

TO: Members of the Senate
FROM: Secretary of the Senate
SUBJECT: *Senate Meeting on December 7, 2017*
DATE: November 30, 2017

The December meeting of the University Senate will be held on **Thursday, December 7, 2017 at 3:30 p.m. in Room 113, Education.**
Chair Nancy Vogeltanz-Holm, presiding.

CALL TO ORDER

AGENDA

SENATE CALENDAR:

- 1) Announcements/Chair Updates
 - a. Update on Administrator Evaluation Process
 - b. Council of College Faculties (CCF) Update: CCF letter to SBHE; Gov Burgum Task Force on Higher Ed Governance
 - c. UND Mission Revision
 - d. Faculty Instructional Development Committee
 - e. NDUS 2019-2020 Academic Calendar (Attachment 1)
- 2) Establish Quorum
- 3) Review/Approval 11-02-2017 Minutes: <http://und.edu/university-senate/agendas-and-minutes.cfm>
- 4) Senate Executive Committee Meeting 11-20-2017, Actions
 - a. SEC will ask Budget Committee to review Faculty Travel
 - b. SEC approves forwarding Essential Studies & PTE Working Group recommendations to Senate
- 5) Question period

CONSENT CALENDAR:

- 6) Assessment Committee Annual Report (Attachment 2)
- 7) Faculty Handbook Committee Annual Report (Attachment 3)
- 8) Standing Committee on Faculty Rights Annual Report (Attachment 4)

BUSINESS CALENDAR:

- 9) Curriculum Committee Report (Report to Follow)
- 10) Senate Budget Committee membership term change (Attachment 5)
- 11) Candidates for Degrees, December 2017 (S. Correll, Registrar; Attachment 6)
- 12) Recommendations from Essential Studies (ES) Program & Committee (Overview by Representatives)
 - a. Reporting process for ES to the USenate (Attachment 7)
 - b. Changes to the ES Diversity Requirements (Attachment 8; Additional materials: <http://blogs.und.edu/essentialstudies/>)
- 13) Recommendations from PTE Working Group: Final Revisions to the Faculty Handbook Section on PTE (Committee Representatives; Documents at <http://und.edu/provost/initiatives/pte-facultyhandbook-draft-feedback-aug2017.cfm>)

North Dakota University System

2019-2020

Academic Calendar

August

August 2019						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- 26 Registration/Classes start at 4:00 p.m.
- 27 First full day of classes

September

September 2019						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

- 2 Holiday - Labor Day
- 4 Last day to add courses or drop without record
- 11 Final bill payment deadline (institutional deadlines may be earlier)
- 23 Enrollment census date

November

October 2019						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

- 11 Holiday – Veterans Day
- 15 Last day to withdraw from term or drop with record
- 27-29 Holiday – Thanksgiving/Thanksgiving Break

December

November 2019						
S	M	T	W	T	F	S
				1	2	
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

- 16-20 Last Week of Classes/Finals Week

January

December 2019						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- 13 Registration/Classes start at 4:00 p.m.
- 14 First full day of classes
- 20 Holiday - Martin Luther King Jr. Day
- 23 Last day to add course or drop without record
- 29 Final bill payment deadline (institutional deadlines may be earlier)

February

November 2019						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

- 10 Enrollment census date
- 17 Holiday – Presidents’ Day

March

December 2019						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- 16-20 Spring Break

April

December 2019						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- 9 Last day to withdraw from term or drop with record
- 10 Holiday – Good Friday
- 10-13 Holiday – Easter/Easter Break

May

December 2019						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- 11-15 Last Week of Classes/Finals Week

January 2020						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2020						
S	M	T	W	T	F	S
						1
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

March 2020						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2020						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2020						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Finals may begin on Saturday if the previous Friday is a Reading and Review day – *SBHE policy 406.1 3. E.*

SBHE policy 406.1 4.—Campuses may adjust course meeting schedules when the holiday schedule differentially affects courses that meet once a week.

Add, drop and withdrawal dates for sessions less than 16 weeks in length are set proportionately.

Shaded boxes are standard scheduled class days.

See [policy 406.1](#) for academic calendar information

See [policy 440](#) for enrollment reporting information

See [policy 830.1](#) for payment

Standard scheduled class days are M-F, including registration day and excluding holidays and spring break

- a. Class holidays are Labor Day, Veterans' Day, the day before and following Thanksgiving Day, Martin Luther King Day, Presidents' Day, and the Friday before and Monday following Easter Sunday;
- b. Fall semester ends before Christmas;
- c. There is at least a two week break, including Christmas and New Year's Day, between Fall and Spring semesters;
- d. There is a one week Spring semester break beginning the Monday following 40 class days;
- e. Finals week begins on a Monday unless a campus identifies the penultimate Friday of the semester as a reading/review day, in which case final exams may begin on the Saturday following the Friday reading/review day;

Last day to add courses or drop without record

For a standard 16-week semester, the last day to add or drop a course without a record is the **10th calendar day in the fall term** and the **11th calendar day in the spring term**

Final bill payment deadline (institutional deadlines may be earlier)

The designated fee payment date must be **within the first 12 scheduled class days** of the term.

Enrollment census date

Each campus shall report fall and spring semester enrollments for degree credit students based on the number of students enrolled on the **twentieth scheduled class day** of the fall and spring semesters.

Last day to withdraw from term or drop with record

The last day to withdraw without having grades entered is the **last class day of the 12th week of classes**

**Senate University Assessment Committee
Annual Report for
Academic Year 2016-17**

The Senate University Assessment Committee (UAC) provides faculty guidance and oversight to the Office of the Vice President of Academic Affairs and Provost in developing and implementing the University Assessment Plan. In addition, the committee analyzes and interprets assessment results, develops appropriate reports, and disseminates assessment results to the Office of Vice President of Academic Affairs and Provost, the University Senate, and the community.

The University Assessment Committee was able to accomplish the tasks and responsibilities charged to it by the University Senate, in part due to the support provided by Joan Hawthorne, Director of Assessment & Regional Accreditation. Joan continues to dedicate a great deal of her time to this committee and we are grateful for her continued support and expertise.

Much of the work of assessment has been, and is, conducted outside the University Assessment Committee. The UAC wishes to thank the Essential Studies Committee, the Office of Institutional Research and Effectiveness, and the University community for their assessment efforts. Every contribution is vital to the assessment process at the University of North Dakota. Special thanks are also offered to Jodi Steiner who willingly shared her assessment knowledge and time with the University Assessment Committee on an ongoing basis.

The Senate University Assessment Committee for the 2016-17 academic year was chaired by Shari Nelson (VPSA Designee). Committee members for the 2016-17 year included:

Mary Askim-Lovseth (BPA)
James Casler (JDO)
Andrew Quinn (Nursing & Professional Disciplines)
Surojit Gupta (CEM)
Debra Hanson, MED
Joan Hawthorne (Director of Assessment & Regional Accreditation)
Margaret Jackson (Law)
Shari Nelson (VPSA Designee)
C. Casey Ozaki (Graduate Studies Designee)
Deborah Worley (EHD)
Ryan Zerr (A&S and Director, Essential Studies)
Jodi Steiner (Recorder; Institutional Research)

Students were asked to serve on the Assessment Committee but did not participate.

Functions and Responsibilities of the University Assessment Committee

The University Senate has identified six areas of responsibility for the University Assessment Committee. The responsibilities of the Committee and its accomplishments during the 2016-17 academic year are addressed as follows:

I. Address all issues regarding assessment of student achievement and development.

This year, UAC suspended its three-year review cycle of academic & non-academic programs, as well as institutional survey tools and, conducted, a micro-review of all academic and non-academic programs. This micro-review examined the past three years of plans and reports from each program in order to obtain a longitudinal view of progress made in student learning goal articulation, assessment methods, reporting of results, and closing the loop activities. This allowed the committee to identify further training needs, areas of strengths and improvements, as well as the opportunity to adapt review templates based on findings, in an effort to increase clarity and ease of use for both reviewer and reviewees.

II. Develop, review, and evaluate the University Assessment Plan in conjunction with the Assessment Director.

This document is to be reviewed every other year and was reviewed in fall 2015. The plan should be

reviewed again in fall 2017. To access the most recent version of the University Assessment Plan (November, 2015), please visit: http://und.edu/university-senate/committees/assessment/_files/docs/univ-asmt-plan.pdf

- III. Oversee and evaluate the implementation of the University Assessment Plan, evaluate assessment activities and the interpretation of assessment results, and evaluate the overall effectiveness of the Plan.

As stated in Item I above, UAC conducted a micro-review of all academic and non-academic programs. 81 undergraduate programs, 78 graduate programs, and 13 non-academic programs (student support) were reviewed as part of this process. Results showed that, for the previous three years, 83% of undergraduate, 72% of graduate, and 85% of co-curricular programs described assessment methods in their annual assessment reports, with 86% of undergraduate, 83% of graduate, and 100% of co-curricular programs reporting results. Over the past few years, there has been significant progress in closing the loop activities, with 79% of undergraduate programs, 59% of graduate programs, and 77% of Student Support Office taking actions based on assessment data in the 2015-16 academic year. However, there is still room to growth and departments will continue to be given results from their reviews, including recommendations on areas they can strengthen

- IV. Make recommendations regarding how to address any deficiencies that are revealed by assessment activities.

A process for providing feedback from the Committee to administrators and departments is in place but was suspended in 2016-17 to allow for the micro-review previously discussed. It will be reinstated for 2017-18. It should be noted that the Assessment Committee review is viewed as advisory to departments and programs. Program review is the place where action should occur if deficiencies noted in the Assessment Committee reviews are not addressed.

- V. Review University Accreditation Report when issued and advise the Senate regarding the Report and its implications.

The Assessment Committee continues to support institutional efforts related to accreditation and results from the micro-review conducted this past year will be used in UND's 2017 Assurance Report to the HLC.

- VI. Work with Institutional Research & Effectiveness to keep the Assessment Committee's website current.

The Office of Institutional Research & Effectiveness (recently renamed) continues to maintain the Assessment Committee's website. Several key features of the site include: a section on the basic steps of writing an assessment plan, a section for students that describes key findings from survey tools, resources for campus constituents about assessment, and resources for committee members who conduct reviews of assessment plans, including posting of the most up to date assessment review templates. In addition, the assessment plans of academic departments and non-academic units that attend to student learning and development are available to the campus and to the public on the Assessment Committee website. For more information, please visit: <http://und.edu/university-senate/committees/assessment/>

Summary: During 2016-17 the University Assessment Committee fulfilled its purpose, function and responsibilities including a micro-review of all academic and non-academic assessment activities, and a review of templates for assessment reviews.

Respectfully Submitted,

Shari Nelson
University Assessment Committee

November 1, 2017

Faculty Handbook Committee

Annual Report Academic year 2016-17

Members: Sarah Nielsen (Chair), Jeff Carmichael, Rebecca Weaver-Hightower, Heather Wages, Nancy Vogeltanz-Holm, Mark Dusenbury, Steve Light, David Lawrence, Jen Rogers (temporary appointee-VP of Finances & Operations office)

Meeting dates: April 11, 2017; 3/21/17; 2/14/17; 1/10/17; 11/16/17; 10/7/17; 8/29/17

Work of the committee: During the 2016-2017 academic year, the committee focused its efforts on the updating of section II of the handbook. This work was a carryover of the two previous academic years. A process/procedure for updating the handbook was solidified and all edits were made by May of 2017. Additionally, the workgroup addressed the Grievance pieces of section II of the handbook. As of May, the handbook was sent to the Senate Executive Committee with the request for feedback about next steps in publishing the handbook. The committee also planned to finalize section II of the handbook fall 2017 and to update section II of the handbook during academic year 2017-2018.

Respectfully submitted,

Sarah Nielsen, Chair, Faculty Handbook Committee

Annual Report of the Standing Committee on Faculty Rights

University of North Dakota AY 2016-17

Committee members in AY 2016-17

Chair: Dr. Curt Stofferahn (term expired 2017)

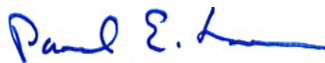
Members:

- **Dr. Paul Sum (term expires 2018)**
- **Dr. Brian Urlacher (term expires 2019)**
- **Dr. Doug Munski (term expires 2020)**
- **Dr. Rebecca Weaver-Hightower (term expires 2021)**

During the academic year of 2016-17, the Standing Committee on Faculty Rights (SCoFR) met regularly between April 11 and May 12 to process a formal grievance involving a case of employment termination of a tenured faculty member with “adequate cause.” Dr. Curt Stofferahn chaired the hearing. SCoFR heard the case, deliberated, and forwarded recommendations to the President Mark Kennedy, who in turn took the final decision.

SCoFR did not meet in committee session during AY 2016-17 other than for the aforementioned case.

Respectfully submitted,



Dr. Paul E. Sum, SCoFR Chair, AY 2017-18
October 31, 2017

- | | | |
|---|--|---|
| (1) Aadalen Amie Leigh (BSED) | (40) Barnett Laura J (BGS) | (79) Brundin Lily C (BA) |
| (2) Aamodt Marie Elizabeth (M.S.) | (41) Bates Annabelle Sarah (BSCN) | (80) Brunell Saudah Dawn (BA) |
| (3) Abedi Mehdi (JD) | (42) Baumer Alyssa Kay (BA) | (81) Brunson Daniel Burke (M.S.) |
| (4) Ainsworth Kristin June (BSSW) | (43) Becker Mike (BACC) | (82) Buchanan Tiffany (M.S.) |
| (5) Akers Angela (BSN) | (44) Bench Aaron (M.S.A.E.) | (83) Budeau Heidi K. (M.Ed.) |
| (6) Alam Md Nafiul (M.S.) | (45) Bender Naomi Marilyn (Ph.D.) | (84) Bunyea Amber McGhan (BA) |
| (7) Albano Christian B (M.P.A.) | (46) Berg Kimberly Ann (BS) | (85) Burger Janelle (M.S.) |
| (8) Albright Megan Virginia (BSN) | (47) Bialik Ethan Samuel (BSCE) | (86) Bushaw Ryan Scott (BACC) |
| (9) Alexeyev Alan (M.S.) | (48) Bierstedt Jacob (BS) | (87) Buteau Kevin Joseph (BSA) |
| (10) Allen Andrew William (BBA) | (49) Birmingham Grant (BBA) | (88) Butler Paul Brandon (BACC) |
| (11) Allen Julia Henrietta (M.S.) | (50) Bjornberg Adam M. (BS) | (89) Cadwell Brett (M.S.) |
| (12) Allmaras Eric (BSCSCI) | (51) Bladow Anne Elizabeth (M.S.) | (90) Call Danielle Mae (BACC) |
| (13) Alvine Travis Douglas (Ph.D.) | (52) Blagoue Nicole Patricia (BSED) | (91) Call Danielle Mae (BBA) |
| (14) Aman Alexander (BGS) | (53) Blaine Taylor (BA) | (92) Campbell Nadia (BBA) |
| (15) Amor Jacqueline Marie (M.S.) | (54) Blay Afua (Ph.D.) | (93) Carivau Cory Michael (BA) |
| (16) Amundsen Logen JoAnne (BSKIN) | (55) Bodensteiner Anne (Ph.D.) | (94) Carkhuff Brianna Marie (M.A.) |
| (17) Andersen Jacob Thomas (BA) | (56) Boekelheide Kirsten (M.S.) | (95) Carlile Jeremy Thomas (BGS) |
| (18) Anderson Alek (BBA) | (57) Bohn Hannah Josephine (BA) | (96) Carlson Riley J (M.Ed.) |
| (19) Anderson Carson Riley (BSA) | (58) Bolsis Ashley (BSN) | (97) Carlstrom Aubrie J. (BSN) |
| (20) Anderson Erica Kristine Nancy (BA) | (59) Bousquet-Cordes Tammy Ann (BSMLS) | (98) Castiglione Courtney (BSN) |
| (21) Anderson Ian (BSKIN) | (60) Boutrous Sophia Dian (BA) | (99) Champagne Brandi (BSMLS) |
| (22) Anderson Julia Virginia (BA) | (61) Bowker Brittany Leigh (BACC) | (100) Champagne Trevor (BS) |
| (23) Anderson Matthew scott (BSME) | (62) Bowker Brittany Leigh (BA) | (101) Chaput Savannah (BGS) |
| (24) Anderson Montana Rae (BA) | (63) Bowley Connor (M.S.) | (102) Chartrand Anik (BA) |
| (25) Anderson Montana Rae (CERT) | (64) Boyle Cody Adam (M.S.) | (103) Chevalier Amber Christine (Ph.D.) |
| (26) Anderson Nels E. (M.S.) | (65) Bradshaw Shawna Dee (M.S.) | (104) Chipman Anne Grace (BA) |
| (27) Anderson Whitney Jo (BS) | (66) Brandon Danielle Eulata (CERT) | (105) Chipman Anne Grace (BBA) |
| (28) Anderson Whitney Jo (BSN) | (67) Brandon Danielle Eulata (CERT) | (106) Choudhry Saima Bashir (M.P.H.) |
| (29) Andrianova Anastasia Alekseyevna (Ph.D.) | (68) Brandon Danielle Eulata (CERT) | (107) Christensen Brennen Arland (BA) |
| (30) Arnould Olivier (BSA) | (69) Brandon Danielle Eulata (CERT) | (108) Christianson Lydia Ann (M.S.) |
| (31) Auer Tamara Caroline (M.M.) | (70) Brandt Damar Korlyn (M.S.) | (109) Chukwuto Humphrey Chigozie (M.S.) |
| (32) Azure Nichole (BSN) | (71) Brent Sara E (BA) | (110) Churchill Michelle Dorothy (BFA) |
| (33) Baca Rio Elizabeth (BA) | (72) Brevik David E (BA) | (111) Clayton Autumn Ajuante Kharlia (BSSW) |
| (34) Baesler Shane Davis (BM) | (73) Brodersen Hayden Joseph (BS) | (112) Clouse Jacob Thomas (BSCSCI) |
| (35) Baker Seth Avery (BSA) | (74) Brooke Lydia Jane (BSN) | (113) Cobb Brandon (BBA) |
| (36) Bakken Jessica Ann (M.S.W.) | (75) Brorson Stacey Jean (BSSW) | (114) Cole Tina Marie (CERT) |
| (37) Bakker Dylan (BSCE) | (76) Brossart Sherri Lynn (BSCJS) | (115) Conery Grant Allen (BSA) |
| (38) Ballantyne Sage Louise (BA) | (77) Brown Christopher Ryan (BS) | (116) Connelly Lisa Annemarie (M.S.) |
| (39) Baltezare Darin (BSED) | (78) Brown Elizabeth Ione (BSED) | (117) Conwell Zachary Lee (BSA) |

*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 (phone: 777-3761).

(118) Cookman Matthew Lynch (M.A.)	(157) Dudley Emily Katelyn (BSN)	(196) Fusch Mathew Adam (BSCE)
(119) Cooper Ava (BGS)	(158) Dunmore Kathleena LaRee (M.S.)	(197) Gabriel Kevin (BBA)
(120) Corcoran Haley (BSN)	(159) Dunn Moire Caetlen (BSSW)	(198) Gacek Kathryn Louise (M.S.)
(121) Cornett Wesley (BSRTS)	(160) Dwyer Matthew (CERT)	(199) Gaither Angela Rice (M.S.)
(122) Cossette Cody (BSA)	(161) Dwyer Matthew (CERT)	(200) Gander Bailey Ann (BSED)
(123) Creager Krystal (M.S.W.)	(162) Dwyer Matthew (CERT)	(201) Garbarino Lauren (M.S.)
(124) Crippa John (BBA)	(163) Dwyer Matthew (CERT)	(202) Garnica Jose (BGS)
(125) Criswell Samantha Leigh (BA)	(164) Dyer Makailah (M.S.)	(203) Garrett Juan'L Justyne (BA)
(126) Crockett RaeEllen Jo (BS)	(165) Easthouse Bethany Anne (BS)	(204) Gasser Tyler Aaron (BSA)
(127) Curry Ethan James (BSA)	(166) Eccles Jessica Taylor (BA)	(205) Gasser Tyler Aaron (BA)
(128) Cuthbert Cameron Michael (BSN)	(167) Ekness Jamie (M.S.)	(206) Gatti Emilia Rose (M.S.)
(129) Cyert Chelsea Marie (BGS)	(168) Elias Neil Anthony (BSA)	(207) Gawande Rohini (M.P.A.)
(130) D'Auteuil Ryan Edward (BSATSC)	(169) English Matthew J. (BBA)	(208) Geiger Anna Veronica Marie (BS)
(131) Dabloul Ghassan Ahmed B (BSME)	(170) Epperson Misty Ida (BA)	(209) Germann Justin Todd (BSGEOOL)
(132) Dahl Ana Ivy (M.S.)	(171) Erdman Kristi L. (M.S.)	(210) Gessler Jacob (BS)
(133) Daigneault Kelly Meggin (M.S.)	(172) Estrella Alejandro (BSPTE)	(211) Gessler Jacob (BA)
(134) Danielson Christopher (BBA)	(173) Fare Patricia Hedges (M.S.)	(212) Gibbs Jonathan R (BA)
(135) Darr Shelby Ruth (BBA)	(174) Farzaneh Michael (M.S.)	(213) Gibbs Jonathan R (CERT)
(136) Datz Haily Monique (BS)	(175) Faust Erin Christine (BSMLS)	(214) Giese Mitchell (BACC)
(137) Davis Morgana Eileen (BA)	(176) Fendt Joseph Dominic (BSME)	(215) Giese Mitchell (BBA)
(138) Decker Danielle (BACC)	(177) Ferguson Trevor Vincent (BACC)	(216) Gilchrist Thomas Jon (BS)
(139) Defreitas Anthony (BA)	(178) Fettig Alyssa Faye (M.S.)	(217) Gillanders Baylee (M.S.)
(140) Degenstein Dakota (BS)	(179) Fiedler Cody Marshall (BSA)	(218) Ginther Grant (BBA)
(141) DeGray Eric (BSA)	(180) Finley Janice (BS)	(219) Githens jacob Allen (BSA)
(142) Delaney Jordan (BSA)	(181) Fisher Lisa Marie (M.S.W.)	(220) Glass Ashley (BA)
(143) DeShaw Austin Larry (BACC)	(182) Flaagan Samuel Adam (BBA)	(221) Glass Elizabeth Arron (BSN)
(144) Didonna Cataldo Gregorio (BSCHEMEG)	(183) Flynn Seth (BBA)	(222) Glatt Kelsey Taylor (BSCHEMEG)
(145) Diede Dylan (BBA)	(184) Forcelle Riley John (BSN)	(223) Glatt Miranda (M.B.A.)
(146) Diede Dylan (M.S.)	(185) Forschen Zachary Michael (BSCJS)	(224) Glidden Ethan Irving Eugene (BBA)
(147) Diede Paige Marie (BACC)	(186) Forward Kelsey Ann (M.S.)	(225) Goldwire Jonathan (M.S.W.)
(148) Digatono Michael Barrett (M.S.)	(187) Fox Danielle Marie (BS)	(226) Graalum Michael James (BSCHEMEG)
(149) Dolby Aaron Scott (BGS)	(188) Fox Kimberly (M.Ed.)	(227) Green Karen (BGS)
(150) Dooley Faith LaVoy (BSKIN)	(189) Fox Leshia (M.S.W.)	(228) Grenier Devon (BBA)
(151) Dorner Elizabeth Ann (BBA)	(190) Fraley Emily Elizabeth (BACC)	(229) Griffin Rhonda Yvette (M.S.)
(152) Dosch Evan (BBA)	(191) Francisco Macy Lynn (BBA)	(230) Groshek Dwight Dennis (BS)
(153) Dosch Evan (BA)	(192) Freitag Nicholas (BSSW)	(231) Grutzner Patrick Daniel (BACC)
(154) Doubek Cori Anne (M.S.)	(193) Friese Jennifer Marie (BA)	(232) Gulbin Sergey (M.S.)
(155) Dougherty Chris (M.B.A.)	(194) Fuglestad McKenzie (BGS)	(233) Gunderson Samuel Robert (BA)
(156) Drabing Hadyn (BA)	(195) Furey Kathryn Ellen Jin (BSCHEM)	(234) Gutknecht Madison Kay (BSRHS)

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(235) Haberlack Anna Mackenzie (BSED)	(274) Hicks Jason Michael (Ph.D.)	(313) Johnoff Samantha Rita (BSN)
(236) Haberlack Madison Jean Ann (BA)	(275) Hill Kaylene Nichole (M.S.)	(314) Johnsen Karoline Wiik (BBA)
(237) Haffner Tucker D (BBA)	(276) Hill Shane (BACC)	(315) Johnson Andre Christopher (BA)
(238) Hagan Aleska Randa (Ph.D.)	(277) Hill Shane (BBA)	(316) Johnson Aundrea Shae Otto (BSCN)
(239) Hagen Hannah Eliese (BSN)	(278) Hoff Rozalyn (M.S.)	(317) Johnson Falan Nicole (M.S.W.)
(240) Haider Md. Ali (Ph.D.)	(279) Hoffart Meg Kelly (BSED)	(318) Johnson Gail (Ph.D.)
(241) Halterman Hannah M (BSN)	(280) Holt Karly Rose (BSED)	(319) Johnson Grant Walter (BSA)
(242) Halvorson Alyssa Jane (M.Ed.)	(281) Holweger Taylor (BS)	(320) Johnson Hillary (M.S.W.)
(243) Hammer Kelsey (BACC)	(282) Hondl Atlanta R (BBA)	(321) Johnson Natalie Marie (BSKIN)
(244) Handberg Allison Jean (BSCJS)	(283) Honkola Scott Jacob (M.S.)	(322) Johnson Wyatt (BSPTE)
(245) Hanna Ellie (BSED)	(284) Hovet Cassandra Lyn (M.S.W.)	(323) Johnson-Roe Cory james (BSCE)
(246) Hansen Brittney (M.S.)	(285) Hovey-Horny Joshua Aaron (BBA)	(324) Jones Wendy Lynn (JD)
(247) Hansen Justin Timothy (BSA)	(286) Hovland Brent Allen (M.S.)	(325) Jongeward Shannon (M.S.)
(248) Hanson Jagar Lane (BSKIN)	(287) Hunskor Robert Caleb (BSN)	(326) Jordan Michael (BSRHS)
(249) Hanson Jakeb (BBA)	(288) Hunt Alex Thomas Fraser (BBA)	(327) Juelich Timothy (BSA)
(250) Hanson Jakeb (BACC)	(289) Hunter Amy N (M.S.W.)	(328) Julin Kayle Jayne (BSN)
(251) Hara Seia (BA)	(290) Hupp Casey (M.S.)	(329) Justema Laura Ann (BA)
(252) Harder Casey June (BSED)	(291) Hurd Susan (M.S.)	(330) Kalal Antonia E. (BA)
(253) Harrington Elizabeth Rose (BSN)	(292) Hutchings Thomas Nathanael (JD)	(331) Kaminski Kathryn (BA)
(254) Harrison Jo Ann (M.S.)	(293) Iverson Joseph (BA)	(332) Kao Satoko Takeda (Ph.D.)
(255) Hart Britni Marie (BSED)	(294) Jackson Martin (BSPHB)	(333) Kapler Ethan (BSME)
(256) Harycki Michael (BSCHEMEG)	(295) Jacob Benjamin George (BA)	(334) Karides Joseph George (BSA)
(257) Hathaway Sonja Natalie (Ph.D.)	(296) Jacobs Joshua (BS)	(335) Karie Robert (BS)
(258) Haus Samantha Grace (BSRHS)	(297) Jacobsen Kaitlyn Raeme (M.S.W.)	(336) Kasen Mary Abigail (BA)
(259) Hauschild Grace Kelli (M.S.)	(298) Jacobson Jessica Paige (BBA)	(337) Kast Tyler Allan (BSEE)
(260) Havlicek Amy Ruth (M.A.)	(299) Jaeche Heather Nicole (BS)	(338) Kaster Tori (BSKIN)
(261) Haynes Winter Hope (JD)	(300) Jaeche Heather Nicole (BA)	(339) Kawaguchi Saki (BSA)
(262) Hays Rebecca L (BSRHS)	(301) Jambulapati Sreeram (M.S.)	(340) Kawaguchi Saki (BBA)
(263) Hedstrom Andrea Joy (BBA)	(302) Jansen Joshua (BSA)	(341) Keeville Samantha (M.S.)
(264) Heiden Eric (M.S.)	(303) Jarvis Meaghan Nicole (BA)	(342) Kelsch Tori (BSED)
(265) Heisler Madison Ariel (BSN)	(304) Jasperson Jacob (BSCHEMEG)	(343) Kennedy Nickolas A. (BSA)
(266) Hensrud Janessa (BA)	(305) Jasurda Eli (BBA)	(344) Khalif Mohamed (BS)
(267) Herian Corey (BS)	(306) Jeannotte Angelique Marie (BSCJS)	(345) Kiedrowski Danielle Lu (M.S.)
(268) Herman Matthew (BFA)	(307) Jelleberg Sam (M.S.)	(346) Kienholz Megan Elizabeth (BSED)
(269) Hernandez Amanda (M.S.)	(308) Jensen Erika Anne (BSN)	(347) Kim Sang Wan (JD)
(270) Heron Christopher (BSCE)	(309) Jensen Mary Lynn (BACC)	(348) King Katie (M.S.)
(271) Hettich Macy Lorraine (M.Ed.)	(310) Jensen Mary Lynn (BBA)	(349) Kirubi Moses Kibuna (BSA)
(272) Heubel Meghan Emily (M.S.)	(311) Job Christine Lynn (Ed.D.)	(350) Kisselman Dylan Ray (BSME)
(273) Hewitt Andrea N (M.E.M.)	(312) Joel Ashley Lynn (BBA)	(351) Kissinger Christina Trinidad (JD)

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(352) Kissinger Christina Trinidad (CERT)	(391) Lange Nathan Scott (BSCE)	(430) Madsen Christopher (BSKIN)
(353) Klatt Emily Eileen (BS)	(392) Langer Abby Marie (BSCJS)	(431) Madsen Nolan Tanner (BSA)
(354) Klein Michael Thomas (BSEE)	(393) Langlois Austin James (BSKIN)	(432) Madsen Paul Andrew (BSA)
(355) Klemp Jordan Mathew (BSA)	(394) LaPoint Brittany Lynn (M.S.)	(433) Madsen Wyatt Eiler (BACC)
(356) Klobuchar Tracey (M.S.W.)	(395) LaPree Eric Martin (BBA)	(434) Magana Joshua (BSA)
(357) Klug Earl (M.S.)	(396) Larson Jessica Jean (D.N.P.)	(435) Majeski Michael Anthony (BSA)
(358) Klug Michael James (BSMLS)	(397) Larson Joseph Daniel (BGS)	(436) Malingu Eugene Khane (BSPTE)
(359) Klundt Katie (BS)	(398) Larson Kaidra (BSKIN)	(437) Mallula Swetha (M.S.)
(360) Knudson Kelly Mae (M.S.W.)	(399) Larson Samantha (BA)	(438) Malone Daniel Forrest (BS)
(361) Knudsvig Adam (BSA)	(400) Laughlin Daniel Ryan (BACC)	(439) Manne Venkateswara (BBA)
(362) Kobberdahl Brandon (BSA)	(401) Lautt Christopher Mark (BSCJS)	(440) Marcellus Marc (BSME)
(363) Koch Christopher Allen (BBA)	(402) Lauzon Conner (BS)	(441) Maring Sydney Elisse (BS)
(364) Koch Rory John (BSPTE)	(403) Lazna Leticia (M.S.)	(442) Marshall Ryan (BSED)
(365) Koenig Jessica Katherine (BSN)	(404) Lazur Katrina (BSED)	(443) Martin Jeremy Phillip (BS)
(366) Koller Nickolas (BSME)	(405) Le Nguyen (BSCHEMEG)	(444) Martin Sheldon Antonio (BSA)
(367) Kolquist Tyler Derek (BBA)	(406) Leadbetter Alyssa Dawn (BS)	(445) Marx Shelby Marie (BSN)
(368) Komus Alastair Robert (M.S.)	(407) LeBlanc Steven (BSA)	(446) Masters Brandon Timothy (BSIT)
(369) Kopff Kristin (BSED)	(408) Lee Changwoo (BA)	(447) Mathieu CharLee Marie (BA)
(370) Koriko Hamzat Amoussa (Ph.D.)	(409) Lee Melissa Joy (M.S.W.)	(448) Mattes Grace Nicole (BS)
(371) Korringa Brendan Siewerd (BSA)	(410) Leighton Kristen N (M.A.)	(449) Mattson Margaret Elizabeth (BSED)
(372) Korte Jordan M. (BSCJS)	(411) Lein Breelynn (M.S.W.)	(450) McClary Toby (M.S.W.)
(373) Kotwal Ashish Pramod (Ph.D.)	(412) Leker Lindsey (Ph.D.)	(451) McClintock Alexander Dwight (BSKIN)
(374) Kragerud Annalise (BSN)	(413) Lemaster Maxine Marie (M.S.)	(452) McCloat Sean Peter (M.S.)
(375) Kramer Angelica E. (BSED)	(414) Lentz Courtney Kay (BSN)	(453) McGlynn Mariah (BSN)
(376) Kramer Cari (M.Ed.)	(415) Lenz Dustin Joseph (BSA)	(454) Mckay Eric (BA)
(377) Kranz isaiah Gene (BACC)	(416) Lewis Landon Jon (BSA)	(455) McLean Jenny (M.S.)
(378) Kreft Jasmine LouAnn (BSCHEMEG)	(417) Liddle Karlee D (BSRHS)	(456) McNally Patrick William (M.A.)
(379) Krell Sequoia Ann (BSED)	(418) Liljenquist Brittany Ann (BSN)	(457) Meacham Kristen Douglas (M.S.)
(380) Krohn Sam Richard (BSFWB)	(419) Lind James Matthew (BBA)	(458) Meader Steven Kenneth Gene (BACC)
(381) Kruse Katie (M.S.)	(420) Lindberg Andrew (BACC)	(459) Mehr Nicole Elizabeth (BACC)
(382) Kubisiak Alexandra (BSSW)	(421) Lindsay Nnenna (Ph.D.)	(460) Melin Paige Brooke (BSN)
(383) Kuennen Emily (BBA)	(422) Lipelt Gabrielle (BSN)	(461) Mendez Hord Esteban Israel (M.A.)
(384) Kukowski Jonathan (Ph.D.)	(423) Logan Tommy L (BA)	(462) Merchant Gabriel Nyangbe (BSPTE)
(385) Ladner Baylee Christian (BSA)	(424) Longtime Sleeping Curtis James (BA)	(463) Meyer Jordan Lee (BSCJS)
(386) Laing Christopher Pahl (M.S.)	(425) Lopez Atalia (BSN)	(464) Meyer Josef Charles (BSA)
(387) Laird Kelsey E. (M.S.)	(426) Lunak Savannah (BSED)	(465) Michaud Nikki (BSED)
(388) Lakemper Mary Elizabeth (M.S.)	(427) Lynch Tanner McCall (BSA)	(466) Miller Nikki Irene (BGS)
(389) Landwehr Kristen Elaine (BSA)	(428) Lynn Sydney (M.S.)	(467) Mitchell Sean Patrick (BBA)
(390) Lane AnnMarie (BBA)	(429) Macagnone Andrew Anthony (BBA)	(468) Moen Mackenzie Lee (M.S.W.)

*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 (phone: 777-3761).

(469) Moffett Katherine Anne (BS)	(508) Nowak Anna (M.S.)	(547) Peroutka Gina (BBA)
(470) Mogaka Gabriel Mokaya (BSPTE)	(509) Nowinski Matthew (M.S.)	(548) Perry Andrew (BA)
(471) Monette Katey (BSN)	(510) Nyquist Morgan Anthony (M.A.)	(549) Peters Katelyn Beth (BSED)
(472) Monteith Halle O'Brien (BA)	(511) O'Connell Christopher Patrick (BSA)	(550) Peterson Derek (BBA)
(473) Moore Nicholas Andrew (BBA)	(512) O'Halloran Alexis Rae (BS)	(551) Petron Zachary (BBA)
(474) Moree Brittany C (BSA)	(513) O'Keefe Maggie Reh Marie (BSN)	(552) Pham My Ngoc (M.S.)
(475) Morin Maycie Lorae (BSN)	(514) O'Neill Cassandra (M.S.W.)	(553) Phelps Alexander (BBA)
(476) Morris April (M.S.W.)	(515) Oakden Jenna (BA)	(554) Phillips Ryan James (BSA)
(477) Mortenson Michael James (BBA)	(516) Oberbroeckling Curtis (BSA)	(555) Pichetti Mallory Paige (BSN)
(478) Mortrud Shannon (Ph.D.)	(517) Oberbroeckling Curtis (BBA)	(556) Pinjan Aniket Nandkumar (M.S.)
(479) Moser Kasady K (BSSW)	(518) Odberg Austin John (BACC)	(557) Pithey Kimberly Paige (M.A.)
(480) Mugi Charles Munene (Ph.D.)	(519) Oeltjenbruns Anna (BS)	(558) Plante Nicole (BSN)
(481) Mulenga Lucky Nteke (Ph.D.)	(520) Oeltjenbruns Anna (BSCJS)	(559) Plante Tristan Christopher (BSME)
(482) Munia Tamanna Tabassum Khan (M.S.)	(521) Okamoto Kei (BGS)	(560) Podoll Aaron William (BSCSCI)
(483) Munsterman Morgan Gail (BSN)	(522) Olownia Dominik (BBA)	(561) Pohto Zach (BBA)
(484) Myles Daniel Joseph (BSA)	(523) Olson Christopher James (BA)	(562) Porter Ryan John (BBA)
(485) Naeve Lauren Kathryn (BSRHS)	(524) Olson Hanna (BA)	(563) Postiglione Aristotle Valentino (BSME)
(486) Nakamoto Reo (BSA)	(525) Olson Joshua D. (BSA)	(564) Prock Emily Elaine (BSED)
(487) Narveson Corey Clifford (BSA)	(526) Olson Kirsten Rae (BSA)	(565) Prozinski Blake (BSA)
(488) Neault Guillaume (M.S.)	(527) Olson Morgan Lee (BSN)	(566) Puetz Natasha (BA)
(489) Neigum Brandon J (BSPTE)	(528) Omotunde Adeyinka Ayobambo (BA)	(567) Puetz Natasha (CERT)
(490) Nelson Brandon (BA)	(529) Oneal Timothy Patrick (M.S.)	(568) Pulido Emily (BA)
(491) Nelson Brian (BBA)	(530) Onwumelu Chioma Judith (M.S.)	(569) Pupkes Taylor Grace (BBA)
(492) Nevermann Oscar (BSKIN)	(531) Ortiz Shayna (M.P.A.)	(570) Puttkammer Jenna Rae (BS)
(493) New Cherie Lynn (Ph.D.)	(532) Ortmann Daniel Matthias (BBA)	(571) Quenum Zangbede Fredice odette (Ph.D.)
(494) Nguyen Linh (CERT)	(533) Ostrander Spencer P (BBA)	(572) Quintero Bryan Andrew (BSA)
(495) Nguyen Linh (CERT)	(534) Papas Michael (BSED)	(573) Radel Paul C (M.S.W.)
(496) Nicholson Cassidy Ann (BA)	(535) Parise Jordan (BGS)	(574) Radi Tyler Daniel (M.S.)
(497) Nickell Ryan Keith (BSA)	(536) Parisien Quinn Noelle (BSN)	(575) Radwan Mohamed Zein (Ph.D.)
(498) Nickell Ryan Keith (BBA)	(537) Parisien Taylor Evan (BSCJS)	(576) Rainey Christian T. (BSA)
(499) Nicosia Tim (BSA)	(538) Parr Kaitlin Jean (BSED)	(577) Rands-Howard Erica L. (M.A.)
(500) Niebolte Brady John (BSME)	(539) Parrello Elena (BSME)	(578) Ratzak Abrianna (BS)
(501) Niedzielska Malgorzata Anastazja (M.S.)	(540) Patnode Jack Thomas (BBA)	(579) Reagen Max William (BSME)
(502) Nimtze Daniel Arthur Poll (BBA)	(541) Paul Jared (BA)	(580) Rector Caeleigh Jane (BBA)
(503) Nordeen Brenna (BBA)	(542) Pavola Morgan Louise (BA)	(581) Reineke Brittany Lynn (BSN)
(504) Norton Kayla (M.S.W.)	(543) Pecharich Brooke (M.S.)	(582) Rew Brittany Jane (BSCHEMEG)
(505) Novak Austin M. (BSIT)	(544) Pekarske Tyler Baker (BSA)	(583) Reyes Cole Trevor (BGS)
(506) Novak Sandra Marie (BSRHS)	(545) Pekarske Tyler Baker (BBA)	(584) Rice Morgan Rae (BBA)
(507) Novey Travis Lake (BSA)	(546) Peltier Elliot Quinn (Ph.D.)	(585) Richter Alexis Ann (BS)

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(586) Rieth Christopher John (BSGDT)	(625) Schoenborn Ashley M. (BA)	(664) St Germaine Sydney Ann (BSN)
(587) Ritz Abigail Joyce Farnsworth (BBA)	(626) Scholtz Emily (BSN)	(665) Starnes Allison (BFA)
(588) Roberts Brittany (BSCJS)	(627) Schomer Ashley (M.Ed.)	(666) Starnes Allison (BA)
(589) Roemmich Derek John (M.Ed.)	(628) Schuler Heather (BFA)	(667) Stayman Elizabeth (BBA)
(590) Rogers Brian Arthur (BA)	(629) Schultz Brett (BACC)	(668) Steinberg Jennifer Weathersbee (Ph.D.)
(591) Roggenkamp Jordyn Anne (BA)	(630) Schultze Hannah Roxanne (BA)	(669) Steiner Brendin M (BSN)
(592) Roley Meghann Marie (BSKIN)	(631) Schwartz Dana Schoen (BBA)	(670) Steinhoff Kraig (Spec. Dipl.)
(593) Rook Andrew William (M.S.)	(632) Seamands Mataya Macee (BS)	(671) Stout Stephen Edward (BSPTE)
(594) Rooney Daniel Timothy (BSKIN)	(633) Seames Karl (BS)	(672) Strick Danny (BSA)
(595) Roscoe Samantha Issabelle (BA)	(634) Senglaub Collin Edward (BSA)	(673) Stutz Anne Marie (BSCHEMEG)
(596) Ross Warren August (M.O.T.)	(635) Serhienko Sierra Paige (BACC)	(674) Styer Amanda Marie (CERT)
(597) Rudnik Jordan (BA)	(636) Serrano Alex (M.S.)	(675) Styf Thomas Arend (BSCE)
(598) Running Troy (BSA)	(637) Shaide Jonathan George (BSA)	(676) Subedi Subodh Chandra (M.S.)
(599) Russell Steven Jon (BS)	(638) Shaw Clare (BA)	(677) Sullivan Lauren Elizabeth (BM)
(600) Rust Caleb Conner (BA)	(639) Shelton David Joseph (M.A.)	(678) Sundell Emily Grace (M.S.)
(601) Rzonca Egan Patrick (BSA)	(640) Shern Jenna (BSCJS)	(679) Taintor Brian James (BSEE)
(602) Sabol Matthew (M.S.)	(641) Shirek Erin Kathleen (BSED)	(680) Tegg Taylor Marie (BSSW)
(603) Sack Elijah (BS)	(642) Shoghli Bahareh (Ph.D.)	(681) Tepp Matthew James (BA)
(604) Sagvold Kelsey (BA)	(643) Shore Breanna Joan (BSATSC)	(682) Thielen Samuel (BSA)
(605) Sallen Nicholas Nathan (BS)	(644) Shroyer Mariah Elaine (BBA)	(683) Thompson Taylor (BBA)
(606) Sand Kenna Jo (BS)	(645) Simmons Kylie (BBA)	(684) Thompson Zachary T. (BA)
(607) Sandbulte Nicholas Gregory (BBA)	(646) Simon James Daniel (BSKIN)	(685) Thorlakson Katie (BBA)
(608) Saner Kyle H (BSCJS)	(647) Simonson Andrew Melvin (BGS)	(686) Thornberg Sarah (JD)
(609) Saye Nathanael Richard (BBA)	(648) Simpson Judy J (M.S.W.)	(687) Thorne Cheyenne (BSN)
(610) Scalise Blake (BSME)	(649) Sivanich Andrea Lyn (Ph.D.)	(688) Tollefson Kaitlin (BS)
(611) Schaan Brandy (BSSW)	(650) Skoien Branden (BSRHS)	(689) Treuer Mia Mae (BS)
(612) Schafer Megan Jean (BBA)	(651) Skura Sandra Elisabeth (BA)	(690) Trulson Sarah (M.S.)
(613) Schell Kasidy Elaine (M.S.W.)	(652) Smith Russell Ethan (M.B.A.)	(691) Ukestad Nicholas (M.S.A.E.)
(614) Schenk AmandaRae (M.S.)	(653) Smith Sierra Nicole (BSRHS)	(692) Updike Michelle Christine (CERT)
(615) Schettler Sashay Shyann (BA)	(654) Snider Sarah Jean (M.Ed.)	(693) Uthke Josie Vanessa Angela (M.A.)
(616) Schiavone Jordan Taylor (BSA)	(655) Snyder Jacob Quinn (BA)	(694) Valois Danielle D (BSN)
(617) Schiltz Jonathan P. (BS)	(656) Snyder Kenzie Lee (BSED)	(695) Van Bedaf Wilhelmina Maria (BSN)
(618) Schindler Jacob (BBA)	(657) Sokoll Sally Ann (BFA)	(696) Van Den Einde Abby (BSN)
(619) Schleif Alexander (BBA)	(658) Solanki Ravi Harendra (BSEE)	(697) Van Ornum Alaynee Janai (BM)
(620) Schlueter Austyn Michael (BSA)	(659) Sonnek Alexandra Renee (BA)	(698) Vander Meulen Michael (BSA)
(621) Schmidt Rebecca Lee (M.S.)	(660) Spivey Kaitlin Elise (BSKIN)	(699) Vanderzanden Karen Elizabeth (M.A.)
(622) Schmitt Chad Robert (M.S.)	(661) Spores Austin David (BSA)	(700) VanGrinsven Charly Candas (M.S.W.)
(623) Schnabel Dylan (BA)	(662) Springan Haleigh Jo (BSN)	(701) Vannelli Brandon (BSME)
(624) Schoenborn Ashley M. (BSCJS)	(663) Spurgeon Erica Renée (BA)	(702) Vaught Madison (BSCJS)

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(703) Velazquez Sarah Marie (M.S.W.)	(721) Weigler Chelsey Ann (BSN)	(738) Wilson Tyler Jeffrey (BBA)
(704) Verma Ajay Kumar (Ph.D.)	(722) Weng Bin (BACC)	(739) Winters Katie Marie (BA)
(705) Vetter Paige Ann (BACC)	(723) Werle Andrew Benjamin (BSA)	(740) Wisherd Carl Bradley (BSA)
(706) Vig Matthew (BSA)	(724) Wesley Lawrence Ulysses Mose Eugene (BA)	(741) Witzel Jeffrey (BSA)
(707) Vivier Jake Dalton (BSPA)	(725) Westerberg Vada Sanner (BSED)	(742) Wolfe Nicole (BSCJS)
(708) Voce Suzanne (BS)	(726) Whalen Luke David (BBA)	(743) Wood Lindsey Haney (M.S.)
(709) Voeller Kayla Nicole (BSED)	(727) Wherland Reid Evan (BBA)	(744) Woolery Blake James (BBA)
(710) Vollbrecht Brandy Belan (BSSW)	(728) White Matthew Robert (BSRHS)	(745) Wuitschick Anna (M.S.)
(711) Voss Susan Elizabeth (BA)	(729) Whitehorn Alexis (M.Ed.)	(746) Wunschel Timi Michelle (M.S.)
(712) Vruno Neil Johnathan (BSFWB)	(730) Whitted Lauren Ashley (M.P.H.)	(747) Xiong yeting (BBA)
(713) Wageman Andrew Edward (BSA)	(731) Wiemken Jordyn (BA)	(748) Yang Pedey (BBA)
(714) Wageman Andrew Edward (BBA)	(732) Wiemken Logan (BSKIN)	(749) Young Dylan (M.S.)
(715) Wahlquist Olivia T (BS)	(733) Wiens Karissa Ann (BS)	(750) Young Lindsey Rae (M.A.)
(716) Wakem Madeline (BSED)	(734) Will Sydney Faye (BSED)	(751) Zendejas Vanessa (M.S.)
(717) Watkins Ellie Nicole (BBA)	(735) Williams Samantha (M.S.)	(752) Zheng Wen (M.S.)
(718) Watson Nicholas Amon (BSA)	(736) Wilson Cassandra Amara (BBA)	(753) Ziacik Collin (BBA)
(719) Wegner Mackenzie Lou (BA)	(737) Wilson Tayler Renee (BSN)	(754) Zitzer Grace (M.S.W.)
(720) Wegner Mackenzie Lou (BSCJS)		

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Recommendations of the Essential Studies Committee to the University Senate Executive Committee regarding Essential Studies Curricular Processes

13 November 2017

Summary and Background

Discussions related to the ES Committee's recent actions to revise the ES Program requirements in diversity/intercultural knowledge & skills have suggested the possible need to establish for the future a more formalized process for reporting ES Committee actions to the University Senate. Among other things, the ES Committee is the body which reviews and approves courses for inclusion in the ES curriculum, reviews assessment results and other information related to ES Program effectiveness, and formulates program revisions – as needed – based on assessment results and other information.

The functions of the ES Committee are clearly distinct from those performed by the University Curriculum Committee, but in the sense that they have a direct effect on the undergraduate curriculum, may call for the creation of a process by which certain clearly specified ES Committee actions are reported on a regular basis to the University Senate as part of a standing item on the University Senate's monthly agenda. This would create an alignment in the process followed by other undergraduate curricular changes, thereby ensuring that changes to the undergraduate curriculum of any nature are officially and regularly reported to the University Senate.

There are five primary mechanisms by which ES Committee actions may affect the undergraduate curriculum:

1. **Course Validation:** The process whereby a non-ES course is reviewed for inclusion within the ES Program.
2. **Course Revalidation:** A once-every-four-year process whereby each ES course is reviewed for continued inclusion within the ES Program.
3. **ES Program Assessment and Loop Closing:** Through the ES Assessment Week process, as well as through review of other sources of data, the ES Committee interprets information related to the ES Program's effectiveness, making program revisions if necessary.
4. **Honors Program Relationship to the ES Program:** Approval of the Major in Honors as a satisfactory alternative to the standard ES Program requirements.
5. **General Education Articulation Agreements:** At the request of departments, colleges, or the university generally, agreements which are intended to allow a waiver of some or all of an incoming student's general education requirements.

These activities are consistent with the ES Committee's charge and have historically not been included in any formal reporting process to the University Senate beyond that which comes within the committee's annual report. The present report to the University Senate Executive Committee is being submitted to request the establishment of a process whereby some or all of the above types of actions will in the future be a regular agenda item of the University Senate.

ES Committee Recommendation to the University Senate Executive Committee Regarding Changes to the ES Program’s Diversity/Intercultural Knowledge & Skills Requirement

To facilitate the successful transition to the revised diversity/intercultural knowledge & skills requirement of the ES Program, the ES Committee moves forward in receiving and reviewing course validations so as to be ready for an effective date for the new requirement for all students who start Fall 2019 or later. See accompanying “Changes to the ES Requirement Related to Diversity/ Intercultural Knowledge & Skills” supporting document.

ES Committee Recommendations to the University Senate Executive Committee Regarding the ES Curriculum Process

To facilitate effective communication with the University Senate Executive Committee and the University Senate, the ES Committee recommends the following:

1. To establish a regular reporting and approval process for ES Committee actions, the University Senate Executive Committee henceforth (starting with the December 2017 or January/February 2018 University Senate meetings) include a standing item on the University Senate calendar which reports to the University Senate the following types of ES Committee actions:
 - Course validations
 - Course revalidations
 - ES Program revisions
 - Actions which involve alternative means for satisfying ES Program requirements, including through completion of a degree in the Honors Program or via articulation agreements with other institutions
2. To formalize a regular reporting and approval process for ES Committee actions, the University Senate Executive Committee direct the Faculty Handbook Committee to work in conjunction with the ES Committee to revise Section 3.9.4 (Criteria for General Education Courses) to:
 - Reflect an updated conception of UND’s general education program – Essential Studies; and
 - Codify the process described in Item 1 above.
3. To more fully establish a line of communication between the ES Committee and the University Curriculum Committee (UCC), the two bodies regularly report a summary of committee activities to the other and seek feedback on issues of mutual concern.

Changes to the ES Requirement Related to Diversity/Intercultural Knowledge & Skills

13 November 2017

Nature of the Changes

- Retains current ES Program’s two-course requirement
- Changes criteria for the two course categories, as well as the category names:
 - Current: U.S. Diversity & Global Diversity
 - New: The Diversity of Human Experience & Analyzing Worldview
- Detailed background on the nature of the changes: ES Newsletter Story, May 15, 2017: <http://blogs.und.edu/essentialstudies/2017/05/changes-coming-to-essential-studies-diversity-requirements/>

The Diversity of Human Experience	Analyzing Worldview
Focus: The course materials, assignments, topics of discussion, and/or learning activities demonstrate that the course is helping students better understand the diversity of the human experience and is committed to encouraging a consideration of the multiplicity of differing worldviews.	Focus: The course materials, assignments, topics of discussion, and/or learning activities demonstrate that the class examines the real-world consequences of differing worldviews by giving students tools to analyze social inequities.
Threshold Concepts: The course materials, assignments, topics of discussion, and/or learning activities demonstrate that the course is teaching these threshold concepts: 1) the existence of cultural differences and the complexity of social identities, and 2) that worldviews are constructed through our identities and cultures.	Threshold Concepts: The course materials, assignments, topics of discussion, and/or learning activities demonstrate that the course is teaching these threshold concepts: 1) privilege and oppression are part of larger social institutions and systems; and 2) Ideologies represent the values and interests of a particular group and they are the fundamental means through which systems of privilege and oppression are organized.
Encouraging Student Reflexivity: Course assignments and/or activities demonstrate that students have had defined opportunities to reflect on their own identities, cultures, and worldviews; and to reflexively consider their worldviews as the product of their identities and cultures.	Encouraging Student Reflexivity: Course assignments and/or activities demonstrate that students have had defined opportunities to practice metacognition—and to understand themselves as existing within ideology and systems of oppression and privilege.
The Focus, Threshold Concepts, and assignments/activities that Encourage Student Reflexivity must constitute at least 1/3 of the course’s focus and graded assignments.	Transferable academic skills for productively engaging with difference are an explicit and primary component of the course: The Focus, Threshold Concepts, and assignments/activities that Encourage Student Reflexivity must constitute at least 1/2 of the course’s focus and graded assignments.
May not carry any other Special Emphasis designation	May not carry any other Special Emphasis designation
	Must be at the 200 level or higher

Why a Change Is Needed

- Recent assessment results:
 - Direct Assessment Results: <http://und.edu/academics/essential-studies/assessment.cfm> Only 15% of UND students score as “accomplished” in this particular learning goal category; results available for the other learning goal categories of the program are at least twice as high.
 - Indirect Assessment Results: <http://und.edu/research/institutional-research/surveys/2015-nsse.cfm> UND students – at both the first year and senior levels – score significantly lower than students at comparative institutions in the category of “discussions with diverse others.” In fact, this is the one area of the report in which UND seniors score at the lowest level in comparison to students at comparative institutions.
- Formation of and recommendations from the Diversity Advisory Council explicitly called for attention to the diversity/intercultural knowledge & skills component to the ES Program
 - Charge: <http://und.edu/provost/diversity/diversityinclusion.cfm> (note Item 1 in the charge)

- Recommendations: <http://und.edu/provost/diversity/files/docs/dac-recommendations-16.pdf> (note page 3, bullet point 5)
- Informal feedback from October 2016 campus forum (approximately 50 in attendance) indicated support for the nature of the changes
 - Forum Slide Deck: <http://blogs.und.edu/essentialstudies/wp-content/uploads/sites/72/2016/11/October-18-All-Campus-Diversity-Session.pdf> (this contains a summary of assessment and other information mentioned in links above)
- Supports Goals #1 and #5 of the One UND Strategic Plan.

Campus Communication & Outreach

- Two open forums – Fall 2015 and Fall 2016
- Five meetings with ES faculty
- Five U Letter stories
- Three U Senate meetings
- Four ES Newsletter stories
- Direct emails: ES faculty, U/G department chairs, administration
- ES Committee minutes and agendas – available on the ES website

Background Sources

AAC&U. "Intercultural Knowledge and Competence VALUE Rubric."

<https://www.aacu.org/sites/default/files/files/VALUE/InterculturalKnowledge.pdf>

Bennett, Milton J. *Basic Concepts of Intercultural Communication: Paradigms, Principles, and Practices*. 2nd Ed. Boston: Intercultural Press, 2013.

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Cousin, Glynis. "An Introduction to Threshold Concepts." *Planet* 17 (December 2006): 4-5.

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Deardorff, Darla K. "Assessing Intercultural Competence." *New Directions for Institutional Research* 149 (Spring 2011): 65-79.

Launius, Christie and Holly Hassel. *Threshold Concepts in Women's and Gender Studies: Ways of Seeing, Thinking, and Knowing*. New York: Routledge, 2015.