, NICOLE LYNN (B S N)
LEIGH, DUSTIN G. (B S)
LEIPHON, MATTHEW THOMAS (B A)
LEISS, HONEY LEA (M ED)
LEMER, COLETTE RENAE (B S N)
LENDWAY, MATTHEW DAVID (B S I T)
LEONHARDT, KIMBERLY JO (B S ED)
LEOPOLD, ERIC WILLIAM (M P T)
LETTENMAIER, ANNA MARIE (B ACC)
LETTENMAIER, ANNA MARIE (B B A)
LEWIS, DANIEL JAMES (M D)
LEWIS, LACEY ELIZABETH (B B A)
LIEBHABER, WILLIAM KESSI (B G S)
LIEN, TRAVIS ANDREW (M D)
LILLESTOL, KRISTOFER MICHAEL (B B A)
LINBACK, MATTHEW OLIVER (B S P T)
LINDEMANN, KIMBERLY KAY (M P T)
LINDSEY, JACQUELYN MARY (M S)
LING, BRENDA NGA-YI (M A)
LINSTAEDT, HEATHER MAE (B A)
LITTLE, BETSI MARIE (M A)
LITTLE, DALTON RAY (B A)
LITTLE, DANIEL NORMAN (B S CSCI)
LITTLE, ERIK AMUND (M A)
LITZINGER, JASON PAUL (B S M E)
LIVCHANYN, ORESTA IGORIVNA (B A)
LIZAKOWSKI, MARY ELIZABETH (M A)
LLEWELLYN, LINDA BETH (M S W)
LOCHER, HOLLEY MICHELLE (B A)
LOGAN, JESSICA DAWN (M B A)
LOILAND, BRADLEY NORRIS (B B A)
LOILAND, ERIC A. (B S P T)
LOKKEN, ERIC JAMES (M D)
LONG, HEIDI (B S)
LONGNECKER, JOSHUA ALAN (B B A)
LONGSTAFFE, HEATHER ELIZABETH (M S)
LONGTIN, DEANNA FAE (B S ED)
LOPEZ, FAYE LYNN (B S)
LOSEY, LONDON MICHELLE (M S)
LOTVEDT, JACKY JOY (B S ED)
LOVERUDE, JASON ANDREW (B A)
LOWERY, WARREN LEE (BSA)
LUECK, TRAVIS JON (B S PE)

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LUND, AMANDA JO (B B A)
 LUND, ANDREA MARIE (B S P T)
 LUND, CHRISTOPHER ANDREW (B S)
 LUND, ROGER OSTVOLD (B B A)
 LUNDBOHM, DAVID RYAN (B B A)
 LUNDMARK, TANJA A. (B S ED)
 LUTMAN, ELIZABETH ANN (BS CLS)
 LYNCH, AMANDA JEAN (B A)
 LYNCH, CHRISTOPHER MICHAEL (BSA)
 LYON, JOEL KEENAN (J D)
 MAATTALA, ANNE LOUISE (M O T)
 MACH, BARBARA SAHR (M A)
 MACHO, LARHEA JADE (B A)
 MACK, VALERIE J. (M B A)
 MACKEY, MERCY LORRAINE (M O T)
 MAGNE, LYNNE NATALIE (B S)
 MAIURI, MICHELLO ARVINO (M S)
 MAKI, COREY JAMES (B S C E)
 MALATERRE, KEITH D. (M ED)
 MALMBERG, KENRIC DANA (M D)
 MALMIN, KELLY LYNN (B S P T)
 MANSOUROV, GOULNARA (M B A)
 MARCHUS, ERICA LEE (B S)
 MARCUSEN, AUDREY K. (M D)
 MARKA, ANGELA CHRISTINE (B S CH E)
 MARKMAN, CHRISTOPHER JOHN (BSA)
 MARKS, KIMBERLY NICOLE (B A)
 MARQUART, ANGELA MARIE (B A)
 MARSLAND, GREGG LEIGH (B S C E)
 MARTIN, CANDELARIA CYNTHIA (M D)
 MARTIN, DAVID PAUL (BSA)
 MARTIN, NANCY LEE (M S W)
 MARTIN, TYLER SCOTT (B B A)
 MARYNIK, LISA MARIE (B S C E)
 MASON, GREGORY L. M. (M D)
 MASSIGNAN, DOMINIC IVAN (BSA)
 MATHERN, TARA LEE (B S P T)
 MATTHEWS, RICHARD SCOTT (BSA)
 MAUS, BRANDON JOSEPH (B B A)
 MCALLISTER, RICHARD EARL (M S)
 MCCALLUM, CORINA MARIE (B S ED)
 MCCLANAHAN, MEGAN BETH (B S)
 MCCLELLAN, PATRICK J. (M ED)
 MCCLOUD, LISA ANN (M ED)
 MCCONACHIE, STACEY JO (B A)
 MCDONALD, KAREN TERESE (B A)
 MCDONALD, MERVEL T. (B S)
 MCDONALD, MOLLY EM (M P T)
 MCDONALD, STACEY LEE (B A)
 MCFADDEN JR., MIKE JAMES (BSA)
 MCFARLANE, BRENT MICHAEL (B B A)
 MCGUIRE, ELIZABETH A. (M O T)
 MCINTYRE, ANGELA JANE (B S ED)
 MCKAY, LYNN MARIE (M P T)
 MCKIBBIN, RANDON NICKOLE (M O T)
 MCLAUGHLIN, KATHLEEN TARA (B A)
 MCNEVIN, HEATHER ELISE (BSA)
 MCNUTT, MATTHEW WILLIAM (B A)
 MEDALEN, ROBIN FAY (M S W)
 MEDHUS, KEITH ALLAN (B S E E)
 MEDRUD, MARY ANNA (B A)
 MEHLHOFF, BRIAN LEE (B S CJS)
 MEHRER, STEVEN ROBERT (B B A)
 MEIDINGER, ROSS REED (M D)
 MELEAR, FRANK ALAN (M S)
 MELICHER, JILL SUZANNE (M D)
 MELLEM, SABRINA NICOLE (B S ED)
 MERCILLE, KIRK MATTHEW (BSA)
 MERSCHMAN, JANICE LYN (B S ED)
 MESSNER, JOSHUA NORRIS (B S M E)
 METZ, LEAH INGRID (M D)
 METZGER, PAUL P. (B A)
 MEYER, GREGORY WILLIAM (M S)
 MEYER, JAMES CHRISTOPHER (B G S)
 MEYER, SHANE MICHAEL (B S)
 MEYERS, ROBERT HARRY (BSA)
 MICKELSON, JULIE ANN (B S ED)
 MIDSTOKKE, TERESA MARIE (B S ED)
 MIEDEMA, SCOTT DAVID (B B A)
 MIHALEK, CASEY MICHAEL (B S ATSC)
 MILLER JR., ROBERT ALLEN (B S N)
 MILLER, AMIE RAE (B S)
 MILLER, BRENDA JEAN (B S C E)
 MILLER, JAMES ALLEN (B S)
 MILLER, MANDY JO (B A)
 MILLER, TINA M. (B ACC)
 MILLER, TODD MICHAEL (J D)
 MILLS, JACOB AARON (B S M E)
 MILNE, SARA ANN (M S)
 MITCHELL, BEVIN CHRISTINE (B M)
 MITCHELL, HALEY JO (B S ED)
 MITCHELL, LLOYD WARREN (PH D)
 MITCHLER, JILL LINDSAY (M S)
 MOBERG, DAIDRE LYNN (B ACC)
 MOBERG, JOSHUA LEWIS (B S M E)
 MOE, AKSEL R. (B A)
 MOE, CAROLYN MARIE (B S N)
 MOE, ERIK MICHAEL (B S)
 MOE, JEREMY LYNN (B S CJS)
 MOECKEL, LORELLE ANN (J D)
 MOEN, JAMIE MARIE (M ED)
 MOEN, JEREMY SCOTT (B B A)
 MOHR, JASON THOMAS (J D)
 MONETTE, MELVIN E. (M S)
 MONGEON, MICHELLE CATHERINE (B S)
 MONSON, GEORGE NICHOLAS (BSA)
 MOORE, APRIL E. (B S CH E)
 MOORE, APRIL E. (B A)
 MOORE, JONINA ELIN (B S N)
 MOORE, SARAH ANNE (B S A T)
 MOOS, MELISSA VENITA (B S P T)
 MOREL, DANIELLE MARIE (BSA)
 MORSETTE, LESLIE JEAN (M B A)
 MORTENSON, KELLY ANNE (B ACC)

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MOSCATELLI, KRISTAL FAYE (B A)
 MOSZER, AL J. (M S)
 MOTL, TIFFANY ANN (B A)
 MOTL, TIFFANY ANN (B B A)
 MOTTA, LEAH LOUISE (B S N)
 MOTTEBERG, DAVID ANTHONY (B B A)
 MOUDRY, ANDREW JAMES (B S CJS)
 MRAZEK, CHAD DAREN (B S M E)
 MUELLER, MATTHEW JOHN (B S E E)
 MULDOON, ERIN ANN (J D)
 MUMM, GREGORY ERIC (M D)
 MUNRO, JOSHUA REED (B B A)
 MUNRO, MELISSA MARIE (B S ED)
 MURRAY, HEIDI ELLA (B B A)
 MUSCHA, SARAH LYNN (B B A)
 MUSCHA, SARAH LYNN (B ACC)
 MYERCHIN, JONATHAN LYLE (B S E E)
 MYRMEL, JAMES ALLEN (B ACC)
 NAGLE, DEREK THOMAS (M D)
 NAPLIN, KRISTIN RENEE (B S P T)
 NAPTON, SEAN LUCAS (M A)
 NARDI, ANTHONY R. (M D)
 NARLOCH, BRETT JONATHAN (B A)
 NARLOCK, ANNABELLE A. (B A)
 NEATH, CATHERINE EVELYN (M O T)
 NELSON, AMANDA MARIE (B S P T)
 NELSON, BERLY D. (J D)
 NELSON, GRETCHEN ANN (B S ED)
 NELSON, ROBERT C. (B S E E)
 NELSON, RYAN JAMES (M S)
 NELSON, SHANNON MARIE (B S N)
 NEMEC, TALISA ANN (J D)
 NEMER, KIERSTIN LYNN (B A)
 NEPL, LISA JAYNE (M O T)
 NESS, CURTIS DUANE (B B A)
 NEUPANE, PASHUPATI (M B A)
 NEVA, JESSICA RAE (B S N)
 NEVALAINEN, CHARLA DAWN (B S N)

NEWMAN, ANDREW JAMES (B S ATSC)
 NEWMAN, KELLY CARESS (B B A)
 NICHOLSON, TRENT FORREST (B S M E)
 NIEBUR, MICHAEL COLE (BSA)
 NIETFELD, JAMES PAUL (BSA)
 NODLAND, HEATHER RAE (B A)
 NOLAN, ANDREW PATRICK (BSA)
 NORD, NICOLE DEANN (B S P T)
 NORDMARK, BETH MARIE (B S P T)
 NOREEN, JULIE MARIE (B ACC)
 NOWLING, LINDSAY NICOLE (B S)
 NUELLE, BETHANN MARIE (M S)
 NURMIVIITA, VESA MARKUS (B A)
 NUTZ, AMBER DAWN (B A)
 NYBERG, SCOTT MICHAEL (B S E E)
 NYGREN, LONNY AARON (B B A)
 NYSTROM, CLIFFORD LEE II (B B A)
 OBRIEN, APRIL JEAN (B A)
 O'BRIEN, KATIE MARIE (B S)
 ODERMANN, KYLE JAMES (B A)
 OEHLKE, AMY LEIGH (B S S W)
 OEHLKE, JASON SCOTT (B B A)
 OEHLKE, JEB DONAVAN (J D)
 OFFICER, TODD M. (M D)
 OISTAD, JANA MARIE (B S ED)
 O'LEARY, PATRICK TIMOTHY (B B A)
 OLIMB, CARL ANDREW (M S)
 OLSEN, ERICA SUE (M S W)
 OLSEN, LEVI BENJAMIN (B B A)
 OLSON, BARBARA OLOF (B S CSCI)
 OLSON, CARLA NICHOLE (M S)
 OLSON, ERICA MARIE (B S)
 OLSON, JAIME K. (B A)
 OLSON, JILL A. (M ED)
 OLSON, JOHN W. (B S PE)
 OLSON, JUSTIN WILLIAM LILJA (M ED)
 OLSON, KRISTEN MICHELLE (M P T)
 OLSON, STEVEN RODGER (B A)

OLZWESKI, KRISTYN MARIE (B B A)
 O'NEIL, KATHERINE THERESA (B S ED)
 OPHAUG, MELISSA RAE (B B A)
 OPLAND, PAMELA MICHELLE (B ACC)
 ORWICK, AARON IDEAN (B B A)
 OSBORNE, JOHN MARC (B S PE)
 OSIER, SARAH E. (B A)
 OSOJNICKI, SARAH ANN (B S ED)
 OSOJNICKI, SARAH ANN (B A)
 OSOWSKI, BRIAN DAVID (B B A)
 OSOWSKI, DEBRA LYNNE (B S ED)
 OSTERMAN, KELLY MARIE (B B A)
 OTTO, KATHRYN MARIE (B S ED)
 OVERLIN, JAMIE MARIE (BSA)
 OWENS, CHRISTA DAWN (M ED)
 PAAVERUD, ANDREA JEAN (B S N)
 PACZKOWSKI, SAMUEL LEON (M D)
 PALM, WENDI MAE (M S W)
 PANKOW, MEAGAN L. (M ED)
 PANYADAHUNDI, BHARATH H. (M S)
 PAQUIN, KARI LYNN (B B A)
 PARENDO, JAMES ROBERT (B S M E)
 PARISIEN, MARLIN ARTHUR (B B A)
 PARKS, JASON RUSSELL (BSA)
 PARRILL, JOSHUA CECIL (B B A)
 PARRY, DANA LEIGH (B A)
 PARTLOW, HEATHER MARIE (M P T)
 PARZINO, MARIO SEAMUS (B S CJS)
 PASALA, BHARATH KUMAR (M S)
 PATERA, MATTHEW WAYNE (B B A)
 PATRAS, DEBBIE LEONE (M S W)
 PAUL, STEVEN WILLIAM (B B A)
 PAULSEN, CRYSTAL MARIE (B S ATSC)
 PAUR, ERIC ROMAN (M P T)
 PAVLISH, CHAD JOHN (B S I T)
 PEARCE, CARLA ELIZABETH (M S)
 PEASLEY, CASEY JAMES (BSA)
 PEDERSEN JONES, JANELLE DENISE (M D)

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PEDERSEN, KARI ELIZABETH (B S P T)
 PEDERSON, CALLIE JOANNE (B A)
 PEDERSON, GRACIA ANN (B A)
 PEDERSON, JENNIFER LEE (B S P T)
 PEDERSON, PAULA B. (M ED)
 PELHAM, BRANDI SOMMER (M P A)
 PELHAM, ZACHARY EVAN (J D)
 PELUSCH, DENISE CRISTINA (M M)
 PENAS, SAMUEL MARK (M ENGR)
 PERALTA, DELBERT V. (M P T)
 PETERS, LORALEE DAWN (M S)
 PETERSEN, ERIN LEE (M ED)
 PETERSEN, GARRETT JOHN (BSA)
 PETERSON, BRIAN DEAN (B ACC)
 PETERSON, GRAHAM JAMES (BSA)
 PETERSON, JESSE JAY (B B A)
 PETERSON, JESSE JAY (B ACC)
 PETERSON, KAREN MICHELLE (M S)
 PETERSON, KRIS RAYMOND (B S)
 PETERSON, REBECCA ANN (B A)
 PETERSON, TRACI J. (M ED)
 PETRIE, SHAWN C. (M P T)
 PETRIK, LORA JO (B A)
 PETRON, KARA JEAN (B S N)
 PFEIFER, BETSY SUE (B S E E)
 PFLIGER, GWENDALYN NICOLE (BS RHS)
 PICHA, RYAN THOMAS (BSA)
 PICKETT, ELIZABETH ANNE (B M)
 PIERCE, ERIKA ANN (B S N)
 PIESIK, DEANETTE (M S)
 PINNEKAMP, LYNN MARIE (J D)
 PIROG, ADAM (B S E E)
 PITZER, BRANDON TATE (B S ED)
 PLADSON, ROBYN LEIGH (B A)
 PLANT, MELONNA MARIE (B S ED)
 PLUMM, KARYN MARIE (M A)
 PODOLL, LANCE RYAN (B A)
 POITRA, NICOLE ROCHELLE (B S ED)

PRICE, RUSSELL PATRICK (M S)
 PRIVRATSKY, ERIN LYNN (B S CJS)
 PRIVRATSKY, JAMIE RAE (BS CLS)
 PROANO, ZACHARY JOSEPH (B S)
 PROWSE, MITCHAEAL ERIC (B S I T)
 PURDY, JARED ALLEN (B B A)
 PURPUR, LAURA LEE (B S ED)
 QUACKEN, ANGELA STEPHANIE (B S ED)
 QUAL, NICOLE KRISTEN (B S)
 QUANBECK, REUBEN CLARENCE (B S ED)
 RAMAIYA, HURSHA (B ACC)
 RAMAIYA, HURSHA (B A)
 RAMBOUGH, LAURA LEIGH (B A)
 RAMPAART, PETER BENJAMIN (BSA)
 RANFRANZ, MARC WILLIAM (B G S)
 RASMUSSEN, KENNETH JAY (B S M E)
 RATH, LYNDSEY JO (B A)
 RAU, KATIE ERIN (B S)
 RAU, KATIE ERIN (B A)
 RAUSCH, TRAVIS JEROME (B B A)
 RED OWL, RAE ANN (M S)
 REHMAN, RASHID MAHMOOD (BSA)
 REICHMANN, KRISTIN A. (M O T)
 REIM, KATIE N. (B B A)
 REIM, KATIE N. (B A)
 REINEKE, NATHAN C. (B S)
 REINERTSON, SUSAN K. (M P A)
 REKKEDAL, BRENT JON (BSA)
 REMMICK, ROBERT ALAN (B S)
 RENGO, ROSS J. (B S CSCI)
 RENNER, JONATHAN MICHAEL (B S CH E)
 RETKA, KRISTIN LYNN (B B A)
 RETZINGER, RYAN ADAM (BSA)
 REULE, PATRICIA RAE (B S S W)
 REXINE, CHRISTINA MARIE (M D)
 REXINE, JOEY LEE (M D)
 RICHARDSON, ERICH WALLACE (BSA)
 RIDER, MICHAEL J. (B S P T)

RIEDERER, NICOLE ANN (B S CJS)
 RIPKA, JENNIFER JO (BSA)
 RITTENBACH, TRENDA LYNNE (B S)
 RIVARD, ROSS ERIC (B B A)
 ROBERTS, AARON WILLIAM (B A)
 ROBERTS, JUDITH HOPE (J D)
 ROBERTS, LACEY MARIE (B A)
 ROBERTS, ZOE (BSA)
 ROBISCHON, STEPHEN WILLIAM (B S A T)
 ROCK, KRISTINE MARIE (J D)
 ROGALLA, CHERYL LYNN (M A)
 ROGERS, DAVID RAYMOND (BSA)
 ROHDE, JENNIFER ANN (B S ED)
 ROHRICH, CHRISTOPHER CRAIG (B ACC)
 ROHRICH, CHRISTOPHER CRAIG (B B A)
 ROISE, BARBARA ANNE (M P T)
 ROMAN, TODD M. (B A)
 ROSS, MICHAEL DEAN (B B A)
 ROSS, MICHAEL DEAN (B ACC)
 ROSTBERG, GREG ALLEN (M B A)
 ROTH, JEFFREY ROBERT (B B A)
 ROTHCHILD, JOHN FREDERICK (B A)
 ROTHCHILD, MATTHEW DAVID (B B A)
 ROUTLEDGE, JAMES ROBERT (B S CJS)
 ROWLAND, AUBREE MARIE (B S CSCI)
 RUEGEMER, SANDRA MARIE (B S CH E)
 RUGRODEN, JACK RICHARD (BSA)
 RUMMEL, DEAN G. (M B A)
 RUNDELL, JASON PAUL (B A)
 RUNGE, KRISTEN ANN (PH D)
 RUSH, ELLEN LEIGH (B S ED)
 RUSH, JAMES ANDREW (M A)
 RUTHERFORD, STACI JUNE (B S S W)
 RZESZUTKO, KIMBERLY MARIE (B S P T)
 SACKETT, RACHEL MAHALA (B S C E)
 SAILER, GEORGIANN MICHELLE (BSA)
 SAILER, JENNIFER LYNN (B A)
 SAILER, JODI DENEE (B S P T)

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 SALTER, SUZAN R. (B G S)
 SANDER, MICHAEL THOMAS (BSA)
 SANDMEIER, JASON PAUL (BSA)
 SATHER, KRISTI ANN (B A)
 SAUCEDO, LEOPOLDO ISAIS (B G S)
 SAUNDERS, LEE ROY (M A)
 SAUNDERS, THOMAS F. (B S)
 SAUVAGEAU, KATIE MARIE (M P T)
 SAVALOJA, MICHAEL JAMES (B A)
 SAYERS, JACINDA M. (B B A)
 SAYERS, JACINDA M. (B ACC)
 SCHAAF, RYAN CASH (B G S)
 SCHAEFER, MARC RICHARD (J D)
 SCHAFER, BENJAMIN THOMAS (B S M E)
 SCHATZ, NATHAN ALLEN (B A)
 SCHELL, JARROD MICHEAL (B S M E)
 SCHIELE, KELLI ANN (B A)
 SCHILL, JANNA MARIE (M S)
 SCHLECHT, DUSTIN J. (B B A)
 SCHLEGEL, ERIC MICHAEL (BSA)
 SCHLEGEL, TOTIANNA RENEE (B S N)
 SCHLINGER, JENNIFER MARIE (M S W)
 SCHLOSSIN, CALEB MATTHEW (B S CSCI)
 SCHLOSSMAN, BRAD ELLIOTT (B A)
 SCHMALTZ, NICOLE MARIE (B A)
 SCHMID, LEA MARIE (B S CJS)
 SCHMIDT, JAMES A. (M D)
 SCHMIDT, ROBIN ANN (J D)
 SCHMIDT, STEVEN DOUGLAS (B S)
 SCHMIT IV, NICHOLAS M. (B B A)
 SCHMITZ, CODY ALLEN (B S ED)
 SCHNEIDER, KYLA KAE (M S)
 SCHNEIDER, THOMAS J. (B B A)
 SCHON, LYNETTE RAE (M ED)
 SCHONTEICH, LIVIA JANE (M A)
 SCHOONVELD, MICHELLE LEE (BSA)
 SCHOTHORST, BRET JAMES (B S)

SCHROEDER, JAMIE LYNN (M P T)
 SCHROEDER, RYAN JEROME (B S)
 SCHROEDER, TIMOTHY JOHN (B A)
 SCHUDROWITZ, CASIMIR JEROME (BSA)
 SCHUE, TAMRA ANN (B S N)
 SCHULDHEISZ, DANNY R. (BSA)
 SCHULTZ, CASSIDY ANN (B S ED)
 SCHULTZ, NATALIE I. (B ACC)
 SCHUMACHER, MICHAEL RAY (B A)
 SCHWARZ, TAMMY JO (M S)
 SCOTLAND, JONETTA HELEN (B S)
 SCOTT, DUSTIN TROY (M ENGR)
 SCOTT, DUSTIN TROY (B S C E)
 SEEGER, GRANT RICHARD (M D)
 SEELAN, SHELLEY S. (M S)
 SEELEY, AMANDA KAY (M ED)
 SEILER, CARISA NICHOLE (M O T)
 SELK, TODD (M ED)
 SEM, KATRINA LAUREL (M P T)
 SENESOURINH, PHANAT (BSA)
 SENOGLES, ALLISON LEIGH (B S N)
 SEPTON, PATRICK JAMES (B S P T)
 SETHEN, JASON L. (B S CSCI)
 SHANNON, KATIE BRIANNE (M S W)
 SHANNON, ROBERT L. (B B A)
 SHIELDS, AMY JO (B S ED)
 SHILLING, JONATHAN WILLIAM (BSA)
 SHIMEK, HEATHER MICHELLE (B S N)
 SHOCKEY, ERIC DAVID (B S CH E)
 SHOCKEY, MELANIE J. (B ACC)
 SHOCKMAN, JONATHAN TYRELL (BSA)
 SHORT, JENNIFER MARIE (B A)
 SHULSTAD, ANDREW CURTIS (BSA)
 SILLERY, JOHN CHARLES (M D)
 SIMONSON, KRYSTLE RAE (B B A)
 SIMONSON, KRYSTLE RAE (B ACC)
 SIMONSON, NICHOLAS J. (J D)
 SINCLAIR, SUSAN MICHELLE (B S ED)

SINN, ANDREW PETER (BSA)
 SINNESS, DANIEL KENNETH (M P T)
 SJOBLOM, JOHN MAGNUS (BSA)
 SJOBLOM, JOHN MAGNUS (B A)
 SKALMAN, STEVEN ROBERT (BSA)
 SKOGLUND, JAMIE ERIN (B ACC)
 SKOGLUND, JAMIE ERIN (B B A)
 SLEEPER, KATHLEEN DELORES (M ED)
 SLOCUM, LAINEY JANE (B A)
 SLOBY, SHANDRA OMANA (B A)
 SMESTAD, ERIK BENJAMIN (B G S)
 SMITH, BRIDGET BARBARA (B S CJS)
 SMITH, DANIELLE MARIE (B A)
 SMITH, KERRY GLEN (B S E E)
 SMITH, LEE MICHAEL (B B A)
 SMITH, NIZHONI JOY (J D)
 SMITH, STACY D. (B S ED)
 SNORTLAND, STEVEN R. (M P A)
 SOBOLIK, NATHAN KENTEN (B S M E)
 SOFIE, RYAN ANTHONY (B B A)
 SOLAAS, COLIN M. (B ACC)
 SOLBERG, TIMOTHY PETER (B A)
 SOLEIM, LYNETTE RENAE (B A)
 SOLEM, JAN M. (M S)
 SONDELAND, DEREK MICHAEL (B A)
 SONDELAND, TARA MARIE (B S ED)
 SOPER, AARON ROBERT (B B A)
 SORAWAT, EVA UDON (B S)
 SORAWAT, STACEY ALBERT (B S E E)
 SORENSEN, ALAN (J D)
 SORENSEN, KATHERINE LEE (M S)
 SORKIN, DENIS A. (B ACC)
 SOUCHECK, JONATHAN PAUL (B B A)
 SPAIN, ELIZABETH ANNE (B B A)
 SPEARS, KARL D. (M S)
 SPENCE, ANGELA MARIE (B B A)
 SPENCER, SARAH (B A)
 SPLICAL, KATHERINE MARY (B S)

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STAFFORD, ELISSA CLAIRE (B S)
 STANGLER, MARY KATHERINE (M ED)
 STARKEY, JOSEPH DONALD (B S CH E)
 STECKLER, JAY RODNEY (M P T)
 STEDJE, CYNTHIA ANN (M S)
 STEEN, AMY MARIE (M O T)
 STEFFAN, HEATHER MARIE (B S)
 STEGMAN, BRIAN MATTHEW (B S)
 STEIDLER, MELISSA SUE (B ACC)
 STEIDLER, MELISSA SUE (M B A)
 STEINER, AMY JEAN (M O T)
 STEINER, ANDREW A. (B S E E)
 STEINER, CORY J. (M ED)
 STEINHAUER, DOMINIK AARON (M ENGR)
 STENNES, ANNIE KATHRYN (B A)
 STEVENS, BRIAN JOSEPH (BSA)
 STEVENSON, JANUARY LYNN (M S)
 STEWART, LANDGREN P. (B A)
 STEWART, NATHAN JOHN (B B A)
 STOCK, ROBERT BRANDON (J D)
 STOE, ALICIA DIONE (B B A)
 STONE, LAURA MAE (M S)
 STORBAKKEN, BONNIE L. (J D)
 STORM, JENNIFER MEG (M S)
 STOY, HEATHER MARIE (M D)
 STRALEY, DAVID J. (J D)
 STRAND, CORY RAY (B S O T)
 STRAND, JASON WADE (B S C E)
 STRANGE, SHOAN ALAN (M ENGR)
 STRATTON, ADAM RORY (B B A)
 STRAUS, ANDREA R. (B S)
 STREET, MELISSA PAT (B B A)
 STRLEKAR, SARAH (B S D)
 STROMBERG, ANDREW JOHN (BSA)
 STROMENGER, MARIE RENAE (B S S W)
 STRUNC, MONICA ANN (B B A)
 STURN, MINDY LEE (B B A)
 STUTTS, ERIKA LYN (M O T)
 SULLIVAN, KRISTINA MARIE (BSA)
 SULLIVAN, RYAN PATRICK (B A)
 SUNDEEN, JANNA MARIE (M S W)
 SUNDQUIST, JOSHUA PAUL (B B A)
 SUNDSTROM, TEATHER JO (B S CHEM)
 SURMA, JENNIFER ANN (B S P T)
 SUSTAD, AARON K. (B A)
 SVEJCAR, MICHAEL ROSS (M P T)
 SWANSON, BRADLEY ROBERT (B A)
 SWANSON, ERICA LYNN (M O T)
 SWANSON, KAYLENE LUANN (B B A)
 SWANSON, LYNNETTE RENEE (M O T)
 SWEENEY, NAOMI JO (B B A)
 SYKES, BREEZY LYNN (M O T)
 TAN, KAREN LAY-CHENG (M B A)
 TANGATAEVAHA, TEVITA MANU (BSA)
 TANGEN, JOSHUA STEVEN (B F A)
 TATE, MATHEW PHILLIP (B A)
 TAYLOR, VANESSA OCTAVIA (J D)
 TEDESCO JR., ALBERT RICHARD (B A)
 TEEVENS, PAUL MICHAEL (B A)
 TEMPLE, SARAH JEAN (B G S)
 TENNESON, JAYME JO (B A)
 THIELEN, DANIEL MARK (M P T)
 THIESSEN, CURTIS BRYAN (B B A)
 THIESSEN, CURTIS BRYAN (B S CSCI)
 THOM, KENDRA S. (B A)
 THOMAS, SEAN MICHAEL (BSA)
 THOMAS, STEVEN PETER (M P T)
 THOMPSON, ADAM KALINICH (B S C E)
 THOMPSON, ERIC GREGORY (B S P T)
 THOMPSON, GREGORY ALAN (BSA)
 THOMPSON, HEATHER RENAE (M S)
 THOMPSON, JOHN TOLLEF (M A)
 THOMSEN, SADIE LLOY (B B A)
 THORESON, FARRAH NICOLE (B A)
 THORFINNSON-HENRY, KATHY JO (M ED)
 THREINEN, SCOTT WILLIAM (M ENGR)
 THUNDERHAWK, DAVID HATFIELD (B F A)
 TIEGS, BRIAN CRAIG (B B A)
 TILDEN, FRODE (B A)
 TOLLEFSON, RUDOLPH ALLEN (J D)
 TORGERSON, ANGELA RAE (B A)
 TORKELSON, TINA LOUISE (B S N)
 TRAISER, MICHELLE MARIE (B S)
 TRAYNOR, JULIE MARIE (M S)
 TRIPP, MASHELL PATRICIA (B S N)
 TRONSON, CARRIE LOUISE (B A)
 TRUDEAU, KATE A. (B A)
 TSCHIDER, LINDSY MARY JANE (B S ED)
 TUNGE, RYAN J. (B G S)
 TURCOTTE, ELISE ANN (B G S)
 TURNER, JAMES GILFORD (M P T)
 TUTON, KARI LYNNE (M S)
 TYLER, KATHERINE M. (B S)
 TYSSE, HEATHER LINN (B A)
 UECKER, TRACY ELIZABETH (B A)
 UGLEM, SHANNON P. (J D)
 UGRIN, JOSEPH C. (M B A)
 ULRICH, ANDREA KAY (B S ED)
 ULVESTAD, SPENCER LEO (B S C E)
 URBANIAK, JACALYN FRANCES (M S)
 URBANIAK, JASON PETER (B B A)
 UYEUNTEN, DANIEL MICHAEL HIROKI (M P T)
 VACEK, ELIZABETH ANN (B S)
 VACURA, JENNIFER LEE (BS CLS)
 VANDERVORT, BRANDON LYLE (M ED)
 VANHOOK, MICHELLE RENEE (B S CN)
 VARRIANO, JACQUELINE BETH (B A)
 VASEK, AMBER RAE (B S CJS)
 VEIGEL, MYKA CALL (B S)
 VENNES, JAMIE SUZANNE (M D)
 VIERE, ANGELA MARIE (BSRLS)
 VILHAUER, REBECCA RAE (BS CLS)
 VINZANT, PATRICIA LYNN (B A)
 VIOLETTE, MELISSA MARIE (M O T)

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VIRDEN, PAUL M. (B S E E)
 VISCUSO II, JOSEPH SALVATOR (BSA)
 VITELLI, ANTHONY JOHN (B B A)
 VITON, NATHAN L. (B A)
 VOELLER, MATTHEW JAMES (B S ATSC)
 VOLK, MATTHEW JON (B S)
 VOLK, TAMMY JO (B S)
 VOLLMER, SARAH DANELLE (B S)
 VONDALL, MONIQUE LYNN (J D)
 VONDALL, TRACY ELAINE (B A)
 VONDRACHEK II, DANIEL JOSEPH (B A)
 VONESH, STEPHANIE M. (M ED)
 VONHOLDT, ERIC S. (B S)
 VOORHEES, JARED ANDREW (B B A)
 VOTH, PAUL MICHAEL (B A)
 WAGONER, TOBY J. (M S)
 WALD, HEIDI LYNN (B S N)
 WALISER, NICHOLAS MICHAEL (B S CJS)
 WALKER, KARENSA ANN (B S D)
 WALKER, THOMAS PAYNE (B A)
 WALLACE, MARCIE JEAN (M ED)
 WALLACE, RYAN JAMES (M S)
 WALTZ, JOSHUA JAMES (B S)
 WANGLER, NICHOLAS PETER (B A)
 WARNE, JASON MARK (M S)
 WASILOSKI, JODI LYNN (B S ED)
 WASS, JILL MICHELLE (B S PE)
 WASS, JILL MICHELLE (B S)
 WATERS, KRISTINA LYNN (B B A)
 WATERWORTH, KELI NICOLE (B S P T)
 WATSON, ANDREW JAMES (BSA)
 WATSON, KARI ANN (B S)
 WEAVER, KELLY MARIE (B A)
 WEBER, JOHN JOSEPH (M S W)
 WEBER, LYNN MARIE (B B A)
 WEBSTER, MELISSA SUEELLEN (B S N)
 WEIDEMAN, TRENT MIKEL (BSA)
 WEILAND, LUKE ANDREW (J D)

WEIRAUCH, KYLE PAUL (BSA)
 WEISGRAM, JOHN M. (B F A)
 WEISZ, SHEREE R. (J D)
 WELDER, NICHOLAS ROBERT (B A)
 WELK, JESSICA SUZANN (M O T)
 WENDELL, JEREMIAH EMERY (B S C E)
 WENDELL, JEREMIAH EMERY (M ENGR)
 WERPY, STEVE FRANCIS (M M)
 WEST, NICOLE ANN (B A)
 WHEELER, DAVID (M ED)
 WHITE, CARL LOUIS (B B A)
 WHITE, JAMIE PAUL (B S CSCI)
 WHITE, TARA LEA (B S ED)
 WILKERSON, MARK ALLEN (B B A)
 WILL, DAWN ELIZABETH (B S)
 WILLARDSEN, HEATHER ANN (B S ED)
 WILLIAMS, HEIDI (B S CH E)
 WILSON, JOSEPH SAMUEL (B S N)
 WINEBRENNER, DANIEL H. (BSA)
 WITTMANN, STUART ALLEN (B A)
 WOLF, KRISONDRA LEIGH (B S)
 WOLF, MELISSA RENEE (BSA)
 WOLLAN, MATTHEW THOMAS (M ED)
 WONG, WING-SZE (B A)
 WYNN, STEPHANIE MARIE (B B A)
 YAMAMOTO, NICOLE NOELANI (M P T)
 YEO, JORDAN LANCE (BSA)
 YOUNG, EMILIE EMIKO (B S D)
 YUEN, FRANZ H. H. (M P T)
 ZEISZLER, HEIDI MARIE (B S ED)
 ZÉLLER, JORDAN EUGENE (M P A)
 ZEMAN, NICHOLAS P. (B A)
 ZHANG, QIANG (M S)
 ZIEGLER, KRISTI LYNN (M S)
 ZIEMINSKI, KRISTIN MARIE (B ACC)
 ZIMMER, MATTHEW THOMAS (B B A)
 ZIMNAWODA, ANDREA NICOLE (B S CJS)
 ZIMNY, MATTHEW HENRY (B S)

ZITZOW, LIVIA KAY (M ED)
 ZOSS, LAURA ELIZABETH (B A)
 ZUBKE, CHRISTY LYNN (B S ED)

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Office of the Registrar

University Curriculum Committee Report
Spring Semester 2004
May 2004

New Academic Program with new courses

Post-Master's Certificate Program in Nursing Education

Nurs 566 Curriculum Development	3 crs
Nurs 567 Teaching Strategies	27 crs
Nurs 568 Teaching Practicum	2 crs
Nurs 569 Assessment and Evaluation	3 crs

Department Title Change

Present: Neuroscience

Proposed: Clinical Neuroscience

New Courses

CIEN 313L	General Surveying Laboratory	1 cr
Engl 999	Dissertation	6-18 crs
ISys 117	Personal Productivity with Information Technology	1 cr
ISys 317	Information Systems in Enterprise	3 crs
PEXS 532	Ex Physiology Lab Techniques	3 crs
T&L 586	Assessment in higher Education	3 crs
T&L 587	Technology in College Teaching	3 crs

Course Deletions

ISys 217	Fundamentals of Management Information Systems	4 crs
Nurs 565	Teaching Practicum and Seminar	3 crs

Senate approval is not required for the following report items

Course Change Requests

Anth 441	<u>Forensic Anthropology Field School</u> – change credits from 6 to 1-6; change prerequisites from none to consent of instructor
CIEN 313	<u>General Surveying</u> – change credits from 3 to 2; change co-requisites to on-campus students must take CIEN 313L along with this class
COMM 570	<u>Seminar in Communication</u> – add “may be repeated when topics change” to course description
ISys 260	<u>Operating Systems Principles</u> – change prerequisites from ISys 217 to ISys 117
ISys 305	<u>End-User Application</u> – change prerequisites from ISys 217 to ISys 117
PA 510	<u>Pathophysiology for the Physician Assistant</u> – change in frequency from S to F
PA 515	<u>Investigative Studies for the Physician Assistant</u> – change in frequency from F to S and F
PA 520	<u>Methodological Approaches to Health Promotion Disease Prevention I</u> – change title to Evidence Based Medicine I; change in course description
PA 525	<u>Methodological Approaches to Health Promotion Disease Prevention II</u> – change title to Evidence Based Medicine II; change in course description
PA 540	<u>Primary Care I</u> – change credits from 4-10 to 12; change in course description
PA 550	<u>Primary Care II</u> – change credits from 4-10 to 14; change in course description
PA 560	<u>Primary Care III</u> – change in credits from 4-10 to 14
T&L 443	<u>Math for Primary Grades</u> – change prerequisites from none to Admission to Teacher Education; change in course description

Program Requirements Change Requests

Business Education – delete ISys 217 from major requirements and add ISys 117 and ISys 317

Pre-Business – change core requirements from ISys 217 to ISys 117

Minor in Information Systems – delete ISys 217 from minor requirements and add ISys 117 and ISys 317 to requirements

Information Systems – delete ISys 217 from major requirements and add ISys 117 and ISys 317

- University Senate Resolution on Council of College Faculties Compensation Report
- Whereas the Council of College Faculties has reported on employee compensation to the State Board of Higher Education on April 15, 2004, and the State Board of Higher Education in support of the following:
- (1) **Whereas** the State Board of Higher Education (SBHE) has decided to defer the payment of wages to many University of North Dakota employees from July 1-15, 2004 and other time periods during the new fiscal year; and
 - (2) **Whereas** this plan is being implemented for the convenience of a computer software package and to facilitate the changeover to a new payroll system ("PeopleSoft"); and
 - (3) **Whereas** a member of the SBHE has gone on record as insisting this will be "a positive change" for the University of North Dakota, as reported in the Jan. 30, 2004 issue of The Dakota Student; and
 - (4) **Whereas** a member of the SBHE has gone on record as expressing a concern about the expense of adjusting the software to accommodate the current UND payroll schedule, rather than recognize the hardship of those employees deprived of 15 days of their wages at the time they are earned; and
 - (5) **Whereas** as reported in January 30, 2004 issue of The Dakota Student, a member of the SBHE has gone on record stating that the software can be configured to accommodate the University's current payroll schedule, however it is an "off-the-shelf model" and any customizing "would add great cost" to its implementation; and
 - (6) **Whereas** a 15-day "pay lag" is recognized by all those affected who will not receive their pay until they retire or otherwise leave their current job, as equivalent to not receiving wages or salary for 15 days of work, that is, a "pay reduction"; and
 - (7) **Whereas** an option to be allowed to borrow salaries as a no-interest loan, which then must be paid back in full over the course of the following 9 or 11 months is in no way equivalent to actually being paid salary or wages when they are earned;
 - (8) **Be it therefore resolved** that the UND University Senate does not concur with the SBHE in its judgment that the payroll software system should be implemented at the expense of, and delayed payment of wages to, those affected University of North Dakota employees at the time these wages are earned; and
 - (9) **Be it further resolved** that the SBHE plan to deprive UND employees of the timely payment of 15 days salary or wages is entirely unacceptable as a fair business practice; and
 - (10) **Be it further resolved** that UND's University Senate, on behalf of all employees at this institution, urges in the very strongest way that the SBHE work to replace this unacceptable financial burden on UND employees, with a more acceptable plan that does not impose so difficult a hardship on workers here and elsewhere in the state, many of whom will not easily, or perhaps not at all, be able to manage their financial commitments if the University does not pay them for the work they do on its regular schedule.

University Senate Resolution on Council of College Faculties Compensation Report

Whereas the Council of College Faculties released its report on employee compensation to the State Board of Higher Education on April 15th which called upon the State Board of Higher Education to support the following recommendations:

- The State continue to fund 100 percent of employee health insurance premiums with no changes in deductibles or co-payments.
- At a minimum, provide a salary adjustment based on the annual change in the Consumer Price Index that allows faculty and staff to maintain purchasing power and an additional market maintenance adjustment that prevents NDUS salaries from falling further behind the market, and that the a total combined increase of at least 4.2 percent for each year of the 2005-07 biennium be recommended.
- That the College Council of Faculties convene a task force, with the help and membership of appropriate partners, to determine by December 2004 the feasibility, cost, and possible mechanisms of bringing salaries to 85% of regional averages within the next six years, and within 95% of regional averages by 2017, as is consistent with the NDUS strategic plan, and

Whereas the CCF Compensation Report cited a number of causes for concern including:

- In 2002, 67 percent of staff and 55 percent of faculty leaving the NDUS have had less than five years of experience. In 2002, over 50 percent of departing employees reported that low salary greatly influenced or somewhat influenced their decision to leave the NDUS.
- In 2002-03, nearly one-half of all faculty and over one-third of staff were age 50 or over. Twelve percent and 5 percent, respectively, were over the age of 60. The NDUS will have a significant number of faculty and staff positions to fill over the next ten years.
- ND Standard of Living Index continues to rank below the regional average. The real purchasing power of NDUS wages remains below the average real purchasing power for the region.
- To increase faculty salaries to regional average, one-time increases of between 22.3 percent and 29.2 percent would be needed. To increase staff salaries to market averages, one-time average increases of between 4.1 percent and 23.2 percent would be needed. ND's average faculty and staff salaries have not kept pace with and continue to be well below their respective market averages.
- ND ranks 8th in the 12-state region in the value of total benefits provided. The value of our benefit package is slightly below the average for our region and while it is an important recruitment and retention tool, it does not offset the salary differential, and

Whereas, the State Board of Higher Education, following the recommendations of its Budget and Finance Committee, but against the strong objections of the non-voting faculty member from the Council of College Faculties, proposed a 3% increase in the needs-based budget, instead of the 4.2% increase contained in the Compensation Report, that it must submit to the Office of Management and Budget, and

Whereas, the Economic Development Roundtable emphasized the central importance of Educational Excellence and the State Board of Higher Education has repeatedly emphasized that faculty are central to the mission of positioning the North Dakota University System as a vital link to the state's future, and

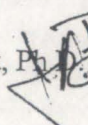
Whereas, the University Senate is disappointed that the State Board of Higher Education did not endorse the 4.2% salary increase recommendation in the Council of College Faculties Compensation Report

Be it therefore resolved:

- That the University Senate of the University of North Dakota affirms the recommendations contained in the Council of College Faculties Compensation Report,
- That it strongly urges the State Board of Higher Education to reconsider its recommendation, and
- That it requests the State Board of Higher Education to join with the Council of College Faculties and university and faculty senates across the state in both raising awareness of the gap between state and regional faculty salaries and in actively pursuing reasonable remedies for the worsening problem.

MEMORANDUM / UND UNIVERSITY OF
NORTH DAKOTATHE GRADUATE SCHOOL
Joseph N. Benoit
Dean

To: John Ettlting
Provost

From: Joseph N. Benoit, Ph.D. 
Dean

Re: Faculty Study (Revised)

Date: March 11, 2004

CC: Nancy Krogh, Registrar

In response to concerns raised at the past Senate meeting, I am submitting a revision of the policy on faculty study that was approved. A copy has been forwarded to the Registrar for consideration by the Senate Executive Committee. Pending action by the Senate Executive Committee, I am asking that the revised policy be placed on the agenda of the next Senate meeting.

11.2.1 Faculty Study

A faculty member at any rank may take course work toward a degree at the University if he or she has the approval of the dean of his or her college. Members of the Graduate Faculty must also obtain approval of the Graduate Dean. Upon enrollment in a graduate program, their graduate faculty membership and any faculty rank or role in the department or departments in which the course work is being taken, will be suspended. The suspended faculty rank and role, including Graduate Faculty membership, will be automatically reinstated upon completion of the graduate degree or departure from the degree program. Any member of the faculty may, with the approval of the dean and of the instructors concerned, take courses for credit as non-degree seeking students without changing his or her graduate faculty status. Arrangements to audit classes or to take courses for credit are made through the Graduate School and/or the Registrar's office.

To: University Senate
From: Kathy Smart, Jan Goodwin, Senators
Date: April 23, 2004
Re: Expanded Course Description Pilot Study results

Method: Several departments and faculty were contacted and asked to participate. The Dept. of Antropology & Archeology, Dept. Nutrition & Dietetics, Mathematics, Professors Munski and Kenney agreed. Each was provided a sample of an expanded course description and a list of questions and answers to use in developing their course and faculty descriptions; these were sent to CILT and staff posted them on a static web page as well as on Blackboard. CILT staff also posted the student survey and instructions for accessing the descriptions. Participating departments and faculty were asked to complete a short survey. Results for both are summarized.

Department/faculty survey results

- Average time to prepare 1 course description: 10- 20 min (1 dept); 21- 30 min (1 dept); 31-40 minutes (1)
- Average time to prepare faculty description: < 10 minutes (1 dept); 10-20 minutes (2)
- Likeliness to develop course descriptions for all courses if implemented campus-wide: likely/very likely (2 dept.); unlikely (1)
- Why unlikely to develop for all courses: lack expertise to develop web pages, difficult to keep descriptions current, department lacks financial and technical resources
- If required to develop expanded course descriptions for all courses, what would be needed to develop and maintain descriptions: additional computer technological support (1), education on developing web sites (2 dept.; 1 individual).
- Likeliness to develop faculty descriptions: likely/very likely (2 dept.); unsure (1 individual)

UND Web Page Course Information Pilot Survey

5/5/2004

<i>Please indicate how helpful each of the following were to you</i>					
	Very Helpful	Moderately Helpful	Not Helpful	Not Applicable	Total # of Responses
Course description	16 (41.0%)	17 (43.6%)	5 (12.8%)	1 (2.6%)	39
Faculty information	15 (38.5%)	16 (41.0%)	6 (15.4%)	2 (5.1%)	39
Required text	19 (48.7%)	17 (43.6%)	2 (5.1%)	1 (2.6%)	39
Method of evaluation	13 (34.2%)	18 (47.4%)	6 (15.8%)	1 (2.6%)	38*
Overall the course information was...	14 (36.8%)	18 (47.4%)	5 (13.2%)	1 (2.6%)	38*
<i>If you were considering taking a course, what information would be most helpful?</i>					
Course description	22 (57.9%)	15 (39.5%)	1 (2.6%)	NR	38*
General Education Requirements	16 (42.1%)	18 (47.4%)	4 (10.5%)	NR	38*
Prerequisites	20 (52.6%)	16 (42.1%)	2 (5.3%)	NR	38*
Method of evaluation	17 (44.7%)	17 (44.7%)	4 (10.5%)	NR	38*
Required text	22 (57.9%)	16 (42.1%)	NR	NR	38*
Student evaluation	22 (57.9%)	14 (36.8%)	2 (5.3%)	NR	38*
Faculty information	21 (55.3%)	15 (39.5%)	2 (5.3%)	NR	38*
<i>What faculty information was most helpful to you?</i>					
Professional qualifications	11 (28.9%)	19 (50.0%)	8 (21.1%)	NR	38*
E-mail address, phone and office location	19 (50.0%)	15 (39.5%)	4 (10.5%)	NR	38*
Notes about their background, ect.	17 (44.7%)	14 (36.8%)	6 (15.8%)	1 (2.6%)	38*
<i>If the pilot was expanded to the college or university level, how would you use the information?</i>					
	Definitely Use	Might Use	Never Use	Not Applicable	
Identify GER courses	18 (48.6%)	14 (37.8%)	4 (10.8%)	1 (2.7%)	37*
Identify elective course	21 (56.8%)	13 (35.1%)	2 (5.4%)	1 (2.7%)	37*
Investigate courses required by major	27 (73.0%)	8 (21.6%)	1 (2.7%)	1 (2.7%)	37*
Investigate courses required by minor	22 (59.5%)	8 (21.6%)	3 (8.1%)	4 (10.8%)	37*
Identify courses that meet my personal le	19 (51.4%)	15 (40.5%)	2 (5.4%)	1 (2.7%)	37*
Identify courses that appear to be less de	12 (32.4%)	19 (51.4%)	5 (13.5%)	1 (2.7%)	37*
<i>Year at UND:</i>					
Freshman	4				
Sophomore	4				
Junior	13				
Senior	11				
Graduate Student	4				
Not Identified	3				
Total Number of Responses					39
NR= no response					
*Numbers may not equal 39 due to unanswered questions					

	Very Helpful	Moderately Helpful	Not Helpful	Not Applicable	Total # of Responses
Course description	1 (25.0%)	1 (25.0%)	2 (50.0%)	NR	4
Faculty information	1 (25.0%)	1 (25.0%)	2 (50.0%)	NR	4
Required text	3 (75.0%)	NR	1 (25.0%)	NR	4
Method of evaluation	2 (50.0%)	NR	2 (50.0%)	NR	4
Overall the course information was...	1 (25.0%)	2 (50.0%)	1 (25.0%)	NR	4
<i>If you were considering taking a course, what information would be most helpful?</i>					
Course description	3 (75.0%)	1 (25.0%)	NR	NR	4
General Education Requirements	2 (50.0%)	1 (25.0%)	1 (25.0%)	NR	4
Prerequisites	3 (75.0%)	NR	1 (25.0%)	NR	4
Method of evaluation	1 (25.0%)	2 (50.0%)	1 (25.0%)	NR	4
Required text	2 (50.0%)	2 (50.0%)	NR	NR	4
Student evaluation	2 (50.0%)	1 (25.0%)	1 (25.0%)	NR	4
Faculty information	2 (50.0%)	1 (25.0%)	1 (25.0%)	NR	4
<i>What faculty information was most helpful to you?</i>					
Professional qualifications	1 (33.3%)	1 (33.3%)	1 (33.3%)	NR	3*
E-mail address, phone and office locat	1 (33.3%)	1 (33.3%)	1 (33.3%)	NR	3*
Notes about their background, ect.	1 (33.3%)	1 (33.3%)	1 (33.3%)	NR	3*
<i>If the pilot was expanded to the college or univerisity level, how would you use the information?</i>					
	Definitely Use	Might Use	Never Use	Not Applicable	
Identify GER courses	3 (75.0%)	1 (25.0%)	NR	NR	4
Identify elective course	3 (75.0%)	1 (25.0%)	NR	NR	4
Investigate courses required by major	2 (50.0%)	2 (50.0%)	NR	NR	4
Investigate courses required by minor	1 (25.0%)	3 (75.0%)	NR	NR	4
Identify courses that meet my persona	2 (50.0%)	1 (25.0%)	1 (25.0%)	NR	4
Identify courses that appear to be less	NR	2 (66.7%)	1 (33.3%)	NR	3*
<i>Year at UND:</i>					
Freshman	0				
Sophomore	1				
Junior	0				
Senior	3				
Graduate Student	0				
Total Number of Responses					4
NR= no response					
*Numbers may not equal four due to unanswered questions					

To: Members of the University Senate
From: Leigh Jeanotte, Chair, and Wendelin Hume, Recorder, UND ad hoc Harassment Policy and Procedure Revision Committee
RE: Report of the UND ad hoc Harassment Policy and Procedure Revision Committee
Date: May 3, 2004

Committee membership: Leigh Jeanotte, Chair Wendy Hume, Recorder Leif Bergerud, MC Diop, Julie Evans, Kay Mendick, Sally Page, Faythe Thureen,

Meeting dates: 10/08/03, 11/20/03, 12/05/03, 12/15/03, 01/08/04, 01/20/04, 02/04/04, 03/05/04, 03/18/04, 04/01/04, 04/29/04

Actions taken: The committee revised the harassment policies by proceeding point by point through the recommendation document presented to the Senate during Spring 2003. The committee solicited and accepted input from the entire UND community and examined lower-level policies across campus.

Based on all the above, committee members agreed to several changes in the policy. A copy of the revised policy will be given to the President and his Cabinet, after which it will be sent to the Office of Civil Rights for a review of the policy which may take a couple of months, so there will be no end product for the Senate to review until the fall semester.

An explanatory sheet about Harassment procedures will be developed by the Office of General Counsel at a later date.

The committee thanks the Senate for the opportunity to serve and be involved in this important project. Should further revisions be necessary, we would be happy to reconvene.

While the committee has completed the review and revision of the policy they would like to make several recommendations to the Senate which seemed beyond the predefined scope of this committee.

Suggestions: Perhaps others could develop a flow chart to illustrate the flow of the typical process.

Senate should form a committee to examine and encourage the possibility of uniform reporting by the various entities across campus (not just Harr. Policy but Faculty Grievance, etc.) so these numbers can be shared while protecting individual rights. This awareness should make people more comfortable about making complaints if they have one and help the community develop faith in the system.

Throughout the period of time this committee has been meeting, members have perceived a campus wide "them vs. us" or "administration vs. others" divide, reflected in the grievance process. The committee has attempted however, to make the policy as fair and effective as possible, and Senate is encouraged to address the perception issue separately. Addressing the perception is essential to assuring the UND community that conflict of interest concerns are minimized, and everyone has access to fair and impartial conduits for reporting harassment.

The committee further recommends that the Senate provide Faculty Handbook orientation sessions and/or models for mentoring processes, in an effort to encourage awareness of professional responsibilities and expectations. This would assist the university community in dealing more effectively with conflict, avoiding harassment, and maintaining a positive environment.