

THE OHIO STATE UNIVERSITY  
OFFICIAL PROCEEDINGS OF THE  
ONE THOUSAND FIVE HUNDRED AND TWENTY-THIRD  
MEETING OF THE BOARD OF TRUSTEES

Columbus, Ohio, February 20-22, 2024

The Board of Trustees and its committees met at Longaberger Alumni House in Columbus, Ohio, and virtually over Zoom on February 20-22, 2024, pursuant to adjournment.

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Minutes of the last meetings were approved.

### FULL-BOARD EXECUTIVE SESSION

Board Chair Hiroyuki Fujita called the meeting of the Board of Trustees to order on Tuesday, February 20, 2024, at 8:56 a.m.

Members Present: Hiroyuki Fujita, Alan A. Stockmeister, John W. Zeiger, Gary R. Heminger, Elizabeth P. Kessler, Jeff M.S. Kaplan, Elizabeth A. Harsh, Reginald A. Wilkinson, Tomislav B. Mitevski, Pierre Bigby, Juan Jose Perez, Bradley R. Kastan, George A. Skestos, Taylor A. Schwein and Joshua H.B. Kerner.

Members Present via Zoom: Michael F. Kiggin

Members Absent: Lewis Von Thaeer

Dr. Fujita:

Will the Secretary please advise when a quorum is present?

Ms. Eveland:

A quorum is present.

Dr. Fujita:

Thank you. At this time, I would like to convene this meeting of the Board of Trustees and move that the Board recess into executive session to consult with legal counsel regarding pending or imminent litigation; to consider business-sensitive trade secrets required to be kept confidential by federal and state statutes; and to discuss personnel matters involving the appointment, employment and compensation of public officials, which are required to be kept confidential under Ohio law.

Upon the motion of Dr. Fujita, seconded by Dr. Wilkinson, the Board of Trustees adopted the foregoing motion by unanimous roll-call vote, cast by trustees: Dr. Fujita, Mr. Stockmeister, Mr. Zeiger, Mr. Heminger, Ms. Kessler, Mr. Kaplan, Mrs. Harsh, Dr. Wilkinson, Mr. Kiggin, Mr. Mitevski, Mr. Bigby, Mr. Perez, Mr. Kastan, Mr. Skestos, Ms. Schwein and Mr. Kerner.

The meeting entered executive session at 8:58 a.m. and adjourned at 11:26 a.m.

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### WEXNER MEDICAL CENTER BOARD MEETING

Board Secretary Jessica Eveland called the meeting of the Wexner Medical Center Board to order on Tuesday, February 20, 2024, at 12:58 p.m.

Members Present: Leslie H. Wexner, Alan A. Stockmeister, John W. Zeiger, Gary R. Heminger, Tomislav B. Mitevski, Juan Jose Perez, Taylor A. Schwein, Robert H. Schottenstein, Cindy Hilsheimer, Amy Chronis, Hiroyuki Fujita (ex officio), Walter E. Carter, Jr. (ex officio), Karla Zadnik (ex officio), Michael Papadakis (ex officio) and John J. Warner (ex officio).

Members Present via Zoom:

Stephen D. Steinour

Members Absent: N/A

It was moved by Mr. Stockmeister, and seconded by Mr. Schottenstein that the Wexner Medical Center Board recess into executive session to discuss the sale or disposition of property; to consider business-sensitive trade secrets and quality matters required to be kept confidential by federal and state statutes; to consult with legal counsel regarding pending or imminent litigation; and to discuss personnel matters involving the appointment, employment and compensation of public officials, which are required to be kept confidential under Ohio law.

A roll-call vote was taken, and the board voted to go into executive session with the following members present and voting: Mr. Wexner, Mr. Stockmeister, Mr. Zeiger, Mr. Heminger, Mr. Mitevski, Mr. Perez, Ms. Schwein, Mr. Steinour, Mr. Schottenstein, Ms. Hilsheimer, Ms. Chronis, Dr. Fujita, President Carter, Dr. Zadnik, Mr. Papadakis and Dr. Warner.

The Wexner Medical Center Board entered into executive session at 1:56 p.m. The meeting adjourned at 4:40 p.m.

(See Appendix LII for Summary of Actions Taken, page 1422)

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**TALENT, COMPENSATION & GOVERNANCE COMMITTEE**

Committee Chair John Zeiger called the meeting of the Talent, Compensation & Governance Committee of the Board of Trustees to order on Wednesday, February 21, 2024, at 7:59 a.m.

Members Present: John W. Zeiger, Elizabeth P. Kessler, Alan A. Stockmeister, Gary R. Heminger, Lewis Von Thaeer, Jeff M.S. Kaplan, Tomislav B. Mitevski and Hiroyuki Fujita (ex officio).

Members Present via Zoom: N/A

It was moved by Mr. Zeiger and seconded by Mr. Kaplan that the committee recess into executive session to discuss business-sensitive trade secrets required to be kept confidential by federal and state statutes; to discuss personnel matters regarding the appointment, employment and compensation of public employees; and to consult with legal counsel regarding pending or imminent litigation.

A roll-call vote was taken, and the committee voted to move into executive session with the following members present and voting: Mr. Zeiger, Ms. Kessler, Mr. Stockmeister, Mr. Heminger, Mr. Von Thaeer, Mr. Kaplan, Mr. Mitevski and Dr. Fujita.

The committee entered executive session at 8:01 a.m. and reconvened in public session at 10:35 a.m. The committee adjourned at 10:42 a.m.

(See Appendix LIII for Summary of Actions Taken, page 1452)

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### **LEGAL, AUDIT, RISK & COMPLIANCE COMMITTEE MEETING**

Committee Chair Elizabeth Kessler called the meeting of the Legal, Audit, Risk & Compliance Committee of the Board of Trustees to order on Wednesday, February 21, 2024, at 11:57 a.m.

Members Present: Elizabeth P. Kessler, Alan A. Stockmeister, Jeff M.S. Kaplan, Elizabeth A. Harsh, Juan Jose Perez, Bradley R. Kastan, Joshua H.B. Kerner, Amy Chronis and Hiroyuki Fujita (ex officio)

Members Present via Zoom: Michael F. Kiggin

Members Absent: N/A

It was moved by Ms. Kessler, and seconded by Mr. Kaplan that the committee recess into executive session to consult with legal counsel regarding pending or imminent litigation; to consider business-sensitive trade secrets required to be kept confidential by federal and state statutes; to discuss personnel matters regarding the appointment, employment and compensation of public employees.

A roll-call vote was taken, and the committee voted to move into executive session with the following members present and voting: Ms. Kessler, Mr. Kiggin, Mr. Stockmeister, Mr. Kaplan, Mrs. Harsh, Mr. Perez, Mr. Kastan, Mr. Kerner, Ms. Chronis and Dr. Fujita.

The committee entered executive session at 12:40 p.m. The meeting adjourned at 2:05 p.m.

(See Appendix LIV for Summary of Actions Taken, page 1456)

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### **ACADEMIC AFFAIRS & STUDENT LIFE COMMITTEE MEETING**

Committee Chair Jeff Kaplan called the meeting of the Academic Affairs & Student Life Committee of the Board of Trustees to order on Wednesday, February 21, 2024, at 2:26 p.m.

Members Present: Jeff M.S. Kaplan, Elizabeth A. Harsh, Ms. Elizabeth P. Kessler, Reginald A. Wilkinson, Pierre Bigby, Bradley R. Kastan, Joshua H.B. Kerner, Susan E. Cole and Hiroyuki Fujita (ex officio).

Members Present via Zoom: Michael F. Kiggin

Members Absent: N/A

It was moved by Mr. Kaplan, and seconded by Mr. Bigby that the committee recess into executive session to discuss business-sensitive trade secrets required to be kept confidential by federal and state statutes; to consult with legal counsel regarding pending or imminent litigation; and to discuss personnel matters involving the appointment, employment and compensation of public officials, which are required to be kept confidential under Ohio law.

A roll-call vote was taken, and the committee voted to go into executive session with the following members present and voting: Mr. Kaplan, Mrs. Harsh, Ms. Kessler, Dr. Wilkinson, Mr. Kiggin, Mr. Bigby, Mr. Kastan, Mr. Kerner, Dr. Cole and Dr. Fujita.

The committee entered executive session at 3:52 p.m. The meeting adjourned at 4:36 p.m.

(See Appendix LV for Summary of Actions Taken, page 1515)

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### **MASTER PLANNING & FACILITIES COMMITTEE MEETING**

Committee Vice Chair Alan Stockmeister called the meeting of the Master Planning & Facilities Committee of the Board of Trustees to order on Thursday, February 22, 2024, at 8:00 a.m.

Members Present: Alan A. Stockmeister, Reginald A. Wilkinson, Elizabeth A. Harsh, Pierre Bigby, George A. Skestos, Joshua H.B. Kerner, James D. Klingbeil, Robert H. Schottenstein and Hiroyuki Fujita (ex officio).

Members Present via Zoom: N/A

Members Absent: N/A

It was moved by Mr. Stockmeister and seconded by Mr. Skestos, that the committee recess into executive session to discuss the purchase of property, to consider business-sensitive trade secrets required to be kept confidential by federal and state statutes, and to consult with legal counsel regarding pending or imminent litigation.

A roll-call vote was taken, and the committee voted to go into executive session with the following members present and voting: Mr. Stockmeister, Dr. Wilkinson, Mrs. Harsh, Mr. Bigby, Mr. Skestos, Mr. Kerner, Mr. Klingbeil, Mr. Schottenstein and Dr. Fujita.

The committee entered executive session at 8:34 a.m. The committee adjourned at 9:48 a.m.

(See Appendix LVI for Summary of Actions Taken, page 1553)

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### **FINANCE & INVESTMENT COMMITTEE MEETING**

Committee Chair Tomislav Mitevski called the meeting of the Finance & Investment Committee of the Board of Trustees to order on Thursday, February 22, 2024, at 9:59 a.m.

Members Present: Tomislav B. Mitevski, James D. Klingbeil, John W. Zeiger, Gary R. Heminger, Lewis Von Thaer, Pierre Bigby, George A. Skestos, Taylor A. Schwein, Amy Chronis, Kent M. Stahl and Hiroyuki Fujita (ex officio).

Members Present via Zoom: N/A

Members Absent: N/A

Micheal F. Kiggin

It was moved by Mr. Mitevski and seconded by Mr. Von Thaer, that the committee recess into executive session to discuss to consider business-sensitive trade secrets required to be kept confidential by federal and state statutes, and to consult with legal counsel regarding pending or imminent litigation.

A roll-call vote was taken, and the committee voted to go into executive session with the following members present and voting: Mr. Mitevski, Mr. Klingbeil, Mr. Zeiger, Mr. Heminger, Mr. Von Thaer, Mr. Bigby, Mr. Skestos, Ms. Schwein, Ms. Chronis, Mr. Stahl and Dr. Fujita.

The committee entered executive session at 10:22 a.m. The committee adjourned at 12:00 p.m.

(See Appendix LVII for Summary of Actions Taken, page 1583)

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### **RESEARCH, INNOVATION & STRATEGIC PARTNERSHIPS COMMITTEE MEETING**

Committee Chair Lewis Von Thaer called the meeting of the Research, Innovation & Strategic Partnerships Committee of the Board of Trustees to order on Thursday, February 22, 2024, at 12:57 p.m.

Members Present: Lewis Von Thaer, Reginald A. Wilkinson, Juan Jose Perez, Bradley R. Kastan, George A. Skestos, Taylor A. Schwein, Phillip Popovich and Hiroyuki Fujita (ex officio).

Members Present via Zoom: N/A

Members Absent: N/A

It was moved by Mr. Von Thaer and seconded by Mr. Perez, that the committee recess into executive session to consider business-sensitive trade secrets required to be kept confidential by federal and state statutes, and to consult with legal counsel regarding pending or imminent litigation.

A roll-call vote was taken, and the committee voted to go into executive session with the following members present and voting: Mr. Von Thaer, Dr. Wilkinson, Mr. Perez, Mr. Kastan, Mr. Skestos, Ms. Schwein, Dr. Popovich and Dr. Fujita.

The committee entered executive session at 1:25 p.m. The meeting adjourned at 2:25 p.m.

(See Appendix LVIII for Summary of Actions Taken, page 1706)

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### FULL-BOARD PUBLIC SESSION

Board Chairman Hiroyuki Fujita reconvened The Ohio State University Board of Trustees on Thursday, February 22, 2024, at 2:57 p.m.

Members Present: Hiroyuki Fujita, Alan A. Stockmeister, John W. Zeiger, Gary R. Heminger, Elizabeth P. Kessler, Lewis Von Thaeer, Jeff M.S. Kaplan, Elizabeth A. Harsh, Reginald A. Wilkinson, Tomislav B. Mitevski, Pierre Bigby, Juan Jose Perez, Bradley R. Kastan, George A. Skestos, Taylor A. Schwein and Joshua H.B. Kerner.

Members Present via Zoom: Michael F. Kiggin

Members Absent: N/A

Dr. Fujita:

Good afternoon, everyone. Thank you for joining us. At this time, I would like to go ahead and reconvene this meeting of the Board of Trustees. Will the Secretary please note the attendance?

Ms. Eveland:

A quorum is present.

Dr. Fujita:

Thank you. Reminder to everyone that this meeting is being recorded and livestreamed for the public by WOSU. So that we are able to conduct the business of this meeting in an orderly fashion, I would ask that any sound on cell phones and other devices be turned off, and I would ask that all members of the audience observe rules of decorum proper to conducting the business at hand.

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### APPROVAL OF MINUTES

Dr. Fujita:

Our first order of business is the approval of our November meeting minutes, which were distributed to all trustees. If there are no additions or corrections, the minutes will stand approved as distributed. (*Minutes were approved.*)

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## PRESIDENT'S REPORT

Dr. Fujita:

Thank you. It is now my honor to welcome President Ted Carter to his first public session of the Board of Trustees.

As you all know, we welcomed President Carter to the university on January 1. And it has been wonderful to see his introduction to our community.

I have had the pleasure of joining President Carter at several engagements, and I have been impressed by the energy he brings to this work, his commitment to Ohio State's mission of service and his dedication to learning and leading at the same time.

President Carter — The trustees and I are excited to work with you and excited for the future of Ohio State. I will now turn to you for your report.

Mr. Carter:

Thank you Chair Fujita and good afternoon, everyone, six months ago today — August 22 of 2023 — I sat with you and stood with you in this very room as you announced my appointment as your 17th president of The Ohio State University. It's a day I'll never forget, and it's amazing to be here, exactly six months to the day, for my first meeting with you. As I join you now, as Chair Fujita said — 53 days into the job — I am proud to say that I'm more excited and humbled than ever to be a Buckeye.

Lynda and I have been moved deeply by the warm welcome we've received. Our campuses, greater Columbus and the state of Ohio already feel like home. The more we experience of Ohio State, the more we're convinced that this is where we're supposed to be.

As I told this board on 22 August 2023, I was drawn to Ohio State because its commitment to service parallels my own — because it operates at the highest levels of academics, research and scholarship, patient care, the arts, athletics and so much more. This university has a unique potential to bring people together and to solve complex challenges.

The Wolfe family is an amazing example of this that we witnessed this week. On Monday, I had the honor of joining Dr. John Warner, our governor, Mike Dewine; and many of you to announce a \$50 million gift from the Wolfes to support the Wexner Medical Center's new hospital tower. We're grateful to Mrs. Ann Wolfe and her entire family for this remarkable investment and for all they continue to do for Ohio State.

During my first eight weeks, I've been working to wrap my arms around this place and get a sense of those we serve. I've been listening and learning, and I remain committed to earning the trust of the Ohio State community.

To do that, I've been engaging with many constituents and stakeholders. I've met with leadership of our students, faculty and staff; our college deans; and the University

Senate. I've engaged with community partners, industry and elected leaders. And I've met some of the people who make the campus run so seamlessly — from the crew in Dining Services to the team in the Buck ID office during my first day on campus.

Along the way, I'm beginning to get a sense of what it's really like to be a Buckeye. I feel the passion people have here for this university.

I'm cheering on our student-athletes. I've been at a lot of sporting events already. My very first one was to be able to drop the puck for our men's hockey team against Notre Dame. And they beat Notre Dame that night, so they keep inviting me back.

I had a chance to sing "Carmen Ohio" with many of our students last month at the Ohio Union. It was an experience I'll never forget. I'm learning what it's really like to be a part of the Ohio State community and building relationships with people in every corner of it. I'm also making sure we have the right team in place to take this community, and the impact we have, to the next level.

To that end, I know you'll join me in welcoming Ross Bjork to Buckeye Nation as our next senior vice president and athletics director. I've said it many times before: There's no replacing Gene Smith. Throughout the search, the goal was to find someone who will build on his amazing legacy, support student-athletes and keep our amazing momentum going. Ross is the right person to do just that.

In another important area of the university, I was pleased to name Katie Hall as the senior vice president for talent, culture, and human resources. Katie's been an outstanding partner to the Ohio State community for 24 years, and she's led our HR operation on an interim basis since last spring. I'm excited to work with both her and Ross to make this remarkable university even greater in the future. And I'm thankful to you, the Board, as we bring them aboard.

The search for Ohio State's next provost also remains a significant area of focus. This is important for the university. And I want to say thank you, right up front, to Dr. Karla Zadnik, who's been acting as our interim and doing an amazing job in that important leadership role as this process unfolds.

Earlier this month, I was pleased to meet with the Intel CEO, Pat Gelsinger, out in Santa Clara, California, to reaffirm Ohio State's partnership with the company. Their investment here in Ohio is a huge opportunity, and we are committed to their success — and the success of the semiconductor industry — right here in our state.

In January, we hosted Governor Mike DeWine on campus to announce the new State of Ohio Adversity and Resilience Study (SOAR). Backed by \$20 million in state funding, this effort aims to better understand and address the root causes of addiction and mental illness. It's a statewide study that's going to be based right here at the Wexner Medical Center.

I want to say thank you to Trustee Brad Kastan and medical center board member Bobby Schottenstein for joining us on that special announcement. I also want to point out that that SOAR Study is the first of its kind in any state in the entire United States.

We're also grateful to the State of Ohio for \$2.5 million in funding to expand mental health support for our students. This university is already doing great work in this space, and I'm thrilled that we're going to be able to do more of it with the support of Governor DeWine and the Ohio General Assembly.

Also in January, Trustee Elizabeth Harsh, Dean Cathann Kress and I helped break ground on the Multispecies Animal Learning Center, located at Waterman Labs. This new facility will be a hub for industry and workforce development — providing hands-on training to prepare our students for careers in animal agriculture. That event was a milestone in terms of what we're going to be able to do for this industry. But it was also remarkable to see who came to campus to be a part of that day: elected leaders, the entire agriculture community, our faculty and students. They came because they're committed to the work we do together — and because they believe in the impact this university has in every corner of the state.

And just as I knew in Nebraska, agriculture is a top and important industry here in the state of Ohio, and I got to see all the leaders of the different aspects of the ag community at this very event. I also got to be reminded that we have representation in all 88 counties here in the great state of Ohio. It's our commitment to the entire state.

To sustain that impact, and to expand it, there are two fundamental things we have to get right on our campuses — and I've talked about this since the day I got here: We have to have a safe environment. We have to have an environment that welcomes all people to do their best work.

In terms of safety, I've been impressed to learn what we have been doing. And maybe we haven't talked enough about that: investments in lighting and surveillance, uniformed and non-uniformed personnel, and new transportation options. I visited our command center at Blankenship Hall just recently and had the chance to see how we monitor things in real time.

In addition to the significant focus on physical safety, the university meets continually with students — to hear their perspectives and concerns and connect them with support. We want our campuses to be places where everybody is welcome, feels like they belong, and where everyone's voices can be heard. Free speech is an important part of that — but so is safety, civility, respect, and compassion. College campuses should be places where students, faculty and staff can engage in learning from one another and consider many different perspectives. And there are times when we may not all agree. Across the nation, some of our disagreements have turned volatile. For the most part, things at Ohio State have not reached the level they have on some other campuses. That says a lot about our students, our faculty and staff. But there are still members of our community who feel vulnerable — particularly as it relates to the war in the Middle East. And I heard that from our students. And I reminded our staff as we continue to work on this problem: We can work very hard on the safety; we understand what it means to be a secure campus. But it is very difficult to tell faculty, staff and, particularly, our students how to feel.

Moving forward from here does not require us to change one another's positions. But it does require us to center our dialogue on what we have in common — to keep

compassion and respect at the forefront. If we do that, we can have real discourse. We can openly exchange perspectives. And we can learn something from each other — even if we don't see eye to eye. This is challenging work, but I am convinced we can do it at Ohio State. That's because no matter how great our differences seem, there is one thing that we do all have in common: We are all Buckeyes. It's the one thing that brings us together. We have all chosen to be part of this large and complex community. That identity is powerful enough and valuable enough for us to build on, and I look forward to doing that more in the future. This is work that we're continuing to do. Dr. Melissa Shivers has done an amazing job bringing our students together and helping them understand how to work with each other, how to have meaningful dialogue — and that work will continue.

As I've said before, this is a unique moment in the world, our country and in the higher education landscape. In addition to the tone of our discourse, colleges and universities are being questioned by people across the spectrum. But I believe that Ohio State is one of the few institutions that can change that narrative, and I'm excited to do that with this university community.

We have some of the best students in the country. In fact, Ohio State was named a top producer of Fulbright scholars just last week. That's the fifth year in a row. Our faculty are world-class educators and researchers. We're celebrating a new record in terms of research expenditures: almost \$1.45 billion just this last fiscal year. And our staff are talented and dedicated to the mission of this institution. Throughout its history, this university has changed the lives of our students, our patients and people throughout the state and across our country. It's work we're going to keep on doing and doing more of.

The bottom line here is simple: Ohio State is one of the best public universities there is — not just in the United States, but across the world. And there's not a doubt in my mind that it's going to continue to rise.

I am grateful for your support and partnership in these early months, and for the opportunity to be a part of this amazing university. It's one of the greatest honors of my career, and I'm really proud to be here with you.

So, I will say thank you, for now, as we continue the dialogue. And, as always, Go Bucks!

(See Appendix LIX for background information, page 1730)

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#### **CHAIRMAN'S REMARKS**

Dr. Fujita:

Thank you, President Carter.

Before we move to the Consent Agenda, I would like to pause to discuss two of the hand-carry resolutions that will soon be brought forward. These resolutions express

the appreciation of this Board — and all of Ohio State — for some very special members of our community.

As President Carter mentioned in his report, the Wolfe Foundation and foundation Chair Ann Islay Wolfe recently committed \$50 million to support the Wexner Medical Center's hospital tower project.

This incredible gift is the latest expression of the Wolfe family's generosity. And it continues a commitment to Ohio State that has lasted for generations.

Cancer research, veterinary medicine, athletics, the student experience, scholarship and health care at Ohio State would not be what they are without their support.

These gifts are made in honor of the late John F. Wolfe, and we are forever grateful for his service to Ohio State.

We are equally grateful to his wife, Ann, for her leadership and partnership — and to their entire family for carrying on their legacy of service.

We are fortunate to have their support as the university continues its work uplifting the people of Ohio and communities across the globe.

We are also pleased to recognize Dr. Pierre Agostini — an emeritus professor in our Department of Physics and recipient of the 2023 Nobel Prize.

Dr. Agostini has led a truly distinguished career. After spending many years as a researcher at the French Alternative Energies and Atomic Energy Commission research site in Saclay in France, he joined the faculty of Ohio State in 2005. And even after his retirement in 2018, he has pushed science, and our society, forward through his groundbreaking scientific achievements.

The Nobel Prize committee recognized research he conducted with colleagues in Germany and Sweden to capture the movement of electrons — bodies that move as fast as 2,000 miles per second.

The tools that Dr. Agostini helped to create have nearly limitless potential to benefit humanity — such as more efficient electronics, improved medical diagnostics and more.

Perhaps most importantly, he is well known as a humble colleague, a passionate mentor and a good man.

We are grateful that Dr. Agostini could join the Research, Innovation, and Strategic Partnerships Committee by Zoom earlier today, and we will now show a short video commemorating Dr. Agostini and his work.

[VIDEO]

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## CONSENT AGENDA

Dr. Fujita:

We are honored now to recognize Dr. Pierre Agostini for his singular contributions to science, his colleagues and students, and our university. Including these two items we have 30 resolutions on the consent agenda for the Board's consideration and approval which includes the three hand-carried resolutions that were brought forward this week and placed on the consent agenda: 1. Personnel Actions. 2. Naming of John F. Wolfe Lobby, and 3. Naming of Wolfe Foundation Crossroads. These documents are available through our media relations team for the public upon request.

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## RESOLUTIONS IN MEMORIAM

Resolution No. 2024-74

### JOSEPH (JOE) COCHRAN

Synopsis: The Board of Trustees of The Ohio State University expresses its sorrow regarding the October 22, 2023, death of Joseph (Joe) Cochran, former Operations Manager and Interim Director of Secrest Arboretum and Knox County Extension Agent.

Joe tirelessly served The Ohio State University, College of Food, Agricultural, and Environmental Sciences (CFAES) until he retired in 2019. He and his colleagues were heavily invested in Secrest Arboretum on the CFAES Wooster Campus. He was instrumental in rebuilding and restoring Secrest after the 2010 tornado. Joe also led efforts in planning, design and development of the Secrest Welcome and Education Center.

During his time at Secrest, Joe initiated several new programs, including the Secrest Academy of Landscape Sciences and Arts, or SALSA, an interactive course for horticulture professionals and avid gardeners. He also worked with Akron Public Schools' Project Rise to welcome children and families experiencing homelessness to Secrest Arboretum for an annual day of outdoor learning and leisure.

Joe's smile was infectious, and his generosity was boundless. Thanks to his contagious love of plants and horticulture, he was an inspiration to countless arboretum visitors and educational program attendees. He relished his role as a mentor to young people and budding professionals. As a leader, he took pride in fostering a lively and inclusive work environment and always was encouraging and kind to employees and visitors. Joe supported Secrest Arboretum and its visitors well beyond his retirement. Joe's dedication to Secrest Arboretum, CFAES Wooster Campus and The Ohio State University strengthened our connections with communities and partners.

On behalf of the university community, the Board of Trustees expresses to the family of Joseph Cochran its deepest sympathy for their loss. It is directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to his family as an expression of the board's heartfelt sympathy and appreciation.

### **DAVID MUNN**

Synopsis: The Board of Trustees of The Ohio State University expresses its sorrow regarding the November 19, 2023, death of David Alan Munn. David was an emeritus faculty member in the Agricultural Technical Institute (ATI) where he served as an associate professor of soils, agronomy, and environmental sciences.

During his 34 years at ATI, he loved teaching and counselling students, many of whom came to him long after his retirement and thanked him for the rich learning opportunities he provided.

After serving in the U.S. Army during Vietnam, he earned three degrees at Ohio State, including his Ph.D. in Agronomy in 1974. In 1976, he joined the faculty at ATI as an assistant professor. He retired in 2003 as an associate professor.

Colleagues recall David as an excellent example of servant leadership and a great citizen of the institute. He was kind, generous, thoughtful, and desired the best for all. He loved being outdoors and sparked that value in his students. He also was known for his sense of humor even during difficult times.

On behalf of the university community, the Board of Trustees expresses to the family of David Munn its deepest sympathy for their loss. It is directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to his family as an expression of the board's heartfelt sympathy and appreciation.

### **JOHN C. RICE**

Synopsis: The Board of Trustees of The Ohio State University expresses its sorrow regarding the September 25, 2023, death of John C. Rice, Assistant Professor Emeritus with The Ohio State University in the College of Food, Agricultural, and Environmental Sciences.

Mr. Rice started working with Ohio State University Extension in Muskingum County in 1965 as a county 4-H agent. In January 1968, he transitioned to serve as the Muskingum County agriculture agent. In February 1974, Mr. Rice transferred to Meigs County and served as the county agent focusing on agriculture as well as community and natural resource development. He also served as county chairman in Meigs County.

Mr. Rice was recognized as assistant professor emeritus upon his retirement on March 1, 1992.

Mr. Rice was the 1972 recipient of the Ohio Cooperative Extension Agents Association Scholarship, which enabled him to attend a National Extension Summer School at the time. In 2016, he received the Cooperator of the Year award from Meigs County Soil and Water Conservation Board.

During his career, Mr. Rice worked with numerous 4-H members, families, and farmers. Among his noted achievements were teaching farmers how to use Ohio Commercial Account Records, conducting income tax workshops, holding safety meetings with vocational agriculture teachers, and planning many vegetable schools to educate the public.

Before his work with OSU Extension, Mr. Rice worked as a teacher and bus driver for Frazeyburg High School for several years. He also served in the United States Army from 1957 to 1958.

Mr. Rice enjoyed serving others and was very active in his community. He was a member of many organizations such as the Middleport-Pomeroy Rotary Club, the Eastern Local School Board where he served as president for several years, the Soil and Water Conservation Board, and the Masonic Lodge. Mr. Rice was a lifelong farmer, raising cattle and sheep for many years. He was also an avid Ohio State football fan.

Mr. Rice earned a bachelor's degree in animal science in 1957, and a master's degree in agricultural education in 1973, both from The Ohio State University. During his time as an Ohio State student, Mr. Rice was a member of the general livestock judging team, worked in the meat lab, and worked with cattle and horses.

On behalf of the university community, the Ohio State Board of Trustees expresses to the family of John C. Rice, its deepest sympathy and sense of understanding of their loss. It is directed that this resolution be inscribed upon the minutes of the Board of Trustees, and that a copy be tendered to his family as an expression of the board's heartfelt sympathy and appreciation.

#### **KEIKO KOMIYA SAMIMY**

Synopsis: The Board of Trustees of The Ohio State University expresses its sympathy regarding the November 25, 2023, death of Faculty Emerita Keiko Komiya Samimy, professor of teaching English to speakers of other languages (TESOL) in the Department of Teaching and Learning, College of Education and Human Ecology. She was 71.

Professor Samimy had a long and distinguished career in the field of foreign and second language teaching and learning. She joined the College of Education in 1988. As a native of Japan, she spoke fluent Japanese and had working knowledge of Italian, French and Spanish.

She was a prolific and influential scholar whose major work fell into two primary categories. Earlier in her career, she focused on the impact of "affective variables" (such as emotions) on the learning of foreign languages. This work led to an area where she is known as one of its pioneers: foreign language anxiety. Her publications in this domain in the 1990s shed important light on the nature and impact of the fear that can be associated with learning another language.

This body of work created a foundation from which many other scholars have drawn their inspiration and knowledge. For example, her 1996 co-authored article, "Foreign Language Anxiety and Language Performance: A Study of Learner Anxiety in Beginning, Intermediate, and Advanced-Level College Students of Japanese," was frequently cited. So was her 1999 co-authored "Revisiting the Colonial in the Postcolonial: Critical Praxis for Nonnative-English-Speaking Teachers in a TESOL Program" in *TESOL Quarterly* also was cited hundreds of times.

In the 2000s, Samimy's focus shifted to a second primary concentration: the experiences of nonnative English speaking (NNES) professionals. In fact, she was an early leader of a group of internationally based scholars, the Non-Native English Speaking Teachers

Caucus (NNEST), founded in 1997, which went on to establish this as a significant field of research and teaching.

At Ohio State, where Samimy taught until her retirement in June 2017, she created graduate-level courses on this topic that were among the first to be offered at any American university. They grew to be extremely popular and in great demand.

In terms of grants, in 2007, Samimy collaborated with colleagues to receive a five-year, \$1.5 million grant from the U.S. Department of Education, Office of English Language Acquisition, Language Enhancement and Academic Achievement for Limited English Proficient Students. The ESL – Content Teachers Collaborative trained content and English-as-a-second-language teachers in the knowledge base and skills to help them improve the academic achievement, literacy and English language development of what was then Ohio's more than 40,000 ESL students.

Samimy first served as co-director, then took over as director when her colleague left Ohio State. During the project, 23 different Ohio school districts took part. Professional development included workshops and graduate-level courses, including cutting-edge distance learning to reach teachers throughout the state.

It was also at Ohio State where Professor Samimy distinguished herself in another important way: as a skilled and beloved mentor to a very large number of graduate students, many of whom have gone on to their own noteworthy careers in the academic world. As a teacher and a scholar, as well as a valued colleague, Professor Samimy, in her always gentle and dignified manner, created a rich legacy of devotion and success that is a model to others.

On behalf of the entire university community, the Board of Trustees expresses to the friends and family of Professor Emerita Keiko Komiya Samimy its deepest sympathy and compassion for their loss. It is directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to her family as an expression of the board's heartfelt sympathy and appreciation.

### **STEVEN JAY SCHWARTZ**

Synopsis: The Board of Trustees of The Ohio State University expresses its sorrow regarding the November 25, 2023, death of Steven Jay Schwartz, Professor Emeritus of Food Science and Technology in the College of Food, Agricultural, and Environmental Sciences.

Dr. Schwartz held the Carl E. Haas Endowed Chair in Food Industries in the Department of Food Science and Technology at the Ohio State University from 1996 until his retirement in 2018. Before joining the faculty at Ohio State, he was a Professor of Food Science at the North Carolina State University from 1983 to 1996.

His research program involved innovative food science and nutrition discoveries that directly impacted human health. As the Haas Endowed Chair, he leveraged his research and relationships within The Ohio State University and beyond to adeptly forge important industry collaborations that would actively support the research and discovery work taking place within the department.

His leadership and his ability to collaborate across disciplines resulted in several initiatives. He served as a co-founder of the Food Innovation Center and director of the Nutrient and

Phytochemical Analytic Shared Resource of the OSU Comprehensive Cancer Center. In addition, he served as site director of the Center for Advanced Processing and Packaging Studies. He utilized this National Science Foundation IUCRC Founded Center to foster partnerships between industry and universities for the mutual benefit of both parties and the advancement of food processing and packaging research.

Dr. Schwartz also served as the director of the Center for Advanced Functional Foods Research and Entrepreneurship. He utilized this interdisciplinary center that is comprised of a diverse group of scientists, medical professionals, and policy experts to serve as a catalyst for research and development of novel functional foods and components that enhance health.

His final professional accomplishment was spearheading the OSU Discovery Themes Initiative entitled Personalized Food and Nutritional Metabolomics for Health, known as Foods for Health (FFH). Dr. Schwartz's work in food and nutritional metabolomics was the foundation behind this impactful discovery theme.

Dr. Schwartz brought prestige to Ohio State as an elected Fellow of the American Association for the Advancement of Science which recognizes meritorious efforts to advance science or its applications. He was an enthusiastic collaborator and committed mentor to a countless number of students, visiting scholars, and young faculty.

On behalf of the university community, the Board of Trustees expresses to the family of Professor Steven J. Schwartz its deepest sympathy and sense of understanding of their loss. It is directed that this resolution be inscribed upon the minutes of the Board of Trustees and that a copy be tendered to his family as an expression of the board's heartfelt sympathy and appreciation.

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#### **DISTINGUISHED SERVICE AWARDS**

Resolution No. 2024-75

Synopsis: Approval of Distinguished Service Awards to be presented in 2024 is proposed.

WHEREAS President's Cabinet reviewed and supported the recommendations of the Distinguished Service Awards Committee for Michael (BS '79) and Leslie (BS '79) Bumgarner; Natalia (Tally) Hart; Stephen Mehallis (BS '61), Stanley (BS '62) and Joan (Jodi) Ross; Virgil Strickler; and Lawrence Williamson, Jr to be recognized at commencement ceremonies in 2024; and

WHEREAS these awards are given in recognition of distinguished service to The Ohio State University and the awards are in accordance with action taken by the Board of Trustees in 1952:

NOW THEREFORE

BE IT RESOLVED, that Distinguished Service Awards be approved for awarding in 2024 as designated above.

(See Appendix LX for background information, page 1741)

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## RESOLUTION OF RECOGNITION FOR DR. PIERRE AGOSTINI

Resolution No. 2024-76

Synopsis: The Board of Trustees of The Ohio State University wishes to recognize and congratulate Dr. Pierre Agostini, professor emeritus of physics, for winning the 2023 Nobel Prize in Physics.

Born in Tunisia, Pierre Agostini received multiple degrees from Aix-Marseille University in Marseille, France, including his doctorate in physics. He worked as a researcher at the French Alternative Energies and Atomic Energy Commission (CEA) research site in Saclay before joining The Ohio State University in 2005 as a Professor of Physics. Upon his retirement in 2018, the Board of Trustees conferred him emeritus status in recognition of his distinguished academic career at the institution.

Agostini continues to engage in research activities and mentorship to this day. Working in collaboration with Hagenlocker Chair of Physics Louis DiMauro for over 30 years, the Agostini-DiMauro Atomic Physics Research Group studies ultra-fast and strong-field atomic physics, both theoretically and experimentally. Their research in particular uses ultra-fast laser pulses to study the movement of subatomic particles.

In October 2023, the Royal Swedish Academy of Sciences awarded Agostini (alongside Ferenc Krausz from the Max Planck Institute of Quantum Optics in Germany and Anne L'Huillier from Lund University in Sweden) with the 2023 Nobel Prize in Physics "for experimental methods that generate attosecond pulses of light for the study of electron dynamics in matter."

Because electrons can move at approximately 2,000 miles per second, it is exceedingly difficult to capture their movement. Agostini and his fellow Nobel laureates, however, pioneered the creation of light pulses lasting merely attoseconds (one quintillionth of a second) to track electron movement.

In recognizing this work, the Nobel Prize committee noted the limitless possibilities that this research can unlock, citing that Agostini and the other awardees "have given humanity new tools for exploring the world of electrons inside atoms and molecules." The committee further identified the broad potential that such research may have across a wide variety of different disciplines, including in engineering, where tracking the movement of electrons could allow for highly increased efficiency in the operations of electronics, and in medicine, where the use of attosecond pulses could have significant diagnostic applications.

Agostini's groundbreaking scientific achievements have meaningfully advanced both science and society more broadly. Even beyond these impressive advancements, though, Agostini is widely regarded as an exemplary colleague, a caring and humble man who cares deeply about science, education, and promoting and supporting others.

On behalf of the entire university community, the Board of Trustees congratulates Dr. Pierre Agostini, professor emeritus of physics, for winning the 2023 Nobel Prize in Physics, and expresses its deep admiration for his decades of innovative research and significant contributions to the university community. It is directed that this resolution shall be inscribed upon the minutes of the Board of Trustees, and a copy will be tendered to Agostini as an expression of the Board's heartfelt appreciation of his accomplishments both presently and throughout his career.

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**RESOLUTION OF APPRECIATION FOR  
THE ROBERT F. WOLFE AND EDGAR T. WOLFE FOUNDATION, ANN ISLAY  
WOLFE, CHAIR**

Resolution No. 2024-77

Synopsis: The Board of Trustees of The Ohio State University warmly expresses its gratitude to the Robert F. Wolfe and Edgar T. Wolfe Foundation and foundation chair Ann Islay Wolfe for their \$50 million philanthropic commitment to help fund The Ohio State University Wexner Medical Center's new hospital tower made in honor of the late John F. Wolfe.

At Ohio State, the Wolfe family's multigenerational philanthropic investments have supported countless priorities including cancer research, veterinary medicine, athletic facilities, scholarships, and eight endowed chairs and professorships. The Wolfe family has provided civic and philanthropic leadership for organizations across the community, including COSI, the Franklin Park Conservatory, the Scioto Mile and the Columbus Zoo and Aquarium. Ann Islay Wolfe, chair of the Wolfe Foundation, has devoted her time to championing health care including serving as the longtime chair of the Nationwide Children's Hospital Foundation Board.

This newest gift — one of the largest ever made to The Ohio State University Wexner Medical Center — was inspired by John F. Wolfe's altruistic philosophy and unwavering dedication to supporting the momentum of Ohio State's health care system.

John F. Wolfe's legendary generosity spanned many decades in which he donated his time and counsel by serving on various boards, steadfastly supporting the vision and growth of the university. That civic leadership grew from family tradition. Just like his father, cousin, and many other family members, including his wife Ann, John F. Wolfe understood the importance of advocacy in a community's development. He strongly believed in the unlimited potential of a nationally renowned academic medical center at Ohio State, and his legacy continues to shape the present and future of health care in Columbus, across the State of Ohio and beyond. This transformational gift exemplifies his passion for service and the Wolfe Foundation's ongoing dedication to the community.

The gift will greatly help Ohio State continue to meet and exceed the unique health care needs of the rapidly growing central Ohio region at the new inpatient tower. At 1.9 million square feet and 24 floors, the hospital is the single-largest facilities project undertaken at the university. It is designed for flexible and team-based care that prioritizes the patient and their family. The hospital's interdisciplinary focus will allow for collaborative teaching, research and clinical trials throughout the building. With up to 820 private rooms and 51 neonatal intensive care beds, it will add much-needed capacity to care for the rapidly growing central Ohio community.

In recognition of the impact of this gift, the new inpatient tower will have two named spaces: The John F. Wolfe Lobby, as well as the Wolfe Foundation Crossroads, which will serve as the primary physical connection point to The James.

Philanthropic commitments such as this gift from the Wolfe Foundation play a critical role in accelerating progress toward new treatments and teaching opportunities for the generations to come.

On behalf of the entire university community, the Board of Trustees expresses its deep gratitude to The Robert F. Wolfe and Edgar T. Wolfe Foundation and Ann Islay Wolfe for their continued support of Ohio State. It is directed that this resolution shall be inscribed upon the minutes of the Board of Trustees, and a copy will be tendered to the Foundation and Mrs. Wolfe as an expression of the Board's heartfelt appreciation.

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### **PERSONNEL ACTIONS**

Resolution No. 2024-78

BE IT RESOLVED, That the Board of Trustees hereby approves the personnel actions as recorded in the personnel budget records of the university since the November 15, 2023, meeting of the Board, including the following appointments and contract amendments:

#### New Hire

Name: Ross Bjork  
Title: Senior Vice President and The Wolfe Foundation Eugene Smith Endowed Athletics Director  
Unit: Office of the President  
Term: July 1, 2024

Name: Katie Hall  
Title: Senior Vice President, Talent, Culture and Human Resources  
Unit: Office of the President  
Term: February 5, 2024

#### Acting Appointment

Name: Camille Hebert  
Title: Acting Dean, Moritz College of Law  
Unit: Office of Academic Affairs  
Term: June 30, 2024

#### Interim Appointment

Name: Jake Diebler  
Title: Interim Head Coach, Men's Basketball  
Unit: Department of Athletics  
Term: February 14, 2024

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### **RATIFICATION OF COMMITTEE APPOINTMENTS FY2024-2025**

Resolution No. 2024-79

BE IT RESOLVED, That the Board of Trustees hereby approves that the ratification of committee appointments for Fiscal Year 2024-2025 are as follows:

**Academic Affairs & Student Life:**

Jeff M.S. Kaplan, Chair  
Elizabeth A. Harsh, Vice Chair  
Elizabeth P. Kessler  
Reginald A. Wilkinson  
Michael Kiggin  
Pierre Bigby  
Bradley R. Kastan  
Joshua H.B. Kerner  
Susan E. Cole (faculty member)  
Hiroyuki Fujita (ex officio)

**Finance & Investment:**

Tomislav B. Mitevski, Chair  
James D. Klingbeil, Vice Chair  
John W. Zeiger  
Gary R. Heminger  
Lewis Von Thaeer  
Michael Kiggin  
Pierre Bigby  
George A. Skestos  
Taylor A. Schwein  
Amy Chronis  
Kent M. Stahl  
Hiroyuki Fujita (ex officio)

**Legal, Audit, Risk & Compliance:**

Elizabeth P. Kessler, Chair  
Michael Kiggin, Vice Chair  
Alan A. Stockmeister  
Jeff M.S. Kaplan  
Elizabeth A. Harsh  
Juan Jose Perez  
Bradley R. Kastan  
Joshua H.B. Kerner  
Amy Chronis  
Hiroyuki Fujita (ex officio)

**Master Planning & Facilities:**

Alan A. Stockmeister, Chair  
Reginald A. Wilkinson, Vice Chair  
Elizabeth A. Harsh  
Pierre Bigby  
George A. Skestos  
Joshua H.B. Kerner

James D. Klingbeil  
Robert H. Schottenstein  
Hiroyuki Fujita (ex officio)

**Research, Innovation & Strategic Partnerships:**

Lewis Von Thaeer, Chair  
Reginald A. Wilkinson, Vice Chair  
Juan Jose Perez  
Bradley R. Kastan  
George A. Skestos  
Taylor A. Schwein  
Phillip Popovich (faculty member)  
Hiroyuki Fujita (ex officio)

**Talent, Compensation & Governance:**

John W. Zeiger, Chair  
Elizabeth P. Kessler, Vice Chair  
Alan A. Stockmeister  
Gary R. Heminger  
Lewis Von Thaeer  
Jeff M.S. Kaplan  
Tomislav B. Mitevski  
Hiroyuki Fujita (ex officio)

**Wexner Medical Center:**

Leslie H. Wexner, Chair  
Alan A. Stockmeister  
John W. Zeiger  
Gary R. Heminger  
Tomislav B. Mitevski  
Juan Jose Perez  
Taylor A. Schwein  
Stephen D. Steinour  
Robert H. Schottenstein  
Cindy Hilsheimer  
Amy Chronis  
Hiroyuki Fujita (ex officio, voting)

**WALTER E. CARTER JR (EX OFFICIO, VOTING)**

**KARLA ZADNIK EX OFFICIO, voting)**

Michael Papadakis (ex officio, voting)

John J. Warner (ex officio, voting)

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**AMENDMENT TO THE BYLAWS OF  
THE OHIO STATE UNIVERSITY BOARD OF TRUSTEES**

Resolution No. 2024-80

Synopsis: Approval of the attached amendment to the *Bylaws of The Ohio State University Board of Trustees*, is proposed.

WHEREAS pursuant to 3335-1-09 (C) of the Administrative Code, the rules and regulations for the university may be adopted, amended or repealed by a majority vote of the University Board of Trustees at any regular meeting of the board; and

WHEREAS a periodic review of the board's bylaws is a governance best practice; and

WHEREAS the last revisions to the *Bylaws of the Ohio State University Board of Trustees* took place on November 17, 2022:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves the attached amendment to the *Bylaws of the Ohio State University Board of Trustees*.

(See Appendix LXI for background information, page 1743)

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**AMENDMENT AND RESTATEMENT OF THE OHIO STATE UNIVERSITY  
ANNUITY PREMIUM BENEFIT LTD PLAN**

Resolution No. 2024-81

Synopsis: Approval of the amendment and restatement of The Ohio State University Annuity Premium Benefit LTD Plan ("Plan") is proposed.

WHEREAS, The Ohio State University (the "Employer") maintains The Ohio State University Annuity Premium Benefit LTD Plan (the "Plan"), a plan organized under Section 403(b) of the Internal Revenue Code (the "Code") providing long term disability benefits to certain Participants, which was established effective July 1, 2001, and closed to new Participants as of June 30, 2006; and

WHEREAS, pursuant to Section 9.02 of the Plan, the Employer has the authority to amend and restate the Plan from time to time; and

WHEREAS, the Employer desires to amend and restate the Plan to further document terms of the Plan's insurance booklet-certificate and maintain compliance with the Internal Revenue Code, and other applicable laws, regulations, and administrative authority.

NOW THEREFORE

BE IT RESOLVED, that the Board of Trustees hereby approves the amendment and restatement of the Plan, in substantially the form attached hereto, be, and hereby is, adopted effective as of January 1, 2009; and

BE IT FURTHER RESOLVED, that the senior vice president for business and finance and chief financial officer is hereby authorized to execute the amended and restated Plan and any other agreements, certificates, instruments, documents, or conveyances necessary to effectuate or carry out the purpose and intent of this resolution, as well as achieve a favorable determination from the Internal Revenue Service regarding qualification under Section 403(b) of the Code, as necessary.

(See Appendix LXII for background information, page 1744)

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**AMENDMENTS TO THE RULES OF THE UNIVERSITY FACULTY**

Resolution No. 2024-82

Synopsis: Approval of the following amendments to the *Rules of the University Faculty* is proposed.

WHEREAS the University Senate, pursuant to rule 3335-1-09 of the Administrative Code, is authorized to recommend through the President to the Board of Trustees the adoption of amendments to the *Rules of the University Faculty* as approved by the University Senate; and

WHEREAS Ohio State has had a longstanding practice of making reasonable academic accommodations for students' religious beliefs and practices in accordance with applicable law; and

WHEREAS in 2023, Ohio State updated its practice to align with enacted section 3345.024 of the Revised Code which requires each state institution of higher education to adopt a policy providing students with religious accommodations; and

WHEREAS the existence of state and federal laws and university policy governing attendance policies in classrooms is not clearly articulated in the current rule; and

WHEREAS proposed revision to rule 3335-9-21 provides clarity to areas of ambiguity; and

WHEREAS the proposed revision to rule 3335-9-21 of the *Rules of the University Faculty* was approved by the University Senate on November 30, 2023:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves the adoption of the attached amendments to the *Rules of the University Faculty* as recommended by the University Senate.

(See Appendix LXIII for background information, page 1848)

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## FACULTY PERSONNEL ACTIONS

Resolution No. 2024-83

BE IT RESOLVED, That the Board of Trustees hereby approves the faculty personnel actions as recorded in the personnel budget records of the university since the November 16, 2023, meeting of the board, including the following appointments, appointments/reappointments of chairpersons, faculty professional leaves and emeritus titles:

### Appointments

Name: FELIX CHANG\*  
Title: Professor (Robert J. Watkins/Procter & Gamble Professorship)  
College: Law  
Term: August 15, 2024, through August 14, 2028

Name: MARCELO DAPINO  
Title: Professor (Honda R&D Americas Designated Professorship)  
College: Michael E. Moritz College of Law  
Term: February 1, 2024, until Dean returns, or a new Dean is hired

Name: L. CAMILLE HÉBERT  
Title: Acting Dean  
College: Michael E. Moritz College of Law  
Term: February 1, 2024, until Dean returns, or a new Dean is hired

Name: JENNIFER JOHNSON  
Title: Professor (Henry L. Cox Endowed Professorship)  
College: Arts and Sciences  
Term: September 1, 2023, through August 31, 2028

Name: BLAISE KIMMEL  
Title: Assistant Professor (Umit S. Ozkan Professorship in Chemical and Biomolecular Engineering)  
College: Engineering  
Term: January 1, 2024, through December 31, 2027

Name: CHING-CHANG KO  
Title: Professor (Vig/Williams Endowed Chair in Orthodontics)  
College: Dentistry  
Term: January 27, 2020-January 26, 2025

Name: HEATHER PAYNE\*  
Title: Professor (Carter C. Kissell Professorship in Law)  
College: Law  
Term: August 15, 2024, through August 14, 2028

Name: D. BLAKE STRINGER  
Title: Professor (The NetJets Designated Chair of Aviation Modernization)  
College: Engineering  
Term: January 1, 2024, through December 31, 2027

Name: SUSAN TSAI\*  
Title: Professor (Dr. Arthur G. and Mildred C. James – Richard J. Solove Chair in Surgical Oncology)  
College: Medicine  
Term: January 1, 2024, through June 30, 2028

Name: JEFFREY WALLINE  
Title: Acting Dean  
College: Optometry  
Term: January 1, 2024, until Dr. Zadnik returns to the role

Name: GUO-LIANG WANG  
Title: Professor (Professorship in Plant Protection)  
College: Food, Agricultural, and Environmental Sciences  
Term: December 1, 2023, through June 30, 2028

Name: KARLA ZADNIK  
Title: Interim Executive Vice President and Provost  
Office: Office of Academic Affairs  
Term: January 1, 2024, until a new Provost is appointed

Reappointments

Name: JANET BOX-STEFFENSMEIER  
Title: Professor (Vernal G. Riffe Professorship in Government and Politics)  
College: Arts and Sciences  
Term: July 1, 2024, through June 30, 2029

Name: RUSSELL FAZIO  
Title: Professor (The Harold E. Burt Chair in Psychology)  
College: Arts and Sciences  
Term: August 15, 2023, through June 30, 2028

Name: MARIA IGNATIEVA  
Title: Professor (Martha W. Farmer Endowed Professorship in Theatre)  
College: Lima  
Term: July 1, 2023, through May 31, 2025

Name: JODY PATTERSON  
Title: Associate Professor (Roy Lichtenstein Foundation Endowed Chair of Art History)  
College: Arts and Sciences  
Term: July 1, 2024, through June 30, 2029

Name: CARMEN WINANT  
Title: Associate Professor (Roy Lichtenstein Chair of Studio Art)  
College: Arts and Sciences  
Term: August 16, 2023, through August 15, 2024

Name: KAY WOLF  
Title: Senior Vice Provost  
Office: Academic Affairs  
Term: February 1, 2024, through May 31, 2024

\*New Hire

(See Appendix LXIV for background information, page 1849)

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### HONORARY DEGREE

Resolution No. 2024-84

Synopsis: Approval of the honorary degree listed below is proposed.

WHEREAS the Committee on Honorary Degrees of the University Senate, pursuant to rule 3335-5-48.8 of the Administrative Code, has approved for recommendation to the Board of Trustees the awarding of the honorary degree as listed below:

Elizabeth Lwanga-King Doctor of Public Service, *honoris causa*

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves the awarding of the above honorary degree.

(See Appendix LXV for background information, page 1852)

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### DEGREES AND CERTIFICATES

Resolution No. 2024-85

Synopsis: Approval of Degrees and Certificates for spring term 2024 is proposed.

WHEREAS pursuant to paragraph (E) of rule 3335-1-06 of the Administrative Code, the Board has authority for the issuance of degrees and certificates; and

WHEREAS the faculties of the colleges and schools shall transmit, in accordance with rule 3335-9-29 of the Administrative Code, for approval by the Board of Trustees, the names of persons who have completed degree and certificate requirements:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves the degrees and certificates to be conferred on May 5, 2024, to those persons who have completed the requirements for their respective degrees and certificates and are recommended by the colleges and schools.

See Appendix LXXVI for background information, page 1901)

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**APPROVAL TO ENTER INTO/INCREASE PROFESSIONAL SERVICES AND  
ENTER INTO/INCREASE  
CONSTRUCTION CONTRACTS**

Resolution No. 2024-86

**APPROVAL TO ENTER INTO/INCREASE PROFESSIONAL SERVICES  
AND CONSTRUCTION CONTRACTS**

BIOMEDICAL AND MATERIALS ENGINEERING COMPLEX PHASE 2  
MARTHA MOREHOUSE FACILITY IMPROVEMENTS – SOAR MRI  
VMC - PET/CT SPACE RENOVATION  
WMC OUTPATIENT - POWELL  
WATERMAN - MULTI-SPECIES ANIMAL LEARNING CENTER (MALC)

**APPROVAL TO INCREASE CONSTRUCTION CONTRACTS  
DEPARTMENT OF ECONOMICS RELOCATION TO BRICKER HALL**

Synopsis: Authorization to enter into/increase professional services and construction contracts, as detailed in the attached materials, is proposed.

WHEREAS in accordance with the attached materials, the University desires to enter into/increase professional services contracts and enter into/increase construction contracts for the following projects; and

	Prof. Serv. Approval Requested	Construction Approval Requested	Total Requested	
Biomedical and Materials Engineering Complex Phase 2	\$0.3M	\$4.0M	\$4.3M	University debt, university funds, fundraising, state funds
Martha Morehouse Facility Improvements – SOAR MRI	\$0.9M	\$7.9M	\$8.8M	Auxiliary funds, university funds, grant funds
VMC – PET/CT Space Renovation	\$0.5M	\$4.0M	\$4.5M	Fundraising

WMC Outpatient - Powell	\$14.6M	\$150.4M	\$165.0M	Auxiliary funds
Waterman - Multi-Species Animal Learning Center (MALC)	\$1.0M	\$5.2M	\$6.2M	University debt, university funds, fundraising, state funds

WHEREAS in accordance with the attached materials, the University desires to increase construction contracts for the following project; and

	Construction Approval Requested	Total Requested	
Department of Economics Relocation to Bricker Hall	\$0.9M	\$0.9M	University funds

WHEREAS the Master Planning and Facilities Committee has reviewed the projects listed above for alignment with all applicable campus plans and guidelines; and

WHEREAS the Finance Committee has reviewed the projects listed above for alignment with the Capital Investment Plan and other applicable financial plans.

NOW THEREFORE

BE IT RESOLVED, that the Board of Trustees hereby approves that the fiscal year 2024 Capital Investment Plan be amended to include additional funding for the Biomedical and Materials Engineering Complex Phase 2, Martha Morehouse Facility Improvements – SOAR MRI, Wexner Medical Center Outpatient Care Powell and the Waterman Multi-Species Animal Learning Center projects; and

BE IT RESOLVED, that the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance be authorized to enter into/increase professional services and construction contracts for the projects listed above in accordance with established university and State of Ohio procedures, with all actions to be reported to the board at the appropriate time.

(See Appendix LXVI for background information, page 1857)

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**APPROVAL FOR DISPOSITION OF REAL PROPERTY**

Resolution No. 2024-87

26.70+/- ACRES AT 2575 WEST DUBLIN GRANVILLE ROAD,  
FRANKLIN COUNTY, COLUMBUS, OHIO

Synopsis: Authorization to sell real property located at 2575 West Dublin Granville Road, Franklin County, Columbus Ohio, is proposed.

WHEREAS The Ohio State University on behalf of The State of Ohio seeks to sell approximately 26.70 acres of unimproved real property located at 2575 West Dublin Granville Road, Columbus, Ohio, identified as a portion of Franklin County parcel number 610-159043 situated along and near West Dublin Granville Road and located north of the Don Scott Airport; and

WHEREAS the sale of this property supports the strategic investment and divestment of land assets in support of the university's current and future needs; and

WHEREAS the administration has identified this site as excess and no longer aligning with current and future planned needs:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the sale of the aforementioned property upon terms and conditions deemed to be in the best interest of the university and at a sale price at or above the appraised value.

(See Appendix LXVII for background information, page 1863)

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**APPROVAL FOR DISPOSITION OF REAL PROPERTY**

Resolution No. 2024-88

23.50+/- ACRES AT 3455 WEST DUBLIN GRANVILLE ROAD,  
FRANKLIN COUNTY, COLUMBUS, OHIO

Synopsis: Authorization to sell real property located at 3455 West Dublin-Granville Road, Franklin County, Columbus Ohio, is proposed.

WHEREAS The Ohio State University seeks to sell approximately 23.50 acres of unimproved real property located at 3455 West Dublin-Granville Road, Columbus, Ohio, identified as Franklin County parcel numbers 010-159028, 010-158972, 010-228184 and portions of 010-128886 and 010-158960. All parcels are situated along and near West Dublin Granville Road and located north of the Don Scott Airport; and

WHEREAS the sale of this property supports the strategic investment and divestment of land assets in support of the university's current and future needs; and

WHEREAS the administration has identified this site as excess and no longer aligning with current and future planned needs:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the sale of the aforementioned property upon terms and conditions deemed to be in the best interest of the university and at a sale price at or above the appraised value.

(See Appendix LXVIII for background information, page 1865)

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**APPROVAL FOR DISPOSITION OF REAL PROPERTY**

Resolution No. 2024-89

UNITS #101-126 AT RIVERWATCH TOWER – 364 WEST LANE AVENUE,  
FRANKLIN COUNTY, COLUMBUS, OHIO

Synopsis: Authorization to sell real property located at 364 West Lane Avenue, Franklin County, Columbus Ohio, is proposed.

WHEREAS The Ohio State University seeks to sell twenty-six (26) condominium office units totaling approximately 9,266 square feet located at 364 West Lane Avenue, Columbus, Ohio, identified as Franklin County parcel numbers: 010-207717-00, 010-207718-00, 010-207719-00, 010-207720-00, 010-207721-00, 010-207722-00, 010-207723-00, 010-207724-00, 010-207725-00, 010-207726-00, 010-207727-00, 010-207728-00, 010-207729-00, 010-207730-00, 010-207731-00, 010-207732-00, 010-207733-00, 010-207734-00, 010-207735-00, 010-207736-00, 010-207737-00, 010-207738-00, 010-207739-00, 010-207740-00, 010-207741-00, 010-207742-00. All parcels are located within the building commonly known as Riverwatch Tower and situated on West Lane Avenue; and

WHEREAS the sale of this property corresponds with the strategic investment and divestment of land assets in support of the university's current and future needs; and

WHEREAS the administration has identified this site as excess and no longer aligning with current and future planned needs:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the sale of the aforementioned property upon terms and conditions deemed to be in the best interest of the university and at a sale price at or above the appraised value.

(See Appendix LXIX for background information, page 1867)

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**APPROVAL FOR SALE OF REAL PROPERTY**

Resolution No. 2024-90

0.5+/- ACRES ALONG DOVER ROAD,  
FRANKLIN TOWNSHIP, WAYNE COUNTY, OHIO

Synopsis: Authorization to sell real property located along Dover Road, Franklin Township, Wayne County, Ohio, is proposed.

WHEREAS The Ohio State University seeks to sell approximately 0.5 acres of property along Dover Road, identified as being a portion of Wayne County parcel number 30-01372.000; and

WHEREAS the property has been deemed excess and sale of the property will not affect the College of Food, Agricultural, and Environmental Sciences operations.

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the sale of the aforementioned property upon terms and conditions deemed to be in the best interest of the university and at a sale price at or above the appraised value.

(See Appendix LXX for background information, page 1869)

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**APPROVAL FOR ACQUISITION OF REAL PROPERTY**

Resolution No. 2024-91

0.277+/- ACRES ON OAKWOOD ALLEY & FRANCISCAN WAY,  
COLUMBUS, FRANKLIN COUNTY, OHIO

Synopsis: Authorization to acquire property from the City of Columbus described as Oakwood Alley and Franciscan Way between Burt Street, Taylor Avenue, Long Street and Hawthorne Avenue, Columbus, Ohio and being approximately 0.277 acres of land.

WHEREAS at the request of the university, the City of Columbus has offered to sell the above described alleys for \$6,750 (\$0.57 per square foot), subject to approval of the sale by the City of Columbus Council; and

WHEREAS the purchase of this property supports the university's plan to maintain the adjacent parking lots for patients, staff, and visitors:

NOW THEREFORE

BE IT RESOLVED, that the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the purchase of the aforementioned property upon the terms and conditions deemed to be in the best interest of the university and at a sale price at or below the appraised value.

(See Appendix LXXI for background information, page 1871)

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**APPROVAL FOR ACQUISITION OF REAL PROPERTY**

Resolution No. 2024-92

55+/- ACRES AT 1781 DOVER ROAD,  
WOOSTER TOWNSHIP, WAYNE COUNTY, WOOSTER, OHIO

Synopsis: Authorization to acquire real property located at 1781 Dover Road, Wooster Township and Franklin Township, Wayne County, Wooster, Ohio, is proposed.

WHEREAS The Ohio State University seeks to purchase approximately 55 acres of improved real property located at 1781 Dover Road near Wooster, Ohio, identified as Wayne County parcel numbers 56-00763.000, 56-00761.000, 56-02326.004, 30-00423.000, 30-00422.000, & 30-00421.000 and which is adjacent to the Wooster Campus; and

WHEREAS the purchase of this property supports the university's ability to research emerging technologies and crops and improve experiential learning; and

WHEREAS the College of Food, Agricultural and Environmental Sciences had identified this site as needed for long term strategic purposes consistent with their 2021 Master Plan:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the purchase of the aforementioned property upon terms and conditions deemed to be in the best interest of the university and at a sale price at or below the appraised value.

(See Appendix LXXII for background information, page 1873)

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**APPROVAL FOR A PERPETUAL SANITARY SEWER EASEMENT**

Resolution No. 2024-93

0.561 ACRES AT WOODY HAYES DRIVE AND CANNON DRIVE,  
COLUMBUS, FRANKLIN COUNTY, OHIO

Synopsis: Authorization to grant a perpetual sanitary sewer easement located near Cannon Drive and Woody Hayes Drive, Columbus, Franklin County, Ohio, to the City of Columbus, is proposed.

WHEREAS the City of Columbus has requested an easement for sanitary sewer purposes be granted for \$1.00 across 0.561 acres of university land at Woody Hayes Drive and Cannon Drive; and

WHEREAS the sanitary sewer supports the west campus expansion; and

WHEREAS the City of Columbus will be responsible for the costs and expenses of the ongoing operation and maintenance of the sewer.

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to affect the grant of the easement upon terms and conditions deemed to be in the best interest of the university.

(See Appendix LXXIII for background information, page 1875)

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**AUTHORIZATION TO APPROVE MEN'S BASKETBALL TICKET PRICES**

Resolution No. 2024-94

Synopsis: Approval of men's basketball ticket prices for fiscal year 2025, and men's basketball ticket price ranges for fiscal years 2026 and 2027 at the recommended levels is requested.

WHEREAS The Ohio State University Department of Athletics has a long history of self-sustainability in supporting 36 world-class athletics programs and providing needed revenues back to the university for scholarships and academic programs; and

WHEREAS each year the Athletic Council reviews projections for the coming year's budget and recommends ticket prices; and

WHEREAS the Athletic Council has approved men's basketball ticket prices and ticket price ranges as shown on the attached table; and

WHEREAS the Athletic Council's recommendations have been reviewed and are recommended by the appropriate University administration:

NOW THEREFORE

BE IT RESOLVED that the recommended men's basketball ticket prices for fiscal year 2025, and men's basketball ticket price ranges for fiscal years 2026 and 2027, be approved.

(See Appendix LXXIV for background information, page 1877)

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## UNIVERSITY FOUNDATION REPORT

Resolution No. 2024-95

Synopsis: Approval of the University Foundation Report as of December 31, 2023, is proposed.

WHEREAS monies are solicited and received on behalf of the university from alumni, industry, and various individuals in support of research, instructional activities, and service; and

WHEREAS such gifts are received through The Ohio State University Foundation; and

WHEREAS this report includes: (i) the establishment of one (1) endowed professorship: the Professorship in Cellular and Molecular Biology; one (1) endowed chair fund: the Weary Foundation Endowed Chair Fund in the Social Psychology of Polarization and Misinformation; one (1) endowed fellowship: The Joshi Graduate Fellowship; one (1) designated chair: The NetJets Designated Chair of Aviation Modernization; eighteen (18) scholarships as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; one (1) scholarship as part of the Joseph A. Alutto Global Leadership Initiative; one (1) scholarship as part of the 100% TBDBITL Scholarship Endowment Initiative; and thirty-seven (37) additional named endowed funds; (ii) the revision of twenty-six (26) named endowed funds; (iii) the closure of (2) named endowed funds :

NOW THEREFORE

BE IT RESOLVED, that the Board of Trustees hereby approves The Ohio State University Foundation Report as of December 31, 2023.

(See Appendix LXXV for background information, page 1880)

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### NAMING OF JOHN F. WOLFE LOBBY

Resolution No. 2024-96

#### IN THE INPATIENT TOWER

Synopsis: Approval for the naming of the first level lobby (X0002L) in the Inpatient Tower, located at 650 W. 10th Avenue, is proposed.

WHEREAS The Ohio State University is taking a major step forward with the development of the new Inpatient Tower that, combined with modern educational space, will enhance a unified Ohio State Wexner Medical Center campus; and

WHEREAS The Ohio State Wexner Medical Center campus provides leading-edge research, outstanding clinical training and world-class patient care; and

WHEREAS the Wolfe family has provided significant contributions to the Wexner Medical Center and Inpatient Tower; and

WHEREAS the naming has been reviewed according to the approval process outlined in the Naming of University Spaces and Entities policy;

NOW THEREFORE

BE IT RESOLVED, That in acknowledgement of Wolfe family's philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the aforementioned space be named the John F. Wolfe Lobby.

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**NAMING OF WOLFE FOUNDATION CROSSROADS**

Resolution No. 2024-97

IN THE INPATIENT TOWER

Synopsis: Approval for the naming of the second level crossroads (X203L) in the Inpatient Tower, located at 650 W. 10th Avenue, is proposed.

WHEREAS The Ohio State University is taking a major step forward with the development of the new Inpatient Tower that, combined with modern educational space, will enhance a unified Ohio State Wexner Medical Center campus; and

WHEREAS The Ohio State Wexner Medical Center campus provides leading-edge research, outstanding clinical training and world-class patient care; and

WHEREAS the Wolfe family has provided significant contributions to the Wexner Medical Center and Inpatient Tower; and

WHEREAS the naming has been reviewed according to the approval process outlined in the Naming of University Spaces and Entities policy:

NOW THEREFORE

BE IT RESOLVED, That in acknowledgement of Wolfe family's philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the aforementioned space be named the Wolfe Foundation Crossroads.

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**NAMING OF LINDA AND JOE CHLAPATY TERRACE**

Resolution No. 2024-98

IN THE INPATIENT TOWER

Synopsis: Approval for the naming of the second level outdoor terrace in the Inpatient Tower, located at 650 W. 10th Avenue, is proposed.

WHEREAS The Ohio State University is taking a major step forward with the development of the new Inpatient Tower that, combined with modern educational space, will enhance a unified The Ohio State University Wexner Medical Center campus; and

WHEREAS The Ohio State University Wexner Medical Center campus provides leading-edge research, outstanding clinical training and world-class patient care; and

WHEREAS Linda and Joe Chlapaty have provided significant contributions to the Wexner Medical Center and Inpatient Tower; and

WHEREAS the naming has been reviewed according to the approval process outlined in the Naming of University Spaces and Entities policy:

NOW THEREFORE

BE IT RESOLVED, That in acknowledgement Linda and Joe Chlapaty's philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the aforementioned space be named the Linda and Joe Chlapaty Terrace.

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### **NAMING OF LISA AND JEFF EDWARDS REGISTRATION**

Resolution No. 2024-99

#### **IN THE INPATIENT TOWER**

Synopsis: Approval for the naming of the first level registration (0045) in the Inpatient Tower, located at 650 W. 10th Avenue, is proposed.

WHEREAS The Ohio State University is taking a major step forward with the development of the new Inpatient Tower that, combined with modern educational space, will enhance a unified The Ohio State University Wexner Medical Center campus; and

WHEREAS The Ohio State University Wexner Medical Center campus provides leading-edge research, outstanding clinical training and world-class patient care; and

WHEREAS Lisa and Jeff Edwards have provided significant contributions to the Wexner Medical Center and Inpatient Tower; and

WHEREAS the naming has been reviewed according to the approval process outlined in the Naming of University Spaces and Entities policy:

NOW THEREFORE

BE IT RESOLVED, That in acknowledgement Lisa and Jeff Edward's philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the aforementioned space be named the Lisa and Jeff Edwards Registration.

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### **NAMING OF INTERNAL SPACES**

Resolution No. 2024-100

#### **IN THE INTERDISCIPLINARY HEALTH SCIENCES CENTER**

Synopsis: Approval for the naming of internal spaces in the Interdisciplinary Health Sciences Center, located at 1645 Neil Avenue, is proposed.

WHEREAS The Interdisciplinary Health Sciences Center provides upgraded and flexible facilities to create a collaborative campus for interprofessional education throughout the College of Medicine and the Health Science colleges; and

WHEREAS through immersive interdisciplinary opportunities and next-generation educational technologies, future physicians and health science professionals will enrich their knowledge, experience and professional connections, so they may effectively lead wherever they establish their practice; and

WHEREAS the donors below have provided significant contributions to the College of Medicine and the Interdisciplinary Health Sciences Center; and

- Jeri B. Block and Robert H. Schottenstein
- OSU Physicians, Inc.
- Dr. David Packo
- The College of Medicine Class of 1976
- Carol R. Bradford, MD and David C. Bradford
- The College of Medicine Class of 1995
- The College of Medicine Class of 2003
- The College of Medicine Class of 2013
- Dr. Gregory and Dianne Gerber
- The College of Medicine Class of 1988

WHEREAS the namings have been reviewed according to the approval process outlined in the Naming policy:

NOW THEREFORE

BE IT RESOLVED, that in acknowledgement of the aforementioned donors' philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the internal spaces be named the following:

- Jeri B. Block and Robert H. Schottenstein Forum
- OSU Physicians, Inc. Reading Room
- David Packo, MD OSUCOM '89 Gallery
- Generous gift from the College of Medicine Class of 1976
- Generous gift from Carol R. Bradford, MD and David C. Bradford
- Generous gift from the Medical Class of 1995 in memory of Larry Semersky and Brett Gemlick, MD
- Generous gift from the Medical Class of 2003
- Generous gift from the College of Medicine Class of 2013
- Generous gift from Dr. Gregory and Dianne Gerber
- Generous gift from donors in the College of Medicine Class of 1988

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**NAMING OF THE DAVID W. AND DOROTHY S. CASE RESOURCE ROOM**

Resolution No. 2024-101

**IN THE KUNZ-BRUNDIGE FRANKLIN COUNTY EXTENSION BUILDING**

Synopsis: Approval for the naming of the program fulfillment room (Room 155P) in the Kunz-Brundige Franklin County Extension Building, located at 2548 Carmack Road, is proposed.

WHEREAS The College of Food, Agricultural, and Environmental Sciences (CFAES) works to sustain life every day through teaching, research, and extension statewide on all of our campuses; and

WHEREAS the Kunz-Brundige Franklin County Extension Building puts cutting-edge research at the Extension office's front door, thus engaging the community in demonstration gardens, large urban farm enterprises, nutrition kitchens and day camps; and

WHEREAS David and Dorothy Case have provided significant contributions toward Waterman's facilities; and

WHEREAS the naming has been reviewed according to the approval process outlined in the Naming of University Spaces and Entities policy:

**NOW THEREFORE**

BE IT RESOLVED, That in acknowledgement of David and Dorothy Case's philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the aforementioned space be named the David W. and Dorothy S. Case Resource Room.

\*\*\*

**NAMING OF INTERNAL SPACES**

Resolution No. 2024-102

**IN THE MULTISPECIES ANIMAL LEARNING COMPLEX**

Synopsis: Approval for the naming of internal spaces in the Multispecies Animal Learning Complex (MALC), located in the Waterman Agricultural and Natural Resources Laboratory, is proposed.

WHEREAS The College of Food, Agricultural, and Environmental Sciences (CFAES) works to sustain life every day through teaching, research, and extension statewide on all of our campuses; and

WHEREAS the MALC will support the CFAES mission of education, research, and outreach and engagement by bringing people and animals together in a state-of-the-art facility that will be used by Ohio State students and public learners of all ages alike; and

WHEREAS the donors listed below have provided significant contributions toward the construction of the MALC; and

- Dennis and Deborah Mahle
- Diane Gerber Thompson
- Bob Evans Farms
- Patricia Brundige
- Farm Credit Mid-America
- Cathy Widders and Scott Scherff
- Tarter Farm & Ranch

WHEREAS the namings have been reviewed according to the approval process outlined in the Naming of University Spaces and Entities policy, and if at any time following the approval of a naming, circumstances change so that the continued use of the name may compromise the integrity or reputation of the University, the University may remove the name with the approval of the President and the Board of Trustees and notification of the Donors, if possible:

NOW THEREFORE

BE IT RESOLVED, That in acknowledgement of the aforementioned donors' philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the internal spaces be named the following:

- Mahle Classroom
- Nygren Lab
- David and Maxine Gerber Family Arena Corridor
- Bob Evans Farms Swine Observation Corridor
- The Patricia Kunz Brundige Learning Space
- Farm Credit Mid-America Learning Space
- Steven C. Scherff Memorial Staff Lounge
- Tarter Farm & Ranch Animal Holding Area

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### **NAMING OF INTERNAL SPACES**

Resolution No. 2024-103

#### **IN THE RALPH ROGAN EQUINE PERFORMANCE EVALUATION ARENA**

Synopsis: Approval for the naming of a horse stall (Stall A) in the Ralph Rogan Equine Performance Evaluation Arenan, located at 685 Vernon L. Sharp Street, is proposed.

WHEREAS Equine sports medicine and performance evaluation at Ohio State is historically linked to the university's land-grant mission to serve agriculture, but has fully embraced serving horses and horsemen in all facets of the equine industry using modern medicine, research and technology; and

WHEREAS the College of Veterinary Medicine is building an equine performance evaluation arena as a multipurpose space for equine lameness evaluation to help diagnoses and treat performance problems in equine athletes and to fill a critical gap in diagnosis, therapy and rehabilitation; and

WHEREAS Dr. Carrie St. Clair and Dr. Don Mann have provided significant contributions to the Ralph Rogan Equine Performance Arena; and

WHEREAS the naming has been reviewed according to the approval process outlined in the Naming of University Spaces and Entities policy:

NOW THEREFORE

BE IT RESOLVED, That in acknowledgement of Dr. Carrie St. Clair and Dr. Don Mann's philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the aforementioned space be named Thanks for Saving Fisher Dr. Carrie St. Clair Dr. Don Mann.

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Dr. Fujita:

We will now hold two roll-call votes. First, we will vote on items No. 23 and No.24 — Naming of John F. Wolfe Lobby and Wolfe Foundation Crossroads. Mr. Kaplan, Mr. Mitevski and Mr. Zeiger have been advised or asked to abstain.

Upon motion of Dr. Fujita, seconded by Dr. Wilkinson, the Board of Trustees adopted the foregoing resolutions by majority roll-call vote, cast by the following trustees: Dr. Fujita, Mr. Stockmeister, Mr. Heminger, Ms. Kessler, Mr. Von Thayer, Mrs. Harsh, Dr. Wilkinson, Mr. Kiggin, Mr. Bigby, Mr. Perez, Mr. Kastan, Mr. Skestos, Ms. Schwein and Mr. Kerner. Mr. Zeiger, Mr. Kaplan and Mr. Mitevski abstained.

Ms. Eveland:

Motion carries.

Dr. Fujita:

Thank you. Now we will vote on the remainder of the items listed on the consent agenda.

Upon motion of Dr. Fujita, seconded by Mr. Mitevski, the Board of Trustees adopted the foregoing resolutions by unanimous roll-call vote, cast by the following trustees: Dr. Fujita, Mr. Stockmeister, Mr. Zeiger, Mr. Heminger, Ms. Kessler, Mr. Von Thayer, Mr. Kaplan, Mrs. Harsh, Dr. Wilkinson, Mr. Kiggin, Mr. Mitevski, Mr. Bigby, Mr. Perez, Mr. Kastan, Mr. Skestos, Ms. Schwein and Mr. Kerner.

Ms. Eveland:

Motion carries.

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Dr. Fujita:

Thank you. The next meetings of the Board of Trustees and its committees will take place in May. This meeting is adjourned.

The meeting adjourned at 3:21 p.m.

Attest:



Hiroiyuki Fujita  
Chairman



Jessica A. Eveland  
Secretary



**SUMMARY OF ACTIONS TAKEN**

*February 20, 2024 - Wexner Medical Center Board Meeting*

**Members Present:**

Leslie H. Wexner  
Alan A. Stockmeister  
John W. Zeiger  
Gary R. Heminger  
Tomislav B. Mitevski  
Juan Jose Perez

Taylor A. Schwein  
Robert H. Schottenstein  
Cindy Hilsheimer  
Amy Chronis  
Hiroyuki Fujita (ex officio)  
Walter E. Carter, Jr. (ex officio)

Karla Zadnik (ex officio)  
Michael Papadakis (ex officio)  
John J. Warner (ex officio)

**Members Present via Zoom:**

Stephen D. Steinour

**Members Absent:** N/A

**PUBLIC SESSION**

The Wexner Medical Center Board convened for its 49th meeting on Tuesday, February 20, 2024, in person at Longaberger Alumni House on Ohio State's Columbus campus and virtually over Zoom. Board Secretary Jessica A. Eveland called the meeting to order at 12:58 p.m.

***Item for Action***

1. **Approval of Minutes:** No changes were requested to the November 14, 2023, meeting minutes; therefore, a formal vote was not required, and the minutes were considered approved.

***Items for Discussion***

2. **Chief Executive Officer's Report:** Dr. John J. Warner, EVP at Ohio State and CEO of the Wexner Medical Center, welcomed President Carter and Interim Provost Karla Zadnik to the Wexner Medical Center Board meeting.

Dr. Warner started the meeting by officially sharing that the Wolfe Foundation — chaired by Ann Wolfe — made a \$50 million philanthropic commitment in honor of the late John F. Wolfe to help fund The Ohio State University Wexner Medical Center's new hospital tower set to open in 2026. This transformational gift is among the largest ever made to the medical center, and in recognition, the new inpatient tower will have two named spaces: The John F. Wolfe Lobby and the Wolfe Foundation Crossroads. President Carter, Dr. Fujita, Mr. Wexner, and other members of the board added additional reflections on the Wolfe Family's legacy of service to Ohio State and the Columbus Community, and Mrs. Wolfe addressed the Board expressing her desire that this gift would serve as a catalyst for additional giving to support the new hospital tower.

He continued his report by updating the Board on the partnership between Ohio State and the State of Ohio to announce a new \$20 million study to help change the face of mental health care in Ohio and also across the country. The SOAR Study is a first-of-its-kind behavioral health research initiative examining the root causes of mental illness and addiction to improve lives.



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Additionally, The Proton Therapy Center at The James Outpatient Care facility is the first treatment facility in central Ohio to offer these targeted forms of radiation therapy to treat complex tumors that cannot be removed via surgery or addressed with traditional radiation oncology therapies. This achievement was celebrated, along with partners at Nationwide Children's Hospital, with a ribbon cutting ceremony this past December. Proton therapy is already making an impact on the lives of adult and pediatric patients.

Lastly, Dr. Warner shared about the recent work that's been done to create an accountable care organization — known as an ACO — in partnership with CVS Accountable Care. The partnership is a team-based collaborative and coordinated approach to patient-centered care for traditional Medicare fee-for-service patients who receive care from an Ohio State provider. It supports more than 13,000 Medicare patients who receive care at Ohio State with a coordinated approach to delivering high service and care.

(See Attachment LVI for background information, page 1427)

3. Wexner Medical Center Financial Report: Mr. Vincent Tammaro provided a high-level report out of the medical center's financial performance through the first six months of

FY2024.(See Attachment LVII for background information, page 1441)

**Items for Actions**

4. Resolution No. 2024-70, Recommend for Approval the Acquisition of Real Property:

0.277+/- ACRES ON OAKWOOD ALLEY & FRANCISCAN WAY,  
COLUMBUS, FRANKLIN COUNTY, OHIO

Synopsis: Authorization to acquire property from the City of Columbus described as Oakwood Alley and Franciscan Way between Burt Street, Taylor Avenue, Long Street and Hawthorne Avenue, Columbus, Ohio and being approximately 0.277 acres of land.

WHEREAS at the request of the university, the City of Columbus has offered to sell the above described alleys for \$6,750 (\$0.57 per square foot), subject to approval of the sale by the City of Columbus Council; and

WHEREAS the purchase of this property supports the university's plan to maintain the adjacent parking lots for patients, staff, and visitors:

NOW THEREFORE

BE IT RESOLVED, that the Wexner Medical Center Board hereby approves and proposes that the purchase of said property be recommended to the University Board of Trustees for approval; and

BE IT RESOLVED, that the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the purchase of the aforementioned property upon the terms and conditions deemed to be in the best interest of the university and at a sale price at or below the appraised value.

(See Attachment LVIII for background information, page 1447)

5. Resolution No. 2024-71. Recommend Approval to Increase Professional Services and Construction Contracts:



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**APPROVAL TO INCREASE PROFESSIONAL SERVICES AND CONSTRUCTION CONTRACTS  
 MARTHA MOREHOUSE FACILITY IMPROVEMENTS – SOAR MRI  
 WMC OUTPATIENT CARE POWELL**

Synopsis: Authorization to increase professional services and construction contracts, as detailed in the attached materials, is proposed.

WHEREAS in accordance with the attached materials, the University desires to increase professional services contracts and increase construction contracts for the following projects; and

	Prof. Serv. Approval Requested	Construction Approval Requested	Total Requested	
Martha Morehouse Facility Improvements – SOAR MRI	\$0.9M	\$7.9M	\$8.8M	Auxiliary funds, university funds, grant funds
WMC Outpatient Care Powell	\$14.6M	\$150.4M	\$165.0M	Auxiliary funds

NOW THEREFORE BE IT RESOLVED that the Wexner Medical Center Board hereby approves and proposes that the professional services and construction contracts for the projects listed above be recommended to the University Board of Trustees for approval.

BE IT FURTHER RESOLVED, that the President and/or Senior Vice President for Business and Finance be authorized to increase professional services and construction contracts for the projects listed above in accordance with established University and State of Ohio procedures, with all actions to be reported to the Board at the appropriate time.

(See Attachment LIX for background information, page 1449)

6. Resolution No. 2024-72, Ratification of Committee Appointments FY2024-25:

BE IT RESOLVED, That the Wexner Medical Center Board hereby approves that the ratification of appointment to the Quality and Professional Affairs Committee for FY2024-25 is as follows:

Quality and Professional Affairs Committee

- Alan A. Stockmeister, Chair
- Juan Jose Perez
- Taylor A. Schwein
- KARLA ZADNIK**
- Michael Papadakis
- John J. Warner
- Eric Adkins
- Doreen Agnese
- Jay M. Anderson
- Carol R. Bradford
- Stacy A. Brethauer
- David E. Cohn



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Scott A. Holliday  
Elizabeth Seely  
Deana Sievert  
Corrin Steinhauer  
Andrew M. Thomas

7. Resolution No. 2024-73. Appointment of OSU Wexner Medical Center Infection Prevention and Control Program Leaders:

Synopsis: Approval of the appointment of leaders responsible for the Infection Prevention and Control Program for the hospitals at the Ohio State University Hospitals d/b/a OSU Wexner Medical Center, including: Ohio State University Hospital, Ohio State Richard M. Ross Heart Hospital, Ohio State Harding Hospital, and Ohio State East Hospital, is proposed.

WHEREAS the mission of the OSU Wexner Medical Center is to improve people's lives through the provision of high-quality patient care; and

WHEREAS the leaders of the Infection Prevention and Control Program are responsible for managing and directing the program by: employing methods for preventing and controlling the transmission of infections through surveillance, prevention, and control of hospital-acquired infections; providing and maintaining clean and sanitary environments to avoid sources and transmission of infection; and addressing any infection control issues identified by public health authorities for the Ohio State University Hospital, Ohio State Ross Heart Hospital, Ohio State Harding Hospital, and Ohio State East Hospital; and

WHEREAS Ryan Carroll, MD, Nora Colburn, MD and Shandra Day, MD are qualified through education, training, and experience in infection prevention and control; and

WHEREAS Andrew Thomas, MD, the Chief Clinical Officer for the OSU Wexner Medical Center, and Deana Sievert, DNP, MSN, RN, the Chief Nursing Officer for University Hospital and Ross Heart Hospital, recommended that Dr. Carroll, Dr. Colburn, and Dr. Day serve as the leaders responsible for the Infection and Prevention Control Program for University Hospital, Ohio State Ross Heart Hospital, Ohio State Harding Hospital, and Ohio State East Hospital by letter (attached) dated November 16, 2023; and

WHEREAS, on November 28, 2023, the Quality and Professional Affairs Committee recommended to the Wexner Medical Center Board the approval of Dr. Carroll, Dr. Colburn and Dr. Day as the leaders responsible for the Infection Prevention and Control Program for University Hospital, Ohio State Ross Heart Hospital, Ohio State Harding Hospital, and Ohio State East Hospital.

NOW THEREFORE

BE IT RESOLVED, That the Wexner Medical Center Board hereby approves Dr. Carroll, Dr. Colburn and Dr. Day as the leaders responsible for the Infection Prevention and Control Program for University Hospital, Ohio State Ross Heart Hospital, Ohio State Harding Hospital, and Ohio State East Hospital.

(See Attachment LX for background information, page 1451)

**Action:** Upon motion of Mr. Stockmeister, seconded by Mr. Heminger, the Wexner Medical Center Board recommend agenda items No. 4 – Recommend for Approval Acquisition of Real Property, and No. 5 – Recommend for Approval to Increase Professional Services and Construction Contracts, to the University Board of Trustees for final approval by majority roll-call vote with the following members present and voting: Mr. Wexner, Mr. Stockmeister, Mr. Zeiger, Mr. Heminger, Mr. Mitevski, Mr. Perez, Ms. Schwein, Mr. Steinour, Mr. Schottenstein, Ms. Hilsheimer, Ms. Chronis, Dr. Fujita, President Carter, Dr. Zadnik, Mr. Papadakis and Dr. Warner.



**THE OHIO STATE UNIVERSITY**

**Action:** Upon motion of Mr. Stockmeister, seconded by Mr. Perez, the Wexner Medical Center Board approved the remaining motions — all related to the Quality and Professional Affairs Committee — by unanimous roll-call vote with the following members present and voting: Mr. Wexner, Mr. Stockmeister, Mr. Zeiger, Mr. Heminger, Mr. Mitevski, Mr. Perez, Ms. Schwein, Mr. Steinour, Mr. Schottenstein, Ms. Hilsheimer, Ms. Chronis, Dr. Fujita, President Carter, Dr. Zadnik, Mr. Papadakis and Dr. Warner.

**EXECUTIVE SESSION**

It was moved by Mr. Wexner and seconded by Mr. Schottenstein that the Wexner Medical Center Board recess into executive session to discuss the sale or disposition of property; to consider business-sensitive trade secrets and quality matters required to be kept confidential by federal and state statutes; to consult with legal counsel regarding pending or imminent litigation, and to discuss personnel matters involving the appointment, employment and compensation of public officials, which are required to be kept confidential under Ohio law.

A roll-call vote was taken, and the Board voted to go into executive session with the following members present and voting: Mr. Wexner, Mr. Stockmeister, Mr. Zeiger, Mr. Heminger, Mr. Mitevski, Mr. Perez, Ms. Schwein, Mr. Steinour, Mr. Schottenstein, Ms. Hilsheimer, Ms. Chronis, Dr. Fujita, President Carter, Dr. Zadnik, Mr. Papadakis and Dr. Warner.

The Wexner Medical Center Board entered into executive session at 1:56 p.m. The meeting adjourned at 4:40 p.m.

# The Ohio State University Wexner Medical Center CEO Report

Presented By:  
John J. Warner, MD

February 20, 2024



THE OHIO STATE  
UNIVERSITY  
WEXNER MEDICAL CENTER

# John F. and Ann Islay Wolfe

**Wolfe Foundation  
commemorates  
John F. Wolfe's legacy  
with transformational  
\$50 million gift  
to Ohio State's new  
hospital tower**

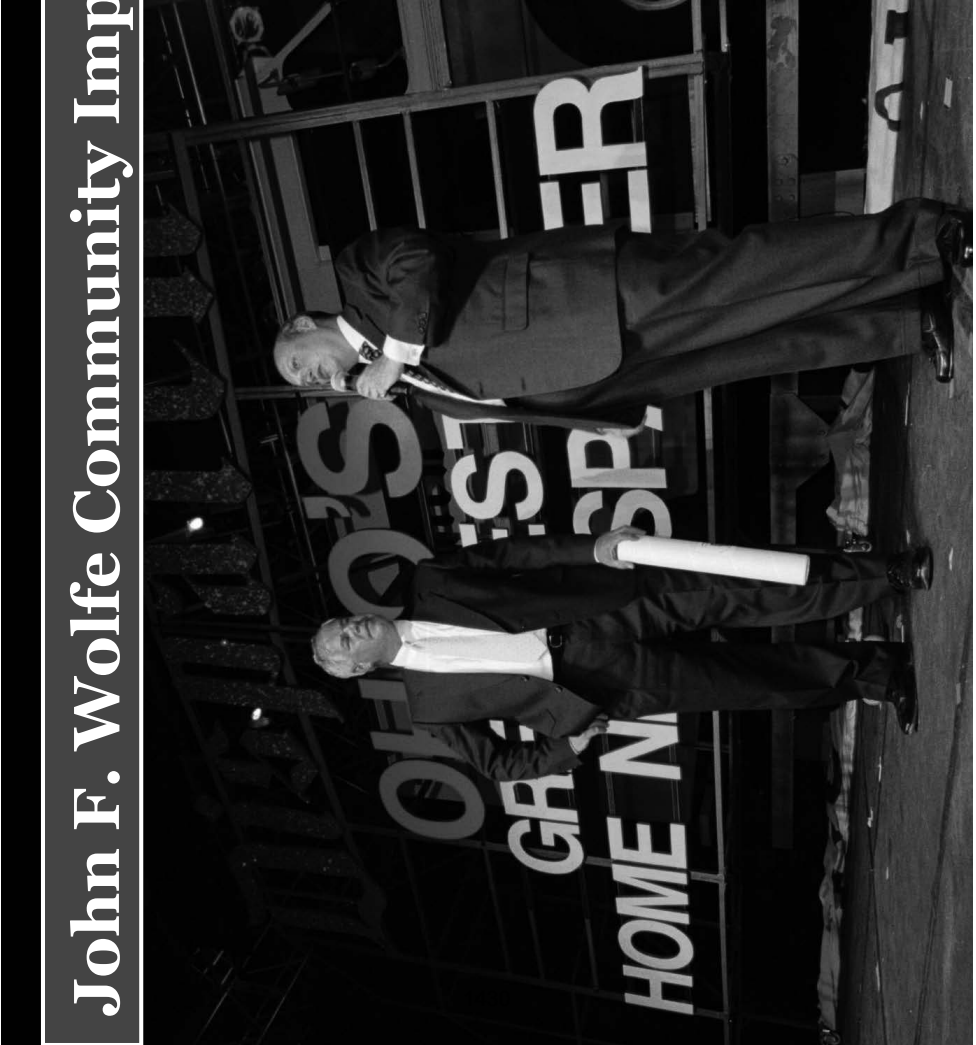
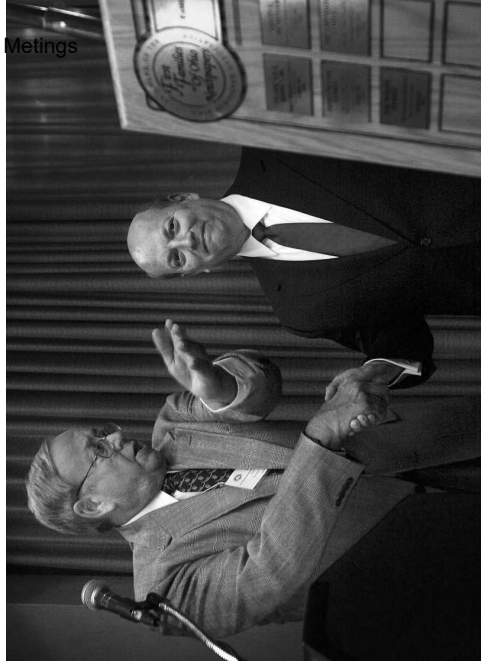
1426



# John F. Wolfe Lobby and Wolfe Foundation Crossroads



# John F. Wolfe Community Impact



# A Legacy of Giving. A Lifetime of Impact.

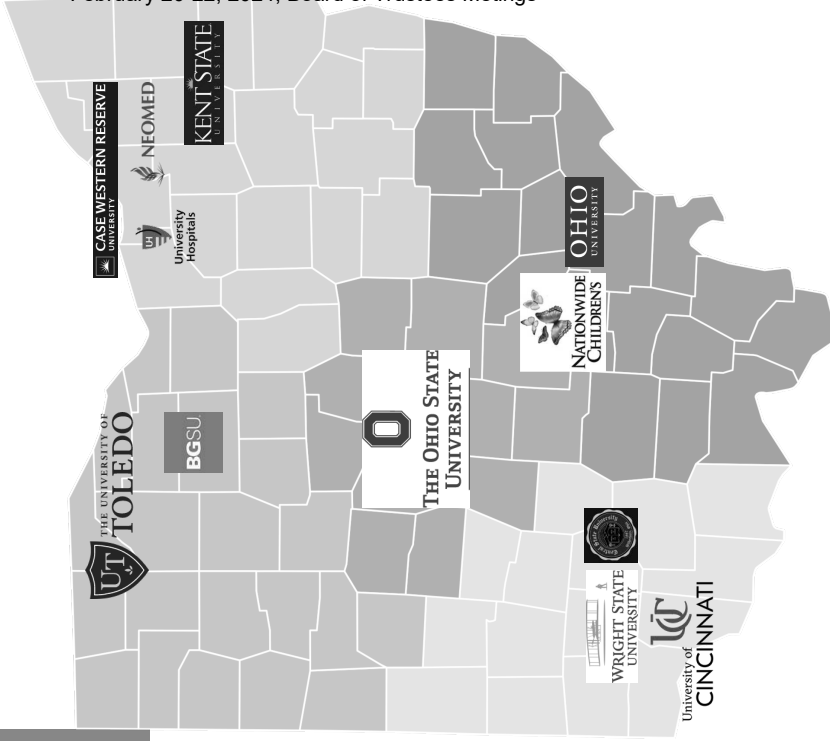


# SOAR Study Announcement



# SOAR Study Partnership with State of Ohio





# SOAR NETWORK

## Clinical and Research Collaboration

**Committed partnerships across Ohio will be critical for success and implementation of a new ecosystem of research and care**

There's never been an effort of this scale and with this depth in the history of addiction, mental health and resilience research.

The world's best minds solving the mind's toughest problems.

SOAR

2023  
HX Pinnacle  
of Excellence  
Award  
PressGaney

2023  
HX Guardian  
of Excellence  
Award  
PressGaney

The James Cancer Hospital and Solove Research Institute



# Proton Therapy Center Ribbon Cutting

Proton Therapy  
ation Oncology



## The James

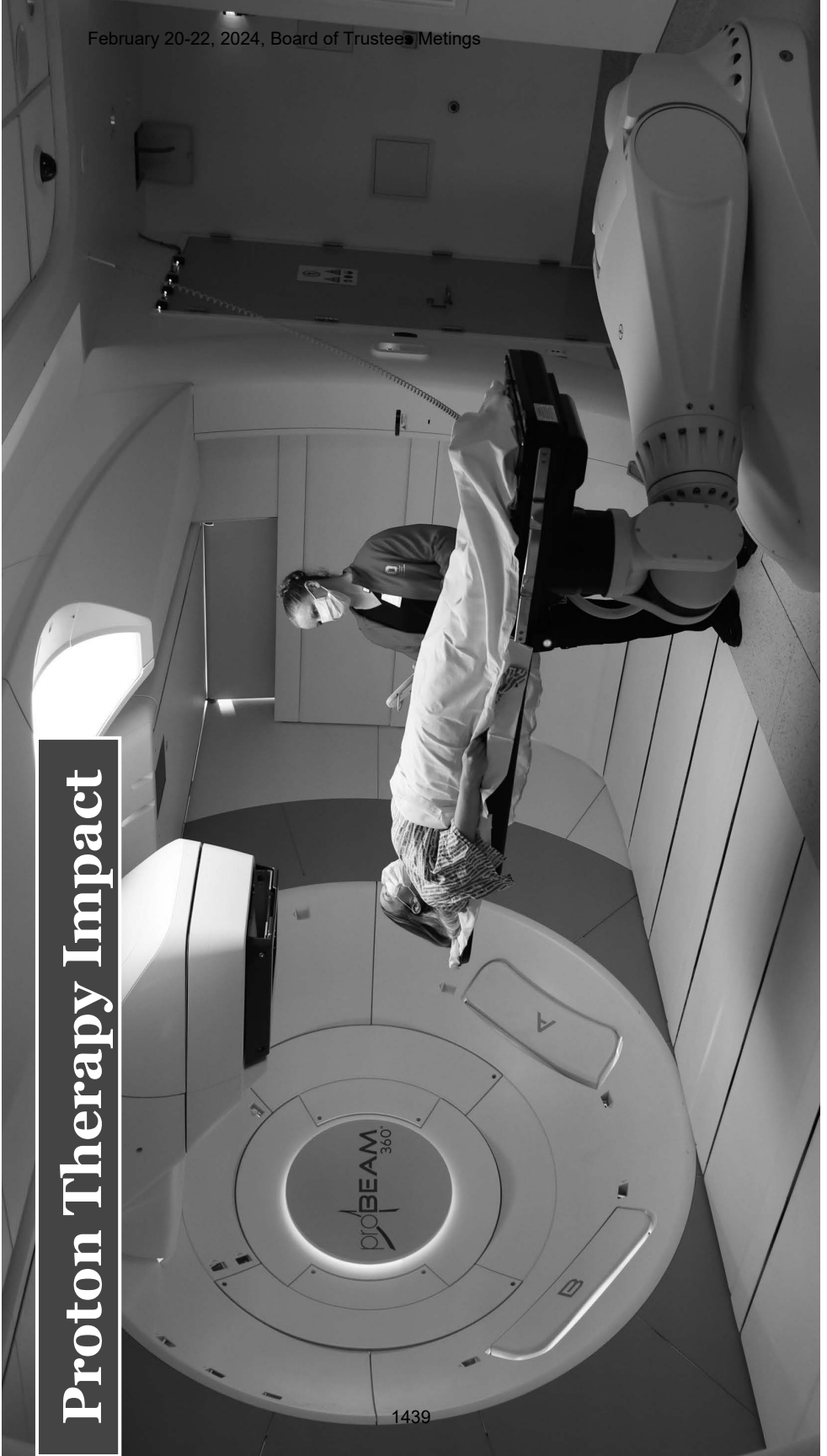


THE OHIO STATE UNIVERSITY  
WEXNER MEDICAL CENTER



**NATIONWIDE CHILDREN'S**  
*When your child needs a hospital, everything matters.*

# Proton Therapy Impact



# CVS Accountable Care Partnership



THE OHIO STATE UNIVERSITY  
WEXNER MEDICAL CENTER





# **Wexner Medical Center Board Financial Report Public Session**

February 20, 2024



# December Financial Results

# The Ohio State University Health System

Consolidated Statement of Operations

For the YTD ended: December 31, 2023

(in thousands)

OSUHS						
	Actual	Budget	Act-Bud Variance	Budget % Var	Prior Year	PY % Var
<b>OPERATING STATEMENT</b>						
Total Operating Revenue	2,164,086	2,143,202	20,884	1.0%	1,945,549	11.2%
Operating Expenses						
Salaries and Benefits	928,676	927,732	(944)	-0.1%	854,262	-8.7%
Resident/Purchased Physician Services	110,376	109,238	(1,138)	-1.0%	97,255	-13.5%
Supplies/Pharmaceuticals/Other	831,482	816,567	(14,915)	-1.8%	734,464	-13.2%
Depreciation	117,069	119,179	2,110	1.8%	108,245	-8.2%
Interest	21,265	21,265	-	0.0%	22,530	5.6%
Total Expense	2,008,868	1,993,981	(14,887)	-0.7%	1,816,756	-10.6%
Gain (Loss) from Operations (pre MCI)	155,218	149,221	5,997	4.0%	128,793	20.5%
Medical Center Investments	(125,181)	(120,181)	(5,000)	4.2%	(115,408)	-8.5%
Income from Investments	26,989	13,472	13,517	100.3%	13,409	101.3%
Other Gains (Losses)	14,692	15,000	(308)	-2.1%	13,463	9.1%
Excess of Revenue over Expense	\$ 71,718	\$ 57,512	\$ 14,206	24.7%	\$ 40,257	78.2%
Non-Budgeted One-Time Recognitions	\$ 3,358	\$ -	\$ 3,358	0.0%	\$ 51,152	---
Margin with Non-Budgeted One-Time Recognitions	\$ 75,076	\$ 57,512	\$ 17,564	30.5%	\$ 91,409	-17.9%
Margin Percentage	3.5%	2.7%	0.8%	29.3%	4.7%	-1.2%
EBIDA	\$ 213,410	\$ 197,956	\$ 15,454	7.8%	\$ 222,184	-3.9%
EBIDA Margin Percentage	9.9%	9.2%	0.7%	6.8%	11.4%	-1.6%

# The Ohio State University Wexner Medical Center

Combined Statement of Operations

For the YTD ended: December 31, 2023

(in thousands)

	Actual	Budget	Act-Bud Variance	Budget % Var	Prior Year	PY % Var
<b>OPERATING STATEMENT</b>						
Total Operating Revenue	2,913,748	2,898,845	14,903	0.5%	2,628,963	10.8%
Operating Expenses						
Salaries and Benefits	1,627,985	1,628,771	786	0.0%	1,485,620	-9.6%
Resident/Purchased Physician Services	110,376	109,238	(1,138)	-1.0%	97,255	-13.5%
Supplies/Pharmaceuticals/Other	1,002,120	987,807	(14,313)	-1.4%	890,124	-12.6%
Depreciation	126,583	129,977	3,393	2.6%	117,248	-8.0%
Interest	21,370	21,360	(10)	0.0%	22,635	5.6%
Total Expense	2,888,434	2,877,153	(11,281)	-0.4%	2,612,883	-10.5%
Gain (Loss) from Operations (pre MCI)	25,315	21,693	3,622	16.7%	16,080	57.4%
Income from Investments	32,183	17,552	14,631	83.4%	15,281	110.6%
Other Gains (Losses)	12,661	13,169	(508)	-3.9%	9,891	28.0%
Excess of Revenue over Expense	\$ 70,159	\$ 52,414	\$ 17,745	33.9%	\$ 41,251	70.1%
Non-Budgeted One-Time Recognitions	\$ 3,358	\$ -	\$ 3,358	0.0%	\$ 51,152	---
Margin with Non-Budgeted One-Time Recognitions	\$ 73,517	\$ 52,414	\$ 21,103	40.3%	\$ 92,403	-20.4%
Margin Percentage	2.5%	1.8%	0.7%	39.5%	3.5%	-1.0%
EBIDA	\$ 221,470	\$ 203,751	\$ 17,719	8.7%	\$ 232,287	-4.7%
EBIDA Margin Percentage	7.6%	7.0%	0.7%	8.1%	8.8%	-1.2%

\* This statement does not conform to Generally Accepted Accounting Principles. Different accounting methods are used in each of these entities and no eliminating entries are included.



# The Ohio State University Wexner Medical Center

Combined Balance Sheet  
As of: December 31, 2023  
(in thousands)

	Dec 2023	June 2023	FY24-FY23 Change
Cash	\$ 1,257,997	\$ 1,392,047	\$ (134,050)
Net Patient Receivables	716,263	624,951	91,312
Other Current Assets	237,065	206,304	30,761
Assets Limited as to Use	1,066,023	988,171	77,852
Property, Plant & Equipment - Net	3,510,161	3,306,934	203,227
Other Assets	636,281	611,151	25,130
<b>Total Assets</b>	<b>\$ 7,423,790</b>	<b>\$ 7,129,558</b>	<b>\$ 294,232</b>
Current Liabilities	\$ 432,463	\$ 449,016	\$ (16,553)
Other Liabilities	342,697	364,681	(21,984)
Total Debt	1,479,068	1,219,817	259,251
Net Assets	5,169,562	5,096,045	73,517
<b>Liabilities and Net Assets</b>	<b>\$ 7,423,790</b>	<b>\$ 7,129,558</b>	<b>\$ 294,232</b>
Days Cash on Hand	143.9	163.2	(19.3)
Net Days in Accounts Receivable	56.5	51.9	(4.6)
Debt to Capital	22.2%	19.3%	-2.9%

This Balance sheet is not intended to conform to Generally Accepted Accounting Principles. Different accounting methods are used in each of these entities and no eliminating entries are included.





**Thank You**

[Wexnermedical.osu.edu](http://Wexnermedical.osu.edu)

ATTACHMENT LVIII

**APPROVAL FOR ACQUISITION OF REAL PROPERTY  
OAKWOOD ALLEY & FRANCISCAN WAY  
COLUMBUS, FRANKLIN COUNTY, OHIO  
BOARD BACKGROUND**

**Background**

The Ohio State East Hospital (East Hospital) owns the parking lots south of Hawthorne Avenue between Burt Street and Taylor Avenue. Two City of Columbus public alleys, Oakwood Alley and Franciscan Way, are used to access the parking lots. These alleys have long been maintained by East Hospital, and the hospital would like to acquire the alleys to more effectively maintain the lots.

The university submitted a request to the City of Columbus to release the two right of ways. The City has agreed to sell the area at a cost of \$6,750 (\$0.57 per square foot) subject to final City approvals and to retention of a general utility easement for those utilities currently located within the alleys.

**Location and Description**

The subject property consists of approximately 0.277 acres between Burt Street, Taylor Avenue, Hawthorne Avenue and Long Street, Columbus, Ohio.

**Property History**

The property is currently vested in the City of Columbus as public right of way.

**Purchase of Property**

Planning, Architecture and Real Estate, together with the Wexner Medical Center, recommend that the university proceed with acquisition of the land upon terms and conditions deemed to be in the best interest of the university. Wexner Medical Center will provide the acquisition funds.



Prepared By: The Ohio State University  
Office of Planning, Architecture and Real Estate  
Issue Date: February 22, 2024  
The Ohio State University Board of Trustees

HOSPITAL EAST ALLEY ACQUISITION  
COLUMBUS, FRANKLIN COUNTY, OHIO 43203

## ATTACHMENT LIX

## Project Data Sheet for Board of Trustees Approval

**Martha Morehouse Facility Improvements - SOAR MRI**

OSU-200053 (CNI#19000137)

Project Location: Kenny Rd, 2006-2030 (0214)

- **Approval Requested and Amount**

Professional services	\$0.9M
Construction w/contingency	\$7.9M
Total requested	\$8.8M

- **Project Budget**

Professional services	\$4.0M
Construction w/contingency	\$46.6M
Total project budget	\$50.6M

- **Project Funding**

Auxiliary funds, university funds, grant funds

- **Project Schedule**

BoT approval	08/19
design	09/19 – 12/20
construction – phase 1	09/20 – 11/21
construction – phase 2-7	05/21 – 01/25
BoT approval SOAR	02/24
design SOAR	02/24 - 05/24
construction SOAR	06/24 - Fall 24
facility opening SOAR	Fall 24
facility opening MMH	01/25

- **Project Delivery Method**

Construction Manager at Risk

- **Planning Framework**

- This project is included in the FY 2020 Capital Investment Plan.
- The FY 2024 Capital Investment Plan will be amended to include the proposed increase.

- **Project Scope**

- Psychiatry and Behavioral Health within the College of Medicine received a grant for a 3T MRI for research purposes as a part of the State of Ohio Adversity and Resilience (SOAR) Study. SOAR is the first-ever multi-generational study aimed at understanding the causes and modifiable risk factors of mental illness.
- The project includes the procurement and installation of a 60' x 15' modular building to the north of the Research Administration Building.
- The scope includes site utilities, foundation work, emergency generator power, UPS (uninterrupted power source), and ADA site walkway improvements from the building to the modular unit. Planned renovations to the Research Administration Building include a reception/waiting area, control and processing rooms, ADA restroom/dressing room, lab space, cognitive consult/interview rooms, and staff offices.
- MRI equipment costs are included with construction costs.

- **Approval Requested**

- Approval is requested to increase professional services and construction contracts.
- Approval is requested to amend the FY 2024 Capital Investment Plan.

- **project team**

University project manager: Alexandra Radabaugh  
 AE/design architect: BDTAID  
 CM at Risk or Design Builder: Elford



**Project Data Sheet for Board of Trustees Approval**

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**WMC Outpatient - Powell**

OSU-220880 (REQ ID# AMB220075)

Project Location: \*\*7171 Sawmill Parkway, Powell

- **Approval Requested and Amount**

Professional services	\$14.6M
Construction w/contingency	\$150.4M
<hr/>	
Total requested	\$165.0M

- **Project Budget**

Professional services	\$23.0M
Construction w/contingency	\$160.0M
<hr/>	
Total project budget	\$183.0M

- **Project Funding**
  - Auxiliary funds

- **Project Schedule**

BoT professional services approval	05/22
Design	06/22 – 09/23
BoT construction approval (enabling)	11/23
BoT construction approval	02/24
Construction	04/24 – 04/26
Facility opening	08/26

- **Project Delivery Method**
  - Construction Manager at Risk

- **Planning Framework**
  - This project is included in the FY 2023 Capital Investment Plan.
  - Consistent with the strategic plans of the university and Wexner Medical Center to provide medical services within community-based ambulatory facilities.
  - The FY 2024 Capital Investment Plan will be amended to include the requested professional services and construction amount.

- **Project Scope**
  - The project will design and build a five-story medical office building and a two-story ambulatory health center which includes imaging, outpatient rehab/PT, endoscopy, and support services.

- **Approval Requested**
  - Approval is requested to increase professional services and construction contracts.
  - Approval is requested to amend the FY 2024 Capital Investment Plan.




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- **project team**

University project manager:	Rice, George
AE/design architect:	DLR Group
CM at Risk or Design Builder:	CK Construction

ATTACHMENT LX



**THE OHIO STATE UNIVERSITY**  
WEXNER MEDICAL CENTER

Medical Staff Administration  
Chief Clinical Officer  
Andrew M. Thomas, MD, MBA  
Senior Associate Vice President  
130 Doan Hall  
410 W. 10th Ave.  
Columbus, OH 43210  
614-293-8158 Office  
614-293-4989 Fax  
medicalcenter.osu.edu

November 16, 2023

Ryan Carroll, MD  
Nora Colburn, MD  
Shandra Day, MD  
Department of Internal Medicine  
Division of Infectious Diseases

Dear Drs. Carroll, Colburn and Day,

Thank you for your continued service as the leaders for the Infection Control and Clinical Epidemiology program for the Ohio State University Wexner Medical Center (OSUWMC).

For the purposes of this letter, the OSU Wexner Medical Center includes University Hospital, East Hospital, Brain and Spine Hospital, Richard M. Ross Heart Hospital, Harding Hospital, Dodd Rehabilitation Hospital, Ambulatory Clinics and Services.

In accordance with CMS Regulations (CMS 482.42), as the medical and nursing leadership of the Medical Center, we will be forwarding your appointment as the leadership of this program to the OSUWMC board for final approval.

We deeply appreciate your willingness to serve the Ohio State University Wexner Medical Center in this important capacity.

Sincerely,

Andrew M. Thomas, MD, MBA  
Chief Clinical Officer  
Senior Associate Vice President for Health Sciences

Deana Sievert, DNP, MSN, RN  
Chief Nursing Officer, University Hospital and Ross Heart Hospital



Board of Trustees

University Square South  
15 East 15<sup>th</sup> Avenue  
Columbus, OH 43201

Phone (614) 292-6359  
Fax (614) 292-5903  
trustees.osu.edu

### **SUMMARY OF ACTIONS TAKEN**

*February 21, 2024 – Talent, Compensation & Governance Committee Meeting*

#### **Members Present:**

John W. Zeiger  
Elizabeth P. Kessler  
Alan A. Stockmeister

Gary R. Heminger  
Lewis Von Thaeer  
Jeff M.S. Kaplan

Tomislav B. Mitevski  
Hiroyuki Fujita (*ex officio*)

**Members Present via Zoom:** N/A

**Members Absent:** N/A

### **PUBLIC SESSION**

The Talent, Compensation & Governance Committee of The Ohio State University Board of Trustees convened on Wednesday, February 21, 2024, in person at Longaberger Alumni House on the Columbus campus. Committee Chair John Zeiger called the meeting to order 7:59 a.m.

### **EXECUTIVE SESSION**

It was moved by Mr. Zeiger and seconded by Mr. Kaplan that the committee recess into executive session to discuss business-sensitive trade secrets required to be kept confidential by federal and state statutes, to discuss personnel matters regarding the appointment, employment and compensation of public employees, and to consult with legal counsel regarding pending or imminent litigation.

A roll-call vote was taken, and the committee voted to move into executive session with the following members present and voting: Mr. Zeiger, Ms. Kessler, Mr. Stockmeister, Mr. Heminger, Mr. Von Thaeer, Mr. Kaplan, Mr. Mitevski and Dr. Fujita.

The committee entered into executive session at 8:01 a.m. and reconvened in public session at 10:35 a.m.

### **PUBLIC SESSION**

#### ***Items for Action***

1. Approval of Minutes: No changes were requested to the November 15, 2023, meeting minutes; therefore, a formal vote was not required, and the minutes were considered approved.
2. Resolution No. 2024-78, Personnel Actions:

BE IT RESOLVED, That the Board of Trustees hereby approves the personnel actions as recorded in the personnel budget records of the university since the November 15, 2023, meeting of the Board, including the following appointments and contract amendments:



**THE OHIO STATE UNIVERSITY**

New Hire

Name: Ross Bjork  
Title: Senior Vice President and The Wolfe Foundation Eugene Smith Endowed Athletics Director  
Unit: Office of the President  
Term: July 1, 2024

Name: Katie Hall  
Title: Senior Vice President, Talent, Culture and Human Resources  
Unit: Office of the President  
Term: February 5, 2024

Acting Appointment

Name: Camille Hebert  
Title: Acting Dean, Moritz College of Law  
Unit: Office of Academic Affairs  
Term: June 30, 2024

Interim Appointment

Name: Jake Diebler  
Title: Interim Head Coach, Men's Basketball  
Unit: Department of Athletics  
Term: February 14, 2024

3. Resolution No. 2024-79, Ratification of Committee Appointments FY2024-2025:

BE IT RESOLVED, That the Board of Trustees hereby approves that the ratification of committee appointments for Fiscal Year 2024-2025 are as follows:

**Academic Affairs & Student Life:**

Jeff M.S. Kaplan, Chair  
Elizabeth A. Harsh, Vice Chair  
Elizabeth P. Kessler  
Reginald A. Wilkinson  
Michael Kiggin  
Pierre Bigby  
Bradley R. Kastan  
Joshua H.B. Kerner  
Susan E. Cole (faculty member)  
Hiroyuki Fujita (ex officio)

**Finance & Investment:**

Tomislav B. Mitevski, Chair  
James D. Klingbeil, Vice Chair  
John W. Zeiger  
Gary R. Heminger  
Lewis Von Thaar  
Michael Kiggin  
Pierre Bigby  
George A. Skestos  
Taylor A. Schwein  
Amy Chronis  
Kent M. Stahl

Hiroyuki Fujita (ex officio)

**Legal, Audit, Risk & Compliance:**

Elizabeth P. Kessler, Chair  
Michael Kiggin, Vice Chair  
Alan A. Stockmeister  
Jeff M.S. Kaplan  
Elizabeth A. Harsh  
Juan Jose Perez  
Bradley R. Kastan  
Joshua H.B. Kerner  
Amy Chronis  
Hiroyuki Fujita (ex officio)

**Master Planning & Facilities:**

Alan A. Stockmeister, Chair  
Reginald A. Wilkinson, Vice Chair  
Elizabeth A. Harsh  
Pierre Bigby  
George A. Skestos  
Joshua H.B. Kerner  
James D. Klingbeil  
Robert H. Schottenstein  
Hiroyuki Fujita (ex officio)



**THE OHIO STATE UNIVERSITY**

**Research, Innovation & Strategic Partnerships:**

Lewis Von Thaer, Chair  
Reginald A. Wilkinson, Vice Chair  
Juan Jose Perez  
Bradley R. Kastan  
George A. Skestos  
Taylor A. Schwein  
Phillip Popovich (faculty member)  
Hiroyuki Fujita (ex officio)

**Talent, Compensation & Governance:**

John W. Zeiger, Chair  
Elizabeth P. Kessler, Vice Chair  
Alan A. Stockmeister  
Gary R. Heminger  
Lewis Von Thaer  
Jeff M.S. Kaplan  
Tomislav B. Mitevski  
Hiroyuki Fujita (ex officio)

**Wexner Medical Center:**

Leslie H. Wexner, Chair  
Alan A. Stockmeister  
John W. Zeiger  
Gary R. Heminger  
Tomislav B. Mitevski  
Juan Jose Perez  
Taylor A. Schwein  
Stephen D. Steinour  
Robert H. Schottenstein  
Cindy Hilsheimer  
Amy Chronis  
Hiroyuki Fujita (ex officio, voting)  
**WALTER E. CARTER JR (EX OFFICIO, VOTING)**  
**KARLA ZADNIK (EX OFFICIO, VOTING)**  
Michael Papadakis (ex officio, voting)  
John J. Warner (ex officio, voting)

4. Resolution No. 2024-80, Amendments to the Bylaws of The Ohio State University Board of Trustees:

Synopsis: Approval of the attached amendment to the *Bylaws of The Ohio State University Board of Trustees*, is proposed.

WHEREAS pursuant to 3335-1-09 (C) of the Administrative Code, the rules and regulations for the university may be adopted, amended or repealed by a majority vote of the University Board of Trustees at any regular meeting of the board; and

WHEREAS a periodic review of the board's bylaws is a governance best practice; and WHEREAS the last revisions to the *Bylaws of the Ohio State University Board of Trustees* took place on November 17, 2022:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves the attached amendment to the *Bylaws of the Ohio State University Board of Trustees*.

(See Appendix LXI for background information, page 1743)

5. Resolution No. 2024-81, Amendment and Restatement of The Ohio State University Annuity Premium Benefit LTD Plan:

Synopsis: Approval of the amendment and restatement of The Ohio State University Annuity Premium Benefit LTD Plan ("Plan") is proposed.

WHEREAS The Ohio State University (the "Employer") maintains The Ohio State University Annuity Premium Benefit LDT Plan (the "Plan"), a plan organized under Section 403(b) of the Internal Revenue Code (the "Code") providing long term disability benefits to certain Participants, which was established effective July 1, 2001, and closed to new Participants as of June 30, 2006; and



THE OHIO STATE UNIVERSITY

WHEREAS, pursuant to Section 9.02 of the Plan, the Employer has the authority to amend and restate the Plan from time to time; and

WHEREAS, the Employer desires to amend and restate the Plan to further document terms of the Plan's insurance booklet-certificate and maintain compliance with the Internal Revenue Code, and other applicable laws, regulations, and administrative authority.

NOW THEREFORE

BE IT RESOLVED, that the Board of Trustees hereby approves the amendment and restatement of the Plan, in substantially the form attached hereto, be, and hereby is, adopted effective as of January 1, 2009; and

BE IT FURTHER RESOLVED, that the senior vice president for business and finance and chief financial officer is hereby authorized to execute the amended and restated Plan and any other agreements, certificates, instruments, documents, or conveyances necessary to effectuate or carry out the purpose and intent of this resolution, as well as achieve a favorable determination from the Internal Revenue Service regarding qualification under Section 403(b) of the Code, as necessary.

(See Appendix LXII for background information, page 1744)

**Action:** Upon the motion of Mr. Zeiger, seconded by Mr. Stockmeister, the forgoing resolutions were adopted by unanimous voice vote with the following members present and voting: Mr. Zeiger, Ms. Kessler, Mr. Stockmeister, Mr. Heminger, Mr. Von Thae, Mr. Kaplan, Mr. Mitevski and Dr. Fujita.

The committee adjourned at 10:42 a.m.



Board of Trustees

University Square South  
15 East 15<sup>th</sup> Street, 5<sup>th</sup> Floor  
Columbus, OH 43201

Phone (614) 292-6359  
Fax (614) 292-5903  
trustees.osu.edu

### **SUMMARY OF ACTIONS TAKEN**

*February 21, 2024 – Legal, Audit, Risk & Compliance Committee Meeting*

#### **Voting Members Present:**

Elizabeth P. Kessler  
Alan A. Stockmeister  
Jeff M.S. Kaplan

Elizabeth A. Harsh  
Juan Jose Perez  
Bradley R. Kastan

Joshua H.B. Kerner  
Amy Chronis  
Hiroyuki Fujita (ex officio)

#### **Members Present via Zoom:**

Michael F. Kiggin

#### **Members Absent: N/A**

### **PUBLIC SESSION**

The Legal, Audit, Risk & Compliance Committee of The Ohio State University Board of Trustees convened on Wednesday, February 21, 2024, in person at Longaberger Alumni House on the Columbus campus and virtually over Zoom. Committee Chair Elizabeth Kessler called the meeting to order at 11:57 a.m.

#### ***Items for Discussion:***

1. **External Audit Update:** The university's external auditor from KPMG, David Gagnon, presented on the FY2024 audit plan, the FY2023 single audit plan results and the single audit plan for FY2024, as well as some industry emerging issues.

The FY2024 audit plan scope of entities is the same as the past two years: the university and the team the timeline are also consistent with last year. More time will be spent on the front end of the audit on more routine items to focus on more important items as the reporting deadline nears. The risks and estimates in the audit are also consistent with last year.

The FY2023 single audit was completed after the November 2023 meeting, and the report was filed with the state and the federal audit clearing house. There were unmodified (unqualified) opinions on six major programs and no findings of any kind — no internal control matters and no identified noncompliance.

Planning is currently underway for the FY2024 single audit plan. Identification and selection of additional programs are also in progress.

(See Attachment LXI for background information, page 1458)

2. **Internal Audit Quality Assurance Program:** Chief Audit Executive, Kevin Patton provided his annual report and briefed the committee on the Internal Audit Quality Assurance and Improvement Program.

The Quality Assurance and Improvement Program incorporates both internal and external assessments of the Department of Internal Audit. External assessments are required every five years and was last presented to the Board committee formerly named "Audit, Finance, and



## THE OHIO STATE UNIVERSITY

Investment Committee" in February 2021. Internal Assessments are required periodically when not undergoing an external assessment. The external validators confirmed the department generally conforms to the Institute of Internal Auditor (IIA) – International Standards for the Professional Practice of Internal Auditing. The term "generally conforms" is the highest rating available from the IIA.

The audit standards were updated and recently released by the Institute of Internal Auditors, now named Global Internal Audit Standards. The department plans to evaluate and address the changes during 2024. The implementation date is January 2025, and our next external quality assurance review is targeted for 2026.

(See Attachment LXII for background information, page 1496)

3. Office of Government Affairs Update: Stacy Rastauskas, vice president for government affairs, gave an overview of the Office of Government Affairs and shared the 2024 Government Affairs forecast highlighting SOAR, FY25 federal budget, Ohio primary, State Capital Bill and the general election.

(See Attachment LXIII for background information, page 1506)

4. Information Security Update: The Office of Technology and Digital Innovation team — Cindy Leavitt, chief information officer, Rich Nagle, chief information security officer, and Tom Bentley, chief information & digital technology officer of Wexner Medical Center — provided a security update outlining external and internal risk drivers.

(See Attachment LXIV for background information, page 1511)

### **Items for Action:**

5. Approval of Minutes: No changes were requested to the November 15, 2023, meeting minutes; therefore, a formal vote was not required, and the minutes were considered approved.

### **EXECUTIVE SESSION**

It was moved by Ms. Kessler and seconded by Mr. Kaplan that the committee recess into executive session to consult with legal counsel regarding pending or imminent litigation; to consider business-sensitive trade secrets required to be kept confidential by federal and state statutes; and to discuss personnel matters regarding the appointment, employment and compensation of public employees.

A roll-call vote was taken, and the committee voted to move into executive session with the following members present and voting: Ms. Kessler, Mr. Kiggin, Mr. Stockmeister, Mr. Kaplan, Mrs. Harsh, Mr. Perez, Mr. Kastan, Mr. Kerner, Ms. Chronis and Dr. Fujita.

The committee entered executive session at 12:40 p.m., and the meeting adjourned at 2:05 p.m.

## Meeting of the Legal, Audit, Risk and Compliance Committee (LARC), February 21, 2024

Following are highlights of our more detailed read-ahead materials

- **Fiscal 2024 audit plan**
  - Scope of entities included
  - Team and timeline
  - Risks and estimates identified
  - Other required communications
  - New accounting pronouncements
- **Results of fiscal 2023 Single Audit**
  - Unmodified opinions on six major programs
  - No noncompliance or internal control findings reported
- **Fiscal 2024 Single Audit plan**
  - Identification and selection of major programs underway
  - Significant interim testing planned
- **Industry emerging issues**



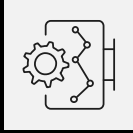
# The Ohio State University

Discussion with those charged with governance  
Audit plan and strategy for the year ending June 30, 2024

February 21, 2024

# Key themes for our discussion

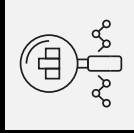
February



Modernizing the audit  
experience



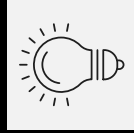
Enhancing your  
experience



Scope of the audit



Required  
communications



Audit Committee  
insights



Key risks and our  
Audit Plan



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# Continuous improvement powered by transformation

## Our investment: \$5B

We are in the midst of a five-year investment to develop our people, digital capabilities, and advanced technology.

## Responsive delivery model

Tailored to you to drive impactful outcomes around the quality and effectiveness of our audits.

## Result: A better experience

Enhanced quality, reduced disruption, increased focus on areas of higher risk, and deeper insights into your business.



Standardization

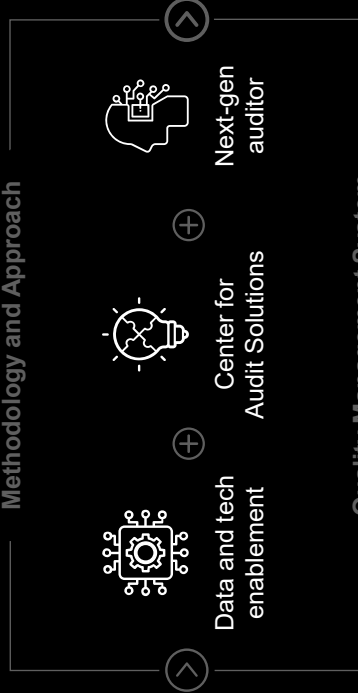


Automation



Centralization

Methodology and Approach



Quality Management System



Enhanced audit quality



Increased efficiency



Exceptional experiences



# Cybersecurity considerations

## Factors and forces elevating cybersecurity risks:

- Shifts to remote work, online customer engagement, digital finance – “remote everything”
- Acceleration of digital strategies/transformation
- Surge and sophistication of cyber attacks
- Risks, vulnerabilities posed by third-party vendors

## Your considerations for robust oversight

- Focus on internal controls, access, and security protocols
- Increase diligence around third-party vendors
- Insist on a robust data governance framework
- Obtain cyber expertise at board or upper management level
- Provide ongoing cyber awareness training to leaders in the company
- Trust but verify the information reported by the Chief Information Officer function and by third-party cyber service providers

## Our audit responsibilities

- Evaluate risks of material misstatement resulting from, among other things, unauthorized access to financial reporting systems (e.g., IT applications, databases, operating systems)
- Determine whether there is a related risk of fraud
- Develop audit approach based on risk assessment
- If a cybersecurity incident occurs, we understand and evaluate its effect on our audit approach, as well as evaluate management’s assessment of the effect on the financial statements and disclosures



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# The OSU engagement team



**Dave Gagnon**  
Lead Engagement Partner  
National Industry Leader –  
Higher Education



**Jane Kim**  
Lead Senior  
Manager



**Sawyer Smith**  
Investments  
Manager



**Darryn Bradt**  
Investments  
Senior Associate



**Madelyn Fowle**  
University Senior  
Associate



**Kim Zavisliak**  
Account Executive  
Columbus Office  
Managing Partner



**Rosemary Meyer**  
University and Components  
Engagement Quality Control  
Review Partner



**Amy Banovich**  
Healthcare Entities  
Engagement Quality  
Control Review Partner



**Chase Gahan**  
Components Managing  
Director



**Creed Rogers**  
Components Manager



**Cathy Baumann**  
University and Single  
Audit Partner



**Gina Devine**  
Single Audit Senior  
Manager



**Hilda de la Cuesta**  
Uniform Guidance  
Senior Associate



**Johnny Lewis**  
Healthcare Entities  
Partner



**Robby Perry**  
Healthcare Entities  
Senior Manager



**Kody Seeger**  
Healthcare Entities  
Manager



**Sidney Arnold**  
Healthcare Entities  
Senior Associate

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# The OSU engagement team (continued)

## Parms + Company



**John Parmis**  
Managing Partner



**Tim Grant**  
Partner

## Specialists



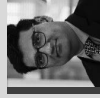
**Susan Eickhoff**  
National Office Leader  
Higher Education/Grants  
Compliance



**Jeff Markert**  
National Office Leader  
Government/GASB



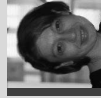
**Tara D'Agostino**  
Tax Compliance  
Managing Director



**Arun Khandelwal**  
Director – Global  
Delivery Center



**Adrienne Henderson**  
Tech Assurance  
Managing Director



**Casey Shork**  
Actuarial Director

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# **Required communications to those charged with governance**

**Prepared on: February 5, 2024**

**Presented on: February 21, 2024**

# Audit plan required communications and other matters

Our audit of the financial statements of The Ohio State University (the University) as of and for the year ended June 30, 2024, will be performed in accordance with auditing standards generally accepted in the United States of America.

Performing an audit of financial statements includes consideration of internal control over financial reporting (ICFR) as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's ICFR.

Additionally, we will perform a single audit in accordance with 2 CFR 200.

Matters to communicate		Response
Role and identity of engagement partner	✓	The lead audit engagement partner is Dave Gagnon.  Cathy Baumann will serve as the partner on the single audit and support Dave on the University audit. Johnny Lewis will serve as the partner for the standalone reports for Wexner Medical Center Health System and Ohio State University Physicians, Inc. Chase Gahan will serve as the managing director for the stand alone component reports for The Ohio State University Foundation, Transportation Research Center Inc., and Campus Partners for Community Urban Redevelopment and Subsidiaries.
Scope of audit	✓	Our audit of the financial statements of the OSU Pool as of and for the year ended June 30, 2024, will be performed in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in <i>Government Auditing Standards</i> , issued by the Comptroller General of the United States. Audits will also be performed on stand-alone reports prepared for the following components:  <ul style="list-style-type: none"> <li>— The Ohio State University Foundation</li> <li>— Campus Partners for Community and Urban Redevelopment</li> <li>— The Ohio State University Physicians, Inc.</li> <li>— Transportation Research Center, Inc.</li> <li>— The Ohio State University Wexner Medical Center Health System</li> </ul> Additionally, we will issue our reports on The Ohio State University Single Audit.

✓ = Matters to report    X = No matters to report

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# Audit plan required communications and other matters (cnt'd)

Matters to communicate		Response
Significant findings or issues discussed with management	X	
Financial reporting entity	✓	Pages 10 to 11
Materiality in the context of an audit	✓	Page 12
Our timeline	✓	Page 13
Risk assessment: Significant risks	✓	Page 14
Risk assessment: Additional risks identified	✓	Page 15
Involvement of others	✓	Page 16
Newly effective accounting standards	✓	Page 17
Independence	✓	Page 18
Responsibilities	✓	Page 19
Inquiries	✓	Page 20

✓ = Matters to report X = No matters to report



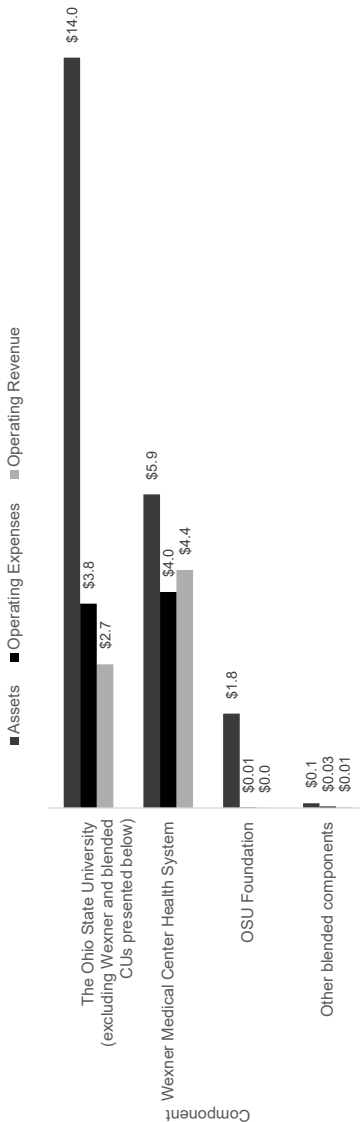
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# Financial reporting entity

The following illustration depicts the entities included in the Primary Government column of The Ohio State University financial statements.

## OSU and blended component units

### 2023 Assets and Deferred Outflows of Resources, Operating Expenses, and Operating Revenue (in billions of dollars)

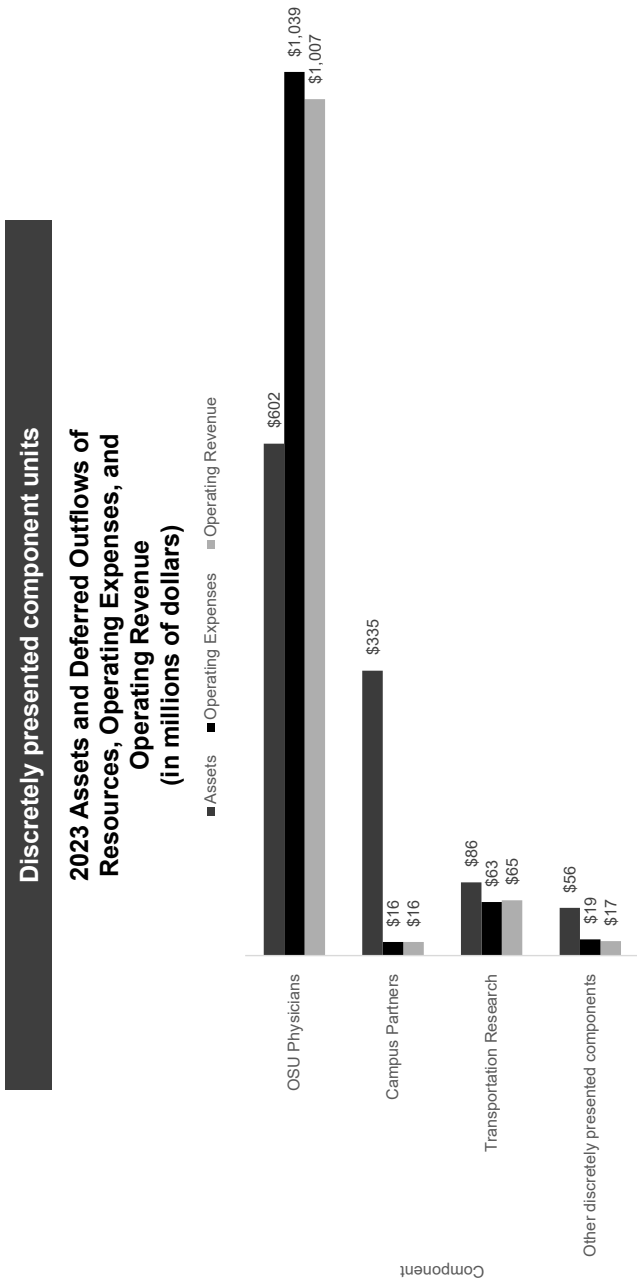


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# Financial reporting entity (continued)

The following illustration depicts the entities included in the Discretely Presented Component Units column of The Ohio State University financial statements.



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# Materiality in the context of the audit

We will apply materiality in the context of the preparation and fair presentation of the financial statements, considering the following factors:

<p>Misstatements, including omissions, are considered to be material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.</p>	<p>Judgments about materiality are made in light of surrounding circumstances and are affected by the size or nature of a misstatement, or a combination of both.</p>	<p>Judgments about materiality involve both qualitative and quantitative considerations.</p>
<p>Judgments about matters that are material to users of the financial statements are based on a consideration of the common financial information needs of users as a group. The possible effect of misstatements on specific individual users, whose needs may vary widely, is not considered.</p>	<p>Determining materiality is a matter of professional judgment and is affected by the auditor's perception of the financial information needs of users of the financial statements.</p>	<p>Judgments about the size of misstatements that will be considered material provide a basis for</p> <ol style="list-style-type: none"> <li>Determining the nature and extent of risk assessment procedures;</li> <li>Identifying and assessing the risks of material misstatement; and</li> <li>Determining the nature, timing, and extent of further audit procedures.</li> </ol>



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# Our timeline

<p><b>February – March 2024</b>  <b>Planning and risk assessment</b></p> <ul style="list-style-type: none"> <li>— Debrief and planning meeting with management</li> <li>— Planning and initial risk assessment procedures, including:             <ul style="list-style-type: none"> <li>- Involvement of others</li> <li>- Identification and assessment of risks of misstatements and planned audit response for certain processes</li> </ul> </li> <li>— Obtain and update an understanding of OSU and its environment</li> <li>— Inquire of those charged with governance, management and others within OSU about risks of material misstatement</li> <li>— Coordinate with Internal Audit</li> <li>— Communicate audit plan</li> </ul>
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<p><b>May 2024</b>  <b>Interim</b></p> <ul style="list-style-type: none"> <li>— Identify IT applications and environments</li> <li>— Perform process walkthroughs and identification of process risk points</li> <li>— Evaluate design and implementation (D&amp;I) of entity level controls and process level controls for processes</li> <li>— Evaluate D&amp;I of general IT and automated controls</li> <li>— Perform TOE of relevant process level, general IT, and entity-level controls, where applicable</li> <li>— Perform interim substantive audit procedures over payroll, expenses, journal entries</li> <li>— Perform risk assessments for direct and material compliance requirements identified for the major programs audited as part of the single audit</li> <li>— Perform control and compliance testing over certain major programs</li> </ul>
---

<p><b>August – October 2024</b>  <b>Year-end</b></p> <ul style="list-style-type: none"> <li>— Complete control testing for remaining process level, general IT, and entity-level controls, where applicable</li> <li>— Perform remaining substantive audit procedures</li> <li>— Evaluate results of audit procedures, including control deficiencies and audit misstatements identified</li> <li>— Review financial statement disclosures</li> <li>— Perform control and compliance testing for the single audit</li> </ul>
--

<p><b>November – December 2024</b>  <b>Completion</b></p> <ul style="list-style-type: none"> <li>— Evaluate results of audit procedures, including control deficiencies and audit misstatements identified</li> <li>— Present audit results to those charged with governance and perform required communications</li> <li>— Issue audit reports</li> </ul>
--

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# Risk Assessment: Significant Risks

Significant risk	Susceptibility to:	
	Error	Fraud
<p><b>Management override of controls</b></p> <p>Management is in a unique position to perpetrate fraud because of its ability to manipulate accounting records and prepare fraudulent financial statements by overriding controls that otherwise appear to be operating effectively. Although the level of risk of management override of controls will vary from entity to entity, the risk nevertheless is present in all entities.</p>		Yes

Significant risk	Description of significant risk	Susceptibility to:		Relevant factors affecting our risk assessment
		Error	Fraud	
Valuation of patient accounts receivable (healthcare entities)	Management's estimate of the allowances for uncollectible accounts is based on analysis of open accounts receivable, average historical collection experience, and other relevant factors to arrive at an overall assessment of collectible net accounts receivable.	Yes		<p><b>Significant assumptions used that have a high degree of subjectivity:</b></p> <p>Historical collection experience is the key driver in evaluating the future collection of outstanding patient accounts receivable. Additional consideration is given for changes in aging as well as process changes year over year.</p>



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# Risk assessment: Additional risks identified

Additional risks identified	Relevant factors affecting our risk assessment and planned response
Valuation of alternative investments	Due to the relative lack of transparency into the underlying assets, including that these investments are not valued on a daily basis, nor readily available, we will perform various procedures to determine whether net asset values (NAVs), as applicable, are reliable, including confirming balances and ownership percentages as of year-end, obtaining underlying audited annual financial statements and back-testing reported NAVs, evaluating NAV valuation and cash changes between the audit date and the University's fiscal year end.
Valuation of marketable securities, which are reported within current and noncurrent assets on the statement of net position	Management's estimate of the fair value of marketable securities, including stocks and fixed income assets, held directly by the University is determined based on quoted prices in active markets.
Valuation of pension and other post-employment benefit liabilities and related accounts	Management's estimates of net pension obligations reported are based on a variety of actuarial assumptions related to participant mortality, as well as interest rates, historical experience, the provisions of the related benefit programs, and desired reserve levels.

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# Involvement of others

Audit of financial statements	Extent of planned involvement
Internal audit	No direct assistance will be received from the University's internal audit group. Internal audit reports will be reviewed and considered as part of our risk assessments as required under <i>Government Auditing Standards</i> .
KPMG Tech Assurance	Assist the audit team in evaluating general information technology controls and IT application controls.
KPMG pension and postretirement benefit actuary	Assist the audit team in evaluating pension and postretirement benefit obligations.
KPMG Business Tax Services – Development and Exempt Organizations specialist	Assist the audit team in evaluating OSU's tax-exempt status as a governmental entity. Also will assist the audit team in evaluating tax-exempt status of component units and to assist in evaluating uncertain tax positions, if any.
Parms + Company LLC	Subcontractor firm assisting KPMG with certain audit procedures to be performed for OSU's financial statements (including OSU Physicians, Inc. and Wexner Medical Center) and Uniform Guidance audits.

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# New and upcoming accounting pronouncements



**GASB Statement No. 99, Omnibus 2022**

This Statement provides an extension of the use of LIBOR, clarifies provisions related to the new Statements for leases, public-private partnerships and subscription-based IT arrangements, and the classification and reporting of derivative instruments. LIBOR provisions are effective upon issuance; leases, PPPs, and SBITA provisions are effective for periods beginning after June 15, 2022 (OSU's FY23 financials); and derivative provisions are effective for periods beginning after June 15, 2023 (OSU's FY24 financials).



**GASB Statement No. 101, Compensated Absences**

The requirements of this Statement are effective for periods beginning after December 15, 2023, or OSU's FY25 financials. Establishes standards of accounting and financial reporting for compensated absences and associated salary related payments, including certain defined contribution pension and defined contribution OPEB.



**GASB Statement No. 100, Accounting Changes and Error Corrections**

The requirements of this Statement are effective for periods beginning after June 15, 2023, or OSU's FY24 financials. Establishes accounting and financial reporting requirements for accounting changes and the correction of an error in previously issued financial statements.

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# Shared responsibilities: Independence

Auditor independence is a shared responsibility and most effective when management, those charged with governance and audit firms work together in considering compliance with the independence rules. In order for KPMG to fulfill its professional responsibility to maintain and monitor independence, management, those charged with governance, and KPMG each play an important role.

## System of Independence Quality Control

The firm maintains a system of quality control over compliance with independence rules and firm policies. Timely information regarding upcoming transactions or other business changes is necessary to effectively maintain the firm's independence in relation to:

- New affiliates (which may include subsidiaries, equity method investees/investments, sister companies, and other entities that meet the definition of an affiliate under AICPA independence rules)
- New officers or trustees with the ability to affect decision-making, individuals who are beneficial owners with significant influence over the University, and persons in key positions with respect to the preparation or oversight of the financial statements

## Certain relationships with KPMG

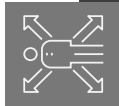
Independence rules prohibit:

- Certain employment relationships involving directors, officers, or others in an accounting or financial reporting oversight role and KPMG and KPMG covered persons.
- The University or its trustees, officers, from having certain types of business relationships with KPMG or KPMG professionals.



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# Responsibilities



## Management responsibilities

- Communicating matters of governance interest to those charged with governance.
- The audit of the financial statements does not relieve management or those charged with governance of their responsibilities.



## KPMG responsibilities – objectives

- Communicating clearly with those charged with governance the responsibilities of the auditor regarding the financial statement audit and an overview of the planned scope and timing of the audit.
- Obtaining from those charged with governance information relevant to the audit.
- Providing those charged with governance with timely observations arising from the audit that are significant and relevant to their responsibility to oversee the financial reporting process.
- Promoting effective two-way communication between the auditor and those charged with governance.
- Communicating effectively with management and third parties.



## KPMG responsibilities – other

- If we conclude that no reasonable justification for a change of the terms of the audit engagement exists and we are not permitted by management to continue the original audit engagement, we should:
  - Withdraw from the audit engagement when possible under applicable law or regulation;
  - Communicate the circumstances to those charged with governance, and
  - Determine whether any obligation, either legal contractual, or otherwise, exists to report the circumstances to other parties, such as owners, or regulators.
- Forming and expressing an opinion about whether the financial statements that have been prepared by management, with the oversight of those charged with governance, are prepared, in all material respects, in accordance with the applicable financial reporting framework.
- Establishing the overall audit strategy and the audit plan, including the nature, timing, and extent of procedures necessary to obtain sufficient appropriate audit evidence.
- Communicating any procedures performed relating to other information, and the results of those procedures.



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# Inquiries

## Are those charged with governance aware of:

- Matters relevant to the audit, including, but not limited to, violations or possible violations of laws or regulations?
- Any significant communications with regulators?
- Any developments in financial reporting, laws, accounting standards, corporate governance, and other related matters, and the effect of such developments on, for example, the overall presentation, structure, and content of the financial statements, including the following:
  - The relevance, reliability, comparability, and understandability of the information presented in the financial statements
  - Whether all required information has been included in the financial statements, and whether such information has been appropriately classified, aggregated or disaggregated, and presented?

## Do those charged with governance have knowledge of:

- Fraud, alleged fraud, or suspected fraud affecting the University?
  - If so, have the instances been appropriately addressed and how have they been addressed?

## Additional inquiries:

- What are those charged with governance's views about fraud risks in the University?
- Who is the appropriate person in the governance structure for communication of audit matters during the audit?
- How are responsibilities allocated between management and those charged with governance?
- What are the University's objectives and strategies and related business risks that may result in material misstatements?
- Are there any areas that warrant particular attention during the audit and additional procedures to be undertaken?
- What are those charged with governance's attitudes, awareness, and actions concerning (a.) the University's internal controls and their importance in the entity, including oversight of effectiveness of internal controls, and (b.) detection of or possibility of fraud?
- Have there been any actions taken based on previous communications with the auditor?
- Has the University entered into any significant unusual transactions?
- Whether the entity is in compliance with other laws and regulations that have a material effect on the financial statements?
- What are the other document(s) that comprise the annual report, and what is the planned manner and timing of issuance of such documents?



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## Summary of Uniform Guidance audit results for June 30, 2023

Total expenditures of federal awards for the University for the year ended June 30, 2023 were \$1.085 billion.

Based on the audit procedures performed, the Summary of Results/Findings in the Single Audit Report reported the following:

- Type of reports issued on whether the financial statements were prepared in accordance with U.S. generally accepted accounting principles: **Unmodified opinions**
- Internal control deficiencies over financial reporting disclosed by the audit of the financial statements:
  - Material weaknesses: **No**
  - Significant deficiencies: **None reported**
- Noncompliance material to the financial statements: **No**
- Internal control deficiencies over major programs disclosed by the audit:
  - Material weaknesses: **No**
  - Significant deficiencies: **None reported**
- Type of report issued on compliance for major programs: **Unmodified**
- Audit findings that are required to be reported in accordance with 2 CFR 200.516(a): **No**
- Dollar threshold used to distinguish between Type A and Type B programs: **\$3,255,883**
- Auditee qualify as low-risk auditee: **Yes**

Our letter of required communications regarding our Single Audit is included in Appendix II.

*The single audit reporting package was filed with the Federal Audit Clearinghouse by the University in February 2024.*

## Fiscal 2024 Single Audit – overview and scope

- The Single Audit in accordance with the Uniform Guidance (UG) is required annually by federal regulation and is focused on compliance and internal control over compliance for programs that are federally funded. For addressees such as the University, programs audited must cover at least 20% of federal funds expended during the fiscal year.
- Major programs are selected for audit based on quantitative and qualitative risk considerations prescribed by federal regulations. Larger programs ("Type A," which for the University are over \$3 million, or more depending on total federal expenditures) must be audited as major programs at least once every three years; however, certain Type A programs may be required to be audited more frequently based on agency directives that they are "higher risk".
- While risk assessments are still in progress, below is a summary of major programs recently audited for the University and the planned fiscal 2024 major programs:

FY22	FY23	FY24
Major programs – audited	Major programs – audited	Major programs – planned
<ul style="list-style-type: none"> <li>Research and Development Cluster</li> <li>Student Financial Assistance Cluster</li> <li>Education Stabilization Fund</li> <li>Provider Relief Fund</li> <li>Medicaid Cluster</li> <li>Shuttered Venue Operators Grant</li> <li>Protecting and Improving Health Globally: Building and Strengthening Public Health Impact, Systems, Capacity and Security</li> </ul>	<ul style="list-style-type: none"> <li>Research and Development Cluster</li> <li>Student Financial Assistance Cluster</li> <li>Education Stabilization Fund</li> <li>Provider Relief Fund</li> <li>Head Start Cluster</li> <li>Smith-Lever Funding</li> </ul>	<ul style="list-style-type: none"> <li>Research and Development Cluster</li> <li>Student Financial Assistance Cluster</li> <li>Supplemental Nutritional Assistance Program Cluster</li> <li>Disaster Grants – Public Assistance (Presidentially Declared Disasters)</li> </ul>

Finalization of major program determination is dependent upon the final supplementary schedule of expenditures of federal awards, risk assessment procedures, and requirements of the 2024 Compliance Supplement (expected to be issued in the Spring). Major program compliance test work over direct and material compliance requirements is planned based upon reliance on internal control over compliance. While we may test and report on internal control over compliance, we do not express an opinion on the effectiveness of internal control over compliance.





# Thank you

**David Gagnon**  
*Lead Engagement Partner*  
978-404-9869  
dgagnon@kpmg.com

For additional information and audit committee resources, including National Audit Committee Peer Exchange series, a Quarterly webcast, and suggested publications, visit the KPMG Audit Committee Institute (ACI) at [www.kpmg.com/ACI](http://www.kpmg.com/ACI)

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# Appendix

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# New AICPA Group Audit Standard



## What is new?

AU-C 600, *Special Considerations—Audits of Group Financial Statements (Including the Work of Component Auditors and Audits of Referred-to Auditors)*



## When is this effective?

Effective for audits of fiscal years ending on or after December 15, 2026, however KPMG is early adopting to align with effective dates of IAASB and PCAOB group audit standards



## What are the changes to the audit?

1. Risk based approach for scoping with a greater focus on the group auditor's responsibility, with assistance from component auditors, when needed
2. Involvement in the work of the component auditor including:
  - Emphasizes two-way communication between the group auditor and component auditors
  - Strengthens and clarifies various aspects of the group auditor's interaction with component auditors related to communicating ethical requirements, determining competence and capabilities of the component auditor, and determining the appropriate nature, timing and extent of involvement by the group auditor in the work of the component auditor.
  - When determining extent of supervision, consider areas of higher assessed risk, including significant risk and significant judgment
3. More audits will meet the definition of a group audit, which will impact audit committee communications and the auditor's report

# U.S. Audit Quality, Transparency, and Impact reports



- Interactive dashboard highlights key quality metrics
- Details KPMG's investment in our audit approach, people, technology, quality management system and the future of audit

**Audit Quality Report**



- Provides more granular detail on our commitment to continually enhance audit quality
- Outlines KPMG LLP's structure, governance and approach to audit quality
- Discusses how the firm aligns with the requirements and intent of applicable professional standards

**Transparency Report**



- Provides annual update on our progress on meeting goals aligned to People, Planet, Prosperity, and Governance
- Our goals reflect a materiality assessment and our aspiration to be an employer of choice

**KPMG Impact Plan**

In addition to this report, we are providing you with our [Transparency Report Supplement](#): Assisting audit committees in meeting NYSE rules on auditor communications Reports and supplements available at: [audit.kpmg.us/auditquality](https://audit.kpmg.us/auditquality)



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# On the 2024 higher education audit committee agenda

January 2024

In 2023, nearly two years removed from the unprecedented disruption of the pandemic, colleges and universities confronted several emerging challenges amid a fast-changing industry landscape. A growing public distrust of higher education was reflected in an increasingly adversarial political climate; rising unrest on campuses; a backlash against diversity, equity, and inclusion (DEI) programs; and proposals that would impose additional taxes and prohibit federal student loans at institutions subject to the federal endowment excise tax.

The sector enters 2024 contending with various of other ongoing risks, including accelerating cybersecurity threats, lingering inflation, hiring and retention challenges, high interest rates, intensifying geopolitical instability, and growing regulatory burdens. Moreover, 2024 is widely considered the largest and potentially most consequential global election year in history and could further shape how these evolving issues impact institutions—from federal and state funding to achievement of environmental, social, and governance (ESG) initiatives. Once again, boards of trustees and audit committees will need to refine—or possibly even redefine—their risk-driven agendas.

Colleges and universities can expect their financial reporting, compliance, risk, and internal control environments to be tested by an array of challenges in the year ahead. The magnitude, complexity, and velocity of many institutional risks—and often their unexpected interconnectedness—will require more holistic risk management, as well as effective oversight by the audit committee. In this volatile operating environment, demands from regulators, creditors, and other stakeholders for appropriate action, disclosure, and transparency will only intensify.

Drawing on insights from our interactions with higher education audit committees and senior administrators, we've highlighted several issues to keep in mind as audit committees consider and carry out their 2024 agendas:

- **Keep a watchful eye on the institution's management of cybersecurity and data governance risks.**
- **Define the audit committee's oversight responsibilities for artificial intelligence (AI).**
- **Understand how the institution is managing ESG risks and potentially applicable regulations.**
- **Monitor other emerging regulations and standards impacting the institution.**
- **Stay focused on leadership and talent in finance and other functions.**
- **Help ensure internal audit is attentive to the institution's key risks and is a valuable resource for the audit committee.**
- **Sharpen the institution's focus on—and connectivity of—ethics, culture, and compliance.**



## Keep a watchful eye on the institution's management of cybersecurity and data governance risks

In United Educators' Top Risks survey of colleges and universities conducted in fall 2023, data security overtook enrollment as the top risk in higher education.<sup>1</sup> This risk ranking is not surprising given several recent ransomware and other cyberattacks in the sector. In many of these cases, hackers effectively blackmail institutions by threatening to release sensitive data or not allowing them to regain control of data or networks unless ransom payments are made. Indeed, in prior *On the Higher Education Audit Committee Agenda* publications, we have cited surveys indicating that cyberattacks across all industries are increasing and that education and research entities are attacked more frequently than any other industry. Cyber threats continue to proliferate, with cybercriminals using more sophisticated techniques and technologies, including AI. As institutions work diligently to enhance their cybersecurity infrastructures, bad actors are moving more quickly.

When evaluating susceptibility to cyber threats at colleges and universities—even at institutions with more mature cybersecurity programs—some common themes emerge: (1) significant endowment portfolios, research enterprises, and academic medical centers are high-value targets; (2) implementing entity-wide protective measures can be complicated in the decentralized operating environments of some larger universities, where an assortment of IT systems that are not fully up-to-date or patched may exist; (3) cyber spending, staffing, and board expertise in the sector continue to lag commercial industries; (4) numerous privacy and security regulations need to be managed, including the Family Educational Rights and Privacy Act (FERPA), Health Insurance Portability and Accountability Act (HIPAA), Gramm-Leach-Bliley Act Safeguards Rule (GLBA), National Institute of Standards and Technology (NIST) Cybersecurity Framework, and the European Union's (EU's) General Data Protection Regulation (GDPR); and (5) users connecting to or working in the institution's systems—from faculty, staff, and students to donors, grantors, and patients—are diverse and far-reaching.

While these users often make important financial and strategic contributions to the institutional mission, their wide-ranging interests, technical expertise, and levels of security awareness can make implementing cybersecurity protocols challenging. To mitigate these issues, institutions must be willing to embrace cutting-edge security solutions, including security awareness training, across multiple platforms. An October 2023 EDUCAUSE report<sup>2</sup> indicated that although 90% of

college and university respondents mandate security awareness training for employees, training design and frequency vary, and only 38% say it is effective or very effective. Far fewer respondents indicated that students or other stakeholders are regularly trained or that individuals who fail phishing tests must undergo additional training. Respondents also noted that while training covers federal regulations such as FERPA and HIPAA, institutional privacy and data governance policies are often excluded.

Institutions should ensure that security awareness programs are tailored to and deployed across stakeholder groups and incorporate means to measure and monitor effectiveness. Mapping the evolving requirements of multiple security and data governance frameworks to the institution's cybersecurity program—as well as educating and monitoring compliance of applicable stakeholders—is also essential.

Colleges and universities can further enhance their cybersecurity protocols by:

- *Narrowing the scope of access to secure systems.* System access should be limited to those who truly need it. For example, visiting professors should not have remote access to an institution's network once their teaching or research assignment is complete.
- *Deploying, tailoring, testing, and refining baseline tactics.* This may mean more frequent vulnerability assessments and penetration testing, "red teaming" (which tests how the security team responds to various threats), and system backups, as well as refreshing incident response plans more regularly.
- *Developing a comprehensive response policy for ransomware.* Institutions should have a firm stance on whether to pay—or not pay—ransom before systems are compromised. Purchasing ransomware insurance, if possible, is key to preparation, as is identifying who will make the ultimate payment decision if a breach occurs.
- *Establishing minimum cybersecurity standards for all vendors and other third parties with whom the institution does business, and regularly monitoring them.* As a practical matter, those entities may also ask about the institution's cyber program.
- *Understanding third-party vendor risks associated with cloud-based systems that create new access points to sensitive data.* Such vendors require regular vulnerability assessments, and their internal controls should have independent assurance from auditors through service organization controls (SOC) reports (which should be reviewed by the institution).

<sup>1</sup> United Educators, *2023 Top Risks Report: Insights for Higher Education*, 2023.

<sup>2</sup> EDUCAUSE *QuickPoll Results: Growing Needs and Opportunities for Security Awareness Training*, October 30, 2023.

The audit committee can help ensure the institution has a rigorous cybersecurity program by considering the following questions:

- Do we have clear insights into our cybersecurity program’s current maturity, gaps, and threats, including whether the institution’s most “valuable” assets are adequately protected? Does leadership have a prioritized view of additional investments needed? Measurement may be facilitated by guidance from, for example, the federal Cybersecurity and Infrastructure Security Agency (CISA) and the not-for-profit Center for Internet Security (CIS), who provide self-assessment tools such as *Stop Ransomware and the CIS Top 18 Critical Controls*, respectively. The CIS database also allows for benchmarking against other colleges and universities.
- Do we have the appropriate leadership, talent, and bench strength to manage cyber risks? In the event of unexpected turnover or inability to fill key positions, what are the risks to the institution?
- Who reports on cyber to the audit committee and board? Is it a chief information security officer or similar position who speaks in business terms and understands that cyber is an enabler and risk?
- Do we regularly test our incident response plan? Does our plan include up-to-date escalation protocols that, among other things, specify when the board is informed of an incident? What is the frequency of penetration and red team testing, and is there a formal process to address findings? How often are data and systems backed up, and how accessible are the backups? Resilience is vital to restoring operations after an attack.
- Do we have a robust institution-wide data governance framework that makes clear how and what data is collected, stored, managed, and used, and who makes related decisions? How does our framework intersect with our AI governance policy?
- Is security, privacy, and data governance training for students, faculty, staff, and other stakeholders regularly provided? Is training completion and effectiveness monitored and enforced? How is security awareness periodically assessed?
- Do security and privacy terms in agreements with third-party information technology (IT) providers meet the institution’s criteria for adequate protections? Does management regularly review SOC reports and evaluate the institution’s complementary controls to flag possible issues? Do such vendors carry cyber insurance?

- How are we identifying changes to federal, foreign, and other regulations governing data security and privacy to ensure our cybersecurity program and data governance framework reflect the latest requirements?
- Do we understand the coverages, limits, and underwriting criteria of our cyber insurance policy?

## Define the audit committee’s oversight responsibilities for AI

In just a few short years, AI has gone from being the purview of a select group of tech leaders to becoming nearly ubiquitous across finance teams. According to the KPMG 2023 AI in Financial Reporting survey, 65% of organizations across industries are already using AI in some aspects of their financial reporting, and 71% expect AI to become a core part of their reporting function within the next three years. Still, while business leaders are eager to explore the different capabilities that AI—and generative AI in particular—can bring to their organizations, many are taking a slow and steady approach to adoption. According to our survey, 37% of finance leaders are still in the planning stages of their generative AI journeys.

Although the emergence of generative AI in higher education is frequently considered in an academic context—where it remains both a threat (e.g., academic dishonesty) and opportunity (e.g., online education)—AI also has tremendous potential to transform finance and other administrative processes at colleges and universities. A 2023 EDUCAUSE survey found that 83% of college and university respondents believe that “generative AI will profoundly change higher education in the next three to five years,” and that 65% believe its use has “more benefits than drawbacks.”<sup>3</sup> According to Inside Higher Ed, several institutions—in part through funding from federal, state, and private grants—have made significant investments in AI to support research, education, and workforce initiatives, with some building large-scale AI centers.<sup>4</sup> And while generative AI is already being used throughout the sector in various applications (for example, chatbots in IT and enrollment support systems), its potential to enhance a wide range of tasks, processes, and services is growing rapidly.

Optimizing certain AI solutions requires a robust enterprise resource planning system (ERP), as well as personnel with appropriate institutional knowledge and skill sets. Entities with legacy ERPs and siloed administrative staffing may lack the computing capacity—and skill sets—necessary to take advantage of all that AI has to offer. In addition, many higher

<sup>3</sup> EDUCAUSE *QuickPoll Results: Adopting and Adapting to Generative AI in Higher Ed Tech*, EDUCAUSE REVIEW, April 17, 2023.

<sup>4</sup> Inside Higher Ed, *Risks and Rewards as Higher Ed Invests in an AI Future*, September 5, 2023.

education institutions are currently replacing their finance, human capital management, and student information systems to transform core business processes. Such institutions may benefit from a more measured approach to AI adoption that considers how AI fits into their overall transformation strategy.

Examples of how college and university administrative teams might leverage AI moving forward include:

- Filtering and combining data sets, e.g., transactions and payment methods, to identify trends.
- Further automating processes such as payroll, purchasing, and related user-support systems.
- Combing through large swaths of public data that provide market insights and competitive intelligence to support marketing, admissions, fundraising, and other strategies.
- Analyzing anomalies to control budget variances, spot fraud, and facilitate internal audits.
- Developing dynamic budgeting and forecasting models to sensitize projections for any number of internal and external variables.

As noted in the KPMG *On the 2024 Board Agenda*, oversight of generative AI should be a priority for boards in 2024, including how to oversee generative AI at the full-board and committee levels. Handing over decision-making to a machine is no small undertaking. Any number of issues—from biased data to algorithmic errors—can result in the technology making mistakes that can affect an entity's analysis, revenue, forecasts, or even its reputation. But for leaders who make the effort to put the right controls in place around AI, the benefits can outweigh the risks.

The audit committee may end up overseeing the institution's compliance with the patchwork of differing laws and regulations currently governing generative AI, as well as the development and maintenance of related policies and internal controls. Some audit committees may have broader oversight responsibilities for generative AI, including overseeing various aspects of the entity's governance structure for the development and use of the technology. How and when is a generative AI system or model—including a third-party model—developed and deployed, and who makes that decision? What generative AI risk management framework is used? Does the institution have the necessary generative AI-related talent and resources? How do we ensure our adoption of AI is ethically responsible and aligned with the institution's culture? Do we have clear AI governance and AI security policies? Have we determined how those should link to our data governance and cybersecurity programs?

Given how fluid the situation is—with generative AI gaining rapid momentum—the allocation of oversight responsibilities to the audit committee may need to be revisited.

## Understand how the institution is managing ESG risks and potentially applicable regulations

For many institutions, ESG has become a board-level imperative, reflecting and aligning with the entity's mission, values, goals, and reputation. Colleges and universities face increasing stakeholder demands—from board members, creditors, and local communities to students, faculty, and donors—for ESG data, particularly around DEI and climate impacts. In 2023, several long-simmering threats that could impact these ESG priorities emerged against the backdrop of a polarized political environment: the Supreme Court's decision to end race-conscious admissions, allegations that antisemitism is tolerated on college campuses while ideological differences are not, and a backlash against DEI resulting in the elimination of diversity offices at several public institutions. These and similar challenges are likely to continue in 2024, although the ESG reporting landscape is expanding beyond the realm of public companies to cover more entities and disclosures.

In our experience, although some institutions do not have a formal ESG strategy or publish formal reports, most have long had initiatives pertaining to ESG objectives that may be tracked and reported on by various departments. Many are still inventorying existing ESG activities and considering how to develop a comprehensive ESG approach. At all stages, there is ample room for agreement and alignment on ESG definitions and a critical need for quantitative, reliable data. Still, the absence of a generally accepted ESG framework in the sector (as in most other industries) and lack of consensus around key industry performance indicators remain major obstacles to progress.

The extent to which higher education institutions will be subject to ESG disclosure requirements remains uncertain. Media reports have been dominated by the Securities and Exchange Commission's (SEC) March 2022 climate reporting proposal, under which public companies would report direct and indirect emissions, including those generated through supply chains and affiliates. The proposal has met with resistance by registrants and lawmakers, and a final ruling has not yet been issued. While the SEC does not directly regulate the higher education sector, its oversight of public debt markets includes conduit offerings by colleges and universities (although proposed

rulemaking to date does not apply to such offerings). Nevertheless, many institutions have begun including sustainability data in their offering documents, issuing reports on climate and DEI factors in their endowment management, and sharing ESG information with bond rating agencies (who consider ESG risks in ratings reports).

In addition, there are other complex and extensive climate and sustainability reporting laws—applying to both public and private entities—that require consideration:

- On October 7, 2023, the governor of California signed three disclosure laws that will shape climate reporting far beyond the state's borders:
  - Effective in 2026 (2025 data), Climate Corporate Data Accountability Act (SB-253) mandates the disclosure of greenhouse gas emissions;
  - Effective on or before January 1, 2026, Climate-Related Financial Risk Act (SB-261) mandates the disclosure of climate-related financial risks and measures adopted to reduce and adapt to such risks; and
  - Effective on January 1, 2024, the Voluntary Carbon Market Disclosures Act (AB-1305) introduces disclosure obligations related to voluntary carbon offsets and emissions reduction claims.

The laws are based on whether an entity does business or operates in California—not whether it is physically present in the state—and meets specified revenue thresholds (SB-253 and SB-261). The California Air Resources Board has been tasked with developing and adopting regulations to implement SB-253 and SB-261.

- The EU's Corporate Sustainability Reporting Directive (CSRD) amends and significantly expands existing EU requirements for sustainability reporting and has considerable ESG reporting implications for U.S. companies with physical presence and revenue in the EU meeting certain criteria. Determining which entities are in the scope of the CSRD is complex.

There is much to resolve in terms of how these laws will be implemented. Moreover, it is currently unclear whether or how colleges, universities, and other not-for-profits with activities in California or the EU could be impacted by or exempted from the requirements.

Oversight of an entity's ESG activities is a formidable undertaking for any board and its committees. In the corporate sector, the nominating or governance committee often takes the coordinating role, with the audit committee often overseeing internal controls, disclosure controls, and ESG disclosures. Although standards and practices affecting higher education institutions will continue to evolve—including as to

the roles of governance and auditors in the process—audit committees should encourage management to inventory and assess the scope, quality, and consistency of ESG disclosures. In the public sector, the focus is often on determining what data needs to be collected, processes for collecting the data and ensuring the data is reliable (including related controls). This evaluation should consider available methodologies and standards; how the institution is defining metrics; understanding expectations of creditors, donors, and other stakeholders; and the appropriateness of the ESG reporting framework(s) for the institution.

The audit committee should ask:

- Does the institution have an ESG or similar strategy, and who is responsible for its execution?
- How are material ESG risks identified? Are these risks appropriately reflected in the institution's enterprise risk management (ERM) profile?
- Does or should the institution utilize an ESG reporting framework? Do we have metrics to measure progress against stated goals, and how are they defined? Who within the institution is responsible for generating and tracking ESG data and ensuring its quality and conformity with applicable standards?
- Have we enlisted faculty with ESG expertise to help us think through our strategy and framework?



- As the institution’s reputation is on the line, understand where ESG information is currently disclosed—e.g., the institution’s website, and the Sustainability Tracking, Assessment & Rating System (STARS), a higher education reporting tool used by hundreds of institutions. Do such disclosures have consistency to the extent they appear in multiple communication channels? What policies and procedures are in place to ensure the quality of data used? Are such disclosures reviewed with the same rigor as financial results? Do (or should) we obtain assurance from internal or external auditors about our ESG data to provide our stakeholders with a greater level of comfort? Who are the stakeholders accessing such information, and what mechanisms exist for them to ask questions and provide feedback about our results?
- How are we keeping pace with industry-leading practices around ESG and the plethora of regulations that could require us to make ESG disclosures in the future?
- Clarify the role of the audit committee in overseeing the institution’s reporting of ESG risks and activities, particularly the scope and quality of ESG disclosures. How are the full board and other committees involved in overseeing ESG initiatives?

financial or otherwise, between those parties and the institution, regardless of when they occurred. The regulation states that de minimis routine transactions need not be considered for disclosure purposes. However, ED cites only lunches or meals for trustees as an example, and it is unclear which, if any, other transactions may also be de minimis.

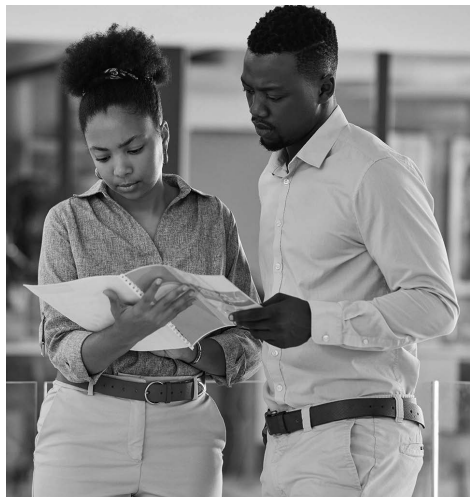
Given ED’s heightened focus on related-party reporting, the audit committee should understand and monitor how the institution will meet ED’s requirements. Questions to be asked include: Do we understand the term “related party” in the context of ED’s mandate and GAAP? Do we have the systems, processes, and internal controls necessary to capture and evaluate the information needed to comply? Have we considered the implications of personally identifiable information in required disclosures? Such considerations may be complicated and will need to be carefully assessed and perhaps even discussed with those who could be affected. Are we working closely with legal counsel and our auditors as we navigate the issues? Do we understand how a rejected ED filing could impact the institution? The institution should also monitor and consider any guidance provided by the American Institute of Certified Public Accountants, as well as any future clarifying guidance by ED.

## Monitor other emerging regulations and standards impacting the institution

**U.S. Department of Education (ED) enhanced disclosures.** On October 31, 2023, ED amended Title 34 Part 668 of the Code of Federal Regulations (CFR) relating to standards for institutions participating in federal student aid programs, effective July 1, 2024. Among other actions, the CFR retains and reaffirms a requirement, dating back to the 1990s, for institutions to report *all* individual related-party transactions in the audited financial statements they file with ED annually.

Over the last few years, ED has increasingly rejected annual filings deemed to have missing or incomplete related-party data. ED’s requirement uses the same related-party definition as U.S. generally accepted accounting principles (GAAP). However, that definition is increasingly complex and wide-ranging, and includes, for example, officers, board members, donors, and their immediate family members, and financially interrelated entities. And whereas GAAP allows financial statement preparers to consider the materiality and specificity of related-party information to be disclosed—including the related-party’s identity—ED requires, at a minimum, disclosure of the names, locations, and descriptions of all related parties and the nature and amount of any transactions,

**Accounting for credit losses.** The Financial Accounting Standards Board’s (FASB) Accounting Standards Update (ASU) 2016-13—*Financial Instruments—Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments*, as amended, is effective for private entities—including



colleges, universities, and other not-for-profits (NFPs) applying FASB guidance—for fiscal years beginning after December 15, 2022 (fiscal 2024 for most higher education institutions). While certain instruments are excluded from the scope of the ASU—such as receivables from donors and federal research sponsors accounted for as contributions under FASB Topic 958, as well as loans and receivables between entities under common control—the ASU applies to most financial assets measured at amortized cost, such as student and patient care accounts receivable, loans and notes receivable, as well as programmatic loans made by NFPs.

Under existing standards, a credit loss is recognized when it is probable it has been incurred (generally after inception of the asset). By contrast, the ASU requires—generally upon inception of the asset—recognition of losses expected over the contractual term of the asset, even if the risk of loss is currently remote. Accordingly, an entity's process for determining expected losses in accordance with the ASU considers not only historical information, but also current economic conditions and reasonable and supportable forecasts about future conditions (with reversion to historical loss information for future periods beyond those that can be reasonably forecast).

**Accounting for crypto assets.** Crypto assets have gradually gained acceptance in higher education, particularly as a mode for donor payments and as investments. Colleges and universities applying FASB guidance may already reflect such assets held

directly—or indirectly through underlying investment funds—at fair value in their financial statements. FASB's ASU 2023-08, *Accounting for and Disclosure of Crypto Assets*, introduces Subtopic 350-60, which addresses accounting and disclosure requirements for certain crypto assets. The guidance is effective for all entities in fiscal years beginning after December 15, 2024 (fiscal 2026 for most higher education institutions). Under the ASU, holdings of crypto assets that are within the scope of the ASU, such as bitcoin and ether, are measured at fair value and subject to certain presentation and disclosure requirements.

- Under Topic 958, in-scope crypto assets may qualify to be presented as part of investments in the institution's statement of financial position and related investment return in the statement of activities, subject to certain disclosures. However, in-scope crypto assets cannot be combined with other intangible assets and related changes therein if the institution reports such line items in the statements of financial position and activities, respectively. The ASU does not address classification of fair value changes of in-scope crypto assets in the statement of activities. Accordingly, institutions may present such changes within operating or nonoperating activities depending on the institution's policy and consistent with whether such changes are presented as part of investment return.
- In the statement of cash flows, cash receipts from the near-immediate liquidation of donated crypto assets are classified as financing activities if donor-restricted for long-term investment or capital purposes, or as operating activities if no donor restrictions are imposed.
- Required disclosures for each significant crypto asset holding include name, cost basis and method used, fair value, and number of units, and, subject to certain exceptions, information about changes in such holdings during the year. Additional disclosures are also required for holdings subject to contractual sale restrictions as of the statement of financial position date. For holdings that are not individually significant, aggregate cost basis and fair value information can be presented.

## Stay focused on leadership and talent in finance and other functions

For the second year in a row, recruitment and hiring ranked third in United Educators' Top Risks Survey of higher education institutions in 2023.<sup>5</sup> At some institutions, budget constraints, in-person staffing models, and an aging demographic in senior roles continue to contribute to this risk. While pressures



<sup>5</sup> United Educators, *2023 Top Risks Report: Insights for Higher Education*, 2023.

have abated somewhat, in 2024 college and university leaders may be contending with talent shortages in certain finance, IT, risk, compliance, and internal audit roles just as they refocus on strategies to transform the institution's business processes. The audit committee can help ensure that finance and administrative executives have the leadership, talent, and bench strength to support those strategies while maintaining their core operating responsibilities.

To help monitor and guide the institution's progress, we suggest the audit committee consider the following questions:

- Although changes to modes of working (i.e., remote, hybrid, and in-person) have largely stabilized in the industry, competition for talent in some functions and regions remains challenging, especially at institutions limited by traditional compensation structures. While bolstering recruitment and retention efforts may result in higher costs—which could add financial strain to the institution—employee workloads and morale, as well as internal controls, could be adversely impacted if vacant positions are not filled. Does the audit committee understand how the institution is managing, particularly as to specialized roles in IT, compliance, and other areas?
- Do we have the appropriate infrastructure to monitor and manage the tax, compliance, culture, and cybersecurity ramifications of remote work arrangements?
- Are finance and other administrative functions attracting, developing, and retaining the talent and skills we need to match their increasingly sophisticated digitization and other transformational strategies?
- Do our chief business officer, chief compliance officer, chief audit executive, and chief information security officer have the appropriate internal authority and stature, organizational structures, resources, and succession planning to be effective moving forward?

## Help ensure internal audit is attentive to the institution's key risks and is a valuable resource for the audit committee

Internal audit can and should be a valuable resource for the audit committee and a critical voice throughout the institution on risk and control matters. This requires focusing not only on financial reporting, compliance, and technology risks, but also key strategic, operational, and reputational risks and controls. Just as the audit committee is grappling with increasingly weighty and rapidly changing agendas, the scope and urgency of internal audit's areas of focus is growing. Is internal audit's annual plan risk-based and flexible, and does it adjust to changing

business and risk conditions? Internal audit must be able to effectively pivot to address unanticipated issues and risks as well as ongoing institutional risks highlighted in the audit plan.

The audit committee should work with the chief audit executive and chief risk officer to help identify those risks that pose the greatest threats to the institution's reputation, strategy, and operations, including culture and tone at the top; cybersecurity, data governance, and IT enhancement; emergent uses for AI, including generative AI, in administrative and academic processes; workforce and wellness issues; research compliance and conflict risks; international activities; third-party risks; integrity of data used for ESG and ranking purposes; and other risks. Expect the latest internal audit plan to reflect these emerging issues and reaffirm that the plan can adjust to changing conditions. Mapping internal audit's areas of focus to the institution's business processes and risks, how does the current plan compare to last year's plan? What has changed or is expected to change in the institution's operating, data, and related control environments? What is internal audit doing to be a valued business adviser to other departments?

Set clear expectations, and ask whether internal audit has the resources, skills, and expertise to succeed. Clarify internal audit's role in connection with the ERM program—which is not to manage risk, but to help the institution assess the adequacy of its risk management processes. Does internal audit have the talent it needs in IT and other focus areas? Recognize that internal audit is not immune to talent pressures. In addition, help the chief audit executive think through the impacts of new technologies, including AI—such as generative routines and dashboards used for risk assessment and real-time auditing—on internal audit's workload and effectiveness.



## Sharpen the institution's focus on—and connectivity of—ethics, culture, and compliance

In the current higher education environment, the reputational costs of an ethical breach or compliance failure are higher than ever. In addition, fraud risks caused by financial and operational pressures—from employee hardships and phishing scams to unrealistic goals involving enrollment or rankings targets—are expanding. Fundamental to an effective compliance program is the right tone at the top and culture. In the decentralized operating environments of comprehensive universities, where navigating myriad regulatory and ethical considerations related to research and patient care, innovation and commercialization, and intercollegiate athletics is increasingly complicated, reinforcement of these imperatives throughout the institution is essential.

With the radical transparency enabled by social media, the institution's commitments to integrity and other core values, legal compliance, and brand reputation are on full display. The audit committee should closely monitor tone at the top and behaviors (not just results) and yellow flags, considering the following:

- As we've learned, leadership and communications are key, and understanding, transparency, and empathy are more important than ever. Does the institution's culture make it safe for people to do the right thing? It can be helpful for board members to get out into the field and meet faculty and staff to get a better feel for the culture.
- Help ensure that regulatory compliance and monitoring programs remain up to date, cover all vendors in the global supply chain, and clearly communicate expectations for high ethical standards. Does the institution have a clear and current code of conduct, and are annual acknowledgments or certifications of the code required for all employees?
- Focus on the effectiveness of the institution's whistleblower reporting channels and investigation processes. Are all available reporting channels clearly and regularly communicated to the campus community to ensure awareness and use? Does the community utilize those channels? Does the audit committee receive regular information about whistleblower complaints, understand how such complaints are resolved, and receive data that enables the committee to understand trends? What is the process to evaluate complaints that are ultimately reported to the audit committee?

## About the KPMG Board Leadership Center

The KPMG Board Leadership Center (BLC) champions outstanding corporate governance to drive long-term value and enhance stakeholder confidence. Through an array of insights, perspectives, and programs, the BLC—which includes the KPMG Audit Committee Institute (ACI) and close collaboration with other leading trustee and director organizations—promotes continuous education and improvement of public- and private-entity governance. BLC engages with board members and business leaders on the critical issues driving board agendas—from strategy, risk, talent, and ESG to data governance, audit quality, proxy trends, and more. Learn more at [kpmg.com/us/blc](https://kpmg.com/us/blc).

## About the KPMG Audit Committee Institute

As part of the BLC, the ACI provides audit committee and board members with practical insights, resources, and peer-exchange opportunities focused on strengthening oversight of financial reporting and audit quality and the array of challenges facing boards and businesses today—from risk management and emerging technologies to strategy, talent, and global compliance. Learn more at [kpmg.com/us/aci](https://kpmg.com/us/aci).

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# Contact us

## The KPMG HERON Audit practice

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**David Gagnon**  
U.S. Sector Leader  
E: dgagnon@kpmg.com

**Rosemary Meyer**  
Deputy U.S. Sector Leader  
E: rameyer@kpmg.com

## Regional leaders

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**Renee Bourget-Place**  
Northeast  
E: rbourgetplace@kpmg.com

**Joseph Giordano**  
Metro New York and New Jersey  
E: jagiordano@kpmg.com

**Rosemary Meyer**  
Midatlantic  
E: rameyer@kpmg.com

**Jennifer Hall**  
Southeast  
E: jhall@kpmg.com

**Cathy Baumann**  
Midwest  
E: cbaumann@kpmg.com

**Drew Corrigan**  
Pacific Northwest  
E: dcorrigan@kpmg.com

**Christopher Ray**  
West  
E: cray@kpmg.com

**Susan Warren**  
Southwest  
E: smwarren@kpmg.com

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# **Department of Internal Audit Quality Assurance and Improvement Program**

Kevin Patton, Chief Audit Executive

**Legal, Audit, Risk and Compliance Committee**  
February 2024

## **What is a Quality Assurance and Improvement Program?**

### **As defined by the *Institute of Internal Auditors*:**

- Incorporates both internal and external assessments of the Department.
- External Assessments are required every five years – last received and presented to the Audit, Finance, and Investment Committee in February 2021.
- Internal Assessments are required periodically when not undergoing an external assessment.

## **External Quality Assurance Review Results from 2021**

The external validators confirmed the Department generally conforms to the Institute of Internal Auditors (IIA) – *International Standards for the Professional Practice of Internal Auditing*.

The external validators were chief audit executives from University of Washington, University of Illinois, University of Michigan and State of Ohio Office of Budget and Management - Internal Audit.

The term “generally conforms” is the highest rating available from the IIA.

# Departmental Independence

To maintain independent stature, the Department of Internal Audit currently:

- Reports functionally to the Legal, Audit, Risk and Compliance Committee, and University President; and
- Reports administratively to the Senior Vice President for Business and Finance.
- Has no direct operational responsibility or authority over any activities audited.

# Quality Assurance and Improvement Program

## Internal Assessments – On-going Monitoring:

- **Monitoring Audits** – progress is tracked for each project-by-project phase and assigned auditor, all audit workpapers are reviewed for quality and accuracy by the Director and Chief Audit Executive (CAE), review notes are provided to assist in strengthening performance for future audits, all audit reports and related communications are reviewed by the Director and CAE before issuance.
- **Performance Metrics** – auditor productivity, project management, and audit efficiency is monitored on a weekly basis for each auditor.
- **Professional Development and Training** – each auditor receives approximately 40 hours of continuing professional development annually.
- **Feedback** – each staff member receives coaching and feedback, written review notes are provided for each audit project, customer feedback is obtained at the end of each audit engagement.

# Quality Assurance and Improvement Program

## Internal Assessments – On-going Monitoring:

- **Audit Plan** – developed based on a prioritization of the audit universe using a risk-based methodology, including input from the Legal, Audit, Risk and Compliance Committee Chair and senior management. The Fiscal Year 2025 audit work plan will be presented and agreed upon by the Legal, Audit, Risk, and Compliance Committee at the May 2024 Committee meeting.
- **Follow-up** – disposition of audit recommendations are followed up and reported on until resolved.

# Quality Assurance and Improvement Program

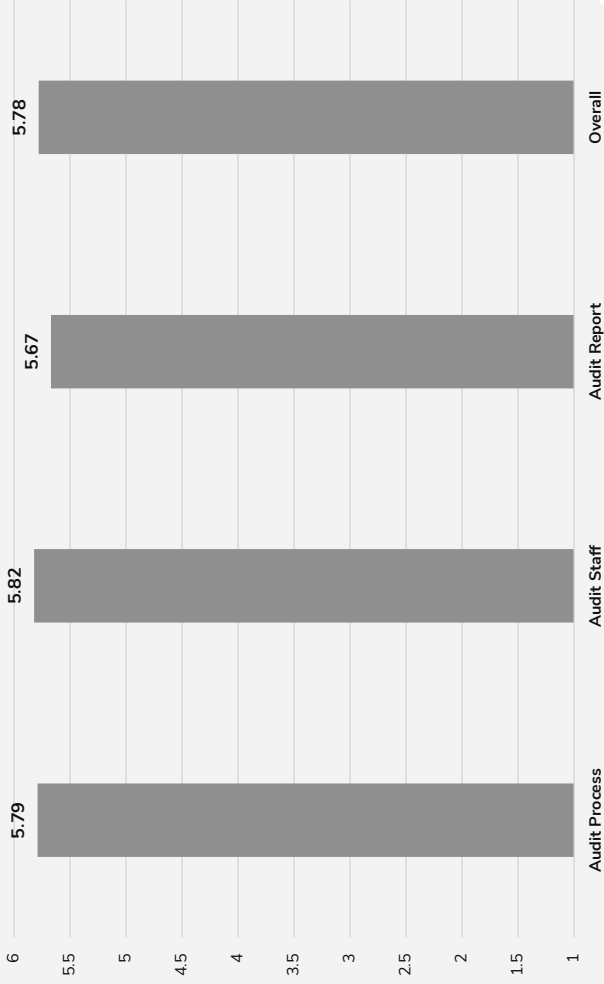
## Periodic Self-Assessments:

- **Annual Governance Review** – Internal Audit Charter and Legal, Audit, Risk and Compliance Committee Guidelines are reviewed annually and updated as needed. Last updated August 2022; no update necessary to the Internal Audit Charter at this time.
- **Annual Workpaper Review** – sample of audit workpapers are reviewed by Internal Audit management to make sure work is performed in accordance with departmental practices and *IIA Standards*.
- **Audit Staff Review** – job descriptions for each audit position have been reviewed and are appropriate. Formal, written performance feedback is performed for each staff member two times/year.
- **Audit Process/Scope Review** – reviewed and modified as necessary.
- **Customer Satisfaction Surveys** – distributed to those involved in the audit process at the end of each audit.

# Customer Satisfaction Survey Results

- Results are based on a six-point scale.
- Results presented are for calendar years 2022 and 2023.

Internal Audit Survey Averages Calendar Year 2022-2023  
(Score from 1 to 6)



## Results of the Quality Assurance and Improvement Program

1. Confirmation that Department of Internal Audit is independent – no impairments to our independence.
2. Confirmation that our work is performed in accordance with *IIA Standards* and that we abide by the *IIA Code of Ethics*.
3. Internal Audit Charter and Legal, Audit, Risk, and Compliance Committee Charter are appropriate related to internal audit activities, at this time.
4. 88% of our staff possess professional credentials or have advanced degrees.
5. Continuous Improvement - we continue to refine audit processes and staff productivity.

## On the Horizon

1. Updated Internal Audit Standards were recently released by the Institute of Internal Auditors now named *Global Internal Audit Standards*.
2. We plan to evaluate and address the changes during 2024. This will be a big lift for the Department.
3. New governance terminology for LARC and IA.
4. Implementation date is January 2025.
5. Next External Quality Assurance Review is targeted for 2026.



# Office of Government Affairs Update

Stacy Rastauskas, Vice President for Government Affairs



## Legal, Audit, Risk and Compliance Committee February 2024



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# At a glance

- Federal, State, Local and Community, Advocacy
- Offices located in Columbus, Ohio and Washington, D.C.
- 18 team members
  - Wexner Medical Center
  - College of Food, Agricultural, and Environmental Sciences

# By the Numbers

**\$1.53**

**BILLION**

Annual government investment in Ohio State

**67%**

**TURNOVER**

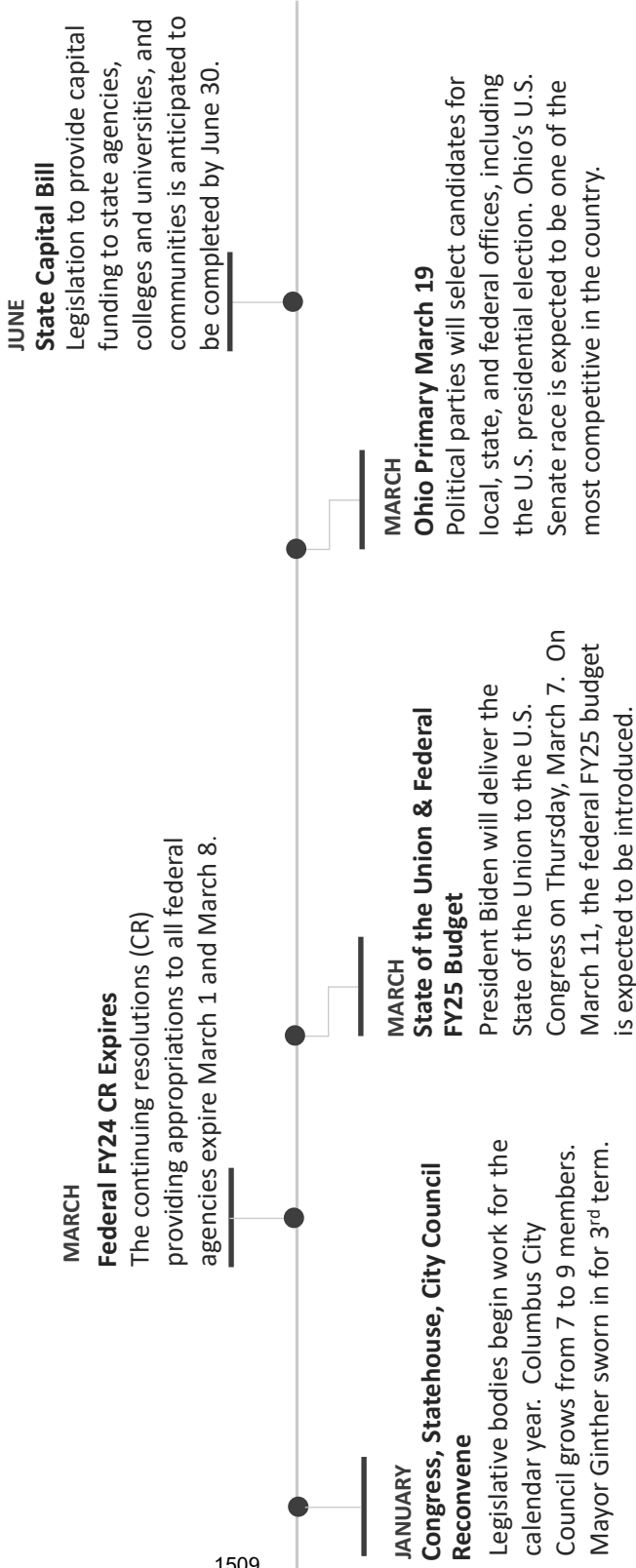
Out of 165 key public offices since 2018

**58**

**ENGAGEMENTS**

By President Carter in January 2024

# 2024 Forecast – January - June



# 2024 Forecast – July - December

**OCTOBER**

**Federal FY25 begins**

Congress will need to finalize work on the FY25 budget or pass a continuing resolution by October 1.

**DECEMBER**

**Lame Duck Sessions**

Legislative sessions occurring after the election will be busy as lawmakers wrap up unfinished business before the end of the calendar year.

**JULY**

**State FY25 begins**

Ohio will begin a new fiscal year. State agencies will begin the process of preparing the next 2-year state operating budget.

**NOVEMBER**

**General election November 5**

In 2024 Ohio will elect one U.S. Senator, 15 members of Congress, 99 members of the Ohio House, and 16 state senators, 3 Ohio Supreme Court justices and the U.S. President, as well as other local judicial positions.

## **Information Security**

Cindy Leavitt Chief Information Officer

Rich Nagle Chief Information Security Officer

Tom Bentley Chief Information & Digital Technology Officer – Wexner Medical Center

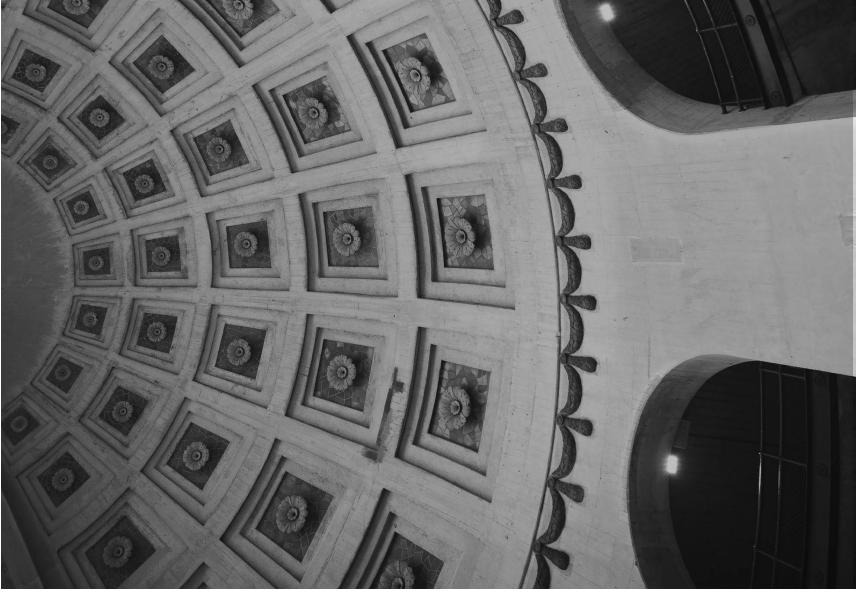
Tre Smith Chief Information Security Officer – Wexner Medical Center

**Legal, Audit, Risk, and Compliance Committee**

**February 2024**

# Overview

- ✓ Industry Risk Drivers
- ✓ Recent Actions



# Higher Education: External & Internal Risk Drivers



- Economic challenges & global conflicts
- National security through compliance
- Third-party vendor attacks



- Leadership/organizational changes
- System enhancements
- Resource prioritization challenges

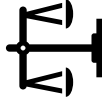
# Success, Despite Challenges



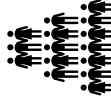
**ADVANCED SECURITY  
EFFORTS**



**EXTENDED OUTREACH &  
PREVENTION**



**MET INCREASED REGULATORY  
REQUIREMENTS**



**WORKFORCE  
STABILIZATION**



Board of Trustees  
University Square South  
15 East 15<sup>th</sup> Avenue, 5<sup>th</sup> Floor  
Columbus, OH 43201  
Phone (614) 292-6359  
Fax (614) 292-5903  
trustees.osu.edu

### **SUMMARY OF ACTIONS TAKEN**

*February 21, 2024 – Academic Affairs and Student Life Committee Meeting*

#### **Members Present:**

Jeff M.S. Kaplan  
Elizabeth A. Harsh  
Elizabeth P. Kessler

Reginald A. Wilkinson  
Pierre Bigby  
Bradley R. Kastan

Joshua H.B. Kerner  
Susan E. Cole  
Hiroyuki Fujita (ex officio)

**Members Present via Zoom:** Michael F. Kiggin

**Members Absent:** N/A

### **PUBLIC SESSION**

The Academic Affairs and Student Life Committee of The Ohio State University Board of Trustees convened on Wednesday, February 21, 2024, in person at the Longaberger Alumni House on the Columbus campus and virtually over Zoom. Committee Chair Jeff Kaplan called the meeting to order at 2:26 p.m.

#### ***Items for Discussion***

1. **Provost's Report:** Dr. Karla Zadnik, interim executive vice president and provost, kicked off the committee's public session with her first Provost's Report. She discussed the role of Academic Affairs in supporting and celebrating faculty while providing updates on student academic initiatives, including General Education and the Military Community Advocates program; community engaged scholarship; enrollment; new *U.S. News & World Report* rankings for online programs; and regional campuses.

(See Attachment LXV for background information, page 1520)

2. **Senior Vice President for Student Life's Report:** Dr. Melissa Shivers, senior vice president for student life, presented an update on the Office of Student Life's strategies for engagement on regional campuses. This included an overview of student engagement opportunities and highlights of collaboration across campuses. The update also included perspectives of regional campus students and staff.

(See Attachment LXVI for background information, page 1534)

3. **Eugene D. Smith Leadership Institute Overview and Student-Athlete Presentation:** Athletic Director Gene Smith shared an update on The Eugene D. Smith Leadership Institute. The institute is an integrative program, providing leadership, character and career development for all Ohio State student-athletes to best prepare them for life after graduation. He was joined by MaKena Lynch, assistant athletic director for student-athlete development, and Kacy King, executive director of Student-Athlete Support Services Office (SASSO). Jadon Roberson, senior on the men's gymnastics team and saxophonist, and Kamryn Babb, Ohio State alumnus and former football player, shared their positive experiences with Bucks Go Pro 1.0 and NextGen Program.

(See Attachment LXVII for background information, page 1539)



THE OHIO STATE UNIVERSITY

4. Brandon Lester, senior associate general counsel and associate secretary for the Board of Trustees, gave an update on the Salmon P. Chase Center for Civics, Culture, and Society. Mr. Lester recalled steps taken to create this center. Starting November 2023, the OSU Board of Trustees created a seven-member academic council of imminent scholar across the nation, with the expertise needed to set up the center. That group was approved by the Ohio Senate through the advice and consent process in December 2023. Starting in January 2024 the group met several times, sharing their ideas on what qualities make up an executive director who can start to lead the effort. The process of finalizing a position statement to post for candidates to start to apply is coming to a close. Once that happens the academic council will begin the interview process. Next, a series of recommended finalists will be presented to President Carter, who will then make a decision and submit it to this Board for approval. Once selected, the director will have tenure or tenure eligibility and be responsible for setting up this unit with at least 15 faculty members. As a group they will develop curriculum and oversee it as part of the university process as well as create a variety of innovative and creative solutions to attract students and other faculty. This will take place over the next couple of months with the goal of having it set up by the next academic year.

**Items for Action**

5. Approval of Minutes: No changes were requested to the November 15, 2023, meeting minutes; therefore, a formal vote was not required, and the minutes were considered approved.
6. Resolution No. 2024-82, Amendments to the Rules of the University Faculty:  
Synopsis: Approval of the following amendments to the *Rules of the University Faculty* is proposed.

WHEREAS the University Senate, pursuant to rule 3335-1-09 of the Administrative Code, is authorized to recommend through the President to the Board of Trustees the adoption of amendments to the *Rules of the University Faculty* as approved by the University Senate; and

WHEREAS Ohio State has had a longstanding practice of making reasonable academic accommodations for students' religious beliefs and practices in accordance with applicable law; and

WHEREAS in 2023, Ohio State updated its practice to align with enacted section 3345.024 of the Revised Code which requires each state institution of higher education to adopt a policy providing students with religious accommodations; and

WHEREAS the existence of state and federal laws and university policy governing attendance policies in classrooms is not clearly articulated in the current rule; and

WHEREAS proposed revision to rule 3335-9-21 provides clarity to areas of ambiguity; and

WHEREAS the proposed revision to rule 3335-9-21 of the *Rules of the University Faculty* was approved by the University Senate on November 30, 2023:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves the adoption of the attached amendments to the *Rules of the University Faculty* as recommended by the University Senate.

(See Appendix LXIII for background information, page 1848)



THE OHIO STATE UNIVERSITY

7. Resolution No. 2024-83, Faculty Personnel Actions:

BE IT RESOLVED, That the Board of Trustees hereby approves the faculty personnel actions as recorded in the personnel budget records of the university since the August 17, 2023, meeting of the board, including the following appointments, appointments/reappointments of chairpersons, faculty professional leaves and emeritus titles:

Appointments

Name: FELIX CHANG\*  
Title: Professor (Robert J. Watkins/Procter & Gamble Professorship)  
College: Law  
Term: August 15, 2024, through August 14, 2028

Name: MARCELO DAPINO  
Title: Professor (Honda R&D Americas Designated Professorship)  
College: Engineering  
Term: September 1, 2023, through August 31, 2024

Name: L. CAMILLE HÉBERT  
Title: Acting Dean  
College: Michael E. Moritz College of Law  
Term: February 1, 2024, until Dean returns, or a new Dean is hired

Name: JENNIFER JOHNSON  
Title: Professor (Henry L. Cox Endowed Professorship)  
College: Arts and Sciences  
Term: September 1, 2023, through August 31, 2028

Name: BLAISE KIMMEL  
Title: Assistant Professor (Umit S. Ozkan Professorship in Chemical and Biomolecular Engineering)  
College: Engineering  
Term: January 1, 2024, through December 31, 2027

Name: CHING-CHANG KO  
Title: Professor (Vig/Williams Endowed Chair in Orthodontics)  
College: Dentistry  
Term: January 27, 2020-January 26, 2025

Name: HEATHER PAYNE\*  
Title: Professor (Carter C. Kissell Professorship in Law)  
College: Law  
Term: August 15, 2024, through August 14, 2028

Name: D. BLAKE STRINGER  
Title: Professor (The NetJets Designated Chair of Aviation Modernization)  
College: Engineering  
Term: January 1, 2024, through December 31, 2027

Name: SUSAN TSAI\*  
Title: Professor (Dr. Arthur G. and Mildred C. James - Richard J. Solove Chair in Surgical Oncology)  
College: Medicine  
Term: January 1, 2024, through June 30, 2028



THE OHIO STATE UNIVERSITY

Name: JEFFREY WALLINE  
Title: Acting Dean  
College: Optometry  
Term: January 1, 2024, until Dr. Zadnik returns to the role

Name: GUO-LIANG WANG  
Title: Professor (Professorship in Plant Protection)  
College: Food, Agricultural, and Environmental Sciences

Name: KARLA ZADNIK  
Title: Interim Executive Vice President and Provost  
College: Office of Academic Affairs  
Term: January 1, 2024, until a new Provost is appointed

Name: JANET BOX-STEFFENSMEIER  
Title: Professor (Vernal G. Riffe Professorship in Government and Politics)  
College: Arts and Sciences  
Term: July 1, 2024, through June 30, 2029

Name: RUSSELL FAZIO  
Title: Professor (The Harold E. Burt Chair in Psychology)  
College: Arts and Sciences  
Term: August 15, 2023, through June 30, 2028

Name: MARIA IGNATIEVA  
Title: Professor (Martha W. Farmer Endowed Professorship in Theatre)  
College: Lima  
Term: July 1, 2023, through May 31, 2025

Name: JODY PATTERSON  
Title: Associate Professor (Roy Lichtenstein Foundation Endowed Chair of Art History)  
College: Arts and Sciences  
Term: July 1, 2024, through June 30, 2029

Name: CARMEN WINANT  
Title: Associate Professor (Roy Lichtenstein Chair of Studio Art)  
College: Arts and Sciences  
Term: August 16, 2023, through August 15, 2024

Name: KAY WOLF  
Title: Senior Vice Provost  
Office: Academic Affairs  
Term: February 1, 2024, through May 31, 2024

Name: JANET BOX-STEFFENSMEIER  
Title: Professor (Vernal G. Riffe Professorship in Government and Politics)  
College: Arts and Sciences  
Term: July 1, 2024, through June 30, 2029

\*New Hire

(See Appendix LXIV for background information, page 1849)



**THE OHIO STATE UNIVERSITY**

8. Resolution No. 2024-84, Honorary Degree:

Synopsis: Approval of the honorary degree listed below is proposed.

WHEREAS the Committee on Honorary Degrees of the University Senate, pursuant to rule 3335-5-48.8 of the Administrative Code, has approved for recommendation to the Board of Trustees the awarding of the honorary degree as listed below:

Elizabeth Lwanga-King Doctor of Public Service, *honoris causa*

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves the awarding of the above honorary degree.

(See Attachment LXV for background information, page 1852)

9. Resolution No. 2024-85, Degrees and Certificates:

Synopsis: Approval of Degrees and Certificates for spring term 2024 is proposed.

WHEREAS pursuant to paragraph (E) of rule 3335-1-06 of the Administrative Code, the Board has authority for the issuance of degrees and certificates; and

WHEREAS the faculties of the colleges and schools shall transmit, in accordance with rule 3335-9-29 of the Administrative Code, for approval by the Board of Trustees, the names of persons who have completed degree and certificate requirements:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves the degrees and certificates to be conferred on May 5, 2024, to those persons who have completed the requirements for their respective degrees and certificates and are recommended by the colleges and schools.

**Action:** Upon the motion of Mr. Kaplan, seconded by Mrs. Harsh, the committee adopted the foregoing resolutions by voice vote with the following members present and voting: Mr. Kaplan, Mrs. Harsh, Ms. Kessler, Dr. Wilkinson, Mr. Kiggin, Mr. Bigby, Mr. Kastan, Mr. Kerner, Dr. Cole and Dr. Fujita.

**EXECUTIVE SESSION**

It was moved by Mr. Kaplan, and seconded by Mr. Bigby, that the committee recess into executive session to discuss business-sensitive trade secrets required to be kept confidential by federal and state statutes; to consult with legal counsel regarding pending or imminent litigation; and to discuss personnel matters involving the appointment, employment and compensation of public officials, which are required to be kept confidential under Ohio law.

A roll-call vote was taken, and the committee voted to go into executive session with the following members present and voting: Mr. Kaplan, Mrs. Harsh, Ms. Kessler, Dr. Wilkinson, Mr. Kiggin, Mr. Bigby, Mr. Kastan, Mr. Kerner, Dr. Cole and Dr. Fujita.

The committee entered executive session at 3:52 p.m., and the meeting adjourned at 4:36 p.m.

# Provost's Report

Karla Zadnik, Interim Executive Vice President and Provost  
February 2024



# Supporting and celebrating faculty

# National Academy of Inventors

1522



**Krystof Bankiewicz**  
Neurological Surgery  
College of Medicine



**Michael Tweedle**  
Radiology  
College of Medicine

# National Academy of Engineering

1523



**Umit Ozkan**

Chemical and  
Biomolecular  
Engineering

College of Engineering



**Antonio Conejo**

Integrated Systems Engineering,  
Electrical and Computer  
Engineering

College of Engineering

# Focusing on the First Year

- Using research, collaboration, and expertise to support students through their transition to Ohio State, improve retention, and connect them with resources.



# General Education

- More than 20,000 undergraduates impacted since launch
- Multiyear pathway enhanced by ePortfolio
- Emphasis on civic engagement

1525



# Military Community Advocates

- Serve as resources for fellow student veterans
- Help their academic unit, campus, or engagement area develop stronger connections



# Community Engaged Scholarship



# National recognition for Columbus Free Clinic

- Ohio State named regional winner of the W.K. Kellogg Foundation Community Engagement Scholarship Award from APLU
- 400 Ohio State students volunteer for the CFC every year to assist with providing community health care



# Enrollment updates



# U.S. News & World Report Best Online Programs

- **#2** in Online Family Nurse Practitioner Master's Programs
- **#4** in Online Master's in Nursing Programs
- **#7** in Online Bachelor's Programs
- **#8** in Online Master's in Educational/Instructional Media Design Programs
- **#14** in Online Master's in Engineering Management Programs
- **#25** in Online Master's in Business Programs

# Fulbright U.S. students

- For the fifth consecutive year, Ohio State has been named a top producer of Fulbright U.S. students
- 15 students in the 2023-24 grant cycle



# Regional campuses

- Sharing resources and expertise across all of Ohio State's campuses
- New pathways agreements at Ohio State Lima





**Thank you**



# Strategies for Student Engagement on Regional Campuses



Dr. Melissa S. Shivers,  
Senior Vice President for Student Life



# Opportunities for Engagement



## Direct Support

- Dining
- Housing
- Equipment
- Assessment

## Collaborative Utilization

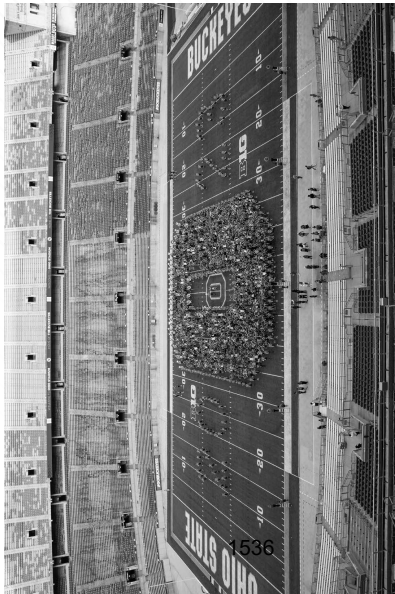
- Virtual student coaching appointments
- Virtual workshops
- Programs and program toolkits
- Consultation efforts

## Regional Directed

- Student organizations
- Campus events
- Campus activity boards
- Community service
- Recreational sports
- Student governments
- Leadership
- Student support



# Highlights of Collaboration





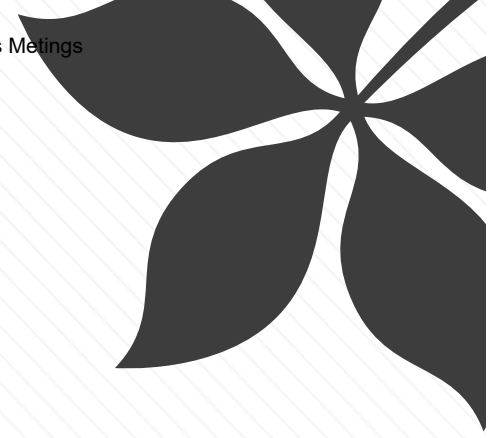
# Student and Staff Perspectives



Placeholder for student  
video messages



# Questions & Discussion



# THE EUGENE D. SMITH LEADERSHIP INSTITUTE



## EDSLI MISSION

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The Institute provides leadership, character and career development for all Ohio State student-athletes in order to best prepare them for life after graduation.



# EDSLI GOAL

100% of student-athletes have either accepted a job, been accepted to graduate school or signed a professional contract the day they receive their diploma.

## PROFESSIONAL CONTRACTS



## TOP EMPLOYERS



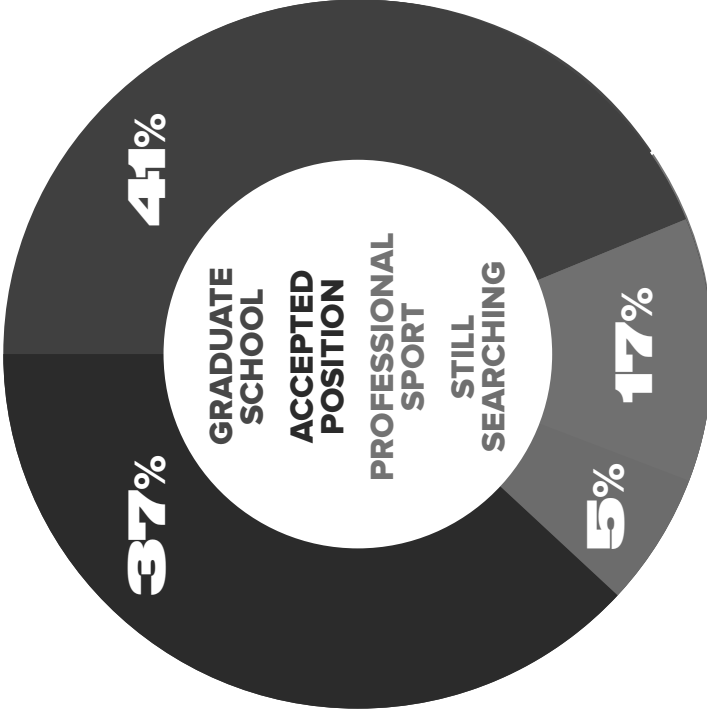
## GRADUATE SCHOOLS



# CAREER OUTCOME RATE

# 95%

OF 2023 GRADUATES  
EMPLOYED,  
ENROLLED IN  
GRADUATE SCHOOL  
OR SIGNED  
PROFESSIONAL  
CONTRACTS AT THE  
TIME OF GRADUATION



**CLASS OF 2022-23  
216 GRADUATES**

THE EUGENE D. SMITH LEADERSHIP INSTITUTE



## REAL LIFE

**Mission**  
To ensure that every student-athlete in good standing benefits from the total experience afforded by athletic participation.

- Programs**
- REAL LIFE APP
  - Resume Reviews
  - BGP 1.0 Internships
  - Mock Interviews
  - BGP 2.0 Internships
  - Dress to Impress
  - Job Shadow
  - Buckeye Futures
  - Micro-Internship
  - Athletes in Medicine
  - Buckeye Road Trip
  - NextGen
  - Career Fairs
  - Adobe Creator Challenge

## LIVE LIFE

**Mission**  
To offer relevant current topics that affect the student-athletes well-being, health, and growth as young adults.

- Programs**
- OSUNIL
  - Complete Athlete Program (CAP)
  - Social Media Training
  - Sport specific hot topics
- examples:
- Mental Health
  - Drugs/ Alcohol/ Relationships
  - Communication

## LEADERSHIP

**Mission**  
To expose student-athletes and head coaches to the core tenets of leadership for individuals and teams.

- Programs**
- Lead Like A Buckeye (LLB)
  - The Wolstein Leadership Academy
  - Head Coach Leadership Development
    - Built to Lead
    - Focus 3 – R Factor



# STUDENT-ATHLETE SUPPORT SERVICES OFFICE (SASSO)

---

**3.36**

**AVERAGE GPA**  
FALL 2023 SEMESTER AVERAGE

**36**

**TEAMS ABOVE A**  
3.0

**94**

**GRADUATION SUCCESS**  
RATE  
ALL TIME BEST

**765**

**SCHOLAR-ATHLETES**  
DURING THE 2022-2023 ACADEMIC YEAR

**809**

**SCHOLAR-ATHLETES**  
PROJECTED FOR THE 2023-2024  
ACADEMIC YEAR

**993**

**MULTI YEAR APR**  
ALL TIME BEST

**988**

**SINGLE YEAR APR**

1,123 student-athletes served, including 75 enrolled in graduate school

---

THE EUGENE D. SMITH LEADERSHIP INSTITUTE



# STUDENT-ATHLETE SUPPORT SERVICES OFFICE (SASSO)

The top five majors include: Sport Industry, Finance, Communication, Marketing, and Health Sciences

## AUTUMN 2023 ACADEMIC MEETINGS:

**114**

ADVISING

**8,073**

MENTORING AND  
STUDY HALL

**3,914**

TUTORING

**12,101**

TOTAL MEETINGS



# Bucks Go Pro 1.0

Bucks Go Pro 1.0 is an eight-week internship that provides both work experience and professional development. The program is designed to prepare student-athletes for life after college through enhanced resumes, experience in a professional setting, and an expanded network.

**40** **180**

**PAID  
INTERNSHIPS**  
IN THE DEPARTMENT OF ATHLETICS OR  
ACROSS THE UNIVERSITY

**HOURS OF WORK  
EXPERIENCE**  
PER STUDENT-ATHLETE

**4**

**HOURS**  
OF PROFESSIONAL DEVELOPMENT  
EACH WEEK



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# Bucks Go Pro 2.0

Bucks Go Pro 2.0 is a 200-hour corporate internship program that provides a flexible work experience to progress student-athletes toward their career goals.

# 61

**ATHLETES WERE WELCOMED  
AS INTERNS**

AT COMPANIES AROUND COLUMBUS INCLUDING:

**JPMORGAN  
CHASE & CO.**

**RI TERUG  
FLOORING**



**THE OHIO STATE UNIVERSITY**  
WEXNER MEDICAL CENTER



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# NEXTGEN

The NextGen program is a full-time, paid opportunity with benefits for graduating student-athletes. It is a structured, rotational development program, designed to provide experience and skill development necessary to position student-athletes to succeed in a career within intercollegiate athletics.



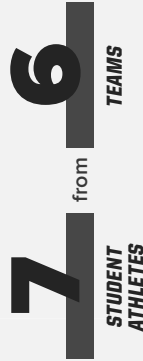
Student-Athletes will perform two six-month rotations, followed by one 12-month rotation across various units within the Department of Athletics.

I always knew how great the people were that I interacted with as an athlete, and after coming to the other side of the athletic department it is exciting to see more of the same. This program will give me a better understanding of everything that goes into collegiate athletics and will allow me to have more of an idea of what area I want to work in within collegiate athletics.

– MARCUS ERNST, Baseball



The inaugural cohort includes:





# LEADERSHIP VIDEO



[CLICK HERE](#)

THE EUGENE D. SMITH LEADERSHIP INSTITUTE



We were so impressed with the pool of Bucks Go Pro 2.0 candidates we expanded our offers to eight student-athletes from an anticipated two or three. And, they've delivered. They're managing their workloads with excellence while balancing their commitments to their sports and their summer studies.

— **JEFF LYTTLE**

*EXECUTIVE DIRECTOR & PROGRAM MANAGER AT JPMORGAN CHASE & CO*





The addition of NextGen staff to our department has, without a doubt, elevated our work. These former student-athletes have a unique perspective, which allows them to bring new ideas to our team and share authentic stories with our donors. They've enabled us to be more forward-thinking and have become such an asset to our staff. We are so grateful for their effort and enthusiasm.

— **CRISTINE DENNIS**

*ASSISTANT ATHLETICS DIRECTOR, DEVELOPMENT*





# QUESTIONS?

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## APPENDIX LVI



THE OHIO STATE UNIVERSITY

Board of Trustees

University Square South  
15 East 15<sup>th</sup> Avenue, 5<sup>th</sup> Floor  
Columbus, OH 43201

Phone (614) 292-6359  
Fax (614) 292-5903  
trustees.osu.edu

### **SUMMARY OF ACTIONS TAKEN**

*February 22, 2024 – Master Planning and Facilities Committee Meeting*

#### **Members Present:**

Alan A. Stockmeister  
Reginald A. Wilkinson  
Elizabeth A. Harsh  
Pierre Bigby

George A. Skestos  
Joshua H.B. Kerner  
James D. Klingbeil  
Robert H. Schottenstein

Hiroyuki Fujita (ex officio)

**Members Present via Zoom:** N/A

**Members Absent:** N/A

#### **PUBLIC SESSION**

The Master Planning and Facilities Committee of The Ohio State University Board of Trustees convened on Thursday, November 16, 2023, in person at the Longaberger Alumni House on the Columbus campus. Committee Chair Alan A. Stockmeister called the meeting to order at 8:00 a.m.

#### ***Items for Discussion***

1. **Physical Environment Scorecard:** Mr. Jay Kasey, senior vice president, Office of Administration and Planning, presented the Physical Environment Scorecard, tracking metrics related to campus operations and safety.

(See Attachment LXVIII for background information, page 1560)

2. **Major Project Updates:** Mr. Mark Conselyea, vice president, Facilities Operations and Development provided the standard report on all projects over \$20M. The projects on this update that are being watched closely are the Interdisciplinary Health Sciences project for schedule, the Newark Founders Hall project for budget, and the Campbell Hall and Combined Heat and Power Plant projects for both schedule and budget.

(See Attachment LXIX for background information, page 1561)

3. **Design for the Outpatient Care Facility:** Mr. Kyle Albert, senior director, campus planning and design, presented the design for the Outpatient Care Powell facility. This is the third community-based ambulatory facility of this kind for the Wexner Medical Center. All three projects share design elements that create brand cohesion while responding to unique site and programmatic goals. The design has been reviewed and approved by the university's Design Review Board. A request for \$165M for the balance of construction is included in the items for approval.

(See Attachment LXX for background information, page 1575)

#### ***Items for Action***

4. **Approval of Minutes:** No changes were requested to the November 16, 2023, meeting minutes; therefore, a formal vote was not required, and the minutes were considered approved.



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5. Resolution No. 2024-86: Approval to Enter Into/Increase Professional Services and Enter Into/Increase Construction Contracts:

**APPROVAL TO ENTER INTO/INCREASE PROFESSIONAL SERVICES  
AND CONSTRUCTION CONTRACTS**

BIOMEDICAL AND MATERIALS ENGINEERING COMPLEX PHASE 2  
 MARTHA MOREHOUSE FACILITY IMPROVEMENTS – SOAR MRI  
 VMC - PET/CT SPACE RENOVATION  
 WMC OUTPATIENT - POWELL  
 WATERMAN - MULTI-SPECIES ANIMAL LEARNING CENTER (MALC)

**APPROVAL TO INCREASE CONSTRUCTION CONTRACTS**  
 DEPARTMENT OF ECONOMICS RELOCATION TO BRICKER HALL

Synopsis: Authorization to enter into/increase professional services and construction contracts, as detailed in the attached materials, is proposed.

WHEREAS in accordance with the attached materials, the University desires to enter into/increase professional services contracts and enter into/increase construction contracts for the following projects; and

	Prof. Serv. Approval Requested	Construction Approval Requested	Total Requested	
Biomedical and Materials Engineering Complex Phase 2	\$0.3M	\$4.0M	\$4.3M	University debt, university funds, fundraising, state funds
Martha Morehouse Facility Improvements – SOAR MRI	\$0.9M	\$7.9M	\$8.8M	Auxiliary funds, university funds, grant funds
VMC – PET/CT Space Renovation	\$0.5M	\$4.0M	\$4.5M	Fundraising
WMC Outpatient – Powell	\$14.6M	\$150.4M	\$165.0M	Auxiliary funds
Waterman - Multi- Species Animal Learning Center (MALC)	\$1.0M	\$5.2M	\$6.2M	University debt, university funds, fundraising, state funds



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WHEREAS in accordance with the attached materials, the University desires to increase construction contracts for the following project; and

	Construction Approval Requested	Total Requested	
Department of Economics Relocation to Bricker Hall	\$0.9M	\$0.9M	University funds

WHEREAS the Master Planning and Facilities Committee has reviewed the projects listed above for alignment with all applicable campus plans and guidelines; and

WHEREAS the Finance Committee has reviewed the projects listed above for alignment with the Capital Investment Plan and other applicable financial plans.

NOW THEREFORE

BE IT RESOLVED, that the Board of Trustees hereby approves that the fiscal year 2024 Capital Investment Plan be amended to include additional funding for the Biomedical and Materials Engineering Complex Phase 2, Martha Morehouse Facility Improvements – SOAR MRI, Wexner Medical Center Outpatient Care Powell and the Waterman Multi-Species Animal Learning Center projects; and

BE IT RESOLVED, that the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance be authorized to enter into/increase professional services and construction contracts for the projects listed above in accordance with established university and State of Ohio procedures, with all actions to be reported to the board at the appropriate time.

(See Appendix LXVI for background information, page 1857)

6. Resolution No. 2024-87: Approval for Disposition of Real Property:

26.70+/- ACRES AT 2575 WEST DUBLIN GRANVILLE ROAD,  
FRANKLIN COUNTY, COLUMBUS, OHIO

Synopsis: Authorization to sell real property located at 2575 West Dublin Granville Road, Franklin County, Columbus Ohio, is proposed.

WHEREAS The Ohio State University on behalf of The State of Ohio seeks to sell approximately 26.70 acres of unimproved real property located at 2575 West Dublin Granville Road, Columbus, Ohio, identified as a portion of Franklin County parcel number 610-159043 situated along and near West Dublin Granville Road and located north of the Don Scott Airport; and

WHEREAS the sale of this property supports the strategic investment and divestment of land assets in support of the university's current and future needs; and

WHEREAS the administration has identified this site as excess and no longer aligning with current and future planned needs:



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NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the sale of the aforementioned property upon terms and conditions deemed to be in the best interest of the university and at a sale price at or above the appraised value.

(See Appendix LXVII for background information, page 1863)

7. Resolution No. 2024-88: Approval for Disposition of Real Property:

23.50+/- ACRES AT 3455 WEST DUBLIN GRANVILLE ROAD,  
FRANKLIN COUNTY, COLUMBUS, OHIO

Synopsis: Authorization to sell real property located at 3455 West Dublin-Granville Road, Franklin County, Columbus Ohio, is proposed.

WHEREAS The Ohio State University seeks to sell approximately 23.50 acres of unimproved real property located at 3455 West Dublin-Granville Road, Columbus, Ohio, identified as Franklin County parcel numbers 010-159028, 010-158972, 010-228184 and portions of 010-128886 and 010-158960. All parcels are situated along and near West Dublin Granville Road and located north of the Don Scott Airport; and

WHEREAS the sale of this property supports the strategic investment and divestment of land assets in support of the university's current and future needs; and

WHEREAS the administration has identified this site as excess and no longer aligning with current and future planned needs:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the sale of the aforementioned property upon terms and conditions deemed to be in the best interest of the university and at a sale price at or above the appraised value.

(See Appendix LXVIII for background information, page 1865)

8. Resolution No. 2024-89: Approval for Disposition of Real Property:

UNITS #101-126 AT RIVERWATCH TOWER – 364 WEST LANE AVENUE,  
FRANKLIN COUNTY, COLUMBUS, OHIO

Synopsis: Authorization to sell real property located at 364 West Lane Avenue, Franklin County, Columbus Ohio, is proposed.

WHEREAS The Ohio State University seeks to sell twenty-six (26) condominium office units totaling approximately 9,266 square feet located at 364 West Lane Avenue, Columbus, Ohio, identified as Franklin County parcel numbers: 010-207717-00, 010-207718-00, 010-207719-00, 010-207720-00, 010-207721-00, 010-207722-00, 010-207723-00, 010-207724-00, 010-207725-00, 010-207726-00, 010-207727-00, 010-207728-00, 010-207729-00, 010-207730-00, 010-207731-00, 010-207732-00, 010-207733-00, 010-207734-00, 010-207735-00, 010-207736-00, 010-207737-00, 010-207738-00, 010-207739-00, 010-207740-00, 010-207741-00, 010-207742-00. All parcels



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are located within the building commonly known as Riverwatch Tower and situated on West Lane Avenue; and

WHEREAS the sale of this property corresponds with the strategic investment and divestment of land assets in support of the university's current and future needs; and

WHEREAS the administration has identified this site as excess and no longer aligning with current and future planned needs:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the sale of the aforementioned property upon terms and conditions deemed to be in the best interest of the university and at a sale price at or above the appraised value.

(See Appendix LXIX for background information, page 1867)

9. Resolution No. 2024-90: Approval for Sale of Real Property:

0.5+/- ACRES ALONG DOVER ROAD,  
FRANKLIN TOWNSHIP, WAYNE COUNTY, OHIO

Synopsis: Authorization to sell real property located along Dover Road, Franklin Township, Wayne County, Ohio, is proposed.

WHEREAS The Ohio State University seeks to sell approximately 0.5 acres of property along Dover Road, identified as being a portion of Wayne County parcel number 30-01372.000; and

WHEREAS the property has been deemed excess and sale of the property will not affect the College of Food, Agricultural, and Environmental Sciences operations.

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the sale of the aforementioned property upon terms and conditions deemed to be in the best interest of the university and at a sale price at or above the appraised value.

(See Appendix LXX for background information, page 1869)

10. Resolution No. 2024-91: Approval for Acquisition of Real Property:

0.277+/- ACRES ON OAKWOOD ALLEY & FRANCISCAN WAY,  
COLUMBUS, FRANKLIN COUNTY, OHIO

Synopsis: Authorization to acquire property from the City of Columbus described as Oakwood Alley and Franciscan Way between Burt Street, Taylor Avenue, Long Street and Hawthorne Avenue, Columbus, Ohio and being approximately 0.277 acres of land.



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WHEREAS at the request of the university, the City of Columbus has offered to sell the above described alleys for \$6,750 (\$0.57 per square foot), subject to approval of the sale by the City of Columbus Council; and

WHEREAS the purchase of this property supports the university's plan to maintain the adjacent parking lots for patients, staff, and visitors:

NOW THEREFORE

BE IT RESOLVED, that the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the purchase of the aforementioned property upon the terms and conditions deemed to be in the best interest of the university and at a sale price at or below the appraised value.

(See Appendix LXXI for background information, page 1871)

11. Resolution No. 2024-92: Approval for Acquisition of Real Property:

55+/- ACRES AT 1781 DOVER ROAD,  
WOOSTER TOWNSHIP, WAYNE COUNTY, WOOSTER, OHIO

Synopsis: Authorization to acquire real property located at 1781 Dover Road, Wooster Township and Franklin Township, Wayne County, Wooster, Ohio, is proposed.

WHEREAS The Ohio State University seeks to purchase approximately 55 acres of improved real property located at 1781 Dover Road near Wooster, Ohio, identified as Wayne County parcel numbers 56-00763.000, 56-00761.000, 56-02326.004, 30-00423.000, 30-00422.000, & 30-00421.000 and which is adjacent to the Wooster Campus; and

WHEREAS the purchase of this property supports the university's ability to research emerging technologies and crops and improve experiential learning; and

WHEREAS the College of Food, Agricultural and Environmental Sciences had identified this site as needed for long term strategic purposes consistent with their 2021 Master Plan:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the purchase of the aforementioned property upon terms and conditions deemed to be in the best interest of the university and at a sale price at or below the appraised value.

(See Appendix LXXII for background information, page 1873)

12. Resolution No. 2024-93: Approval for a Perpetual Sanitary Sewer Easement:

0.561 ACRES AT WOODY HAYES DRIVE AND CANNON DRIVE,  
COLUMBUS, FRANKLIN COUNTY, OHIO

Synopsis: Authorization to grant a perpetual sanitary sewer easement located near Cannon Drive and Woody Hayes Drive, Columbus, Franklin County, Ohio, to the City of Columbus, is proposed.

WHEREAS the City of Columbus has requested an easement for sanitary sewer purposes be granted for \$1.00 across 0.561 acres of university land at Woody Hayes Drive and Cannon Drive; and



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WHEREAS the sanitary sewer supports the west campus expansion; and

WHEREAS the City of Columbus will be responsible for the costs and expenses of the ongoing operation and maintenance of the sewer.

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to affect the grant of the easement upon terms and conditions deemed to be in the best interest of the university.

(See Appendix LXXIII for background information, page 1875)

**Action:** Upon the motion of Mr. Stockmeister, seconded by Mr. Klingbeil, the committee adopted the foregoing resolutions by majority voice vote with the following members present and voting: Mr. Stockmeister, Dr. Wilkinson, Mrs. Harsh, Mr. Bigby, Mr. Skestos, Mr. Kerner, Mr. Klingbeil, Mr. Schottenstein and Dr. Fujita.

**EXECUTIVE SESSION**

It was moved by Mr. Stockmeister and seconded by Mr. Skestos, that the committee recess into executive session to discuss the purchase of property, to consider business-sensitive trade secrets required to be kept confidential by federal and state statutes, and to consult with legal counsel regarding pending or imminent litigation.

A roll-call vote was taken, and the committee voted to go into executive session with the following members present and voting: Mr. Stockmeister, Dr. Wilkinson, Mrs. Harsh, Mr. Bigby, Mr. Skestos, Mr. Kerner, Mr. Klingbeil and Dr. Fujita. Mr. Schottenstein was not available for the vote.

The committee entered executive session at 8:34 a.m. The committee adjourned at 9:48 a.m.

ATTACHMENT LXVIII

February 2024 Board Meeting  
FY24 YTD | Through December 2023



PHYSICAL ENVIRONMENT	FY24 Year-To-Date				Actual vs Target	Comments
	Actual Prior Year Same Period (FY23 YTD)	Actual	Target (Budget)	Target %/Var		
<b>A. FINANCIAL</b>						
1. A&P Total Uses (General & Earnings Funds)	\$ 102,518,931	\$100,547,883	\$101,818,407	-1.2%	█	\$ 195,654,312
<b>B. OPERATIONAL</b>						
1. % Projects Completed On Time >\$200K	100.0%	100.0%	90.0%	11.1%	█	90.0% 43 of 43 Projects completed On-Time
2. % Projects Completed On Budget >\$200K	100.0%	100.0%	90.0%	11.1%	█	90.0% 43 of 43 Projects completed On-Budget
3. Capital Investment Program Spend*	\$585.2	\$471.7	\$531.2	-11.2%	▾	\$1,097.8 In Millions. Below Target due to capital savings and delays on large equipment invoices
4. Facility Condition Index**	0.10	0.12	0.08	4.0%	▢	0.08 Completed building assessments as of December 31, 2023. 266 buildings assessed. 22.0 million CSF. Not representative sample, target ranges still under review.
5. CABS Riders	1,308,477	1,486,980	1,339,000	11.1%	█	2,770,000 Year-over-year increase in total ridership, and year-to-date ridership exceeds projected numbers
6. WMC Parking Garage Peak Time Occupancy %**	79.2%	77.5%	80.0%	-3.1%	▾	80.0% YTD (December) Occup%. Transient = 71.5%, Permanent = 79.3%, Mixed = 81.2%. CampusParc uses loop counters to track counts. In high demand we see counts over 100%.
7. Cost of Daily Temporary Parking Space Closures	\$97,680	\$26,530	\$47,017	-43.1%	▾	\$630,560 Key contributors YTD: Assorted Roof Replacements, Dodd Parking Garage, DHC (Engle) Projects, Tunnel Top Restoration, Cannon Phase 2, WMC Engine Arena, 12th Ave Garage
8. WOSU Broadcast Audience (Viewers, Listeners)	554,250	688,900	554,250	24.3%	█	682,383 Classical 101 listeners up 29% compared to same 6-mo. period last yr, and prior yr did not include Board Band Only (BSO), but is now counted as TV impressions, which make up close to 30% of households in Columbus market.
9. WOSU Digital Audience (Unique Visitors, Video Views, Digital Audio)	2,880,122	4,321,054	2,880,122	50.0%	▾	7,227,241 Unique visitors and video views up 17% for first six months of FY24 compared to last year's actual (which is now Target) primarily from WOSU YouTube channel.
<b>C. SAFETY</b>						
1. EHS Recordable Accident Rate (CYTD)	1.04	0.94	1.60	-41.3%	█	1.60 2023 Calendar YTD
2. Major On-Campus Crimes	100	124	161	-23.0%	▾	210 Motorized Vehicle Theft is highest category due to recent inclusion of e-scooters and e-bicycles
3. Avg Response Time to In-Progress Calls for Svc	4:47	4:24	5:00	-12.0%	█	5:00 Consistently below Target
4. Traffic Accidents Injury	11	20	12	66.7%	▾	26 Recent uptick in motor vehicle accidents, mostly between 7am and 3pm (65% of total)
5. Traffic Accidents Non-Injury	64	51	64	-20.3%	▾	114 Trending below Target and Prior Year
6. Off-Campus Crime Statistics	691	503	799	-37.0%	▾	1,673 Below Target & Prior Year: Burglaries, Motor Vehicle Thefts and Theft From Vehicles have all been down

\* For B3, Capital Investment Program Spend, Green = "Target %Variance" of + or - 10%, with an additional Yellow range extending 10% above and 20% below the Green range.  
 \*\* For B4, Facility Condition Index, Green: <= 0.08; Yellow: >= 0.09, <= 0.15; Red: > 0.15. Target %Variance = Actual - Target.  
 \*\*\* For B6&7, Parking Garage Peak Time Occupancy %, the target is 80% + or - 5% pts., with an additional 5% pt. Yellow range in both directions. Peak time measured on weekdays between 12:30 and 1:30 p.m.

# Major Project Updates

Projects Over \$20M

FEBRUARY 2024

## Project Status Report - Current Projects Over \$20M

PROJECT NAME	CONSTRUCTION COMPLETION DATE	APPROVALS		BUDGET	ON TIME	ON BUDGET
		DES	CON			
Interdisciplinary Health Sciences Center	3/24	✓	✓	\$157.3 M		
Newark – Founders Hall Enhancements	4/24	✓	✓	\$26.4 M		
Martha Morehouse Facility Improvements	7/24	✓	✓	\$42.2 M		
Celeste Lab Renovation	8/24	✓	✓	\$50.5 M		
Combined Heat & Power Plant/District Heating & Cooling Loop	9/24	✓	✓	\$420.8 M		
Cannon Drive Relocation - Phase 2	12/24	✓	✓	\$68.1 M		
Battery Cell Research & Demonstration Center	3/25	✓	✓	\$22.0 M		
Campbell Hall Renovation	7/25	✓	✓	\$61.2 M		
Waterman Multi-Species Animal Learning Center (MALC)	7/25	✓	✓	\$52.0 M		
Biomedical and Materials Engineering Complex Phase 2	9/25	✓	✓	\$90.0 M		
Wexner Medical Center Inpatient Hospital	10/25	✓	✓	\$1,943.0 M		
OSU East 4th Floor OR Renovation	9/26	✓	✓	\$21.4 M		
<b>TOTAL – PROJECTS</b>				<b>\$2,954.9 M</b>		

On Track
  Watching Closely
  Not on Track

# Interdisciplinary Health Sciences Center



## INTERDISCIPLINARY HEALTH SCIENCES CENTER

Multiphase renovation of 120,000 square feet and addition of 100,000 square feet to create a collaborative campus for inter-professional education throughout the health sciences, including the College of Medicine, Optometry, Nursing, and the School of Health and Rehabilitation Sciences. Program spaces include classrooms, anatomy labs, research labs, administrative and building support.

**PROJECT FUNDING:** Auxiliary funds; university funds; state funds; fundraising

**PROJECT UPDATE:** The roadway extension and quad are complete. Temporary Certificate of Occupancy was achieved December 20th for floors; 2, 3, and 4. Faculty and staff have moved in. Lower and first floors are slated for completion in March 2024.

CONSULTANTS	
Architect of Record	Acock Assoc
CM at Risk	Gilbane

CURRENT BUDGET	
Construction w/ Cont	\$139.2 M
Total Project	\$157.3 M

PROJECT SCHEDULE	
BoT Approval	11/17
Construction	11/19-3/24
Facility Opening	5/24



# Newark Founders Hall Enhancements



## NEWARK FOUNDERS HALL ENHANCEMENTS

The project will renovate approximately 90,000 square feet for OSU Newark and Central Ohio Technical College. This project will address building mechanical systems, electrical, building envelope, exterior façade and improve energy savings. The renovation will include updated faculty offices, classrooms and student collaboration areas.

**PROJECT FUNDING:** University funds; state funds; fundraising, partner funds – COTC

**PROJECT UPDATE:** Drywall installation and atrium soffit framing are complete. Auditorium framing is ongoing with interior paint occurring on all floors. Flooring installation has begun on the second floor and storefront installation is ongoing.

CURRENT BUDGET	
Construction w/ Cont	\$23.1 M
Total Project	\$26.4 M

CONSULTANTS	
Architect of Record	TCI
CM at Risk	Robertson

PROJECT SCHEDULE	
BoT Approval	11/22
Construction	1/23-4/24
Facility Opening	7/24

On Budget  
On Time

# Martha Morehouse Facility Improvements



## MARTHA MOREHOUSE FACILITY IMPROVEMENTS

Renovate 14 department areas in 5 phases. Phase 1 will renovate the auditorium, update the existing elevators and one additional elevator. Phases 2-5 will construct an 8,500 square foot addition to the north and west, expanding registration, laboratory spaces, and waiting area; renovate 105,000 square feet of existing space including pulmonary rehabilitation, urgent care, OSUWMC perioperative assessment center; comprehensive weight management, food service, and patient drop-off/pick-up canopy.

**PROJECT FUNDING:** Auxiliary funds

**PROJECT UPDATE:** In-wall plumbing and above ceiling pipe installation ongoing. Drywall installation and finishing is complete with painting to follow. Pulmonary Function Testing and Diagnostic suite will open the beginning of March 2024. All these items are in the 5<sup>th</sup> and final phase of the project.

CURRENT BUDGET		CONSULTANTS	
Construction w/ Cont	\$38.7 M	Architect of Record	BDTAID
Total Project	\$42.2 M	CM at Risk	Elford

PROJECT SCHEDULE	
BoT Approval	8/19
Construction	9/20-7/24
Facility Opening - Phased	8/24

■ On Budget  
 ■ On Time

# Celeste Lab Renovation



## CELESTE LAB RENOVATION

Upgrade the building mechanical, electrical and plumbing systems; renovate approximately 18,500 square feet of chemistry labs and support spaces; improve the exterior envelope.

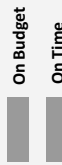
**PROJECT FUNDING:** University funds; state funds; fundraising

**PROJECT UPDATE:** Renovations in the General Chemistry Prep Labs and 3<sup>rd</sup> floor restroom are continuing. Second and 3rd floor office suite renovations have begun.

CURRENT BUDGET	
Construction w/ Cont	\$41.9 M
Total Project	\$50.5 M

CONSULTANTS	
Architect of Record	BHDP
CM at Risk	Eford

PROJECT SCHEDULE	
BoT Approval	8/18
Construction	7/20-8/24
Facility Opening	8/24



# CHP/DHC



## COMBINED HEAT AND POWER PLANT/ DISTRICT HEATING AND COOLING LOOP – CHP/ DHC

105 MW combined heat and power (CHP) plant, with a heating capacity of 285 klb/hr of superheated steam. The CHP plant will also contain an 8,000-ton cooling facility with future build-out potential to 13,000-ton. Installation of heating hot water (HHW) and chilled water (CW) on the midwest and west campuses to support existing and new campus buildings. Rehabilitation of John Herrick Drive bridge to support new utilities which connect the CHP to main campus.

### PROJECT FUNDING: Utility fee

**PROJECT UPDATE:** Construction continues, including work on the weekends. The team is closely monitoring the budget and progress toward schedule milestones. CHP bypass plant continues to provide chilled water and heating hot water to new Carmenton facilities.

CURRENT BUDGET	
Total Project	\$420.8 M
PROJECT SCHEDULE	
BoT Approval	8/19
Construction	9/24
Facility Opening	9/24

CONSULTANTS	
Operator's Engineer	HDR
Design-Builder (CHP)	MasTec
CMR (DHC/Bridge)	Whiting Turner/CK
A/E (DHC)	RMF Engineering
A/E (Bridge)	EMH&T

On Budget

On Time

# Cannon Drive Relocation – Phase 2

## CANNON DRIVE RELOCATION – PHASE 2



Rebuild Cannon Drive between John Herrick Drive and Woody Hayes Drive at its current elevation and construct a certified ODNR flood protection levee.

Work also includes a new signalized intersection at Woody Hayes Drive and the continued expansion of the river park.

**PROJECT FUNDING:** University debt; auxiliary funds; partner funds

**PROJECT UPDATE:** Siphon construction is 95% complete. Cannon/Herrick intersection is open. Northwest Stadium Lot has been closed through mid-2024. Drake Union demolition is complete.



CURRENT BUDGET	
Construction w/ Cont	\$55.5 M
Total Project	\$68.1 M

CONSULTANTS	
Architect/Engineer	EMH&T
CM at Risk	Ige/Ruhlin (JV)

PROJECT SCHEDULE	
BoT Approval	8/17
Construction	8/22–12/24
Facility Opening	1/25



# Battery Cell Research & Demonstration Center



## Battery Cell Research & Demonstration Center

The project will renovate 21,773 square feet of existing space within the Sci-Tech facility to create a prototype lab that will accelerate the development of battery cell materials and manufacturing technologies.

**PROJECT FUNDING:** Grant funds, partner funds

**PROJECT UPDATE:** Schematic design is complete. Pricing is being developed and design assist partners have been selected.

CURRENT BUDGET	
Construction w/ Cont	\$17.0 M
Total Project	\$22.0 M

CONSULTANTS	
Architect of Record	Wellogy
CM at Risk	Whiting Turner

PROJECT SCHEDULE	
BoT Approval	08/23
Construction	04/24-03/25
Facility Opening	04/25



# Campbell Hall Renovation



## Campbell Hall Renovation

This project will renovate 115,000 SF in Campbell Hall. The interior renovation will enable the College of Education and Human Ecology’s longtime goal of centralizing teaching, research, and administrative functions along Neil Avenue. The project will address deferred maintenance including new MEP systems, roofing, building envelope, and windows.

**PROJECT FUNDING:** State funds, fundraising & local funds

**PROJECT UPDATE:** Abatement and demolition activities are ongoing. GMP1 for early procurement received approval from the controlling board in January. The balance of the work will be consolidated within GMP2, which is on track to be executed this spring.

CURRENT BUDGET	
Construction w/ Cont	\$48.0 M
Total Project	\$61.2 M

CONSULTANTS	
Architect of Record	Schooley Caldwell
CM at Risk	CK Construction

PROJECT SCHEDULE	
BoT Approval	5/23
Construction	07/23-07/25
Facility Opening	08/25 (phased)

**On Budget**  
**On Time**

# Waterman Multi-Species Animal Learning Center (MALC)



## MULTI-SPECIES LEARNING CENTER

Construction of a new 100,000 SF facility to support the College of Food, Agricultural, and Environmental Sciences (CFAES) strategy for Waterman by providing access to animals, educational spaces, technology, equipment, and amenities. Program spaces include animal barns, a multi-purpose indoor arena, teaching, meeting, and event spaces.

**PROJECT FUNDING:** University funds, state funds, fundraising  
**PROJECT UPDATE:** Construction documents are complete. Design and construction of a new dairy facility is being added to the project.

CURRENT BUDGET	
Construction w/ Cont	\$47.0 M
Total Project	\$52.0 M

CONSULTANTS	
Architect of Record	Wellogy
CM at Risk	CK Construction

PROJECT SCHEDULE	
BoT Approval	08/23
Construction	02/24-07/25
Facility Opening	08/25



# Biomedical and Materials Engineering Complex Phase 2



## Biomedical and Materials Engineering Complex Phase 2

This project will demolish Watts Hall (35,504 square feet) and renovate MacQuigg Laboratory (76,345 square feet) and include an addition to MacQuigg. It will provide improved building services and create a dynamic and energy efficient facility. The project will provide facilities for first year engineering, biomedical engineering and materials engineering.

**PROJECT FUNDING:** State funds, fundraising, university debt

**PROJECT UPDATE:** Abatement is complete. Selective demolition continues throughout.

Temporary stair towers have been installed in preparation for the existing stairs to be removed. Foundation work began in January.

CURRENT BUDGET	
Construction w/ Cont	\$70.3 M
Total Project	\$90.0 M

CONSULTANTS	
Architect/Engineer	DLR Group
CM at Risk	Walsh Construction

PROJECT SCHEDULE	
BoT Approval	05/23
Construction	08/23–09/25
Facility Opening	12/25



# Wexner Medical Center Inpatient Hospital



## WEXNER MEDICAL CENTER INPATIENT HOSPITAL

New 1.9M square foot inpatient hospital tower with up to 820 beds in private room settings replacing and expanding on the 440 beds in Rhodes Hall and Doan Hall including an additional 84 James beds. Facilities include state-of-the-art diagnostic, treatment and inpatient service areas including emergency department, imaging, operating rooms, 60 neonatal intensive care unit bassinets, critical care and medical/surgical beds, and leading-edge digital technologies to advance patient care, teaching and research.

**PROJECT FUNDING:** University debt; fundraising; auxiliary funds

**PROJECT UPDATE:** Building enclosure is complete. Interior finishes are underway which includes terrazzo and sheet flooring, painting and ceiling grid installation.

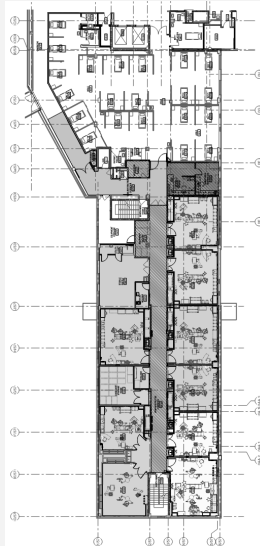
CURRENT BUDGET		CONSULTANTS	
Construction w/ Cont	\$1,774.2 M	Architect of Record	HDR
Total Project	\$1,943.0 M	CM at Risk	Walsh-Turner (JV)

PROJECT SCHEDULE	
BoT Approval	2/18
Construction	9/20-10/25
Facility Opening	Q1/Q2 2026

■ On Budget

■ On Time

# OSU East 4th Floor OR Renovation



## OSU EAST 4<sup>TH</sup> FLOOR OR RENOVATION

This project will renovate the existing Operating Rooms on the 4<sup>th</sup> Floor of the North Main Hospital Building at OSU East. The renovation scope will address upgrades to meet current Joint Commission requirements (FGI 2018). The ORs range in size from 365-578 SF. This project will go from 10 ORs to 9, as part of a projected- 7-phase construction project. The existing operating room size will be enlarged to accommodate updated codes and clearances, add more designated storage areas, and add additional workspace. Two new air handler units will also be installed, to meet the growing OR capacity need.

**PROJECT FUNDING:** Auxiliary funds

**PROJECT UPDATE:** Construction documents are complete, and estimates are being finalized with the GMP to follow.

CURRENT BUDGET		CONSULTANTS	
Construction w/ Cont	\$17.5 M	Architect of Record	IKM Architects
Total Project	\$21.4 M	CM at Risk	Messer

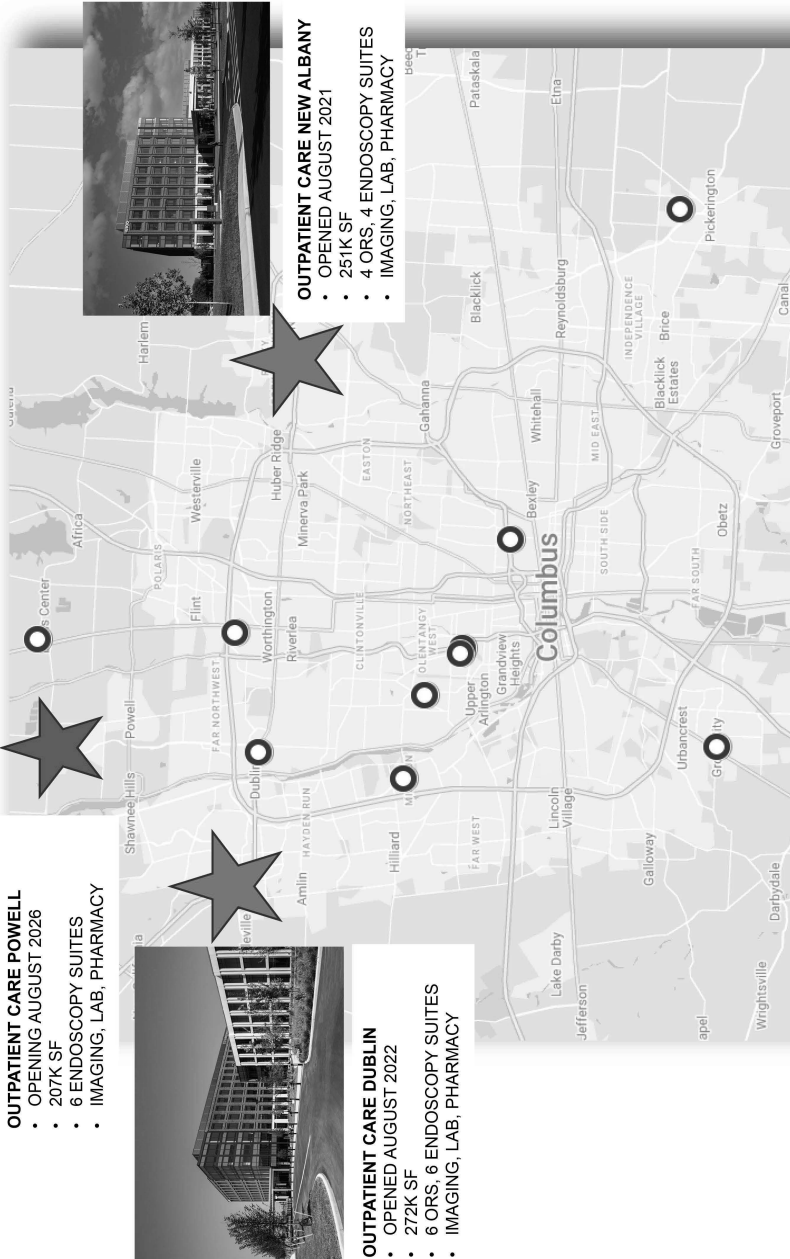
PROJECT SCHEDULE	
BoT Approval	05/23
Construction	06/24-09/26
Facility Opening	10/2026

■ On Budget  
 ■ On Time

# Wexner Medical Center Outpatient Care Powell

February 2024

THE OHIO STATE UNIVERSITY  
WEXNER MEDICAL CENTER



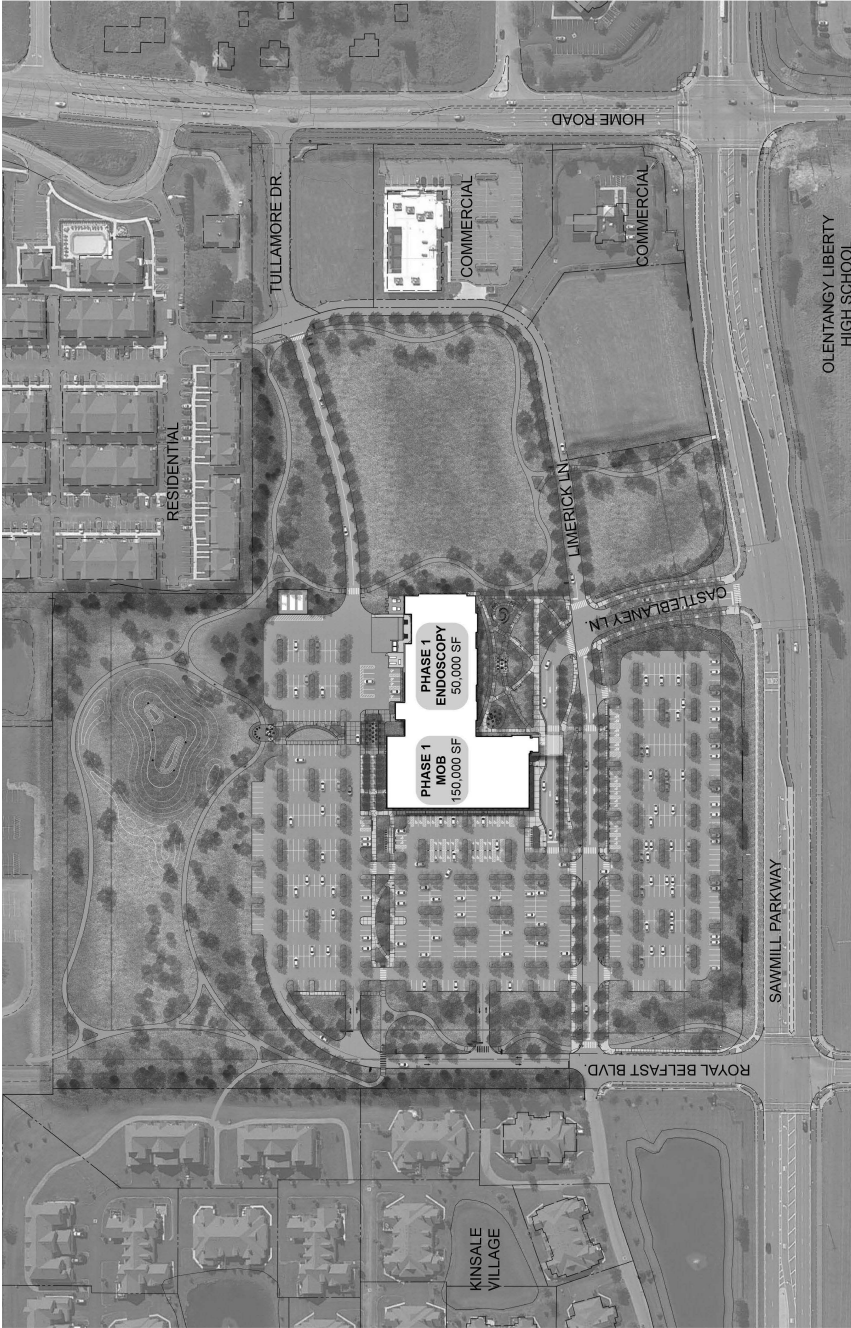


COURTYARD – OUTPATIENT CARE DUBLIN



MAIN ENTRY – OUTPATIENT CARE DUBLIN

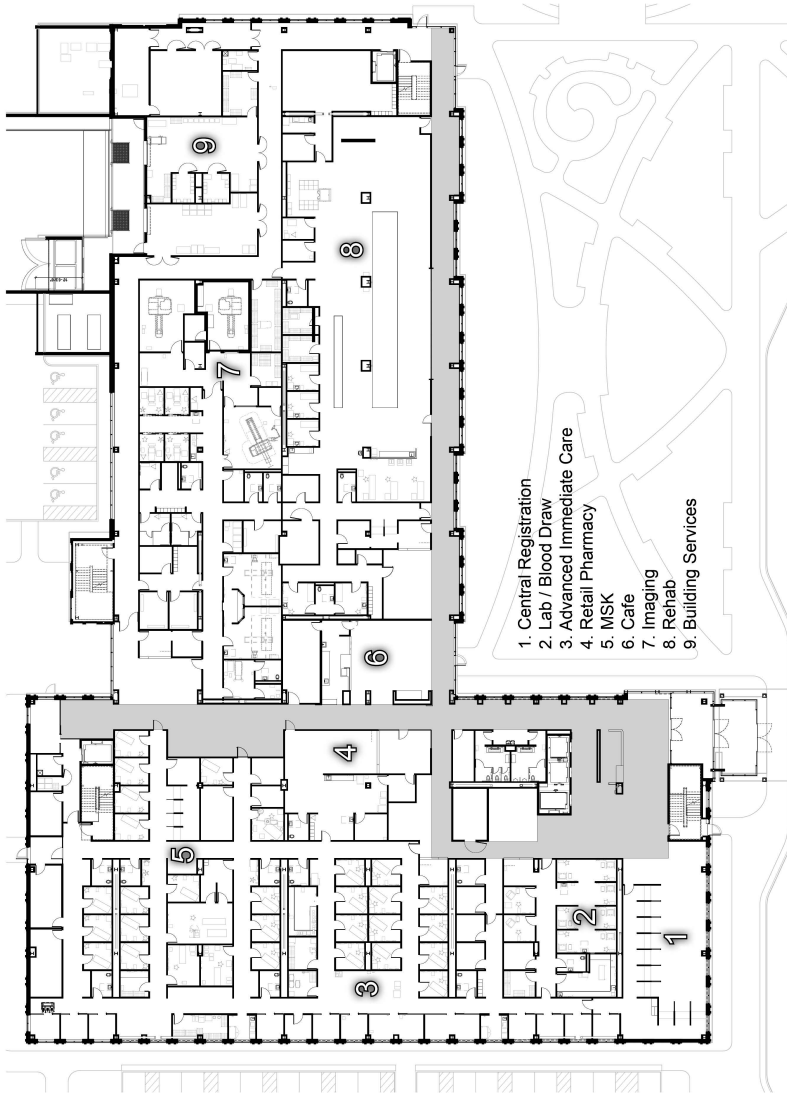




**SITE PLAN**

**THE OHIO STATE UNIVERSITY**





**1ST FLOOR**



**WEST ELEVATION (MAIN ENTRY)**



AMBULATORY HEALTHCARE CENTER FROM SOUTHWEST



Board of Trustees

University Square South  
15 East 15<sup>th</sup> Avenue, 5<sup>th</sup> Floor  
Columbus, OH 43201

Phone (614) 292-6359  
Fax (614) 292-5903  
trustees.osu.edu

### **SUMMARY OF ACTIONS TAKEN**

*February 22, 2024 – Finance & Investment Committee Meeting*

#### **Voting Members Present:**

Tomislav B. Mitevski  
James D. Klingbeil  
John W. Zeiger  
Gary R. Heminger

Lewis Von Thaer  
Pierre Bigby  
George A. Skestos  
Taylor A. Schwein

Amy Chronis  
Hiroyuki Fujita (ex officio)

#### **Member Present via Zoom:**

Kent M. Stahl

#### **Members Absent: N/A**

Michael Kiggin

### **PUBLIC SESSION**

The Finance & Investment Committee of The Ohio State University Board of Trustees convened on Thursday, February 22, 2024, in person at the Longaberger Alumni House on the Columbus campus and virtually over Zoom. Committee Chair Tomislav Mitevski called the meeting to order at 9:59 a.m.

#### **Items for Discussion**

1. University Financial Scorecards: Michael Papadakis, Kris Devine and Vinny Tammaro reviewed the financial scorecards for the consolidated enterprise, university and Wexner Medical Center for the second quarter of the fiscal year and highlighted areas for continued monitoring as we progress toward the third quarter of FY2024.

(See Attachment LXXI for background information, page 1593)

2. Advancement Update: Mike Eicher provided fundraising progress on "Time and Change" campaign, shared fundraising results for the first half of FY2024, and briefly commented on trends in donor counts. The Foundation Report included the establishment of endowments totaling \$14.8M.

(See Attachment LXXII for background information, page 1596)

#### **Items for Action**

3. Approval of Minutes: No changes were requested to the November 16, 2023, meeting minutes; therefore, a formal vote was not required, and the minutes were considered approved.



THE OHIO STATE UNIVERSITY

4. Resolution No. 2023-94: Authorization to Approve Men's Basketball Ticket Prices:  
Synopsis: Approval of men's basketball ticket prices for fiscal year 2025, and men's basketball ticket price ranges for fiscal years 2026 and 2027 at the recommended levels is requested.

WHEREAS The Ohio State University Department of Athletics has a long history of self-sustainability in supporting 36 world-class athletics programs and providing needed revenues back to the university for scholarships and academic programs; and

WHEREAS each year the Athletic Council reviews projections for the coming year's budget and recommends ticket prices; and

WHEREAS the Athletic Council has approved men's basketball ticket prices and ticket price ranges as shown on the attached table; and

WHEREAS the Athletic Council's recommendations have been reviewed and are recommended by the appropriate University administration:

NOW THEREFORE

BE IT RESOLVED that the recommended men's basketball ticket prices for fiscal year 2025, and men's basketball ticket price ranges for fiscal years 2026 and 2027, be approved.

(See Appendix LXXIV for background information, page 1877)

5. Resolution No. 2024-95: University Foundation Report:  
Synopsis: Approval of the University Foundation Report as of December 31, 2023, is proposed.

WHEREAS monies are solicited and received on behalf of the university from alumni, industry, and various individuals in support of research, instructional activities, and service; and

WHEREAS such gifts are received through The Ohio State University Foundation; and WHEREAS this report includes: (i) the establishment of one (1) endowed professorship: the Professorship in Cellular and Molecular Biology; one (1) endowed chair fund: the Weary Foundation Endowed Chair Fund in the Social Psychology of Polarization and Misinformation; one (1) endowed fellowship: The Joshi Graduate Fellowship; one (1) designated chair: The NetJets Designated Chair of Aviation Modernization; eighteen (18) scholarships as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; one (1) scholarship as part of the Joseph A. Alutto Global Leadership Initiative; one (1) scholarship as part of the 100% TBDBITL Scholarship Endowment Initiative; and thirty-seven (37) additional named endowed funds; (ii) the revision of twenty-six (26) named endowed funds; (iii) the closure of (2) named endowed funds:

NOW THEREFORE

BE IT RESOLVED, that the Board of Trustees hereby approves The Ohio State University Foundation Report as of December 31, 2023.

(See Appendix LXXV for background information, page 1880)



THE OHIO STATE UNIVERSITY

6. Resolution No. 2024-96: Naming of John F. Wolfe Lobby – Inpatient Tower:

Synopsis: Approval for the naming of the first level lobby (X0002L) in the Inpatient Tower, located at 650 W. 10th Avenue, is proposed.

WHEREAS The Ohio State University is taking a major step forward with the development of the new Inpatient Tower that, combined with modern educational space, will enhance a unified Ohio State Wexner Medical Center campus; and

WHEREAS The Ohio State Wexner Medical Center campus provides leading-edge research, outstanding clinical training and world-class patient care; and

WHEREAS the Wolfe family has provided significant contributions to the Wexner Medical Center and Inpatient Tower; and

WHEREAS the naming has been reviewed according to the approval process outlined in the Naming of University Spaces and Entities policy:

NOW THEREFORE

BE IT RESOLVED, That in acknowledgement of Wolfe family's philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the aforementioned space be named the John F. Wolfe Lobby.

7. Resolution No. 2024-97: Naming of Wolfe Foundation Crossroads – Inpatient Tower:

Synopsis: Approval for the naming of the second level crossroads (X203L) in the Inpatient Tower, located at 650 W. 10th Avenue, is proposed.

WHEREAS The Ohio State University is taking a major step forward with the development of the new Inpatient Tower that, combined with modern educational space, will enhance a unified Ohio State Wexner Medical Center campus; and

WHEREAS The Ohio State Wexner Medical Center campus provides leading-edge research, outstanding clinical training and world-class patient care; and

WHEREAS the Wolfe family has provided significant contributions to the Wexner Medical Center and Inpatient Tower; and

WHEREAS the naming has been reviewed according to the approval process outlined in the Naming of University Spaces and Entities policy:

NOW THEREFORE

BE IT RESOLVED, That in acknowledgement of Wolfe family's philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the aforementioned space be named the Wolfe Foundation Crossroads.



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8. Resolution No. 2024-98: Naming of Linda and Joe Chlapaty Terrace – Inpatient Tower:

Synopsis: Approval for the naming of the second level outdoor terrace in the Inpatient Tower, located at 650 W. 10th Avenue, is proposed.

WHEREAS The Ohio State University is taking a major step forward with the development of the new Inpatient Tower that, combined with modern educational space, will enhance a unified The Ohio State University Wexner Medical Center campus; and

WHEREAS The Ohio State University Wexner Medical Center campus provides leading-edge research, outstanding clinical training and world-class patient care; and

WHEREAS Linda and Joe Chlapaty have provided significant contributions to the Wexner Medical Center and Inpatient Tower; and

WHEREAS the naming has been reviewed according to the approval process outlined in the Naming of University Spaces and Entities policy:

NOW THEREFORE

BE IT RESOLVED, That in acknowledgement Linda and Joe Chlapaty's philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the aforementioned space be named the Linda and Joe Chlapaty Terrace.

9. Resolution No. 2024-99: Naming of Lisa and Jeff Edwards Registration – Inpatient Tower:

Synopsis: Approval for the naming of the first level registration (0045) in the Inpatient Tower, located at 650 W. 10th Avenue, is proposed.

WHEREAS The Ohio State University is taking a major step forward with the development of the new Inpatient Tower that, combined with modern educational space, will enhance a unified The Ohio State University Wexner Medical Center campus; and

WHEREAS The Ohio State University Wexner Medical Center campus provides leading-edge research, outstanding clinical training and world-class patient care; and

WHEREAS Lisa and Jeff Edwards have provided significant contributions to the Wexner Medical Center and Inpatient Tower; and

WHEREAS the naming has been reviewed according to the approval process outlined in the Naming of University Spaces and Entities policy:

NOW THEREFORE

BE IT RESOLVED, That in acknowledgement Lisa and Jeff Edward's philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the aforementioned space be named the Lisa and Jeff Edwards Registration.



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10. Resolution No. 2024-100: Naming of Internal Spaces – Interdisciplinary Health Sciences Center:

Synopsis: Approval for the naming of internal spaces in the Interdisciplinary Health Sciences Center, located at 1645 Neil Avenue, is proposed.

WHEREAS The Interdisciplinary Health Sciences Center provides upgraded and flexible facilities to create a collaborative campus for interprofessional education throughout the College of Medicine and the Health Science colleges; and

WHEREAS through immersive interdisciplinary opportunities and next-generation educational technologies, future physicians and health science professionals will enrich their knowledge, experience and professional connections, so they may effectively lead wherever they establish their practice; and

WHEREAS the donors below have provided significant contributions to the College of Medicine and the Interdisciplinary Health Sciences Center; and

- Jeri B. Block and Robert H. Schottenstein
- OSU Physicians, Inc.
- Dr. David Packo
- The College of Medicine Class of 1976
- Carol R. Bradford, MD and David C. Bradford
- The College of Medicine Class of 1995
- The College of Medicine Class of 2003
- The College of Medicine Class of 2013
- Dr. Gregory and Dianne Gerber
- The College of Medicine Class of 1988

WHEREAS the namings have been reviewed according to the approval process outlined in the Naming policy:

NOW THEREFORE

BE IT RESOLVED, that in acknowledgement of the aforementioned donors' philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the internal spaces be named the following:

- Jeri B. Block and Robert H. Schottenstein Forum
- OSU Physicians, Inc. Reading Room
- David Packo, MD OSUCOM '89 Gallery
- Generous gift from the College of Medicine Class of 1976
- Generous gift from Carol R. Bradford, MD and David C. Bradford
- Generous gift from the Medical Class of 1995 in memory of Larry Semersky and Brett Gemlick, MD
- Generous gift from the Medical Class of 2003
- Generous gift from the College of Medicine Class of 2013
- Generous gift from Dr. Gregory and Dianne Gerber
- Generous gift from donors in the College of Medicine Class of 1988



THE OHIO STATE UNIVERSITY

11. Resolution No. 2024-101: Naming of the David W. and Dorothy S. Case Resource Room – Kunz-Brundige Franklin County Extension Building:

Synopsis: Approval for the naming of the program fulfillment room (Room 155P) in the Kunz-Brundige Franklin County Extension Building, located at 2548 Carmack Road, is proposed.

WHEREAS The College of Food, Agricultural, and Environmental Sciences (CFAES) works to sustain life every day through teaching, research, and extension statewide on all of our campuses; and

WHEREAS the Kunz-Brundige Franklin County Extension Building puts cutting-edge research at the Extension office's front door, thus engaging the community in demonstration gardens, large urban farm enterprises, nutrition kitchens and day camps; and

WHEREAS David and Dorothy Case have provided significant contributions toward Waterman's facilities; and

WHEREAS the naming has been reviewed according to the approval process outlined in the Naming of University Spaces and Entities policy:

NOW THEREFORE

BE IT RESOLVED, That in acknowledgement of David and Dorothy Case's philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the aforementioned space be named the David W. and Dorothy S. Case Resource Room.

12. Resolution No. 2024-102: Naming of Internal Spaces – Multispecies Animal Learning Complex:

Synopsis: Approval for the naming of internal spaces in the Multispecies Animal Learning Complex (MALC), located in the Waterman Agricultural and Natural Resources Laboratory, is proposed.

WHEREAS The College of Food, Agricultural, and Environmental Sciences (CFAES) works to sustain life every day through teaching, research, and extension statewide on all of our campuses; and

WHEREAS the MALC will support the CFAES mission of education, research, and outreach and engagement by bringing people and animals together in a state-of-the-art facility that will be used by Ohio State students and public learners of all ages alike; and

WHEREAS the donors listed below have provided significant contributions toward the construction of the MALC; and

- Dennis and Deborah Mahle
- Diane Gerber Thompson
- Bob Evans Farms
- Patricia Brundige
- Farm Credit Mid-America
- Cathy Widders and Scott Scherff
- Tarter Farm & Ranch

WHEREAS the namings have been reviewed according to the approval process outlined in the Naming of University Spaces and Entities policy, and if at any time following the approval of a naming, circumstances change so that the continued use of the name may compromise the integrity



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or reputation of the University, the University may remove the name with the approval of the President and the Board of Trustees and notification of the Donors, if possible:

NOW THEREFORE

BE IT RESOLVED, That in acknowledgement of the aforementioned donors' philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the internal spaces be named the following:

- Mahle Classroom
- Nygren Lab
- David and Maxine Gerber Family Arena Corridor
- Bob Evans Farms Swine Observation Corridor
- The Patricia Kunz Brundige Learning Space
- Farm Credit Mid-America Learning Space
- Steven C. Scherff Memorial Staff Lounge
- Tarter Farm & Ranch Animal Holding Area

13. Resolution No. 2024-103: Naming of Internal Spaces – Ralph Rogan Equine Performance Evaluation Arena:

Synopsis: Approval for the naming of a horse stall (Stall A) in the Ralph Rogan Equine Performance Evaluation Areal, located at 685 Vernon L. Tharp Street, is proposed.

WHEREAS Equine sports medicine and performance evaluation at Ohio State is historically linked to the university's land-grant mission to serve agriculture, but has fully embraced serving horses and horsemen in all facets of the equine industry using modern medicine, research and technology; and

WHEREAS the College of Veterinary Medicine is building an equine performance evaluation arena as a multipurpose space for equine lameness evaluation to help diagnoses and treat performance problems in equine athletes and to fill a critical gap in diagnosis, therapy and rehabilitation; and

WHEREAS Dr. Carrie St. Clair and Dr. Don Mann have provided significant contributions to the Ralph Rogan Equine Performance Arena; and

WHEREAS the naming has been reviewed according to the approval process outlined in the Naming of University Spaces and Entities policy:

NOW THEREFORE

BE IT RESOLVED, That in acknowledgement of Dr. Carrie St. Clair and Dr. Don Mann's philanthropic support, the Board of Trustees hereby approves, in accordance with paragraph (D) of rule 3335-1-08 of the Ohio Administrative Code, that for the life of the physical facility the aforementioned space be named Thanks for Saving Fisher Dr. Carrie St. Clair Dr. Don Mann.



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14. Resolution No. 2024-86: Approval to Enter Into/Increase Professional Services and Enter Into/Increase Construction Contracts:

**APPROVAL TO ENTER INTO/INCREASE PROFESSIONAL SERVICES AND CONSTRUCTION CONTRACTS**

BIOMEDICAL AND MATERIALS ENGINEERING COMPLEX PHASE 2  
 MARTHA MOREHOUSE FACILITY IMPROVEMENTS – SOAR MRI  
 VMC - PET/CT SPACE RENOVATION  
 WMC OUTPATIENT - POWELL  
 WATERMAN - MULTI-SPECIES ANIMAL LEARNING CENTER (MALC)

**APPROVAL TO INCREASE CONSTRUCTION CONTRACTS**

DEPARTMENT OF ECONOMICS RELOCATION TO BRICKER HALL

Synopsis: Authorization to enter into/increase professional services and construction contracts, as detailed in the attached materials, is proposed.

WHEREAS in accordance with the attached materials, the University desires to enter into/increase professional services contracts and enter into/increase construction contracts for the following projects; and

	Prof. Serv. Approval Requested	Construction Approval Requested	Total Requested	
Biomedical and Materials Engineering Complex Phase 2	\$0.3M	\$4.0M	\$4.3M	University debt, university funds, fundraising, state funds
Martha Morehouse Facility Improvements – SOAR MRI	\$0.9M	\$7.9M	\$8.8M	Auxiliary funds, university funds, grant funds
VMC – PET/CT Space Renovation	\$0.5M	\$4.0M	\$4.5M	Fundraising
WMC Outpatient – Powell	\$14.6M	\$150.4M	\$165.0M	Auxiliary funds
Waterman - Multi-Species Animal Learning Center (MALC)	\$1.0M	\$5.2M	\$6.2M	University debt, university funds, fundraising, state funds

WHEREAS in accordance with the attached materials, the University desires to increase construction contracts for the following project; and

Construction Approval Requested	Total Requested
---------------------------------	-----------------



**THE OHIO STATE UNIVERSITY**

Department of Economics Relocation to Bricker Hall	\$0.9M	\$0.9M	University funds
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WHEREAS the Master Planning and Facilities Committee has reviewed the projects listed above for alignment with all applicable campus plans and guidelines; and

WHEREAS the Finance Committee has reviewed the projects listed above for alignment with the Capital Investment Plan and other applicable financial plans.

NOW THEREFORE

BE IT RESOLVED, that the Board of Trustees hereby approves that the fiscal year 2024 Capital Investment Plan be amended to include additional funding for the Biomedical and Materials Engineering Complex Phase 2, Martha Morehouse Facility Improvements – SOAR MRI, Wexner Medical Center Outpatient Care Powell and the Waterman Multi-Species Animal Learning Center projects; and

BE IT RESOLVED, that the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance be authorized to enter into/increase professional services and construction contracts for the projects listed above in accordance with established university and State of Ohio procedures, with all actions to be reported to the board at the appropriate time.

(See Appendix LXVI for background information, page 1857)

15. Resolution No. 2024-91: Approval for Acquisition of Real Property:

0.277 +/- ACRES ON OAKWOOD ALLEY & FRANCISCAN WAY,  
COLUMBUS, FRANKLIN COUNTY, OHIO

Synopsis: Authorization to acquire property from the City of Columbus described as Oakwood Alley and Franciscan Way between Burt Street, Taylor Avenue, Long Street and Hawthorne Avenue, Columbus, Ohio and being approximately 0.277 acres of land.

WHEREAS at the request of the university, the City of Columbus has offered to sell the above described alleys for \$6,750 (\$0.57 per square foot), subject to approval of the sale by the City of Columbus Council; and

WHEREAS the purchase of this property supports the university's plan to maintain the adjacent parking lots for patients, staff, and visitors:

NOW THEREFORE

BE IT RESOLVED, that the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the purchase of the aforementioned property upon the terms and conditions deemed to be in the best interest of the university and at a sale price at or below the appraised value.

(See Appendix LXXI for background information, page 1871)



16. Resolution No. 2024-92: Approval for Acquisition of Real Property:

55+/- ACRES AT 1781 DOVER ROAD,  
WOOSTER TOWNSHIP, WAYNE COUNTY, WOOSTER, OHIO

Synopsis: Authorization to acquire real property located at 1781 Dover Road, Wooster Township and Franklin Township, Wayne County, Wooster, Ohio, is proposed.

WHEREAS The Ohio State University seeks to purchase approximately 55 acres of improved real property located at 1781 Dover Road near Wooster, Ohio, identified as Wayne County parcel numbers 56-00763.000, 56-00761.000, 56-02326.004, 30-00423.000, 30-00422.000, & 30-00421.000 and which is adjacent to the Wooster Campus; and

WHEREAS the purchase of this property supports the university's ability to research emerging technologies and crops and improve experiential learning; and

WHEREAS the College of Food, Agricultural and Environmental Sciences had identified this site as needed for long term strategic purposes consistent with their 2021 Master Plan:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves that the President and/or Senior Vice President for Business and Finance shall be authorized to take any action required to effect the purchase of the aforementioned property upon terms and conditions deemed to be in the best interest of the university and at a sale price at or below the appraised value.

(See Appendix LXXII for background information, page 1873

**Action:** Upon the motion of Mr. Mitevski, seconded by Mr. Von Thaer, the committee adopted the foregoing motion for No. 4 – Naming Approvals, by majority voice vote with the following members present and voting: Mr. Mitevski, Mr. Klingbeil, Mr. Heminger, Mr. Von Thaer, Mr. Bigby, Mr. Skestos, Ms. Schwein, Ms. Chronis, Mr. Stahl and Dr. Fujita. Mr. Zeiger abstained.

**Action:** Upon the motion of Mr. Mitevski, seconded by Mr. Von Thaer, the committee adopted the remaining foregoing motions by unanimous voice vote with the following members present and voting: Mr. Mitevski, Mr. Klingbeil, Mr. Zeiger, Mr. Heminger, Mr. Von Thaer, Mr. Bigby, Mr. Skestos, Ms. Schwein, Ms. Chronis, Mr. Stahl and Dr. Fujita.

**Written Reports**

In the public session materials, there were three written reports shared for the committee to review:

- a. FY24 Interim Financial Report (See Attachment LXXIII for background information, page 1601)
- b. Detailed Foundation Report (See Attachment LXXIV for background information, page 1607)
- c. Major Project Updates (See Attachment LXXV for background information, page 1700)

**EXECUTIVE SESSION**

It was moved by Mr. Mitevski and seconded by Mr. Von Thaer, that the committee recess into executive session to consider business-sensitive trade secrets required to be kept confidential by federal and state statutes and to consult with legal counsel regarding pending or imminent litigation.

A roll-call vote was taken, and the committee voted to go into executive session with the following members present and voting: Mr. Mitevski, Mr. Klingbeil, Mr. Zeiger, Mr. Heminger, Mr. Von Thaer, Mr. Bigby, Mr. Skestos, Ms. Schwein, Ms. Chronis, Mr. Stahl and Dr. Fujita.

The committee entered executive session at 10:22 a.m. The committee adjourned at 12:00 p.m.

**CONSOLIDATED FINANCIAL SCORECARD**

Enterprise Operating Activity	FY24 YTD Actual	FY24 YTD Plan	Status
1. Sources	\$4.9B	\$4.8B	101.8%
2. Uses	\$4.5B	\$4.5B	100.5%
3. Sources less Uses	\$367.0M	\$302.9M	121.1%

Capital Projects / Financing	FY24 YTD Actual	FY24 YTD Plan	Status
1. Capital Spend Activity - All sources	\$472M	\$453M	104.2%
2. Net Capital Spend Activity - Cash	\$240M	\$256M	93.8%
3. Debt Service & Financing Activity	\$121M	\$119M	101.8%

*(Includes principal repayment and affiliate loan activity)*

Liquidity	FY24 YTD Actual	Target	Status
1. Operating Liquidity - Days Cash on Hand	109	Policy > 90 Days	Stable
2. Total Enterprise Liquidity - Days Cash on Hand	204	> 180 Days	Stable

**Investment Performance**

Operating Funds	FY24 YTD Actual	Benchmark	Status
FYTD Performance	3.44%	3.13%	+0.31%
3-Year Performance	1.46%	1.10%	+0.36%

**Long Term Investment Pool**

	FY24 YTD Actual	Benchmark	Status
FYTD Performance	4.72%	4.59%	+0.13%
3-Year Performance	7.90%	3.74%	+4.16%

**Institutional Financial Metrics**

	FY24 YTD Actual	Target	Status
1. Credit Rating	Aa1 / AA / AA+	Aa1 / AA / AA+	Stable
2. Debt Service to Operating Expenses (OpEx)	2.2%	< 4.0%	Stable
3. Debt Service Coverage (EBIDA/DS)	3.6x	≥ 3.0x	Stable
4. Cash & Investments to OpEx	1.19x	FYE 23 1.22x	Stable



**UNIVERSITY FINANCIAL SCORECARD**

**University Operating Activity**

	FY24 YTD Actual	FY24 YTD Plan	Status
1. Sources	\$2.3B	\$2.3B	102.9%
2. Uses	\$2.1B	\$2.1B	100.2%
3. Sources less Uses	\$173.1M	\$110.8M	156.3%

**Revenue Drivers**

	FY24 YTD Actual	FY24 YTD Plan	Status
1. Enrollment - summer, autumn	86,325	86,559	99.7%
2. Credit Hours - summer, autumn	1,022,714	1,024,775	99.8%
3. Tuition and Fees, gross	\$684.3M	\$683.5M	100.1%
4. Total Grants and Contracts (Exchange & Non-Exchange)	\$477.9M	\$446.4M	107.1%
5. State Operating Support	\$261.4M	\$257.6M	101.5%
6. LTIP Distributions	\$185.1M	\$180.6M	102.5%
7. Fundraising - Current Use Cash Receipts	\$59.9M	\$68.8M	87.1%
8. Net Contribution from Auxiliary Enterprises (Operating)	\$45.6M	\$40.9M	111.3%

**Performance Metrics**

	FY24 YTD Actual	FY24 YTD Plan	Status
1. New first year student retention	94.2%	93.4%	100.9%
2. Four year graduation rate	71.1%	72.3%	98.3%
3. Six year graduation rate	87.7%	88.1%	99.5%



**MEDICAL CENTER FINANCIAL SCORECARD**

**Medical Center Operating Activity**

	<b>FY24 YTD Actual</b>	<b>FY24 YTD Plan</b>	<b>Status</b>
1. Sources	\$2.2B	\$2.2B	101.8%
2. Uses	\$2.0B	\$2.0B	101.1%
3. Sources less Uses, Operating	\$204.5M	\$187.6M	109.0%
4. Income Statement: Excess of Revenue over Expense	\$75.1M	\$57.5M	130.5%
5. OSUP Sources less Uses	\$1.4M	\$4.5M	30.3%

**Revenue Drivers**

	<b>FY24 YTD Actual</b>	<b>FY24 YTD Plan</b>	<b>Status</b>
1. Patient Discharges	30,031	32,221	93.2%
2. Total Surgeries	28,896	28,532	101.3%
3. Outpatient Visits	808,165	790,699	102.2%
4. ED Visits	62,255	62,113	100.2%

**Performance / Activity Metrics**

	<b>FY24 YTD Actual</b>	<b>FY24 YTD Plan</b>	<b>Status</b>
1. Operating EBIDA Margin	9.9%	9.2%	107.6%
2. Liquidity Days Cash on Hand	137.8 Days	141.0 Days	Stable
3. Debt Service Coverage	5.9x	5.6x	Stable

ATTACHMENT LXXII



**ADVANCEMENT SCORECARD**

<b>DATA THROUGH December 31, 2023</b>		<b>FY24 GOAL</b>	<b>FY24 TO 12/31</b>	<b>FY23 TO 12/31</b>	<b>3 FY AVG TO 12/31</b>	<b>FY24 YTD TARGET \$</b>	<b>FY24 YTD TARGET %</b>
<b>A FISCAL YEAR MEASURES</b>							
1. GIFTS AND PLEDGES		\$625M	\$361.3M	\$340.1M	\$302.6M	\$324.1M	111.5%
2. CASH		\$500M	\$319.6M	\$279.1M	\$257.0M	\$264.4M	120.9%
3. TOTAL DONORS		230,000	157,518	164,983	157,881	163,133	96.6%
A. RENEWED DONORS		136,000	97,841	100,878	93,653	105,036	93.2%
B. ACQUIRED AND REACQUIRED DONORS		94,000	59,677	64,105	64,228	59,558	100.2%
<b>B EVENTS</b>							
1. CONSTITUENT ATTENDANCE ACROSS EVENTS		50,000	16,858	14,023	14,898	-	-
2. AVERAGE NET PROMOTER SCORE		73.0	80	69.4	72.17	-	-

# ***Time & Change: The Ohio State Campaign***

As of December 31, 2023

**Mr. Michael C. Eicher**  
Senior Vice President for Advancement  
President, The Ohio State University Foundation

# Campaign Timeline

FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
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Quiet/Planning Phase

Public Phase

Start Date: October 1, 2016

Public Launch: October 3, 2019

Anticipated Close: Spring 2025

# Campaign: Overall Progress



**Overall Progress**  
 from 10/1/2016 to 12/31/2023  
 Time Elapsed: 91%




























## The Ohio State University



Fundraising Progress						
Metric	Received to Date	Goal	% of Goal	\$ from Goal	Target	% of Target
New Fundraising Activity	\$4,370.08M	\$4,500.00M	97%	(\$129.92M)	\$4,010.17M	109%
Endowment	\$949.75M	\$875.00M	109%	\$74.75M	\$779.76M	122%
Capital	\$542.05M	\$718.50M	75%	(\$176.45M)	\$623.43M	87%



# Unit Campaign Progress: Activity

Group	Unit Modified	Goal	Received to Date	Target	% of Goal Achieved	\$ from Target
Colleges	Arts and Sciences (College of)	\$400,000	\$411,64M	\$356,46M		\$55.18M
	Business (Fisher College of)	\$200,000	\$163,44M	\$178,23M		(\$14.79M)
	Education and Human Ecology (C..)	\$60,000	\$77,05M	\$53,47M		\$23.58M
	Engineering (College of)	\$450,000	\$573,71M	\$401,02M		\$172.69M
	Food, Agricultural and Enviro Sci..	\$225,000	\$274,54M	\$200,51M		\$74.03M
	Law (Michael E. Moritz College of)	\$50,000	\$47,62M	\$44,56M		\$3.06M
	Public Affairs (John Glenn Colleg..)	\$20,000	\$13,50M	\$17,82M		(\$4.32M)
	Social Work (College of)	\$15,000	\$25,80M	\$13,37M		\$12.43M
	OSU Lima	\$5,500	\$7,01M	\$4,90M		\$2.11M
	OSU Mansfield	\$6,900	\$5,17M	\$6,15M		(\$0.98M)
Regional Campuses	OSU Marion	\$7,400	\$7,56M	\$6,59M		\$0.97M
	OSU Newark	\$20,200	\$20,00M	\$18,00M		\$2.00M
	Athletics	\$400,000	\$417,00M	\$356,46M		\$60.54M
	Libraries	\$45,000	\$36,77M	\$40,10M		(\$3.33M)
Academic Support Units	Scholarship and Student Support	\$225,000	\$212,58M	\$200,51M		\$12.07M
	Student Life	\$25,000	\$25,02M	\$22,28M		\$2.74M
	Wexner Center for the Arts	\$25,000	\$22,93M	\$22,28M		\$0.65M
	WOSU Public Media	\$70,000	\$79,71M	\$62,38M		\$17.33M
	Medical Center (Wexner)	\$1,600,000	\$1,285,64M	\$1,425,84M		(\$140.20M)
	Dentistry (College of)	\$60,000	\$35,95M	\$53,47M		(\$17.52M)
Wexner Medical Cent., Health Sciences Colleges	Nursing (College of)	\$40,000	\$49,11M	\$35,65M		\$13.47M
	Optometry (College of)	\$15,000	\$13,50M	\$13,37M		\$0.14M
	Pharmacy (College of)	\$40,000	\$49,20M	\$35,65M		\$13.56M
	Public Health (College of)	\$20,000	\$39,03M	\$17,82M		\$21.21M
	Veterinary Medicine (College of)	\$175,000	\$225,66M	\$155,95M		\$69.71M

As of 12/31/2023  
 Target Percentage to Date: 89%  
 0% 50% 100%  
 % of Goal Achieved  
 (\$100M) \$100M  
 \$ from Target

## ATTACHMENT LXXIII

## THE OHIO STATE UNIVERSITY

**TOPIC:** Fiscal Year 2024 Interim Financial Report – December 31, 2023

**CONTEXT:** The purpose of this report is to provide an update of financial results for the six months ending December 31, 2023.

**FINANCIAL SUMMARY**

The university's overall financial position remains strong. Operating revenues increased \$322 million in the first six months of fiscal year 2024 compared to the first six months of fiscal year 2023, driven primarily by strong growth in healthcare revenues, higher grant and contract revenues, increases in auxiliary enterprises, and increased tuition and fees. Specific impacts include:

- A \$232 million increase in healthcare revenues, reflecting strong growth in both oncology and non-oncology infusions and practice expansion.
- A \$56 million increase in grants and contracts, primarily due to increases in federal grants of \$36 million, private grants of \$11 million, state grants of \$5 million, and local grants of \$4 million.
- A \$33 million increase in auxiliary revenues, primarily due to more stadium shows for Schottenstein Center in the first six months of fiscal year 2024 compared to the first six months of fiscal year 2023.
- A \$17 million increase in student tuition, due primarily to resident and non-resident rate increases and a rate increase to those undergraduate students not in the Ohio State Tuition Guarantee.

The year-to-date increase in net position was \$419 million, which is \$237 million higher than the prior year's increase in net position of \$182 million. The \$237 million change relates primarily to a \$115 million increase in operating loss, a \$18 million decrease in gift revenues, and a \$371 million increase in net investment income. Out of the \$115 million increase in operating loss, \$48 million is related to the Student Life correction entry posted in the prior year, which lowered prior year's expenses. Excluding this prior year correction, the year-over-year increase in operating loss would be \$67 million. Additional details on university revenues, expenses, cash and investments, debt, and cash flows are provided below.

**Revenues**

*Student tuition and fees, net* - increased \$17 million or 3.2%, to \$556 million for the first six months of fiscal year 2024 compared to the first six months of fiscal year 2023, due primarily to an increase in gross tuition and other student fees of \$27 million, offset by an increase in scholarship allowances of \$10 million. The increase in gross tuition revenue is primarily driven by the increase in instructional and non-resident surcharge. Overall university Autumn enrollments declined by 0.6% due to a combination of factors, including smaller undergraduate freshman class sizes in Autumn 22 and Autumn 23, and declining transfer and campus change students due to demographic changes. Rate increases for the incoming (undergraduate) tuition guarantee cohort and graduate students, combined with an increasing share of non-resident students continue to help offset the declining revenues caused by the smaller enrollment.

*Grants and contracts* – increased \$56 million in the first six months of fiscal year 2024 compared to the first six months of fiscal year 2023 due primarily to increases in federal grants and contracts of \$36 million, private grants and contracts of \$11 million, state grants and contracts of \$5 million, and local grants and contracts of \$4 million. The increases from federal grants and contracts are primarily due to increases from the National Science Foundation of \$12 million, National Institutes of Health of \$12 million, and the Department of Defense of \$8 million.

*Gifts* – decreased \$18 million over the prior year due primarily to decreases in private capital gifts of \$13 million and additions to permanent endowments of \$5 million.

*Sales and services of auxiliary enterprises* - increased \$33 million over the prior year due primarily to a \$43 million increase in Schottenstein Center revenue due to more events in fiscal year 2024 and a \$3 million increase in Student Life due to higher housing and dining revenues. This increase was partially offset by a \$13 million decrease in Athletics revenue, mainly attributable to two fewer home football games and lack of premium games in fiscal year 2024.

*Sales and services of the OSU Health System and OSU Physicians, Inc.* - increased \$232 million to \$2,865 million. The Health System experienced growth in both oncology and non-oncology infusions contributing to the strong margin. Total Inpatient and Outpatient surgical volumes have also exceeded the budget for the first half of the year. OSU Physicians revenues increased \$40 million due to continued investment in primary care and community outreach services, growth of specialty services, expansion in regional outpatient clinics, and increased surgical capacity with the opening of James Outpatient Care on West Campus.

*Other operating revenues* – decreased \$12 million primarily due to the absence of one-time royalty revenues that were present in the prior year.

**Expenses**

*University* – expenses increased \$148 million to \$1,880 million in the first six months of fiscal year 2024. Salaries increased \$47 million, or 6%, primarily due to a 3% increase in faculty and staff salary guidelines, approximately 2% increase for market adjustments, and additional investments in human capital related to strategic investments in academic excellence and research. Benefits increased \$19 million, or 8%, primarily due to the 6% increase in salaries. The remainder of the increase is due to increases in composite benefit rates. Supplies and services increased \$68 million, or 18%, primarily due to a \$48 million Student Life correction entry posted in prior year, which reduced expenses for fiscal year 2023, in addition to inflation. Depreciation increased \$5 million compared to prior year

primarily due to new assets being placed in service. Other University expense changes include a \$7 million increase in student aid, a \$3 million increase in graduate fee authorizations, and a \$1 million decrease in interest expense. The decrease in fixed-rate interest is attributable to the refunding of portions of the Series 2016A bonds.

*OSU Health System and OSU Physicians* – expenses, including depreciation and interest expenses, increased \$253 million to \$2,787 million in the first six months of fiscal year 2024. The Health System continues to focus on throughput, workforce retention, and recruiting. While not immune to the challenges that continue to face the healthcare industry, the Health System’s expense and labor management was strong and in line with volumes for the first half of fiscal year 2024. OSU Physicians increased \$41 million, primarily due to higher provider expenses associated with investment in patient care services growth and access improvement.

*Auxiliary* – expenses increased \$35 million to \$258 million in the first six months of fiscal year 2024, primarily due to increases in Schottenstein Center of \$30 million due to increased events and Athletics of \$5 million.

**Cash and Investments**

For the six months ending December 31, 2023, total university cash and investments increased \$343 million to \$11,133 million compared to June 30, 2023, primarily due to increases in Long-Term Investment Pool of \$217 million, temporary investments of \$198 million, unexpended bond proceeds of \$109 million, offset by decreases in cash and cash equivalents of \$163 million and other long-term investments of \$19 million. Additional details for the Long-Term Investment Pool and temporary investments are provided below.

**Long-Term Investment Pool and Temporary Investments**

For the six months ending December 31, 2023, the fair value of the university’s Long-Term Investment Pool increased by \$217 million to \$7,601 million. Changes in total valuation compared to the prior year are summarized below:

	2024	2023
Market Value at July 1	\$ 7,383,676	\$ 6,960,782
Net Principal Additions	39,568	179,594
Change in Market Value	279,464	5,178
Income Earned	103,686	101,807
Distributions	(151,985)	(143,615)
Expenses	(53,274)	(49,380)
Market Value at December 31	\$ 7,601,135	\$ 7,054,366

Net principal additions include new endowment gifts (\$35.0 million), reinvestment of unused endowment distributions (\$7.4 million), and other net transfers of university monies (-\$4.4 million). Change in fair value includes realized gains (losses) on the sale of investment assets and unrealized gains (losses) associated with assets held in the pool on December 31, 2023. Income earned includes interest and dividends and is used primarily to help fund distributions. Expenses include investment management expenses (\$39.3 million), University Development related expenses (\$12.0 million), and other administrative-related expenses (\$0.3 million).

**LTIP Investment Returns**

For the six months ending December 31, 2023, the LTIP earned a return, net of investment fees, of 4.72%. The comparable six months ending December 31, 2022 saw a net investment return of 1.01%.

**Temporary Investments**

For the six months ending December 31, 2023, the Tier 1 Investments (<1 year duration) earned a return of 2.85%, outperforming the blended benchmark of ICE Bofa 6m US Treasury Bill benchmark and Bank of America ML 91-day T-Bill (2.71%) by 0.14%. Tier 2 Investments (<5 year duration) earned a 4.03%, outperforming the blended benchmark of ICE Bofa US Corp & Govt 1-3 Years, BBG US Govt/Credit 1-5 Years, and BBG US Ag Gvt/Cr Intrmd (3.55%) by 0.48%.

For the comparable six months ending December 31, 2022, the Tier 1 Investments earned a return of 1.37%. Tier 2 Investments returned 0.22% for the same time-period.

**Other Assets and Liabilities**

Accounts receivable increased by \$619 million, primarily reflecting a combination of increases in tuition and fee receivables of \$409 million, healthcare receivables of \$128 million, housing and dining receivables of \$60 million, and grants and contracts receivables of \$20 million. Prepaid expenses increased by \$40 million, primarily due to scholarships and fee authorizations for graduate associates. These are recognized as expenses over the course of the semester. Unexpended bond proceeds increased by \$109 million, reflecting new bond issuances offset by expenditures for capital projects. Deposits and advance payments for goods and services increased by \$620 million, primarily reflecting receipts for tuition, fees, and housing and dining for the spring semester. These amounts will be recognized as revenue over the course of the semester.

**Debt**

In September 2023, the university closed on four bond issues, Series 2023B, Series 2023C, Series 2023D-1 and Series 2023D-2. The proceeds of the \$266 million of tax-exempt fixed-rate General Receipts Bonds, Series 2023B, will be used to fund construction

of the Wexner Medical Center's new Inpatient Hospital. The proceeds of the \$112 million of tax-exempt fixed rate General Receipts Refunding Bonds, Series 2023C, were used to refund portions of the Series 2016A bonds and to pay for costs of issuance. The proceeds of the \$125 million of tax-exempt Variable Rate Demand General Receipts Refunding bonds, Series 2023D-1, and the \$150 million of tax-exempt Variable Rate Demand General Receipts Refunding bonds, Series 2023D-2, were used to refund the Series 2010E bonds and Series 2014B bonds, respectively, and to pay for costs of issuance.

**Cash Flows**

University cash and cash equivalents decreased \$163 million in the first six months of fiscal year 2024 compared to June 30, 2023. Net cash used in operating activities was \$256 million, compared to net cash used by operating activities of \$156 million in the first six months of the prior year. The increase in cash usage relates primarily to increases in payments made to vendors and employees, partially offset by increases in receipts from sales and services. Net cash provided by noncapital financing activities was \$449 million in the first six months of fiscal year 2024, which is relatively flat compared to \$448 million for the prior year. Net cash used by capital financing activities was \$317 million in the first six months of fiscal year 2024 compared to \$641 million in the first six months of fiscal year 2023. The decrease is due primarily to proceeds from bond issuance. Net cash used by investing activities was \$281 million, primarily due to investment income.

**THE OHIO STATE UNIVERSITY**  
**CONSOLIDATED STATEMENTS OF NET POSITION - UNAUDITED**  
**December 31, 2023 and June 30, 2023**  
(in thousands)

	As of December		As of June		Increase/(Decrease)	
	2023		2023		Dollars	%
<b>ASSETS:</b>						
Current Assets:						
Cash and cash equivalents	\$	1,076,542	\$	1,239,560	\$	(163,018) -13.2%
Temporary investments		1,923,457		1,725,226		198,231 11.5%
Accounts receivable, net		1,529,821		910,506		619,315 68.0%
Notes receivable - current portion, net		6,387		6,387		- 0.0%
Pledges receivable - current portion, net		73,247		73,297		(50) -0.1%
Accrued interest receivable		22,943		22,065		878 4.0%
Inventories, prepaid expenses, and other assets		247,055		193,515		53,540 27.7%
Investments held under securities lending program		132		-		132 100.0%
<b>Total Current Assets</b>		<b>4,879,584</b>		<b>4,170,556</b>		<b>709,028 17.0%</b>
Noncurrent Assets:						
Unexpended bond proceeds		319,239		210,358		108,881 51.8%
Notes receivable, net		27,627		30,330		(2,703) -8.9%
Pledges receivable, net		136,110		136,110		- 0.0%
Net other post-employment benefit asset		128,942		128,942		- 0.0%
Long-term investment pool		7,601,135		7,383,676		217,459 2.9%
Other long-term investments		212,760		231,885		(19,125) -8.2%
Leases receivable, net		49,129		49,129		- 0.0%
Other noncurrent assets		268,713		268,713		- 0.0%
Capital assets, net		8,725,028		8,493,717		231,311 2.7%
<b>Total Noncurrent Assets</b>		<b>17,468,683</b>		<b>16,932,860</b>		<b>535,823 3.2%</b>
<b>Total Assets</b>		<b>22,348,267</b>		<b>21,103,416</b>		<b>1,244,851 5.9%</b>
Deferred Outflows:						
Pension		1,474,386		1,474,386		- 0.0%
Other post-employment benefits		213,518		213,518		- 0.0%
Other deferred outflows		20,654		21,271		(617) -2.9%
<b>Total Assets and Deferred Outflows</b>	\$	<b>24,056,825</b>	\$	<b>22,812,591</b>	\$	<b>1,244,234 5.5%</b>
<b>LIABILITIES AND NET POSITION:</b>						
Current Liabilities:						
Accounts payable and accrued expenses	\$	775,845	\$	783,124	\$	(7,279) -0.9%
Deposits and advance payments for goods and services		1,069,695		449,707		619,988 137.9%
Current portion of bonds, notes and leases payable		121,967		121,951		16 0.0%
Long-term bonds payable, subject to remarketing		603,820		603,820		- 0.0%
Liability under securities lending program		132		-		132 100.0%
Other current liabilities		86,596		92,197		(5,601) -6.1%
<b>Total Current Liabilities</b>		<b>2,658,055</b>		<b>2,050,799</b>		<b>607,256 29.6%</b>
Noncurrent Liabilities:						
Bonds, notes and leases payable		3,212,353		2,989,009		223,344 7.5%
Concessionaire payable		420,022		431,608		(11,586) -2.7%
Net pension liability		4,214,821		4,214,821		- 0.0%
Net other post-employment benefit liability		92,020		92,020		- 0.0%
Compensated absences		218,287		213,689		4,598 2.2%
Self-insurance accruals		82,994		84,980		(1,986) -2.3%
Amounts due to third-party payors - Health System		74,697		74,697		- 0.0%
Irrevocable split-interest agreements		32,201		33,008		(807) -2.4%
Refundable advances for Federal Perkins loans		20,821		20,821		- 0.0%
Advance from concessionaire		947,018		958,816		(11,798) -1.2%
Other noncurrent liabilities		309,075		308,943		132 0.0%
<b>Total Noncurrent Liabilities</b>		<b>9,624,309</b>		<b>9,422,412</b>		<b>201,897 2.1%</b>
<b>Total Liabilities</b>		<b>12,282,364</b>		<b>11,473,211</b>		<b>809,153 7.1%</b>
Deferred Inflows:						
Parking service concession arrangement		373,205		378,021		(4,816) -1.3%
Pension		109,418		109,418		- 0.0%
Other post-employment benefits		133,209		133,209		- 0.0%
Other deferred inflows		469,823		448,875		20,948 4.7%
<b>Total Deferred Inflows</b>		<b>1,085,655</b>		<b>1,069,523</b>		<b>16,132 1.5%</b>
<b>Total Net Position</b>		<b>10,688,806</b>		<b>10,269,857</b>		<b>418,949 4.1%</b>
<b>Total Liabilities, Deferred Inflows, and Net Position</b>	\$	<b>24,056,825</b>	\$	<b>22,812,591</b>	\$	<b>1,244,234 5.5%</b>

**THE OHIO STATE UNIVERSITY**  
**CONSOLIDATED STATEMENTS OF REVENUES, EXPENSES,**  
**AND CHANGES IN NET POSITION - UNAUDITED**  
**For the Six Months Ended December 31, 2023 and December 31, 2022**  
**(in thousands)**

	December		Increase/(Decrease)	
	2023	2022	Dollars	%
<b>Operating Revenues:</b>				
Student tuition and fees, net	\$ 555,696	\$ 538,290	\$ 17,406	3.2%
Federal grants and contracts	264,312	228,190	36,122	15.8%
State grants and contracts	43,135	37,944	5,191	13.7%
Local grants and contracts	14,173	10,408	3,765	36.2%
Private grants and contracts	199,482	188,442	11,040	5.9%
Sales and services of educational departments	100,455	103,838	(3,383)	-3.3%
Sales and services of auxiliary enterprises	289,132	256,632	32,500	12.7%
Sales and services of the OSU Health System, net	2,333,606	2,142,067	191,539	8.9%
Sales and services of OSU Physicians, Inc., net	531,088	491,116	39,972	8.1%
Other operating revenues	40,112	51,981	(11,869)	-22.8%
<b>Total Operating Revenues</b>	<b>4,371,191</b>	<b>4,048,908</b>	<b>322,283</b>	<b>8.0%</b>
<b>Operating Expenses:</b>				
<b>Educational and General:</b>				
Instruction and departmental research	652,671	622,070	30,601	4.9%
Separately budgeted research	328,834	308,683	20,151	6.5%
Public service	99,009	93,684	5,325	5.7%
Academic support	162,178	139,320	22,858	16.4%
Student services	62,504	56,451	6,053	10.7%
Institutional support	207,073	160,096	46,977	29.3%
Operation and maintenance of plant	73,905	68,643	5,262	7.7%
Scholarships and fellowships	85,346	78,922	6,424	8.1%
Auxiliary enterprises	258,147	223,414	34,733	15.5%
OSU Health System	2,130,089	1,927,288	202,801	10.5%
OSU Physicians, Inc.	514,656	473,350	41,306	8.7%
Depreciation	270,130	255,247	14,883	5.8%
<b>Total Operating Expenses</b>	<b>4,844,542</b>	<b>4,407,168</b>	<b>437,374</b>	<b>9.9%</b>
<b>Operating Loss</b>	<b>(473,351)</b>	<b>(358,260)</b>	<b>(115,091)</b>	<b>-32.1%</b>
<b>Non-operating Revenues (Expenses):</b>				
State share of instruction and line-item appropriations	261,431	254,134	7,297	2.9%
Federal subsidies for Build America Bonds interest	5,661	5,693	(32)	-0.6%
Federal non-exchange grants	41,505	37,016	4,489	12.1%
Federal COVID-19 assistance programs	8,998	17,222	(8,224)	-47.8%
State non-exchange grants	16,713	13,596	3,117	22.9%
Gifts	82,737	82,999	(262)	-0.3%
Net investment income	468,022	97,361	370,661	380.7%
Interest expense	(79,738)	(81,954)	2,216	2.7%
Other non-operating revenues (expenses)	(4,708)	10,102	(14,810)	-146.6%
<b>Net Non-operating Revenues (Expenses)</b>	<b>800,621</b>	<b>436,169</b>	<b>364,452</b>	<b>83.6%</b>
<b>Income (loss) before changes in net position</b>	<b>327,270</b>	<b>77,909</b>	<b>249,361</b>	<b>320.1%</b>
<b>Changes in Net Position</b>				
State capital appropriations	28,906	23,138	5,768	24.9%
Private capital gifts	27,733	41,012	(13,279)	-32.4%
Additions to permanent endowments	35,040	39,798	(4,758)	-12.0%
<b>Total Changes in Net Position</b>	<b>91,679</b>	<b>103,948</b>	<b>(12,269)</b>	<b>-11.8%</b>
<b>Increase (decrease) in Net Position</b>	<b>418,949</b>	<b>181,857</b>	<b>\$ 237,092</b>	<b>130.4%</b>
<b>Net Position - Beginning of Year</b>	<b>10,269,857</b>	<b>9,597,656</b>		
<b>Net Position - End of Period</b>	<b>\$ 10,688,806</b>	<b>\$ 9,779,513</b>		

**THE OHIO STATE UNIVERSITY**  
**STATEMENTS OF CASH FLOWS - UNAUDITED**  
**For the Six Months Ended December 31, 2023 and December 31, 2022**  
(in thousands)

	<b>December 2023</b>	<b>December 2022</b>	<b>Increase/(Decrease) Dollars</b>	<b>%</b>
<b>Cash Flows from Operating Activities:</b>				
Tuition and fee receipts	\$ 609,975	\$ 579,420	\$ 30,555	5.3%
Grant and contract receipts	493,956	444,003	49,953	11.3%
Receipts for sales and services	3,125,134	2,891,105	234,029	8.1%
Payments to or on behalf of employees	(2,163,645)	(2,047,584)	(116,061)	-5.7%
University employee benefit payments	(526,874)	(514,338)	(12,536)	-2.4%
Payments to vendors for supplies and services	(1,758,128)	(1,522,624)	(235,504)	-15.5%
Payments to students and fellows	(77,409)	(70,815)	(6,594)	-9.3%
Student loans issued	(1,053)	(2,046)	993	48.5%
Student loans collected	10,256	9,351	905	9.7%
Student loan interest and fees collected	830	719	111	15.4%
Other receipts	31,003	76,877	(45,874)	-59.7%
Net cash used by operating activities	<u>(255,955)</u>	<u>(155,932)</u>	<u>(100,023)</u>	<u>-64.1%</u>
<b>Cash Flows from Noncapital Financing Activities:</b>				
State share of instruction and line-item appropriations	261,431	254,134	7,297	2.9%
Non-exchange grant receipts	58,218	57,612	606	1.1%
Federal COVID-19 assistance programs	8,998	17,222	(8,224)	-47.8%
Gift receipts for current use	82,787	74,499	8,288	11.1%
Additions to permanent endowments	35,040	39,798	(4,758)	-12.0%
Drawdowns of federal direct loan proceeds	143,150	146,602	(3,452)	-2.4%
Disbursements of federal direct loans to students	(141,259)	(143,149)	1,890	1.3%
Repayment of loans from related organization	-	719	(719)	-100.0%
Amounts received for annuity and life income funds	257	1,182	(925)	-78.3%
Amounts paid to annuitants and life beneficiaries	(1,064)	(1,644)	580	35.3%
Agency funds receipts	6,256	6,544	(288)	-4.4%
Agency funds disbursements	(5,279)	(5,588)	309	5.5%
Other receipts (payments)	85	(19)	104	100.0%
Net cash provided by noncapital financing activities	<u>448,620</u>	<u>447,912</u>	<u>708</u>	<u>0.2%</u>
<b>Cash Flows from Capital Financing Activities:</b>				
Proceeds from capital debt and leases	301,736	-	301,736	100.0%
Gift receipts for capital projects	27,733	41,012	(13,279)	-32.4%
Payments for purchase or construction of capital assets	(506,920)	(535,430)	28,510	5.3%
Principal payments on capital debt and leases	(61,085)	(63,779)	2,694	4.2%
Interest payments on capital debt and leases	(84,480)	(88,177)	3,697	4.2%
Federal subsidies for Build America Bonds interest	5,635	5,305	330	6.2%
Net cash used by capital financing activities	<u>(317,381)</u>	<u>(641,069)</u>	<u>323,688</u>	<u>50.5%</u>
<b>Cash Flows from Investing Activities:</b>				
Purchases of investments	(2,598,770)	(4,954,433)	2,355,663	47.5%
Proceeds from sales and maturities of investments	2,655,294	5,875,953	(3,220,659)	-54.8%
Investment income	224,413	77,799	146,614	188.5%
Net cash provided by investing activities	<u>280,937</u>	<u>999,319</u>	<u>(718,382)</u>	<u>-71.9%</u>
<b>Net Increase (Decrease) in Cash</b>	<b>156,221</b>	<b>650,230</b>	<b>\$ (494,009)</b>	<b>-76.0%</b>
Cash and Cash Equivalents - Beginning of Year	<u>1,239,560</u>	<u>479,601</u>		
Cash and Cash Equivalents - End of Period	<u>\$ 1,395,781</u>	<u>\$ 1,129,831</u>		

## ATTACHMENT LXXIV

### **The NetJets Designated Chair of Aviation Modernization**

The Board of Trustees of The Ohio State University shall establish The NetJets Designated Chair of Aviation Modernization effective February 22, 2024, with gifts from NetJets Aviation, Inc.

This fund supports a chair position for a period of four years. The chair holder shall be a nationally recognized senior faculty member focusing on enhancing the safety and efficiency of the aviation system through modernization, with a focus on optimizing the Next Generation Air Traffic Management system (NextGen), and the integration of advanced vehicles, including unmanned aerial systems, commercial space transportation, and supersonic aircraft, through advances and applications in systems engineering and data analytics. The chair holder will perform research and education on graduate and undergraduate levels in this area, and significantly contribute to strategically advancing this area of research and education at the University. The position holder shall be appointed for a term of four years and reviewed in accordance with the current guidelines and procedures for faculty appointment. Should the position be vacated before the four-year term is completed, a new position holder shall be appointed to complete the four-year term.

This designated chair position shall cease to exist when annual funding ends.

**American Honda Motor Co., Inc. Designated Professorship**

The Honda R&D Americas Designated Chair was established November 9, 2012, by the Board of Trustees of The Ohio State University with gifts from Honda R&D Americas, Inc. Effective February 22, 2024, the fund name and description shall be revised.

This fund provides a professorship position to be held by the director of the Honda/OSU Mobility Innovation Exchange (MIX) including; but not limited to; salary, benefits, and research.

The professorship holder shall be appointed for a one-year term by the Board of Trustees of The Ohio State University as recommended by the dean of the College of Engineering. The expectations for this position shall include:

- Oversight of OSU MIX operations including management of MIX-related relationships with Honda
- Working with Honda counterpart (Honda MIX Director) and the Associate Dean for Research on identifying new opportunities for collaboration between Honda and OSU
- Engaging faculty members from throughout the College of Engineering and related science departments based on Honda's research needs
- Coordinating access to University facilities and equipment by Honda associates
- Facilitating interactions between OSU faculty and Honda associates through brainstorming sessions, individual meetings, etc.
- Working with OSU Research Foundation and the Honda-OSU Partnership Executive Director on the execution of contracts for MIX projects; acts as a liaison between faculty, OSURF and Honda's contracting office as needed
- Coordinating and communicating all MIX and other Honda-related activities with the Honda-OSU Partnership Executive Director
- Oversight of operation of the Honda OSU MIX laboratory space in Scott Lab
- Strategic planning and long term growth of MIX programs and impact
- Sound fiscal management and fiscal reporting of MIX activities
- MIX communications and website management
- The activities of the professorship holder shall be reviewed no less than every three years by the dean to determine compliance with the intent of the designated professorship as well as the academic and research standards of the University.

This designated professorship position shall cease to exist when annual funding ends.

### **The Storytellers' Trust**

The Board of Trustees of The Ohio State University shall establish The Storytellers' Trust effective February 22, 2024, as a quasi-endowment, with a fund transfer by WOSU.

The annual distribution from this fund provides funding for programs and projects related to telling stories via WOSU Public Media platforms. Expenditures shall be approved in accordance with the then current guidelines and procedures established by WOSU.

The highest ranking official in WOSU or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with the University's Gift Acceptance Policy, Fund Transfers – Unrestricted to Endowment Policy, Investment Policy, and all other applicable University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of WOSU that the quasi-endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University may modify the purpose of this fund, in consultation with the unit named above. If the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University may modify the purpose of this fund. The University shall consult the highest ranking official in the WOSU or his/her designee to identify a similar purpose consistent with the original intent of the unit. Modifications to endowed funds shall be approved by the University's Board of Trustees, in accordance with the policies of the University.

**The Kline Family Fund for Ovarian Cancer Research**

The Board of Trustees of The Ohio State University shall establish The Kline Family Fund for Ovarian Cancer Research effective February 22, 2024, with gifts from family members and friends of the Kline family.

The annual distribution from this fund supports translational or clinical ovarian cancer research at the discretion of the highest ranking official in the Division of Gynecologic Oncology or his/her designee. Expenditures shall be approved in accordance with the then current guidelines and procedures established by The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute.

The highest ranking official in The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute or his/her/their designee(s) has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University may modify the purpose of this fund. The University shall consult the highest ranking official in The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute or his/her/their designee(s) to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees, in accordance with the policies of the University.

### **The Thomas J. Ryan, MD Fund for Rising Faculty**

The Board of Trustees of The Ohio State University shall establish The Thomas J. Ryan, MD Fund for Rising Faculty effective February 22, 2024, with gifts from friends, family, and colleagues of Dr. Tom Ryan.

The annual distribution from this fund supports early career MD, PhD, or MD/PhD faculty in the Heart and Vascular Center. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the College of Medicine, in consultation with the highest ranking official in the center or his/her designee.

If the gifted principal balance of the fund reaches the required professorship funding level of \$1,000,000 at any time on or before August 31, 2027, the fund shall be converted to an endowed professorship fund known as The Thomas J. Ryan, MD Professorship and the annual distribution shall support a professorship in the Heart and Vascular Center. If the position is vacant, the annual distribution may be used to support early career MD, PhD, or MD/PhD faculty in the Heart and Vascular Center. The position holder shall be appointed and reviewed in accordance with the then current guidelines and procedures for faculty appointment. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the College of Medicine, in consultation with the highest ranking official in the center or his/her designee.

If at any time after August 31, 2027, the gifted principal balance of the fund reaches the then required professorship funding level the fund shall be converted to an endowed professorship fund known as The Thomas J. Ryan, MD Professorship and the annual distribution shall support a professorship in the Heart and Vascular Center. If the position is vacant, the annual distribution may be used to support early career MD, PhD, or MD/PhD faculty in the Center. The position holder shall be appointed and reviewed in accordance with the then current guidelines and procedures for faculty appointment. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the College of Medicine, in consultation with the highest ranking official in the center or his/her designee.

The highest ranking official in the College of Medicine or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University may modify the purpose of this fund. The University shall consult the highest ranking official in the College of Medicine or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees, in accordance with the policies of the University.

### **Veterinary Medicine Class of 1992 Fund**

The Board of Trustees of The Ohio State University shall establish the Veterinary Medicine Class of 1992 Fund effective February 22, 2024, with gifts from members of Veterinary Medicine Class of 1992.

The annual distribution from this fund shall be used at the discretion of the highest ranking official in the College of Veterinary Medicine or his/her designee. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the college.

The endowment may be revised when the gifted endowment principal reaches the minimum funding level required at that date for a scholarship. Thereafter, the annual distribution from this fund shall provide one or more scholarships to DVM students who actively contribute to nurturing an inclusive community within the College of Veterinary Medicine so they can better serve their community in the future. If no students meet the selection criteria, the scholarship(s) will be open to all students enrolled in the College. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Veterinary Medicine or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University may modify the purpose of this fund. The University shall consult the highest ranking official in the College of Veterinary Medicine or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees, in accordance with the policies of the University.

**Benjamin G. Lamme Fund for Meritorious Achievement  
in Electrical Engineering**

The Board of Trustees of The Ohio State University established the Benjamin G. Lamme Medal Fund on July 12, 1926, with his bequest. Effective February 22, 2024, the fund name and description shall be revised.

Benjamin G. Lamme, ME 1888, achieved international acclaim as a pioneering inventor and engineer for the Westinghouse Electric and Manufacturing Company. For 21 years he served as chief engineer for Westinghouse. Among his 162 patents were new inventions on railway motors, induction motors, converters, and the developments pertaining to the first Niagara Falls power system.

Annual distribution from this fund provides support for students who demonstrate meritorious achievement in electrical engineering.

**Jack W. Stephenson “Tackle” Scholarship Fund**

The Jack W. Stephenson “Tackle of the Year” Award was established May 5, 1972, by the Board of Trustees of The Ohio State University, with gifts through The Ohio State University Development Fund from friends, colleagues and former teammates, in memory of Jack W. Stephenson, Edu. W '42, late of Marion, Ohio, and Grosse Pointe, Michigan, and Captain of the 1941 Varsity Football Team. Effective February 22, 2024, the fund name and description shall be revised.

All gifts are to be invested in the University’s Permanent Endowment Fund, under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

The annual distribution supplements the grant-in-aid costs for student-athletes who are members of the varsity football team with preference to members in the tackle position. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the Department of Athletics, in consultation with Student Financial Aid.

### **The Roy Bowen Theatre Fund**

The Roy Bowen Theatre Fund was established June 2, 2006, by the Board of Trustees of The Ohio State University with gifts from numerous donors. Effective February 22, 2024, the fund description shall be revised.

The annual distribution from this fund shall provide ongoing support for theatre programs in the Department of Theatre, Film, and Media Arts. Expenditures may be recommended by the highest ranking official in the department or his/her designee and shall be approved in accordance with the then current guidelines and procedures established by the College of Arts and Sciences.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that this fund should benefit the University in perpetuity. If, in the future, the need for this fund should cease to exist or so diminish as to provide unused distributions, then another use shall be designated by the Board of Trustees as recommended by the highest ranking official in the Department of Theatre, Film, and Media Arts and the highest ranking official in the College of Arts and Sciences or their designees. Any such alternate distributions shall be made in a manner as nearly aligned with the original intent of the donors as good conscience and need dictate.

### **The Judge Glenn E. Detling Scholarship Fund**

The Judge Glenn E. Detling Scholarship was established April 4, 1986, by the Board of Trustees of The Ohio State University with gifts to The Ohio State University Development Fund from Glenn E. Detling, J.D. '40, Springfield, Ohio, on his behalf and in memory of his brother, Kenneth D. Detling, Ph.D., Chemistry '34. Effective February 22, 2024, the fund description shall be revised.

All gifts are to be invested in the University's Permanent Endowment Fund, under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

The annual distribution shall be used to provide one or more scholarships to students entering or attending The Ohio State University who are graduates of Ansonia High School, Ansonia, Ohio, regardless of financial need. If no students meet the selection criteria, the scholarship(s) will be open to students who graduated from high schools in Darke County, Ohio or the contiguous counties in Ohio. If in any year there are no such students, the distribution may be awarded in subsequent years to students who fulfill the requirements. In the event Ansonia High School would merge with another high school, then the scholarship(s) is to be awarded to graduates from the Ansonia School District. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by Student Financial Aid.

Should the need for this fund cease to exist or so diminish as to provide unused distribution, then the distribution may be used for any purpose whatsoever as determined by the Board of Trustees, with preference being given to recommendations from the appropriate administrative official of the University who is then directly responsible for Student Financial Aid.

**The Rodney J. Harrison Scholarship Fund**

The Rodney J. Harrison Scholarship Fund was established April 4, 1997, by the Board of Trustees of The Ohio State University with a gift to The Ohio State University Development Fund from friends, colleagues and family members of Rodney J. Harrison (B.S.Ed. '50; M.A. Education '53). The description was revised March 6, 1998. Per a request from Mr. Harrison, effective February 22, 2024, the fund description shall be further revised.

All gifts are to be invested in the University's Permanent Endowment Fund, under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

The annual distribution shall provide financial aid to students who are enrolled at the Columbus campus. First preference shall be given to students who graduated from the Thomas Worthington High School in Worthington, Ohio. Second preference shall be given to students who graduated from a high school in Franklin County, Ohio. Candidates may be recommended by the highest ranking official in the Thomas Worthington High School or his/her designee. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by Student Financial Aid. Scholarships are renewable as long as the recipients are in good standing with The Ohio State University.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused annual distribution, then another use shall be designated by the Board of Trustees as recommended by the appropriate program administrator in order to carry out the desire of the donors.

### **The Chauncey D. Leake Memorial Award Fund**

The Chauncey D. Leake Memorial Award Fund was established November 3, 1978, by the Board of Trustees of The Ohio State University with gifts to The Ohio State University Development Fund from friends and associates of Chauncey D. Leake, D.Sc. (Honorary), 1975, Professor Emeritus and former Assistant Dean of the College of Medicine. Effective February 22, 2024, the fund description shall be revised.

All gifts are to be invested in the University's Permanent Endowment Fund, under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

The annual distribution is to provide monies for "The Chauncey D. Leake Award for Excellence in Pharmacology" to an outstanding graduate student in Pharmacology in the College of Medicine or the College of Pharmacy or the College of Veterinary Medicine.

The selection of the recipient(s) is to be made on the basis of the most outstanding research paper(s) reporting original research of scientific merit, prepared during the attainment of an advanced degree at The Ohio State University, and submitted in form acceptable for publication. Eligible candidates must be registered as doctoral students in Pharmacology in the Graduate School during the academic year in which they enter the competition. Each research paper is to be accompanied by a biographical sketch of the author's academic preparation, research background, experience, and future professional goals.

The award competition shall be announced, administered and awarded in accordance with the then current guidelines and procedures established by the College of Medicine, the College of Pharmacy, and the College of Veterinary Medicine. Recipients, the number of recipients, and amount of each award shall be determined in accordance with the then current guidelines and procedures established by the colleges, in consultation with Student Financial Aid.

Should the papers in any given year not be of superior quality, the award(s) will not be made until the next year. This is to be the official award in Pharmacology in the name of Dr. Chauncey D. Leake at The Ohio State University.

Should the need for this award cease to exist or so diminish as to provide unused distribution, then the distribution may be used for any purpose whatsoever as determined by the Board of Trustees, with preference being given to recommendations from the appropriate administrative official(s) of the University who is then directly responsible for education of students in Pharmacology.

**The Bernard and Naomi Schottenstein Cancer Research Institute Endowment Fund**

The Bernard and Naomi Schottenstein Cancer Research Institute Endowment Fund was established May 1, 1986, by the Board of Trustees of The Ohio State University with a gift to The Ohio State University Development Fund from Bernard and Naomi Schottenstein, Bexley, Ohio. Effective February 22, 2024, the fund description shall be revised.

All gifts are to be invested in the University's Permanent Endowment Fund, under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

The annual distribution from this fund supports distinguished researchers in the area of cancer research. Expenditures shall be approved in accordance with the then current guidelines and procedures established by The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute.

The endowment may be revised when the endowment principal reaches the minimum funding level required at that date for an endowed chair position and the fund name shall be revised to The Bernard and Naomi Schottenstein Chair In Cancer Research Institute Endowment Fund. At that time, the annual distribution shall be used to support the work of a distinguished researcher in the area of cancer research. The position holder shall be appointed and reviewed in accordance with the then current guidelines and procedures for faculty appointment.

Should the need for this fund cease to exist or so diminish as to provide unused distribution, then the income may be used for any purpose whatsoever as determined by the Board of Trustees, with preference being given to recommendations from the appropriate administrative official of the University who is then directly responsible for medical education.

**The Lynn G. Wilkins Scholarship Fund  
for Teacher Education: Barnesville Exempted Village School District**

The Lynn G. Wilkins Scholarship Fund for Teacher Education: Barnesville Exempted Village School District, was established May 7, 1993, by the Board of Trustees of The Ohio State University with gifts to The Ohio State University Development Fund from the estate of Lynn G. Wilkins (B.A., Political Science '45: M.A., Political Science '47). Effective February 22, 2024, the fund description shall be revised.

All gifts are to be invested in the University's permanent endowment fund, under the rules and regulations adopted by the Board of Trustees of The Ohio State University with the right to invest and reinvest as occasion dictates.

The annual distribution shall be used to provide one or more annual scholarships to students from the Barnesville Exempted Village School District who are entering The Ohio State University and plan to pursue an education for the purpose of teaching at the elementary or secondary level. If there are no eligible students, the scholarships may be awarded to students from the Barnesville Exempted Village School District who are currently enrolled, including former recipients who remain committed to pursuing the profession of teaching. If there are no eligible students from the Barnesville Exempted Village School District, the scholarships may be awarded to students from the state of Ohio who are entering the University and plan to pursue an education for the purpose of teaching at the elementary or secondary level. Recommendations may be made by the district superintendent in conjunction with the high school principal(s). Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the College of Education and Human Ecology (formerly the College of Education and the College of Human Ecology) or his/her designee, in consultation with Student Financial Aid.

It is the desire of the donor that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Board of Trustees in consultation with the highest ranking official of the College of Education and Human Ecology or his/her designee in order to carry out the desire of the donor.

**The Lynn G. Wilkins Scholarship Fund for Teacher Education:  
St. Clairsville-Richland School District**

The Lynn G. Wilkins Scholarship Fund for Teacher Education: St. Clairsville-Richland School District was established May 7, 1993, by the Board of Trustees of The Ohio State University with gifts to The Ohio State University Development Fund from the estate of Lynn G. Wilkins (B.A., Political Science '45; M.A., Political Science '47). Effective February 22, 2024, the fund description shall be revised.

All gifts are to be invested in the University's permanent endowment fund, under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

The annual distribution shall be used to provide one or more annual scholarships to students from the St. Clairsville-Richland School District who are entering The Ohio State University and plan to pursue an education for the purpose of teaching at the elementary or secondary level. If there are no eligible students, the scholarships may be awarded to students from the St. Clairsville-Richland School District who are currently enrolled, including former recipients who remain committed to pursuing the profession of teaching. If there are no eligible students from the St. Clairsville-Richland School District, the scholarships may be awarded to students from the state of Ohio who are entering the University and plan to pursue an education for the purpose of teaching at the elementary or secondary level. Recommendations may be made by the district superintendent in conjunction with the high school principal(s). Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the College of Education and Human Ecology (formerly the College of Education), in consultation with Student Financial Aid.

It is the desire of the donor that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused income, then another use shall be designated by the Board of Trustees in consultation with the highest ranking official in the College of Education and Human Ecology or his/her designee in order to carry out the desire of the donor.

**Dorothy Sumption Wirthwein – Women’s Physical Education Fund**

The Dorothy Sumption Wirthwein – Women’s Physical Education Fund was established September 2, 1983, by the Board of Trustees of The Ohio State University with gifts to The Ohio State University through The Ohio State University Development Fund from alumnae, students and colleagues in memory of Dorothy Sumption Wirthwein, Columbus, Ohio. The description was changed September 6, 1985. Effective February 22, 2024, the fund description shall be revised.

All gifts are to be invested in the University’s Permanent Endowment Fund, under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

The annual distribution from this fund supplements the grant-in-aid costs of first year graduate or professional students who are members of one of the following teams: women’s basketball, women’s cross country, women’s fencing, field hockey, women’s golf, women’s gymnastics, women’s ice hockey, women’s lacrosse, rowing, women’s soccer, women’s softball, women’s swim & dive, synchronized swimming, women’s tennis, women’s track & field, or women’s volleyball. Preference shall be given to candidates who have indicated a desire to pursue a career in teaching, coaching or conducting sports programs. Selection shall be based on clearly demonstrated personal qualities of leadership and of academic potential. Need may be used as a criteria. If no students meet the selection criteria, distribution supplements the grant-in-aid costs undergraduate student-athletes who are members of one of the following teams: women’s basketball, women’s cross country, women’s fencing, field hockey, women’s golf, women’s gymnastics, women’s ice hockey, women’s lacrosse, rowing, women’s soccer, women’s softball, women’s swim & dive, synchronized swimming, women’s tennis, women’s track & field, or women’s volleyball. Recipients, the number of recipients, and amount of support shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the Department of Athletics, in consultation with the College of Education and Human Ecology and Student Financial Aid.

Should the need for this fund cease to exist or so diminish as to provide unused annual distribution, then the annual distribution may be used for any purpose whatsoever as determined by the Board of Trustees, with preference being given to recommendations from the highest ranking officials in the Department of Athletics and the College of Education and Human Ecology or their designees.

**Weary Foundation Endowed Chair Fund  
in the Social Psychology of Polarization and Misinformation**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Weary Foundation Endowed Chair Fund in the Social Psychology of Polarization and Misinformation effective February 22, 2024, with gifts from the Weary Family Foundation.

The annual distribution from this fund supports a chair position in Social Psychology within the Department of Psychology focused on a multidisciplinary approach to the science of polarization and misinformation ("collaborative") if full funding is reached. Candidates should be external scholars who are highly regarded in the field of social psychology, whose primary research focus includes but is not limited to polarization and misinformation. Annual distribution shall be allocated as outlined below:  
13% of the annual distribution shall be used to support the Social Psychology program of the department.  
20% of the annual distribution shall be used to support the salary of the chair holder.  
67% of the annual distribution shall be used to support the chair holder's research efforts.  
The position holder shall be appointed and reviewed in accordance with the then current guidelines and procedures for faculty appointment. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the college.

If full funding is not reached, the annual distribution may be used to support Social Psychology faculty in the department.

If the chair is vacant as a result of nonrenewal, resignation, or retirement, the donor desires the department prioritize attracting an eminent external hire in Social Psychology to fill the chair and use the endowment to support the research and the academic program of the chair holder. If, however, the chair is vacant and there is a need to retain an exceptional faculty member in the Social Psychology program working in the appropriate area of research, due to a competitive external offer, then the funds may be used to recognize and retain that senior faculty member at the discretion of the highest ranking official in the College or his/her designee. The donor desires to enhance faculty funding in the Social Psychology program of the department rather than replace existing faculty funding.

The donor recognizes that over time the title or focus of the collaborative and the chair fund could change as the specific focus of the department and the collaborative evolves to focus on different societal issues. In the event that the collaborative ceases to exist, the Social Psychology Program no longer is part of the collaborative, or the need for a chair in the specified primary research field ceases, as determined at the discretion of the highest ranking official in the College of Arts and Sciences or his/her designee, the endowed chair shall remain in and be used to support the Social Psychology program of the department within the college.

The highest ranking official in the College of Arts and Sciences or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Arts and Sciences or his/her designee to identify a

similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Professorship in Cellular and Molecular Biology**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Professorship in Cellular and Molecular Biology, effective February 22, 2024, with a gift from OSU Pathology Services LLC.

The annual distribution from this fund supports a professorship position for an eminent faculty member in the Department of Pathology in the College of Medicine to advance knowledge in cellular and molecular biology. The position holder shall be appointed and reviewed in accordance with the then current guidelines and procedures for faculty appointment.

If the position is vacant, the annual distribution may be used to support the faculty in the Department of Pathology in the College of Medicine. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the college.

The highest ranking official in the College of Medicine or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and Foundation shall consult the highest ranking official in the College of Medicine or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Entrotech Endowed Chemistry Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Entrotech Endowed Chemistry Scholarship Fund effective February 22, 2024, with a gift from James E. McGuire Jr. (BS 1983).

The annual distribution from this fund provides scholarship support to students who are majoring in chemistry and minoring in business or entrepreneurship and innovation. The donor desires that when awarding this scholarship special consideration be given to students who are United States citizens or permanent residents. If no students meet the selection criteria, the scholarship(s) can sit unawarded for three years then will be open for one year to all students majoring in chemistry. It is the donor's desire to provide scholarships up to the full cost of attendance for students including, but not limited to, all fees, such as tuition, room and board, lab fees, expenses related to research, and expenses related to study abroad programs. Scholarships may be awarded in varying amounts based on student enrollment, available funding, and other factors. It is the donor's desire to provide as significant financial support as possible to one eligible recipient. Any remaining distribution shall be used to provide as significant financial support as possible to additional eligible recipients. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the College of Arts and Sciences, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Arts and Sciences or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Arts and Sciences or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **The Thomas L. Wheeler III Entrepreneurship Enterprise Program**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish The Thomas L. Wheeler III Entrepreneurship Enterprise Program effective February 22, 2024, with a gift from Thomas L. Wheeler III (1955 graduate in industrial engineering).

The annual distribution from this fund shall be used to operate the Thomas L. Wheeler III Entrepreneurship Enterprise Program at the Max M. Fisher College of Business. The fund will also provide support for Fisher College of Business students, preferably MBA students, who are interested in enhancing their class work by gaining entrepreneurship experience with small or midsize development companies or organizations. The director of the Thomas L. Wheeler III Entrepreneurship Enterprise Program, in consultation with the dean of the Fisher College of Business, will select developing companies and organizations to participate in this venture with preference for, but not limited to, those based in Ohio.

In any given year that the endowment distribution is not fully expended, the unused portion will carry forward for the next year or will be reinvested in the endowed principal at the discretion of the dean of the Fisher College of Business.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. If, in the future, the need for this fund should cease to exist or so diminish as to provide unused distributions, then another use shall be designated by the Board of Trustees as recommended by the dean of the Fisher College of Business. Any such alternate distributions shall be made in a manner as nearly aligned with the original intent of the donor as good conscience and need dictate.

### **The Joshi Graduate Fellowship**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish The Joshi Graduate Fellowship effective February 22, 2024, with gifts from Krishan Joshi (B.Aero.E. 1961).

The annual distribution from this fund provides fellowships to graduate or PhD students who are enrolled in the Department of Mechanical and Aerospace Engineering. It is the donor's desire to provide as significant financial support as possible to one eligible recipient. Any remaining distribution shall be used to provide as significant financial support as possible to additional eligible recipients. Recipients, the number of recipients, and amount of support shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Engineering or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Engineering or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **The Allen and Donah Dimmlich Endowed Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish The Allen and Donah Dimmlich Endowed Scholarship Fund effective February 22, 2024, with gifts from Mr. Scot Dimmlich and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

The annual distribution from this fund provides one or more scholarships to first-generation undergraduate students, who are not Pell-eligible, but still have significant financial need, and are attending the Columbus campus. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who are attending the Columbus campus. Scholarships may be renewable as long as recipients remain in good academic standing. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in Student Financial Aid or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in Student Financial Aid or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**Dr. Rebecca Jackson Memorial Endowment Fund  
for the Center for Clinical and Translational Science**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Dr. Rebecca Jackson Memorial Endowment Fund for the Center for Clinical and Translational Science effective February 22, 2024, with gifts from Dr. Walter Jerry Mysiw (MD 1981) in honor of Dr. Jackson's (BS 1975, MD 1978) passion for both the Center for Clinical and Translational Science and the mentorship of physician scientists.

The annual distribution from this fund provides financial support for travel and other research activities of junior and mid-level faculty within the Center for Clinical and Translational Science. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the College of Medicine.

The highest ranking official in the College of Medicine or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Medicine or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Winous Point Wetlands and Waterfowl Endowed Faculty Support Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Winous Point Wetlands and Waterfowl Endowed Faculty Support Fund effective February 22, 2024, with gifts from Winous Point Marsh Conservancy.

The annual distribution from this fund supports faculty in the School of Environment and Natural Resources who exemplify a commitment to the conservation and management of waterfowl, wetlands and other waterfowl habitats, and associated wildlife, and for the ecosystem services provided by wetlands to society. The support shall be used to encourage knowledge development through applied scientific research, education and training of future professionals, extension of knowledge and outreach to community, and collaborator-supported partnerships. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the College of Food, Agricultural, and Environmental Sciences.

If the gifted principal balance of the fund reaches \$1,000,000 on or before March 31, 2028, the endowment name shall be revised to the Winous Point Wetlands and Waterfowl Endowed Professorship and the purpose shall be revised to support a professorship position in the School of Environment and Natural Resources. After March 31, 2028, the endowment name and purpose may be revised when the gifted endowment principal reaches the minimum funding level required at that date for a professorship position. Thereafter, the annual distribution from this fund shall be used for a professorship position in the school. The holder of the position shall exemplify a commitment to the conservation and management of waterfowl, wetlands and other waterfowl habitats, and associated wildlife, and for the ecosystem services provided by wetlands to society. The position holder's work should encourage knowledge development through applied scientific research, education and training of future professionals, extension of knowledge and outreach to community, and collaborator-supported partnerships. Candidates shall have the qualifications and experience to be appointed an associate or full professor; highly qualified assistant professor candidates may be considered. It is the donor's desire that the position be used to recruit an outstanding individual from outside the College of Food, Agricultural, and Environmental Sciences to strengthen the school. The position holder shall be appointed and reviewed in accordance with the then current guidelines and procedures for faculty appointment.

The endowment name and purpose may be further revised to the Winous Point Wetlands and Waterfowl Endowed Chair when the gifted endowment principal reaches the minimum funding level required at that date for a chair position. Thereafter, the annual distribution from this fund shall be used for a chair position in the School of Environment and Natural Resources. The holder of the position shall exemplify a commitment to the conservation and management of waterfowl, wetlands and other waterfowl habitats, and associated wildlife, and for the ecosystem services provided by wetlands to society. The position holder's work should encourage knowledge development through applied scientific research, education and training of future professionals, extension of knowledge and outreach to community, and collaborator-supported partnerships. It is the donor's desire that the position be used to recruit an outstanding individual from outside the College of Food, Agricultural, and Environmental Sciences to strengthen the school. The position holder shall be appointed and reviewed in accordance with the then current guidelines and procedures for faculty appointment.

The highest ranking official in the College of Food, Agricultural, and Environmental Sciences or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Food, Agricultural, and Environmental Sciences or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **The Jeff and Jane Cox Ohio State Newark Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish The Jeff and Jane Cox Ohio State Newark Scholarship Fund effective February 22, 2024, with gifts from Jeffrey C. Cox (BS 1983) and Jane E. Cox (BS 1985) and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

The annual distribution from this fund provides one or more scholarships to undergraduate students who are enrolled in The Ohio State University at Newark and demonstrate financial need. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by OSU Newark, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in The Ohio State University at Newark or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in The Ohio State University at Newark or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Friedrich and Jean-Clare Sims Bohm Endowed Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Friedrich and Jean-Clare Sims Bohm (BS 1969) Endowed Fund effective February 22, 2024, with gifts from Friedrich K. M. Bohm (MCP 1969).

The annual distribution from this fund supports graduate students studying city and regional planning in the Austin E. Knowlton School of Architecture. Expenditures may include, but are not limited to, scholarships, research support, projects, and other emerging needs. If at any time the need for graduate support diminishes, support may be open to undergraduate students studying city and regional planning in the school.

In the event city and regional planning is no longer taught, support will be open to graduate students who are enrolled in the College of Engineering and are studying in the Austin E. Knowlton School of Architecture.

Expenditures shall be approved in accordance with the then current guidelines and procedures established by the College of Engineering.

Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the College of Engineering, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Engineering or his/her designee, in consultation with the highest ranking official in the Austin E. Knowlton School of Architecture, has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Engineering or his/her designee, in consultation with the highest ranking official in the Austin E. Knowlton School of Architecture, to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**Dr. Joseph Lee and Constance Kenty Endowed Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Dr. Joseph Lee and Constance Kenty Endowed Fund effective February 22, 2024, with gifts from Dr. Joseph Lee Kenty (PhD 1968) and Constance Kenty (MA 1966) and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

The annual distribution from this fund provides one or more scholarships to undergraduate students who are studying a major in the Department of Materials Science and Engineering. If no students meet the selection criteria, the scholarship(s) will be open to all students who are enrolled in the College of Engineering. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Engineering or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Engineering or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**Jon and Marialice Bennett and Tom and Anne Burns Pharmacy Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Jon and Marialice Bennett and Tom and Anne Burns Pharmacy Scholarship Fund effective February 22, 2024, with gifts from Jon Bennett (BIE 1969, MBA 1971) and Marialice Bennett (BS 1969) and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

The annual distribution from this fund provides one or more scholarships to undergraduate students who are enrolled in the College of Pharmacy and demonstrate financial need. Preference will be given to students whose past activities or experience demonstrate a commitment to fostering a more inclusive community or campus environment. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Pharmacy or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Pharmacy or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **The LaRocco Family Endowed Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish The LaRocco Family Endowed Scholarship Fund effective February 22, 2024, with grants from The Columbus Foundation as recommended by Michael E. LaRocco (BS 1978) and Ann Birgitte LaRocco.

The annual distribution from this fund provides one or more scholarships to undergraduate students who are involved in Project THRIVE and majoring in marketing. The advisors desire to award as close to one full tuition and fees scholarship as possible to one recipient annually. Scholarships are renewable as long as recipients continue to meet the selection criteria and are in good academic standing. If no students meet the selection criteria, scholarships will be open to all undergraduate students who are involved in Project THRIVE. If at any time Project THRIVE ceases to exist, scholarships will be open to all undergraduate students majoring in marketing. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the Max M. Fisher College of Business, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the Max M. Fisher College of Business or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Max M. Fisher College of Business or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**David E. and Tamara E. Harrison Diversity Scholarship Fund**

The Board of Trustees of The Ohio State University shall establish the David E. (BA 1988) and Tamara E. Harrison Diversity Scholarship Fund effective February 22, 2024, with gifts from alumni and friends of the Max M. Fisher College of Business and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

The annual distribution from this fund provides one or more recruitment and retention scholarships to undergraduate students who are enrolled in the Max M. Fisher College of Business. Preference shall be given to candidates who are active members or commit to become active members of organizations that encourage diversity at the University. The donors desire that when awarding this scholarship, special consideration be given for students who have encountered or overcome substantial educational or economic obstacles or experience living in diverse environments.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the Max M. Fisher College of Business, in consultation with Student Financial Aid.

The highest ranking official in the Max M. Fisher College of Business or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University may modify the purpose of this fund. The University shall consult the highest ranking official in the Max M. Fisher College of Business or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees, in accordance with the policies of the University.

**Roselle Endowed Scholarship Fund in Memory of the Rockstein Sisters**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Roselle Endowed Scholarship Fund in Memory of the Rockstein Sisters effective February 22, 2024, with gifts from The Roselle Foundation and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

The annual distribution from this fund provides one or more scholarships to undergraduate students attending the Columbus campus who demonstrate financial need, have a minimum 3.2 grade point average on a 4.0 scale, and graduated from a high school in the state of Ohio. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students. Scholarships may be renewable as long as recipients continue to meet the selection criteria above and remain in good academic standing. The donor desires no more than two scholarships be awarded annually. Scholarships may be awarded in varying numbers and amounts based on student enrollment, available funding, and other factors. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in Student Financial Aid or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in Student Financial Aid or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**Franklin D. and Peggy Fite Fund for Alzheimer's Research and Support at the College of Nursing  
in Memory of Lanna F. Davis**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Franklin D. and Peggy Fite Fund for Alzheimer's Research and Support at the College of Nursing in Memory of Lanna F. Davis effective February 22, 2024, with gifts from Lieutenant Colonel Franklin D. Fite and Peggy Fite.

The annual distribution from this fund supports Alzheimer's research and support at the College of Nursing, Center for Health Aging, Self-Management and Complex Care (or successor). Expenditures shall be approved in accordance with the then current guidelines and procedures established by the college.

The highest ranking official in the College of Nursing or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Nursing or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Poston Family Endowed Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Poston Family Endowed Scholarship Fund effective February 22, 2024, with gifts from Therese Poston and Nancy Johnson and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

The annual distribution from this fund provides one or more scholarships to undergraduate students who are enrolled in the College of Food, Agricultural, and Environmental Sciences. Preference shall be given to students majoring in sustainable agriculture or related fields of interest. It is the Donors' desire to provide as significant financial support as possible to one eligible recipient. Any remaining distribution shall be used to provide as significant financial support as possible to additional eligible recipients. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Food, Agricultural, and Environmental Sciences or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Food, Agricultural, and Environmental Sciences or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Jill Vanuch Fund for Breast Cancer Research**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Jill Vanuch Fund for Breast Cancer Research effective February 22, 2024, with gifts from Kathleen T. Coy.

The annual distribution from this fund supports breast cancer research at The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute (OSUCCC – James) which may include, but is not limited to, genetics, technology, patient care, and education/training for doctors. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the OSUCCC – James.

The highest ranking official(s) in the OSUCCC – James or his/her/their designee(s) has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official(s) in the OSUCCC – James or his/her/their designee(s) to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**John P. and Gloria G. Lukeman Athletics Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the John P. and Gloria G. Lukeman Athletics Scholarship Fund effective February 22, 2024, with gifts from Paul G. Lukeman.

The annual distribution from this fund supplements the grant-in-aid costs of an undergraduate student-athlete. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the Department of Athletics, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the Department of Athletics or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Department of Athletics or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**The Dr. Rudy C. Melfi, DDS, MS, PhD Dental Students Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish The Dr. Rudy C. Melfi, DDS, MS, PhD Dental Students Scholarship Fund effective February 22, 2024, with gifts from Mitch H. Melfi (BA 1979) given in memory of his father, Dr. Melfi (BA 1953, DDS 1957, MS 1959, PhD 1966).

The annual distribution from this fund provides one or more scholarships to students who are enrolled in the College of Dentistry. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Dentistry or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Dentistry or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**Rick and Rosemary Postle Endowed Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Rick and Rosemary Postle Endowed Scholarship Fund effective February 22, 2024, with a gift from Richard C. Postle (BS 1970) and Rosemary B. Postle and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

The annual distribution from this fund provides one or more scholarships to undergraduate students who are enrolled in the College of Education and Human Ecology and are majoring in hospitality management. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who are enrolled in the college. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

After holding unused distribution in the distribution fund for two years, unused annual distribution shall be reinvested in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Education and Human Ecology or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Luther Eloyce Tweeten Family Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Luther Eloyce Tweeten Family Scholarship Fund effective February 22, 2024, with gifts from the estate of Dr. Luther Gilbert Tweeten.

The annual distribution from this fund supports graduate students in the Department of Agricultural, Environmental, and Development Economics. Support may include, but is not limited to, research support, research or teaching assistantships, and/or travel to present research. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the College of Food, Agricultural and Environmental Sciences. Recipients, the number of recipients, and amount of support shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Food, Agricultural and Environmental Sciences or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Food, Agricultural and Environmental Sciences or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**Medina County 4-H Educator Support Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Medina County 4-H Educator Support Fund effective February 22, 2024, with gifts from Linda Hoffmann Joseph.

The annual distribution from this fund provides support for Medina County 4-H personnel; including staff, faculty members, summer interns, program assistants, educators, or similar 4-H focused positions. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the College of Food, Agricultural, and Environmental Sciences.

The highest ranking official in the College of Food, Agricultural, and Environmental Sciences or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Food, Agricultural, and Environmental Sciences or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**The Richard E. Soller Speech and Debate Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish The Richard E. Soller Speech and Debate Fund effective February 22, 2024, with gifts from Dr. Richard E. Soller (BS 1980).

The annual distribution from this fund supports the Speech and Debate (Forensics) Team. Expenditures may include, but are not limited to, support for coaching expenses, costs to recruit and retain members and costs related to competing in tournaments. If the Speech and Debate (Forensics) Team ceases to exist and there is no successor, the annual distribution shall be used at the discretion of the Office of Student Life. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the Office of Student Life.

The highest ranking official in the Office of Student Life or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Office of Student Life or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Wu-Huang Amplify Endowed Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Wu-Huang Amplify Endowed Scholarship Fund effective February 22, 2024, with gifts from Lifei Huang (MS 2002), Jiesheng Wu (PhD 2004), matching gifts from Salesforce and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

Fifty percent (50%) of the annual distribution from this fund provides one or more scholarships to undergraduate students who are studying a major in the Department of Computer Science and Engineering. It is the donors' desire to provide as significant financial support as possible to one eligible recipient. Any remaining distribution shall be used to provide as significant financial support as possible to additional eligible recipients.

Fifty percent (50%) of the annual distribution from this fund provides one or more scholarships to undergraduate students who are majoring in psychology and are conducting undergraduate research in adolescent mental health and resiliency. If no students meet the selection criteria, scholarship(s) will be open to all undergraduate students who are majoring in psychology. It is the donors' desire to provide as significant financial support as possible to one eligible recipient. Any remaining distribution shall be used to provide as significant financial support as possible to additional eligible recipients.

Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the College of Engineering and the College of Arts and Sciences, in consultation with Student Financial Aid

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking officials in the College of Engineering and the College of Arts and Sciences or their designees have the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking officials in the College of Engineering and the College of Arts and Sciences or their designees to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Student Opportunity Development (SOD) Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Student Opportunity Development (SOD) Fund effective February 22, 2024, with gifts from Peter Charles Dully Jr. (MA 1994).

The annual distribution from this fund provides support for students who are attending the Ohio State Marion and demonstrate financial need to participate in experiences to enrich their lives including but not limited to, study-abroad, community service trips, and leadership conferences. If no students meet the selection criteria for three consecutive years; all students who are attending the Ohio State Marion, regardless of financial need, will be eligible to submit an application to participate in an enrichment experience. Recipients, the number of recipients, and amount of support shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the Ohio State Marion, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the Ohio State Marion or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Ohio State Marion or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Vivian Witkind Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Vivian Witkind Scholarship Fund effective February 22, 2024, with a gift from Dr. Vivian Witkind Davis (PhD 1982).

The annual distribution from this fund provides one or more scholarships to students who are enrolled in the John Glenn College of Public Affairs and are studying in the Master of Public Administration Washington, D.C. (MPA-DC) program. First preference shall be given to candidates interning at a public or non-profit organization and who are dedicated to research and public service on mitigation of or adaptation to climate change. It is the donor's desire to provide as significant financial support as possible to one eligible recipient.

If at any time the MPA-DC program ceases to exist and there is no successor program or there are no eligible students who meet the selection criteria, the scholarship(s) will be open to all doctoral students who are enrolled in the John Glenn College of Public Affairs, with primary preference to those pursuing careers in climate change mitigation and/or adaptation. If there are no such students, the secondary preference is for those pursuing careers in social justice.

Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the John Glenn College of Public Affairs, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the John Glenn College of Public Affairs or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the John Glenn College of Public Affairs or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Mimi Lamantia and Family Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Mimi Lamantia and Family Scholarship Fund effective February 22, 2024, with gifts from Teresa S. Lamantia and Frank A. Lamantia (BS 1981), given in honor of Susan Hadley (MA 1981), former chair of the Ohio State University Department of Dance, in recognition of her many years of dedicated service. This gift honors Susan's drive to collaborate across disciplines allowing for the combination of dance and medicine to be recognized as a worthy scientific endeavor and her encouragement of students who desired to explore a "dance and" opportunity when it was part of their academic aspirations.

The annual distribution from this fund provides one or more scholarship(s) to students who are majoring in dance and intend to pursue a career in the medical/healthcare field. If no students meet the selection criteria, the scholarship(s) shall be open to all students who are majoring in dance.

Recipients, the number of recipients, and amount of support shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the College of Arts and Sciences, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Arts and Sciences or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Arts and Sciences or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**Woody 100% TBDBITL Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Woody 100% TBDBITL Scholarship Fund effective February 22, 2024, with gifts from Dr. Ira S. Niedweske (MS 1977, DVM 1977) and Jill C. Niedweske.

The annual distribution from this fund provides scholarships to active members of The Ohio State University Marching Band as part of the 100% TBDBITL Scholarship Endowment Initiative. Recipients will be recommended by the director of the Marching Band and approved by the director of the School of Music, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Arts and Sciences or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Arts and Sciences or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Dr. Gay Y. Miller and Dr. Joseph Rosenblatt Music Scholarship**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Dr. Gay Y. Miller (BS 1977, DVM 1981, PhD 1991) and Dr. Joseph Rosenblatt Music Scholarship effective February 22, 2024, with gifts from Dr. Joseph M. Rosenblatt and Dr. Gay Yvette Miller and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program. Gifts are given in remembrance of William (1908-1983) and Sylvia Rosenblatt (1911-2000), Joseph Rosenblatt's parents, and Marie Miller (1926-2012), Gay Miller's mother. William Rosenblatt finished 8th grade and then worked to help support his family in New York City. William had a beautiful voice and eventually was accomplished enough to audition for the New York Metropolitan Opera. His operatic career ended with the beginning of WWII, in which he served in the army. Sylvia Rosenblatt loved music and was an accomplished pianist who accompanied her husband in recitals. Marie Miller was a self-taught pianist who loved music and played mainly for family. Her most remarkable piano skill was to transpose music to a new key as she played to meet the needs of any singer or instrument she accompanied.

The annual distribution from this fund provides one or more scholarships to undergraduate students who are majoring in the areas of voice or piano with preference for a focus on classical music and opera. If no students meet the selection criteria, the scholarship(s) will be open to all students who are enrolled in the School of Music, with a focus on performance of classical music. Scholarships may be awarded in varying amounts based on student enrollment, available funding, and other factors. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the College of Arts and Sciences, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Arts and Sciences or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Arts and Sciences or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Bahner Family Endowed Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Bahner Family Endowed Fund effective February 22, 2024, with gifts from Craig Steven Bahner (BS 1986).

The annual distribution from this fund provides one or more scholarships to students who are majoring in marketing or business management. Candidates must demonstrate merit and financial need. Scholarship(s) may be used for tuition and fees, and room and board. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the Max M. Fisher College of Business, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the Max M. Fisher College of Business or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Max M. Fisher College of Business or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Dr. Harry Bartels Veterinary Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Dr. Harry Bartels Veterinary Scholarship Fund effective February 22, 2024, with gifts from Dr. Harry F. Bartels (DVM 1954).

The annual distribution from this fund provides one or more scholarships to DVM students who are enrolled in the College of Veterinary Medicine, graduated from a high school in the state of Ohio, and demonstrate financial need. If no students meet the selection criteria, scholarship(s) will be open to all DVM students who are enrolled in the college and demonstrate financial need. Academic performance shall not be considered in awarding scholarships. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Veterinary Medicine or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Veterinary Medicine or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Bergmann Engineering Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Bergmann Engineering Scholarship Fund effective February 22, 2024, with gifts from Charles Daniel Bergmann (BS 1973) and Carol Voelker Bergmann (MBA 1984) and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

The annual distribution from this fund provides one or more scholarships to undergraduate students who are enrolled in the College of Engineering, demonstrate financial need, and graduated from a high school in Franklin County, Ohio, or a rural high school in Ohio. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who are enrolled in the college. It is the donors' desire to provide as significant financial support as possible to one eligible recipient. Any remaining distribution shall be used to provide as significant financial support as possible to additional eligible recipients. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Engineering or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Engineering or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**John William Donahey (BA 2004) Memorial Endowment Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the John William Donahey (BA 2004) Memorial Endowment Fund effective February 22, 2024, with gifts from Richard Sterling Donahey Jr. (BCE 1965, JD 1967) on behalf of the Donahey Family and in honor of John William Donahey (BA 2004).

The annual distribution from this fund supports the study and research of schizophrenia and other mental illnesses within the Department of Biological Chemistry & Pharmacology in the College of Medicine. If at any time this research is no longer conducted in the Department, the annual distribution may be used to support the general study and research of schizophrenia and other mental illnesses within the College. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the college.

The highest ranking official in the College of Medicine or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Medicine or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Jack Eggspuehler Flight Education Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Jack Eggspuehler Flight Education Scholarship Fund effective February 22, 2024, with gifts from The National Association of Flight Instructors Education Foundation, Inc., in honor of Professor Jack Eggspuehler's years of dedicated service to the flight education program at The Ohio State University and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

The annual distribution from this fund provides one or more scholarships to undergraduate students who are pursuing a degree in the Center for Aviation Studies. Preference shall be given to candidates with the greatest financial need who have expressed interest in becoming a Certificated Flight Instructor. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who are pursuing a degree in the Center for Aviation Studies. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the College of Engineering, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Engineering or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Engineering or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **William Gerhardt Endowed Scholarship Fund in Landscape Architecture**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the William Gerhardt Endowed Scholarship Fund in Landscape Architecture effective February 22, 2024, with grants from The Columbus Foundation as recommended by William Gerhardt (BS 1978).

The annual distribution from this fund provides one or more scholarships to undergraduate students who are enrolled in the College of Engineering, are studying landscape architecture in the Austin E. Knowlton School of Architecture, and demonstrate financial need. If no undergraduate students meet the selection criteria, the scholarship(s) will be open to graduate students who are enrolled in the college, are studying landscape architecture in the school, and demonstrate financial need.

In the event landscape architecture is no longer taught, the scholarship(s) will be open to all students who are enrolled in the College of Engineering, studying in the Austin E. Knowlton School of Architecture, and show an interest in how and why environments are shaped the way they are and how design is an important tool to advocate for more inclusive, just, and resilient landscapes.

If there are no students who meet the selection criteria above, the scholarship(s) will be open to all students who are enrolled in the College and are studying in the Austin E. Knowlton School of Architecture.

Expenditures shall be approved in accordance with the then current guidelines and procedures established by the College of Engineering.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Engineering or his/her designee, in consultation with the highest ranking official in the Austin E. Knowlton School of Architecture has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Engineering or his/her designee, in consultation with the highest ranking official in the Austin E. Knowlton School of Architecture to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Hermann Family Scholarship Endowment Fund for ODI Scholars**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Hermann Family Scholarship Endowment Fund for ODI Scholars effective February 22, 2024, with a gift from Susan E. Hermann (BA 1982) and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

The annual distribution from this fund provides one or more scholarships to undergraduate students who participate in programs and services led by the Office of Diversity and Inclusion and demonstrate financial need. Recipients can be enrolled at any campus of The Ohio State University. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the Office of Diversity and Inclusion, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the Office of Diversity and Inclusion or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Office of Diversity and Inclusion or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Ozan Kaya '03 Endowed Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Ozan Kaya '03 Endowed Scholarship Fund effective February 22, 2024, with gifts from Ozan T. Kaya (BS 2003) and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

The annual distribution from this fund provides one or more scholarships to third-year undergraduate students who are studying in the Department of Integrated Systems Engineering. It is the donor's desire to provide as close to half-tuition and fees scholarships as possible to one eligible recipient. Any remaining funds shall be used to provide as many half-tuition and fees scholarships as possible to additional eligible recipients. Scholarships may be awarded in varying amounts based on student enrollment, available funding, and other factors as long as all efforts, including consideration for incoming gifts, to provide half-tuition and fees scholarships have been exhausted. The donor desires that when awarding this scholarship special consideration be given to candidates who are members of organizations recognized by the University that are open to all but whose missions seek to advance the need of historically underserved populations, such as the Minority Engineering Program or Women in Engineering. Scholarships are renewable for the duration of a recipient's undergraduate degree as long as recipients continue to meet the above criteria. It is the donor's desire that candidates are participating in or plan to participate in internship opportunities, maintain a minimum major grade point average of 3.25 on a 4.0 scale, and demonstrate financial need. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who are studying in the department. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the College of Engineering, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Engineering or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Engineering or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**Kube Family Endowed Scholarship in Honor of Ursula Kube**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Kube Family Endowed Scholarship in Honor of Ursula Kube effective February 22, 2024, with gifts from Carl John Kube (BS 1967) and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

The annual distribution from this fund provides one or more scholarships to undergraduate students who demonstrate financial need and are active participants in the Stadium Scholarship Program. If at any time the Stadium Scholarship Program ceases to exist, or no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who demonstrate financial need. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in Student Financial Aid or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in Student Financial Aid or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**Albert N. Mancini Lecture Series in Italian Studies**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Albert N. Mancini Lecture Series in Italian Studies effective February 22, 2024, with gifts from Susan Jahn Mancini (MA 1966, BS 1980).

The annual distribution from this fund supports a lecture in Italian studies; literature, language, or culture, with first preference given to lectures focused on Italian literature. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the College.

If in any given year a lecture does not take place, the annual distribution will be held until the next lecture occurs. If there is no lecture held for three consecutive years, the annual distribution may be used to support the Italian studies program, until such time that a lecture is held again.

The highest ranking official in the College of Arts and Sciences or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Arts and Sciences or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**Mark R. Neaman MHA Student Experience Endowment Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Mark R. Neaman MHA Student Experience Endowment Fund effective February 22, 2024, with a gift from Mark R. Neaman (BS 1972, MS 1974).

The annual distribution from this fund supports programs and activities designed to enhance the student educational experience within the Master of Health Administration Program at the College of Public Health. Expenditures may be used for, but are not limited to, costs associated with attending conferences and case competitions and other educational expenses.

If at any time the Master of Health Administration Program is managed by a different college at the University, the Fund shall be redesignated to that college and will continue to be used for the purpose above.

If at any time the Master of Health Administration Program ceases to exist, the annual distribution shall support any graduate student enrolled in the College of Public Health.

Expenditures shall be approved in accordance with the then current guidelines and procedures established by the College of Public Health.

The highest ranking official in the College of Public Health or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Public Health or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Animal Clinic Northview Endowed Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Animal Clinic Northview Endowed Scholarship Fund effective February 22, 2024, with gifts from the Animal Clinic Northview.

The annual distribution from this fund provides one or more scholarships to students who enrolled in the College of Veterinary Medicine, are in their third or fourth year and have demonstrated an interest in a career in small animal medicine. If no students meet the selection criteria, the scholarship(s) will be open to all students who are enrolled in the college. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Veterinary Medicine or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Veterinary Medicine or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Paquin Family Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Paquin Family Scholarship Fund effective February 22, 2024, with gifts from Joseph H. Paquin Jr. (BS 1983) and Betsy C. Paquin and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

The donors desire one scholarship recipient per split designation. For the avoidance of doubt, no new scholarship will be awarded in the College of Engineering while a single College of Engineering scholarship recipient is still receiving scholarship assistance from the Fund. Likewise, no new scholarship shall be awarded in the College of Arts and Sciences while a single College of Arts and Sciences scholarship recipient is still receiving scholarship assistance from the Fund.

Fifty percent (50%) of the annual distribution from this fund provides one renewable, tuition and fees scholarship to a first-year undergraduate student who is studying electrical and computer engineering (major or pre-major). Candidates must demonstrate financial need and academic merit. Candidates may not be residents of the state of Ohio at the time of admission to the University. The scholarship is renewable for a maximum of four years of scholarship assistance as long as the recipient maintains a 3.20 grade point average on a 4.00 scale and continues as an electrical and computer engineering major or pre-major. It is the donors' desire to provide the maximum financial support possible to one eligible recipient. If at any time the annual distribution exceeds the cost of a tuition and fees scholarship, the remaining distribution may be used to provide the maximum financial support possible to additional recipients who meet the selection criteria. If at any time a recipient is no longer eligible, the College of Engineering may use the distribution for that particular year to provide the maximum financial support possible to an additional recipient who meets the selection criteria.

Fifty percent (50%) of the annual distribution from this fund provides one renewable, tuition and fees scholarship to a first-year undergraduate student who is studying data analytics (major or pre-major). Candidates must demonstrate financial need and academic merit. Candidates may not be residents of the state of Ohio at the time of admission to the University. The scholarship is renewable for a maximum of four years of scholarship assistance as long as recipients maintain a 3.20 grade point average on a 4.00 scale and continue as a data analytics major or pre-major. It is the donors' desire to provide the maximum financial support possible to one eligible recipient. If at any time the annual distribution exceeds the cost of a tuition and fees scholarship, the remaining distribution may be used to provide the maximum financial support possible to additional recipients who meet the selection criteria. If at any time a recipient is no longer eligible, the distribution for that year may be used to provide the maximum financial support possible to an additional recipient who meets the selection criteria. It is the donors' desire to support students who are studying data analytics, as that major existed at the University in the 2021-22 academic year. If at any time data analytics ceases to exist as a major in the College of Arts and Sciences, scholarships will be open to candidates who are studying a major or pre-major with substantially the same goals and intentions of data analytics, as that major existed at the University in the 2021-22 academic year, in the College of Arts and Sciences. If no major qualifies in the College of Arts and Sciences, then scholarships will be open to candidates who are studying data analytics (major or pre-major) in the College of Engineering. If at any time data analytics ceases to exist as a major in the College of Engineering, scholarships will be open to candidates who are studying a major or pre-major with substantially the same goals and intentions of data analytics, as that major existed at the University in the 2021-22 academic year, in the College of Engineering.

Scholarship recipients, the number of recipients, and the amount of each scholarship shall be determined based on the purpose of the fund and in accordance with the then current guidelines and procedures for scholarship administration established by the College of Engineering and the College of Arts and Sciences, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

Subject to the foregoing purpose, the highest ranking officials in the College of Engineering and the College of Arts and Sciences or his/her/their designee(s) have the discretion to hold all or a portion of any unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Engineering and the College of Arts and Sciences or his/her/their designee(s) to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**Dr. Pranav V. Patel Endowed Dentistry Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Dr. Pranav V. Patel Endowed Dentistry Fund effective February 22, 2024, with gifts from Dr. Pranav V. Patel (DDS 1995).

The annual distribution from this fund supports projects, programs and/or activities for students or student groups at the discretion of the highest ranking official in the College of Dentistry or his/her designee. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the college.

The highest ranking official in the College of Dentistry or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Dentistry or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**Jeffrey M. Prestel International Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Jeffrey M. Prestel International Scholarship Fund effective February 22, 2024, with gifts from Jeffrey Michael Prestel (MBA 1989) and University matching gifts as part of the Joseph A. Alutto Global Leadership Initiative.

The annual distribution from this fund provides one or more scholarship(s) to undergraduate or graduate students who are enrolled in the Max M. Fisher College of Business and pursuing critical, action-based learning experiences around the world. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the Max M. Fisher College of Business or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Max M. Fisher College of Business or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Ramoo and Radhakrishnan Family Foundation YSP Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Ramoo and Radhakrishnan Family Foundation YSP Fund effective February 22, 2024, with a gift from the Ramoo and Radhakrishnan Family Foundation.

The annual distribution from this fund supports the Young Scholars Program in the Office of Diversity and Inclusion. Expenditures may be used for general program support for the Young Scholars Program as well as provide one or more scholarships to students who are enrolled in the in the Young Scholars Program. First preference for scholarships shall be given to candidates who are studying a major in the College of Engineering. If no students meet the selection criteria, scholarship(s) may be open to all undergraduate students who are participating in any of the office's programs or initiatives. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the office, in consultation with Student Financial Aid. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the office.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the Office of Diversity and Inclusion or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Office of Diversity and Inclusion or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**The Ridenour Scholarship Fund in International Studies  
in honor of C. Thomas and Frances Ridenour  
by Michael T. and Lydia H. Ridenour**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish The Ridenour Scholarship Fund in International Studies in honor of C. Thomas (BA 1951) and Frances Ridenour by Michael T. and Lydia H. Ridenour effective February 22, 2024, with gifts from Michael T. Ridenour (BA 1981) and Lydia H. Ridenour and matching funds as part of the Scarlet and Gray Advantage Matching Gift Program.

The annual distribution from this fund provides one or more scholarships to full-time undergraduate students from central or northeast Ohio who are enrolled in the College of Arts and Sciences, are majoring in International Studies, demonstrate financial need, and demonstrate community engagement outside the classroom. The donors desire that when awarding this scholarship special consideration be given to students who are United States citizens or permanent residents. Scholarships are renewable for up to four years as long as recipients maintain a minimum 3.0 grade point average on a 4.0 scale. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who are enrolled in the college. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Arts and Sciences or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Arts and Sciences or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**Samuel A. and Judy B. Roth Scholarship Fund in Engineering and Counselor Education**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Samuel A. and Judy B. Roth Scholarship Fund in Engineering and Counselor Education effective February 22, 2024, with gifts from Samuel A. Roth (BME 1966) and Judy B. Roth (BS 1964).

Fifty percent of the annual distribution from this fund provides one or more scholarships to students who are participating in the counselor education program in the College of Education and Human Ecology. Candidates must have a minimum 2.5 grade point average, demonstrate financial need, and have graduated from a high school in Mahoning, Trumbull, or Columbiana Counties, Ohio. If no students meet the selection criteria, the scholarship(s) will be open to all students from Ohio who are participating in the counselor education program in Education. Scholarships are renewable as long as recipients remain in good academic standing.

Fifty percent of the annual distribution from this fund provides one or more scholarships to second, third, or fourth-year undergraduate students who are majoring in mechanical engineering in College of Engineering. Candidates must have a minimum 2.5 grade point average, demonstrate financial need, and have graduated from a high school in Mahoning, Trumbull, or Columbiana Counties, Ohio. If no students meet the selection criteria, the scholarship(s) will be open to all second, third, or fourth-year undergraduate students from Ohio who are majoring in mechanical engineering in Engineering. Scholarships are renewable as long as recipients remain in good academic standing.

Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by College of Education and Human Ecology and the College of Engineering, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking officials in College of Education and Human Ecology and the College of Engineering or his/her designees have the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking officials in College of Education and Human Ecology and the College of Engineering or his/her designees to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**The Scott-Weber Memorial Endowed Fund for Alzheimer's and Heart Research**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish The Scott-Weber Memorial Endowed Fund for Alzheimer's and Heart Research effective February 22, 2024, with gifts from John G. Weber and Suzanne J. Weber in loving memory of their parents, Cecil C. & Mary R. Cottrill Scott, and Lucian D. & Marjorie E. Norris Weber.

Fifty percent (50%) of the annual distribution from this fund supports research, education, training and patient care related to Alzheimer's Disease. Fifty percent (50%) of the annual distribution from this fund supports interventional cardiology, and the prevention of coronary artery disease, pulmonary embolism, and cardiovascular disorders at the Richard M. Ross Heart Hospital. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the College of Medicine.

The highest ranking official in the College of Medicine or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Medicine or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Sibits Family Endowed Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Sibits Family Endowed Scholarship Fund effective February 22, 2024, with gifts from David Sibits and Donna Sibits along with their three children, Scott Sibits (2003 BS – Accounting and Finance), Leslie Stetler (2000 BS - Nursing), and Lisa Stachowski and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program.

Fifty percent (50%) of the annual distribution from this fund provides one or more scholarships to undergraduate students who are enrolled in the Max M. Fisher College of Business, demonstrate financial need, and graduated from either Padua Franciscan High School, North Royalton High School, or Brecksville-Broadview Heights High School in Cuyahoga County, Ohio. After three consecutive years of no students meeting the selection criteria, the scholarship(s) will be open to all undergraduate students who are enrolled in Business, demonstrate financial need, and graduated from any high school in Cuyahoga County, Ohio.

Fifty percent (50%) of the annual distribution from this fund provides one or more scholarships to undergraduate students who are enrolled in the College of Nursing, demonstrate financial need, and graduated from either Padua Franciscan High School, North Royalton High School, or Brecksville-Broadview Heights High School in Cuyahoga County, Ohio. After three consecutive years of no students meeting the selection criteria, the scholarship(s) will be open to all undergraduate students who are enrolled in Nursing, demonstrate financial need, and graduated from any high school in Cuyahoga County, Ohio.

Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the Max M. Fisher College of Business and the College of Nursing, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking officials in the Max M. Fisher College of Business and the College of Nursing or their designees have the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking officials in the Max M. Fisher College of Business and the College of Nursing or their designees to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **The Whittaker Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish The Whittaker Scholarship Fund effective February 22, 2024, with gifts from Janis P. Whittaker.

The annual distribution from this fund supplements the grant-in-aid costs of undergraduate student-athletes. First preference shall be given to student-athletes on the football team. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate student-athletes. Recipients, the number of recipients, and amount of support shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by Department of Athletics, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the Department of Athletics or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Department of Athletics or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**Chris and Michelle Young Graduate Support Fund in Electrical and Computer Engineering**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Chris and Michelle Young Graduate Support Fund in Electrical and Computer Engineering effective February 22, 2024, with gifts from Christopher David Young (BS 1982) and Michelle Marie Young.

The annual distribution from this fund supports graduate students who are enrolled in the College of Engineering and are studying in the Department of Electrical and Computer Engineering. The donors desire that special consideration be given to candidates who are United States Citizens or permanent residents. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the college. Recipients, the number of recipients, and amount of each support shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Engineering or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Engineering or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**D. Scott '73 & Beatrice '72 Sink Endowed ISE Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the D. Scott '73 & Beatrice '72 Sink Endowed ISE Fund effective February 22, 2024, with gifts from Dr. D. S. Sink (BS 1973, MS 1977, PhD 1978).

The annual distribution shall be used to support the Ohio State chapter of the Institute of Industrial & Systems Engineers (IISE) or its successor for conference registration and travel expenses. Remaining annual distribution may be used to provide scholarships for students who have leadership positions in IISE. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the College of Engineering. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Engineering or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Engineering or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **The David Mills Endowment Fund for Aviation**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish The David Mills Endowment Fund for Aviation effective February 22, 2024, with gifts from David L. Mills (BA 1986).

The annual distribution from this fund covers applicable flight fees for advanced flight training for students who are enrolled in the University and at minimum, possess a Private Pilots Certificate. Candidates must hold a minimum 3.0 grade point average and be engaged in advanced flight training (license or rating) beyond the private pilot level in the Center for Aviation Studies. Preference shall be given to candidates who demonstrate financial need. Funds will not be dispersed to the student. Award recipients, the number of recipients, and amount of each award shall be determined in accordance with the then current guidelines and procedures established by the College of Engineering, in consultation with Student Financial Aid

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Engineering or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Engineering or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Larry Romanoff Football Manager's Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish the Larry Romanoff Football Manager's Scholarship Fund effective February 22, 2024, with gifts from friends, family, and colleagues of Larry Romanoff (BA 1974, BS 1974).

The annual distribution from this fund supplements the grant-in-aid scholarship costs of one or more football managers who are pursuing undergraduate degrees. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the Department of Athletics, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the Department of Athletics or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Department of Athletics or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**The Bob and Barbara McCord Foundation Turfgrass Management Scholarship Fund  
in Honor of Thomas McCord**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, shall establish The Bob and Barbara McCord Foundation Turfgrass Management Scholarship Fund in Honor of Thomas McCord effective February 22, 2024, with gifts from Karen L. Zandi, Marcia Karl, and The Bob and Barbara McCord Foundation.

The annual distribution from this fund provides one or more renewable scholarships to students attending The Agricultural Technical Institute (ATI) with preference given to candidates majoring in turfgrass management. Recipients may be recommended by the highest ranking official at ATI or his/her designee. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the College of Food, Agricultural, and Environmental Sciences, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Food, Agricultural, and Environmental Sciences or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Food, Agricultural, and Environmental Sciences or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **AEP Foundation Delivering on the Dream Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, established the AEP Foundation Diversity, Equity, and Inclusion Engineering Scholarship Fund effective February 16, 2023, with gifts from the American Electric Power Foundation and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program. Effective February 22, 2024, the fund name and description shall be revised.

The annual distribution provides one or more scholarships to undergraduate students who are enrolled in the College of Engineering, are majoring in mechanical, electrical, nuclear, civil, or computer science engineering and are participating in programs in the College's Community, Access, Retention and Empowerment Office. Candidates must have a minimum 2.8 grade point average (on a 4.0 scale). The donor desires that when awarding this scholarship special consideration be given to first-generation college students who have encountered or overcome substantial educational or economic obstacles. Further preference shall be given to candidates who demonstrate financial need and are residents of Arkansas, Indiana, Kentucky, Louisiana, Michigan, Ohio, Oklahoma, Tennessee, Texas, Virginia, or West Virginia. The donor desires to provide as significant financial support as possible to a minimum of three eligible recipients annually based on their financial need. The number of recipients and amount of each scholarship may vary based on student enrollment, available funding, and other factors. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who are enrolled in the college. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid and the College's Community, Access, Retention and Empowerment Office. Scholarships are renewable as long as recipients remain in good academic standing and meet the selection criteria above.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Engineering or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Engineering or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**The Prof. David L. (Dave) Eichelberger, brother Donald E. Eichelberger, sister Sherry A. Fuerst, and friend Aimee T. Curnutte Accounting Scholarship Endowed Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, established The Prof. David L. (Dave) Eichelberger, and brother Donald E. Eichelberger Accounting Scholarship Endowed Fund effective February 25, 2021, with gifts from David Lee Eichelberger (MA 1972) given in honor and memory of his brother, Donald E. Eichelberger (BS 1971, MS 1973). Effective February 22, 2024, the fund name and description shall be revised.

The annual distribution from this fund provides scholarship support to students who are enrolled in the Max M. Fisher College of Business, are pursuing either a bachelor or graduate degree in accounting, and have an interest in teaching accounting as a full-time, part-time, or adjunct instructor in a college or university. Preference shall be given to students who are members of IMA® (Institute of Management Accountants) or its successor. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy. Unused annual distribution shall be reinvested in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Max M. Fisher College of Business or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**The Garrison Fund for Women's Programs**

The Garrison Fund for Women's Programs in Continuing Education was established February 2, 1979, by the Board of Trustees of The Ohio State University with a gift to The Ohio State University Development Fund from Mr. and Mrs. Robert R. Garrison of Columbus, Ohio to support the general activities of the Office of Women's Programs in the Division of Continuing Education. The Office of Women's Programs in the Division of Continuing Education no longer exists, therefore the need for the fund ceased to exist. Effective February 22, 2024, the fund name and description shall be revised by the Board of Trustees, pursuant to the provisions of the original endowment description.

This gift is to be invested in the University's Permanent Endowment Fund under the rules and regulations adopted by the Board of Trustees of The Ohio State University, with the right to invest and reinvest as occasion dictates.

The annual distribution shall be used to provide support for the general activities of The Women's Place. Expenditures shall be approved in accordance with the then current guidelines and procedures established by The Women's Place.

Should the need for this fund cease to exist or so diminish as to provide unused distribution, then the distribution may be used for any purpose whatsoever as determined by the Board of Trustees, with preference being given to recommendations from the highest ranking official in The Women's Place or his/her designee.

**Mike and Linda Kaufmann Diversity, Equity & Inclusion Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, established the Mike Kaufmann Diversity, Equity & Inclusion Scholarship Fund effective February 16, 2023, with gifts from Cardinal Health Foundation and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program. Effective May 18, 2023, the fund description was revised. Effective February 22, 2024, the fund name and description shall be revised.

The annual distribution from this fund provides one or more scholarships to undergraduate students who are affiliated with programs and services in the Office of Diversity and Inclusion and have demonstrated interest in careers in the mental health field with preference given to students studying in areas related to counseling and mental health services like those available in the Department of Psychology, the College of Education and Human Ecology, or the College of Social Work. It is the donor's desire to provide as significant financial support as possible to one eligible recipient. Any remaining distribution shall be used to provide as significant financial support as possible to additional eligible recipients. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students. Scholarships are renewable as long as recipients meet the selection criteria and are making satisfactory progress on their degree. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the Office of Diversity and Inclusion, in consultation with Student Financial Aid. Recipients may reapply for this scholarship as long as they continue to meet the eligibility criteria.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the Office of Diversity and Inclusion or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Office of Diversity and Inclusion or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**The Dr. Boong Youn Cho Endowed Fund in Physics**

The Dr. Boong Youn Cho Endowed Fund in Physics was established April 7, 2000, by the Board of Trustees of The Ohio State University in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from Jungsoon Cho, Columbus, Ohio; Helen H. Cho, Columbus, Ohio; Tony D. Cho, Diamond Bar, California; and Judy H. Cho, Chicago, Illinois. The description was revised February 1, 2006. Effective February 22, 2024, the fund description shall be further revised.

The annual distribution from this fund shall be used to provide graduate fellowship support for one or more students in the Department of Physics with preference for those studying solid-state physics. Recipients may be recommended by the highest ranking official in the Department of Physics or his/her successor. Recipients, the number of recipients, and amount of support shall be determined in accordance with the then current guidelines and procedures established by the College of Arts and Sciences, in consultation with Student Financial Aid.

In any given year that the endowment distribution is not fully expended, the unused portion should be reinvested in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that this fund should benefit the University in perpetuity. If, in the future, the need for this fund should cease to exist or so diminish as to provide unused distributions, then another use shall be designated by the Board of Trustees and Foundation Board as recommended by the highest ranking official in the College of Arts and Sciences in consultation with the highest ranking official in the Department of Physics or his/her designee. Any such alternate distributions shall be made in a manner as nearly aligned with the original intent of the donors as good conscience and need dictate.

### **Mary A. Daniels Scholarship Fund**

The Mary A. Daniels Scholarship Fund was established September 22, 2004, by the Board of Trustees of The Ohio State University with gifts from Mary A. Daniels (M.A., 1971; Ph.D., 1977) and others. Effective February 22, 2024, the fund description shall be revised.

The annual distribution from this fund shall provide scholarships to graduate, professional or undergraduate students based on academic accomplishment and a commitment to campus leadership including, but not limited to, leadership roles in student organizations, student government, and University committees. If no students meet the selection criteria, the scholarship(s) will be open to all students. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the Office of Student Life, in consultation with Student Financial Aid.

The highest ranking official in the Office of Student Life or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that this fund should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Office of Student Life or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **William and Diane Dawson Engineering Endowment Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, established the William and Diane Dawson Engineering Endowment Fund effective February 22, 2019, with gifts from William J. Dawson (BS 1981). With additional gifts from William J. Dawson, Diane E. Dawson and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program, effective February 22, 2024, the fund purpose shall be revised.

The annual distribution from this fund provides one or more scholarships to undergraduate students who are enrolled in the College of Engineering and demonstrate financial need. Preference shall be for students participating in the Integrated Business and Engineering (IBE) program. It is the Donors' desire to provide as significant financial support as possible to one eligible recipient. Any remaining distribution shall be used to provide as significant financial support as possible to additional eligible recipients. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who are enrolled in the college and demonstrate financial need. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest-ranking official in the College of Engineering or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation, may modify the purpose of this fund. The University and the Foundation shall consult the highest-ranking official in the College of Engineering or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**The Adrienne M. Gavula Memorial Scholarship Fund  
at The Ohio State University College of Social Work**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, established The Adrienne M. Gavula Memorial Scholarship Fund at The Ohio State University College of Social Work effective August 17, 2023, with gifts from family, friends, and colleagues of Adrienne Gavula (MSW 2009). Effective February 22, 2024, the fund description shall be revised.

The annual distribution from this fund shall provide one or more scholarships to MSW1 or MSW2 ranked graduate students who are enrolled in the College of Social Work and demonstrate financial need. Preference shall be given to students who are interested in but not limited to advocacy/social justice, women's rights, and/or domestic violence. It is the group's preference to award to one student. It is the group's intent to provide significant financial support to the scholarship recipients, rather than provide smaller scholarships to several recipients. If no students meet the selection criteria, the scholarship(s) will be open to all students who are enrolled in the college. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Social Work or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Social Work or his/her designee to identify a similar purpose consistent with the original intent of donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Graber Family Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, established the Graber Family Scholarship Fund effective May 18, 2023, with gifts from Don R. Graber (BS 1966) and Gloria D. Graber given in the memory of Claude Graber, Iona L. Graber, Larry C. Graber, and Bruce C. Graber (BS 1961 Cum Laude, MS 1963). Effective February 22, 2024, the fund description shall be revised.

The annual distribution from this fund supplements the grant-in-aid costs of undergraduate student-athletes with a preference for those majoring in the STEM Disciplines (Science, Technology, Engineering, Math or Medicine). Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the Department of Athletics, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the Department of Athletics or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above or their designees, April L. Allen and/or Michelle D. Schulten (their daughters). In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Department of Athletics or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

**The Fritz Graf Endowed Fund  
for the Graduate Interdisciplinary Study of Ancient Mediterranean Religions**

The Fritz Graf Endowed Fund for the Graduate Interdisciplinary Study of Ancient Mediterranean Religions was established on August 29, 2014, by the Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with a gift from an anonymous donor and a fund transfer by the College of Arts and Sciences, Department of Classics. The description was revised on November 7, 2014. Effective February 22, 2024, the fund description shall be revised.

The annual distribution from this fund shall be used to support the Graduate Interdisciplinary Specialization in Religions of the Ancient Mediterranean (GISRAM). First preference is to provide support for a graduate student(s) who have recently been admitted as candidates of the PhD program to travel to conferences relevant to their development as scholars. Candidates must be studying in the GISRAM program. Candidates will be given equal consideration regardless of which area (Classics, History, History of Art or Near East & South Asian Languages & Cultures) they are studying. Recipients will be recommended by the GISRAM steering committee, in consultation with Student Financial Aid and approved by the highest ranking official in the College of Arts and Sciences or his/her designee. Second preference is to support lectures as recommended by the GISRAM steering committee and approved by the highest ranking official in the College of Arts and Sciences or his/her designee. Third preference is to fulfill other needs of the GISRAM program as recommended by the GISRAM steering committee and approved by the highest ranking official in the College of Arts and Sciences or his/her designee.

If GISRAM ceases to exist, the fund shall remain in the Department of Classics. The department will be responsible for carrying out the intended purposes with respect to graduate students in the College of Arts and Sciences who are pursuing doctoral studies in ancient Mediterranean religions.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

In any given year that the endowment distribution is not fully used for its intended purpose, the unused portion should be held in the distribution account to be used in subsequent years and only for the purposes of the endowment, or reinvested in the endowment principal at the discretion of the highest ranking official in the College of Arts and Sciences or his/her designee, in consultation with the highest ranking official in the Department of Classics or his/her designee.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the anonymous donor. If the anonymous donor is not available or deceased, Pelham A. Johnston may act in the donor's place and stead and shall be able to modify the agreement. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Arts and Sciences or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **The Robert L. and Phyllis J. Iles Award for the Graduate Study of Myth**

The Robert L. and Phyllis J. Iles Award for the Graduate Study of Myth in the Center for the Study of Religion was established February 10, 2012, by the Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with a gift from Sarah Iles Johnston. Effective February 22, 2024, the fund description shall be revised.

The annual distribution from this fund shall be used for one award each spring semester to a graduate student in the Division of Arts and Humanities in support of that student's research on myth. The award shall be supplemented by \$1,000 from the Division of the Arts and Humanities. The award shall also be supplemented by up to \$1,000 from the student's home department. It is the donor's desire to provide as significant financial support as possible to one eligible recipient.

To be eligible, candidates must be conducting research on myth. Studies of the myths of any culture from any period of human history are eligible for consideration. A myth is a story that is sacred to and shared by a group of people who find important meanings in it, as it is conveyed through narrative, art or ritual. Eligible projects include, but are not limited to: the relationships between myths and religious practices, the uses of myth in literary and artistic productions, and the reuse of one culture's myths by other cultures. Possible approaches include, but are not limited to, the anthropological, the literary, the historical, and the folkloric, as well as creative approaches that aim to represent a myth as part of a new artistic product.

Candidates will be selected based on merit, although some preference will be given to proposals that cite specific need of funding for travel or for other expenses related to research or to performance or production of artistic projects. Preference will be given to candidates whose projects are part of a doctoral dissertation (with exceptions granted for students in departments that offer only the master's degree). Recipients shall be selected by a committee consisting of the highest ranking official in the College of Arts and Sciences or his/her designee, the highest ranking official in the Center for the Study of Religion or his/her designee, the highest ranking official in the Center of Folklore Studies or his/her designee, and a member of the Department of Classics, as appointed by the highest ranking official in the department or his/her designee, in consultation with Student Financial Aid. Award amount is at discretion of the committee. If the Center for the Study of Religion ceases to exist as an independent entity at The Ohio State University, then the endowment will be placed in the Department of Classics and the selection process will remain in place.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Arts and Sciences or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with Sarah Iles Johnston. If Sarah Iles Johnston is not available or deceased, Pelham A. Johnston may act in the donor's place and stead and shall be able to modify the agreement. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of

Arts and Sciences or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **The Newmark Family Endowed Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, established The Newmark Family Endowed Scholarship Fund on August 17, 2023, with gifts from Dr. Bertram J. Newmark (MD 1970) and Mrs. Christine P. Newmark. Effective February 22, 2024, the fund description shall be revised.

The annual distribution from this fund provides one or more scholarships to MD students who are enrolled in the College of Medicine, demonstrate financial need, and graduated from high school in the state of Ohio with preference given to candidates who graduated from high school in Youngstown. If no students meet the selection criteria, the scholarship(s) will be open to all MD students enrolled in the college. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the College of Medicine or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donors named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the College of Medicine or his/her designee to identify a similar purpose consistent with the original intent of the donors. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **Jeffrey M. Prestel Scholarship Fund**

The Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, established the Jeffrey M. Prestel Scholarship Fund effective February 27, 2020, with a gift from Jeffrey Michael Prestel (MBA 1989). Effective February 22, 2024, the fund description shall be revised.

The annual distribution from this fund provides one or more scholarship(s) to undergraduate students who are enrolled in the Max M. Fisher College of Business, graduated from a high school in the state of Ohio, and demonstrate financial need. If no students meet the selection criteria, scholarship(s) shall be open to all undergraduate students who are enrolled in the college and graduated from a high school in the state of Ohio. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

The Ohio State University's mission supports educational diversity. The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

The highest ranking official in the Max M. Fisher College of Business or his/her designee has the discretion to hold all or a portion of the unused distribution in the distribution fund to be used in subsequent years, and/or reinvest all or a portion of the unused distribution in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donor that the endowment established herein should benefit the University in perpetuity. Should the University units referenced in this endowment restructure in the future, the terms of the endowment shall apply to their successors in interest. The University and the Foundation may modify the purpose of this fund, in consultation with the donor named above. In accordance with Ohio Revised Code, if the purpose of the fund becomes unlawful, impracticable, impossible to achieve, or wasteful, the University and Foundation may modify the purpose of this fund. The University and the Foundation shall consult the highest ranking official in the Max M. Fisher College of Business or his/her designee to identify a similar purpose consistent with the original intent of the donor. Modifications to endowed funds shall be approved by the University's Board of Trustees and the Foundation's Board of Directors, in accordance with the policies of the University and Foundation.

### **The Ruth Rockow Linville Scholarship Fund**

The Ruth Rockow Linville Scholarship Fund was established April 7, 2006, by the Board of Trustees of The Ohio State University in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with a gift from Ralph A. and Barbara K. Rockow. Effective February 22, 2024, the fund description shall be revised.

The annual distribution from this fund shall be used to support need-based scholarships for students studying family and consumer education. If no students meet the selection criteria, the scholarship(s) will be open to all students enrolled in the College of Education and Human Ecology who are studying human ecology. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid.

In any given year that the endowment distribution is not fully expended, the unused portion should be reinvested in the endowment principal.

The investment and management of and expenditures from all endowment funds shall be in accordance with University policies and procedures, as approved by the Board of Trustees. As authorized by the Board of Trustees, a fee may be assessed against the endowment portfolio for the University's costs of development and fund management.

It is the desire of the donors that this fund should benefit the University in perpetuity. If, in the future, the need for this fund should cease to exist or so diminish as to provide unused distributions, then another use shall be designated by the Board of Trustees and Foundation Board as recommended by the highest ranking official in the College of Education and Human Ecology. Any such alternate distributions shall be made in a manner as nearly aligned with the original intent of the donors as good conscience and need dictate.

**The Paul and Nancy Wherry Endowed Fund and Scholarship in the History of Pharmacy**

The Paul and Nancy Wherry Endowed Fund in the History of Pharmacy was established October 3, 1997, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from Paul and Nancy Wherry of Worthington, Ohio. The name and description were revised April 6, 1999. Effective February 22, 2024, the fund description shall be revised

All gifts are to be invested by the Foundation, under the rules and regulations adopted by the Foundation's Board of Directors, with the right to invest and reinvest as occasion dictates.

The annual distribution shall be used to support educational and research initiatives in the history of pharmacy at the College of Pharmacy and to support a scholarship(s) to a pharmacy student(s) engaged in the study of the history of pharmacy. The research projects shall be determined by the highest ranking official in the College of Pharmacy or his/her designee. If no students meet the selection criteria, the scholarship(s) will be open to all students enrolled in the college. Scholarship recipients, the number of recipients, and amount of each scholarship shall be determined in accordance with the then current guidelines and procedures for scholarship administration established by the college, in consultation with Student Financial Aid. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the college.

The University may modify any criteria used to select scholarship recipients should the criteria be found, in whole or in part, to be contrary to federal or state law or University policy.

It is the desire of the donors that this fund should benefit the University in perpetuity. If the need for this fund should cease to exist or so diminish as to provide unused distribution, then another use shall be designated by the Foundation Board, in consultation with the appropriate college dean, school director, department chairperson, or program administrative officer in order to carry out the desire of the donors.

**The Huntington Archives Endowment Fund**

The Huntington Archives Endowment Fund was established July 13, 2007, by the Board of Trustees of The Ohio State University in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts from an anonymous donor. Whereas The Huntington Archives is now owned by the University of Chicago, effective February 22, 2024, the gifts and unused distribution will be transferred to the University of Chicago and the endowed fund shall be closed.

**David E. Schuller MD Professorship for Patient Compassion  
Funded by the Margaret and Robert Walter Foundation**

The David E. Schuller MD Professorship for Patient Compassion Funded by the Margaret and Robert Walter Foundation (also sometimes referred to as the Walter Family Foundation) was established August 28, 2015, by the Board of Trustees of The Ohio State University, in accordance with the guidelines approved by the Board of Directors of The Ohio State University Foundation, with gifts given in honor of Dr. David E. Schuller (MD 1970) by the Margaret and Robert Walter Foundation of Columbus, Ohio. Effective February 22, 2024, this fund shall be closed and the gifts from the Margaret and Robert Walter Foundation shall be moved to the Schuller Fund for Compassionate Cancer Care, a current use fund.

# Major Project Updates

## Projects Over \$20M

FEBRUARY 2024

## Project Status Report - Current Projects Over \$20M

PROJECT NAME	CONSTRUCTION COMPLETION DATE	APPROVALS		BUDGET	ON TIME	ON BUDGET
		DES	CON			
Interdisciplinary Health Sciences Center	3/24	✓	✓	\$157.3 M		
Newark – Founders Hall Enhancements	4/24	✓	✓	\$26.4 M		
Martha Morehouse Facility Improvements	7/24	✓	✓	\$42.2 M		
Celeste Lab Renovation	8/24	✓	✓	\$50.5 M		
Combined Heat & Power Plant/District Heating & Cooling Loop	9/24	✓	✓	\$420.8 M		
Cannon Drive Relocation - Phase 2	12/24	✓	✓	\$68.1 M		
Battery Cell Research & Demonstration Center	3/25	✓	✓	\$22.0 M		
Campbell Hall Renovation	7/25	✓	✓	\$61.2 M		
Waterman Multi-Species Animal Learning Center (MALC)	7/25	✓	✓	\$52.0 M		
Biomedical and Materials Engineering Complex Phase 2	9/25	✓	✓	\$90.0 M		
Wexner Medical Center Inpatient Hospital	10/25	✓	✓	\$1,943.0 M		
OSU East 4th Floor OR Renovation	9/26	✓	✓	\$21.4 M		
<b>TOTAL – PROJECTS</b>				<b>\$2,954.9 M</b>		

On Track
  Watching Closely
  Not on Track

# Interdisciplinary Health Sciences Center



## INTERDISCIPLINARY HEALTH SCIENCES CENTER

Multiphase renovation of 120,000 square feet and addition of 100,000 square feet to create a collaborative campus for inter-professional education throughout the health sciences, including the College of Medicine, Optometry, Nursing, and the School of Health and Rehabilitation Sciences. Program spaces include classrooms, anatomy labs, research labs, administrative and building support.

**PROJECT FUNDING:** Auxiliary funds; university funds; state funds; fundraising

**PROJECT UPDATE:** The roadway extension and quad are complete. Temporary Certificate of Occupancy was achieved December 20th for floors; 2, 3, and 4. Faculty and staff have moved in. Lower and first floors are slated for completion in March 2024.

CURRENT BUDGET	
Construction w/ Cont	\$139.2 M
Total Project	\$157.3 M

PROJECT SCHEDULE	
BoT Approval	11/17
Construction	11/19-3/24
Facility Opening	5/24

CONSULTANTS	
Architect of Record	Acock Assoc
CM at Risk	Gilbane

■ On Budget

■ On Time

# Newark Founders Hall Enhancements



## NEWARK FOUNDERS HALL ENHANCEMENTS

The project will renovate approximately 90,000 square feet for OSU Newark and Central Ohio Technical College. This project will address building mechanical systems, electrical, building envelope, exterior façade and improve energy savings. The renovation will include updated faculty offices, classrooms and student collaboration areas.

**PROJECT FUNDING:** University funds; state funds; fundraising, partner funds – COTC

**PROJECT UPDATE:** Drywall installation and atrium soffit framing are complete. Auditorium framing is ongoing with interior paint occurring on all floors. Flooring installation has begun on the second floor and storefront installation is ongoing.

CURRENT BUDGET	
Construction w/ Cont	\$23.1 M
Total Project	\$26.4 M

CONSULTANTS	
Architect of Record	TCI
CM at Risk	Robertson

PROJECT SCHEDULE	
BoT Approval	11/22
Construction	1/23-4/24
Facility Opening	7/24

On Budget  
On Time

# CHP/DHC



## COMBINED HEAT AND POWER PLANT/ DISTRICT HEATING AND COOLING LOOP – CHP/ DHC

105 MW combined heat and power (CHP) plant, with a heating capacity of 285 klb/hr of superheated steam. The CHP plant will also contain an 8,000-ton cooling facility with future build-out potential to 13,000-ton. Installation of heating hot water (HHW) and chilled water (CW) on the midwest and west campuses to support existing and new campus buildings. Rehabilitation of John Herrick Drive bridge to support new utilities which connect the CHP to main campus.

### PROJECT FUNDING: Utility fee

**PROJECT UPDATE:** Construction continues, including work on the weekends. The team is closely monitoring the budget and progress toward schedule milestones. CHP bypass plant continues to provide chilled water and heating hot water to new Carmenton facilities.

CURRENT BUDGET	
Total Project	\$420.8 M
PROJECT SCHEDULE	
BoT Approval	8/19
Construction	9/24
Facility Opening	9/24

CONSULTANTS	
Operator's Engineer	HDR
Design-Builder (CHP)	MasTec
CMR (DHC/Bridge)	Whiting Turner/CK
A/E (DHC)	RMF Engineering
A/E (Bridge)	EMH&T

**On Budget**                      **On Time**

# Campbell Hall Renovation



## Campbell Hall Renovation

This project will renovate 115,000 SF in Campbell Hall. The interior renovation will enable the College of Education and Human Ecology's longtime goal of centralizing teaching, research, and administrative functions along Neil Avenue. The project will address deferred maintenance including new MEP systems, roofing, building envelope, and windows.

**PROJECT FUNDING:** State funds, fundraising & local funds

**PROJECT UPDATE:** Abatement and demolition activities are ongoing. GMP1 for early procurement received approval from the controlling board in January. The balance of the work will be consolidated within GMP2 which is on track to be executed this spring.

CURRENT BUDGET	
Construction w/ Cont	\$48.0 M
Total Project	\$61.2 M

CONSULTANTS	
Architect of Record	Schooley Caldwell
CM at Risk	CK Construction

PROJECT SCHEDULE	
BoT Approval	5/23
Construction	07/23-07/25
Facility Opening	08/25 (phased)

**On Budget**  
**On Time**



Board of Trustees

University Square South  
15 East 15<sup>th</sup> Avenue, 5<sup>th</sup> Floor  
Columbus, OH 43201

Phone (614) 292-6359  
Fax (614) 292-5903  
trustees.osu.edu

### **SUMMARY OF ACTIONS TAKEN**

*February 22, 2024 – Research, Innovation & Strategic Partnerships Committee*

#### **Members Present:**

Lewis Von Thaer  
Reginald A. Wilkinson  
Juan Jose Perez

Bradley R. Kastan  
George A. Skestos  
Taylor A. Schwein

Phillip Popovich  
Hiroyuki Fujita (ex officio)

**Members Present via Zoom:** N/A

**Members Absent:** N/A

The Research, Innovation & Strategic Partnerships Committee of The Ohio State University Board of Trustees convened on Thursday, February 22, 2024, in person at the Longaberger Alumni House on the Columbus campus. Committee Chair Lewis Von Thaer called the meeting to order at 12:57 p.m.

### **PUBLIC SESSION**

#### ***Items for Discussion***

1. Quarterly Highlights for Research, Innovation and Knowledge, and conversation with 2023 Nobel Prize Laureate in Physics – Dr. Pierre Agostini: The committee welcomed Professor Emeritus Pierre Agostini, 2023 Nobel Laureate for Physics, and his former lab partner and current professor in physics, Lou DiMauro. Following, Dr. Mohler provided a brief overview of research and innovation highlights from the last quarter.

(See Attachment LXXVI for background information, page number 1708)

2. Ohio State's Research and Development Expenditures Highlights: Dr. Mohler gave an overview of Ohio State's current rankings in research expenditures. He highlighted Ohio State's fiscal year 2023 research expenditure data, including a new overall record for total research expenditures for the university. He concluded with positive data on trends in proposal development.

(See Attachment LXXVII for background information, page number 1718)

#### ***Item for Action***

3. Approval of Minutes: No changes were requested to the November 16, 2023, meeting minutes; therefore, a formal vote was not required, and the minutes were considered approved.

### **EXECUTIVE SESSION**

It was moved by Mr. Von Thaer seconded by Mr. Perez that the committee recess into executive session to consider business-sensitive trade secrets required to be kept confidential by federal and state statutes and to consult with legal counsel regarding pending or imminent litigation.



THE OHIO STATE UNIVERSITY

A roll-call vote was taken, and the committee voted to go into executive session with the following members present and voting: Mr. Von Thaer, Dr. Wilkinson, Mr. Perez, Mr. Kastan, Mr. Skestos, Ms. Schwein, Dr. Popovich and Dr. Fujita.

The committee entered executive session at 1:25 p.m., and the meeting adjourned at 2:25 p.m.

# Research, Innovation and Knowledge – Quarterly Highlights

February 2024



**A conversation  
with Nobel  
Laureate Pierre  
Agostini and Prof.  
Lou DiMauro**

# Faculty recognized for excellence by national academies



Umit Ozkan, PhD, Distinguished University Professor  
College of Engineering



Antonio Conejo, PhD, Professor  
College of Engineering



Michael Tweedle, PhD, Professor Emeritus  
College of Medicine



Krystof Bankiewicz, MD, PhD, Professor  
College of Medicine

New Inductees in the  
National Academy of Engineers

New Inductees in the  
National Academy of Inventors

# First in US: Ohio State, state of Ohio launch multi-generational behavioral health study

SOAR (State of Ohio Adversity and Resilience) is a research initiative that includes a series of pivotal first-of-its-kind studies to uncover the root causes and risk factors of mental illness including addiction.

Catalyzed by an initial \$20 million from the state of Ohio, these studies will examine the biological, psychological and social factors that put Ohioans at risk and will inform and guide new strategies for prevention, recovery and resilience.



# First in US: Advanced spectrometer installed at Ohio State

Ohio State is now home to the first 1.2 Gz nuclear magnetic resonance spectrometer in the US.

Equipment will be used by researchers at Ohio State and across the globe to advance life science and materials research. One example of research includes examining the structure of biological molecules, with the goal of advancing the understanding of diseases, such as cancer, viral infections and Alzheimer's.

Funding for the spectrometer comes from the National Science Foundation.

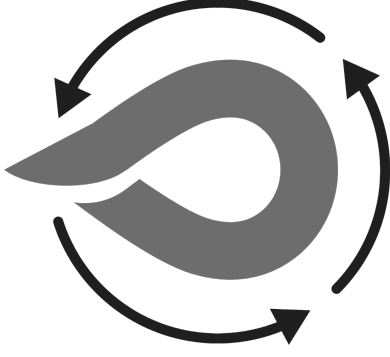


# Ohio State researchers engaged in National Science Foundation Engines project

Great Lakes ReNEW will develop and commercialize new ways to extract valuable minerals and toxic forever chemicals from wastewater.

The six-state consortium, led by a Chicago-based nonprofit, spans research institutions, industry, investors, government and nonprofit organizations with a shared goal of developing and commercializing better “selective separation” technologies.

Prof. John Lenhart, College of Engineering, leads this work at Ohio State.



## GREAT LAKES ReNEW

## Starlab Space Selects SpaceX's Starship for Historic Launch

In January, Starlab Space, a joint venture of Voyager Space and Airbus, announced that it had selected SpaceX's Starship to launch the new station on a single flight.

Starlab is set to succeed the International Space Station when the ISS retires in 2030.

The Starlab Ground Location is part of the George Washington Carver Science Park being developed by Ohio State and Voyager. It will serve as the earthbound location for the orbiting observatory, where students, researchers and scientists will prepare experiments on the ground before launching them into space.

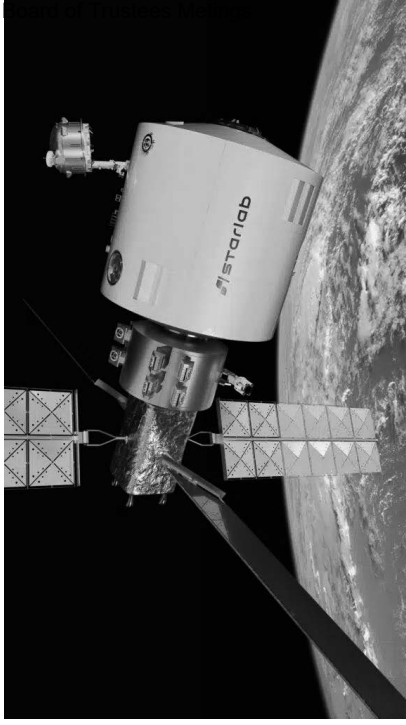
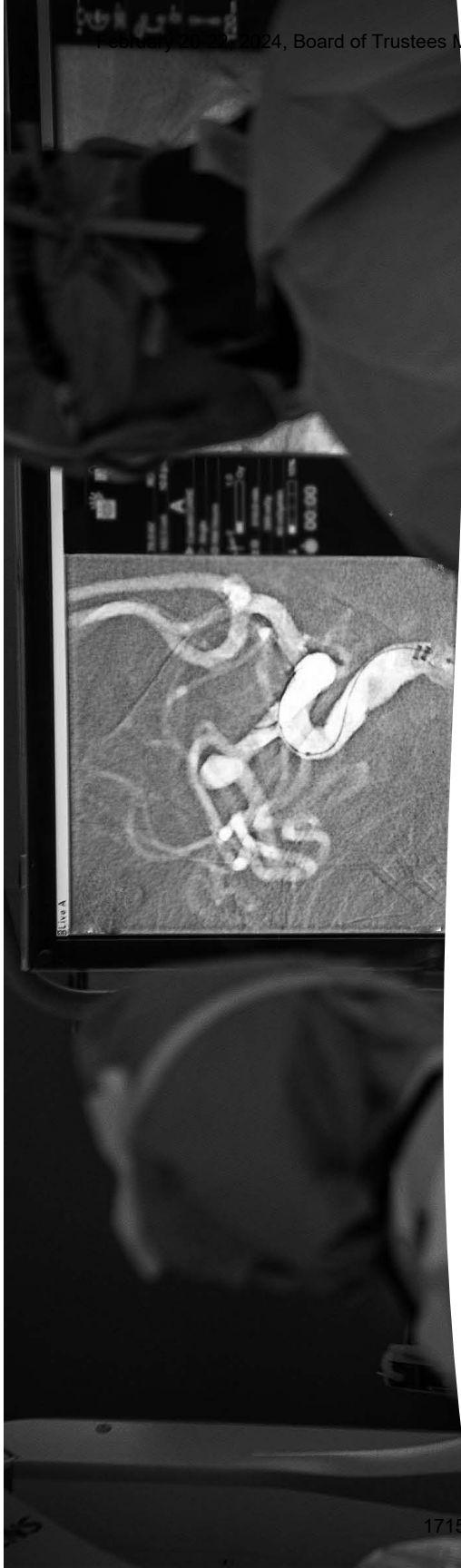


Photo courtesy of Voyager Space



Stroke is the fourth leading cause of death in the United States. Basking Biosciences, co-founded by Ohio State Wexner Medical Center’s Shahid Nimjee, is developing drug therapies to treat certain types of strokes and provide better outcomes for patients. The company announced last month that is had closed on an additional \$55 million financing.

Basking will utilize the funds to accelerate clinical development of certain drug therapies that have had positive Phase 1 results.

## **Ohio State medical startup announces new fundraise**

# Ohio State Startup: Koloma News

Ohio State's 2023 Innovator of the Year, Tom Darrah, co-founded Koloma, a geologic hydrogen company.

Koloma announced a \$245 million Series B fundraise earlier this month. This amount is on top of a \$90+ million Series A fundraise announced last year.

Ohio State has retained the company for Ohio as Koloma is opening an office and lab space in the Energy Advancement and Innovation Center in the heart of the innovation district.



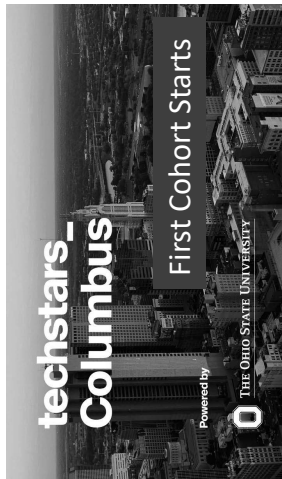
...And more exciting progress coming soon



Energy Advancement and  
Innovation Center Opening



Student Entrepreneurs'  
Center Opening



techstars\_  
Columbus

First Cohort Starts

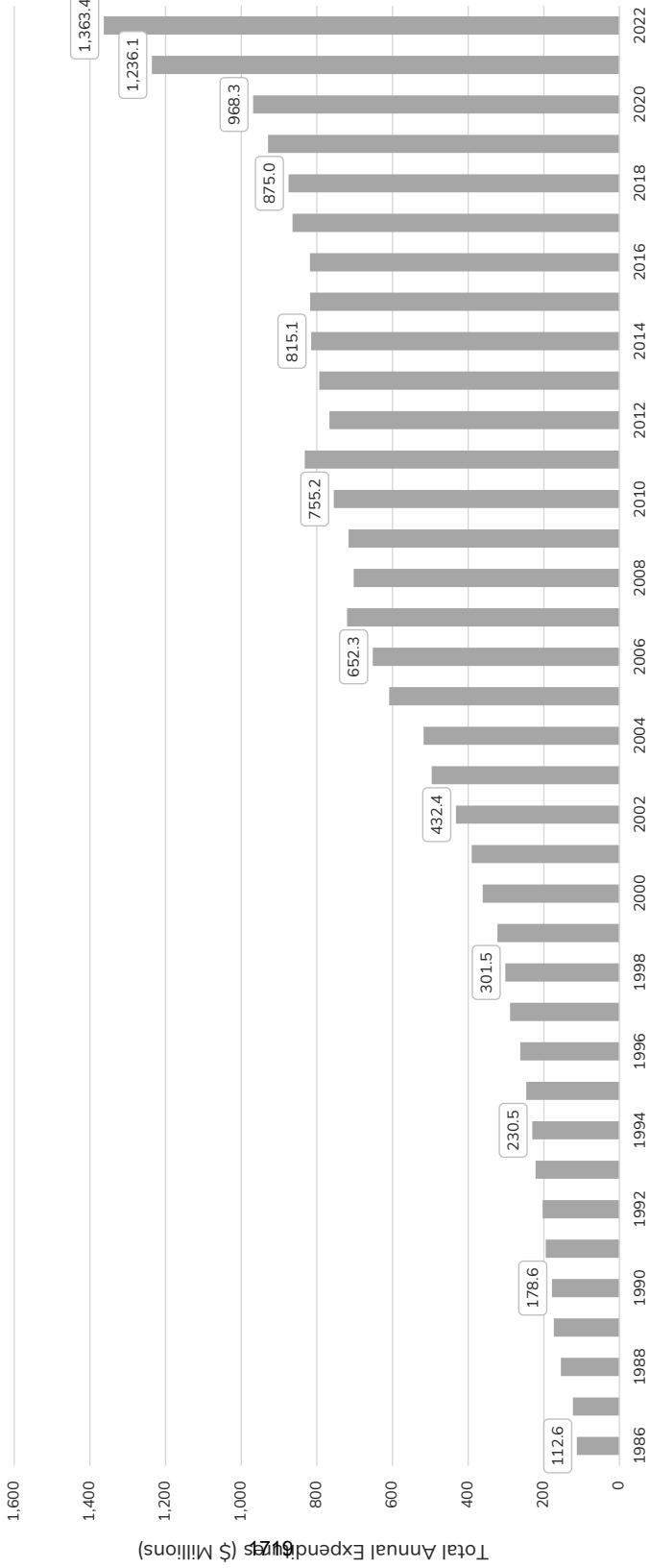
# Research Expenditures Report

Peter Mohler  
Executive Vice President

February 2024

# Ohio State R&D expenditures

Fiscal years 1986 - 2022



Source: NSF HERD Annual Expenditures.

# NSF research expenditure rankings for FY22

## Total expenditures across all institutions



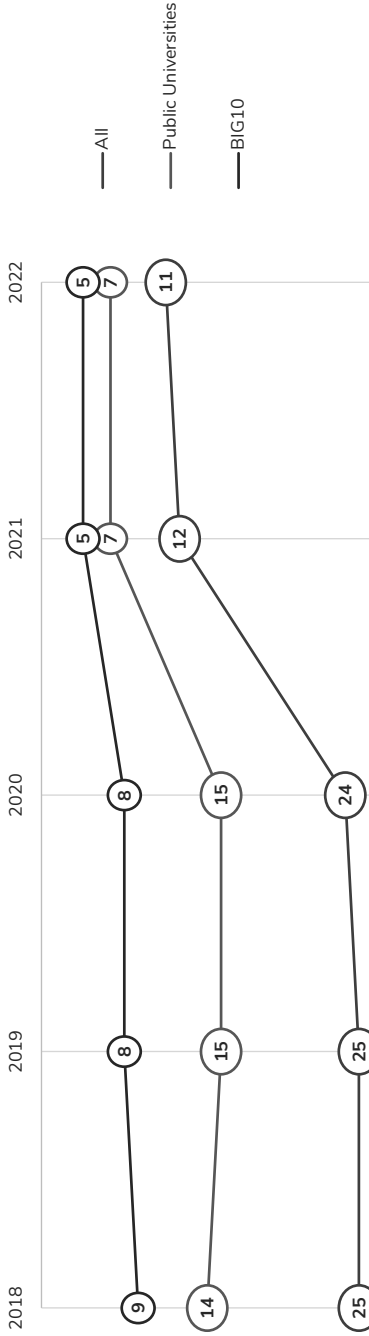
Dec 05, 2023

### Ohio State ranks 11th in national ranking of research universities

*New report ranks university 6th in US for industry-sponsored research*

# HERD Survey: Ranking trends

Year over year



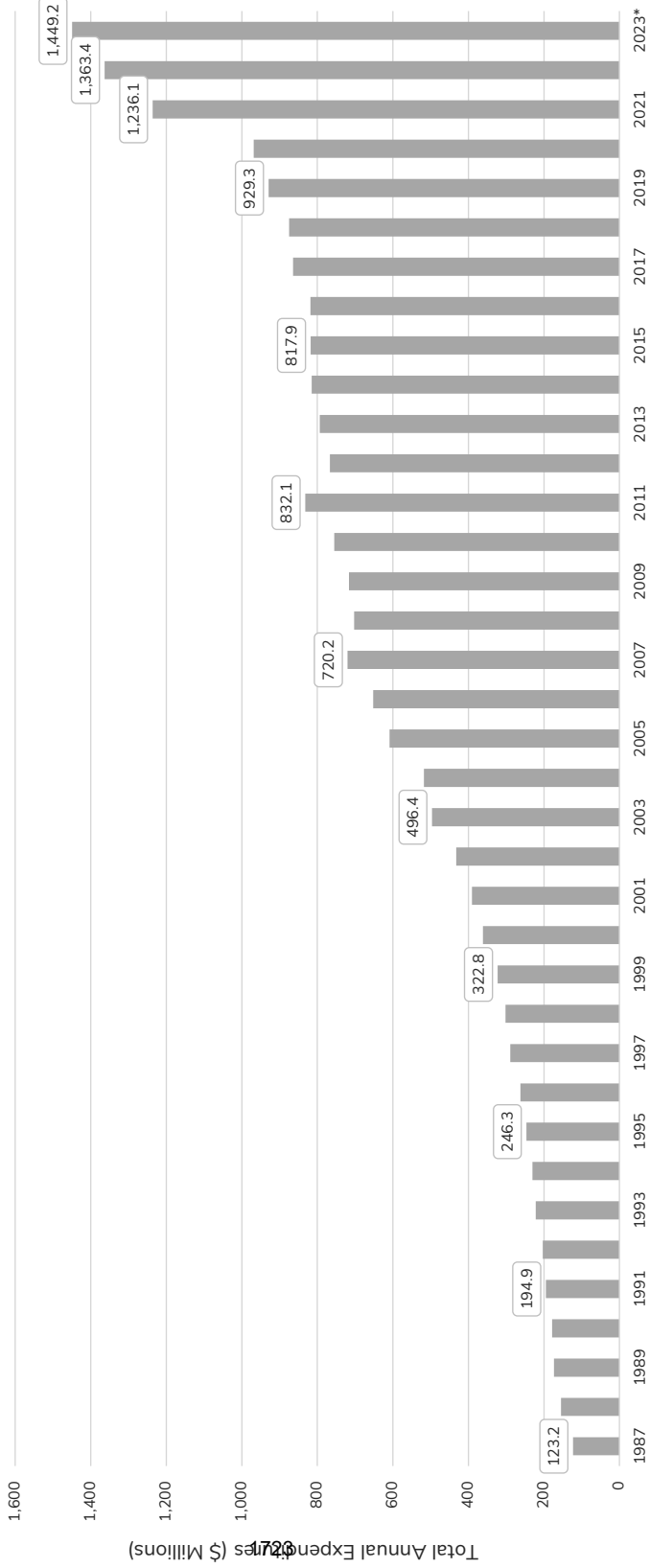
# Ohio State sets R&D expenditures record for FY23

## \$1.449 Billion

Ohio State's Total  
Research and Development Expenditures  
Fiscal Year 2023

# Ohio State R&D expenditures

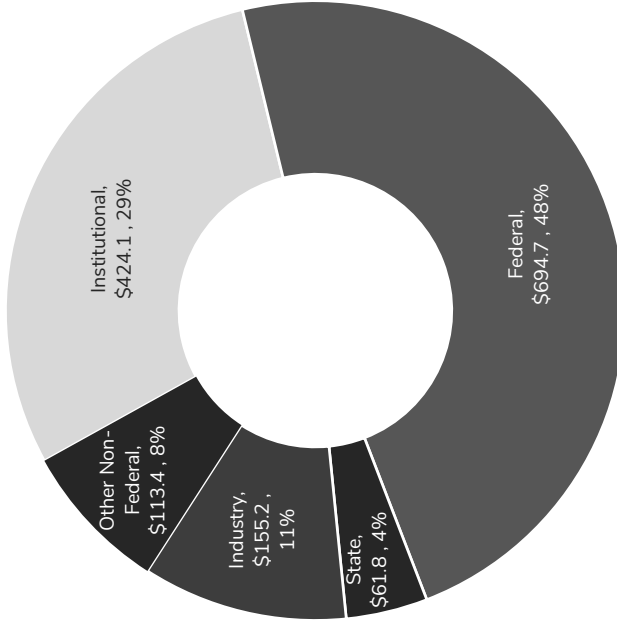
## Fiscal Year 1987 – 2023



Source: HERD Annual Expenditure Submissions, January 2024.

# R&D expenditures by category

(in millions)



**\$1.449 Billion**  
Research and Development  
Expenditures  
Fiscal Year 2023










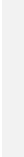





# R&D expenditures by category

## Year over year (in \$ millions)

Sponsor	FY22	FY23*	% CHANGE
<b>Federal</b>			
National Institutes of Health (NIH)	316.58	361.39	▲ 14%
National Science Foundation (NSF)	61.62	68.30	▲ 11%
Department of Defense (DoD)	45.92	57.25	▲ 25%
Department of Energy (DoE)	29.06	32.10	▲ 10%
Department of Education (ED)	12.22	13.96	▲ 14%
Department of Labor (DoL)	10.55	9.59	▼ -9%
National Aeronautics & Space Administration (NASA)	9.17	8.02	▼ -13%
Department of Agriculture (USDA)	43.45	34.37	▼ -21%
Other Federal	108.33	109.68	▲ 1%
<b>Total Federal</b>	<b>636.90</b>	<b>694.65</b>	<b>▲ 9%</b>
<b>Non-Federal</b>			
Industry	141.77	155.19	▲ 9%
Institutional	424.79	424.12	- 0%
State	63.67	61.80	▼ -3%
Other non-federal	96.26	113.42	▲ 18%
<b>Total Non-Federal</b>	<b>726.49</b>	<b>754.53</b>	<b>▲ 4%</b>
<b>Total Expenditures</b>	<b>1,363.39</b>	<b>1,449.18</b>	<b>▲ 6%</b>

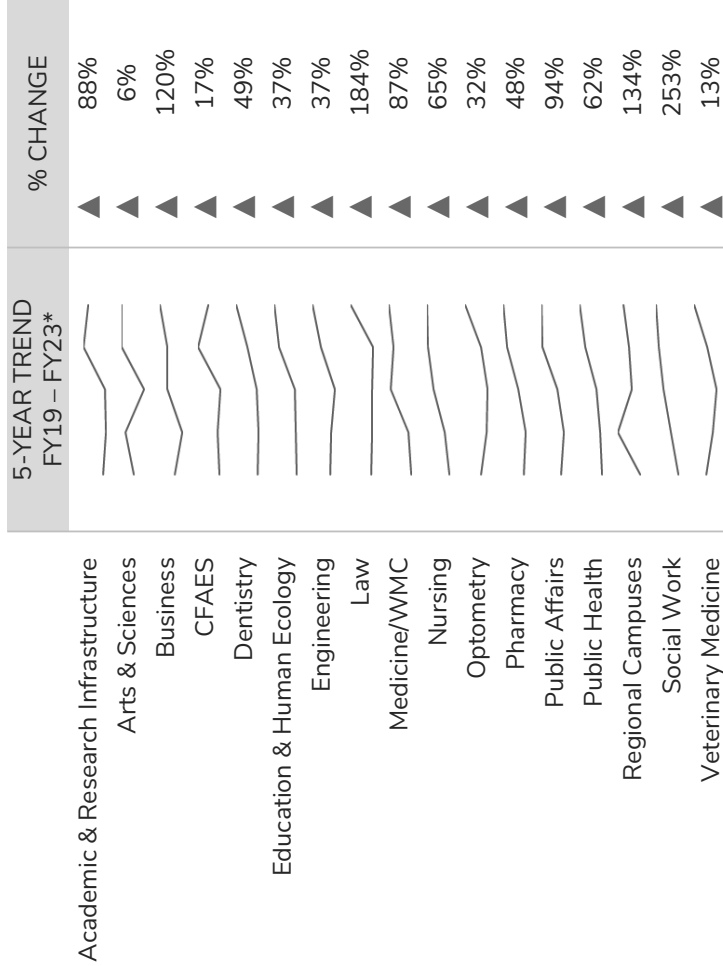
# R&D expenditures by external sponsors

## 5-year trend

By sponsor	5-YEAR TREND FY19 – FY23*	% CHANGE FY19 to FY23*
<b>Federal</b>		
National Institutes of Health (NIH)		▲ 50%
National Science Foundation (NSF)		▲ 34%
Department of Defense (DoD)		▲ 45%
Department of Energy (DoE)		▲ 20%
Department of Education (ED)		▲ 18%
Department of Labor (DoL)		▼ -24%
NASA		▼ -20%
USDA		▲ 36%
Other Federal		▲ 70%
<b>Total Federal</b>		▲ 44%
<b>Non-Federal</b>		
Industry		▼ -2%
State of Ohio		▲ 7%
Other Non-federal		▲ 50%
<b>Total Non-Federal</b>		▲ 13%
<b>Total External Expenditures</b>		▲ 33%

# R&D expenditures by college or unit

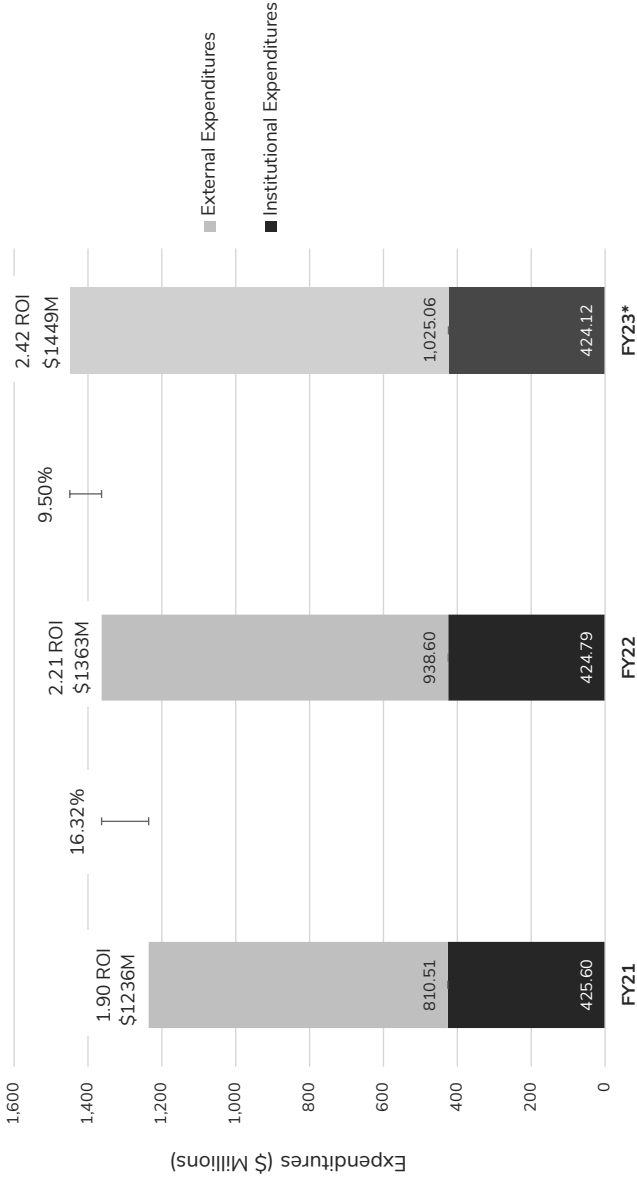
## 5-year trend



\*"Academic & Research Infrastructure" aggregates: Academic Affairs, Administration & Planning, ERIK, General University, Human Resources, and Student Life.  
 "Regional campuses" aggregates: Lima, Mansfield, Marion, and Newark.  
 "Medicine/WMC" aggregates: Health Sciences, Health System, College of Medicine, and OSU Physicians

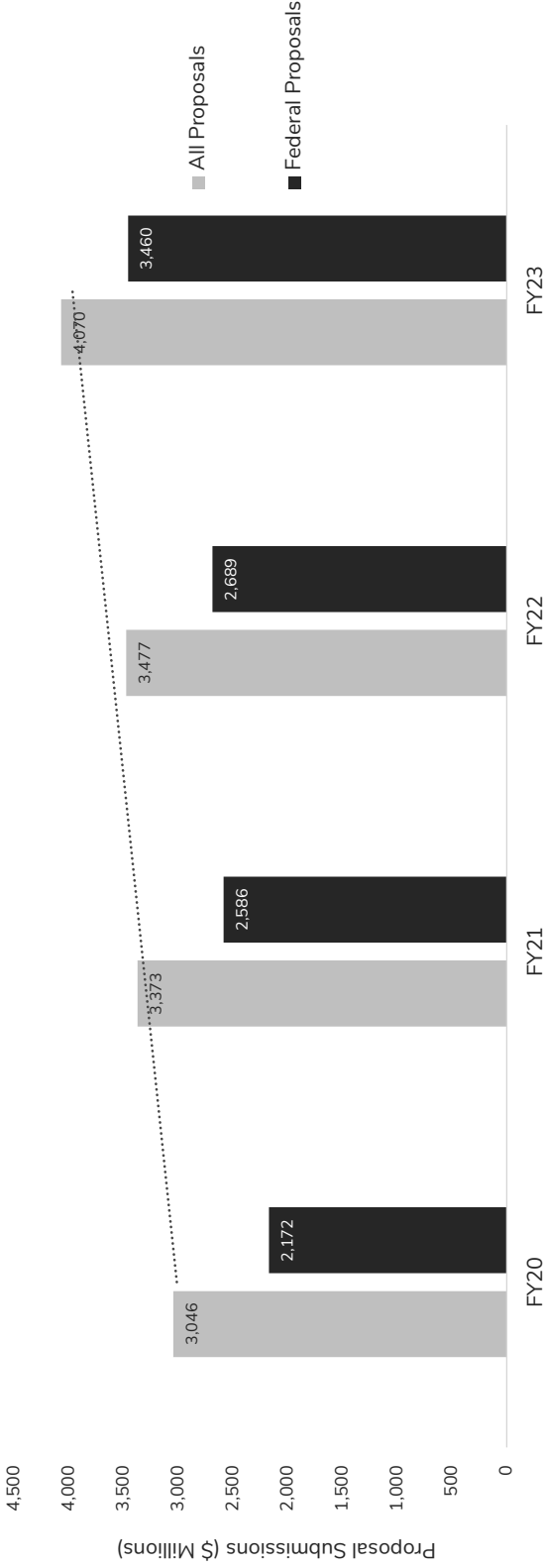
# R&D growth while holding internal costs steady

## Return on institutional investment



# Significant growth in pursuit of new R&D resources

Year over year (in \$ millions)



Average dollar amount of proposal is up 26 percent from FY20 to FY23.



WALTER "TED" CARTER JR.  
President

# Board of Trustees Public Session

Thursday, February 22, 2024



Board of Trustees Public Session

# Celebrate the Wolfe family's gift



# Listening, learning, becoming a Buckeye

- Engaging with constituents and stakeholders
- Getting the sense of being a Buckeye



# New senior leaders

- Ross Bjork
  - Athletic Director
- Katie Hall
  - SVP for Talent, Culture and Human Resources
- Provost search remains a significant focus

1734



# Reaffirming Ohio's partnership with Intel



# SOAR Study and state of mental-health support

- Backed by \$20 million in state funding
- Statewide study based at Wexner Medical Center
- Additional \$2.5 million from State expanding student mental-health support



# Multispecies Animal Learning Center groundbreaking

- Hub of industry and workforce development
- Bringing together agricultural community, elected officials, students and staff



# Commitment to safety, free expression and civility

- Fundamentals:
  - Safe environment
  - Welcoming all to do their best work
- Safety investments
- Free speech and open discourse



# Planning for the future at Ohio State

- Society questioning Colleges and Universities
- We can change the narrative
- World class students, faculty, staff and research

1739





**Thank you...  
and Go Bucks!**

## APPENDIX LX

### **Michael, '79 and Leslie Bumgarner, '79**

Leslie and Mike Bumgarner are recognized jointly for their distinguished service to Ohio State and the community. Building on her 20+ year career at Telhio Credit Union and 15 years of service to the Board of the Ronald McDonald House Charities of Central Ohio, Leslie has provided instrumental support in the development and strategy of the College of Food, Agricultural, and Environmental Sciences (CFAES) Dean's Charity Steer Show. Mike is an industry leader as President and CEO for United Producers Inc. and has provided consistent consultation as an advisor and speaker for CFAES. Through United Producers Inc., Mike has provided philanthropic support to Ohio State and has served as a 4-H volunteer for over 20 years. Nominators praised the power of Mike and Leslie's partnership and advocacy in support of Ohio State.

Letters of support from: Dee Anders, Jack Fisher, James Kinder, Cathann Kress, Paul Mercer, Brent Porteus, Keith Reed, and Henry Zerby.

### **Tally Hart**

The Ohio State University of today, focused on Access, Affordability, and Excellence, would not be what it is if not for the efforts of Natala (Tally) Hart and her office during her time as the Director of the Office of Student Financial Aid and the Senior Advisor and Founder of the Economic Access Initiative. Tally came to Ohio State with a nationally respected reputation for her commitment to reducing the barrier of financial need for students' access to higher education as a co-founder of College Goal Sunday, which pairs high schoolers and families with financial aid officers to submit FASFA forms. At Ohio State, she used this experience to provide data analytics-proven and experience-proven scholarships, grants, and loans to attract students of color, first-generation students, out-of-state students, and high-ability students in addition to disadvantaged students to Ohio State. She regularly traveled to speak directly with prospective students and their families to educate them on the financial aid process, leading to the National Association of Student Financial Aid Administrators recognizing Tally with all three of their distinguished service awards.

Letters of support from: Martha Davis, Mabel Freeman, James Mager, and Brad Myers.

### **Stephen Mehallis, '61**

Steve Mehallis is recognized for his philanthropic leadership and volunteer service to the university. He is a current member of the Foundation Board and chairs the audit committee. Steve had a successful career as CFO for several professional sports organizations and is currently chair and president of the Harry T. Mangurian Foundation, established by Steve's close friend and business associate, Harry Mangurian Jr. Through Steve's advice, strategy, and leadership, the Mangurian Foundation has awarded nearly \$24 million in support of innovative and collaborative work across The Ohio State University.

Letters of support from: Jim Dietz, Anil Makhija, Peter Mohler, Gene Smith, and John Warner.

**Stanley '62 and Joan Ross**

Stan and Jodi Ross are recognized for their philanthropic leadership to the university. The Ross's have generously supported the Wexner Medical Center by making transformational gifts to various projects, including capital campaigns, research, and leadership positions. Stan spent his career in law and currently serves on the Foundation Board. Jodi is a retired teacher. In 2017, Jodi and Stan received The Ohio State University Foundation Board Reese Medal.

Letters of support from: Carol Bradford and Benjamin Segal.

**Virgil Strickler**

Virgil Strickler, the longest-serving general manager at the Ohio Expo Center & State Fair, has left an indelible mark on the agricultural industry and community. His tenure directed significant improvements in facilities, security, and accessibility at the fairgrounds, fostering a cleaner and safer environment for fairgoers, 4-H youth, and volunteers.

Virgil was also the visionary behind the Youth Reserve program at the Ohio State Fair, which has awarded over \$4.6 million in scholarships to more than 44,500 youth exhibitors. After announcing his upcoming retirement, Gov. Mike DeWine shared that the program would now be known as the Virgil L. Strickler Youth Reserve Program, acknowledging that "while Virgil has accomplished so much during his tenure with the state, this youth program and his support of Ohio's youth are truly his legacy." Under Virgil's leadership, \$536,182 has been donated to The Ohio State University on behalf of the Ohio State Fair and Ohio Expo Commission. He was instrumental in creating ten endowed scholarships for Ohio youth, with funds from these scholarships helping 137 Ohio youth attend Ohio State.

Letters of support from: Elizabeth Harsh, Cathann Kress, Angela Krile, Rob Leeds, and Thomas Price.

**Larry Williamson, Jr.**

Larry Williamson, Jr retired from his role as Director of the Office of Diversity and Inclusion, Frank W. Hale, Jr. Black Cultural Center in 2022, a role he held for 30 years, making him one of the longest-tenured directors of a Black cultural arts center in the country. As director, he created one of the top collections of African American art in the United States at the Hale Center, featuring over 700 pieces of art.

While furthering Ohio State's shared value of inclusion and equity, his dedication to the students was without compare, making him what colleagues would describe as one of the most "iconic figures on our campus who embodies compassion, warmth, and genuine care for our students." He has mentored countless students, volunteered many hours at student programs, and worked to create a community for students in the Hale Black Cultural Center and beyond. In this spirit, he created two signature campus programs—the Hale Center Thanksgiving Dinner and the Afrikan American Farewell Celebration.

Letters of support from: Matt Couch, Hunter Hartwig, Keith B. Key, Valerie Lee, Ryan Lovell, Charity Martin-King, Maureen Miller, Wendy Smooth, Mac Stewart, Tracy Stuck, and Yolanda Zepeda.

**BYLAWS OF THE BOARD OF TRUSTEES OF THE OHIO STATE UNIVERSITY**

**3335-1-03(B) Administration of the university**

Executive vice president and provost. The executive vice president and provost shall, under the direction of the president, be responsible for and have the requisite authority for the oversight of all academic programs and other instructional and faculty affairs of the university, and shall be the chief operating academic officer of the university. The fifteen colleges shall have a solid line reporting structure to the executive vice president and provost. The executive vice president and provost shall report to the president.

APPENDIX LXII

BOARD SUMMARY

**THE OHIO STATE UNIVERSITY ANNUITY PREMIUM BENEFIT LTD PLAN AMENDMENT  
AND RESTATEMENT**

**Introduction.** The university offers several different types of tax-qualified retirement plans to help faculty and staff meet their financial goals and retirement needs. This includes the offering of a 403(b) supplemental plan to all employees and an historical Long-Term Disability 403(b). The LTD Plan was offered to a limited population beginning on July 1, 2001 and closed to new participants June 30, 2006. While the LTD plan attritions its last few participants, the university continues to observe the formal obligations of plan sponsorship, which in this instance includes the adoption of an updated plan document.

**Resolution.** A Resolution is included for The Ohio State University Annuity Premium Benefit LTD Plan to:

- Approve the amendment and restatement of the plan and maintain the plan's qualified status.
- Authorize the senior vice president for business and finance and chief financial officer to sign the amendment and any other documents needed to effectuate or carry out the resolution.

**ADOPTION AGREEMENT #001  
NON-ERISA GOVERNMENTAL 403(b) VOLUME SUBMITTER PLAN**

The undersigned Eligible Employer, by executing this Adoption Agreement, elects to establish a 403(b) plan ("Plan") under the TIAA Non-ERISA Governmental 403(b) Volume Submitter Plan (basic plan document #25). This Adoption Agreement, the basic plan document, any incorporated Investment Arrangement Documentation, and any attached appendices, constitute the Employer's plan document. All "Election" references within this Adoption Agreement are Adoption Agreement Elections. All "Section" references are basic plan document references. Numbers in parenthesis which follow headings are references to basic plan document sections. Where an Adoption Agreement election calls for the Employer to supply text, the Employer may lengthen any space or line, or create additional tiers. When Employer-supplied text uses terms substantially similar to existing printed options, all clarifications and caveats applicable to the printed options apply to the Employer-supplied text unless the context requires otherwise. The Employer makes the following elections granted under the corresponding provisions of the basic plan document.

**ARTICLE 1  
DEFINITIONS**

1. EMPLOYER; PLAN; PLAN ADMINISTRATOR (1.29; 1.52; 1.53). (A Plan amendment is not needed solely to change the information in (a) or (d) below.)

(a) **Employer Information**

Name of Adopting Employer: The Ohio State University  
 Address: 1590 North High Street, Suite 300  
 City Columbus State Ohio Zip 43210-1189  
 Telephone: \_\_\_\_\_  
 EIN: 31-6025986

(b) **Plan Information**

Plan name: The Ohio State University Annuity Premium Benefit LTD Plan

(c) **Type of entity** (Choose (1) or (2)):

- (1)  **Public School**. See 1.57.
- (2)  **Other Governmental employer exempt under Code §501(c)(3)**.

(d) **Plan Administrator Information** (If no Plan Administrator is named, the Employer is the Plan Administrator)

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 Telephone: \_\_\_\_\_

2. PERMITTED INVESTMENTS (1.42). The Plan permits Custodial Accounts invested in mutual funds under Code §403(b)(7) and Annuity Contracts under Code §403(b)(1).

3. ERISA STATUS. This Plan is a governmental plan exempt from ERISA.

4. PLAN YEAR (1.54). Plan Year means the 12 consecutive month period (except for a short Plan Year) ending every:

[Note: Complete any applicable blanks under Election 4 with a specific date, e.g., June 30 OR the last day of February OR the first Tuesday in January. In the case of a Short Plan Year, include the year, e.g., May 1, 2016.]

**Plan Year** (Choose (a), (b) or (c)):

- (a)  **December 31**.
- (b)  **Fiscal Plan Year**: ending: \_\_\_\_\_.
- (c)  **Other**: \_\_\_\_\_ (e.g., a 52/53 week year ending on the date nearest the last Friday in December).

**Short Plan Year** (Choose (d) if applicable.):

- (d)  Short Plan Year: commencing: \_\_\_\_\_ and ending: \_\_\_\_\_.

5. **EFFECTIVE DATE (1.23).** The Employer's adoption of the Plan is a:

- (a)  **New Plan.**
- (b)  **Restated Plan.**

**Initial Effective Date of Plan** (enter date)

(c) January 1, 2004 (hereinafter called the "Effective Date" unless 5(d) is entered below)

**Restatement Effective Date** (If this is an amendment and restatement, enter effective date of the restatement.)

(d)  January 1, 2009 (enter month day, year; may enter a restatement date that is the first day of the current Plan Year) (hereinafter called the "Effective Date")

[Note: See Section 1.60 for the definition of Restated Plan. If this Plan is a Restatement under Rev. Proc. 2013-22, in order to have retroactive reliance, the Restatement Effective Date generally should be the later of January 1, 2010 or the Initial Effective Date. The Restatement Effective Date can be as early as January 1, 2009 but there is no retroactive reliance prior to January 1, 2010. If specific Plan provisions, as reflected in this Adoption Agreement and the basic plan document, do not have the Effective Date stated in this Election 5, indicate as such in the election where called for or in Appendix A.]

**Additional Effective Dates** (Choose if applicable)

(e)  **Restatement of surviving and merging plans.** The Plan restates two (or more) plans (Complete 5(c) and (d) above for this (surviving) Plan. Complete (1) below for the merging plan. Choose (2) if applicable.):

(1) **Merging plan.** The \_\_\_\_\_ Plan was or will be merged into this surviving Plan as of: \_\_\_\_\_. The merging plan's original Effective Date was: \_\_\_\_\_.

(2)  **Additional merging plans.** The following additional plans were or will be merged into this surviving Plan (Optional to complete a. and b. if applicable. May attach an addendum to add additional plans.):

	<u>Name of merging plan</u>	<u>Merger date</u>	<u>Original Effective Date</u>
a.	_____	_____	_____
b.	_____	_____	_____

(f)  **Special Effective Date for Elective Deferral provisions:** \_\_\_\_\_

[Note: If Elective Deferral provision is not effective as of the Initial Effective Date or the Restatement Effective Date, enter the date as of which the Elective Deferral provision is effective. The Special Effective Date may not precede the date on which the Employer adopted the Plan.]

6. **CONTRIBUTION TYPES (1.12).** The Employer and/or Participants, in accordance with the Plan terms, make the following contributions to the Plan (Choose one or more of (a) through (f)):

(a)  **Mandatory Employee Contributions.** See Section 3.04(A)(3) and Election 18.

(b)  **Pre-Tax Elective Deferrals.** See Section 3.02 and Elections 19 - 21.

(1)  **Roth Deferrals.** See Section 3.02(F) and Elections 19 - 21. [Note: The Employer may not limit Elective Deferrals to Roth Deferrals only.]

(c)  **Matching.** See Sections 1.36, 1.47, and 3.03 and Elections 22, 23, 27, 28 and 32.

(d)  **Nonelective.** See Sections 1.48 and 3.04 and Elections 25 through 28.

(e)  **Employee (after-tax).** See Section 3.09 and Election 32.

(f)  **None (frozen plan).** The Plan is/was frozen effective as of: \_\_\_\_\_. See Sections 3.01(F) and 9.04.

[Note: Elections 18 through 26 and Election 32 do not apply to any Plan Year in which the Plan is frozen.]

7. **EXCLUDED EMPLOYEES (1.35).** The following Employees are not Eligible Employees (either as to the overall Plan or the designated contribution type) (Choose (a), (b) or (c). See also Election 18(e).):

(a)  **No Excluded Employees.** All Employees are Eligible Employees as to all Contribution Types.

(b)  **Exclusions - same for all Contribution Types.** The following Employees are Excluded Employees for all Contribution Types (Choose one or more of (e) through (h) and/or (i)). Choose column (1) for each exclusion elected at (e) through (h).):

(c)  **Exclusions.** The following Employees are Excluded Employees (either as to all Contribution Types or to the designated Contribution Type) (Choose one or more of (d) through (l)):

[Note: For this Election 7, unless described otherwise in Election 7(l), Elective Deferrals includes Pre-Tax Deferrals and Roth Deferrals; Matching includes all Matching Contributions; Nonelective includes all Nonelective Contributions; Employee/Mandatory includes Mandatory Employee Contributions and Employee (after-tax) Contributions.]

Non-ERISA Governmental 403(b) Volume Submitter Plan

	(1) All Contributions	(2) Elective Deferrals	(3) Matching	(4) Nonelective	(5) Employee/ Mandatory
(d) [ ] <b>No exclusions.</b> No exclusions as to the designated Contribution Type.	N/A (See Election 7(a))	[ ]	[ ]	[ ]	[ ]
(e) [ ] <b>Non-Resident Aliens.</b> See Section 1.35(B).	[ ]	OR [ ]	[ ]	[ ]	[ ]
(f) [ ] <b>Employees who normally work less than 20 hours per week.</b> See Section 1.35(E). (e.g., if any such excluded Employee actually completes a Year of Service).	[ ]	OR [ ]	[ ]	[ ]	[ ]
(g) [ ] <b>Student Employees.</b> See Section 1.35(C) (i.e., students enrolled in the entity sponsoring this Plan).	[ ]	OR [ ]	[ ]	[ ]	[ ]
(h) [ ] <b>Other Employer plan.</b> Employees who are eligible to participate in another plan of the Employer which is a (Choose one or more of a. through c.): a. [ ] 401(k) plan b. [ ] 403(b) plan c. [ ] governmental 457(b) plan	[ ]	OR [ ]	[ ]	[ ]	[ ]
(i) [ ] <b>Collective Bargaining (union) Employees.</b> See Section 1.35(A).	N/A	N/A	[ ]	[ ]	[ ]
(j) [ ] <b>Per Diem Employees.</b>	N/A	N/A	[ ]	[ ]	[ ]
(k) [ ] <b>Describe exclusion:</b> _____	N/A	N/A	[ ]	[ ]	[ ]
(l) [X] <b>Describe exclusion:</b> <u>Employees who are not on an approved Hartford LTD claim between the period July 1, 2001 and June 30, 2006 will be excluded</u> (e.g., exclude hourly paid employees).					

[Note: The Employer may not complete Election 7(l) in a manner which would violate the universal availability rule of Treas. Reg. §1.403(b)-5(b), after taking into consideration the entity rules of Treas. Reg. §1.403(b)-5(b)(3) and the transition rules of Treas. Reg. §1.403(b)-10(d). Accordingly, Election 7(l) may only be used to provide an exclusion for Elective Deferrals if the excluded Employees are eligible to make elective deferrals under another 403(b), 401(k) or governmental 457(b) plan of the Employer.]

[Note: Any exclusion under Election 7(l), except for Employees who normally work less than 20 hours per week, may not be based on age or Service. See Election 14 for eligibility conditions based on age or Service.]

8. **COMPENSATION (1.11).** The following Compensation (as adjusted under Elections 9 and 10) applies in allocating Employer Contributions (or the designated contribution type) (Choose one or more of (a) through (e). Choose (f) if applicable.):

[Note: Unless described otherwise in Election 8(e), Elective Deferrals includes Pre-Tax Deferrals and Roth Deferrals; Matching includes all Matching Contributions; Nonelective includes all Nonelective Contributions; Employee/Mandatory includes Mandatory Employee Contributions and Employee (after-tax) Contributions. In applying any Plan definition which references Section 1.11 Compensation, where the Employer in this Election 8 elects more than one Compensation definition for allocation purposes, the Plan Administrator will use W-2 wages for such other Plan definitions if the Employer has elected W-2 wages for any Contribution Type or Participant group under Election 8. If the Employer has not elected W-2 wages, the Plan Administrator for such other Plan definitions will use 415 Compensation.]

	(1) All Contributions	(2) Elective Deferrals	(3) Matching	(4) Nonelective	(5) Employee/ Mandatory
(a) [X] <b>W-2 wages increased by Elective Deferrals.</b>	[X]	OR [ ]	[ ]	[ ]	[ ]
(b) [ ] <b>Code §3401 federal income tax withholding wages increased by Elective Deferrals.</b>	[ ]	OR [ ]	[ ]	[ ]	[ ]
(c) [ ] <b>415 Compensation.</b>	[ ]	OR [ ]	[ ]	[ ]	[ ]
(d) [ ] <b>Describe Compensation by Contribution Type or by Participant Group:</b> _____	[ ]	OR [ ]	[ ]	[ ]	[ ]
(e) [ ] <b>Describe Compensation by Contribution Type or by Participant Group:</b> _____					

[Note: Under Election 8(d) or 8(e), the Employer may: (i) elect Compensation from the elections available under Elections 8(a), (b), (c) or (d), or a combination thereof as to a Participant group (e.g., W-2 Wages for Matching Contributions for Campus A Employees and 415 Compensation in all other cases); and/or (ii) define the Contribution Type column headings in a manner which differs from the "all-inclusive" description in the Note immediately preceding Election 8(a).]

- (f)   **Allocate based on specified 12-month period.**   **OR**
- The allocation of all Contribution Types (or specified Contribution Types) will be made based on Compensation within a specified 12-month period ending within the Plan Year as follows:
- \_\_\_\_\_

9. **PRE-ENTRY/POST-SEVERANCE COMPENSATION (1.11(H)(I)).** Compensation under Election 8:

[Note: For this Election 9, unless described otherwise in Elections 9(c), 9(d), 9(m) or 9(n), Elective Deferrals includes Pre-Tax Deferrals and Roth Deferrals; Matching includes all Matching Contributions; Nonelective includes all Nonelective Contributions; Employee/Mandatory includes Mandatory Employee Contributions and Employee (after-tax) Contributions.]

<b>Pre-Entry Compensation</b> (Choose one or more of (a), (b) or (c). Choose Contribution Type as applicable.):	<b>(1) All Contributions</b>	<b>(2) Elective Deferrals</b>	<b>(3) Matching</b>	<b>(4) Nonelective</b>	<b>(5) Employee/ Mandatory</b>
(a) <input checked="" type="checkbox"/> <b>Plan Year.</b> Compensation for the entire Plan Year which includes the Participant's Entry Date. [Note: If the Employer under Election 8(f) elects to allocate some or all Contribution Types based on a specified 12-month period, Election 9(a) applies to that 12-month period in lieu of the Plan Year.]	<input checked="" type="checkbox"/>	<b>OR</b> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) <input type="checkbox"/> <b>Participating Compensation.</b> Only Participating Compensation. See Section 1.11(H)(1).	<input type="checkbox"/>	<b>OR</b> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(c) <input type="checkbox"/> <b>Describe Pre-Entry Compensation</b>	<input type="checkbox"/>	<b>OR</b> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[Note: Under a Participating Compensation election, in applying any Adoption Agreement elected contribution limit or formula, the Plan Administrator will count only the Participant's Participating Compensation. See Section 1.11(H)(1) as to plan disaggregation.]

- (d)   **Describe Pre-Entry Compensation by Contribution Type or by Participant group:**
- \_\_\_\_\_

[Note: Under Election 9(c) or 9(d), the Employer may: (i) elect Compensation from the elections available under Pre-Entry Compensation or a combination thereof as to a Participant group (e.g., Participating Compensation for all Contribution Types as to Campus A Employees, Plan Year Compensation for all Contribution Types to Campus B Employees) and/or (ii) define the Contribution Type column headings in a manner which differs from the "all-inclusive" description in the Note immediately preceding Pre-Entry Compensation.]

**Post-Severance Compensation.** The following adjustments apply to Post-Severance Compensation paid within any applicable time period as may be required (Choose (e), (f), or (g)).:

[Note: Under the basic plan document, if the Employer does not elect any adjustments, Post-Severance Compensation includes regular pay, leave cash-outs, and deferred compensation, and excludes disability continuation payments and does not count Deemed Includible Compensation.]

- (e)   **None.** The Plan includes post-severance regular pay, leave cash-outs, and deferred compensation, and excludes post-severance disability continuation payments, and Deemed Includible Compensation as to any Contribution Type except as required under the basic plan document (skip to Election 10).
- (f)  **Same for all Contribution Types.** The following adjustments to Post-Severance Compensation apply to all Contribution Types (Choose one or more of (i) through (n). Choose column (1) for each option elected at (i) through (m).):
- (g)  **Adjustments - different conditions apply.** The following adjustments to Post-Severance Compensation apply to the designated Contribution Types (Choose one or more of (h) through (n). Choose Contribution Type as applicable.):

<b>Post-Severance Compensation:</b>	<b>(1) All Contributions</b>	<b>(2) Elective Deferrals</b>	<b>(3) Matching</b>	<b>(4) Nonelective</b>	<b>(5) Employee/ Mandatory</b>
(h) <input type="checkbox"/> <input type="checkbox"/> <b>None.</b> The Plan takes into account Post-Severance Compensation as to the designated Contribution Types as specified under the basic plan document.	N/A (See Election 9(e))	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(i) <input type="checkbox"/> <input type="checkbox"/> <b>Exclude All.</b> Exclude all Post-Severance Compensation. [Note: 415 testing Compensation (versus allocation Compensation) must include Post-Severance Compensation composed of regular pay. See Section 4.05(D).]	<input type="checkbox"/>	<b>OR</b> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- (j)   **Regular Pay.** Exclude Post-Severance Compensation composed of regular pay. See Section 1.11(l)(1)(a).  
*[Note: 415 testing Compensation (versus allocation Compensation) must include Post-Severance Compensation composed of regular pay. See Section 4.05(D).]*
- (k)  **Leave cash-out.** Exclude Post-Severance Compensation composed of leave cash-out. See Section 1.11(l)(1)(b).
- (l)  **Deferred Compensation.** Exclude Post-Severance Compensation composed of deferred compensation. See Section 1.11(l)(1)(c).
- (m)   **Describe Post-Severance Compensation by Contribution Type or by Participant group:**

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- (n)   **Describe Post-Severance Compensation by Contribution Type or by Participant group:**

*[Note: Under Election 9(m) or 9(n), the Employer may: (i) elect Compensation from the elections available under Post-Severance Compensation or a combination thereof as to a Participant group (e.g., Include regular pay Post-Severance Compensation for all Contribution Types as to Campus A Employees, no Post-Severance Compensation for all Contribution Types to Campus B Employees) and/or (ii) define the Contribution Type column headings in a manner which differs from the "all-inclusive" description in the Note immediately preceding Pre-Entry Compensation.]*

10. **EXCLUDED COMPENSATION (1.11(G)).** Apply the following additional exclusions or other adjustments to Compensation Elections under 8 and 9 (Choose (a), (b) or (c).):

- (a)   **No exclusions.** Compensation as to all Contribution Types means Compensation as elected in Elections 8 and 9 (skip to Election 11).
- (b)   **Exclusions - same for all Contribution Types.** The following exclusions apply to all Contribution Types (Choose one or more of (f) through (n). Choose column (1) for each option elected at (f) through (m).):
- (c)  **Exclusions - different conditions apply.** The following exclusions apply for the designated Contribution Types (Choose one or more of (d) through (n) below. Choose Contribution Type as applicable.):

*[Note: For this Election 10, unless described otherwise in Election 10(n), Elective Deferrals includes Pre-Tax Deferrals and Roth Deferrals; Matching includes all Matching Contributions; Nonelective includes all Nonelective Contributions; Employee/Mandatory includes Mandatory Employee Contributions and Employee (after-tax) Contributions.]*

Compensation Exclusions	(1) All Contributions	(2) Elective Deferrals	(3) Matching	(4) Nonelective	(5) Employee/ Mandatory
(d) <input type="checkbox"/> <input type="checkbox"/> <b>No exclusions.</b> No exclusion as to the designated Contribution Type(s). <i>(See Election 10(a))</i>	N/A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(e) <input type="checkbox"/> <input type="checkbox"/> <b>Elective Deferrals.</b> See Section 1.24. (e.g., exclusions under Code §§ 401(k), 125, 132(f)(4), 403(b), 414(h)(2) pickup, & 457).	N/A	N/A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(f) <input type="checkbox"/> <input type="checkbox"/> <b>Fringe benefits.</b> As described in Treas. Reg. §1.414(s)-1(c)(3) (e.g., reimbursements or other expense allowances, fringe benefits, moving expenses, deferred compensation and welfare benefits).	<input type="checkbox"/>	<b>OR</b> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(g) <input type="checkbox"/> <input type="checkbox"/> <b>Compensation exceeding \$_____.</b>	<input type="checkbox"/>	<b>OR</b> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(h) <input type="checkbox"/> <input type="checkbox"/> <b>Bonus.</b>	<input type="checkbox"/>	<b>OR</b> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(i) <input type="checkbox"/> <input type="checkbox"/> <b>Commission.</b>	<input type="checkbox"/>	<b>OR</b> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(j) <input type="checkbox"/> <input type="checkbox"/> <b>Overtime.</b>	<input type="checkbox"/>	<b>OR</b> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(k) <input type="checkbox"/> <input type="checkbox"/> <b>Leave of Absence Pay.</b>	<input type="checkbox"/>	<b>OR</b> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- (l)  **Related Employers.** See Section 1.29(B).  
*(If there are Related Employers, choose one or both of a. and b.):*
- a.  **Non-Participating.** Compensation paid to Employees by a Related Employer that is not a Participating Employer.  **OR**
- b.  **Participating.** As to the Employees of any Participating Employer, Compensation paid by any other Participating Employer to its Employees. See Election 26(f).  **OR**
- (m)  **Describe Compensation adjustment(s):**  **OR**      
all compensation that is not Pre-Disability Earnings within the meaning of the applicable Hartford Policy
- (n)  **Describe Compensation adjustment(s):** \_\_\_\_\_

[Note: Under Election 10(m) or 10(n), the Employer may: (i) describe Compensation from the elections available under Elections 10(d) through (l), or a combination thereof as to a Participant group (e.g., No exclusions as to Campus A Employees and exclude bonus as to Campus B Employees); (ii) define the Contribution Type column headings in a manner which differs from the "all-inclusive" description in the Note immediately following Election 10(c) (e.g., Elective Deferrals means \$125 cafeteria deferrals only OR Exclude bonus as to Nonelective Contributions); and/or (iii) describe another exclusion (e.g., Exclude shift differential or summer school pay). Any adjustment must be definitely determinable.]

11. **HOURS OF SERVICE (1.40).** The Plan credits Hours of Service for the following purposes (and to the Employees) as follows (Hours of Service for Eligibility as defined below also applies to the application of the exclusion for Employees who normally work less than 20 hours per week (Election 7(f)).) (Choose one or more of (a) through (e)):

	(1) All Purposes	(2) Eligibility	(3) Vesting	(4) Allocation Conditions
(a) <input checked="" type="checkbox"/> <b>Actual (hourly) Method.</b>	<input checked="" type="checkbox"/>	<b>OR</b> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) <input type="checkbox"/> <b>Equivalency Method:</b> _____ (e.g., daily, weekly, etc.)	<input type="checkbox"/>	<b>OR</b> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(c) <input type="checkbox"/> <b>Elapsed Time Method.</b> See Section 1.40(D)(3).	<input type="checkbox"/>	<b>OR</b> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(d) <input type="checkbox"/> <b>Actual (hourly) and Equivalency other.</b> Equivalency Method: _____ (e.g., daily, weekly, etc.) for Employees for whom records or actual Hours of Service are not maintained or available (e.g., salaried Employees), and Actual Method for all other Employees.	<input type="checkbox"/>	<b>OR</b> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(e)  **Describe:** \_\_\_\_\_

[Note: Under Election 11(e), the Employer may describe Hours of Service from the elections available under Elections 11(a) through (d), or a combination thereof as to a Participant group and/or Contribution Type (e.g., For all purposes, Actual Method applies to staff and Equivalency Method applies to faculty).]

12. **ELECTIVE SERVICE CREDITING (1.66(A)).** The Plan must credit Related Employer Service under Section 1.29(B) and also must credit certain Predecessor Employer/Predecessor Employer Service under Section 1.66(B). If the Plan is a Multiple Employer Plan, the Plan also must credit Service as provided in Section 10.07. The Plan also elects under Section 1.66(C) to credit as Service the following Predecessor Employer Service (Choose (a) or (b).):

- (a)  **Not applicable.** No elective Predecessor Employer Service crediting applies.
- (b)  **Predecessor Employer.** The Plan credits the specified service with the following designated Predecessor Employers as Service for the Employer for the purposes indicated (Complete (1). Choose (2) and/or (3) if applicable):

- |  | (1)<br>All<br>Purposes   | (2)<br>Eligibility       | (3)<br>Vesting           | (4)<br>Allocation<br>Conditions |
|--|--------------------------|--------------------------|--------------------------|---------------------------------|
| (1) <b>Employer/Purposes.</b> Credit as Service, service with the following Predecessor Employer(s) for the designated purpose(s) (Choose one or more):  |                          |                          |                          |                                 |
| a. <input type="checkbox"/> <b>Employer:</b> _____   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>        |
| b. <input type="checkbox"/> <b>Employer:</b> _____   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>        |
| c. <input type="checkbox"/> <b>Employer:</b> _____   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>        |
| d. <input type="checkbox"/> <b>Type of Predecessor.</b> Credit service with any Predecessor Employer which is (Choose one or more of i. – v.):   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>        |
| i. <input type="checkbox"/> <b>An Educational Organization.</b>  |                          |                          |                          |                                 |
| ii. <input type="checkbox"/> <b>An Educational Organization providing post-secondary education.</b>  |                          |                          |                          |                                 |
| iii. <input type="checkbox"/> <b>An Eligible Employer.</b>   |                          |                          |                          |                                 |
| iv. <input type="checkbox"/> <b>A nonprofit research institution.</b>  |                          |                          |                          |                                 |
| v. <input type="checkbox"/> <b>Other:</b> _____<br>(specify organization type)   |                          |                          |                          |                                 |
| (2) <input type="checkbox"/> <b>Time period.</b> Subject to any exceptions noted under Election 12(b)(3), the Plan credits as Service under Election 12(b)(1), all service regardless of when rendered unless a. and/or b. is elected below (Choose a. and/or b. if applicable): |                          |                          |                          |                                 |
| a. <input type="checkbox"/> <b>Service after.</b> All service, which is or was rendered after: _____ (specify date).   |                          |                          |                          |                                 |
| b. <input type="checkbox"/> <b>Service before.</b> All service, which is or was rendered before: _____ (specify date).   |                          |                          |                          |                                 |
| (3) <input type="checkbox"/> <b>Describe elective Predecessor Employer Service crediting:</b>  |                          |                          |                          |                                 |

[Note: Under Election 12(b)(3), the Employer may describe service crediting from the elections available under Elections 12(b)(1) or (2), or a combination thereof as to a Participant group and/or Contribution Type (e.g., For all purposes credit all service with X, but credit service with Y only on/after 1/1/05 OR Credit all service for all purposes with entities the Employer acquires after 12/31/04 OR Service crediting for X Campus applies only for purposes of Nonelective Contributions and not for Matching Contributions).]

**ARTICLE 2  
ELIGIBILITY REQUIREMENTS**

13. **ELIGIBILITY/ELECTIVE DEFERRALS (Universal Availability) (2.01(A)).** An Employee (other than an Excluded Employee) generally becomes a Participant in the Elective Deferral portion of the Plan as soon as administratively feasible on or after the Employee's first day of employment with the Employer, as more fully described in Section 2.01(A). [Note: Elections 14 - 17 do not apply to Elective Deferrals unless Election 14(i) is elected.]

14. **ELIGIBILITY NONELECTIVE/MATCHING/EMPLOYEE CONTRIBUTIONS (2.01(B)).** To become a Participant in all applicable contributions under the Plan, an Employee must satisfy the following eligibility condition(s). All applicable contributions of the Plan include the Matching, Nonelective and Employee Contributions. (Choose (a)(1) or choose one or more of (a) through (i) as applicable. Choose (j), (k) and/or (l) if applicable.):

[Note: For this Election 14, unless described otherwise in Election 14(i), or the context otherwise requires, Matching includes all Matching Contributions; Nonelective includes all Nonelective Contributions; Employee/Mandatory includes Mandatory Employee Contributions and Employee (after-tax) Contributions unless otherwise elected at 14(k).]

- |  | (1)<br>All Applicable<br>Contributions | (2)<br>Matching          | (3)<br>Nonelective       | (4)<br>Employee/<br>Mandatory |
|--|--|--------------------------|--------------------------|-------------------------------|
| (a) <input checked="" type="checkbox"/> <b>None.</b> Entry on Employment Commencement Date or if later, upon the next following Entry Date | <input checked="" type="checkbox"/> OR | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      |
| (b) <input type="checkbox"/> <b>Age:</b> _____   | <input type="checkbox"/> OR            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      |
| (c) <input type="checkbox"/> <b>One Year of Service.</b>   | <input type="checkbox"/> OR            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      |
| (d) <input type="checkbox"/> <b>Two Years of Service</b> (without an intervening Break in Service.)  | <input type="checkbox"/> OR            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      |
| (e) <input type="checkbox"/> <b>_____ Years of Service</b> (without an intervening Break in Service.)                                      | <input type="checkbox"/> OR            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      |
| (f) <input type="checkbox"/> <b>_____ months</b><br>Service need not be continuous (mere passage of time).                                 | <input type="checkbox"/> OR            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      |

(g)   \_\_\_\_\_ month period from \_\_\_\_\_  **OR**      
 the Eligible Employee's employment commencement date and during which at least \_\_\_\_\_ **Hours of Service** are completed in each month. The months during which the Employee completes the specified Hours of Service (Choose one of (1) or (2).):

- (1)  **Consecutive.** Must be consecutive.
- (2)  **Not consecutive.** Need not be consecutive.

(h)   **Describe eligibility conditions:** \_\_\_\_\_  **OR**

(i)   **Describe eligibility conditions:** \_\_\_\_\_

[Note: The Employer may use Election 14(h) or 14(i) to describe different eligibility conditions (e.g., for all contributions, no eligibility requirements for faculty Employees and One Year of Service as to administrative staff Employees; or 6 months as to Mandatory Employee Contributions and One Year of Service as to other Nonelective Contributions).]

(j)   **Special eligibility Effective Date** (Choose (1) and/or (2) if applicable.)

- (1)  **Waiver of eligibility conditions for certain Employees.** The eligibility conditions and entry dates apply solely to an Eligible Employee employed or reemployed by the Employer after \_\_\_\_\_ (specify date). If the Eligible Employee was employed or reemployed by the Employer by the specified date, the Employee will become a Participant on the latest of: (i) the Effective Date; (ii) the restated Effective Date; (iii) the Employee's Employment Commencement Date or Re-Employment Commencement Date; or (iv) the date the Employee attains age \_\_\_\_\_ (not exceeding age 21).

[Note: If the Employer does not wish to impose an age condition under clause (iv) as part of the requirements for the eligibility conditions waiver, leave the age blank.]

- (2)   **Describe special eligibility Effective Date(s):** \_\_\_\_\_

[Note: Under Election 14(j)(2), the Employer may describe special eligibility Effective Dates as to a Participant group and/or Contribution Type.]

(k)   **Mandatory Contribution - eligibility conditions.** If different conditions apply to Mandatory and Employee (after-tax) Contributions, to become a Participant with respect to Mandatory Contributions, an Employee must satisfy the following eligibility condition(s). (Choose (1) or (2) if applicable):

- (1)  **No conditions.**
- (2)  **Conditions apply.** To become a Participant with respect to Mandatory Contributions, an Employee must satisfy the following eligibility condition(s): (Choose one or more):
  - a.  **Age** \_\_\_\_\_
  - b.  \_\_\_\_\_ **Year(s) of Service** (may not exceed 2 Years of Service);
  - c.  \_\_\_\_\_ **months** (may not exceed 24 months). Service need not be continuous (mere passage of time).
  - d.  **Describe eligibility conditions:** \_\_\_\_\_

(l)   **Employer maintains another plan.** The Employer maintains another plan providing for elective deferrals that satisfies the universal availability requirements under Code §403(b)(12). Instead of satisfying the universal availability requirements in this plan, the eligibility conditions for the following contribution source will also apply for Elective Deferral purposes. (Choose one)

- (1)  **Matching**
- (2)  **Nonelective**
- (3)  **Employee/Mandatory**

15. **YEAR OF SERVICE - ELIGIBILITY (2.02(A)).** (Complete (b). Choose (a) if other than 1,000 Hours of Service. Choose (c) if applicable): [Note: If the Employer under Election 14 elects a one or two Year(s) of Service condition or elects to apply a Year of Service for eligibility under any other Adoption Agreement election, the Employer should complete Election 15. The Employer should not complete Election 15 if it elects the Elapsed Time Method for eligibility.]

(a)   **Year of Service.** An Employee must complete \_\_\_\_\_ Hour(s) of Service during the relevant Eligibility Computation Period to receive credit for one Year of Service under Article 2: [Note: If left blank, the requirement is 1,000 Hours of Service.]

(b) **Subsequent Eligibility Computation Periods.** After the Initial Eligibility Computation Period described in Section 2.02(C), the Plan measures Subsequent Eligibility Computation Periods as (Choose (1) or (2)):

- (1)  **Plan Year.** The Plan Year, beginning with the Plan Year which includes the first anniversary of the Employee's Employment Commencement Date.
- (2)  **Anniversary Year.** The Anniversary Year, beginning with the Employee's second Anniversary Year.

[Note: To maximize delayed entry under a two Years of Service condition for Nonelective Contributions or Matching Contributions, the Employer should elect to remain on the Anniversary Year for such contributions.]

- (c)   **Describe:** \_\_\_\_\_  
 (e.g., Anniversary Year as to faculty and Plan Year as to other employees OR 500 Hours of Service for Matching Contributions and 1,000 Hours of Service for Nonelective Contributions.)

16. **ENTRY DATE (2.02(D))**. The Entry Date means the Effective Date and (Choose one or more of (a) through (f); select (g) if applicable):

[Note: For this Election 16, unless described otherwise in Election 16(f), Matching includes all Matching Contributions; Nonelective includes all Nonelective Contributions; Employee/Mandatory includes Mandatory Employee Contributions and Employee (after-tax) Contributions unless otherwise elected at 16(g).]

- |   | (1)<br>All Applicable<br>Contributions | (2)<br>Matching                    | (3)<br>Nonelective       | (4)<br>Employee/<br>Mandatory |
|---|--|------------------------------------|--------------------------|-------------------------------|
| (a) <input type="checkbox"/> <input type="checkbox"/> <b>Semi-annual.</b> The first day of the first month and of the seventh month of the Plan Year.                           | <input type="checkbox"/>               | <b>OR</b> <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      |
| (b) <input type="checkbox"/> <input type="checkbox"/> <b>First day of Plan Year.</b>  | <input type="checkbox"/>               | <b>OR</b> <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      |
| (c) <input type="checkbox"/> <input type="checkbox"/> <b>First day of each Plan Year quarter.</b>   | <input type="checkbox"/>               | <b>OR</b> <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      |
| (d) <input type="checkbox"/> <input type="checkbox"/> <b>The first day of each month.</b>   | <input type="checkbox"/>               | <b>OR</b> <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      |
| (e) <input checked="" type="checkbox"/> <input type="checkbox"/> <b>Immediate.</b> Upon Employment Commencement Date or if later, upon satisfaction of eligibility conditions.  | <input checked="" type="checkbox"/>    | <b>OR</b> <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      |
| (f) <input type="checkbox"/> <input type="checkbox"/> <b>Describe:</b> _____<br>(e.g., Immediate as to faculty Employees and semi-annual as to administrative staff Employees.) |  |                                    |                          |                               |

**Mandatory Contribution - entry date (Choose if applicable):**

- (g)   **Mandatory Contribution - entry date.** If a different entry date applies to Mandatory and Employee (after-tax) Contributions, the Entry Date for Mandatory Contributions means (Choose one):
- (1)   **Semi-annual.** The first day of the first month and of the seventh month of the Plan Year.
- (2)   **First day of Plan Year.**
- (3)   **The first day of each month.**
- (4)   **Immediate.** Upon Employment Commencement Date or if later, upon satisfaction of eligibility conditions.
- (5)   **Describe:** \_\_\_\_\_  
 (e.g., Immediate as to faculty Employees and semi-annual as to administrative staff Employees.)

17. **PROSPECTIVE/RETROACTIVE ENTRY DATE (2.02(D))**. An Eligible Employee after satisfying the eligibility conditions in Election 14 will become a Participant for all applicable contributions on the Entry Date immediately following or coincident with the date the Employee completes the eligibility conditions (if employed on that date) unless otherwise elected below (Choose one if applicable):

- (a)   **Immediately following** the date the Employee completes the eligibility conditions.
- (b)   **Immediately preceding or coincident with** the date the Employee completes the eligibility conditions.
- (c)   **Immediately preceding** the date the Employee completes the eligibility conditions.
- (d)   **Nearest** the date the Employee completes the eligibility conditions.
- (e)   **Describe:** \_\_\_\_\_  
 (e.g., nearest as to faculty Employees and immediately following as to administrative staff Employees)

**ARTICLE 3  
 PLAN CONTRIBUTIONS**

**AMOUNT AND TYPE(S) (3.01)**. The amount and type(s) of contributions for a Plan Year or other specified period are those described in Election 6 above and in the Article 3 elections below.

18. **MANDATORY EMPLOYEE CONTRIBUTIONS (3.04(A)(3))**. The Mandatory Employee Contributions under Election 6(a) are subject to the following additional elections. The Plan will hold and administer Mandatory Employee Contributions as pretax Nonelective Contributions.

**Amount of Mandatory Employee Contribution.** The Employer shall withhold the following Mandatory Employee Contributions from Participant Compensation and contribute them. (Choose (a), (b) or (c).):

- (a)   **Uniform %.** \_\_\_\_\_% of each Participant's Compensation, per Plan Year.
- (b)   **Fixed dollar amount.** \$\_\_\_\_\_, per Plan Year.

- (c)  **Describe:** \_\_\_\_\_ (e.g., The greater of \$500 or 3% of each Participant's Compensation, per Plan Year. The time period is the Plan Year unless otherwise elected at (f)(1) below.)

[Note: The Employer under Election 18(c) may specify any definitely determinable Mandatory Employee Contribution formula not described under Elections 18(a) or (b) and/or the Employer may describe different Mandatory Employee Contributions as applicable to different Participant groups.]

**Type of Mandatory Employee Contribution.** The Mandatory Employee Contribution is being made in accordance with the following (Choose one):

- (d)  **Condition of employment.** The Mandatory Employee Contribution is a condition of employment.
- (e)  **Irrevocable Election.** An Eligible Employee may make, on or before first being eligible to participate under any plan of the Employer, an irrevocable election to contribute to the Plan the Mandatory Employee Contribution. (Choose one):
- (1)  **Participation Condition.** No Eligible Employee will become a Participant in the Plan unless the Employee makes such an irrevocable election. This condition will not apply to Elective Deferrals to the extent it would violate the universal availability rule of Treas. Reg. §1.403(b)-5.
- (2)  **Employer Contribution Condition.** No Eligible Employee will be eligible to receive an allocation of Employer Contributions in the Plan unless the Employee makes such an irrevocable election.

**Additional Provisions** (Choose if applicable)

- (f)  **Provisions** (Choose one or more of (1) or (2) as applicable.):

(1)  **Time period.** Instead of the Plan Year, the time period will be per \_\_\_\_\_ (e.g., month, Hour of Service, per Participant per month).

(2)  **Describe additional conditions related to Mandatory Employee Contributions**

\_\_\_\_\_  
(e.g., contributions are elective up to age 30 or for 10 years and mandatory thereafter).

- (g)  **Employer Contribution.** For each Plan Year, the Employer will make the following Nonelective Contribution to each Participant who makes a Mandatory Employee Contribution:

(1)  **Percentage of Compensation.** An amount equal to \_\_\_\_\_% of such Employee's Compensation.

(2)  **Other formula** (Specify an amount equal to a percentage of the Mandatory Employee Contributions): \_\_\_\_\_

[Note: The Employer Contribution formula must be definitely determinable (e.g., a fixed Contribution equal to 50% of Mandatory Employee Contributions).]

19. **AUTOMATIC DEFERRAL (ACA/EACA) (3.02(B)).** The Automatic Deferral provisions of Section 3.02(B) (Choose (a) or (b)). Also see Election 20 regarding Automatic Escalation of Salary Reduction Agreements.:

[Note: The Employer should confirm that Automatic Deferral provisions are permissible under applicable law.]

- (a)  **Do not apply.** The Plan is not an ACA or EACA (skip to Election 20).

- (b)  **Apply.** The Automatic Deferral Effective Date is the effective date of automatic deferrals or, as appropriate, any subsequent amendment thereto. (Complete (1), (2) and (3). Complete (4) and (5) if an EACA. Choose (6) if applicable.):

(1) **Type of Automatic Deferral Arrangement.** The Plan is an (Choose a. or b.):

a.  **ACA.** The Plan is an Automatic Contribution Arrangement (ACA) under Section 3.02(B)(1).

b.  **EACA.** The Plan is an Eligible Automatic Contribution Arrangement (EACA) under Section 3.02(B)(2).

(2) **Participants affected.** The Automatic Deferral applies to (Choose a., b., c. or d. Choose e. if applicable.):

a.  **All Participants.** All Participants, regardless of any prior Salary Reduction Agreement, unless and until they make a Contrary Election after the Automatic Deferral Effective Date.

b.  **Election of at least Automatic Deferral Percentage.** All Participants, except those who have in effect a Salary Reduction Agreement on the Automatic Deferral Effective Date provided that the Elective Deferral amount under the Agreement is at least equal to the Automatic Deferral Percentage.

c.  **No existing Salary Reduction Agreement.** All Participants, except those who have in effect a Salary Reduction Agreement on the Automatic Deferral Effective Date regardless of the Elective Deferral amount under the Agreement.

d.  **New Participants.** Each Employee whose Entry Date is on or following the Automatic Deferral Effective Date.

e.  **Describe affected Participants:** \_\_\_\_\_

[Note: The Employer in Election 19(b)(2)e. may further describe affected Participants, e.g., non-Collective Bargaining Employees OR Campus A Employees. All Employees eligible to defer must be Covered Employees to apply the 6-month correction period without excise tax under Code §4979.]

(3) **Automatic Deferral Percentage/Scheduled increases.** (Choose a., b., c. or d.):

a.  **Fixed percentage.** The Employer, as to each Participant affected, will withhold as the Automatic Deferral Percentage, \_\_\_\_\_% from the Participant's Compensation each payroll period unless the Participant makes a Contrary Election. The Automatic Deferral Percentage will or will not increase in Plan Years following the Plan Year containing the Automatic Deferral Effective Date (or, if later, the Plan Year or partial Plan Year in which the Automatic Deferral first applies to a Participant) as follows (Choose e., f. or g.):

b.  **Increasing schedule.** The Automatic Deferral Percentage will be:

<u>Plan Year of application to a Participant</u>	<u>Automatic Deferral Percentage</u>
1	3%
2	3%
3	4%
4	5%
5 and thereafter	6%

c.  **Other increasing schedule.** The Automatic Deferral Percentage will be:

<u>Plan Year of application to a Participant</u>	<u>Automatic Deferral Percentage</u>
_____	_____%
_____	_____%
_____	_____%
_____	_____%
_____	_____%

d.  **Describe Automatic Deferral percentage:** \_\_\_\_\_

If (3)a. or (3)d. selected, choose one of the following:

e.  **No scheduled increase.** The Automatic Deferral Percentage applies in all Plan Years.

f.  **Automatic increase.** The Automatic Deferral Percentage will increase by \_\_\_\_\_% per year up to a maximum of \_\_\_\_\_% of Compensation.

g.  **Describe increase:** \_\_\_\_\_

**Change Date.** If Election 19(b)(3)b., c., f. or g. is selected, Elective Deferrals will increase on the following day each Plan Year:

h.  **First day of the Plan Year.**

i.  **Other:** \_\_\_\_\_ (must be a specified or definitely determinable date that occurs at least annually)

**First Year of Increase.** The automatic increase under Election 19(b)(3)c., f. or g. will apply to a Participant beginning with the first Change Date after the Participant first has automatic deferrals withheld, unless otherwise elected below (leave blank if not applicable):

j.  **The increase will apply as of the second Change Date thereafter.**

k.  **Describe first year increase:** \_\_\_\_\_ (e.g., the increase will apply on the Change Date occurring on or after the Participant has been automatically enrolled for 3 months).

(4) **EACA permissible withdrawal.** The permissible withdrawal provisions of Section 3.02(B)(2)(d) (Choose a., b. or c.):

a.  **Do not apply.**

b.  **90 day withdrawal.** Apply within 90 days of the first Automatic Deferral.

c.  **30-90 day withdrawal.** Apply, within \_\_\_\_\_ days of the first Automatic Deferral (may not be less than 30 nor more than 90 days).

(5) **Contrary Election/Covered Employee.** Any Participant who makes a Contrary Election (Choose a. or b.; leave blank if an ACA):

a.  **Covered Employee.** Is a covered employee and continues to be covered by the EACA provisions. [Note: Under this Election, the Participant's Contrary Election will remain in effect, but the Participant must receive the EACA annual notice.]

b.  **Not a Covered Employee.** Is not a Covered Employee and will not continue to be covered by the EACA provisions. [Note: Under this Election, the Participant no longer must receive the EACA annual notice.]

(6)  **Describe Automatic Deferral:** \_\_\_\_\_

[Note: Under Election 19(b)(6), the Employer may describe Automatic Deferral provisions from the elections available under Election 19 and/or a combination thereof as to a Participant group (e.g., Automatic Deferrals do not apply to Campus A Employees. All Campus B Employee/Participants are subject to an Automatic Deferral Amount equal to 3% of Compensation effective as of January 1, 2017).]

20. **AUTOMATIC ESCALATION (3.02(G))**. The Automatic Escalation provisions of Section 3.02(G). (Choose (a) or (b). See Election 19 regarding Automatic Deferrals. Automatic Escalation applies to Participants who have a Salary Reduction Agreement in effect.):

- (a)  **Do not apply.**
- (b)  **Apply.** (Complete (1), (2), (3), and if appropriate (4).):
  - (1) **Participants affected.** The Automatic Escalation applies to (Choose a., b. or c.):
    - a.  **All Deferring Participants.** All Participants who have a Salary Reduction Agreement in effect to defer at least \_\_\_\_\_% of Compensation.
    - b.  **New Deferral Elections.** All Participants who file a Salary Reduction Agreement after the effective date of this Election, or, as appropriate, any amendment thereto, to defer at least \_\_\_\_\_% of Compensation.
    - c.  **Describe affected Participants:** \_\_\_\_\_.

[Note: The Employer in Election 20(b)(1)c. may further describe affected Participants, e.g., non-Collective Bargaining Employees OR Campus A Employees. The group of Participants must be definitely determinable and if an EACA under Election 19, must be uniform.]

- (2) **Automatic Increases.** (Choose a. or b.):
  - a.  **Automatic increase.** The Participant's Elective Deferrals will increase by \_\_\_\_\_% per year up to a maximum of \_\_\_\_\_% of Compensation unless the Participant has filed a Contrary Election after the effective date of this Election or, as appropriate, any amendment thereto.
  - b.  **Describe increase:** \_\_\_\_\_.

[Note: The Employer in Election 20(b)(2)b. may define different increases for different groups of Participants or may otherwise limit Automatic Escalation. Any such provisions must be definitely determinable.]

- (3) **Change Date.** The Elective Deferrals will increase on the following day each Plan Year:
  - a.  **First day of the Plan Year.**
  - b.  **Other:** \_\_\_\_\_ (must be a specified or definitely determinable date that occurs at least annually)
- (4) **First Year of Increase.** The Automatic Escalation provision will apply to a Participant beginning with the first Change Date after the Participant files a Salary Reduction Agreement (or, if sooner, the effective date of this Election, or, as appropriate, any amendment thereto), unless otherwise elected below:
  - a.  **The escalation provision will apply as of the second Change Date thereafter.**
  - b.  **Describe first year increase:** \_\_\_\_\_ (e.g., the increase will apply on the Change Date occurring on or after the Participant has been automatically enrolled for 3 months).

21. **CATCH-UP DEFERRALS (3.02(D)(E))**. A Participant otherwise eligible to do so (Choose (a) or (b)):

- (a)  **Permitted.** May make the following Catch-Up Deferrals to the Plan. (Choose one or both of (1) and (2)):
- (1)  **Age 50 Catch-Up.**
- (2)  **Qualified Organization (defined in Section 3.02(D)(2)) Catch-Up.**
- (b)  **Not Permitted.** May not make any Catch-Up Deferrals to the Plan.

22. **MATCHING CONTRIBUTIONS (3.03(A))**. The Employer Matching Contributions under Election 6(c) are subject to the following additional elections regarding type (discretionary/fixed), rate/amount, limitations and time period (collectively, such elections are "the matching formula") and the allocation of Matching Contributions is subject to Section 3.06 except as otherwise provided. (Choose one or more of (a) through (h); then, for the elected match, complete (1), (2) and/or (3) as applicable. If the Employer completes (2) or (3), also complete (4), (5) or (6)):

	(1) Match Rate/Amt [\$% of Elective Deferrals]	(2) Limit on Deferrals Matched [\$% of Compensation]	(3) Limit on Match Amount [\$% of Compensation]	(4) Apply limit(s) per Plan Year ["true-up"]	(5) Apply limit(s) per payroll period [no "true-up"]	(6) Apply limit(s) per designated time period [no "true-up"]
(a) <input type="checkbox"/> <b>Discretionary</b> - see Section 1.47(B) (The Employer may, but is not required to complete (a)(1)-(6). See the "Note" following Election 22.)	_____	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) <input type="checkbox"/> <b>Fixed</b> - uniform rate/amount	_____	_____	_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(c)  **Fixed - tiered** \_\_\_\_\_    \_\_\_\_\_

	<b>Elective Deferral %</b>	<b>Matching Rate</b>
(e.g., up to 3)	_____ %	_____ %
(e.g., more than 3 up to 5)	_____ %	_____ %
	_____ %	_____ %
	_____ %	_____ %

(d)  **Fixed - Years of Service** \_\_\_\_\_    \_\_\_\_\_

	<b>Years of Service</b>	<b>Matching Rate</b>
(e.g., up to 2)	_____	_____ %
(e.g., more than 2 up to 5)	_____	_____ %
	_____	_____ %
	_____	_____ %

"Years of Service" under this Election 22(d) means (Choose a. or b.):

- a.  **Eligibility.** Years of Service for eligibility in Election 15.
- b.  **Vesting.** Years of Service for vesting in Elections 37 and 38.

(e)  **Fixed - Based on age at end of period** \_\_\_\_\_    \_\_\_\_\_

	<b>Age</b>	<b>Matching Rate</b>
	_____	_____ %
	_____	_____ %
	_____	_____ %

(f)  **Fixed - Job location or classification** \_\_\_\_\_    \_\_\_\_\_  
(must be objectively determinable)

	<b>Location or Class</b>	<b>Matching Rate</b>
	_____	_____ %
	_____	_____ %
	_____	_____ %

(g)  **Fixed Percent of Compensation.** \_\_\_\_\_% of Compensation provided the Participant's Elective Deferrals equal or exceed \_\_\_\_\_% of the Participant's Compensation.

(h)  **Describe:** \_\_\_\_\_  
(e.g., A discretionary match applies to staff members. A fixed match equal to 50% of Elective Deferrals not exceeding 6% of Plan Year Compensation applies to professors.)

[Note: A Participant's Elective Deferral percentage is equal to the Participant's Elective Deferrals (or such other amounts specified in this Adoption Agreement) being matched divided by the Participant's Compensation. The matching rate/amount is the specified rate/amount of match for the corresponding Elective Deferral amount/percentage. The Employer under Election 22(a) in its discretion may determine the amount of a Discretionary Matching Contribution and the matching contribution formula or formulas. Alternatively, the Employer in Election 22(a) may specify the Discretionary Matching Contribution formula.]

**Additional Provisions** (Choose if applicable)

**Contributions that are matched.** Matching Contributions are made only with respect to Elective Deferrals (includes Pre-Tax and Roth Elective Deferrals) unless otherwise elected below. (Choose if applicable):

- (i)  Matching contributions will only be made with respect to the following (Choose one or more):
  - (1)  Pre-Tax Elective Deferrals.
  - (2)  Roth Elective Deferrals.
  - (3)  Employee (after-tax) Contributions.
  - (4)  Elective Deferrals made to the following plan: \_\_\_\_\_ (enter name of plan).
  - (5)  Describe: \_\_\_\_\_

**Participating Employers.** The Matching Contributions will be allocated to all Participants regardless of which Employer directly employs them and regardless of whether their direct Employer made Matching Contributions for the Plan Year unless otherwise elected below or specified in a participation agreement. (Choose if applicable):

- (j)  The Plan Administrator will allocate the Matching Contributions made by the Signatory Employer and by any Participating Employer only to the Participants directly employed by the contributing Employer.

23. **MATCHING CATCH-UP DEFERRALS (3.03(B))**. If a Participant makes an Age 50 Catch-Up or a Qualified Organization Catch-Up (15-year catch-up), the Employer (Choose (a), (b) or (c) as appropriate, selecting the relevant Catch-Up Deferrals):

- |   | <u>Age 50<br/>Catch-Ups</u>                       | <u>Qualified<br/>Organization<br/>Catch-Ups</u>   |
|---|---|---|
| (a) <input type="checkbox"/> <input type="checkbox"/> <b>Match.</b> Will match the Catch-Up Deferrals.  | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| (b) <input type="checkbox"/> <input type="checkbox"/> <b>No Match.</b> Will not match the Catch-Up Deferrals.   | <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |
| (c) <input type="checkbox"/> <input type="checkbox"/> <b>Describe.</b> _____<br>(e.g., Will apply the discretionary matching contribution to Catch-Up Deferrals but will not apply the fixed matching contribution to catch-up deferrals) |   |   |

24. [Reserved]

25. **NONELECTIVE CONTRIBUTIONS (TYPE/AMOUNT): (3.04(A))**. The Employer Nonelective Contributions under Election 6(d) are subject to the following additional elections as to type and amount. All Nonelective Contributions, other than those described in (e), are limited to Participants who have Compensation (and may be further limited as described elsewhere in the Plan or this Adoption Agreement. (Choose one or more of (a) through (d) as applicable.):

- (a)   **Discretionary.** An amount the Employer in its sole discretion may determine.
- (b)   **Fixed.** (Choose one or more of (1) through (8). Reference to Participants are limited to Participants eligible to receive an allocation of Nonelective Contributions.):
- (1)   **Uniform %.** \_\_\_\_\_% of each Participant's Compensation, per \_\_\_\_\_ (e.g., Plan Year, month).
- (2)   **Fixed dollar amount.** \$ \_\_\_\_\_, per \_\_\_\_\_ (e.g., Plan Year, month, Hour of Service, per Participant per month).
- (3)   **Age-Graded.** The following percentage of each Participant's Compensation based on the Participant's age on the last day of the Plan Year.

<u>Age</u>	<u>Contribution Percentage</u>
_____	_____%
_____	_____%
_____	_____%
_____	_____%

- (4)   **Service-Graded.** The following percentage of each Participant's Compensation based on the Participant's Years of Service.

<u>Years of Service</u>	<u>Contribution Percentage</u>
(e.g., up to 2) _____	_____%
(e.g., more than 2 up to 5) _____	_____%
_____	_____%
_____	_____%

"Years of Service" under this Election 25(b)(4) means (Choose i. or ii.):

- i.   **Eligibility.** Years of Service for eligibility in Election 15.
- ii.   **Vesting.** Years of Service for vesting in Elections 37 and 38.
- (5)   **Job Classification or Business Location.** The following percentage of each Participant's Compensation based on the Participant's job classification (must be objectively determinable) or business location.

<u>Job Classification or Business Location</u>	<u>Contribution Percentage</u>
_____	_____%
_____	_____%
_____	_____%
_____	_____%

- (6)   **FICA Replacement Contributions:**  
This Plan requires the following minimum level of contributions:
- a.   The Institution shall make an annual contribution to each Participant's account equal to \_\_\_\_\_% of such Participant's Compensation.

[Note: The minimum amount of contributions here must total at least 7.5% of the Participant's Compensation up to the current Taxable Wage Base (\$127,200 for 2017, and as adjusted for cost of living increases for each year thereafter.)]

- (7)  **Unused accumulated leave conversion.** The Employer will contribute an amount equal to an Employee's current hourly rate of pay multiplied by the Participant's number of unused accumulated leave (as selected below). Only unpaid accumulated leave for which the Employee has no right to receive in cash may be included.

**Conversion.** The following types of unused accumulated leave may be converted under the Plan (choose one or all that apply):

- a.  Sick leave
- b.  Vacation leave
- c.  Personal leave

**Eligible Employees.** Only the following Participants shall receive the Employer contribution for unused accumulated leave (choose d. and/or e.; leave blank if no limitations; provided, however, that this Plan may not be used to only provide benefits for terminated Employees):

- d.  **Former Employees.** All Employees terminating service with the Employer during the Plan Year and who have satisfied the eligibility requirements based on the terms of the Employer's accumulated benefits plans checked below (choose all that apply; leave blank if no exclusions):
  - i.  The Former Employee must be at least age \_\_\_\_\_ (e.g., 55)
  - ii.  The value of the unused accumulated leave must be at least \$ \_\_\_\_\_ (e.g., \$2,000)
  - iii.  A contribution will only be made if the total hours is over \_\_\_\_\_ (e.g., 10) hours
  - iv.  A contribution will not be made for hours in excess of \_\_\_\_\_ (e.g., 40) hours
- e.  **Active Employees.** Employees who have not terminated service during the Plan Year and who meet the following requirements (select all that apply; leave blank if no exclusions):
  - i.  The Employee must be at least age \_\_\_\_\_ (e.g., 55)
  - ii.  The value of the unused accumulated leave must be at least \$ \_\_\_\_\_ (e.g., \$2,000)
  - iii.  A contribution will only be made if the total hours are over \_\_\_\_\_ (e.g., 10) hours
  - iv.  A contribution will not be made for hours in excess of \_\_\_\_\_ (e.g., 40) hours

- (8)  **Describe:** \_\_\_\_\_  
 (e.g., The greater of \$500 or 3% of each Participant's Compensation, per Plan Year. Specify time period, e.g., per Plan Year quarter. If not specified, the time period is the Plan Year.)

[Note: The Employer under Election 25(b)(8) may specify any Fixed Nonelective Contribution formula not described under Elections 25(b)(1) through (7) (e.g., For each Plan Year, 2% of total compensation), and/or the Employer may describe different Fixed Nonelective Contributions as applicable to different Participant groups (e.g., A Fixed Nonelective Contribution equal to 5% of Plan Year Compensation applies to Campus A Participants and a Fixed Nonelective Contribution equal to \$500 per Participant each Plan Year applies to Campus B Participants).]

- (c)  **Contribution for Deemed Disability Compensation (1.11(K)).** Include Deemed Disability Compensation. The Employer will make Nonelective Contributions for the disabled Participants defined below, based on their Deemed Disability Compensation for the following period as set forth in the Employer's disability policy issued by the Hartford. (Specify a fixed or determinable period. Choose (1) or (2)):

- (1)  **NHCEs only.** Apply only to disabled NHCEs.
- (2)  **All Participants.** Apply to all disabled Participants.

The contribution for such Participants shall be:

- (3)  **Amount set forth in (a), (b) and (d).** The disabled Participants shall share in the contributions set forth in (a), (b) and (d).
- (4)  **Describe:** amount of long term disability benefits described in the policy issued by the Hartford as maintained by the Human Resources Office (must be definitely determinable (e.g., amount set forth in long-term disability policy).

- (d)  **Describe:** \_\_\_\_\_

[Note: Under Election 25(d), the Employer may describe the amount and type of Nonelective Contributions from the elections available under Election 25 and/or a combination thereof as to a Participant group (e.g., A Discretionary Nonelective Contribution applies to Campus A Employees. A Fixed Nonelective Contribution equal to 5% of Plan Year Compensation applies to Campus B Employees).]

**Additional Provisions** (Choose if applicable)

- (e)  **Former Employees.** The Employer will make Nonelective Contributions on behalf of former Employees in accordance with the following elections (Choose (1), (2) or (3)):
  - (1)  **Discretionary.** The Employer may contribute an amount the Employer in its sole discretion may determine with regard to one or more former Employees, to be allocated and administered as described more fully in Section 3.04(D).

- (2)  **Percent of Deemed Includible Compensation.** The Employer will contribute \_\_\_\_% of each Participant's Includible Compensation each Plan Year commencing with the Plan Year in which the Participant has Separated from Service and then for the next \_\_\_\_ calendar years (not to exceed 5 calendar years) following the Plan Year in which the Participant Separated from Service.
- (3)  **Describe:** \_\_\_\_\_

[Note: The Employer under Election 25(e)(3) may specify any definitely determinable contribution or allocation formula. No former Employee will be eligible to receive such an allocation for a calendar year beginning more than 5 years after the Employee Separated from Service.]

**Eligible Former Employees.** Such contributions will be made with respect to the following Participants (Choose (4) or (5)):

- (4)  **All Former Employees.**
- (5)  **The following Former Employees (Choose one or more of a. through e.):**
  - a.  **Union Employees.** Collectively bargained employees who participate in the following unions: \_\_\_\_\_.
  - b.  **Non-Union Employees.** Employees whose employment is not governed by a collective bargaining agreement between the Employer and employee representatives.
  - c.  **School superintendent.**
  - d.  **School principals.**
  - e.  **Describe inclusion:** \_\_\_\_\_  
(e.g., include administration Employees). [Note: Must be definitely determinable.]

26. **NONELECTIVE CONTRIBUTION ALLOCATION (3.04(B)).** The Plan Administrator, subject to Section 3.06, will allocate to each Participant any Nonelective Contribution under the following contribution allocation formula (Choose one or more of (a) through (f) as applicable.):

- (a)  **Pro rata.** As a uniform percentage of Participant Compensation.
  - (b)  **Permitted disparity (Integrated).** In accordance with the permitted disparity allocation provisions of Section 3.04(B)(2), under which the "Excess Compensation" means Compensation in excess of the integration level provided below (Choose (1) or (2))):
    - (1)  **Percentage amount.** \_\_\_\_% (not exceeding 100%) of the Taxable Wage Base in effect on the first day of the Plan Year, rounded to the next highest \$\_\_\_\_ (not exceeding the Taxable Wage Base).
    - (2)  **Dollar amount.** The following amount: \$\_\_\_\_ (not exceeding the Taxable Wage Base in effect on the first day of the Plan Year).
- [Note: Under the permitted disparity allocation method, the Employer contribution is allocated based on a percentage of Compensation (the base percentage) plus a percentage (up to the maximum disparity percentage) of Compensation in excess of the amount elected in (1) or (2) above.]
- (c)  **Incorporation of contribution formula.** The Plan Administrator will allocate any Fixed Nonelective Contribution under Election 25(b) or Mandatory Employee Contributions under Election 18 in accordance with the contribution formula the Employer adopts under that Election.
  - (d)  **Classifications of Participants.** In accordance with the classifications allocation provisions of Section 3.04(B)(3). (Complete (1) and (2).):
    - (1) **Description of the classifications.** The classifications are (Choose a. or b.):
      - a.  **Each in own classification.** Each Participant constitutes a separate classification.
      - b.  **Describe the classifications:** \_\_\_\_\_

[Note: Any classifications under Election 26(d) must be clearly defined in a manner that will not violate the definite predetermined allocation requirement of Treas. Reg. §1.401-1(b)(1)(ii) and can only be changed through a Plan amendment. The Employer must advise the Plan Administrator or Vendor in writing as to the allocation rate applicable to each Participant under Election 26(d)(1)a. or applicable to each classification under Elections 26(d)(1)b. for the allocation Plan Year.]

- (2) **Allocation method within each classification.** Allocate the Nonelective Contribution within each classification as follows (Choose a., b. or c.):
  - a.  **Pro rata.** As a uniform percentage of Compensation of each Participant within the classification.
  - b.  **Flat dollar.** The same dollar amount to each Participant within the classification.
  - c.  **Describe:** \_\_\_\_\_  
(e.g., Allocate pro rata to group A and flat dollar to group B.)

**Participating Employers.** The Nonelective Contributions will be allocated to all Participants regardless of which Employer directly employs them and regardless of whether their direct Employer made Nonelective Contributions for the Plan Year unless otherwise elected below or specified in a participation agreement. *(Choose if applicable):*

- (e)  The Plan Administrator will allocate the Nonelective Contributions made by the Signatory Employer and by any Participating Employer only to the Participants directly employed by the contributing Employer.

*[Note: If the Employer elects 26(e), the Employer should also elect 10(l)(b), to disregard the Compensation paid by "Y" Participating Employer in determining the allocation of the "X" Participating Employer contribution to a Participant (and vice versa) who receives Compensation from both X and Y.]*

- (f)  **Describe:** Incorporation of the contribution formula that will be adopted at the time of the contribution.  
*(e.g., Pro rata as to Campus A Participants and Permitted Disparity (two-tiered at 100% of the SSTWB) as to Campus B Participants.)*

27. [Reserved]

28. **ALLOCATION CONDITIONS (3.06(B)(C)).** The Plan does not apply any allocation conditions to: (1) Elective Deferrals; (2) Mandatory Employee Contributions; (3) Employee (after-tax) Contributions; or (4) Rollover Contributions. To receive an allocation of Matching Contributions, Nonelective Contributions or Participant forfeitures, a Participant must satisfy the following allocation condition(s) *(Choose (a) or (b). Choose (c) if applicable):*

- (a)  **No conditions.** No allocation conditions apply to Matching Contributions, to Nonelective Contributions or to forfeitures.
- (b)  **Conditions.** The following allocation conditions apply to the designated Contribution Type and/or forfeitures *(Choose one or more of (1) through (7). Choose Contribution Type as applicable):*

*[Note: For this Election 28, except as the Employer describes otherwise in Election 28(b)(7), Matching includes all Matching Contributions and Nonelective includes all Nonelective Contributions to which allocation conditions may apply.]*

	(1) Matching, Nonelective and Forfeitures		(2) Matching	(3) Nonelective	(4) Forfeitures
(1) <input type="checkbox"/> <b>None.</b>	N/A (See Election 28(a))		[ ]	[ ]	[ ]
(2) <input type="checkbox"/> <b>501 Hours of Service/terminees</b> (91 consecutive days if Elapsed Time). See Section 3.06(B)(1)(b).	[ ]	OR	[ ]	[ ]	[ ]
(3) <input type="checkbox"/> <b>Last day of the Plan Year.</b>	[ ]	OR	[ ]	[ ]	[ ]
(4) <input type="checkbox"/> <b>Last day of the Election 28(c) time period.</b>	[ ]	OR	[ ]	[ ]	[ ]
(5) <input type="checkbox"/> <b>1,000 Hours of Service in the Plan Year</b> (182 consecutive days in Plan Year if Elapsed Time).	[ ]	OR	[ ]	[ ]	[ ]
(6) <input type="checkbox"/> <b>Hours of Service within the Election 28(c) time period,</b> (specify Hours of Service at contribution type but not exceeding 1,000 Hours of Service in a Plan Year).	[ ] ____	OR	[ ] ____	[ ] ____	[ ] ____

- (7)  **Describe conditions:** \_\_\_\_\_  
*(e.g., Last day of the Plan Year as to Nonelective Contributions for Participating Employer "A" Participants. No allocation conditions for Participating Employer "B" Participants.)*

- (c)  **Time period.** Under Section 3.06(C), Elections 28(b)(4), (b)(6) or (b)(7) to the specified contributions/forfeitures will be applied based on each Plan Year for all contributions/forfeitures unless otherwise elected below *(Choose one or more of (1) through (5). Choose Contribution Type as applicable):*

(1) <input type="checkbox"/> <b>Plan Year.</b>	N/A		[ ]	[ ]	[ ]
(2) <input type="checkbox"/> <b>Plan Year quarter.</b>	[ ]	OR	[ ]	[ ]	[ ]
(3) <input type="checkbox"/> <b>Calendar month.</b>	[ ]	OR	[ ]	[ ]	[ ]
(4) <input type="checkbox"/> <b>Payroll period.</b>	[ ]	OR	[ ]	[ ]	[ ]
(5) <input type="checkbox"/> <b>Describe time period:</b> _____					

*[Note: If the Employer elects 28(b)(4) or (b)(6), the Employer must choose (c). If the Employer elects 28(b)(7), choose (c) if applicable.]*

29. **ALLOCATION CONDITIONS - APPLICATION/WAIVER (3.06(D)(F))**. Under Section 3.06(D), in the event of Severance from Employment (or paid leave of absence) as described below, apply or do not apply Election 28(b) allocation conditions to the specified contributions/forfeitures as follows (*If the Employer elects 28(b), the Employer must complete Election 29. Choose (a) or (b).*):

[Note: For this Election 29, except as the Employer describes otherwise in Election 28(b)(7), Matching includes all Matching Contributions and Nonelective includes all Nonelective Contributions to which allocation conditions may apply.]

- (a)   **Total waiver or application.** If a Participant incurs a Severance from Employment on account of or following death, Disability or attainment of Normal Retirement Age or Early Retirement Age (*Choose (1) or (2).*):
  - (1)  **Do not apply allocation conditions.** Do not apply elected allocation conditions to Matching Contributions, to Nonelective Contributions or to forfeitures.
  - (2)  **Apply allocation conditions.** Apply elected allocation conditions to Matching Contributions, to Nonelective Contributions and to forfeitures.
- (b)   **Application/waiver as to Contribution Types events.** If a Participant incurs a Severance from Employment (or is on a paid leave of absence), apply allocation conditions *except* such conditions are waived if Severance from Employment is on account of or following death, Disability, attainment of Normal Retirement Age or Early Retirement Age, or is on a paid leave of absence, as specified, and as applied to the specified Contribution Types/forfeitures (*Choose one or more of (1) through (5). Choose Contribution Type as applicable.*):

	(1) Matching, Nonelective and Forfeitures		(2) Matching	(3) Nonelective	(4) Forfeitures
(1) <input type="checkbox"/> <input type="checkbox"/> <b>Death.</b>	<input type="checkbox"/>	OR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(2) <input type="checkbox"/> <input type="checkbox"/> <b>Disability.</b>	<input type="checkbox"/>	OR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(3) <input type="checkbox"/> <input type="checkbox"/> <b>Normal Retirement Age.</b>	<input type="checkbox"/>	OR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(4) <input type="checkbox"/> <input type="checkbox"/> <b>Early Retirement Age.</b>	<input type="checkbox"/>	OR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(5) <input type="checkbox"/> <input type="checkbox"/> <b>Paid Leave of Absence.</b>	<input type="checkbox"/>	OR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

30. **FORFEITURE ALLOCATION METHOD (3.07)**. [Note: Even if the Employer elects immediate vesting, the Employer should complete Election 30. See Section 7.07. The Plan Administrator may first apply forfeitures to pay Plan expenses.] The Plan Administrator will allocate a Participant forfeiture attributable to all Contribution Types or attributable to all Nonelective Contributions or to all Matching Contributions as follows (*Choose one or more of (a) through (d) and choose Contribution Type as applicable.*):

	(1) All Forfeitures		(2) Nonelective Forfeitures	(3) Matching Forfeitures
(a) <input type="checkbox"/> <input type="checkbox"/> <b>Reduce Nonelective.</b> Apply to Nonelective Contribution.	<input type="checkbox"/>	OR	<input type="checkbox"/>	<input type="checkbox"/>
(b) <input checked="" type="checkbox"/> <input type="checkbox"/> <b>Reduce Match.</b> Apply to Matching Contribution.	<input checked="" type="checkbox"/>	OR	<input type="checkbox"/>	<input type="checkbox"/>
(c) <input type="checkbox"/> <input type="checkbox"/> <b>Pro rata.</b> Allocate pro-rata based on Compensation.	<input type="checkbox"/>	OR	<input type="checkbox"/>	<input type="checkbox"/>
(d) <input type="checkbox"/> <input type="checkbox"/> <b>Describe:</b> _____ (e.g., Forfeitures attributable to transferred balances from Plan X are allocated only to former Plan X participants.)				

31. **IN-PLAN ROTH ROLLOVER CONTRIBUTION (3.08(E))**. The following provisions apply regarding In-Plan Roth Rollover Contributions to the extent allowed by the Vendor (*Choose (a) or (b); also see Election (d)(1) in Appendix B; leave blank if Election 6(b)(1) is not selected.*):

- (a)   **Not Applicable.** The Plan does not permit In-Plan Roth Rollover Contributions.
- (b)   **Applies.** The Plan permits In-Plan Roth Rollover Contributions to the extent permitted by the Investment Arrangement Documentation and the Vendor with regard to the following amounts. (*Choose one.*)
  - (1)   Only otherwise distributable amounts. This provision is effective the later of September 28, 2010, the Plan or Restatement Effective Date, or \_\_\_\_\_ (enter later effective date if applicable).
  - (2)   Otherwise distributable and nondistributable amounts. This provision is effective the later of January 1, 2013, the Plan or Restatement Effective Date, or \_\_\_\_\_ (enter later effective date if applicable).

32. **EMPLOYEE (AFTER-TAX) CONTRIBUTIONS (3.09)**. The following additional elections apply to Employee Contributions under Election 6(e). (*Choose (a) if applicable.*):

- (a)   **Additional limitations.** The Plan permits Employee Contributions subject to the following limitations, if any, in addition to those already imposed under the Plan: \_\_\_\_\_

**ARTICLE 4  
LIMITATIONS AND TESTING**

33. [Reserved]

**ARTICLE 5  
VESTING REQUIREMENTS**

34. **RETIREMENT AGE (5.01).**

**NORMAL RETIREMENT AGE.** A Participant attains Normal Retirement Age under the Plan and becomes fully Vested on the following date (Choose one):

- (a)  **Specific age.** The date the Participant attains age 59.5.
- (b)  **Age/participation.** The later of the date the Participant attains age \_\_\_\_ or the \_\_\_\_ anniversary of the first day of the Plan Year in which the Participant commenced participation in the Plan.
- (c)  **Describe:** \_\_\_\_\_  
(For example, the later of the date the Participant attains age 65 or the date the Participant is credited with 10 Years of Service.)

**EARLY RETIREMENT AGE.** (Choose (d), (e) or (f)):

- (d)  **Not applicable.** The Plan does not provide for an Early Retirement Age.
- (e)  **Early Retirement Age.** Early Retirement Age is the later of: (i) the date a Participant attains age \_\_\_\_; (ii) the date a Participant reaches the \_\_\_\_ anniversary of the first day of the Plan Year in which the Participant commenced participation in the Plan; or (iii) the date a Participant completes \_\_\_\_ Years of Service.

[Note: The Employer should leave blank any of clauses (i), (ii), and (iii) which are not applicable.]

If (e)(iii) is selected, "Years of Service" under this Election means (Choose (1) or (2)):

- (1)  **Eligibility.** Years of Service for eligibility in Election 15.
- (2)  **Vesting.** Years of Service for vesting in Elections 37 and 38.

(f)  **Describe:** \_\_\_\_\_

[Note: Election of an Early Retirement Age does not affect the time at which a Participant may receive a Plan distribution.]

35. **ACCELERATION ON DEATH, DISABILITY OR ATTAINMENT OF RETIREMENT AGE (5.01 and 5.02).** If selected below, then irrespective of any vesting schedule selected at Election 36, a Participant will be fully vested if the Participant incurs a Severance from Employment as a result of death or Disability or is employed on or after attainment of Early Retirement Age (Choose one or more; leave blank if none apply or if the Plan provides full vesting for all Participants):

- (a)  **Death.**
- (b)  **Disability.**
- (c)  **Early Retirement Age.**

36. **VESTING SCHEDULE (5.03).** A Participant has a 100% Vested interest at all times in Accounts attributable to Elective Deferrals, Mandatory Employee Contributions, Employee (after-tax) Contributions, Nonelective Contributions to former Employees under Section 3.04(D), and Rollover Contributions. The following vesting schedules apply to Matching Contributions and to Nonelective Contributions (Choose (a) or (b). Choose (c) if applicable.):

(a)  **Immediate vesting.** 100% Vested at all times in all Accounts.

[Note: The Employer should elect 36(b) if any Contribution Type is subject to a vesting schedule. If the Employer elects immediate vesting under 36(a), the Employer should not complete the balance of Election 36 or Elections 37 and 38, except as noted therein.]

(b)  **Vesting schedules:** Apply the following vesting schedules (Choose one or more of (1) through (4)):

	(1) All Contributions		(2) Nonelective		(3) Matching
(1) <input type="checkbox"/> <b>Immediate vesting.</b>	N/A		[ ]		[ ]
(2) <input type="checkbox"/> <b>6-year graded.</b>	[ ]	OR	[ ]		[ ]
(3) <input type="checkbox"/> <b>3-year cliff.</b>	[ ]	OR	[ ]		[ ]

(4)  **Modified Schedule.**  **OR**

<u>Years of Service</u>	<u>Vested %</u>
_____	____%
_____	____%
_____	____%
_____	____%
_____	____%
_____	____%
_____	____%
_____	____%
_____ or more	100%

[Note: The vesting schedule must be at least as rapid as a 15-year cliff (or a 20-year cliff for a group of employees limited to qualified public safety employees defined in Code §72(t)(10)(B)) or a 5 to 20 year graded vesting schedule.]

(c)  **Special vesting provisions:** \_\_\_\_\_

[Note: Any special vesting provision specified under Election 36(c) must be definitely determinable. The vesting schedule must be at least as rapid as a 15-year cliff (or a 20-year cliff for a group of employees limited to qualified public safety employees defined in Code §72(t)(10)(B)) or a 5 to 20 year graded vesting schedule.]

37. **YEAR OF SERVICE - VESTING (5.05).** (Complete (b). Choose (a) if other than 1,000 Hours of Service.): [Note: If the Employer elects the Elapsed Time Method or elects immediate vesting, the Employer should not complete Election 37 and 38 unless it elects to apply a Year of Service for vesting under Election 22(d), 25(b)(4) or Election 34(e)(2).]

(a)  **Year of Service.** An Employee must complete at least \_\_\_\_\_ Hours of Service during a Vesting Computation Period to receive credit for a Year of Service under Article 5. [Note: If left blank, the requirement is 1,000.]

(b) **Vesting Computation Period.** The Plan measures a Year of Service based on the following 12-consecutive month period: (Choose (1) or (2)).

(1)  **Plan Year.**

(2)  **Anniversary Year.**

38. **EXCLUDED YEARS OF SERVICE - VESTING (5.05(C)).** The Plan excludes the following Years of Service for purposes of vesting (Choose one or more of (a) through (e) if applicable):

(a)  **Age 18.** Any Year of Service before the Year of Service during which the Participant attained the age of 18.

(b)  **Prior to Plan establishment.** Any Year of Service during the period the Employer did not maintain this Plan or a predecessor plan.

(c)  **Parity Break in Service.** Any Year of Service excluded under the rule of parity. See Section 5.06(C).

(d)  **Prior Plan terms.** Any Year of Service disregarded under the terms of the Plan as in effect prior to this restated Plan.

(e)  **Other exclusions:** \_\_\_\_\_

[Note: Any exclusion specified under Election 38(e) must be definitely determinable.]

**ARTICLE 6  
DISTRIBUTION OF ACCOUNT BALANCE**

39. **POST-SEVERANCE DISTRIBUTIONS.** To the extent permitted by the Investment Arrangement Documentation, the provisions in this Election 39 apply to distributions to Participants following Severance from Employment. (Complete (a), (b) and (c). Choose (d) and (e) if applicable.)

(a) **Mandatory Distribution (6.01(F)/6.08(D)).** The Plan provides or does not provide for Mandatory Distribution of a Participant's Vested Account Balance following Severance from Employment, as follows (Choose (1) or (2)).:

(1)  **No Mandatory Distribution.** The Plan will not make a Mandatory Distribution (i.e., Participant consent is required for all distributions) following Severance from Employment.

(2)  **Mandatory Distribution.** The Plan will make a Mandatory Distribution following Severance from Employment to the extent permitted by the Investment Arrangement Documentation and the Participant's Accumulated Benefit does not exceed the Mandatory Distribution amount.

**Amount limit.** The Mandatory Distribution maximum amount is equal to (Choose a., b. or c.; Choose d. if applicable):

a.  **\$5,000.**

b.  **\$1,000.**

c.  **Specify amount: \$\_\_\_\_\_.**

[Note: This election only applies to the Mandatory Distribution maximum amount.]

**Automatic IRA rollover.** With respect to Mandatory Distributions of amounts that are \$1,000 or less, if a Participant makes no election, the amount will be distributed to the Participant unless otherwise elected below.

- d.  If a Participant makes no election, then the amount will be automatically rolled over to an IRA provided the amount is at least \$\_\_\_\_\_. (Specify an amount greater than \$0 and less than \$1,000.)

**Application of Rollovers to amount limit.** In determining whether a Participant's Vested Account Balance exceeds the Mandatory Distribution dollar limit in Election 39(a)(2), the Plan (Choose e. or f.):

- e.  **Disregards Rollover Contribution Account.**  
 f.  **Includes Rollover Contribution Account.**

- (b) **Default Distribution Methods (6.03).** If the Investment Arrangement Documentation does not specify the distribution which would apply, the following distribution methods are available for a Participant, subject to any limitations in the Plan or the Investment Arrangement Documentation. (Choose one or more of (1) through (6)):

- (1)  **Lump-Sum.**  
 (2)  **Installments only if Participant subject to lifetime RMDs.** A Participant who is required to receive lifetime RMDs may receive installments payable in monthly, quarterly or annual installments equal to or exceeding the annual RMD amount.  
 (3)  **Installments.**  
 (4)  **Annuity.** Distribution of an Annuity Contract that the Vendor provides or purchases with the Participant's Vested Account Balance.  
 (5)  **Ad-Hoc distributions.**  
 (6)  **Describe distribution method(s):** \_\_\_\_\_

[Note: The Employer under Election 39(b)(6) may describe Severance from Employment distribution methods from the elections available under Election 39(b) and/or a combination thereof (e.g., as to any Participant group or Accounts). An Employer's election under Election 39(b)(6) must: (i) be objectively determinable; (ii) not be subject to Employer or Plan Administrator discretion; and (iii) preserve Protected Benefits as required.]

- (c) **Limitations on Distribution Methods (6.03).** An Investment Arrangement may distribute to a Participant (Choose (1) or (2) below):

- (1)  Under any distribution method available under the Investment Arrangement Documentation.  
 (2)  Only under those distribution methods selected in Election 39(b) which are available under the Investment Arrangement Documentation.

[Note: Election (c)(2) will only apply to the extent the Investment Contract does not require a distribution method.]

- (d)  **Delay of Distribution (6.01(B)).** Except as otherwise provided in the Plan (such as Mandatory Distributions and RMDs), distribution to a Participant who has incurred a Severance from Employment will not commence prior to (Choose (1) or (2)):

- (1)  Attainment of age \_\_\_\_\_.  
 (2)  Describe: \_\_\_\_\_

[Note: An Employer's election under Election 39(d) must: (i) be objectively determinable; (ii) not be subject to Employer or Plan Administrator discretion; and (iii) preserve Protected Benefits as required.]

- (e)  **Acceleration.** Notwithstanding any later specified distribution date in this election, a Participant may elect an earlier distribution following Severance from Employment (Choose one or both of (1) and/or (2)):

- (1)  **Disability.** If Severance from Employment is on account of Disability or if the Participant incurs a Disability following Severance from Employment.  
 (2)  **Hardship.** If the Participant incurs a hardship under Section 6.07(C) following Severance from Employment.

40. **IN-SERVICE DISTRIBUTIONS/EVENTS (6.01(D)).** To the extent permitted by the Investment Arrangement Documentation, a Participant may elect an In-Service Distribution of the designated Contribution Type Accounts based on any of the following events in accordance with Section 6.01(D) (Choose (a) OR (b).):

[Note: If the Employer elects any In-Service Distribution option, a Participant may elect to receive as many In-Service Distributions per Plan Year (with a minimum of one per Plan Year) as the Plan Administrator's In-Service Distribution form or policy may permit. If the form or policy is silent, the number of In-Service Distributions is not limited.]

- (a)  **None.** The Plan does not permit any In-Service Distributions except as to any of the following (if applicable): (i) RMDs under Section 6.02 and (ii) Protected Benefits. Also see Section 6.01(D)(5) with regard to Rollover Contributions, and Employee Contributions.
- (b)  **Permitted.** In-Service Distributions are permitted as follows from the designated Contribution Type Accounts (Choose one or more of (1) through (8).):

[Note: Unless the Employer elects otherwise in Election (b)(8) below, Elective Deferrals under Election 40(b) includes Pre-Tax and Roth Deferrals; Elections under columns (3) and (4) apply to Employer contributions held in annuity contracts; Elections under column (5) apply to Employer contributions in Custodial Accounts.]

		(1) All Contrib.	(2) Elective Deferrals	(3) Matching Contrib.	(4) Nonelective/ Mandatory	(5) Custodial Account
(1)	<input type="checkbox"/> <b>None.</b> Except for Election 40(a) exceptions.	N/A (See Election 40(a))	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(2)	<input checked="" type="checkbox"/> <b>Age</b> (Choose one or more of a. through e.)					
a.	<input type="checkbox"/> <b>Age</b> _____ (must be at least 59 1/2).	<input type="checkbox"/> OR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	<input type="checkbox"/> <b>Age</b> _____ (may be less than 59 1/2).	N/A	N/A	<input type="checkbox"/>	<input type="checkbox"/>	N/A
c.	<input checked="" type="checkbox"/> <b>Age 59 1/2</b>	<input checked="" type="checkbox"/> OR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	<input type="checkbox"/> <b>Age and participation.</b> The Participant must have attained age _____ and completed _____ years of Plan participation or _____ Years of Service for purposes of vesting. (Fill in whichever blank applies.)	<input type="checkbox"/> OR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	<input type="checkbox"/> <b>Upon attaining Normal Retirement Age</b> (Normal Retirement Age must be at least 59 1/2.)	<input type="checkbox"/> OR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(3)	<input type="checkbox"/> <b>Hardship</b>	N/A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A
(4)	<input checked="" type="checkbox"/> <b>Disability.</b>	<input checked="" type="checkbox"/> OR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(5)	<input type="checkbox"/> _____ months of participation. (specify minimum of 60 months)	N/A	N/A	<input type="checkbox"/>	<input type="checkbox"/>	N/A
(6)	<input type="checkbox"/> <b>Qualified Reservist Distribution.</b> See Section 6.01(D)(10).	N/A	<input type="checkbox"/>	N/A	N/A	N/A
(7)	<input type="checkbox"/> <b>Deemed Severance Distribution.</b> See Section 6.11.	<input type="checkbox"/> OR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(8)	<input type="checkbox"/> <b>Describe:</b> _____					

[Note: The Employer under Election 40(b)(8) may describe In-Service Distribution provisions from the elections available under Election 40 and/or a combination thereof as to any: (i) Participant group (e.g., Division A Employee Accounts are distributable at age 59 1/2 OR Accounts of Employees hired on/before "x" date are distributable at age 59 1/2. No In-Service Distributions apply to Division B Employees OR to Employees hired after "x" date.); (ii) Contribution Type (e.g., Discretionary Nonelective Contribution Accounts are distributable on Disability or Hardship (non-safe harbor)); and/or (iii) merged plan account now held in the Plan (e.g., The accounts from the X plan merged into this Plan continue to be distributable in accordance with the X plan terms [supply terms] and not in accordance with the terms of this Plan). An Employer's election under Election 40(b)(8) must: (i) be objectively determinable; (ii) not be subject to Employer discretion; (iii) preserve Protected Benefits as required; and (iv) not permit an "early" distribution of any Restricted 403(b) Accounts. See Sections 6.02(E) and 9.02(C)(3).]

41. **IN-SERVICE DISTRIBUTIONS/ADDITIONAL CONDITIONS (6.01(D))**. The following additional conditions apply to In-Service Distributions under Election 40(b) (Choose (a), (b), (c), (d) and/or (e) if applicable.):

- (a)  **100% vesting required for accounts that are subject to a vesting schedule.** A Participant may not receive an In-Service Distribution unless the Participant is 100% Vested in the distributing Account. This restriction applies to (Choose one or more of (1) or (2)):
  - (1)  **Hardship distributions.** Distributions based on hardship.
  - (2)  **Other In-Service.** In-Service distributions other than distributions based on hardship.
- (b)  **Minimum amount.** A Participant may not receive an In-Service Distribution in an amount which is less than: \$\_\_\_\_\_ (specify amount).
- (c)  **Qualified Roth distribution.** A distribution from a Participant's Roth Deferral Account may only be made if the distribution is a qualified distribution within the meaning of Code §402A(2)(d).
- (d)  **No hardship distribution from Roth Account.** If hardship distributions are permitted from Elective Deferrals, only Pre-Tax Elective Deferrals may be distributed.
- (e)  **Describe other conditions:** \_\_\_\_\_

[Note: An Employer's election under Election 41(e) must: (i) be objectively determinable; (ii) not be subject to Employer discretion; (iii) preserve Protected Benefits as required; and (iv) not permit an "early" distribution of any Restricted 403(b) Accounts. See Section 6.02(E).]

42. **JOINT AND SURVIVOR ANNUITY/SPOUSAL CONSENT REQUIREMENTS (6.04)**. Subject to the terms of the Investment Arrangement Documentation, the joint and survivor annuity distribution requirements of Section 6.04 and no other spousal consent requirements apply unless otherwise elected below (Choose (a) only if the Employer wishes to follow the Joint and survivor annuities rules to which the plan would otherwise not be subject.):

- (a)  **Joint and survivor annuity applicable.** Section 6.04 applies to all Participants (if selected, then annuities are a form of distribution under the Plan even if 39(b)(4) is not selected):

**One-year marriage rule.** Under Section 6.04(H) (Choose (1) or (2)):

- (1)  **Applies.** The one-year marriage rule applies.
- (2)  **Does not apply.** The one-year marriage rule does not apply.

- (b)  **Spousal consent required.** Spousal consent is required for (Choose one or both):

- (1)  **Distributions.** A married Participant's Spouse must consent to a distribution (other than Required Minimum Distributions).
- (2)  **Beneficiary designations.** A married Participant's Beneficiary will be the Participant's Spouse unless the Spouse consents to an alternative Beneficiary.

**One-year marriage rule.** Under Section 7.05(A)(3) (Choose (3) or (4)):

- (3)  **Applies.** The one-year marriage rule applies.
- (4)  **Does not apply.** The one-year marriage rule does not apply.

#### ARTICLE 7 ADMINISTRATIVE PROVISIONS

43. **PLAN LOANS (7.06)**. The Employer makes the following elections regarding Plan Loans (Choose (a) or (b)):

- (a)  **No Loans.** Plan loans are not permitted.
- (b)  **Loans allowed.** Plan loans are permitted subject to limitations of the Investment Arrangement Documentation.

44. **ROLLOVER CONTRIBUTIONS (3.08, 7.04(A)(1))**. The Employer makes the following elections regarding Rollover Contributions, other than in-plan Roth rollovers (Choose (a) or (b)):

- (a)  **No Rollovers.** Rollover Contributions are not permitted into the Plan.
- (b)  **Rollovers allowed.** The Plan Administrator may accept Rollover Contributions into the Plan subject to Investment Arrangement Documentation, and Plan terms and policies.

**ARTICLE 10  
MULTIPLE EMPLOYER PLAN**

45. **MULTIPLE EMPLOYER PLAN (10.01/10.02/10.03)**. The Employer makes the following elections regarding the Plan's Multiple Employer Plan status and the application of Article 10 (Choose (a) or (b).):

- (a)  **Not applicable.** The Plan is not a Multiple Employer Plan and Article 10 does not apply.
- (b)  **Applies.** The Plan is a Multiple Employer Plan and the Article 10 Effective Date is: \_\_\_\_\_. The Employer makes the following additional elections (Choose (1) or (2)):
- (1)  **Participating Employer may modify.** See Section 10.03. A Participating Employer in the Participation Agreement may modify Adoption Agreement elections applicable to each Participating Employer (including electing to not apply Adoption Agreement elections) as follows (Choose a. or b.; choose c. if applicable.):
- a.  **All.** May modify all elections.
  - b.  **Specified elections.** May modify the following elections: \_\_\_\_\_ (specify by election number).
  - c.  **Restrictions.** May modify subject to the following additional restrictions: \_\_\_\_\_  
(Specify restrictions. Any restrictions must be definitely determinable and may not violate Code §413 or the regulations thereunder.)
- (2)  **Participating Employer may not modify.** See Section 10.03. A Participating Employer in the Participation Agreement may not modify any Adoption Agreement elections.

*[Note: The Participation Agreement must be consistent with this Election 45(b). Any Participating Employer election in the Participation Agreement which is not permitted under this Election 45(b) is of no force or effect and the applicable election in the Adoption Agreement applies. The IRS has not reviewed the provisions of Article 10, and the Employer cannot rely on the Advisory Letter with regard to the validity of these provisions.]*

**Plan Execution**

Employer: The Ohio State University

\_\_\_\_\_

Date: \_\_\_\_\_

Signed: \_\_\_\_\_

\_\_\_\_\_ *[print representative name/title]*

Vendor: \_\_\_\_\_

*[vendor signature is optional]*

**Use of Adoption Agreement.** Failure to complete properly the elections in this Adoption Agreement may result in disqualification of the Employer's Plan. The Employer may use this Adoption Agreement only in conjunction with the basic plan document referenced by its document number on Adoption Agreement page one.

**Volume Submitter Practitioner.** The Volume Submitter Practitioner identified on the first page of the basic plan document will notify all adopting Employers of any amendment to this Volume Submitter Plan or of any abandonment or discontinuance by the Volume Submitter Practitioner of its maintenance of this Volume Submitter Plan. Furthermore, in order to be eligible to receive such notification, the Employer agrees to notify the Volume Submitter Practitioner of any change in address or contact information. In addition, this Plan is provided to the Employer either in connection with investment in a product or pursuant to a contract or other arrangement for products and/or services. Upon cessation of such investment in a product or cessation of such contract or arrangement, as applicable, the Employer is no longer considered to be an adopter of this Plan and the Volume Submitter Practitioner no longer has any obligations to the Employer that relate to the adoption of this Plan. For inquiries regarding the adoption of the Volume Submitter Plan, the Volume Submitter Practitioner's intended meaning of any Plan provisions or the effect of the Advisory Letter issued to the Volume Submitter Practitioner, please contact the Volume Submitter Practitioner at the following address and telephone number:

Name: TIAA  
Address: 8500 Andrew Carnegie Blvd  
Charlotte, North Carolina 28262-8500  
Telephone: 888-842-7782

**APPENDIX A  
SPECIAL RETROACTIVE OR PROSPECTIVE EFFECTIVE DATES**

**SPECIAL EFFECTIVE DATES (1.23).** The Employer elects or does not elect Appendix A special Effective Date(s) as follows. (Choose (a) or one or more of (b) through (q).):

[Note: If the Employer elects (a), do not complete the balance of this Appendix A.]

(a)  **Not applicable.** The Employer does not elect any Appendix A special Effective Dates.

[Note: The Employer may use this Appendix A to specify an Effective Date for one or more Adoption Agreement elections which does not correspond to the Plan's new Plan or Restated Plan Effective Date under Election 5. As to Restated Plans, for periods prior to: (i) the below-specified special Effective Date(s) or (ii) the Restated Plan's general Effective Date under Election 5, as applicable, the Plan terms in effect prior to its restatement under this Adoption Agreement control for purposes of the designated provisions.]

(b)  **Contribution Types (1.12).** The Contribution Types under Election(s) 6 \_\_\_\_\_ are effective: \_\_\_\_\_.

(c)  **Excluded Employees (1.35).** The Excluded Employee provisions under Election(s) 7 \_\_\_\_\_ are effective: \_\_\_\_\_.

(d)  **Compensation (1.11).** The Compensation definition under Election(s) \_\_\_\_\_ (specify 8 - 10 as applicable) are effective: \_\_\_\_\_.

(e)  **Hour of Service/Elective Service Crediting (1.40/1.66(A)).** The Hour of Service and/or elective Service crediting provisions under Election(s) \_\_\_\_\_ (specify 11 - 12 as applicable) are effective: \_\_\_\_\_.

(f)  **Eligibility (2.01-2.03).** The eligibility provisions under Election(s) \_\_\_\_\_ (specify 14 - 17 as applicable) are effective: \_\_\_\_\_.

(g)  **Mandatory Employee Contributions (3.04(A)(3)).** The Mandatory Employee Contribution provisions under Election 18 are effective: \_\_\_\_\_.

(h)  **Elective Deferrals (3.02(A)-(F)).** The Elective Deferral provisions under Election(s) \_\_\_\_\_ (specify 19 - 21 as applicable) are effective: \_\_\_\_\_.

(i)  **Matching Contributions (3.03).** The Matching Contribution provisions under Election(s) \_\_\_\_\_ (specify 22 - 23 as applicable) are effective: \_\_\_\_\_.

(j)  **Nonelective Contributions (3.04).** The Nonelective Contribution provisions under Election(s) \_\_\_\_\_ (specify 25 - 27 as applicable) are effective: \_\_\_\_\_.

(k)  **Allocation conditions (3.06).** The allocation conditions under Election(s) \_\_\_\_\_ (specify 28 - 29 as applicable) are effective: \_\_\_\_\_.

(l)  **Forfeitures (3.07).** The forfeiture allocation provisions under Election 30 \_\_\_\_\_ are effective: \_\_\_\_\_.

(m)  **In-Plan Roth Rollovers (3.08(E)).** The In-Plan Roth Rollover provisions under Election 31 \_\_\_\_\_ are effective: \_\_\_\_\_.

(n)  **Employee Contributions (3.09).** The Employee Contribution provisions under Election 32 \_\_\_\_\_ are effective: \_\_\_\_\_.

(o)  **Vesting (5.03).** The vesting provisions under Election(s) \_\_\_\_\_ (specify 34 - 38 as applicable) are effective: \_\_\_\_\_.

(p)  **Distributions (6.01, 6.03 and 6.04).** The distribution elections under Election(s) \_\_\_\_\_ (specify 39 - 42 as applicable) are effective: \_\_\_\_\_.

(q)  **Special Effective Date(s) for other elections (specify elections and dates):** Required Minimum Distributions (RMDs) for 2009 were suspended unless the Participant or Beneficiary elected to receive such distributions. A direct rollover was offered only for 2009 distributions that would have been eligible rollover distributions without regard to Code Section 401(a)(9)(H) (as then in effect).

**APPENDIX B  
BASIC PLAN DOCUMENT OVERRIDE ELECTIONS**

**BASIC PLAN OVERRIDES.** The Employer elects or does not elect to override various basic plan provisions as follows (Choose (a) or choose one or more of (b) through (k)).

[Note: If the Employer elects (a), do not complete the balance of this Appendix B.]

(a)  **Not applicable.** The Employer does not elect to override any basic plan provisions.

[Note: The Employer at the time of restating its Plan with this Adoption Agreement may make an election on Appendix A (Election (q)) to specify a special Effective Date for any override provision the Employer elects in this Appendix B. If the Employer, after it has executed this Adoption Agreement, later amends its Plan to change any election on this Appendix B, the Employer should document the Effective Date of the Appendix B amendment on the Execution Page or otherwise in the amendment.]

(b)  **Definition (Article 1) overrides.** (Choose one or more of (1) through (5) if applicable.):

(1)  **Compensation Overrides.** (Choose one or more of a., b., and c.):

a.  **W-2 Compensation exclusion of paid/reimbursed moving expenses (1.11(B)(1)).** W-2 Compensation excludes amounts paid or reimbursed by the Employer for moving expenses incurred by an Employee, but only to the extent that, at the time of payment, it is reasonable to believe that the Employee may deduct these amounts under Code §217.

b.  **Alternative (general) 415 Compensation (1.11(B)(4)).** The Employer elects to apply the alternative (general) 415 definition of Compensation in lieu of simplified 415 Compensation.

c.  **Inclusion of Deemed 125 Compensation (1.11(C)).** Compensation under Section 1.11 includes Deemed 125 Compensation.

(2)  **Treatment of Differential Wage Payments (1.11(L)).** In lieu of the provisions of Section 1.11(L), the Employer elects the following (Choose one or more of a., b., c., and d.):

a.  **Effective date.** The inclusion is effective for Plan Years beginning after \_\_\_\_\_ (may not be earlier than December 31, 2008).

b.  **Elective Deferrals only.** The inclusion only applies to Compensation for purposes of Elective Deferrals.

c.  **Not included.** The inclusion does not apply to Compensation for purposes of any Contribution Type.

d.  **Other:** \_\_\_\_\_  
(specify other Contribution Type Compensation which includes Differential Wage Payments)

(3)  **Alternate Definition of Disability (1.19).** Disabled means \_\_\_\_\_.

(4)  **Inclusion of Reclassified Employees (1.35(D)).** The Employer for purposes of the following Contribution Types, does not exclude Reclassified Employees (or the following categories of Reclassified Employees): \_\_\_\_\_  
(specify Contribution Types and/or categories of Reclassified Employees).

(5)  **Transition Rules (1.35(F)).** The following transition rules related to eligibility to make elective deferrals do not apply: \_\_\_\_\_

(c)  **Participation (Article 2) overrides.** The Plan disregards Service following a Separation from Service or Break in Service, as follows: \_\_\_\_\_

(specify conditions in a manner that is definitely determinable and precludes Employer discretion. This could include the one year hold-out Break in Service rule under Code §410(a)(5)(C) or the rule of parity under ERISA §202(b)(4)).

(d)  **Contribution/allocation (Article 3) overrides.** (Choose one or more of (1) through (5) if applicable.):

(1)  **Roth overrides.** (Choose one or more of a. through d.):

a.  **Treatment of Automatic Deferrals as Roth Deferrals (3.02(B)).** The Employer elects to treat Automatic Deferrals as Roth Deferrals in lieu of treating Automatic Deferrals as Pre-Tax Deferrals.

b.  **In-Plan Roth Rollovers limited to In-Service only (3.08(E)(2)(a)).** Only Participants who are Employees may elect to make an In-Plan Roth Rollover Contribution.

c.  **Vested In-Plan Roth Rollovers (3.08(E)(2)(b)).** Distributions related to In-Plan Roth Rollovers may only be made from accounts which are fully Vested.

d.  **Source of In-Plan Roth Rollover Contribution (3.08(E)(3)(b)).** The Plan permits an In-Plan Roth Rollover only from the following qualifying sources (Choose one or more.):

(i)  Elective Deferrals

(ii)  Matching Contributions

(iii)  Nonelective Contributions

- (iv)  Rollovers
- (v)  Transfers
- (vi)  Other: \_\_\_\_\_  
(specify account(s) and conditions in a manner that is definitely determinable and not subject to Employer discretion)
- (2)  **Short Plan Year or allocation period (3.06(B)(1)(c)).** Instead of pro-rata based on days, the Plan Administrator (Choose a. or b.):
- a.  **No pro-ration.** Will not pro-rate Hours of Service in any short allocation period.
- b.  **Pro-ration based on months.** Will pro-rate any Hour of Service requirement based on the number of months in the short allocation period.
- (3)  **HEART Act continued benefit accrual (3.10(K)).** The Employer elects to apply the benefit accrual provisions of Section 3.10(K).
- (4)  **Matching on Pre-entry Deferrals (3.03(A)).** Instead of disregarding pre-entry deferrals, the Plan Administrator will take Elective Deferrals into account in computing Matching Contributions, even if the deferrals were made before the Participant became eligible for the match.
- (5)  **Classifications allocation formula (3.04(B)(3)).** If a Participant shifts from one classification to another during a Plan Year, the Plan Administrator will apportion the Participant's allocation during that Plan Year (Choose a., b. or c.):
- a.  **Months in each classification.** Pro rata based on the number of months the Participant spent in each classification.
- b.  **Days in each classification.** Pro rata based on the number of days the Participant spent in each classification.
- c.  **One classification only.** The Employer will direct the Plan Administrator to place the Participant in only one classification for the entire Plan Year during which the shift occurs.
- (e)  **Testing (Article 4) overrides.** (Choose one or both of (1) and (2) if applicable.):
- (1)  **First few weeks rule for Code §415 testing Compensation (4.05(D)(1)).** The Plan applies the first few weeks rule in Section 4.05(F)(1).
- (2)  **Code §415 (Article 4) override (4.02(D), (F)).** Because of the required aggregation of multiple plans, to satisfy Code §415, the following overriding provisions apply: \_\_\_\_\_  
(Specify such language as necessary to satisfy Code §415, e.g., the Employer will reduce Annual Additions to this plan before reducing Annual Additions to other plans.)
- (f)  **Vesting (Article 5) overrides.** (Choose one or both of (1) and (2) if applicable.):
- (1)  **Alternative separate account vesting formula (5.03(C)(2)).** The Employer elects the alternative vesting formula described in Section 5.03(C)(2).
- (2)  **Vesting exclusions (5.06(D)).** For purposes of determining vesting, the Plan disregards Service following a Separation from Service or Break in Service, or Forfeiture Break in Service as follows: \_\_\_\_\_  
(specify conditions in a manner that is definitely determinable and precludes Employer discretion. This could include the one year hold-out Break in Service rule under Code §411(a)(6)(B) or the rule of parity under Code §411(a)(6)(D)).
- (g)  **Distribution (Article 6) overrides.** (Choose one or more of (1) through (4) as applicable.):
- (1)  **Restriction on In-Service Distributions of Rollovers/Employee Contributions (6.01(D)(5)).** In lieu of permitting a Participant to receive a distribution of Rollover Contributions and Employee Contributions at any time, a distribution may only be made in accordance with the following (Choose one or more of a. through e.):
- a.  **Not permitted.** In-service distributions of Rollover Contributions and Employee Contributions are not permitted.
- b.  **Deferrals.** Under the same provisions which apply to Elective Deferrals.
- c.  **Match.** Under the same provisions which apply to Matching Contributions.
- d.  **Nonelective.** Under the same provisions which apply to Nonelective Contributions.
- e.  **Other:** \_\_\_\_\_

[Note: The Employer under this Election (g)(1)e in Appendix B may describe restrictions on In-Service Distributions of Rollover Contributions and Employee Contributions using the options available for In-Service Distributions under Election 40 and/or a combination thereof as to all Participants or as to any Participant group. An Employer's election under Election (g)(1)e in Appendix B must: (i) be objectively determinable; (ii) not be subject to Employer discretion; and (iii) preserve Protected Benefits as required.]

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(2)  **Elections related to In-Plan Roth Rollovers (6.01(D)(7)).** (Choose one or both of a. and b.):

a.  **In-Service Roth Rollover events.** The Employer elects to permit In-Service Distributions under the following conditions solely for purposes of making an In-Plan Roth Rollover Contribution unless restricted by the Investment Arrangement or Vendor (Choose one or more of (i) through (iv); Choose (v) if applicable.):

(i)  **Age.** The Participant has attained age \_\_\_\_\_.

(ii)  **Participation.** The Participant has \_\_\_\_\_ months of participation (specify minimum of 60 months). Section 6.01(C)(4)(a)(ii).

(iii)  **Seasoning.** The amounts being distributed have accumulated in the Plan for at least \_\_\_\_\_ years (at least 2). See Section 6.01(C)(4)(a)(i).

(iv)  **Other** (describe): \_\_\_\_\_  
(must be definitely determinable and not subject to Employer discretion (e.g., age 50, but only with respect to Nonelective Contributions, and not Matching Contributions))

[Note: Regardless of any election above to the contrary, In-Plan Roth Rollover Contributions are not permitted from a Participant's Elective Deferral Account prior to age 59 1/2.]

(v)  **Distribution for withholding.** A Participant may elect to have a portion of the amount that may be distributed as an In-Plan Roth Rollover Contribution distributed solely for purposes of federal or state income tax withholding related to the In-Plan Roth Rollover Contribution.

b.  **Minimum amount.** The minimum amount that may be rolled over is \$\_\_\_\_\_.

(3)  **Pre-2009 Annuity Contracts (6.01(D)(9)).** The special in-service distribution rules for pre-2009 annuity contracts will not apply.

(4)  **Annuity Distributions (6.04).** (Choose one or both of a. and b. if applicable.):

a.  **Modification of QJSA (6.04(A)(3)).** The Survivor Annuity percentage will be \_\_\_\_\_. (Specify a percentage between 50% and 100%.)

b.  **Modification of QPSA (6.04(B)(2)).** The QPSA percentage will be \_\_\_\_\_. (Specify a percentage between 50% and 100%.)

(h)  **Administrative overrides (Article 7).** (Choose one or more of (1) through (8) if applicable.):

(1)  **Automatic revocation of spousal designation (7.05(A)(1)).** The automatic revocation of a spousal Beneficiary designation in the case of divorce does not apply.

(2)  **Limitation on frequency of Beneficiary designation changes (7.05(A)(4)).** Except in the case of a Participant incurring a major life event, a period of at least \_\_\_\_\_ must elapse between Beneficiary designation changes. (Specify a period of time, e.g., 90 days OR 12 months.)

(3)  **Definition of "spouse" (7.05(A)(5)).** The following definition of "spouse" applies: an individual whose marriage to a Participant is recognized by the Internal Revenue Service for federal income tax purposes. (Specify a definition.)

[Note: This definition shall apply for all Plan purposes other than Section 6.02 related to required minimum distributions. For example, the selected definition will apply to the determination of default beneficiary designations.]

(4)  **Administration of default provision; default Beneficiaries (7.05(C)).** The following list of default Beneficiaries will apply unless restricted by the Investment Arrangement or Vendor: spouse, estate (Specify, in order, one or more Beneficiaries who will receive the interest of a deceased Participant.)

(5)  **Subsequent restoration of forfeiture-sources and ordering (7.07(A)(3)).** Restoration of forfeitures will come from the following sources, in the following order \_\_\_\_\_ (Specify, in order, one or both: Forfeitures, Employer Contribution.)

(6)  **State law (7.09(H)).** The law of the following state will apply: \_\_\_\_\_ (Specify one of the 50 states or the District of Columbia, or other appropriate legal jurisdiction, such as a territory of the United States or an Indian tribal government.)

(7)  **Fee Recapture Account (7.04(D)).** The Plan Administrator will allocate excess funds in the Fee Recapture Account as follows: (Choose a., b. or c.)

a.  Each Participant Account will receive an allocation based on the funds in which that Account was invested and the revenue sharing rates associated with those funds.

b.  The excess funds will be allocated pro rata based on account balance.

c.  The excess funds will be allocated per capita among Participants with Account Balances greater than zero, without regard to the amount of the Account Balance.

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- (i)  **Transfer overrides (Article 9).** *(Choose one or more of (1) through (4) if applicable.):*
    - (1)  **Exchanges within Plan (9.06(B)(1)).** In lieu of Section 9.06(B)(1) permitting transfers to (and only to) other Investment Arrangements then authorized to receive ongoing contributions under the Plan (i.e., payroll slot Vendors), the following applies *(Choose a., b. or c.):*
      - a.  The Plan does not provide for or permit such exchanges.
      - b.  The Plan provides for and permits such exchanges, to any other Investment Arrangements under the Plan.
      - c.  The Plan provides for and permits such transfers under the following circumstances: \_\_\_\_\_.
    - (2)  **Contract exchange to Vendor which is not part of Plan (9.06(B)(3)).** In lieu of Section 9.06(B)(3), permitting exchanges of investment arrangements described in section 9.06(B)(3), the following applies *(Choose a., b. or c.):*
      - a.  The Plan does not provide for or permit such exchanges.
      - b.  The Plan provides for and permits such exchanges in the Plan Administrator's discretion, which shall be exercised in accordance with Section 9.06(B)(3).
      - c.  The Plan provides for and permits such exchanges, subject to Section 9.06(B)(3), under the following circumstances: \_\_\_\_\_.
    - (3)  **Plan-to-Plan Transfers (9.06(B)(2)).** In lieu of Section 9.06(B)(2) which does not permit or provide for such transfers to this Plan or to other plans, the Plan allows transfers to this Plan or to other plans as elected below *(Choose a., b., and/or c. if applicable):*
      - a.  The Plan allows transfers to this Plan.
      - b.  The Plan allows transfers to other plans.
      - c.  The Plan provides for and permits such transfers under the following circumstances: \_\_\_\_\_.

**Eligible Employees.** If transfers to this Plan are allowed (i.e., a. is selected), then such transfers are allowed for all Eligible Employees unless otherwise elected below *(Choose d., e. or f. if applicable):*

    - d.  current employees only.
    - e.  current and former Employees.
    - f.  only if the Employee is part of a class of Employees whose assets are being transferred as a result of a merger or acquisition.

**Withdrawals of Transfers.** An Employee will be entitled to request a distribution of transferred amounts at any time if permitted under the Investment Arrangement and under the Code unless otherwise elected below *(Choose g. if applicable):*

    - g.  withdrawals of transfers are only allowed at such time as other distributions are permitted under the Plan.  - (4)  **Transfers to purchase service credit in a defined benefit plan (9.06(G)).** If this Election (i)(4) is selected, then a Participant who is also a participant in a tax-qualified defined benefit governmental plan (as defined in Code §414(d)) that provides for the acceptance of plan-to-plan transfers may elect to have transfers in accordance with following *(Choose a., b. or c.):*
    - a.  The Participant may elect to have any portion of the Participant's Account Balance transferred to a defined benefit governmental plan at any time.
    - b.  The Participant may elect to have any portion of the Participant's Account Balance transferred to a defined benefit governmental plan upon Severance from Employment.
    - c.  The Participant may elect to have any portion of the Participant's Account Balance transferred to a defined benefit plan related to the Employer at any time \_\_\_\_\_ (name of plan).
- (j)  **Protected Benefits (9.02(C)).** The following Protected Benefits no longer apply to all Participants or do not apply to designated amounts/Participants as indicated: *(specify the Protected Benefits).*
  - (1)  \_\_\_\_\_
  - (2)  \_\_\_\_\_
  - (3)  \_\_\_\_\_

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- (k)  **Distributions under a QDRO (6.05).** In lieu of Section 6.05(A), permitting a distribution to an alternate payee under a QDRO at any time irrespective of whether the Participant has attained his/her earliest retirement age, the following applies (*Choose (1), (2) or (3)*):
- (1)  Participant must meet a distribution event in order for the alternate payee to take a distribution.
  - (2)  Participant must terminate employment in order for the alternate payee to take a distribution.
  - (3)  Participant must meet earliest retirement age as defined under Code §414(p)(4)(B) in order for the alternate payee to take a distribution (includes distribution event).

**APPENDIX C  
[RESERVED]**

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APPENDIX D

[Note: The Employer may modify this Appendix without the need of a Plan amendment.]

INVESTMENT ARRANGEMENTS (8.01).

(a)  The Employer will remit contributions (including deferrals) to the following Vendors and Investment Arrangements:

1. TIAA Annuities and/or Mutual Funds
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_
9. \_\_\_\_\_

(b)  The following Vendors and/or Investment Arrangements were previously approved for the receipt of Plan contributions but are not currently approved:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_
9. \_\_\_\_\_

(c)  The plan has entered into Information Sharing Agreements with the following Vendors for purposes of Contract exchanges under Section 9.06(B)(3):

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_
9. \_\_\_\_\_

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ADMINISTRATIVE FUNCTION DELEGATION. The administrative functions listed below are delegated as shown. *[Make at least one selection for each item below.]*

	Employer	Plan Administrator	Vendor	Other (Specify)
a. Determining employee eligibility to participate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> _____
b. Determine participant vested percentages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> _____
c. Determining whether deferrals comply with plan limits and are correctly calculated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> _____
d. Determining accuracy of matching contributions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> _____
e. Determining whether hardship distributions and loans (if any) comply with plan requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> _____
f. Make determinations regarding rollovers and transfers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> _____
g. Determining the status of domestic relations orders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> _____
h. Determining whether the plan complies with Code §403(b), taking into account the rules concerning Related Employers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> _____
i. Determining employer status (e.g., type of employer, related employer status)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> _____
j. Remitting contributions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> _____
k. Delivery of participant notice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> _____
l. Maintain employee records	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> _____
m. Review and process claims	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> _____
n. Communication with vendor(s)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> _____
<p><u>o. Describe: TIAA and/or other vendors, if applicable, will perform services as provided under the applicable Investment Arrangements, service agreements, and/or other documentation. Any applicable Third Party Administrator will perform services as provided under the applicable contracts and/or service agreements. The Employer will provide all services not provided under the contracts/service agreements mentioned above</u></p> <p><i>[On line o, enter other delegated functions and the parties to whom they are delegated, or specify restrictions which apply to one or more functions (e.g., the Vendor will determine if a participant qualifies for a hardship distribution but the Plan Administrator will determine whether loans exceed Code limitations).]</i></p>				

Effective Date of this Appendix D: January 1, 2009

Non-ERISA Governmental 403(b) Volume Submitter Plan

TIAA  
NON-ERISA GOVERNMENTAL 403(b) VOLUME SUBMITTER PLAN

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TIAA  
NON-ERISA GOVERNMENTAL 403(b) VOLUME SUBMITTER PLAN  
BASIC PLAN DOCUMENT #25

TIAA, in its capacity as Volume Submitter Practitioner, sponsors this Volume Submitter Plan intended to conform to and qualify under §403(b) of the Internal Revenue Code of 1986, as amended. An Employer establishes a Plan under this Volume Submitter Plan by executing an Adoption Agreement. When any provisions of this Volume Submitter Plan or the Adoption Agreement is marked "RESERVED," that means that the provision was deliberately omitted but section numbering was retained to help maintain consistency.

**ARTICLE 1. DEFINITIONS**

**1.01 Account.** Account means the account(s) maintained for the benefit of any Participant, Beneficiary, or Alternate Payee under one or more Investment Arrangements. Unless required due to an Investment Arrangement, the term "separate Account" means a separate accounting for recordkeeping purposes.

**1.02 Account Balance.** Account Balance means the total benefit to which a Participant, Beneficiary, or Alternate Payee is entitled under an Investment Arrangement, taking into account all contributions made to the Investment Arrangement and all earnings or losses (including expenses) that are allocable to the Account, any Rollover Contributions or transfers held under the Account, and any distribution made to the Participant, the Beneficiary, or an Alternate Payee. The Account Balance includes any part of the Account that is treated under the Plan as a separate contract to which Code §403(c) (or another applicable provision of the Code) applies. In the case of an Annuity Contract that provides additional benefits, to the extent required under the Code, such term also will include the actuarial value of the Participant's vested interest in such other benefits as determined by the Vendor.

**1.03 Accumulated Benefit.** Accumulated Benefit means the sum of a Participant's, Beneficiary's or Alternate Payee's Account Balances under all Investment Arrangements under the Plan.

**1.04 Adoption Agreement.** Adoption Agreement means the document executed by each Employer adopting this Plan. References to Adoption Agreement within this basic plan document are to the Adoption Agreement as completed and executed by a particular Employer unless the context clearly indicates otherwise. An adopting Employer's Adoption Agreement and this basic plan document together constitute a single Plan of the Employer. The Plan also includes any Investment Arrangement and Investment Arrangement Documentation, and such other list(s), policies and procedures, or written document(s) (such as loan policies or service contracts), which, when properly executed or otherwise put into effect fully describe the Plan and practice of the Employer with respect to the Plan from and after the later of the initial Effective Date or restated Effective Date as set forth in the Adoption Agreement, to the extent such items do not conflict with the terms of this basic plan document and the Adoption Agreement. Each elective provision of the Adoption Agreement corresponds (by its parenthetical section reference) to the section of the Plan which grants the election. All "Section" references within an Adoption Agreement are to the basic plan document. All "Election" references within an Adoption Agreement are Adoption Agreement references. The Employer or Plan Administrator to facilitate Plan administration or to generate written policies or forms for use with the Plan may maintain one or more administrative checklists as an attachment to the Adoption Agreement or otherwise. Any such checklists are not part of the Plan.

**1.05 Advisory Letter.** Advisory Letter means an IRS issued advisory letter as to the acceptability of the form of a Volume Submitter Plan. For further description of advisory letters, see IRS Rev. Proc. 2013-22.

**1.06 Annuity Contract.** Annuity Contract means a nontransferable group or individual contract as defined in Code §§403(b)(1) and 401(g), established for each Participant by the Employer, or by each Participant individually, that is issued by an Insurance Company qualified to issue annuities in a State and that includes payment in the form of an annuity. See Section 8.03. In the case of an Annuity Contract, the term "Individual Account" when used under the Plan will include individual annuity certificates issued on behalf of a Participant or Beneficiary, in addition to individual Annuity Contracts.

**1.07 Appendix.** Appendix means one of the Appendices to an Adoption Agreement designated as "A", "B" or "D" which are expressly authorized by the Plan and as part of the Plan, are covered by the Plan's Advisory Letter. Appendix C is reserved. The Appendices are part of the Adoption Agreement.

**1.08 Beneficiary.** Beneficiary means a person or entity designated by a Participant, by the Plan or, in the absence of designation by the Participant or the Plan, under an Investment Arrangement, who is or may become entitled to a benefit under the Plan upon the Participant's death, as identified under the terms governing each Investment Arrangement or in other records maintained under the Plan. A Beneficiary who becomes entitled to a benefit under the Plan remains a Beneficiary under the Plan until the Vendor has fully distributed to the Beneficiary his/her Plan benefit. A Beneficiary's right to (and the Plan Administrator's duty to provide to the Beneficiary) information or data concerning the Plan does not arise until the Beneficiary first becomes entitled to receive a benefit under the Plan.

**1.09 [Reserved]**

**1.10 Code.** Code means the Internal Revenue Code of 1986, as amended and includes applicable IRS Guidance.

## 1.11 Compensation.

**(A) Uses and Context.** Any reference in the Plan to Compensation is a reference to the definition in this Section 1.11 unless the Plan reference, or the Employer in its Adoption Agreement, modifies this definition. Except as the Plan otherwise specifically provides, the Plan Administrator will take into account only Compensation actually paid during (or as permitted under the Code, paid for) the relevant period. A Compensation payment includes Compensation paid by the Employer through another person under the common paymaster provisions in Code §§3121 and 3306. The Employer in its Adoption Agreement may elect to allocate contributions based on Compensation within a specified 12 month period which ends within a Plan Year.

**(B) Base Definitions and Modifications.** The Employer in its Adoption Agreement must elect one of the following base definitions of Compensation: W-2 Wages, Code §3401(a) Wages, or 415 Compensation. The Employer may elect a different base definition as to different Contribution Types. The Employer in its Adoption Agreement may specify any modifications thereto, for purposes of contribution allocations under Article 3. If the Employer fails to elect one of the above-referenced definitions, the Employer is deemed to have elected the W-2 Wages definition.

(1) **W-2 Wages.** W-2 Wages means wages for federal income tax withholding purposes, as defined under Code §3401(a), plus all other payments to an Employee in the course of the Employer's trade or business, for which the Employer must furnish the Employee a written statement under Code §§6041, 6051, and 6052, but determined without regard to any rules that limit the remuneration included in wages based on the nature or location of the employment or services performed (such as the exception for agricultural labor in Code §3401(a)(2)). The Employer in Appendix B to its Adoption Agreement may elect to exclude from W-2 Compensation certain Employer paid or reimbursed moving expenses as described therein.

(2) **Code §3401(a) Wages (income tax wage withholding).** Code §3401(a) Wages means wages within the meaning of Code §3401(a) for the purposes of income tax withholding at the source, but determined without regard to any rules that limit the remuneration included in wages based on the nature or the location of the employment or the services performed (such as the exception for agricultural labor in Code §3401(a)(2)).

(3) **Code §415 Compensation (current income definition/simplified compensation under Treas. Reg. §1.415(c)-2(d)(2)).** Code §415 Compensation means the Employee's wages, salaries, fees for professional service and other amounts received (without regard to whether or not an amount is paid in cash) for personal services actually rendered in the course of employment with the Employer maintaining the Plan to the extent that the amounts are includable in gross income (including, but not limited to, commissions paid salespersons, compensation for services on the basis of a percentage of profits, commissions on insurance premiums, tips, bonuses, fringe benefits and reimbursements or other expense allowances under a nonaccountable plan as described in Treas. Reg. §1.62-2(c)). Code §415 Compensation does not include:

(a) **Deferred compensation/SEP/SIMPLE.** Employer contributions (other than Elective Deferrals) to a plan of deferred compensation (including a simplified employee pension plan under Code §408(k) or to a SIMPLE retirement account under Code §408(p)) to the extent the contributions are not included in the gross income of the Employee for the Taxable Year in which contributed, and any distributions from a plan of deferred compensation (whether or not qualified), regardless of whether such amounts are includable in the gross income of the Employee when distributed.

(b) **Option exercise.** Amounts realized from the exercise of a non-qualified stock option (an option other than a statutory option under Treas. Reg. §1.421-1(b)), or when restricted stock or other property held by an Employee either becomes freely transferable or is no longer subject to a substantial risk of forfeiture under Code §83.

(c) **Sale of option stock.** Amounts realized from the sale, exchange or other disposition of stock acquired under a statutory stock option as defined under Treas. Reg. §1.421-1(b).

(d) **Other amounts that receive special tax benefits.** Other amounts that receive special tax benefits, such as premiums for group-term life insurance (but only to the extent that the premiums are not includable in the gross income of the Employee and are not salary reduction amounts under Code §125).

(e) **Other similar items.** Other items of remuneration which are similar to any of the items in Sections (3)(a) through (d).

(4) **Alternative (general) 415 Compensation.** The Employer in Appendix B to its Adoption Agreement may elect to apply the 415 definition of Compensation in Treas. Reg. §1.415(c)-2(a). Under this definition, Compensation means as defined in Section (3) but with the addition of: (a) amounts described in Code §§104(a)(3), 105(a), or 105(h) but only to the extent that these amounts are includable in the Employee's gross income; (b) amounts paid or reimbursed by the Employer for moving expenses incurred by the Employee, but only to the extent that at the time of payment it is reasonable to believe these amounts are not deductible by the Employee under Code §217; (c) the value of a nonstatutory option (an option other than a statutory option under Treas. Reg. §1.421-1(b)) granted by the Employer to the Employee,

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but only to the extent that the value of the option is includible in the Employee's gross income for the Taxable Year of the grant; (d) the amount includible in the Employee's gross income upon the Employee's making of an election under Code §83(b); and (e) amounts that are includible in the Employee's gross income under Code §409A or Code §457(f)(1)(A) or because the amounts are constructively received by the Participant. [Note if the Plan's definition of Compensation is W-2 Wages or Code §3401(a) Wages, then Compensation already includes the amounts described in clause (e).]

**(C) Deemed 125 Compensation.** Deemed 125 Compensation means, in the case of any definition of Compensation which includes a reference to Code §125, amounts under a plan of the Employer that are not available to a Participant in cash in lieu of group health coverage, because the Participant is unable to certify that he/she has other health coverage. Compensation under this Section 1.11 does not include Deemed 125 Compensation, unless the Employer in Appendix B to its Adoption Agreement elects to include Deemed 125 Compensation under this Section 1.11.

**(D) Elective Deferrals.** Compensation under Section 1.11 includes Elective Deferrals unless the Employer in its Adoption Agreement elects to exclude Elective Deferrals. In addition, for purposes of making Elective Deferrals, Compensation means as defined in Section 1.11 and as the Employer elects in its Adoption Agreement.

**(E) Compensation Dollar Limitation.** For any Plan Year, the Plan Administrator in allocating contributions under Article 3, cannot take into account more than \$270,000 (or for years after 2017, such larger amount as the IRS may prescribe pursuant to an adjustment made in the same manner as under Code §415(d)) of any Participant's Compensation. Notwithstanding the foregoing, an Employee under a 403(b) Plan may make Elective Deferrals with respect to Compensation which exceeds the Plan Year Compensation limitation, provided such Elective Deferrals otherwise satisfy the Elective Deferral Limit and other applicable Plan limitations. In applying any Plan limitation on the amount of Matching Contributions or any Plan limit on Elective Deferrals which are subject to Matching Contributions, where such limits are expressed as a percentage of Compensation, the Plan Administrator may apply the Compensation limit under this Section (E) annually to Matching Contributions, even if the Matching Contribution formula is applied on a per pay period basis or is applied over any other time interval which is less than the full Plan Year or the Plan Administrator may pro rate the Compensation limit.

**(1) Grandfathered Governmental Plan limit.** For a restated Governmental Plan, this Section (E) will not apply to an eligible Participant to the extent it would reduce the Participant's Compensation taken into account to an amount less than the amount allowed under the Plan as in effect on July 1, 1993. An "eligible Participant" is a Participant who first became a Participant during a Plan Year beginning before January 1, 1996 (or, if earlier, the first Plan Year in which the Employer amended the Plan to reflect the limitation of Code §401(a)(17)).

**(F) [Reserved]**

**(G) Excluded Compensation.** Excluded Compensation means such Compensation as the Employer in its Adoption Agreement elects to exclude for purposes of this Section 1.11. Regardless of the definition of Compensation selected in the Adoption Agreement, the Plan Administrator may adopt a uniform policy for purposes of determining the amount of a Participant's Elective Deferrals of excluding non-cash Compensation. For purposes of this Section (G), non-cash Compensation means tips, fringe benefits, and other items of Compensation not regularly paid in cash or cash equivalents, or for which the Employer does not or may not have the ability to withhold Elective Deferrals in cash for the purpose of transmitting the Elective Deferrals to the Plan pursuant to the Participant's Deferral Election. Unless otherwise specified, the Plan Administrator shall determine the amount of a Participant's Compensation (for purposes of allocations), by disregarding Excluded Compensation.

**(H) Pre-Entry Compensation.** The Employer in its Adoption Agreement for allocation purposes must elect Participating Compensation or Plan Year Compensation as to some or all Contribution Types.

**(1) Participating Compensation.** Participating Compensation means Compensation only for the period during the Plan Year in which the Participant is a Participant in the overall Plan, or as to a Contribution Type as applicable. If the Employer in its Adoption Agreement elects Participating Compensation, the Employer will elect whether to apply the election to all Contribution Types or only to particular Contribution Type(s).

**(2) Plan Year Compensation.** Plan Year Compensation means Compensation for a Plan Year, including Compensation for any period prior to the Participant's Entry Date in the overall Plan or as to a Contribution Type as applicable. If the Employer in its Adoption Agreement elects Plan Year Compensation, the Employer will elect whether to apply the election to all Contribution Types or only to particular Contribution Type(s).

**(I) Post-Severance Compensation.** Compensation includes Post-Severance Compensation to the extent the Employer elects in its Adoption Agreement or as the Plan otherwise provides. Post-Severance Compensation is Compensation paid after a Participant's Severance from Employment from the Employer, as further described in this Section (I). As the Employer elects, Post-Severance Compensation may include any or all of regular pay, leave cash-outs, or deferred compensation paid within the time period described in Section (I), and may also include salary continuation for disabled Participants, all as defined below. Any other payment paid after Severance from Employment that is not described in this Section (I) is not Compensation even if payment is made within the time period described below. Post-Severance Compensation does not include severance pay,

parachute payments under Code §280G(b)(2) or payments under a nonqualified unfunded deferred compensation plan unless the payments would have been paid at that time without regard to Severance from Employment.

(1) **Timing.** Post-Severance Compensation includes regular pay, leave cash-outs, or deferred compensation only to the extent the Employer pays such amounts by the later of 2 1/2 months after Severance from Employment or by the end of the Limitation Year that includes the date of such Severance from Employment.

(a) **Regular pay.** Regular pay means the payment of regular Compensation for services during the Participant's regular working hours, or Compensation for services outside the Participant's regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar payments, but only if the payment would have been paid to the Participant prior to a severance from employment if the Participant had continued in employment with the Employer.

(b) **Leave cash-outs.** Leave cash-outs means payments for unused accrued bona fide sick, vacation, or other leave, but only if the Employee would have been able to use the leave if employment had continued and if Compensation would have included those amounts if they were paid prior to the Participant's severance from employment.

(c) **Deferred compensation.** As used in this Section (1), deferred compensation means the payment of deferred compensation pursuant to an unfunded deferred compensation plan, if Compensation would have included the deferred compensation if it had been paid prior to the Participant's Severance from Employment, but only if the payment would have been paid at the same time if the Participant had continued in employment with the Employer and only to the extent that the payment is includable in the Participant's gross income.

(2) **Salary continuation for disabled Participants.** Salary continuation for disabled Participants means Compensation paid to a Participant who is permanently and totally disabled (as defined in Code §22(e)(3)). This Section will apply, as the Employer elects in its Adoption Agreement, either just to NHCEs (who are NHCEs immediately prior to becoming disabled) or to all Participants for a fixed or determinable period specified in the Adoption Agreement.

**(J) [Reserved]**

**(K) Deemed Disability Compensation.** The Plan does not include Deemed Disability Compensation under Code §415(c)(3)(C) unless the Employer in its Adoption Agreement elects to make Employer Contributions with respect to Deemed Disability Compensation under this Section (K). Deemed Disability Compensation is the Compensation the Participant would have received for the year if the Participant were paid at the same rate as applied immediately prior to the Participant becoming permanently and totally disabled (as defined in Code §22(e)(3)) if such deemed compensation is greater than actual Compensation as determined without regard to this Section (K). This Section (K) applies only if the affected Participant is an NHCE immediately prior to becoming disabled (or the Adoption Agreement election provides for the continuation of contributions on behalf of all such disabled participants for a fixed or determinable period) and all contributions made with respect to Compensation under this Section (K) are immediately Vested.

**(L) Differential Wage Payments.** Unless the Employer otherwise elects in Appendix B to its Adoption Agreement, the Plan will treat Differential Wage Payments as Compensation for all Plan contribution and benefit purposes.

**(M) Includible Compensation.** Includible Compensation means the Employee's Compensation received from the Employer that is includable in the Participant's gross income for Federal income tax purposes (computed without regard to Code §911, relating to United States citizens or residents living abroad), including Differential Wage Payments, for the most recent period that is a Year of 403(b) Service. Includible Compensation also includes any Elective Deferral or other amount contributed or deferred by the Employer at the election of the Employee that would be includable in the Employee's gross income but for the rules of Code §§125, 132(f)(4), 402(e)(2), 402(h)(1)(B), 402(k), or 457(b). Includible Compensation does not include any Compensation received during a period when the Employer is not an Eligible Employer or any Compensation, other than Post-Severance Compensation, paid after Severance of Employment. The amount of Includible Compensation is determined without regard to any community property laws. Except as provided in Treas. Reg. §1.401(a)(17)-1(d)(4)(ii) with respect to eligible participants in governmental plans, the amount of Includible Compensation of any Participant taken into account in determining contributions will not exceed \$270,000, as adjusted for cost-of-living increases in accordance with Code §401(a)(17)(B) for periods after 2017.

**(N) Deemed Includible Compensation.** Deemed Includible Compensation is determined on a monthly basis. A former Employee's Deemed Includible Compensation for any month is 1/12 of the amount of Compensation the former Employee received from the Employer that is includable in gross income for the most recent period (ending not later than the close of the Taxable Year) which: (a) constitutes one Year of 403(b) Service; and (b) precedes the Taxable Year by not more than five years. Deemed Includible Compensation will be determined in accordance with the rules for determining Includible Compensation and in accordance with Treas. Reg. §1.403(b)-4(d). The first month in which a former Employee has Deemed Includible Compensation is the month after the Employee Separates from Service. The Deemed Includible Compensation shall continue until the last day of the fifth Taxable Year which begins after the Employee Separates from Service.

**1.12 Contribution Types.** Contribution Types means the contribution types required or permitted under the Plan as the Employer elects in its Adoption Agreement.

**1.13 Custodial Account/Custodial Agreement.** Custodial Account means the group or individual custodial account or accounts, as defined in Code §403(b)(7), established for each Participant by the Employer, or by each Participant individually, to hold assets of the Plan. A Custodial Agreement means a separate written agreement between the Participant (or Employer) and the Custodian which sets forth the terms of the Custodian's engagement. See Section 8.04.

**1.14 Custodian.** Custodian means a bank or person who qualifies as a non-bank custodian under Code §401(f)(2) and who accepts the position of Custodian by executing the Adoption Agreement or by executing a separate Custodial Agreement.

**1.15 Defined Contribution Plan.** Defined Contribution Plan means a retirement plan which provides for an individual account for each Participant and for benefits based solely on the amount contributed to the Participant's Account, and on any Earnings, expenses, and forfeitures which the Plan may allocate to such Participant's Account.

**1.16 Defined Benefit Plan.** Defined Benefit Plan means a retirement plan which does not provide for individual accounts for Employer contributions and which provides for payment of determinable benefits in accordance with the plan's formula.

**1.17 [Reserved]**

**1.18 Differential Wage Payment.** Differential Wage Payment means differential wage payment as defined by Code §3401(h)(2).

**1.19 Disability/Disabled.** Disabled shall have the meaning provided in the Investment Arrangement. If not defined in the Investment Arrangement, Disabled means unable to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment that can be expected to result in death or to be of long continued and indefinite duration. The permanence and degree of such impairment shall be supported by medical evidence. The Employer in Appendix B to its Adoption Agreement can specify a different definition of Disabled which is not inconsistent with the Code and which will apply in place of the definition in the second sentence of this Paragraph. A person who is Disabled has a "Disability."

**(A) Administration.** For purposes of this Plan, a Participant is disabled on the date the Plan determines the Participant satisfies the definition of Disability. The Plan may require a Participant to submit to a physical examination in order to confirm the Participant's Disability. The provisions of this Section 1.19 will be applied in a consistent manner.

**1.20 DOL.** DOL means the U.S. Department of Labor.

**1.21 Earnings.** Earnings means the net income, gain or loss earned by a particular Account or with respect to a contribution or to a distribution, as the context requires.

**1.22 Educational Organization.** Educational Organization means an organization described under Code §170(b)(1)(A)(ii), relating to educational organizations that normally maintain a regular faculty and curriculum and normally have a regularly enrolled body of pupils or students in attendance where the educational activities are regularly carried on.

**1.23 Effective Date.** The Effective Date of this Plan is the date the Employer elects in its Adoption Agreement. However, as to a particular provision, a different effective date may apply as this basic plan document may provide or as the Employer may elect in its Adoption Agreement, or a Participation Agreement, or in any other document which evidences the action taken. If this Plan restates a previously existing plan, the Effective Date of the provisions of this restatement does not need to be earlier than January 1, 2010. If this Plan is retroactively effective, the provisions of this Plan generally control.

**1.24 Elective Deferrals.** Elective Deferrals means a Participant's Pre-Tax Deferrals, Roth Deferrals, Automatic Deferrals and, as the context requires, Age 50 Catch-Up Deferrals and Qualified Organization Catch-Up Deferrals under the Plan, and which the Employer contributes to the Plan at the Participant's election (or automatically) in lieu of cash compensation. As to other plans, as may be relevant to the Plan, Elective Deferrals means amounts excludible from the Employee's gross income under Code §§125, 132(f)(4), 402(c)(3), 402(h)(1)(B), 403(b), 408(p) or 457(b), and includes amounts included in the Employee's gross income under Code §402A, and contributed by the Employer, at the Employee's election, to a cafeteria plan, a qualified transportation fringe benefit plan, a 401(k) plan, a SARSEP, a tax-sheltered annuity, a SIMPLE plan or a Code §457(b) plan.

**(A) Pre-Tax Deferral.** Pre-Tax Deferral means an Elective Deferral (including a Catch-Up Deferral or an Automatic Deferral) which is not a Roth Deferral.

**(B) Roth Deferral.** Roth Deferral means an Elective Deferral (including a Catch-Up Deferral or an Automatic Deferral) which a Participant irrevocably designates as a Roth Deferral under Code §402A at the time of deferral and which is subject to income tax when made to the Plan. In the case of an Automatic Deferral, the Plan makes such irrevocable designation in accordance with Section 3.02(B).

(C) **Automatic Deferral.** See Section 3.02(B)(4)(a).

(D) **Age 50 Catch-Up Deferral.** See Section 3.02(E)(2).

(E) **Qualified Organization Catch-Up Deferral.** See Section 3.02(D)(1).

(F) **One-time Irrevocable Elections.** Contributions made pursuant to a Participant's one-time irrevocable election when he/she is initially eligible to participate under the Employer's plans are not Elective Deferrals. Contributions made pursuant to a one-time irrevocable election are Mandatory Employee Contributions under Section 1.46.

**1.25 Eligible Employee.** Eligible Employee means an Employee other than an Excluded Employee.

**1.26 Eligible Employer.** Eligible Employer means a State (but only as to a State Employee Performing Services for a Public School), or a Code §501(c)(3) organization as to any employee of the Code §501(c)(3) organization.

**1.27 Employee.** Except with regard to a Public School, Employee means any common law employee of the Employer. Employee does not include an independent contractor.

(A) **Public School.** If the Employer is a Public School, then Employee means each individual who is a common law employee of a State performing services for a Public School of the State, including an individual who is appointed or elected. This definition is not applicable unless the Employee's compensation for performing services for a Public School is paid by the State. Further, a person occupying an elective or appointive public office is not an Employee of a Public School unless such office is one to which an individual is elected or appointed and only if the individual has received training, or is experienced, in the field of education. A public office includes any elective or appointive office of a State.

(B) **Differential Wage Payment.** An individual receiving a Differential Wage Payment from the Employer is treated as an Employee of the Employer.

**1.28 Employee Contribution.** Employee Contribution means a Participant's after-tax contribution to an Investment Arrangement which the Participant designates as an Employee Contribution at the time of contribution. Neither an Elective Deferral (Pre-Tax or Roth) nor a Mandatory Employee Contribution is an Employee Contribution.

**1.29 Employer.** Employer means each Signatory Employer, Lead Employer, Related Employer, and Participating Employer as the Plan indicates or as the context requires. The Employer also includes any successor to a Signatory Employer, Lead Employer, or Participating Employer if such Employer agrees to continue to maintain the Plan. Only an Eligible Employer may be the Signatory Employer or Participating Employer.

(A) **Signatory Employer.** The Signatory Employer is the Employer who establishes a Plan under this Volume Submitter Plan by executing an Adoption Agreement. The Employer for purposes of acting as Plan Administrator, making Plan amendments, restating the Plan, terminating the Plan or performing settlor functions, means the Signatory Employer and does not include any Related Employer or Participating Employer. The Signatory Employer also may terminate the participation in the Plan of any Participating Employer upon written notice. The Signatory Employer will provide such notice not less than 30 days prior to the date of termination unless the Signatory Employer determines that the interest of Plan Participants requires earlier termination.

(B) **Related Group/Related Employer.** A Related Group is a controlled group of corporations (as defined in Code §414(b)), trades or businesses (whether or not incorporated) which are under common control (as defined in Code §414(c)), an affiliated service group (as defined in Code §414(m)) or an arrangement otherwise described in Code §414(o). The Employer shall determine which entities are Related Employers based on a reasonable, good faith standard and taking into account the special rules applicable under IRS Notice 89-23. Each Employer/member of the Related Group is a Related Employer. The term "Employer" includes every Related Employer for purposes of crediting Service and Hours of Service, determining Years of Service and Breaks in Service under Articles 2 and 4, determining Separation from Service, applying the Annual Additions Limit to 403(b) plans, applying the definitions of Employee, HCE and Compensation (except as the Employer may elect in its Adoption Agreement relating to allocations), and for any other purpose the Code or the Plan require.

(C) **Participating Employer.** Participating Employer means a Related Employer (to the Signatory Employer or another Related Employer) which signs the Execution Page of the Adoption Agreement or a Participation Agreement to the Adoption Agreement. Only a Participating Employer (or Employees thereof) may contribute to the Plan. A Participating Employer is an Employer for all purposes of the Plan except as provided in Sections 1.29(A). If Article 10 applies, a Participating Employer includes an unrelated Employer who executes a Participation Agreement. See Section 10.02.

**1.30 Employer Contribution.** Employer Contribution means a Nonelective Contribution or a Matching Contribution, as the context may require.

**1.31 Entry Date.** Entry Date means the date(s) the Employer elects in its Adoption Agreement upon which an Eligible Employee who has satisfied the Plan's eligibility conditions and who remains employed by the Employer on the Entry Date commences participation in the

Plan or in a part of the Plan. An Employee's Entry Date with regard to Elective Deferrals is the date the Employee becomes a Participant with regard to Elective Deferrals under Article 2.

**1.32 EPCRS.** EPCRS means the IRS' Employee Plans Compliance Resolution System for resolving plan defects, or any successor program.

**1.33 ERISA.** ERISA means the Employee Retirement Income Security Act of 1974, as amended, and includes applicable DOL regulations.

**1.34 [Reserved]**

**1.35 Excluded Employee.** Excluded Employee means, as the Employer elects in its Adoption Agreement, any Employee, or class of Employees, not eligible to participate in the Plan with regard to a specific Contribution Type. The Employer must elect any Excluded Employees in accordance with the Adoption Agreement limitations. The Employer in the Adoption Agreement may designate different groups of Excluded Employees for each Contribution Type. The Adoption Agreement may specify that Employees who fail to make an irrevocable election described in Section 1.24(F) are Excluded Employees, either as to the Plan as a whole or as to Employer Contributions.

**(A) Collective Bargaining Employees.** If the Employer elects in its Adoption Agreement to exclude collective bargaining Employees from eligibility to participate for purposes other than making Elective Deferrals, the exclusion applies to any Employee included in a unit of Employees covered by an agreement which the Secretary of Labor finds to be a collective bargaining agreement between employee representatives and one or more employers if: (1) retirement benefits were the subject of good faith bargaining; and (2) two percent or fewer of the employees covered by the agreement are "professional employees" as defined in Treas. Reg. §1.410(b)-9, unless the collective bargaining agreement requires the Employee to be included within the Plan. The term "employee representatives" does not include any organization more than half the members of which are owners, officers, or executives of the Employer. Regardless of the preceding, the Employer may elect in its Adoption Agreement to exclude collective bargaining Employees from eligibility to participate for purposes of making Elective Deferrals if the Employer maintains another plan that satisfies the universal availability requirements of Code §403(b)(12).

**(B) Nonresident Aliens.** If the Employer elects in its Adoption Agreement to exclude nonresident aliens from eligibility to participate, the exclusion applies to any nonresident alien Employee who does not receive any earned income, as defined in Code §911(d)(2), from the Employer which constitutes United States source income, as defined in Code §861(a)(3).

**(C) Student Employees.** If the Employer elects in its Adoption Agreement to exclude Student Employees, the exclusion applies to students performing services described in Code §3121(b)(10).

**(D) Reclassified Employees.** A Reclassified Employee is an Excluded Employee for purposes of Employer Contributions unless the Employer in Appendix B to its Adoption Agreement elects: (a) to include all Reclassified Employees as Eligible Employees; (b) to include one or more categories of Reclassified Employees as Eligible Employees; or (c) to include Reclassified Employees (or one or more groups of Reclassified Employees) as Eligible Employees as to one or more Contribution Types. A Reclassified Employee is any person the Employer erroneously did not treat as a common law employee and it is later determined (irrespective of a binding determination) that the person should have been treated as a common law employee. A person who is an independent contractor is not an Employee or, absent such later determination, a Reclassified Employee, and therefore may not be an Eligible Employee under this Plan.

**(E) Employees who normally work less than 20 hours per week.** The Employer in its Adoption Agreement may elect to exclude any Employee who normally works less than 20 hours per week. The Employer in the Adoption Agreement may select a lesser threshold than 20 hours per week. Under this election, in the case of Elective Deferrals only, an Employee is excluded from the Plan provided (1) for the Initial Eligibility Computation Period, the Employer reasonably expects the Employee to work less than 1,000 Hours of Service in such period; and (2) for each Subsequent Eligibility Computation Period, except as provided below in this Paragraph, the Employee worked less than 1,000 Hours of Service in any preceding Eligibility Computation Period. The provisions of Section 2.02(C) apply by analogy to the determination of Eligibility Computation Periods and service within an Eligibility Computation Period. In that case, the 1,000 Hour of Service requirement will be adjusted pro rata. Except as limited by the following sentence, any Employee who completes more than 1,000 Hours of Service during an Eligibility Computation Period will not be an Excluded Employee under this Section 1.35(E) for any subsequent Plan Year. The preceding sentence does not apply with respect to Employer Contributions. For purposes of this exclusion, the Plan Administrator may use any reasonable, consistent method of crediting Hours of Service, regardless of the method elected in the Adoption Agreement for other purposes.

**(F) [Reserved]**

**(G) Per Diem Employees.** If the Employer elects in its Adoption Agreement to exclude Per Diem Employees, then Employees who are employed on an as-needed basis by the Employer are excluded.

**1.36 401(m) Plan.** 401(m) Plan means the portion, if any, of the 403(b) plan or another plan the Employer establishes, subject to the requirements of Code §401(m).

**1.37 403(b) Plan.** 403(b) Plan means this 403(b) plan.

**1.38 Governmental Plan.** Governmental Plan means a plan maintained by a State and described in Code §414(d).

**1.39 HCE.** HCE means a highly compensated Employee, defined under Code §414(q) as an Employee who during the preceding Plan Year (or in the case of a short Plan Year, the immediately preceding 12 month period) had Compensation in excess of \$80,000 (as adjusted by the IRS for the relevant year) and, if the Employer under its Adoption Agreement makes the top-paid group election, was part of the top-paid 20% group of Employees (based on Compensation for the preceding Plan Year).

**(A) Compensation Definition.** For purposes of this Section 1.39, "Compensation" means Compensation as defined in Section 4.05(D).

**(B) Top-paid Group/Calendar Year Data.** The determination of who is an HCE, including the determinations of the number and identity of the top-paid 20% group, must be consistent with Code §414(q) and regulations issued under that Code section. The Employer in its Adoption Agreement may make a calendar year data election to determine the HCEs for the Plan Year, as prescribed by IRS Guidance. A calendar year data election must apply to all plans of the Employer which reference the HCE definition in Code §414(q). For purposes of this Section 1.39, if the current Plan Year is the first year of the Plan, then the term "preceding Plan Year" means the 12-consecutive month period immediately preceding the current Plan Year.

**1.40 Hour of Service.** Hour of Service means:

**(A) Paid and duties.** Each Hour of Service for which the Employer, either directly or indirectly, pays an Employee, or for which the Employee is entitled to payment, for the performance of duties. The Plan credits Hours of Service under this Paragraph (A) to the Employee for the computation period in which the Employee performs the duties, irrespective of when paid;

**(B) Back pay.** Each Hour of Service for back pay, irrespective of mitigation of damages, to which the Employer has agreed or for which the Employee is entitled to payment (irrespective of whether the employment relationship is terminated), for reasons other than for the performance of duties during a computation period, such as leave of absence, vacation, holiday, sick leave, illness, incapacity (including disability), layoff, jury duty or military duty. The Plan will credit no more than 501 Hours of Service under this Paragraph (C) to an Employee on account of any single continuous period during which the Employee does not perform any duties (whether or not such period occurs during a single computation period). The Plan credits Hours of Service under this Paragraph (C) in accordance with the rules of paragraphs (b) and (c) of Labor Reg. §2530.200b-2, which the Plan, by this reference, specifically incorporates in full within this Paragraph (C).

**(C) Payment but no duties.** Each Hour of Service for which the Employer, either directly or indirectly, pays an Employee, or for which the Employee is entitled to payment (irrespective of whether the employment relationship is terminated), for reasons other than for the performance of duties during a computation period, such as leave of absence, vacation, holiday, sick leave, illness, incapacity (including disability), layoff, jury duty or military duty. The Plan will credit no more than 501 Hours of Service under this Paragraph (C) to an Employee on account of any single continuous period during which the Employee does not perform any duties (whether or not such period occurs during a single computation period). The Plan credits Hours of Service under this Paragraph (C) in accordance with the rules of paragraphs (b) and (c) of Labor Reg. §2530.200b-2, which the Plan, by this reference, specifically incorporates in full within this Paragraph (C).

The Plan will not credit an Hour of Service under more than one of the above Paragraphs (A), (B) or (C). A computation period for purposes of this Section 1.40 is the Plan Year, Year of Service period, Break in Service period or other period, as determined under the Plan provision for which the Plan is measuring an Employee's Hours of Service. The Plan will resolve any ambiguity with respect to the crediting of an Hour of Service in favor of the Employee.

**(D) Method of Crediting Hours of Service.** The Employer must elect in its Adoption Agreement the method the Plan will use in crediting an Employee with Hours of Service and the purpose for which the elected method will apply.

(1) **Actual Method.** Under the Actual Method as determined from records, an Employee receives credit for Hours of Service for hours worked and hours for which the Employer makes payment or for which payment is due from the Employer.

(2) **Equivalency Method.** Under an Equivalency Method, for each equivalency period for which the Plan would credit the Employee with at least one Hour of Service, the Plan will credit the Employee with: (1) 10 Hours of Service for a daily equivalency; (2) 45 Hours of Service for a weekly equivalency; (3) 95 Hours of Service for a semimonthly payroll period equivalency; and (4) 190 Hours of Service for a monthly equivalency.

(3) **Elapsed Time Method.** Under the Elapsed Time Method, an Employee receives credit for Service for the aggregate of all time periods (regardless of the Employee's actual Hours of Service) commencing with the Employee's Employment Commencement Date, or with his/her Re-employment Commencement Date, and ending on the date a Break in Service begins. An Employee's Employment Commencement Date or his/her Re-employment Commencement Date begins on the first day he/she performs an Hour of Service following employment or re-employment. In applying the Elapsed Time Method, the Plan will credit an Employee's Service for any Period of Severance of less than 12-consecutive months and will express fractional periods of Service in days.

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(a) **Elapsed Time – Break in Service.** Under the Elapsed Time Method, a Break in Service is a Period of Severance of at least 12-consecutive months. In the case of an Employee who is absent from work for maternity or paternity reasons, the 12-consecutive month period beginning on the first anniversary of the first date the Employee is otherwise absent from Service does not constitute a Break in Service.

(b) **Elapsed Time – Period of Severance.** A Period of Severance is a continuous period of time during which the Employee is not employed by the Employer. The continuous period begins on the date the Employee retires, quits, is discharged, or dies or if earlier, the first 12-month anniversary of the date on which the Employee otherwise is absent from Service for any other reason (including disability, vacation, leave of absence, layoff, etc.).

(E) **Maternity/Paternity Leave/Family and Medical Leave Act.** Solely for purposes of determining whether an Employee incurs a Break in Service under any provision of this Plan, the Plan must credit Hours of Service during the Employee's unpaid absence period: (1) due to maternity or paternity leave; or (2) as required under the Family and Medical Leave Act. An Employee is on maternity or paternity leave if the Employee's absence is due to the Employee's pregnancy, the birth of the Employee's child, the placement with the Employee of an adopted child, or the care of the Employee's child immediately following the child's birth or placement. The Plan credits Hours of Service under this Section 1.40(E) on the basis of the number of Hours of Service for which the Employee normally would receive credit or, if the Plan cannot determine the number of Hours of Service the Employee would receive credit for, on the basis of 8 hours per day during the absence period. The Plan will credit only the number (not exceeding 501) of Hours of Service necessary to prevent an Employee's Break in Service. The Plan credits all Hours of Service described in this Section 1.40(E) to the computation period in which the absence period begins or, if the Employee does not need these Hours of Service to prevent a Break in Service in the computation period in which his/her absence period begins, the Plan credits these Hours of Service to the immediately following computation period.

(F) **Qualified Military Service.** Hour of Service also includes any Service the Plan must credit for contributions and benefits in order to satisfy the crediting of Service requirements of Code §414(u).

**1.41 Insurance Company.** Insurance Company means the insurance company which issues or provides an Annuity Contract used as an Investment Arrangement hereunder.

**1.42 Investment Arrangement/Investment Arrangement Documentation.** Investment Arrangement means an Annuity Contract or Custodial Account that satisfies the requirements of Treas. Reg. §1.403(b)-3 that is issued or established for funding amounts held under the Plan. Appendix "D" to the Employer's Adoption Agreement is a list of Vendors of Investment Arrangements approved for use under the Plan, including sufficient information to identify the approved Investment Arrangements. Investment Arrangement Documentation means the terms and agreements associated with an Investment Arrangement, such as a Custodial Agreement, an Annuity Contract, or other documents that Investment Arrangement Documentation may reference, such as a service agreement. The Investment Arrangement Documentation, excluding those terms that are inconsistent with the Plan or Code §403(b), is hereby incorporated by reference in the Plan. With respect to any Participant, an Investment Arrangement refers to the Investment Arrangement or Investment Arrangements which hold all or part of the Participant's Account.

**1.43 IRS.** IRS means the Internal Revenue Service. When discussing regulations or other guidance, IRS also includes the United States Treasury. IRS Guidance includes Treasury regulations and other guidance of general applicability appearing in the Internal Revenue Bulletin.

**1.44 [Reserved]**

**1.45 Limitation Year.** The Limitation Year means the Calendar Year. However, if the Participant is in control of an Employer pursuant to Section 4.04, the Limitation Year shall be the Limitation Year in the Defined Contribution Plan controlled by the Participant.

**1.46 Mandatory Employee Contributions.** A Mandatory Employee Contribution is a pre-tax Employee contribution which the Employee agrees to make as a condition of employment. Mandatory Employee Contributions also include contributions made pursuant to an Employee's irrevocable one-time election, as described in Section 1.24(F). Mandatory Employee Contributions are treated as pretax Nonselective Contributions and are 100% Vested at all times.

**1.47 Matching Contribution.** Matching Contribution means a fixed or discretionary contribution the Employer makes on account of Elective Deferrals or on account of Employee Contributions. Matching Contributions are limited to contributions made on account of Elective Deferrals or Employee Contributions under this Plan unless otherwise specified by the Employer in its Adoption Agreement. Matching Contributions also include Participant forfeitures allocated on account of such Elective Deferrals or Employee Contributions.

(A) **Fixed Matching Contribution.** Fixed Matching Contribution means a Matching Contribution which the Employer, subject to satisfaction of allocation conditions, if any, must make pursuant to a formula in the Adoption Agreement. Under the formula, the Employer contributes a specified percentage or dollar amount on behalf of a Participant based on that Participant's Elective Deferrals or Employee Contributions eligible for a match.

**(B) Discretionary Matching Contribution.** Discretionary Matching Contribution means a Matching Contribution which the Employer in its sole discretion elects to make to the Plan. The Employer retains discretion over the Discretionary Matching Contribution rate or amount, the limit(s) on Elective Deferrals or Employee Contributions subject to match, the per Participant match allocation limit(s), the Participants who will receive the allocation, and the time period applicable to any matching formula(s) (collectively, the "matching formula"), except as the Employer otherwise elects in its Adoption Agreement.

**1.48 Nonelective Contribution.** Nonelective Contribution means a fixed or discretionary Employer Contribution which is not a Matching Contribution.

**(A) Fixed Nonelective Contribution.** Fixed Nonelective Contribution means a Nonelective Contribution which the Employer, subject to satisfaction of allocation conditions, if any, must make pursuant to a formula (based on Compensation of Participants who will receive an allocation of the contributions or otherwise) in the Adoption Agreement. See Section 3.04(A)(2).

**(B) Discretionary Nonelective Contribution.** Discretionary Nonelective Contribution means a Nonelective Contribution which the Employer in its sole discretion elects to make to the Plan. See Section 3.04(A)(1).

**(C) QNEC.** QNEC means a qualified nonelective contribution which is 100% Vested at all times and which is subject to the distribution restrictions described in Section 6.01(E). Nonelective Contributions are not 100% Vested at all times if the Employee has a 100% Vested interest solely because of his/her Years of Service taken into account under a vesting schedule. Any Nonelective Contributions allocated to a Participant's QNEC Account under the Plan automatically satisfy and are subject to the QNEC definition.

**1.49 NHCE.** NHCE means a nonhighly compensated employee, which is any Employee who is not an HCE.

**1.50 Participant.** Participant means an Eligible Employee who becomes a Participant in accordance with the provisions of Section 2.01. Once an Eligible Employee becomes a Participant, he or she will remain a Participant so long as he or she has an Account in the Plan.

**1.51 Participation Agreement.** Participation Agreement means the Adoption Agreement page or pages or other separate agreement executed by one or more Related Employers (or in a multiple employer plan, other Eligible Employers) to become a Participating Employer.

**(A) Permissible variations of participation agreement.** The participation agreement must identify the Participating Employer and the covered Employees and provide for the Participating Employer's signature. In addition, in the participation agreement, the Signatory Employer shall specify which elections, if any, the Participating Employer can modify, and any restrictions on the modifications. Any such modification shall apply only to the Employees of that Participating Employer. The Participating Employer shall make any such modification by selecting the appropriate option on its participation agreement to the Employer's Adoption Agreement. To the extent that the participation agreement does not permit modification of an election, any attempt by a Participating Employer to modify the election shall have no effect on the Plan and the Participating Employer is bound by the Plan terms as selected by the Signatory Employer. If a Participating Employer does not make any permissible participation agreement election modifications, then with regard to any election, the Participating Employer is bound by the Adoption Agreement terms as completed by the Signatory Employer.

**1.52 Plan.** Plan means the 403(b) Plan established or continued by the Employer in the form of this Volume Submitter Plan, including the Adoption Agreement under which the Employer has elected to establish this Plan. The Plan is not intended to be a Code §§401(a), 403(a) or 457(b) plan. The Employer must designate the name of the Plan in its Adoption Agreement. An Employer may execute more than one Adoption Agreement offered under this Plan, each of which will constitute a separate Plan established or continued by that Employer. The Plan created by each adopting Employer is a separate Plan, independent from the plan of any other employer adopting this Volume Submitter Plan. All section references within this basic plan document are Plan section references unless the context clearly indicates otherwise. The Plan includes any Appendix permitted by the basic plan document or by the Employer's Adoption Agreement and which the Employer attaches to its Adoption Agreement. The Plan Administrator or others, as described more fully in Section 1.53 may perform any action the Plan is to perform hereunder.

**(A) Frozen Plan.** See Section 3.01(F).

**1.53 Plan Administrator.** Plan Administrator means the person, committee, or organization selected in the Adoption Agreement to administer the Plan. If no Plan Administrator is identified in the Adoption Agreement, then the Employer is the Plan Administrator. Functions of the Plan Administrator, including those described in the Plan, may be performed by Vendors, designated agents of the Plan Administrator, or others (including Employees a substantial portion of whose duties is administration of the Plan) pursuant to the terms of Investment Arrangements, written service agreements or other documents under the Plan. For this purpose, an Employee is treated as having a substantial portion of his or her duties devoted to administration of the Plan if the Employee's duties with respect to administration of the Plan are a regular part of the Employee's duties and the Employee's duties relate to Participants and Beneficiaries generally (and the Employee only performs those duties for himself or herself as a consequence of being a Participant or Beneficiary). If the Employer is the Plan Administrator, any requirement under the Plan for communication between the Employer and the Plan Administrator automatically is deemed satisfied, and the Employer has discretion to determine the manner of documenting any decision deemed to be communicated under this provision.

- 1.54 Plan Year.** Plan Year means the consecutive month period the Employer specifies in its Adoption Agreement.
- 1.55 Practitioner.** The Practitioner means the Volume Submitter Practitioner identified in the heading to the plan.
- 1.56 [Reserved]**
- 1.57 Public School.** Public School means a State-sponsored Educational Organization (includes public Institutions of Higher Education).
- 1.58 QDRO.** QDRO means a qualified domestic relations order under Code §414(p). A "domestic relations order" is a judgment, decree, or order (including approval of a property settlement agreement) that relates to the provision of child support, alimony payments, or marital property rights of a spouse or former spouse, child, or other dependent, made pursuant to the domestic relations law of any State.
- 1.59 Qualified Military Service.** Qualified Military Service means qualified military service as defined in Code §414(u)(5). Notwithstanding any provision in the Plan to the contrary, as to Qualified Military Service, the Plan will credit Service under Section 1.40(C), the Employer will make contributions to the Plan and the Plan will provide benefits in accordance with Code §414(u).
- 1.60 Restated Plan.** A Restated Plan means a plan the Employer adopts in substitution for, and in amendment of, an existing plan, as the Employer elects in its Adoption Agreement. The provisions of this Plan, as a Restated Plan, apply solely to an Employee whose employment with the Employer terminates on or after the restated Effective Date of the Plan, except as otherwise set forth in the Adoption Agreement.
- 1.61 [Reserved]**
- 1.62 Rollover Contribution.** A Rollover Contribution means an amount of cash or property (including a Participant loan from another plan subject to the rules of the Vendor) which the Code permits an Eligible Employee or Participant to transfer directly or indirectly to this Plan from another Eligible Retirement Plan (or vice versa) within the meaning of Code §402(c)(8)(B) and Section 6.08(F)(2), except that the Plan may permit an In-Plan Roth Rollover Contribution as provided in Section 3.08(E).
- (A) In-Plan Roth Rollover Contribution.** An In-Plan Roth Rollover Contribution means a Rollover Contribution to the Plan that consists of a distribution or transfer from a Participant's Plan Account, other than a Roth Deferral Account, that the Participant transfers to the Participant's In-Plan Roth Rollover Contribution Account in the Plan, in accordance with Code §402(c)(4). In-Plan Roth Rollover Contributions will be subject to the Plan rules related to Roth Deferral Accounts, subject to preservation of Protected Benefits in accordance with clause (c) of Section 3.08(E)(3)(d).
- (B) In-Plan Roth Rollover Contribution Account.** An In-Plan Roth Rollover Contribution Account is a sub-account the Plan Administrator or Vendor may establish to account for a Participant's Rollover Contributions attributable to the Participant's In-Plan Roth Rollover Contributions. The Plan Administrator has authority to establish such a sub-account, and to the extent necessary, may establish sub-accounts based on the source of the In-Plan Roth Rollover Contribution. The Plan Administrator will administer an In-Plan Roth Rollover Contribution Account in accordance with Code and the Plan provisions.
- 1.63 [Reserved]**
- 1.64 Salary Reduction Agreement.** A Salary Reduction Agreement means a Participant's written election to reduce his or her Compensation (and have that amount contributed as Elective Deferrals to the Plan).
- 1.65 Separation from Service/Severance from Employment.** "Severance from Employment" or "Separation from Service" occurs when an Employee ceases to be employed by the Employer maintaining the Plan or a Related Employer that is eligible to maintain a section 403(b) Plan under Treas. Reg. §1.403(b)-2(b)(8), even if the Employee remains employed with another entity that is a Related Employer where either (a) such Related Employer is not an Eligible Employer or (b) the Employee is employed or in a capacity that is not employment with an eligible employer.
- 1.66 Service.** Service means any period of time the Employee is in the employ of the Employer, including any period the Employee is on an unpaid leave of absence authorized by the Employer under a uniform policy applicable to all Employees. See Section 1.29(B) related to Service for Related Employers.
- (A) Predecessor Employer.** A Predecessor Employer is an employer that previously employed one or more of the Employees.
- (B) Predecessor Employer Service.** If the Employer maintains (by adoption, plan merger or transfer) the plan of a Predecessor Employer, service of the Employee with the Employer.
- (C) Elective Service Crediting.** Except as provided in Section 1.66(B), the Plan does not credit Service with the Predecessor Employer unless the Employer, in its Adoption Agreement (or in a Participation Agreement, if applicable) elects to credit

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designated Predecessor Employer Service and specifies the purposes for which the Plan will credit service with that Predecessor Employer. Unless the Employer under its Adoption Agreement provides for this purpose specific Entry Dates, an Employee who satisfies the Plan's eligibility condition(s) by reason of the crediting of Predecessor Employer Service will enter the Plan in accordance with the provisions of Article 2 as if the Employee were a re-employed Employee on the first day the Plan credits Predecessor Employer Service.

**1.67 State.** State means a State, a political subdivision of a State, or any agency of instrumentality of a State, and includes the District of Columbia. In determining whether an individual is a Public School Employee, a State includes an Indian tribal government.

**1.68 [Reserved]**

**1.69 Taxable Year.** Taxable Year means the taxable year of a Participant.

**1.70 Vested.** Vested means a Participant or a Beneficiary has an unconditional claim, legally enforceable against the Plan, to the Participant's Accumulated Benefit or to a portion thereof if not 100% vested.

**1.71 USERRA.** USERRA means the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended.

**1.72 Vendor.** Vendor means the provider of an Annuity Contract or Custodial Account, as the context requires. With regard to an Investment Arrangement, the Vendor is the provider of that Investment Arrangement. With regard to a Participant, the Vendor is the provider of any Investment Arrangement holding an Account for the Participant.

**1.73 Year of 403(b) Service.** For purposes of determining Includible Compensation or Special Catch-Up Contributions, Year of 403(b) Service means each full year during which an individual is a full-time Employee of the Employer, plus fractional credit for each part of a year during which the individual is either a full-time Employee of the Employer for a part of a year or a part-time Employee of the Employer, determined under Treas. Reg. §1.403(b)-4(c). An Employee's number of Years of 403(b) Service equals the aggregate of such years or parts of years. The work period is the Employer's annual work period.

**ARTICLE 2. ELIGIBILITY AND PARTICIPATION**

**2.01 ELIGIBILITY.** Each Eligible Employee becomes a Participant in the Plan in accordance with the eligibility conditions the Employer elects in its Adoption Agreement. The Employer may elect different age and service conditions for different Contribution Types under the Plan.

**(A) Elective Deferrals/Universal Availability.** The provisions of this Section 2.01(A) apply if the Employer does not maintain another plan that satisfies the universal availability requirements of Code §403(b)(12). An Employee, other than an Excluded Employee with regard to Elective Deferrals, becomes a Participant in the Elective Deferral portion of the Plan on the date the Employer provides the Employee a participant notice of the right to defer. The Employer will provide such a notice to the Employee within 30 days after commencement of employment (or, if later, 30 days after the date the Employee ceases to be an Excluded Employee). If the Plan places any restrictions on a Participant's right to make a deferral election, the Participant, at a minimum, must have the right to make an initial deferral election within a 30-day period following the date the notice is provided. In no event may a Participant's deferral election be effective prior to the Effective Date of the Plan. For purposes of this Paragraph, an Employee of a Related Employer that is not a Participating Employer is an Excluded Employee with respect to Elective Deferrals.

**(B) Other Contributions.** The provisions of this Section 2.01(B) apply to Employer Contributions and Employee Contributions, and do not apply to Elective Deferrals. However, if the Employer maintains another plan that satisfies the universal availability requirements of Code §403(b)(12), then the provisions of this Section 2.01(B) also apply to Elective Deferrals.

**(1) Eligibility Conditions.** The Employer in its Adoption Agreement will elect the age and service conditions applicable to Employer Contributions or Employee Contributions (or Elective Deferrals if the Employer maintains another plan that satisfies the universal availability requirements of Code §403(b)(12)), if any. For purposes of an Eligible Employee's participation in Employer Contributions or Employee Contributions, the Plan may not impose an age condition exceeding age 21 and may not require completion of more than one Year of Service, except as provided under Sections 2.02(E), (G), or (H).

**(2) New Plan.** Any Eligible Employee who has satisfied the Plan's eligibility conditions and who has reached his/her Entry Date as of the Effective Date is eligible to participate as of the Effective Date, assuming the Employer continues to employ the Employee on that date. Any other Eligible Employee becomes eligible to participate: (1) upon satisfaction of the eligibility conditions and reaching his/her Entry Date; or (2) upon reaching his/her Entry Date if such Employee had already satisfied the eligibility conditions prior to the Effective Date.

**(3) Restated Plan.** If this Plan is a Restated Plan, each Employee who was a Participant in the Plan on the day before the restated Effective Date continues as a Participant in the Restated Plan, irrespective of whether he/she satisfies the eligibility conditions of the Restated Plan, unless the Employer provides otherwise in its Adoption Agreement.

**(4) Special Eligibility Effective Date (Dual Eligibility).** The Employer in its Adoption Agreement may elect to provide a special Effective Date for the Plan's eligibility conditions, with the effect that such conditions may apply only to Employees who are employed by the Employer after a specified date.

**2.02 APPLICATION OF SERVICE CONDITIONS.** The Plan Administrator will apply this Section 2.02 in administering the Plan's eligibility service condition(s) for Employer Contributions, Mandatory Employee Contributions and Employee Contributions (and, if the Employer maintains another plan that satisfies the universal availability requirements, Elective Deferrals), if any.

**(A) Definition of Year of Service.** A Year of Service for purposes of an Employee's participation in the Plan, means the applicable Eligibility Computation Period under Section 2.02(C), during which the Employee completes the number of Hours of Service the Employer specifies in its Adoption Agreement, without regard to whether the Employer continues to employ the Employee during the entire Eligibility Computation Period.

**(B) Counting Years of Service.** For purposes of an Employee's participation in the Plan, the Plan counts all of an Employee's Years of Service, except as provided in Section 2.03.

**(C) Initial and Subsequent Eligibility Computation Periods.** If the Plan requires one Year of Service for eligibility and an Employee does not complete one Year of Service during the Initial Eligibility Computation Period, the Plan measures Subsequent Eligibility Computation Periods in accordance with the Employer's election in its Adoption Agreement. If the Plan measures Subsequent Eligibility Computation Periods on a Plan Year basis, an Employee who receives credit for the required number of Hours of Service during the Initial Eligibility Computation Period and also during the first applicable Plan Year receives credit for two Years of Service under Article 2.

**(1) Definition of Eligibility Computation Period.** An Eligibility Computation Period is a 12-consecutive month period.

(2) **Definition of Initial Eligibility Computation Period.** The "Initial Eligibility Computation Period" is the Employee's Anniversary Year which begins on the Employee's Employment Commencement Date.

(3) **Definition of Anniversary Year.** An Employee's "Anniversary Year" is the 12-consecutive month period beginning on the Employee's Employment Commencement Date or on anniversaries thereof.

(4) **Definitions of Employment Commencement Date/Re-Employment Commencement Date.** An Employee's Employment Commencement Date is the date on which the Employee first performs an Hour of Service for the Employer. An Employee's Re-Employment Commencement Date is the date on which the Employee first performs an Hour of Service for the Employer after the Employer re-employs the Employee.

(5) **Definition of Subsequent Eligibility Computation Period.** A Subsequent Eligibility Computation Period is any Eligibility Computation Period after the Initial Eligibility Computation Period, as the Employer elects in its Adoption Agreement.

(D) **Entry Date.** The Employer in its Adoption Agreement elects the Entry Date(s) and elects whether such Entry Date(s) are retroactive, coincident with or next following an Employee's satisfaction of the Plan's eligibility conditions. The Employer may elect to apply different Entry Dates to different Contribution Types.

(1) **Definition of Entry Date.** See Section 1.31.

(E) **Alternative Service Conditions.** The Employer in its Adoption Agreement may elect to impose for eligibility a condition of less than one Year of Service or of more than one Year of Service, but not exceeding two Years of Service. If the Employer elects an alternative Service condition to one Year of Service or two Years of Service, the Employer must elect in its Adoption Agreement the Hour of Service and other requirement(s), if any, after the Employee completes one Hour of Service. Under any alternative Service condition election, the Plan may not require an Employee to complete more than one Year of Service (1,000 Hours of Service in 12-consecutive months) or two Years of Service, if applicable.

(1) [Reserved]

(2) [Reserved]

(3) **Months and days.** The Plan Administrator may, on a uniform and consistent basis, apply Plan provisions relating to months based on a 30-day month, or may adopt other reasonable conventions as it may deem beneficial for efficient Plan administration.

(F) **Equivalency or Elapsed Time.** If the Employer in its Adoption Agreement elects to apply the Equivalency Method or the Elapsed Time Method in applying the Plan's eligibility Service condition, the Plan Administrator will credit Service in accordance with Sections 1.40(D)(2) and (3).

(G) **Governmental Plans.** The limitations of this Article on age and service requirements and selection of Entry Dates will not apply unless otherwise noted in the Adoption Agreement.

(H) **Maximum age for educational institution.** If (1) this Plan is maintained exclusively for Employees of an educational organization as defined in Code §170(b)(1)(A)(ii); (2) the Plan does not require more than one Year of Service as a condition for entry; and (3) the Plan provides full vesting after no more than one Year of Service, the maximum age restriction of Section 2.01(B)(1) is applied by substituting "26" for "21."

**2.03 BREAK IN SERVICE – PARTICIPATION.** The Plan Administrator will apply this Section 2.03 if any Break in Service rule applies under the Plan. The Break in Service rules do not apply to Elective Deferrals.

(A) **Definition of Break in Service.** For purposes of this Article 2, an Employee incurs a Break in Service if during any applicable Eligibility Computation Period he/she does not complete more than 500 Hours of Service with the Employer. The Eligibility Computation Period under this Section 2.03(A) is the same as the Eligibility Computation Period the Plan uses to measure a Year of Service under Section 2.02. On a uniform basis, the Plan Administrator may disregard a Break in Service for an Eligibility Computation Period if the Employee is in service on the last day of that period. If the Plan applies the Elapsed Time Method of crediting Service under Section 1.40(D)(3), a Participant incurs a "Break in Service" if the Participant has a Period of Severance of at least 12 consecutive months.

(B) **Two Year Eligibility.** If the Employer under the Adoption Agreement elects a two Years of Service eligibility condition, an Employee who incurs a one year Break in Service prior to completing two Years of Service: (1) is a new Employee, on the date he/she first performs an Hour of Service for the Employer after the Break in Service; (2) the Plan disregards the Employee's Service prior to the Break in Service; and (3) the Employee establishes a new Employment Commencement Date for purposes of the Initial Eligibility Computation Period under Section 2.02(C).

(C) **USERRA.** An Employee who has completed Qualified Military Service and who the Employer has rehired under USERRA, does not incur a Break in Service under the Plan by reason of the period of such Qualified Military Service.

(D) **Adoption Agreement provisions.** The Employer may specify, in Appendix B to its Adoption Agreement, one or more years or other periods of service which the Plan will disregard for purposes of eligibility for Employer Contributions, based on Separation from Service, or Break in Service.

**2.04 PARTICIPATION UPON RE-EMPLOYMENT.** The provisions of Paragraphs (A), (B), and (C) of this Section 2.04 apply to Employer Contributions and Employee Contributions. An Employee who incurs a Separation from Service will enter or re-enter the Plan as a Participant for purposes of Elective Deferrals on his/her Re-employment Commencement Date (provided he/she is not an Excluded Employee).

(A) **Rehired Participant/Immediate Re-Entry.** A Participant who incurs a Separation from Service will re-enter the Plan as a Participant on the date of his/her Re-Employment Commencement Date (provided he/she is not an Excluded Employee), subject to any Break in Service rule, if applicable, under Section 2.03.

(B) **Rehired Eligible Employee Who Had Satisfied Eligibility.** An Eligible Employee who satisfies the Plan's eligibility conditions, but who incurs a Separation from Service prior to becoming a Participant, subject to any Break in Service rule, if applicable, under Section 2.03, will become a Participant on the later of: (1) the Entry Date on which he/she would have entered the Plan had he/she not incurred a Separation from Service; or (2) his/her Re-Employment Commencement Date.

(C) **Rehired Eligible Employee Who Had Not Satisfied Eligibility.** An Eligible Employee who incurs a Separation from Service prior to satisfying the Plan's eligibility conditions, becomes a Participant in accordance with the Employer's Adoption Agreement elections. The Plan Administrator, for purposes of applying any shift in the Eligibility Computation Period, takes into account the Employee's prior Service and the Employee is not treated as a new hire.

**2.05 CHANGE IN EMPLOYMENT STATUS.** The Plan Administrator will apply this Section 2.05 if the Employer in its Adoption Agreement elected to exclude any Employees as Excluded Employees. Although the provisions of this Section describe exclusion from the Plan as a whole, the Plan Administrator will apply the principles of this Section as appropriate to an individual excluded from one or more Contribution Types, as authorized in Section 1.35.

(A) **Participant Becomes an Excluded Employee.** If a Participant has not incurred a Separation from Service but becomes an Excluded Employee, during the period of exclusion the Excluded Employee: (i) will not share in the allocation of any Employer Contributions or Participant forfeitures, based on Compensation paid to the Excluded Employee during the period of exclusion; (ii) may not make Employee Contributions; and (iii) may not make Elective Deferrals as to Compensation paid to the Excluded Employee during the period of exclusion.

(1) **Vesting, accrual, Break in Service and Earnings.** A Participant who becomes an Excluded Employee under this Section 2.05(A) continues: (a) to receive Service credit for vesting under Article 5 for each included vesting Year of Service; (b) to receive Service credit for applying any allocation conditions under Section 3.06 as to Employer Contributions accruing for any non-excluded period; (c) to receive Service credit in applying the Break in Service rules; and (d) to share fully in Earnings under Article 7.

(2) **Resumption of Eligible Employee status.** If a Participant who becomes an Excluded Employee subsequently resumes status as an Eligible Employee, the Participant will participate in the Plan immediately upon resuming eligible status, subject to the Break in Service rules, if applicable, under Section 2.03.

(B) **Excluded Employee Becomes Eligible.** If an Excluded Employee who is not a Participant becomes an Eligible Employee, he/she will participate immediately in the Plan if he/she has satisfied the Plan's eligibility conditions and would have been a Participant had he/she not been an Excluded Employee during his/her period of Service. An Excluded Employee receives Service credit for eligibility, for allocation conditions under Section 3.06 (but the Plan disregards Compensation paid while excluded) and for vesting under Article 5 for each included vesting Year of Service, notwithstanding the Employee's Excluded Employee status.

**2.06 TERMINATION OF PARTICIPATION.** Once an Eligible Employee becomes a Participant, he or she will continue to be a Participant until the Plan distributes the Participant's entire Account Balance.

**ARTICLE 3. PLAN CONTRIBUTIONS AND FORFEITURES**

**3.01 CONTRIBUTION TYPES.** The Employer in its Adoption Agreement will elect the Contribution Type(s) and any formulas, allocation methods, conditions and limitations applicable thereto, except where the Plan expressly reserves discretion to the Employer or to the Plan Administrator.

(A) **Application of Limits.** The Employer will not make a contribution to an Investment Arrangement for any Plan Year to the extent the contribution would exceed any Article 4 limit or other Plan limit.

(B) **Compensation for Allocations/Limit.** The Plan will allocate all Employer Contributions and Elective Deferrals based on the definition of Compensation the Employer elects in its Adoption Agreement for a particular Contribution Type. The Plan Administrator in allocating such contributions must limit each Participant's Compensation in accordance with the provisions of Section 1.11(E). In determining Compensation from which a Participant may make Elective Deferrals, the Compensation dollar limitation described in Section 1.11(E) does not apply.

(C) **Allocation Conditions.** The Plan Administrator will allocate Employer Contributions only to those Participants who satisfy the Plan's allocation conditions under Section 3.06, if any, for the Contribution Type being allocated.

(D) **Time of Payment of Contribution.** The Employer may pay Employer Contributions for any Plan Year in one or more installments without interest. Unless otherwise required by the relevant Investment Arrangement Documentation or the Code, the Employer may make an Employer Contribution to the Plan for a particular Plan Year at such time(s) as the Employer in its sole discretion determines. If the Employer makes a contribution for a particular Plan Year after the close of that Plan Year, the Employer will designate the Plan Year for which the Employer is making the Employer Contribution. The Plan will allocate the contribution accordingly.

(E) **Return of Employer Contribution.** The Employer contributes to the Plan on the condition its contribution is not due to a mistake of fact.

(1) **Request for contribution return/timing.** The Vendor, upon written request from the Employer, must return to the Employer (or, if applicable, directly to the Participant) the amount of the Employer Contribution made by the Employer by mistake of fact.

(2) **Earnings.** The Vendor will adjust the amount of the Employer Contribution returnable under this Section 3.01(E) for any Earnings attributable to the contribution.

(3) **Evidence.** The Vendor may require the Employer to furnish the Vendor whatever evidence the Vendor deems necessary to enable the Vendor to confirm the amount the Employer has requested be returned can be returned consistent with the Code.

(F) **Frozen Plans.** The Employer in its Adoption Agreement (or in an Employer resolution) may elect to treat the Plan as a Frozen Plan. Under a Frozen Plan, the Employer and the Participants will not make any contributions to the Plan. The Plan provisions, other than those requiring contributions, continue in effect until the Employer terminates the Plan. An Eligible Employee will not become a Participant in a Frozen Plan after the date the Plan becomes a Frozen Plan.

**3.02 ELECTIVE DEFERRALS.** If the Employer in its Adoption Agreement elects to permit Elective Deferrals, the provisions of this Section 3.02 will apply. A Participant's Elective Deferrals will be made pursuant to a Salary Reduction Agreement unless the Employer elects in its Adoption Agreement to apply the Automatic Deferral provision under Section 3.02(B). The Participant prospectively may modify or revoke a Salary Reduction Agreement, or may file a new Salary Reduction Agreement following a prior revocation, at least once per Plan Year or more frequently as specified in the Plan's Salary Reduction Agreement.

(A) **Administrative provisions.** The Salary Reduction Agreement shall be made through a form provided by, and filed with, the Plan Administrator or its designated agent. The Employee's elections with respect to Investment Arrangements and allocations (and reallocations) among Accounts, if not included in the Salary Reduction Agreement, shall be included in other records maintained under the Plan.

(1) **Minimum/Maximum Amount.** The Salary Reduction Agreement may establish an annual minimum deferral amount no higher than \$200, and may change such minimum to a different amount (but not in excess of \$200) from time to time. The Salary Reduction Agreement may also establish a uniform maximum deferral limit in the Salary Reduction Agreement.

(2) **Termination.** Any election on a Salary Reduction Agreement shall remain in effect until a new election is filed or the election is revoked or cancelled. The termination of a Participant's employment automatically revokes the Participant's election with regard to Compensation earned after the Participant is rehired.

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(3) **Effective Date.** A Salary Reduction Agreement may not be effective earlier than the following date which occurs last: (1) under Article 2, the Participant's Entry Date or, in the case of a re-hired Employee, his/her re-participation date; (2) the execution date of the Salary Reduction Agreement; (3) the date the Employer adopts the 403(b) Plan; or (4) the Effective Date of the 403(b) Plan. Subject to these limitations, the Salary Reduction Agreement shall be effective as soon as administratively practical after execution.

(4) **Compensation.** A Salary Reduction Agreement must specify the dollar amount of Compensation or the percentage of Compensation the Participant wishes to defer. The Salary Reduction Agreement will apply: (1) only to Compensation which becomes currently available after the effective date of the Salary Reduction Agreement; and (2) to all or to such Elective Deferral Compensation as the Salary Reduction Agreement indicates, including any Participant elections made in the Salary Reduction Agreement. Also see Section 1.11(G) relating to non-cash Compensation. Participants may not make Elective Deferrals from amounts that are not Code §415 Compensation under Section 4.05(D). In addition, a Participant may not make Elective Deferrals from amounts which are not Compensation under Section 1.11 even if 415 Compensation is more inclusive. In determining Compensation from which a Participant may make Elective Deferrals, the Compensation dollar limitation described in Section 1.11(E) does not apply.

(5) **Additional Rules.** The Plan Administrator in the Plan's Salary Reduction Agreement form, or in a Salary Reduction Agreement policy will specify additional rules and restrictions applicable to a Participant's Salary Reduction Agreement, including but not limited to those regarding the timing, frequency and mechanics of changing or revoking a Salary Reduction Agreement or any uniform limitations with regard to deferrals in addition to those otherwise provided in the Plan. Any such rules and restrictions must be consistent with the Plan and with the Code. The Plan Administrator may provide more than one Salary Reduction Agreement form for use in specific situations.

**(B) Automatic Deferrals.** The Employer in its Adoption Agreement will elect whether to apply or not apply the Automatic Deferral provisions. The Employer may elect the Automatic Deferral provisions under Section 3.02(B)(1) (an ACA), or Section 3.02(B)(2) (an EACA). The Plan Administrator will treat Automatic Deferrals as Elective Deferrals for all purposes under the Plan, including application of limitations, and distributions. If the Employer in its Adoption Agreement has elected to permit Roth Deferrals, Automatic Deferrals are Pre-Tax Deferrals unless the Employer in Appendix B to its Adoption Agreement elects otherwise. Automatic Deferrals will not apply to a Participant until after the Participant has had a reasonable period of time after being informed of the automatic deferral procedure to make a Contrary Election (and, if applicable, an investment election).

(1) **Automatic Contribution Arrangement (ACA).** If the Employer elects in its Adoption Agreement, the Employer maintains a Plan with Automatic Deferral provisions as an Automatic Contribution Arrangement ("ACA"), effective as of the date the Employer elects in the Adoption Agreement, and the provisions of this Section 3.02(B)(1) will apply.

(a) **Participants subject to ACA.** The Employer in its Adoption Agreement will elect which Participants are subject to the ACA Automatic Deferral on the Effective Date thereof, including some or all current Participants and those Employees who become Participants after the ACA Effective Date.

(b) **Effect of Contrary Election.** A Participant who makes a Contrary Election is not thereafter subject to the Automatic Deferral or to any scheduled increases thereto, even if the Participant later modifies the Contrary Election. A Participant's Contrary Election continues in effect until the Participant subsequently changes his/her Salary Reduction Agreement or the Salary Reduction Agreement is revoked.

(2) **Eligible Automatic Contribution Arrangement (EACA).** If the Employer elects in its Adoption Agreement, the Employer maintains a Plan with Automatic Deferral provisions as an Eligible Automatic Contribution Arrangement ("EACA"), effective as of the date the Employer elects in its Adoption Agreement and the provisions of this Section 3.02(B)(2) will apply.

(a) **Participants subject to EACA.** The Employer in its Adoption Agreement will elect which Participants are subject to the EACA Automatic Deferral on the Effective Date thereof which may include some or all current Participants or may be limited to those Employees who become Participants after the EACA Effective Date.

(i) **EACA Effective Date.** EACA Effective Date means the date on which the EACA goes into effect, either as to the overall Plan or as to an individual Participants as the context requires. An EACA becomes effective as to the Plan as of the date the Employer elects in its Adoption Agreement. A Participant's EACA Effective Date is as soon as practicable after the Participant is subject to Automatic Deferrals under the EACA, consistent with the objective of affording the Participant a reasonable period of time after receipt of the EACA notice to make a Contrary Election (and, if applicable, an investment election).

(b) **Uniformity.** The Automatic Deferral Percentage must be a uniform percentage of Compensation. However, the Plan does not violate the uniform Automatic Deferral Percentage merely because the Plan applies any of the following provisions:

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- (i) **Years of participation.** The Automatic Deferral Percentage varies based on the number of Plan Years (or portions of years) the Participant has participated in the Plan while the Plan has applied EACA provisions;
  - (ii) **No reduction from prior default percentage.** The Employer elects in the Adoption Agreement not to apply Automatic Deferrals to a Participant whose Elective deferrals immediately prior to the EACA's Effective Date were higher than the Automatic Deferral Percentage;
  - (iii) **Applying statutory limits.** The Plan limits the Automatic Deferral amount so as not to exceed the limits of Code §§402(g) (determined without regard to Age 50 Catch-Up Deferrals), or 415;
  - (iv) **No deferrals during hardship suspension.** The Plan does not apply the Automatic Deferral during the period of suspension, if so required under the Plan's hardship distribution provisions, of Participant's right to make Elective Deferrals to the Plan following a hardship distribution; or
  - (v) **Disaggregated groups.** The Plan applies different Automatic Deferral Percentages to different groups if the groups can be disaggregated under Treas. Reg. §1.410(b)-7.
- (c) **EACA notice.** The Plan Administrator annually will provide a notice to each Covered Employee within a reasonable period prior to each Plan Year the Employer maintains the Plan as an EACA ("EACA Plan Year").
- (i) **Deemed reasonable notice/new Participant.** The Plan Administrator is deemed to provide timely notice if the Plan Administrator provides the EACA notice at least 30 days and not more than 90 days prior to the beginning of the EACA Plan Year.
  - (ii) **Mid-year notice/new Participant or Plan.** If: (A) an Employee becomes eligible to make Elective Deferrals in the Plan during an EACA Plan Year but after the Plan Administrator has provided the annual EACA notice for that Plan Year; or (B) the Employer adopts mid-year a new Plan as an EACA, the Plan Administrator must provide the EACA notice no later than the date the Employee becomes eligible to make Elective Deferrals. However, if it is not practicable for the Plan Administrator to provide the notice on or before the date an Employee becomes a Participant, then the notice nonetheless will be treated as provided timely if the Plan Administrator provides the notice as soon as practicable after that date and the Employee is permitted to elect to defer from all types of Compensation that may be deferred under the Plan earned beginning on that date.
  - (iii) **Content.** The EACA notice must provide comprehensive information regarding the Participants' rights and obligations under the Plan and must be written in a manner calculated to be understood by the average Participant.
- (d) **EACA permissible withdrawal.** The Employer will elect in its Adoption Agreement whether a Participant who has Automatic Deferrals under the EACA may elect to withdraw all the Automatic Deferrals (and allocable Earnings) under the provisions of this Section 3.02(B)(2)(d). Any distribution made pursuant to this Section will be processed in accordance with normal distribution provisions of the Plan.
- (i) **Amount.** If a Participant elects a permissible withdrawal under this Section 3.02(B)(2)(d), then the Plan must make a distribution equal to the amount (and only the amount) of the Automatic Deferrals made under the EACA (adjusted for Earnings to the date of the distribution). The Plan may account separately for Automatic Deferrals, in which case the Plan will distribute the entire Account. If the Plan does not account separately for the Automatic Deferrals, then the Plan must determine Earnings in a manner similar to the rules provided in Treas. Reg. §1.401(k)-2(b)(2)(iv) for the distribution of excess contributions in a 401(k) plan.
  - (ii) **Fees.** Notwithstanding Section 3.02(B)(2)(d)(i), the Plan Administrator may reduce the permissible distribution amount by any generally applicable fees. However, the Plan may not charge a greater fee for distribution under this Section 3.02(B)(2)(d)(ii), than applies to other distributions. The Plan Administrator may adopt a policy regarding charging such fees consistent with this Paragraph.
  - (iii) **Timing.** The Participant may make an election to withdraw the Automatic Deferrals under the EACA no later than 90 days, or such shorter period as the Employer specifies in its Adoption Agreement (but not less than 30 days), after the date of the first Automatic Deferral under the EACA. For this purpose, the date of the first Automatic Deferral is the date that the Compensation subject to the Automatic Deferral otherwise would have been includible in the Participant's gross income. For purposes of the preceding sentence, EACAs under the Plan are aggregated, except that the mandatory disaggregation rules of Code §410(b) apply. In addition, a Participant's withdrawal right is not restricted due to the Participant making a

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Contrary Election during the 90-day period (or shorter period as the Employer specifies in its Adoption Agreement).

(iv) **Required Employees.** For purposes of Section 3.02(B)(2)(b)(i), the Plan will treat an Employee who for an entire Plan Year did not have contributions made pursuant to a default election under the EACA as having not had such contributions for any prior Plan Year as well.

(v) **Effective date of the actual withdrawal election.** The effective date of the permissible withdrawal will be as soon as practicable, but in no event later than the earlier of: (A) the pay date of the second payroll period beginning after the Participant makes the election; or (B) the first pay date that occurs at least 30 days after the Participant makes the election. The election also will be deemed to be the Participant's Contrary Election to have no Elective Deferrals made to the Plan. However, the Participant may subsequently make a deferral election hereunder.

(vi) **Related Matching Contributions.** The Plan Administrator will not take into account any deferrals withdrawn pursuant to this Section 3.02(B)(2)(d) in computing and allocating Matching Contributions. If the Employer already has allocated Matching Contributions to the Participant's account with respect to Elective Deferrals being withdrawn pursuant to this Section, the Plan must forfeit the Matching Contributions, as adjusted for Earnings.

(vii) **Treatment of withdrawals.** With regard to Elective Deferrals withdrawn pursuant to this Section 3.02(B)(2)(d): (A) the Plan Administrator will disregard such Deferrals for purposes of the Elective Deferral Limit under Section 4.10(A); and (B) such Deferrals are not subject to any spousal consent requirements imposed by the Plan.

(c) **Effect of Contrary Election/Covered Employee status.** A Participant's Contrary Election continues in effect until the Participant subsequently revokes or modifies his/her Salary Reduction Agreement, or the Contrary Election expires. A Participant who makes a Contrary Election is not thereafter subject to the Automatic Deferral or to any scheduled increases thereto, even if the Participant later revokes the Contrary Election or the Contrary Election expires, unless the Participant is a Covered Employee.

(i) **Covered Employee.** A Covered Employee is a Participant who is subject to the EACA. The Employer in its Adoption Agreement will elect whether a Participant who makes a Contrary Election is a Covered Employee. A Covered Employee must receive the annual EACA notice even though the Participant's Contrary Election remains in effect. In addition, a Covered Employee who revokes his/her Contrary Election or whose Contrary Election expires, is thereafter immediately subject to the EACA Automatic Deferral.

(3) [Reserved]

(4) **Automatic Contribution Definitions.** The following definitions apply to all Automatic Contribution Arrangements under this Section 3.02(B):

(a) **Automatic Deferral.** An Automatic Deferral is an Elective Deferral that results from the operation of Section 3.02(B)(1) or Section 3.02(B)(2). Under the Automatic Deferral, the Employer automatically will reduce by the Automatic Deferral Percentage or Amount the Compensation of each Participant subject to the Automatic Deferral, except those Participants who timely make a Contrary Election.

(b) **Automatic Deferral Percentage/Increases.** The Automatic Deferral Percentage is the percentage of Automatic Deferral which the Employer elects in its Adoption Agreement including any scheduled increase to the Automatic Deferral Percentage which the Employer may elect. If a Participant subject to the Automatic Deferral elected, before the Effective Date of the Automatic Deferral, to defer an amount which is less than the Automatic Deferral Percentage the Employer has elected in its Adoption Agreement, the Automatic Deferral Percentage includes only the incremental percentage amount necessary to increase the Participant's Elective Deferral to equal the Automatic Deferral Percentage, including any scheduled increases thereto.

(c) [Reserved]

(d) **Contrary Election.** A Contrary Election is a Participant's election made after the ACA or EACA Effective Date not to defer any Compensation or to defer an amount which is more or less than the Automatic Deferral Percentage.

(e) **Contrary Election Effective Date.** A Participant's Contrary Election generally is effective as of the first administratively feasible payroll period which follows the payroll period in which the Participant makes the Contrary Election. However, a Participant may make a Contrary Election which is effective: (i) for the first payroll

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period in which he/she becomes a Participant if the Participant makes a Contrary Election within a reasonable period following the Participant's Entry Date and before the Compensation to which the Election applies becomes currently available; or (ii) for the first payroll period following the Effective Date of the Automatic Deferral, if the Participant makes a Contrary Election not later than the Effective Date of the Automatic Deferral.

**(C) Elective Deferrals as Employer Contributions.** Where the context requires under the Plan, Elective Deferrals are Employer Contributions except: (1) under Section 3.04 relating to allocation of Employer Contributions; (2) under Section 3.06 relating to allocation conditions; and (3) under Section 5.03 relating to vesting.

**(D) Qualified Organization Catch-Up.** If the Employer is a Qualified Organization, the Employer in its Adoption Agreement may elect to permit a Qualified Participant to make a Qualified Organization Catch-Up Deferral under this Section 3.02(D). Qualified Organization Catch-Up Deferrals are not subject to the Elective Deferral Limit of Section 4.10(A).

(1) **Definition of Qualified Organization Catch-Up Deferral.** For any calendar year in which an Employee has completed at least 15 Years of 403(b) Service with the Qualified Organization, the Elective Deferral Limit will increase by the lesser of (1) \$3,000; (2) \$15,000 reduced by all the Employee's Qualified Organization Catch-up Deferrals for prior Taxable Years; (3) or the excess of \$5,000 multiplied by the number of Years of 403(b) Service of the Employee with the Qualified Organization, over the Employee's deferral contributions made for prior Taxable Years pursuant to Code §§401(k), 408(k)(6), 408(p) or 403(b) other than deferrals under Code §414(v).

(2) **Definition of Qualified Organization.** For purposes of this Section 3.02(D), a "Qualified Organization" has the same meaning as provided in Treas. Reg. §1.403(b)-4(c)(3)(ii). This includes an educational organization described in Code §170(b)(1)(A)(ii), a hospital, a health and welfare service agency (including a home health service agency) or any organization described in Code §414(c)(3)(B)(ii).

(3) **Definition of Qualified Participant.** For purposes of this Section 3.02(D), a "Qualified Participant" means a Participant who has completed at least 15 Years of 403(b) Service with the Qualified Organization.

(4) **Application of Annual Additions Limit.** A Qualified Organization Catch-Up Deferral is subject to the Annual Additions Limit in Section 4.05(B).

(5) **Application of both Catch-Ups.** A Participant, subject to applicable limits, may contribute both a Qualified Organization Catch-Up Deferral and an Age 50 Catch-Up Deferral. The Plan Administrator will treat any amounts so contributed first as a Qualified Organization Catch-Up Deferral.

**(E) Age 50 Catch-Up Deferrals.** The Employer in its Adoption Agreement may elect to permit Catch-Up Eligible Participants to make Age 50 Catch-Up Deferrals to the Plan under this Section 3.02(E).

(1) **Definition of Catch-Up Eligible Participant.** A Catch-Up Eligible Participant is a Participant who is eligible to make Elective Deferrals and who has attained age 50 or who will attain age 50 before the end of the Taxable Year in which he/she will make a Catch-Up Deferral. A Participant who dies or who incurs a Separation from Service before actually attaining age 50 in such Taxable Year is a Catch-Up Eligible Participant.

(2) **Definition of Age 50 Catch-Up Deferral.** An Age 50 Catch-up Deferral is an Elective Deferral by a Catch-up Eligible Participant and which exceeds: (a) a Plan limit on Elective Deferrals under Section 3.02(A); (b) the Annual Additions Limit under Section 4.05(B); or (c) the Elective Deferral Limit under Section 4.10(A).

(3) **Limit on Age 50 Catch-Up Deferrals.** A Participant's Age 50 Catch-Up Deferrals for a Taxable Year may not exceed the lesser of: (a) 100% of the Participant's Compensation for the Taxable Year when added to the Participant's other Elective Deferrals; or (b) the Catch-Up Deferral dollar limit in effect for the Taxable Year (\$6,000 for 2017).

(4) **Adjustment after 2017.** After the 2017 Taxable Year, the IRS will adjust the Age 50 Catch-Up Deferral dollar limit in multiples of \$500 under Code §414(v)(2)(C).

(5) **Treatment of Age 50 Catch-Up Deferrals.** Age 50 Catch-Up Deferrals are not: (a) subject to the Annual Additions Limit under Section 4.05(B); or (b) subject to the Elective Deferral Limit under Section 4.10(A).

(6) **Universal availability.** If the Employer permits Age 50 Catch-Up Deferrals to its Plan, the right of all Catch-Up Eligible Participants to make Age 50 Catch-Up Deferrals must satisfy the universal availability requirement of Treas. Reg. §1.414(v)-1(e). If the Employer maintains more than one applicable plan within the meaning of Treas. Reg. §1.414(v)-1(g)(1), and any of the applicable plans permit Catch-Up Deferrals, then any Catch-up Eligible Participant in any such plans must be permitted to have the same effective opportunity to make the same dollar amount of Catch-Up Deferrals. Any Plan-imposed limit that is based on total Elective Deferrals including Catch-Up Deferrals may not be less than 75% of a Participant's gross Compensation.

**(F) Roth Deferrals.** The Employer in its Adoption Agreement may elect to permit Roth Deferrals. The Employer must also elect to permit Pre-Tax Deferrals if the Employer elects to permit Roth Deferrals. The Plan Administrator will administer Roth Deferrals in accordance with this Section 3.02(F).

(1) **Treatment of Roth Deferrals.** The Plan Administrator will treat Roth Deferrals as Elective Deferrals for all purposes of the Plan, except where the Plan indicates otherwise.

(2) **Separate accounting.** The Plan will establish a Roth Deferral Account for each Participant who makes any Roth Deferrals and Earnings thereon in accordance with Section 7.04(A)(1). The Plan will establish a Pre-Tax Account for each Participant who makes any Pre-Tax Deferrals in accordance with Section 7.04(A)(1). The Plan will credit only Roth Deferrals and Earnings thereon (allocated on a reasonable and consistent basis) to a Participant's Roth Deferral Account. The Vendor will be responsible only for contributions made under the Vendor's Investment Arrangement. Any Roth Elective Deferrals under an Investment Arrangement will be allocated to a separate Account maintained under the Investment Arrangement for the Participant's Roth Elective Deferrals.

(3) **No re-classification.** An Elective Deferral contributed to the Plan either as a Pre-Tax Deferral or as a Roth Deferral may not be re-classified as the other type of Elective Deferral, provided; however, that a Pre-Tax Deferral may be converted to a Roth Deferral by means of an In-Plan Roth Rollover under Section 3.08(E).

**(G) Automatic Escalation.** The Employer in its Adoption Agreement will elect whether to apply the Automatic Escalation provisions of this Section 3.02(G) to Salary Reduction Agreements. Such provisions shall apply to affirmative deferral elections and will not apply to Participants for whom the Employer is withholding Automatic Deferrals under Section 3.02(B). In its Adoption Agreement, the Employer will specify the Participants to whom Automatic Escalation applies, the amount by which the Elective Deferrals will increase, and the timing of the increase.

**3.03 MATCHING CONTRIBUTIONS.** If the Employer elects in its Adoption Agreement to provide for Matching Contributions, the Plan Administrator will apply the provisions of this Section 3.03.

**(A) Matching Formula:** Type, Rate/Amount, Limitations and Time Period. The Employer in its Adoption Agreement must elect the type(s) of Matching Contributions (Fixed or Discretionary Matching Contributions), and as applicable, the Matching Contribution rate(s)/amount(s), the limit(s) on Elective Deferrals or Employee Contributions subject to match, the limit(s) on the amount of Matching Contributions, and the time period the Plan Administrator will apply in the computation of any Matching Contributions. If the Employer in its Adoption Agreement elects to apply any limit on Matching Contributions based on pay periods or on any other time period which is less than the Plan Year, the Plan Administrator will determine the limits in accordance with the time period specified and will not take into account any other Compensation or Elective Deferrals not within the applicable time period, even in the case of a Participant who becomes eligible for the match mid-Plan Year and regardless of the Employer's election as to Pre-Entry Compensation. Unless otherwise specified in Appendix B to the Adoption Agreement, the Plan Administrator will take Elective Deferrals into account in computing Matching Contributions only if the Elective Deferrals were made after the Participant became eligible for the match. An Employee becomes "eligible for the match" when the Employee becomes a Participant in the Matching Contribution portion of the Plan.

(1) **Fixed Match.** The Employer in its Adoption Agreement may elect to make a Fixed Matching Contribution to the Plan under one or more formulas.

(a) **Allocation.** The Employer may contribute on a Participant's behalf under a Fixed Matching Contribution formula only to the extent that the Participant makes Elective Deferrals or Employee Contributions which are subject to the formula and if the Participant satisfies the allocation conditions for Fixed Matching Contributions, if any, the Employer elects in its Adoption Agreement.

(2) **Discretionary Match.** The Employer in its Adoption Agreement may elect to make a Discretionary Matching Contribution to the Plan.

(a) **Allocation.** To the extent the Employer makes Discretionary Matching Contributions, the Plan Administrator will allocate the Discretionary Matching Contributions to the Account of each Participant entitled to the match under the Employer's discretionary matching allocation formula and who satisfies the allocation conditions for Discretionary Matching Contributions, if any, the Employer elects in its Adoption Agreement. The Employer under a Discretionary Matching Contribution retains discretion over the amount of its Matching Contributions, and, except as the Employer otherwise elects in its Adoption Agreement, the Employer also retains discretion over the matching formula or formulas. See Section 1.47(B).

(3) **Roth Deferrals.** Unless the Employer elects otherwise in its Adoption Agreement, the Employer's Matching Contributions apply in the same manner to Roth Deferrals as they apply to Pre-Tax Deferrals.

(4) **Contribution timing.** The time period that the Employer elects for computing its Matching Contributions does not require that the Employer actually contribute the Matching Contribution at any particular time.

(5) **Participating Employers.** If any Participating Employers contribute Matching Contributions to the Plan, the Employer in its Adoption Agreement must elect whether the Plan Administrator will allocate Matching Contributions only to Participants directly employed by the contributing Employer or to all Participants regardless of which Employer contributes or how much any Employer contributes. The allocation of Matching Contributions under this Section 3.03(A)(5) also applies to the allocation of any forfeiture attributable to Matching Contributions and which the Plan allocates to Participants.

**(B) Matching Catch-Up Deferrals.** The Employer in its Adoption Agreement must elect whether or not to match any Catch-Up Deferrals if the Plan permits Catch-Up Deferrals. The Employer's election to match Catch-Up Deferrals will apply to all Matching Contributions or will specify the Fixed Matching Contributions or Discretionary Matching Contributions which apply to the Catch-Up Deferrals. The Employer's election to match Catch-Ups may apply to Age 50 Catch-Ups, or to Qualified Organization Catch-Ups, or to both.

**3.04 NONELECTIVE CONTRIBUTIONS.** This Section applies to Nonelective Contributions. Except as provided in Section 3.04(D), the provisions of this Section with regard to Nonelective Contributions for a Plan Year are limited to Participants who have Compensation for the Plan Year. Section 3.04(D) describes contributions for former Employees who have Deemed Includible Compensation.

**(A) Amount and Type.** The Employer in its Adoption Agreement must elect the type and amount of Nonelective Contributions.

(1) **Discretionary Nonelective Contribution.** The Employer in its Adoption Agreement may elect to make Discretionary Nonelective Contributions.

(2) **Fixed Nonelective.** The Employer in its Adoption Agreement may elect to make Fixed Nonelective Contributions. The Employer must specify the time period to which any fixed contribution formula will apply (which is deemed to be the Plan Year if the Employer does not so specify) and must elect the allocation method which may be the same as the contribution formula or may be a different allocation method under Section 3.04(B).

(3) **Mandatory Employee Contributions.** The Employer in its Adoption Agreement may require Mandatory Employee Contributions of some or all Participants either as a condition of employment or through an irrevocable one-time election described in Section 1.24(F). The Employer must specify the time period to which any Mandatory Employee Contribution formula will apply (which is deemed to be the Plan Year if the Employer does not so specify). Any such contribution will be allocated as a Nonelective Contribution to the Account of the Participant who made it. Such amounts will be fully Vested and will not be subject to the allocation conditions of Section 3.06.

(4) **Participating Employers.** If any Participating Employers contribute Nonelective Contributions to the Plan, the Employer in its Adoption Agreement must elect: (a) whether each Participating Employer will be subject to the same or different Nonelective Contribution formulas under Section 3.04(A) and allocation methods under Section 3.04(B) than the Signatory Employer; and (b) whether, under Section 3.04(B), the Plan Administrator will allocate Nonelective Contributions only to Participants directly employed by the contributing Employer or to all Participants regardless of which Employer contributes or how much any Employer contributes. The allocation of Nonelective Contributions under this Section 3.04(A)(4) also applies to the allocation of any forfeiture attributable to Nonelective Contributions and which the Plan allocates to Participants.

**(B) Method of Allocation.** The Employer in its Adoption Agreement must specify the method of allocating Nonelective Contributions to the Plan. The Plan Administrator will apply this Section 3.04(B) by including in the allocation only those Participants who have satisfied the Plan's allocation conditions under Section 3.06, if any, applicable to the contribution. The Plan Administrator, in allocating a contribution under any allocation formula which is based in whole or in part on Compensation, will take into account Compensation under Section 1.11 as the Employer elects in its Adoption Agreement and only will take into account the Compensation of the Participants entitled to an allocation. In addition, if the Employer has elected in its Adoption Agreement to define allocation Compensation over a time period which is less than a full Plan Year, the Plan Administrator will apply the allocation methods in this Section 3.04(B) based on Participant Compensation within the relevant time period.

(1) **Pro rata allocation formula.** The Employer in its Adoption Agreement may elect a pro rata allocation formula. Under a pro rata allocation formula, the Plan Administrator will allocate the Employer Contributions for a Plan Year in the same ratio that each Participant's Compensation for the Plan Year (or other applicable period) bears to the total Compensation of all Participants for the Plan Year (or other applicable period).

(2) **Permitted disparity allocation formula.** The Employer in its Adoption Agreement may elect a permitted disparity formula, providing allocations described in (a) below.

(a) **Two-tiered formula.**

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(i) **Tier one.** Under the first tier, the Plan Administrator will allocate the Employer Contributions for a Plan Year in the same ratio that each Participant's Compensation plus Excess Compensation (as the Employer defines that term in its Adoption Agreement) for the Plan Year bears to the total Compensation plus Excess Compensation of all Participants for the Plan Year. The allocation under this first tier, as a percentage of each Participant's Compensation plus Excess Compensation, must not exceed the applicable percentage (5.7%, 5.4%, or 4.3%) listed under Section 3.04(B)(2)(b).

(ii) **Tier two.** Under the second tier, the Plan Administrator will allocate any remaining Employer Contributions for a Plan Year in the same ratio that each Participant's Compensation for the Plan Year bears to the total Compensation of all Participants for the Plan Year.

(b) **Maximum disparity table.** For purposes of the permitted disparity allocation formulas under this Section 3.04(B)(2), the applicable percentage is:

Integration level % of Taxable Wage Base	Applicable %
100%	5.7%
More than 80% but less than 100%	5.4%
More than 20% (but not less than \$10,001) and not more than 80%	4.3%
20% (or \$10,000, if greater) or less	5.7%

For this purpose, the Taxable Wage Base is the contribution and benefit base under section 230 of the Social Security Act in effect at the beginning of the Plan Year. The integration level is the uniform amount specified in the Employer's Adoption Agreement.

(c) **Overall permitted disparity limits.**

(i) **Annual overall permitted disparity limit.** Notwithstanding Section 3.04(B)(2)(a), for any Plan Year the Plan benefits any Participant who benefits under another plan maintained by the Employer that provides for permitted disparity (or imputes disparity), the Plan Administrator will allocate Employer Contributions to the Account of each Participant in the same ratio that each Participant's Compensation bears to the total Compensation of all Participants for the Plan Year.

(ii) **Cumulative permitted disparity limit.** Effective for Plan Years beginning after December 31, 1994, the cumulative permitted disparity limit for a Participant is 35 total cumulative permitted disparity years. "Total cumulative permitted disparity years" means the number of years credited to the Participant for allocation or accrual purposes under the Plan, any other qualified plan or simplified employee pension plan (whether or not terminated) ever maintained by the Employer. For purposes of determining the Participant's cumulative permitted disparity limit, the Plan Administrator will treat all years ending in the same calendar year as the same year. If the Participant has not benefited under a Defined Benefit Plan or under a target benefit plan of the Employer for any year beginning after December 31, 1993, the Participant does not have a cumulative permitted disparity limit.

For purposes of this Section 3.04(B)(2)(c), a Participant "benefits" under a plan for any Plan Year during which the Participant receives, or is deemed to receive, a contribution allocation in accordance with Treas. Reg. §1.410(b)-3(a).

(d) **Pro-ration of integration level.** In the event that the Plan Year is less than 12 months and the Plan Administrator will allocate the Employer Contribution based on Compensation for the short Plan Year, the Plan Administrator will pro rate the integration level based on the number of months in the short Plan Year. The Plan Administrator will not pro rate the integration level in the case of: (i) a Participant who participates in the Plan for less than the entire 12 month Plan Year and whose allocation is based on Participating Compensation; (ii) a new Plan established mid-Plan Year, but with an Effective Date which is as of the beginning of the Plan Year; or (iii) a terminating Plan which bases allocations on Compensation through the effective date of the termination, but where the Plan Year continues for the balance of the full 12 month Plan Year.

(3) **Classifications allocation formula.** The Employer in its Adoption Agreement may elect to specify classifications of Participants to whom the Plan Administrator will allocate any Employer Contribution.

(a) **Classifications.** The Employer may elect to specify any number of classifications and a classification may consist of any number of Participants. The Employer also may elect to put each Participant in his/her own classification.

(b) **Allocation of contribution within classifications.** The Plan Administrator will apportion the Employer Contribution for a Plan Year to the classifications as the Employer designates in writing at the time that the Employer makes the contribution. If there is more than one Participant in a classification, the Plan Administrator

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will allocate the Employer Contribution for the Plan Year within each classification as the Employer elects in its Adoption Agreement which may be: (i) in the same ratio that each Participant's Compensation for the Plan Year bears to the total Plan Year Compensation for all Participants within the same classification (pro rata); or (ii) the same dollar amount to each Participant within a classification.

(c) **Shifting classifications within the Plan Year.** If a Participant during a Plan Year shifts from one classification to another, the Plan Administrator will apportion the Participant's allocation for each classification pro rata based on the Participant's Compensation for the part of the Plan Year the Participant was a member of the classification, unless the Employer in Appendix B to its Adoption Agreement: (i) specifies apportionment based on the number of months or days a Participant spends in a classification; or (ii) elects that the Employer will direct the Plan Administrator as to which classification the Participant will participate in during that entire Plan Year.

(4) [Reserved]

(5) **Incorporation of fixed formula.** The Employer in its Adoption Agreement may elect to allocate Employer Contributions in accordance with the Plan's fixed Employer Contribution formula. In such event, the Plan Administrator will allocate the Employer Contributions for a Plan Year in accordance with the Fixed Nonelective or other Employer Contribution formula. See Section (A)(3) regarding the allocation of Mandatory Employee Contributions.

(C) [Reserved]

(D) **Former Employees.** If the Employer elects in its Adoption Agreement, the Employer may make Nonelective Contributions with respect to one or more former Employees who have Separated from Service and have Deemed Includible Compensation. The Employer in its Adoption Agreement will determine the contribution and which Participants shall be entitled to receive the Nonelective Contribution. If the Employer elects the discretionary contribution, then the Plan Administrator will allocate the contribution in accordance with the principles of Section (B)(3), treating each such former Employee as being in a separate classification. The allocation conditions of Section 3.06 will not apply to contributions made pursuant to this Section and the former Employee will be fully Vested in such contributions. No former Employee will be eligible to receive such an allocation for a calendar year beginning more than the earlier of the Employee's death or five years after the Employee Separated from Service.

3.05 [RESERVED]

3.06 **ALLOCATION CONDITIONS.** The Employer in its Adoption Agreement will elect the allocation conditions, if any, which the Plan Administrator will apply in allocating Employer Contributions (except for those contributions described below) and in allocating forfeitures allocated as an Employer Contribution under the Plan.

(A) **Contributions Not Subject to Allocation Conditions.** The Employer may not elect to impose any allocation conditions on: (1) Elective Deferrals; (2) Additional Matching Contributions; (3) Employee Contributions; or (4) Nonelective Contributions to former Employees under Section 3.04(D); or (5) Rollover Contributions.

(B) **Conditions.** The Employer in its Adoption Agreement may elect to impose allocation conditions based on Hours of Service or employment at a specified time (or both), in accordance with this Section 3.06(B). The Employer may elect to impose different allocation conditions to different Employer Contribution Types under the Plan. A Participant does not accrue an Employer Contribution or forfeiture allocated as an Employer Contribution with respect to a Plan Year or other applicable period, until the Participant satisfies the allocation conditions for that Employer Contribution Type.

(1) **Hours of Service requirement.** The Plan Administrator will not allocate any portion of an Employer Contribution for a Plan Year to any Participant's Account if the Participant does not complete the applicable minimum Hours of Service (or consecutive calendar days of employment under the Elapsed Time Method) requirement the Employer specifies in its Adoption Agreement for the relevant period.

(a) **1,000 HOS in Plan Year/other HOS requirement.** The Employer may elect to require a Participant to complete: (i) 1,000 Hours of Service during the Plan Year (or to be employed for at least 182 consecutive calendar days under the Elapsed Time Method); (ii) a specified number of Hours of Service during the Plan Year which is less than 1,000 Hours of Service; or (iii) a specified number of Hours of Service within the time period the Employer elects in its Adoption Agreement, but not exceeding 1,000 Hours of Service in a Plan Year. The Plan may impose allocation conditions other than those specified here.

(b) **501 HOS/terminees.** The Employer in its Adoption Agreement may elect to require a Participant to complete during a Plan Year 501 Hours of Service (or to be employed for at least 91 consecutive calendar days under the Elapsed Time Method) to share in the allocation of Employer Contributions for that Plan Year where the Participant is not employed by the Employer on the last day of that Plan Year, including the Plan Year in which the Employer terminates the Plan.

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(c) **Short Plan Year or allocation period.** This Section 3.06(B)(1)(c) applies to any Plan Year or to any other allocation time period under the Adoption Agreement which is less than 12 months, where in either case, the Employer creates a short allocation period on account of a Plan amendment, the termination of the Plan or the adoption of the Plan with an initial short Plan Year. In the case of any short allocation period, the Plan Administrator will prorate any Hour of Service requirement based on the number of days in the short allocation period divided by the number of days in the normal allocation period, using 365 days in the case of Plan Year allocation period. The Employer in Appendix B to its Adoption Agreement may elect not to pro-rate Hours of Service in any short allocation period or to apply a monthly pro-ration method.

(2) **Last day requirement.** The Employer may elect to require a Participant to be employed by the Employer on the last day of the Plan Year or other specified period or on a specified date.

(C) **Time Period.** The Employer in its Adoption Agreement will elect the time period to which the Plan Administrator will apply any allocation condition. The Employer may elect to apply the same time period to all Contribution Types or to elect a different time period based on Contribution Type.

(D) **Death, Disability or Retirement Age.** The Employer in its Adoption Agreement will elect whether any elected allocation condition applies or is waived for a Plan Year if a Participant incurs a Separation from Service during the Plan Year on account of the Participant's death, Disability or attainment of Normal Retirement Age or Early Retirement Age in the current Plan Year or on account of the Participant's Disability or attainment of Normal Retirement Age or Early Retirement Age in a prior Plan Year. The Employer's election may be based on Contribution Type or may apply to all Contribution Types.

(E) **No Other Conditions.** In allocating Employer Contributions under the Plan, the Plan Administrator will not apply any other allocation conditions except those the Employer elects in its Adoption Agreement or otherwise as the Plan may require.

**3.07 FORFEITURE ALLOCATION.** The amount of a Participant's Account forfeited under the Plan is a Participant forfeiture. The Employer may direct the Plan Administrator to use Forfeitures to reinstate previously forfeited Account Balances of Participants, if any, in accordance with Section 5.07, or to satisfy any contribution that may be required pursuant to Section 7.07.

(A) **Allocation Method.** The Employer may elect to use forfeitures to pay Plan expenses. The Employer in its Adoption Agreement must specify other methods the Plan Administrator will apply to allocate forfeitures. Unless the Employer designates a specific ordering in its Adoption Agreement, the Plan Administrator may allocate the forfeitures by applying one or more of such elected methods in any order as the Plan Administrator operationally may determine, until the forfeitures are fully allocated to the applicable forfeiture allocation Plan Year.

(1) **Forfeiture source.** The Employer in its Adoption Agreement may elect a different allocation method based on the forfeiture source (from Nonelective Contributions or from Matching Contributions) or may elect to apply the same allocation method to all forfeitures.

(a) **Attributable to Matching.** A Participant's forfeiture is attributable to Matching Contributions if the forfeiture is: (i) from the non-Vested portion of a Matching Contribution Account forfeited in accordance with Section 5.07 or, if applicable, Section 7.07; or (ii) an Associated Matching Contribution.

(b) **Definition of Associated Matching Contribution.** An Associated Matching Contribution includes any Vested or non-Vested Matching Contribution (including Allocable Income) made as to Elective Deferrals or Employee Contributions the Plan Administrator distributes under Section 4.02(E) (Excess Amount), Section 4.10(A) (Excess Deferrals), or Section 7.08 relating to Plan correction.

(c) **Forfeiture or distribution of Associated Match.** An Employee forfeits an Associated Matching Contribution. A forfeiture under this Section 3.07(A)(1)(c) occurs no later than the Plan Year after the year for which the Matching Contribution was made and the forfeiture is allocated in the Plan Year described in Section 3.07(B). In the event of correction under Section 7.08 resulting in forfeiture of Associated Matching Contributions, the forfeiture occurs in the Plan Year of correction.

(2) **Application of "reduce" option/excess forfeitures.** If the Employer elects to allocate forfeitures to reduce Nonelective or Matching Contributions and the allocable forfeitures for the forfeiture allocation Plan Year described in Section 3.07(B) exceed the amount of the applicable contribution for that Plan Year to which the Plan Administrator would apply the forfeitures (or there are no applicable contributions under the Plan), the Plan Administrator will allocate the remaining forfeitures in the forfeiture allocation Plan Year. In such event, the Plan Administrator will allocate the remaining forfeitures to pay Plan expenses, as an additional Discretionary Nonelective Contribution or as a Discretionary Matching Contribution, as the Plan Administrator determines.

(3) **Plan expenses.** If the Employer elects to first apply the forfeitures to the payment of Plan expenses, and the forfeitures exceed the Plan's expenses, the Plan Administrator will apply any remaining forfeitures under the additional

method the Employer has elected in its Adoption Agreement. The Employer may elect not to apply forfeitures to the payment of Plan expenses which are allocated to specific Participant accounts under Section 7.04(C)(2)(b).

(4) **No allocation to Elective Deferral Accounts.** The Plan Administrator will not allocate forfeitures to any Participant's Elective Deferral Account, including his/her Roth Deferral Account.

(5) **Allocation under classifications.** If the Employer in its Adoption Agreement has elected to allocate its Nonelective Contributions based on classifications of Participants, the Plan Administrator will allocate any forfeitures which under the Plan are allocated as additional Nonelective Contributions: (a) first to each classification pro rata in relation to the Employer's Nonelective Contribution to that classification for the forfeiture allocation Plan Year described in Section 3.07(B); and (b) second, the total amount of forfeitures allocated to each classification under (a) are allocated in the same manner as are the Nonelective Contributions to be allocated to that classification.

(6) **Limitation on forfeiture uses.** Forfeitures cannot be used as Elective Deferrals.

**(B) Timing (forfeiture allocation Plan Year).** The Plan Administrator will allocate Participant forfeitures (including the Earnings thereon) no later than the last day of the Plan Year following the Plan Year in which the forfeiture occurs. See Sections 3.07(A)(1)(c), 5.07 and 7.07 as to when a forfeiture occurs. The Plan Administrator may apply forfeitures to pay Plan expenses which the Plan incurs in the forfeiture allocation Plan Year, but which the Plan Administrator pays within a reasonable time after the end of the forfeiture allocation Plan Year.

(1) **Allocation timing.** The Employer may elect different allocation timing based on the forfeiture source (from Nonelective Contributions or from Matching Contributions) or may elect to apply the same allocation timing to all forfeitures.

(2) **Contribution amount and timing not relevant.** The forfeiture allocation timing rules in this Section 3.07(B) apply irrespective of when the Employer makes its Employer Contribution for the forfeiture allocation Plan Year, and irrespective of whether the Employer makes an Employer Contribution for that Plan Year.

**(C) Administration of Account Pending/Incurring Forfeiture.** The Plan Administrator will continue to hold the undistributed, non-Vested portion of the Account of a Participant who has incurred a Separation from Service solely for his/her benefit until a forfeiture occurs at the time specified in Section 5.07 or if applicable, until the time specified in Section 7.07.

**(D) Participant Does Not Share in Own Forfeiture.** A Participant will not share in the allocation of a forfeiture of any portion of his/her Account, even if the Participant otherwise is entitled to an allocation of Employer Contributions and forfeitures in the forfeiture allocation Plan Year described in Section 3.07(B). If the forfeiting Participant is entitled to an allocation of Employer Contributions and forfeitures in the forfeiture allocation Plan Year, the Plan Administrator only will allocate to the Participant a share of the allocable forfeitures attributable to other forfeiting Participants.

**(E) Plan Merger.** In the event that the Employer merges another plan into this Plan, and does not fully vest upon merger the participant accounts in the merging plan, the Plan Administrator will allocate any post-merger forfeitures attributable to the merging plan in accordance with the Employer's elections in its Adoption Agreement. The Employer may elect to limit any such forfeiture allocation only to those Participants who were also participants in the merged plan, but in the absence of such an election, all Participants who have satisfied any applicable allocation conditions under Section 3.06 will share in the forfeiture allocation.

**3.08 ROLLOVER CONTRIBUTIONS.** The Plan Administrator will apply this Section 3.08 in administering Rollover Contributions to the Plan, if any.

**(A) Policy Regarding Rollover Acceptance.** Unless it is prohibited in the Adoption Agreement, the Plan Administrator, operationally (except as to In-Plan Roth Rollover Contributions under Section 3.08(E)), may elect to permit or not to permit Rollover Contributions to this Plan (even if the Plan is a Frozen Plan) or may elect to limit an Eligible Employee's right or a Participant's right to make a Rollover Contribution. The Plan Administrator also may adopt, amend or terminate any policy regarding the Plan's acceptance of Rollover Contributions. If the Employer in its Adoption Agreement elects to permit In-Plan Roth Rollover Contributions, the Plan Administrator will administer In-Plan Roth Rollover Contributions in accordance with Section 3.08(E) and the Employer's Adoption Agreement elections to the extent permitted by the Vendor and the Investment Arrangements.

(1) **Rollover documentation.** If the Plan Administrator permits Rollover Contributions, any Participant (or as applicable, any Eligible Employee), with the Plan Administrator's written consent and after filing with the Plan Administrator the form prescribed by the Plan Administrator, may make a Rollover Contribution to the Plan. Before accepting a Rollover Contribution, the Plan Administrator may require a Participant (or Eligible Employee) to furnish satisfactory evidence the proposed rollover is in fact a permissible "rollover contribution" under the Code.

**(B) Limited Testing.** A Rollover Contribution is not an Annual Addition under Section 4.05(A).

**(C) Pre-Participation Rollovers.** If an Eligible Employee makes a Rollover Contribution to the Plan prior to satisfying the Plan's eligibility conditions or prior to reaching his/her Entry Date, the Plan Administrator must treat the Employee as a limited Participant (as described in Rev. Rul. 96-48). A limited Participant does not share in the Plan's allocation of Employer Contributions nor Participant forfeitures and may not make Elective Deferrals until he/she actually becomes a Participant in the Plan. If a limited Participant has a Separation from Service prior to becoming a Participant in the Plan, the Plan will distribute his/her Rollover Contributions Account to him/her in accordance with Section 6.01(B).

**(D) May Include Employee Contributions and Roth Deferrals.** A Rollover Contribution may include Employee Contributions and Roth Deferrals made to another plan, as adjusted for Earnings. In the case of Employee Contributions: (1) such amounts must be directly rolled over into this Plan from another plan which is qualified under Code §401(a), or is a 403(b) plan; and (2) the Plan must account separately for the Rollover Contribution, including the Employee Contribution and the Earnings thereon. In the case of Roth Deferrals: (1) such amounts must be directly rolled over into this Plan from another plan which is qualified under Code §401(a) or from a §403(b) plan; (2) the Plan must account separately for the Rollover Contribution, including the Roth Deferrals and the Earnings thereon; and (3) this Plan must permit Roth Deferrals.

**(E) In-Plan Roth Rollover Contributions.**

(1) **Employer Election.** The Employer in its Adoption Agreement in which the Employer has elected to permit Roth Deferrals also will elect whether to permit an In-Plan Roth Rollover Contribution in accordance with this Section 3.08(E) with regard to otherwise distributable amounts and/or otherwise nondistributable amounts. If the Employer elects to permit such contributions, the Employer in its Adoption Agreement will specify the Effective Date thereof which may not be earlier than distributions made after September 27, 2010, and may not be earlier than January 1, 2013 in the case of rollovers of otherwise nondistributable amounts.

(2) **Eligibility for Distribution and Rollover.** A Participant may not make an In-Plan Roth Rollover Contribution with regard to an otherwise distributable amount which is not an Eligible Rollover Distribution.

(a) **Parties eligible to elect.** The Employer in Appendix B to its Adoption Agreement can limit to Employees the right to elect to make In-Plan Roth rollovers. If the Employer does not make this election, for purposes of eligibility for an In-Plan Roth Rollover, the Plan will treat a Participant's surviving spouse Beneficiary or alternate payee spouse or alternate payee former spouse as a Participant. A non-spouse Beneficiary may not make an In-Plan Roth Rollover.

(b) **Distribution from partially Vested account.** In-Plan Roth Rollovers are permitted only from Vested amounts allocated to a qualifying source but may be made from partially Vested Accounts unless the Employer elects otherwise in Appendix B to its Adoption Agreement. If a distribution is made to a Participant who has not incurred a Severance from Employment and who is not fully Vested in the Participant's Account from which the In-Plan Roth Rollover Contribution is to be made, and the Participant may increase the Vested percentage in such Account, then at any relevant time Section 5.03(C) will apply to determine the Participant's Vested portion of the Account.

(3) **Form and Source of Rollover.**

(a) **Direct Rollover.** An In-Plan Roth Rollover Contribution may be made only by a Direct Rollover.

(b) **Account source.** A Participant may make an In-Plan Roth Rollover from any account (other than a Roth account) unless the Employer otherwise elects in Appendix B to its Adoption Agreement. Also see Section 6.01(D)(7).

(c) **Cash or in-kind.** The Plan Administrator will effect an In-Plan Roth Rollover Contribution by rolling over the Participant's current investments to the In-Plan Roth Rollover Account. A Plan loan cannot be rolled over in an In-Plan Roth Rollover.

(d) **No Rollover or Distribution Treatment.** Notwithstanding any other Plan provision, an In-Plan Roth Rollover Contribution is not a Rollover Contribution for purposes of the Plan. Accordingly: (a) if the Employer in its Adoption Agreement has elected \$5,000 as the Plan limit on Mandatory Distributions, the Plan Administrator will take into account amounts attributable to an In-Plan Roth Rollover Contribution, in determining if the \$5,000 limit is exceeded, regardless of the Employer's election as to whether to count Rollover Contributions for this purpose; (b) no spousal consent is required for a Participant to elect to make an In-Plan Roth Rollover Contribution; (c) Protected Benefits with respect to the amounts subject to the In-Plan Roth Rollover are preserved; and (d) mandatory 20% federal income tax withholding does not apply to the In-Plan Roth Rollover Contribution.

(c) **Coordination with Vendor.** In-Plan Roth Rollovers are not permitted from a source or under circumstances not permitted by the Vendor's rules. For example, if a Vendor's rules do not permit in-Plan Roth Rollovers from otherwise nondistributable amounts, then the Participant cannot make such rollovers from Investment Arrangements that Vendor provides.

**3.09 EMPLOYEE CONTRIBUTIONS.** An Employer must elect in its Adoption Agreement whether to permit Employee Contributions. If the Employer elects to permit Employee Contributions, the Employer also must specify in its Adoption Agreement any limitations which apply to Employee Contributions. Employee Contributions will be accepted for an Investment Arrangement only to the extent permitted in the Investment Arrangement Documentation. If the Employer permits Employee Contributions, the Plan Administrator operationally will determine if a Participant will make Employee Contributions through payroll deduction or by other means.

(A) [Reserved]

(B) **Matching.** The Employer in its Adoption Agreement must elect whether the Employer will make Matching Contributions as to any Employee Contributions and, as applicable, the matching formula.

(C) **Administrative provisions.** The Plan Administrator may prescribe one or more forms relating to Employee Contributions, and may adopt an Employee Contribution policy. The Employee Contribution form or policy may specify limits and conditions applicable to Employee Contributions, consistent with Code §403(b).

(1) **Minimum Amount.** The Plan Administrator may establish an annual minimum Employee Contribution, and may change such minimum to a different amount from time to time.

(2) **Termination.** Any election on an Employee Contribution form shall remain in effect until a new election is filed or the election is revoked or otherwise terminates. The termination of a Participant's employment automatically revokes the Participant's election with regard to periods after the Participant is rehired.

**3.10 USERRA/HEART ACT CONTRIBUTIONS.**

(A) **Application.** This Section 3.10 applies to an Employee who: (1) has completed Qualified Military Service under USERRA; (2) the Employer has rehired under USERRA; and (3) is a Participant entitled to make-up contributions under Code §414(u). This Section 3.10 also applies to an Employee who dies or becomes disabled while performing Qualified Military Service, as provided in Sections 3.10(K) and the Employer's Adoption Agreement elections.

(B) **Employer Contributions.** The Employer will make up any Employer Contribution the Employer would have made and which the Plan Administrator would have allocated to the Participant's Account had the Participant remained employed by the Employer during the period of Qualified Military Service.

(C) **Compensation.** For purposes of this Section 3.10, the Plan Administrator will determine an affected Participant's Compensation as follows. A Participant during his/her period of Qualified Military Service is deemed to receive Compensation equal to that which the Participant would have received had he/she remained employed by the Employer, based on the Participant's rate of pay that would have been in effect for the Participant during the period of Qualified Military Service. If the Compensation during such period would have been uncertain, the Plan Administrator will use the Participant's actual average Compensation for the 12 month period immediately preceding the period of Qualified Military Service, or if less, for the period of employment.

(D) **Elective Deferrals/Employee Contributions.** If the Plan provided for Elective Deferrals, Employee Contributions or Mandatory Employee Contributions during a Participant's period of Qualified Military Service, the Plan Administrator must allow a Participant under this Section 3.10 to make up such Elective Deferrals, Employee Contributions or Mandatory Employee Contributions to his/her Account. The Participant may make up the maximum amount of Elective Deferrals, Employee Contributions or Mandatory Employee Contributions which he/she under the Plan terms would have been able to contribute during the period of Qualified Military Service (less any such amounts the Participant actually contributed during such period) and the Participant must be permitted to contribute any lesser amount as the Plan would have permitted. The Participant must make up any contribution under this Section 3.10(D) commencing on his/her Re-Employment Commencement Date and not later than five years following reemployment (or if less, a period equal to three times the length of the Participant's Qualified Military Service triggering such make-up contribution).

(E) **Matching Contributions.** The Employer will make up any Matching Contribution that the Employer would have made and which the Plan Administrator would have allocated to the Participant's Account during the period of Qualified Military Service, but based on any make-up Elective Deferrals or make-up Employee Contributions that the Participant makes under Section 3.10(D).

(F) **Limitations/Testing.** Contributions under this Section 3.10 are Annual Additions and are tested under Section 4.10(A) (Elective Deferral Limit) in the year to which such contributions are allocated, but not in the year in which such contributions are made.

- (1) **Differential Wage Payments.** The Plan is not treated as failing to meet the requirements of any provision described in this Section 3.10(F) by reason of any contribution or benefit which is based on a Differential Wage Payment. The preceding sentence applies only if all Employees performing service in the uniformed services described in Code §3401(h)(2)(A) are entitled to receive Differential Wage Payments on reasonably equivalent terms and, if eligible to participate in a retirement plan maintained by the Employer, to make contributions based on the payments on reasonably equivalent terms (taking into account Code §§410(b)(3), (4), and (5)). The Plan Administrator operationally may determine, for purposes of any provision described in this Section 3.10(F), whether to take into account any Elective Deferrals, and if applicable, any Matching Contributions, attributable to Differential Wage Payments.
- (G) **No Earnings.** A Participant receiving any make-up contribution under this Section 3.10 is not entitled to an allocation of any Earnings on any such contribution prior to the time that the Employer actually makes the contribution (or timely deposits the Participant's own make-up Elective Deferrals or Employee Contributions) to the Plan.
- (H) **No Forfeitures.** A Participant receiving any make-up allocation under this Section 3.10 is not entitled to an allocation of any forfeitures allocated during the Participant's period of Qualified Military Service.
- (I) **Allocation Conditions.** For purposes of applying any Plan allocation conditions under Section 3.06, the Plan Administrator will treat any period of Qualified Military Service as Service.
- (J) **HEART Act Death Benefits.** If a Participant dies while performing Qualified Military Service, the Participant's Beneficiary is entitled to any additional benefits (other than benefit accruals relating to the period of Qualified Military Service) provided under the Plan as if the Participant had resumed employment and then terminated employment on account of death. Moreover, the Plan will credit the Participant's Qualified Military Service as service for vesting purposes, as though the Participant had resumed employment under USERRA immediately prior to the Participant's death.
- (K) **HEART Act Continued Benefit Accrual.** This Section 3.10(K) does not apply unless the Employer in Appendix B to its Adoption Agreement elects to apply such provisions. If this Section 3.10(K) applies, then for benefit accrual purposes, the Plan treats an individual who dies or becomes disabled while performing Qualified Military Service with respect to the Employer as if the individual had resumed employment in accordance with the individual's reemployment rights under USERRA, on the day preceding death or Disability (as the case may be) and terminated employment on the actual date of death or Disability.
- (1) **Determination of benefits.** The Plan will determine the amount of Employee Contributions and the amount of Elective Deferrals of an individual treated as reemployed under this Section 3.10(K) for purposes of applying Code §414(u)(8)(C) on the basis of the individual's average actual Employee Contributions or Elective Deferrals for the lesser of: (a) the 12-month period of service with the Employer immediately prior to Qualified Military Service; or (b) the actual length of continuous service with the Employer.

## ARTICLE 4. LIMITATIONS AND TESTING

**4.01** ANNUAL ADDITIONS LIMIT. The amount of Annual Additions which the Plan Administrator may allocate under this Plan to a Participant's Account for a Limitation Year may not exceed the Annual Additions Limit.

**(A) Actions to Prevent Excess Amount.** If the Annual Additions the Plan Administrator otherwise would allocate under the Plan to a Participant's Account for the Limitation Year would exceed the Annual Additions Limit, the Plan Administrator will not allocate the Excess Amount, but instead will take any reasonable, uniform action the Plan Administrator determines necessary to avoid allocation of an Excess Amount. Such actions include, but are not limited to, those described in this Section 4.01(A). The Plan Administrator may apply this Section 4.01 in a manner which maximizes the allocation to a Participant of Employer Contributions (exclusive of the Participant's Elective Deferrals). Notwithstanding any contrary Plan provision, the Plan Administrator, for the Limitation Year, may: (1) suspend or limit a Participant's additional Employee Contributions or Elective Deferrals; (2) notify the Employer to reduce the Employer's future Plan contribution(s) as necessary to avoid allocation to a Participant of an Excess Amount; or (3) suspend or limit the allocation to a Participant of any Employer Contribution previously made to the Plan (exclusive of Elective Deferrals) or of any Participant forfeiture. If an allocation of Employer Contributions previously made (excluding a Participant's Elective Deferrals) or of Participant forfeitures would result in an Excess Amount to a Participant's Account, the Plan Administrator will allocate the Excess Amount to the remaining Participants who are eligible for an allocation of Employer Contributions for the Plan Year in which the Limitation Year ends. The Plan Administrator will make this allocation in accordance with the Plan's allocation method as if the Participant whose Account otherwise would receive the Excess Amount is not eligible for an allocation of Employer Contributions. If the Plan Administrator allocates to a Participant an Excess Amount, the Plan Administrator must dispose of the Excess Amount in accordance with Section 4.03.

**(B) Estimated and Actual Compensation.** Prior to the determination of the Participant's actual Compensation for the Limitation Year, the Plan Administrator may determine the Annual Additions Limit on the basis of the Participant's estimated annual Compensation for such Limitation Year. The Plan Administrator will make this determination on a reasonable and uniform basis for all Participants similarly situated. The Plan Administrator must reduce the allocation of any Employer Contribution (including the allocation of Participant forfeitures) based on estimated annual Compensation by any Excess Amounts carried over from prior years. As soon as is administratively feasible after the end of the Limitation Year, the Plan Administrator will determine the Annual Additions Limit on the basis of the Participant's actual Compensation for such Limitation Year.

**4.02** ANNUAL ADDITIONS LIMIT CODE §415 AGGREGATED PLANS.

**(A) Application of this Section.** This Section 4.02 applies only to Participants who, in addition to this Plan, participate in one or more Code §415 Aggregated Plans.

**(1) Definition of Code §415 Aggregated Plans.** Code §415 Aggregated Plans means 403(b) plans maintained by the Employer or a Predecessor Employer and which provide an Annual Addition during the Limitation Year.

**(B) Combined Plans Limitation.** The amount of Annual Additions which the Plan Administrator may allocate under this Plan to a Participant's Account for a Limitation Year may not exceed the Combined Plans Limitation.

**(1) Definition of Combined Plans Limitation.** The Combined Plans Limitation is the Annual Additions Limit, reduced by the sum of any Annual Additions allocated to the Participant's accounts for the same Limitation Year under the Code §415 Aggregated Plans.

**(2) Prevention.** If the amount the Employer otherwise would allocate to the Participant's Account under this Plan would cause the Annual Additions for the Limitation Year to exceed this Section 4.02(B) Combined Plans Limitation, the Employer will reduce the amount of its allocation to that Participant's Account in the manner described in Section 4.01, so the Annual Additions under all of the Code §415 Aggregated Plans for the Limitation Year will equal the Annual Additions Limit.

**(3) Correction.** If the Plan Administrator allocates to a Participant an amount attributed to this Plan under Section 4.02(D) which exceeds the Combined Plans Limitation, the Plan Administrator must dispose of the Excess Amount in accordance with Section 4.02(E).

**(C) Estimated and Actual Compensation.** Prior to the determination of the Participant's actual Compensation for the Limitation Year, the Plan Administrator may determine the Combined Plans Limitation on the basis of the Participant's estimated annual Compensation for such Limitation Year. The Plan Administrator will make this determination on a reasonable and uniform basis for all Participants similarly situated. The Plan Administrator must reduce the allocation of any Employer Contribution (including the allocation of Participant forfeitures) based on estimated annual Compensation by any Excess Amounts carried over from prior years. As soon as is administratively feasible after the end of the Limitation Year, the Plan Administrator will determine the Combined Plans Limitation on the basis of the Participant's actual Compensation for such Limitation Year. See Section 4.05(D) regarding the definition of Compensation.

**(D) Ordering Rules.** If a Participant's Annual Additions under this Plan and the Code §415 Aggregated Plans result in an Excess Amount, such Excess Amount will consist of the Amounts last allocated. If the Plan Administrator allocates an Excess Amount to a Participant on an allocation date of this Plan which coincides with an allocation date of another plan, unless the Employer specifies otherwise in an Appendix B to its Adoption Agreement, the Excess Amount attributed to this Plan will equal the product of: (1) the total Excess Amount allocated as of such date, multiplied by (2) the ratio of (a) the Annual Additions allocated to the Participant as of such date for the Limitation Year under the Plan to (b) the total Annual Additions allocated to the Participant as of such date for the Limitation Year under this Plan and the Code §415 Aggregated Plans.

**(E) Disposition of Allocated Excess Amount Attributable to Plan.** The Plan Administrator will dispose of any allocated Excess Amounts described in and attributed to this Plan under Section 4.02(D) as provided in Section 4.03.

**(F) Override.** The Employer in Appendix B to its Adoption Agreement may specify overriding provisions which will apply to satisfy the requirements of Code §415 and the applicable regulations if the Employer maintains more than one 403(b) plan.

**4.03 DISPOSITION OF EXCESS ANNUAL ADDITIONS.** If a Participant's Account exceeds the Annual Additions Limit for the Limitation Year, then the Plan Administrator will hold the Excess Amount in a separate account. The Excess Amount held in the separate account is includible in the Participant's gross income (to the extent vested) for the taxable year in which the Employer Contributions exceed the Annual Additions Limit. This separate account will be treated as a separate contract to which 403(c) (or another application provision of the Code) applies. Amounts in the separate account may be distributed at any time, notwithstanding any other provisions of the Plan.

**4.04 CONTROLLED EMPLOYER/QUALIFIED DEFINED CONTRIBUTION PLAN.**

**(A) Application of this Section.** If a Participant in a 403(b) Plan owns or controls more than 50% of another employer maintaining a 401(a) or 401(k) plan, the 403(b) Plan is a Defined Contribution Plan maintained both by the controlled employer and by the Participant. In applying the Annual Additions Limit, the Participant must aggregate the 403(b) Plan contributions with all other contributions he/she receives under any qualified 401(a) or 401(k) Defined Contribution Plan the controlled employer maintains.

**(B) Control.** For purposes of applying the Annual Additions Limit under Section (A), the Plan Administrator determines control under Code §§414(b) or 414(c), as modified by Code §415(h), in accordance with the rules of Treas. Reg. §1.415(f)-1(f).

**(C) Annual Additions.** For purposes of this Section, Annual Additions include the following amounts in addition to amounts described in Section 4.05: (1) amounts allocated to an individual medical account (as defined in Code §415(l)(2)) included as part of a pension or annuity plan maintained by the Employer; (2) contributions paid or accrued attributable to post-retirement medical benefits allocated to the separate account of a key-employee (as defined in Code §419A(d)(3)) under a welfare benefit fund (as defined in Code §419(e)) maintained by the Employer; and (3) allocations under a simplified employee pension (SEP) described in Code §408(k). However, the amounts described in (1) and (2) apply solely for purposes of the applying the dollar limitation of Section 4.05(B)(i) and do not apply for purposes of the percentage limitation of Section 4.05(B)(ii).

**(D) Annual Notice to Participants.** The Plan Administrator will provide written or electronic notice to Participants that explains the limitation in this Section 4.04 in a manner calculated to be understood by the average Participant and informs Participants of their responsibility to provide information to the Plan Administrator that is necessary to satisfy this Section. The notice will advise Participants that the application of the limitations in this Section will take into account information supplied by the Participant and that failure to provide necessary and correct information to the Plan Administrator could result in adverse tax consequences to the Participant, including the inability to exclude contributions to the Plan under Code §403(b). The notice will be provided annually, beginning no later than the later of (1) the year in which the Employee becomes a Participant, or (2) the first Plan Year which begins after the Employer adopts this document.

**4.05 DEFINITIONS: SECTIONS 4.01-4.04.** The following definitions apply for purposes of Sections 4.01 through 4.04, and supersede any contrary definitions in Article 1:

**(A) Annual Additions.** Annual Additions means the sum of the following amounts allocated to a Participant's Account for a Limitation Year: (1) Employer Contributions (including Elective Deferrals); (2) forfeitures; (3) Employee Contributions; and (4) Mandatory Employee Contributions.

(1) **Exclusions.** Annual Additions do not include: (a) Catch-Up Contributions; (b) Excess Deferrals which the Plan Administrator corrects by distribution by April 15 of the following calendar year; (c) designated IRA contributions; (d) Restorative Payments; (e) transfers to this Plan; (f) Rollover Contributions (as described in Code §§401(a)(31), 402(c)(1), 403(a)(4), 403(b)(8), 408(d)(3), and 457(e)(16)); (g) In-Plan Roth Rollovers, (h) Repayments of loans made to a Participant from the Plan; and (i) Repayments of amounts described in Code §411(a)(7)(B) (in accordance with Code §411(a)(7)(C)) and Code §411(a)(3)(D) or repayment of contributions to a governmental plan (as defined in Code §414(d)) as described in Code §415(k)(3), as well as Employer restorations of benefits that are required pursuant to such repayments.

(2) **Date of tax-exempt Employer Contributions.** Notwithstanding anything in the Plan to the contrary, Employer Contributions are treated as credited to a Participant's account for a particular Limitation Year only if the contributions are actually made to the Plan no later than the 15th day of the tenth calendar month following the end of the calendar year or fiscal year (as applicable, depending on the basis on which the Employer keeps its books) with or within which the particular Limitation Year ends.

**(B) Annual Additions Limit.** Annual Additions Limit means the lesser of: (i) \$40,000 (or, if greater, the \$40,000 amount as adjusted under Code §415(d)), or (ii) 100% of the Participant's Compensation for the Limitation Year. If there is a short Limitation Year because of a change in Limitation Year, the Plan Administrator will multiply the \$40,000 (as adjusted) limitation by the following fraction:

$$\frac{\text{Number of months (or fractional parts thereof) in the short Limitation Year}}{12}$$

The 100% Compensation limitation in clause (ii) above does not apply to any contribution for medical benefits within the meaning of Code §401(h) or Code §419A(f)(2) which otherwise is an Annual Addition.

(1) **Single plan treatment of 403(b) Plans.** For purposes of applying the Annual Additions Limit, the Plan Administrator must treat all 403(b) Plans (whether or not terminated) maintained by the Employer as a single plan.

(2) **Certain contributions treated as made to a Defined Contribution Plan.** Solely for purposes of Sections 4.01 through 4.04, the following contributions are treated as contributions to a Defined Contribution Plan: (i) mandatory employee contributions under Code §411(c)(2)(C) made to a Defined Benefit Plan maintained by the Employer, unless such contributions are "picked up" by the Employer under Code §414(h)(2); (ii) contributions to an individual medical account (as defined in Code §415(l)(2)) included as part of a Defined Benefit Plan or annuity plan under Code §401(h) maintained by the Employer; and (iii) a welfare benefit fund under Code §419(e) maintained by the Employer to the extent there are post-retirement medical benefits allocated to the separate account of a key employee (as defined in Code §419A(d)(3)).

**(C) Cessation of Affiliation.** A Cessation of Affiliation means the event that causes an entity to no longer be aggregated with one or more other entities as a single employer under the employer affiliation rules described in Treas. Reg. §§1.415(a)-1(f)(1) and (2) (such as the sale of a subsidiary outside a controlled group), or that causes a plan to not actually be maintained by any of the entities that constitute the employer under the employer affiliation rules of Treas. Reg. §§1.415(a)-1(f)(1) and (2) (such as a transfer of plan sponsorship outside of a controlled group).

**(D) Compensation.** Compensation means Includible Compensation and includes Deemed Includible Compensation and Post-Severance Compensation. Compensation includes Elective Deferrals, irrespective of whether the Employer has elected in its Adoption Agreement to include these amounts as Compensation under Section 1.11. No Compensation exclusions the Employer has elected in Question 10 to its Adoption Agreement apply for determining Includible Compensation.

(1) **"First few weeks rule."** If the Employer elects in Appendix B to its Adoption Agreement, the Plan Administrator on a uniform and consistent basis as to similarly situated Participants, will include in Compensation for Code §415 purposes Compensation earned in such Limitation Year but which, solely because of pay period and pay date timing, is paid in the first few weeks of the next following Limitation Year as described in Treas. Reg. §1.415(c)-2(e)(2). This Section 4.05(D)(1) applies to Code §415 testing Compensation but does not affect Compensation for allocation purposes.

(2) **Differential Wage Payment.** The Plan treats a Differential Wage Payment to an Employee as Compensation for purposes of application of the Annual Additions Limit.

**(E) Employer.** Employer means the Signatory Employer and any Related Employer. Solely for purposes of applying the Annual Additions Limit, the Plan Administrator will determine Related Employer status by modifying Code §§414(b) and (c) in accordance with Code §415(h) and Treas. Reg. §1.415(a)-1(f)(1) and will take into account tax-exempt organizations under Treas. Reg. §1.414(c)-5. For purposes of the limitation of Section 4.04(A), the Employer includes the controlled employer described in Section 4.04.

**(F) Excess Amount.** Excess Amount means the excess of the Participant's Annual Additions for the Limitation Year over the Annual Additions Limit.

**(G) Formerly Affiliated Plan.** Formerly Affiliated Plan means a plan that, immediately prior to the Cessation of Affiliation, was actually maintained by one or more of the entities that constitute the Employer (as determined under the employer affiliation rules described in Treas. Reg. §§1.415(a)-1(f)(1) and (2)), and immediately after the cessation of affiliation, is not actually maintained by any of the entities that constitute the Employer (as determined under the employer affiliation rules described in Treas. Reg. §§1.415(a)-1(f)(1) and (2)).

**(H) Limitation Year.** See Section 1.45.

**(I) Predecessor Employer.** Predecessor Employer means a former employer with respect to a participant in a plan maintained by an employer if the employer maintains a plan under which the participant had accrued a benefit while performing services for the employer, but only if that benefit is provided under the plan maintained by the employer. For this purpose, the formerly affiliated plan rules in Treas. Reg. §1.415(f)-1(b)(2) apply as if the Employer and Predecessor Employer constituted a single employer under the rules described in Treas. Reg. §§1.415(a)-1(f)(1) and (2) immediately prior to the Cessation of Affiliation (and as if they constituted two, unrelated employers under the rules described in Treas. Reg. §§1.415(a)-1(f)(1) and (2) immediately after the Cessation of Affiliation) and Cessation of Affiliation was the event that gives rise to the predecessor employer relationship, such as a transfer of benefits or plan sponsorship. With respect to an Employer of a Participant, a former entity that antedates the Employer is a Predecessor Employer with respect to the Participant if, under the facts and circumstances, the Employer constitutes a continuation of all or a portion of the trade or business of the former entity.

**(J) Restorative Payment.** A Restorative Payment means a payment made to restore losses to a Plan resulting from actions by a fiduciary for which there is reasonable risk of liability for breach of a fiduciary duty under applicable federal or state law, where Participants who are similarly situated are treated similarly with respect to the payments. Generally, payments are Restorative Payments only if the payments are made in order to restore some or all of the Plan's losses due to an action (or a failure to act) that creates a reasonable risk of liability for such a breach of fiduciary duty (other than a breach of fiduciary duty arising from failure to remit contributions to the Plan). This includes payments to the Plan made pursuant to a court-approved settlement, to restore losses to the Plan on account of the breach of fiduciary duty (other than a breach of fiduciary duty arising from failure to remit contributions to the Plan). Payments made to the Plan to make up for losses due merely to market fluctuations and other payments that are not made on account of a reasonable risk of liability for breach of a fiduciary duty are not Restorative Payments and generally constitute contributions that are considered Annual Additions.

4.06 [RESERVED]

4.07 [RESERVED]

4.08 [RESERVED]

4.09 [RESERVED]

4.10 403(b) TESTING. The Plan Administrator will test Elective Deferrals and Employee Contributions under the Plan, in accordance with this Section 4.10.

**(A) Annual Elective Deferral Limitation.** A Participant's Elective Deferrals for a Taxable Year may not exceed the Elective Deferral Limit. Qualified Organization Catch-up Deferrals and Age 50 Catch-up Deferrals are not subject to the Elective Deferral Limit. See Sections 3.02(D) and (E).

(1) **Definition of Elective Deferral Limit.** The Elective Deferral Limit is the Code §402(g) limitation on each Participant's Elective Deferrals for each Taxable Year as defined in Section 4.10(A)(3). If the Participant's Taxable Year is not a calendar year, the Plan Administrator must apply the Code §402(g) limitation in effect for the calendar year in which the Participant's Taxable Year begins.

(2) **Definition of Excess Deferral.** A Participant's Excess Deferral is the amount of Elective Deferrals for a Taxable Year which exceeds the Elective Deferral Limit.

(3) **Elective Deferral Limit.** The Elective Deferral Limit is the amount as in effect under Code §402(g) (\$18,000 in 2017), subject to adjustment by the IRS in multiples of \$500 under Code §402(g)(4). However, in no event shall a Participant's Elective Deferrals exceed the Participant's Compensation for the Taxable Year.

(4) **Suspension after reaching limit.** If, pursuant to a Salary Reduction Agreement, the Employer determines a Participant's Elective Deferrals to the Plan for a Taxable Year would exceed the Elective Deferral Limit, the Employer will suspend the Participant's Elective Deferrals under his/her Salary Reduction Agreement, if any, until the following January 1 and will pay to the Participant in cash the portion of the Elective Deferrals which would result in the Participant's Elective Deferrals for the Taxable Year exceeding the Elective Deferral Limit.

(5) **Correction.** If the Plan Administrator determines a Participant's Elective Deferrals already contributed to the Plan for a Taxable Year exceed the Elective Deferral Limit, the Plan Administrator will distribute the Excess Deferrals as adjusted for Allocable Income, no later than April 15 of the following Taxable Year (or if later, the date permitted under Code §§7503 or 7508A).

(6) **415 interaction.** If the Plan Administrator distributes the Excess Deferrals by the April 15 deadline under Section 4.10(A)(5), the Excess Deferrals are not an Annual Addition under Section 4.05, and the Plan Administrator may make the distribution irrespective of any other provision under this Plan or under the Code. Elective Deferrals distributed to a

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Participant as an Excess Amount in accordance with Section 4.03 are not taken into account in determining the Participant's Elective Deferral Limit.

(7) **More than one plan.** If a Participant participates in another plan subject to the Code §402(g) limitation under which he/she makes elective deferrals pursuant to a 401(k) Plan, elective deferrals under a SARSEP, elective contributions under a SIMPLE IRA or salary reduction contributions to a 403(b) plan (irrespective of whether the Employer maintains the other plan), the Participant may provide to the Plan Administrator a written claim for Excess Deferrals made to the Plan for a Taxable Year. The Participant must submit the claim no later than the March 1 following the close of the particular Taxable Year and the claim must specify the amount of the Participant's Elective Deferrals under this Plan which are Excess Deferrals. The Plan Administrator may require the Participant to provide reasonable evidence of the existence of and the amount of the Participant's Excess Deferrals. If the Plan Administrator receives a timely claim which it approves, the Plan Administrator will distribute the Excess Deferrals (as adjusted for Allocable Income under Section 4.11(B)(1)) the Participant has assigned to this Plan, in accordance with this Section 4.10(A). If a Participant has Excess Deferrals because of making Elective Deferrals to this Plan and other plans of the Employer (but where the Elective Deferral Limit is not exceeded based on Deferrals to any single plan), the Participant for purposes of this Section 4.10(A)(7) is deemed to have notified the Plan Administrator of this Plan of the Excess Deferrals.

(8) **Roth and Pre-Tax Deferrals.** If a Participant who will receive a distribution of Excess Deferrals, in the Taxable Year for which the corrective distribution is made, has contributed both Pre-Tax Deferrals and Roth Deferrals, the Plan Administrator operationally will determine the Elective Deferral Account source(s) from which it will direct the Vendor to make the corrective distribution. The Plan Administrator also may permit the affected Participant to elect the source(s) from which the Vendor will make the corrective distribution. However, the amount of a corrective distribution of Excess Deferrals to any Participant from the Pre-Tax Deferral or Roth Deferral sources under this Section 4.10(A)(8) may not exceed the amount of the Participant's Pre-Tax Deferrals or Roth Deferrals for the Taxable Year of the correction.

(B) [Reserved]

(C) [Reserved]

4.11 DEFINITIONS: SECTION 4.10. For purposes of Section 4.10:

(A) [Reserved]

(B) **Allocable Income.** Allocable Income means as follows:

(1) **Excess Deferrals.** For purposes of making a distribution of Excess Deferrals pursuant to Section 4.10(A), Allocable Income means Earnings allocable to the Excess Deferrals for the Taxable Year in which the Participant made the Excess Deferral.

(a) **Reasonable or alternative (pro rata) method.** To calculate such Allocable Income for the Taxable Year, the Plan Administrator will use: (i) a uniform method which reasonably reflects the manner used by the Plan Administrator to allocate Earnings to Participants' Accounts; or (ii) the "alternative method" under Treas. Reg. §1.402(g)-1(e)(5)(iii). See Section 4.11(B)(2)(a) as to the alternative method except the Plan Administrator will apply such modifications as are necessary to determine Taxable Year Allocable Income with respect to the Excess Deferrals.

**ARTICLE 5. VESTING**

**5.01** NORMAL/EARLY RETIREMENT AGE. The Employer in its Adoption Agreement must specify the Plan's Normal Retirement Age. If the Employer fails to specify the Plan's Normal Retirement Age in its Adoption Agreement, the Employer is deemed to have elected age 65 as the Plan's Normal Retirement Age. The Employer in its Adoption Agreement may specify an Early Retirement Age. A Participant's Account Balance derived from Employer Contributions is 100% Vested upon and after his/her attaining Normal Retirement Age (or if elected in the Adoption Agreement, Early Retirement Age) if the Participant is employed by the Employer on or after that date and regardless of the Participant's Years of Service for vesting or the Employer's Adoption Agreement elected vesting schedules.

**5.02** PARTICIPANT DEATH OR DISABILITY. If the Employer elects in its Adoption Agreement, a Participant's Account Balance derived from Employer Contributions is 100% Vested if the Participant's Severance from Employment is a result of his/her death or his/her Disability.

**5.03** VESTING SCHEDULE.

**(A) General.** Except as provided in Sections 5.01 and 5.02, for each Year of Service as described in Section 5.05, a Participant's Vested percentage of his/her Account Balance derived from Nonelective Contributions and Matching Contributions equals the percentage under the appropriate vesting schedule the Employer has elected in its Adoption Agreement.

**(1) Election of different schedules.** Unless the Employer in its Adoption Agreement elects otherwise, the vesting schedule for Nonelective Contributions will be the same vesting schedule as for Matching Contributions.

**(B) Vesting Schedules.**

**(1) In General.** Employer Contributions will vest in accordance with the Employer's Adoption Agreement election. The Employer may elect to provide immediate 100% vesting, "3-year cliff," "6-year graded," or a modified vesting schedule. The vesting schedule must be at least as rapid as a 15-year cliff (or a 20-year cliff for a group of employees limited to qualified public safety employees defined in Code §72(t)(10)(B)) or a 5 to 20 year graded vesting schedule. For purposes of the Employer's elections under its Adoption Agreement, "6-year graded," or "3-year cliff" means an Employee's Vested percentage, based on each included Year of Service, under the following applicable schedule:

<b>6-year graded</b>	<b>3-year cliff</b>
0-1 year / 0%	0-2 years / 0%
2 years / 20%	3 years / 100%
3 years / 40%	
4 years / 60%	
5 years / 80%	
6 years / 100%	

**(C) Vesting Formula.** If the Vendor makes a distribution to a Participant from an Account which is not fully Vested, and the Participant has not incurred a Forfeiture Break in Service, the provisions of this Section 5.03(C) apply to the Participant's Account Balance.

**(1) "Grossed Up" formula.** At any relevant time following the distribution, the Plan Administrator will determine the Participant's Vested Account Balance derived from Employer Contributions in accordance with the following formula:  $P(AB + D) - D$ . To apply this formula, "P" is the Participant's current vesting percentage at the relevant time, "AB" is the Participant's Employer-derived Account Balance at the relevant time and "D" is the amount of the earlier distribution. If, under a Restated Plan, the Plan has made distribution to a partially-Vested Participant prior to its restated Effective Date, this special vesting formula also applies to that Participant's remaining Account Balance.

**(2) Alternative separate account formula.** The Employer, in Appendix B to its Adoption Agreement, may elect to use the alternative formula. If the Employer elects to use the alternative formula, then the Plan Administrator will establish a separate account for the Participant's Account Balance at the time of the distribution. At any relevant time following the distribution, the Plan Administrator will determine the Participant's Vested Account Balance in such separate account derived from Employer contributions in accordance with the following formula:  $P(AB + (R \times D)) - (R \times D)$ . For purposes of this alternative formula, the terms in the preceding Paragraph have the same meaning and "R" is the ratio of "AB" to the Participant's Employer-derived Account Balance immediately following the earlier distribution.

**(3) Application to Nonelective/Matching.** If necessary, the Plan Administrator will determine the Participant's Vested Account Balance for the Participant's Matching Contributions and the Participant's Employer Nonelective Contributions separately.

**(D) Special Vesting Elections.** The Employer in its Adoption Agreement may elect other specified vesting provisions.

(E) **Fully Vested Amounts.** A Participant is 100% Vested in all Accounts which are attributable to Elective Deferrals, Employee Contributions, QNECs, Mandatory Employee Contributions, Nonelective Contributions to former Employees under Section 3.04(D), and Rollover Contributions.

(F) **Mergers/Transfers.** A merger or transfer of assets from another 403(b) Plan to this Plan does not result, solely by reason of the merger or transfer, in 100% vesting of the merged or transferred assets. The Plan Administrator operationally will determine in the case of a merger or other transfer to the Plan whether: (1) to vest immediately all transferred assets; (2) to vest the transferred assets in accordance with the Plan's vesting schedule applicable to the contribution type being transferred; or (3) to vest the transferred assets in accordance with the transferor plan's vesting schedule(s) applicable to the contribution types being transferred, as such schedules existed on the date of the transfer. The Employer may elect to record such information in its Adoption Agreement as a special Vesting Election.

5.04 [RESERVED]

5.05 YEAR OF SERVICE – VESTING. For purposes of this Article 5, the following definitions and operational rules apply:

(A) **Definition of Year of Service.** A Year of Service, for purposes of determining a Participant's vesting under Section 5.03, means a Vesting Computation Period during which an Employee completes the number of Hours of Service the Employer specifies in its Adoption Agreement, without regard to whether the Employer continues to employ the Employee during the entire Vesting Computation Period.

(B) **Definition of Vesting Computation Period.** A Vesting Computation Period is a 12-consecutive month period the Employer elects in its Adoption Agreement.

(C) **Counting Years of Service.** For purposes of a Participant's Vesting in the Plan, the Plan counts all of an Employee's Years of Service except:

(1) **Forfeiture Break in Service; Cash-Out.** For the sole purpose of determining a Participant's Vested percentage of his/her Account Balance derived from Employer Contributions which accrued for his/her benefit prior to a Forfeiture Break in Service or receipt of a Cash-Out Distribution, the Plan disregards any Year of Service after the Participant first incurs a Forfeiture Break in Service or receives a Cash-out Distribution.

(2) **Other exclusions.** Any Year of Service the Employer elects to exclude under its Adoption Agreement, including service during any period for which the Employer did not maintain the Plan or a predecessor plan.

(D) **Elapsed Time.** If the Employer in its Adoption Agreement elects to apply the Elapsed Time Method in applying the Plan's vesting schedule, the Plan Administrator will credit service in accordance with Section 1.40(D)(3).

5.06 BREAK IN SERVICE AND FORFEITURE BREAK IN SERVICE – VESTING. For purposes of this Article 5, the following definitions and operational rules apply:

(A) **Definition of Break in Service.** A Participant incurs a Break in Service if during any Vesting Computation Period he/she does not complete more than 500 Hours of Service. The Plan Administrator may disregard a Break in Service for a Vesting Computation Period if the Employee is in service on the last day of that period. If the Plan applies the Elapsed Time Method of crediting Service, a Participant incurs a Break in Service if the Participant has a Period of Severance of at least 12 consecutive months. If, pursuant to Section 5.05, the Plan does not require more than 500 Hours of Service to receive credit for a Year of Service, a Participant incurs a Break in Service in a Vesting Computation Period in which he/she fails to complete a Year of Service.

(B) **Definition of Forfeiture Break in Service.** Unless otherwise elected in the Adoption Agreement, a Participant incurs a Forfeiture Break in Service when he/she incurs five consecutive Breaks in Service.

(C) **Adoption Agreement provisions.** The Employer may specify, in Appendix B to its Adoption Agreement, one or more years or other periods of service which the Plan will disregard for purposes of vesting, based on Separation from Service, Breaks in Service, or Forfeiture Breaks in Service.

5.07 FORFEITURE OCCURS.

(A) **Timing.** A Participant's forfeiture of his/her non-Vested Account Balance derived from Employer Contributions occurs under the Plan on the earlier of:

(1) **Forfeiture Break.** The last day of the Vesting Computation Period in which the Participant first incurs a Forfeiture Break in Service; or

(2) **Separation.** As soon as reasonably practical after the date the Participant severs employment.

**(B) Vesting Schedule/Lost Participants.** The Plan Administrator determines the percentage of a Participant's Account Balance forfeiture, if any, under this Section 5.07 solely by reference to the vesting schedule the Employer elected in its Adoption Agreement. A Participant does not forfeit any portion of his/her Account Balance for any other reason or cause except as expressly provided by this Section 5.07 or as provided under Section 7.07.

**5.08** [RESERVED]

**5.09** TREATMENT OF NONVESTED AMOUNTS. All Employer Contributions for a Participant, to the extent not vested, will be credited to a separate account for recordkeeping purposes and treated as made to a contract to which Code §403(c) (or another applicable provision of the Code) applies. On or after the date on which the Participant's interest in the separate account becomes nonforfeitable, the contract shall be treated as a Code §403(b) Annuity Contract if: (1) no election has been made under Code §83(b) with respect to the contract; (2) the Participant's interest in the separate account has been subject to a substantial risk of forfeiture before becoming nonforfeitable; (3) contributions subject to different vesting schedules have been maintained in separate accounts; and (4) the separate account at all times satisfied the requirements of Code §403(b) except for the nonforfeitable requirement in Code §403(b)(1)(C). If only a portion of the Participant's interest in a separate account becomes nonforfeitable in a year, then that portion of the contract will be considered a Code §403(b) Annuity Contract and the remaining forfeitable portion will be considered a separate contract to which Code §403(c) (or another applicable provision of the Code) applies. Each contribution (and Earnings thereon) that is subject to a different vesting schedule must be maintained in a separate account for the Participant. The phrase "separate account" used in this Section refers to recordkeeping entries, and does not require the maintenance of a separate account or Annuity Contract.

**5.10** EMPLOYEE CONTRIBUTIONS. A Participant who is either fully or partially vested in his or her Employer Contributions will not forfeit any of those contributions merely as the result of a distribution of all or any portion of the Participant's Employee Contributions.

## ARTICLE 6. DISTRIBUTIONS

**6.01 TIMING OF DISTRIBUTION.** Except as otherwise provided in Section 6.01(A), if the Participant is entitled to a distribution, the Vendor will commence distribution of a Participant's Vested Account Balance in accordance with this Article 6 after the Participant's request on a form prescribed by the Plan or the Vendor. The Vendor may make Plan distributions on any administratively practicable date during the Plan Year, consistent with the Investment Arrangement Documentation.

**(A) Relationship between Plan and Investment Arrangement Documentation.** This Article 6, together with the corresponding Adoption Agreement elections applies to set forth the permissible distributable events and timing. If the Documentation for a particular Investment Arrangement does not provide for a particular distributable event, then such a distribution is unavailable from that Investment Arrangement. For example, if the Plan allows for hardship distributions, and all Investment Arrangements under the Plan except one permit hardship distributions, then hardship distributions are not available from that one Investment Arrangement. By contrast, if the Plan does not allow hardship distributions, then they are not available under any Investment Arrangement in the Plan, regardless of the Investment Arrangement Documentation. Any distribution is subject to the terms of the applicable Investment Arrangement Documentation.

**(B) Entitlement to distribution.** A Participant is entitled to a distribution after Severance of Employment at the time specified in the Investment Arrangement Documentation, or, if later, the time specified in the Adoption Agreement. If the Investment Arrangement Documentation does not specify the timing of distributions after Severance of Employment, the Participant is entitled to a distribution within an administratively reasonable period following Severance of Employment. The failure of a Participant to request a distribution shall be deemed to be an election to defer a distribution. The Plan will make distributions following the Participant's death in accordance with Section 6.01(C). A Participant is entitled to a distribution prior to Severance of Employment under the rules of Section 6.01(D) in accordance with the Employer's elections in the Adoption Agreement. However, the Plan will not make a distribution which would violate Section 6.01(E).

**(C) Distribution upon Death.** In the event of the Participant's death (whether death occurs before or after Severance from Employment), the Plan Administrator will direct the Vendor, in accordance with this Section 6.01(C) and subject to Section 6.02, to distribute to the Participant's Beneficiary the Participant's Vested Account Balance remaining in the Investment Arrangement at the time of the Participant's death.

(1) **Single payment.** If the Participant's Vested Account Balance does not exceed \$5,000, the Vendor will distribute the balance without regard to Section 6.04. The distribution will be made in a lump sum (which will be a Cash-Out Distribution if the Participant's Account Balance is not 100% Vested on death) unless the Plan's distribution form provides otherwise. If the Participant's Vested Account Balance exceeds \$5,000, the Vendor will distribute the balance subject to Sections 6.02, 6.03, and 6.04.

**(D) In-Service Distribution.** The Employer in its Adoption Agreement must elect the distribution election rights, if any, a Participant has prior to his/her Severance from Employment ("in-service distribution").

(1) **Vesting/other conditions.** If a Participant receives an in-service distribution as to a partially-Vested Account, and the Participant has not incurred a Forfeiture Break in Service, the Plan Administrator will apply the vesting provisions of Section 5.03(C). The Employer in its Adoption Agreement may elect to limit any in-service distribution only to Participants who are 100% vested or to apply other conditions.

(2) **Participant election.** A Participant must make any permitted in-service distribution election under this Section 6.01(D) in writing and on a form prescribed by the Plan or the Vendor which specifies the percentage or dollar amount of the distribution and the Participant's Plan Account to which the election applies.

(3) **Frequency, timing and form.** The Investment Arrangement Documentation may limit the frequency, timing, and form of in-service distributions.

(4) **Hardship.** See Section 6.07 regarding requirements for distributions based on hardship.

(5) **Rollover Contributions; Employee Contributions.** A Participant may elect to receive an in-service distribution of his/her Accounts attributable to Rollover Contributions and Employee Contributions subject to Sections 6.01(D)(2) and (3), except as the Employer provides otherwise in Appendix B to its Adoption Agreement. Distribution of a Rollover Contribution or Employee Contribution is subject to Section 6.04 if Section 6.04 otherwise applies to the Participant.

(6) **Distribution events for non-Elective Deferral Accounts in Annuity Contracts.** The Employer in its Adoption Agreement may elect to permit an in-service distribution of any Account in an Annuity Contract other than an Elective Deferral Account upon a Participant's attainment of a stated age, after a fixed number of years, or based on some other specified event. Such amounts are not Restricted Balances unless such amounts are QNEC Accounts.

(7) **In-Plan Roth Rollover Contributions.** Except as otherwise elected in Appendix B to the Adoption Agreement, if the Employer in its Adoption Agreement elects under Section 3.08(E) to permit In-Plan Roth Rollover Contributions, (a) all Accounts (except a Roth Account) from which the Participant could then receive a distribution are eligible for an In-Plan Roth Rollover attributable to otherwise distributable amounts; (b) all Accounts (except a Roth Account) which may not be distributed are eligible for an In-Plan Roth Rollover attributable to otherwise nondistributable amounts; (c) a Participant may distribute and roll over his/her Plan loan in an In-Plan Roth Rollover, but without changing the loan repayment schedule; (d) any amount may be distributed in an In-Plan Roth Rollover with no minimum; (e) a Participant may receive In-Service Distributions from his/her In-Plan Roth Rollover Account under the same conditions as the Participant's Roth Elective Deferral Account; and (f) In-Service Distributions which are eligible for an In-Plan Roth Rollover are limited to those which are available for other types of distributions. If the Employer in Appendix B to its Adoption Agreement provides for In-Service Distributions which are limited to In-Plan Roth Rollovers, the Employer in Appendix B to its Adoption Agreement may permit distribution of an additional amount solely for the purpose of federal or state income tax withholding for the Participant's anticipated tax obligations regarding the amount includable in the Participant's gross income by reason of the In-Plan Roth Rollover (and the amount withheld for income taxes). The Plan Administrator may limit the amount of the 100% withholding distribution to the amount the Plan Administrator reasonably determines is sufficient to satisfy the Participant's federal and/or state income tax liability relating to the Plan distribution. This Section 6.01(D)(7), other than clause (b), is effective no sooner than September 28, 2010. Clause (b) is effective no earlier than January 1, 2013.

(8) **EACA permissible withdrawal.** If the Employer maintains the Plan as an EACA as defined under Section 3.02(B) and the Employer elects in its Adoption Agreement to allow permissible withdrawals, a Participant who has Automatic Deferrals under the EACA may elect to withdraw all the Automatic Deferrals (and allocable Earnings) as a permissible withdrawal. However, if the Employer elects in its Adoption Agreement to limit the group of Participants who are eligible for the permissible withdrawal, only a Participant who is a member of that eligible group may make the election to withdraw, in accordance with the provisions of Section 3.02(B)(2).

(9) **Pre-2009 Annuity Contracts.** If an Annuity Contract an Insurance Company issued before January 1, 2009 provides for In-Service Distributions other than those described in the Adoption Agreement, then amounts held in that Annuity Contract may only be distributed in-service in accordance with its terms.

(10) **Qualified Reservist Distribution ("QRD").** The Employer in its Adoption Agreement may elect to permit in-service distribution of Elective Deferrals as a Qualified Reservist Distribution, or QRD. A QRD means a qualified reservist distribution as defined under Code §72(f)(2)(G)(iii). A QRD is any distribution to an individual who is ordered or called to active duty after September 11, 2001, if: (A) the distribution is from the Elective Deferral Account; (B) the individual was (by reason of being a member of a reserve component, as defined in section 101 of title 37, United States Code) ordered or called to active duty for a period in excess of 179 days or for an indefinite period; and (C) the Plan makes the distribution during the period beginning on the date of such order or call, and ending at the close of the active duty period.

**(E) 403(b) Distribution Restrictions (other than those described in (D)(6) above).**

(1) **Limitation.** A Participant may not receive a distribution of the Participant's Restricted Balances except in the event of: (a) the Participant's death, Disability, Severance of Employment or attainment of age 59 1/2; (b) except with regard to Employer Contributions under a Custodial Account and QNECs, hardship in accordance with Section 6.07; (c) Plan termination, as provided for in Section 9.05, (d) Excess Deferrals described in Section 4.10(A)(2), (e) corrective distributions under Article 4 or Section 7.08, or otherwise permitted by the Code, or (f) as may otherwise be provided by law and in IRS Guidance. This limitation will be applied in conformance with Treas. Reg. §§1.403(b)-6(c) and (d). Also see Sections 6.05 relating to domestic relations orders and 7.05(G) relating to IRS levies.

(2) **Definition of "Restricted Balances."** A Participant's Restricted Balances are the Participant's Elective Deferral Account under an Annuity Contract, all Accounts under a Custodial Account (or transferred from a Custodial Account) and QNEC Account. Restricted balances do not include (a) Employer Contribution Accounts in an Annuity Contract which were not transferred from a Custodial Account; or (b) any Accounts consisting of Employee Contributions or Rollover Contributions and Earnings thereon; or (c) pre-1989 Elective Deferral contributions and pre-1989 earnings thereon to an Annuity Contract that are separately accounted for.

**(F) Mandatory Distributions.** The Employer in its Adoption Agreement may elect to have the Plan make Mandatory Distributions. A Mandatory Distribution is a Plan-required distribution to or for a Participant without the Participant's consent upon Severance from Employment, other than a distribution based on the Participant's death or on account of plan termination. A Mandatory Distribution may not exceed the amount the Employer elects in its Adoption Agreement or such lesser amount that may be specified in the Investment Arrangement. In applying the elected Mandatory Distribution amount, the Plan Administrator will include or exclude a Participant's Rollover Contributions Account as the Employer elects in its Adoption Agreement. A Mandatory Distribution does not include the remaining balance of any installment distribution which has already commenced. The Employer will notify the Vendor within a reasonable period of time of each Participant's Severance from Employment. The Vendor, upon notification by the Employer, will distribute a Participant's Mandatory Distribution in a lump sum within a

reasonable period of time after notification by the Employer of the Participant's Severance from Employment. The provisions of this Section 6.01(F) do not impair the Participant's right to receive a distribution of the Participant's Vested Account Balance under other Plan provisions prior to receipt of the Mandatory Distribution. If the Vendor Documentation provides for Mandatory Distributions, those provisions shall apply to Investment Arrangements held by the Vendor as though elected by the Employer in its Adoption Agreement. See Section 6.08 regarding direct rollovers and automatic rollovers.

**(G) FICA Replacement ("3121") Plan Contributions.** If this election applies in the Adoption Agreement, prior to Death or Severance from Employment, distributions (including hardships) may not be made from the Participant's Account Balance that is attributable to the amounts contributed to satisfy the FICA replacement contributions (7.5% of the Participant's Compensation up to the applicable year's Taxable Wage Base).

**6.02 REQUIRED MINIMUM DISTRIBUTIONS.** The Plan will comply with the minimum distribution requirements of Code §401(a)(9) in accordance with the terms governing each Investment Arrangement, unless and to the extent otherwise permitted by law and in regulations or other rules of general applicability published by the IRS. For purposes of applying the distribution rules of Code §401(a)(9), each Investment Arrangement is treated as an individual retirement account (IRA) and distributions shall be made in accordance with the provisions of Treas. Reg. §1.408-8, except as provided in Treas. Reg. §1.403(b)-6(e). "RMD" refers to a required minimum distribution amount the Plan must distribute pursuant to those rules.

**6.03 METHOD OF DISTRIBUTION.** Subject to any contrary requirements imposed by the Plan or the Adoption Agreement, a Participant or a Beneficiary may elect distribution under any method permitted in the Investment Agreement Documentation. If the Investment Agreement Documentation does not specify, the Participant or Beneficiary may elect to receive payment in the method or methods specified in the Adoption Agreement. If the Participant receives an annuity, the annuity must be nontransferable and otherwise must comply with the Plan terms. This Section 6.03 does not apply to the extent provided in Section 6.01(A).

**(A) Account Types/Sourcing Elections.** Subject to the Vendor's record keeping requirements, if a Participant who will receive a partial distribution of his/her Plan Account has both a Roth Deferral Account (or some other Account with tax basis) and one or more pre-tax Accounts including a Pre-Tax Deferral Account, the Plan operationally will determine the Account source(s) from which the Vendor will make the distribution. The Plan also may permit the affected Participant to elect the Account source(s) of the Participant's distribution unless such elections are contrary to the Code or the Vendor's record keeping requirements. This Section (A) as to election of Account sources from among multiple sources does not apply to the extent that a Participant is eligible under the Plan terms to receive a distribution only from one specific Account source.

**6.04 ANNUITY DISTRIBUTIONS TO PARTICIPANTS AND TO SURVIVING SPOUSES.**

**(A) Qualified Joint and Survivor Annuity (QJSA).** This Section 6.04 does not apply unless the Employer chooses to apply some or all of it in the Adoption Agreement. If this Section does apply, the Vendor will distribute a married or unmarried Participant's Vested Account Balance in the form of a QJSA (or in the form of a QOSA described in Section 6.04(A)(8)), unless the Participant, and spouse if the Participant is married, waive the QJSA in accordance with this Section 6.04(A).

(1) **Definition of QJSA if married.** If, as of the Annuity Starting Date, the Participant is married (even if the Participant has not been married throughout the one year period ending on the annuity starting date), a QJSA is an immediate annuity which is purchasable with the Participant's Vested Account Balance and which provides a life annuity for the Participant and a survivor annuity payable for the remaining life of the Participant's surviving spouse equal to at least 50% of the amount of the annuity payable during the life of the Participant.

(2) **Definition of QJSA if not married.** If, as of the Annuity Starting Date, the Participant is not married, a QJSA is an immediate life annuity for the Participant which is purchasable with the Participant's Vested Account Balance.

(3) **Modification of QJSA benefit.** An individual Investment Arrangement or the Employer in Appendix B to its Adoption Agreement may specify a different percentage (more than 50% but not exceeding 100%) for the survivor annuity.

(4) **Definitions of life/survivor annuity.** A life annuity means an annuity payable to the Participant in equal installments for the life of the Participant that terminates upon the Participant's death. A survivor annuity means an annuity payable to the Participant's surviving spouse in equal installments for the life of the surviving spouse that terminates upon the death of the surviving spouse.

(5) **QJSA notice/timing.** At least 30 days and not more than 180 days before the Participant's Annuity Starting Date, the Plan must provide the Participant a written explanation of the terms and conditions of the QJSA, the Participant's right to make, and the effect of, an election to waive the QJSA benefit, the rights of the Participant's spouse regarding the waiver election and the Participant's right to make, and the effect of, a revocation of a waiver election.

(6) **Waiver frequency and timing.** The Plan does not limit the number of times the Participant may revoke a waiver of the QJSA or make a new waiver during the election period. The Participant (and his/her spouse, if the Participant is married), may revoke an election to receive a particular form of benefit at any time until the Annuity Starting Date.

(7) **Married Participant waiver.** A married Participant's QJSA waiver election is not valid unless: (a) the Participant's spouse (to whom the survivor annuity is payable under the QJSA), after the Participant has received the QJSA notice, has consented in writing to the waiver election, the spouse's consent acknowledges the effect of the election, and a notary public or the Plan Administrator (or his/her representative) witnesses the spouse's consent; (b) the spouse consents to the alternative form of payment designated by the Participant or to any change in that designated form of payment; and (c) unless the spouse is the Participant's sole primary Beneficiary, the spouse consents to the Participant's Beneficiary designation or to any change in the Participant's Beneficiary designation.

(a) **Effect of spousal consent/blanket waiver.** The spouse's consent to a waiver of the QJSA is irrevocable, unless the Participant revokes the waiver election. The spouse may execute a blanket consent to the Participant's future payment form election or Beneficiary designation, if the spouse acknowledges the right to limit his/her consent to a specific designation but, in writing, waives that right.

(b) **Spousal consent not required.** The Plan will accept as valid a waiver election which does not satisfy the spousal consent requirements if it is established to the satisfaction of the Plan Administrator that: (i) the Participant does not have a spouse, (ii) the spouse cannot be located, (iii) the Participant is legally separated or has been abandoned (within the meaning of applicable state law) and the Participant has a court order to that effect, or (iv) other circumstances exist under which ERISA excuses the spousal consent requirement (even though the Plan is not subject to ERISA). If the Participant's spouse is legally incompetent to give consent, the spouse's legal guardian (even if the guardian is the Participant) may give consent.

(8) **Qualified Optional Survivor Annuity (QOSA).** A Participant who elects to waive the QJSA form of benefit is entitled to elect the QOSA at any time during the applicable QJSA election period. The QJSA notice will explain the terms and conditions of the QOSA. The QJSA provisions of Section 6.04(A) apply to a QOSA the Participant elects pursuant to this Section 6.04(A)(8).

(a) **Definition of QOSA.** A QOSA is an Annuity Contract: (i) for the life of the Participant with a Survivor Annuity for the life of the spouse which is equal to the Applicable Percentage of the amount of the annuity which is payable during the joint lives of the Participant and the spouse; and (ii) which is the actuarial equivalent of a single annuity for the life of the Participant. A QOSA also includes any annuity in a form having the effect of an annuity described in the preceding sentence.

(b) **Definition of Applicable Percentage.** For purposes of this Section 6.04(A)(8), the Applicable Percentage is based on the Survivor Annuity percentage under the Plan's QJSA. If the Survivor Annuity percentage is less than 75%, then the Applicable Percentage is 75%. If the Survivor Annuity percentage is greater than or equal to 75%, the Applicable Percentage is 50%.

(c) **No spousal consent requirement for QOSA.** A Participant may elect a QOSA without spousal consent.

**(B) Qualified Preretirement Survivor Annuity (QPSA).** If a married Participant dies prior to his/her Annuity Starting Date, the Plan Administrator will direct the Vendor to distribute a portion of the Participant's Vested Account Balance to the Participant's surviving spouse in the form of a QPSA, unless the Participant has a valid waiver election in effect or unless the Participant and his/her spouse were not married throughout the one-year period ending on the date of the Participant's death.

(1) **Definition of QPSA.** A QPSA is an annuity which is purchasable with 50% of the Participant's Vested Account Balance (determined as of the date of the Participant's death) and which is payable for the life of the Participant's surviving spouse.

(2) **Modification of QPSA.** An individual Investment Arrangement or the Employer in its Adoption Agreement may elect not to apply the one-year marriage rule requirement as described in Section 6.04(H) or may specify a different percentage (more than 50% but not exceeding 100%) for the QPSA.

(3) **Ordering rule.** The value of the QPSA is attributable to Employer Contributions, to Pre-Tax Deferrals, and to Roth Deferrals in the same proportion as the Participant's Vested Account Balance is attributable to those contributions.

(4) **Disposition of remaining balance.** The portion of the Participant's Vested Account Balance not payable as a QPSA is payable to the Participant's Beneficiary, in accordance with the remaining provisions of this Article 6.

(5) **Surviving spouse elections.** If the Participant's Vested Account Balance which the Vendor would apply to purchase the QPSA exceeds \$5,000, the Participant's surviving spouse may elect to have the Vendor commence payment of the QPSA at any time following the date of the Participant's death, but not later than Section 6.02 requires, and may elect any of the forms of payment described in Section 6.03, in lieu of the QPSA. In the absence of an election by the surviving spouse, the Plan Administrator must direct the Vendor to distribute the QPSA on the earliest administratively practicable date following the close of the Plan Year in which the latest of the following events occurs: (a) the

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Participant's death; (b) the date the Plan Administrator receives notification of or otherwise confirms the Participant's death; (c) the date the Participant would have attained Normal Retirement Age; or (d) the date the Participant would have attained age 62.

(6) **QPSA notice/timing.** The Plan must provide a written explanation of the QPSA to each married Participant within the following period which ends last: (a) the period beginning on the first day of the Plan Year in which the Participant attains age 32 and ending on the last day of the Plan Year in which the Participant attains age 34; (b) a reasonable period after an Employee becomes a Participant; (c) a reasonable period after Section 6.04 of the Plan becomes applicable to the Participant; or (d) a reasonable period after the Plan no longer satisfies the requirements for a fully subsidized benefit. A "reasonable period" described in clauses (b), (c) and (d) is the period beginning one year before and ending one year after the applicable event. If the Participant separates from Service before attaining age 35, clauses (a), (b), (c) and (d) do not apply and the Plan must provide the QPSA notice within the period beginning one year before and ending one year after the Separation from Service. The QPSA notice must describe, in a manner consistent with IRS Guidance, the terms and conditions of the QPSA and of the waiver of the QPSA, comparable to the QJSA notice required under Section 6.04(A)(5).

(7) **Waiver frequency and timing.** The Plan does not limit the number of times the Participant may revoke a waiver of the QPSA or make a new waiver during the election period. The election period for waiver of the QPSA ends on the date of the Participant's death. A Participant's QPSA waiver election is not valid unless the Participant makes the waiver election after the Participant has received the QPSA notice and no earlier than the first day of the Plan Year in which he/she attains age 35. However, if the Participant incurs a Separation from Service prior to the first day of the Plan Year in which he/she attains age 35, the Plan Administrator will accept a waiver election as to the Participant's Account Balance attributable to his/her Service prior to his/her Separation from Service. In addition, if a Participant who has not incurred a Separation from Service makes a valid waiver election, except for the age 35 Plan Year timing requirement above, the Plan Administrator will accept that election as valid, but only until the first day of the Plan Year in which the Participant attains age 35.

(8) **Spousal consent to waiver.** A Participant's QPSA waiver is not valid unless the Participant's spouse (to whom the QPSA is payable) satisfies or is excused from the consent requirements as described in Section 6.04(A)(7)(b), except the spouse need not consent to the form of benefit payable to the designated Beneficiary. The spouse's consent to the waiver of the QPSA is irrevocable, unless the Participant revokes the waiver election. The spouse also may execute a blanket consent as described in Section 6.04(A)(7)(a).

(C) **Effect of Waiver.** If the Participant has in effect a valid waiver election regarding the QJSA or the QPSA, the Vendor will distribute the Participant's Vested Account Balance in accordance with Sections 6.01, 6.02 and 6.03.

(D) **Loan Offset.** The Plan will reduce the Participant's Vested Account Balance by any security interest (pursuant to any offset rights authorized by Section 6.06) held by the Plan or Vendor under the Investment Arrangement by reason of a Participant loan, to determine the value of the Participant's Vested Account Balance distributable in the form of a QJSA or QPSA, provided the loan satisfied the spousal consent requirement described in Section 7.06(D).

(E) **Effect of QDRO.** For purposes of applying this Article 6, a former spouse (in lieu of the Participant's current spouse) is the Participant's spouse or surviving spouse to the extent provided under a QDRO described in Section 6.05. The provisions of this Section 6.04 apply separately to the portion of the Participant's Vested Account Balance subject to a QDRO and to the portion of the Participant's Vested Account Balance not subject to the QDRO.

(F) **Vested Account Balance Not Exceeding \$5,000.** The Vendor must distribute in a lump sum, a Participant's Vested Account Balance which the Vendor otherwise under Section 6.04 would apply to provide a QJSA or QPSA benefit, where the Participant's Vested Account Balance does not exceed \$5,000.

(G) [Reserved]

(H) **One-Year Marriage Rule.** The Employer in its Adoption Agreement will elect whether to apply the "one-year marriage rule". If the Employer elects to apply the one-year marriage rule, a Participant is not considered married unless the Participant and his/her spouse were married throughout the one year period ending on the date of the Participant's death.

**6.05 DISTRIBUTIONS UNDER A QDRO.** Notwithstanding any other provision of this Plan, the Vendor, in accordance with the direction of the Plan Administrator, must comply with the provisions of a QDRO, as defined in Code §414(p)(1)(A), which is issued with respect to the Plan.

(A) **Distribution at any Time.** This Plan specifically permits distribution to an alternate payee under a QDRO at any time, irrespective of whether the Participant has attained his/her earliest retirement age (as defined under Code §414(p)(4)(B)) under the Plan. However, a distribution to an alternate payee prior to the Participant's attainment of earliest retirement age is available only if: (1) the QDRO specifies distribution at that time or permits an agreement between the Plan and the alternate payee to authorize an earlier distribution; and (2) if the present value of the alternate payee's benefits under the Plan exceeds \$5,000, and

the QDRO requires the alternate payee's consent to any distribution occurring prior to the Participant's attainment of earliest retirement age, the alternate payee gives such consent.

**(B) Plan Terms Otherwise Apply.** Except as to timing of distribution commencement under Section 6.05(A), nothing in this Section 6.05 gives a Participant or an alternate payee a right to receive a type or form of distribution, to receive any option or to increase benefits in a manner that the Plan does not permit.

**(C) QDRO Procedures.** The Plan Administrator must establish reasonable procedures to determine the qualified status of a domestic relations order (as defined under Code §414(p)(1)(B) and Section 1.58).

(1) **Notices and order status.** Upon receiving a domestic relations order, the Plan Administrator promptly will notify the Participant and any alternate payee named in the order, in writing, of the receipt of the order and the Plan's procedures for determining the qualified status of the order. Within a reasonable period of time after receiving the domestic relations order, the Plan Administrator must determine the qualified status of the order and must notify the Participant and each alternate payee, in writing, of the Plan Administrator's determination. The Plan Administrator must provide notice under this Section 6.05(C)(1) by mailing to the individual's address specified in the domestic relations order, or in a manner consistent with DOL regulations. If the order is not determined to be a QDRO, then no amounts will be paid pursuant to the order to the alternate payee.

(2) **Interim amounts payable.** If any portion of the Participant's Vested Account Balance is payable under the domestic relations order during the period the Plan Administrator is making its determination of the qualified status of the domestic relations order, the Plan Administrator must maintain a separate accounting of the amounts payable. If the Plan Administrator determines the order is a QDRO within 18 months of the date amounts first are payable following receipt of the domestic relations order, the Plan Administrator will direct the Vendor to distribute the payable amounts in accordance with the QDRO. If the Plan Administrator does not make its determination of the qualified status of the order within the 18-month determination period, the Plan Administrator will direct the Vendor to distribute the payable amounts in the manner the Plan would distribute if the order did not exist and will apply the order prospectively if the Plan Administrator later determines the order is a QDRO.

(3) **Segregated Account.** To the extent it is not inconsistent with the provisions of the QDRO, the Plan Administrator under Section 7.04(A)(2)(c) may direct the Vendor to segregate the QDRO amount in a segregated investment account. The Vendor will make any payments or distributions required under this Section 6.05 by separate benefit checks or other separate distribution to the alternate payee(s).

**6.06** DEFAULTED LOAN – TIMING OF OFFSET. If a Participant or a Beneficiary defaults on a Plan loan, the Plan will determine the timing of the reduction (offset) of the Participant's Vested Account Balance in accordance with this Section 6.06, the Plan's loan policy and Code §72(p) and regulations thereunder.

**(A) Offset if Distributable Event.** If the Participant has defaulted and met a distributable event under the Code, the Vendor, at the time of the loan default, may offset the Participant's Vested Account Balance by the lesser of the amount in default (including accrued interest) or the Plan's security interest in that Vested Account Balance.

**(B) Restricted Accounts.** To the extent the loan is attributable to the Participant's Restricted Balances, the Vendor will not offset the Participant's Vested Account Balance prior to the earlier of the date the Participant incurs a Severance from Employment, Disability, or the date the Participant attains age 59 1/2. Consistent with its loan policy, the Plan also may offset a Participant's defaulted loan upon Plan termination, provided the Participant's Account Balance is distributable upon Plan termination.

**6.07** HARDSHIP DISTRIBUTIONS. Hardship distributions are permitted under the Plan to the extent permitted by the Adoption Agreement. However, in no event will a hardship distribution be available under an Investment Arrangement which does not provide for hardship distributions. Any hardship distribution will comply with the standards in Section 6.07(A) and comply with the operational rules in Section 6.07(B). Section 6.07(C) contains definitions which apply to hardship distributions.

**(A) Standards.** All hardship distributions must comply with Treas. Reg. §1.401(k)-1(d)(3). If the Employer elects in its Adoption Agreement to use the hardship (safe harbor), then hardship distributions will conform to the safe harbor need and safe harbor necessity rules. A hardship distribution from an Investment Arrangement attributable to a Participant's Elective Deferrals is limited to the aggregate dollar amount of the Participant's Elective Deferrals under the Investment Arrangement (and may not include any income thereon), reduced by the aggregate dollar amount of the distributions previously made to the participant from the Investment Arrangement.

**(B) Operational rules.**

(1) **Deferral suspension.** To the extent a hardship distribution to a Participant must comply with the safe harbor necessity rules, the Participant will not be able to make Elective Deferrals or Employee Contributions under the Plan during the 6-month period beginning on the date the Participant receives the hardship distribution. The Plan Administrator or the Vendor may adopt a uniform policy that such a suspension will have the effect of revoking the Participant's Salary Reduction Agreement; however, the Participant must have the effective opportunity to enter into a new Salary Reduction Agreement effective after the expiration of the 6-month suspension period.

(2) **Information sharing.** The Employer and the Vendors will exchange information to the extent necessary to implement hardship provisions. If a hardship distribution to a Participant conforms to the safe harbor necessity rules, the Vendor will notify the Employer of the distribution so the Employer can implement the restriction in Section 6.07(B)(1). If the hardship distribution does not comply with the safe harbor necessity rules (because it complies with Treas. Reg. §1.401(k)-1(d)(3)(iii)(B)), the party responsible for approving the distribution must obtain information from the Employer and other Vendors to determine the amount of any plan loans and rollover accounts that are available to the Participant under the Plan to satisfy the financial need. See also Section 9.07 regarding information sharing.

(3) **Beneficiary hardship distribution.** A hardship distribution on account of a hardship need of the Participant's Beneficiary is available unless otherwise elected in the Adoption Agreement.

(C) **Definitions.**

(1) **Safe harbor need.** A distribution conforms to the safe harbor need rules if it is for a purpose described in Treas. Reg. §1.401(k)-1(d)(3)(iii)(B), as modified by Q&A 5 of Notice 2007-7 (relating to beneficiary hardship distributions) or other IRS guidance.

(2) **Safe harbor necessity.** A distribution conforms to the safe harbor necessity rules if the amount of the distribution does not exceed the amount of the Participant's immediate and heavy financial need and the distribution otherwise complies with Treas. Reg. §1.401(k)-1(d)(3)(iv)(E).

(D) **Ordering.** If the Plan permits a hardship distribution from more than one Account type, the Plan (or the Participant in a form that the Plan provides for this purpose), subject to the Investment Arrangement Documentation, may determine any ordering of a Participant's hardship distribution from the hardship distribution eligible Accounts, including ordering as between the Participant's Pre-Tax Deferral Account and Roth Deferral Account, if any, provided that any ordering is consistent with any restriction on hardship distributions under this Section 6.07.

**6.08 DIRECT ROLLOVER OF ELIGIBLE ROLLOVER DISTRIBUTIONS.**

(A) **Election.** A Participant (including for this purpose, a former Employee) may elect, at the time and in the manner prescribed by the Vendor, to have any portion of his/her Eligible Rollover Distribution from the Plan paid directly to an Eligible Retirement Plan specified by the Participant in a Direct Rollover. For purposes of this Section 6.08, a Participant includes as to their respective interests: (1) a Participant's surviving spouse, (2) the Participant's spouse or former spouse who is an alternate payee under a QDRO, or (3) any other Beneficiary of a deceased Participant who is a Designated Beneficiary under Treas. Reg. §1.401(a)(9)-4.

(B) **Rollover and Withholding Notice.** At least 30 days and not more than 180 days prior to the distribution of an Eligible Rollover Distribution, the Plan must provide a written notice (including a summary notice as permitted under applicable IRS Guidance) explaining to the distributee the rollover option, the applicability of mandatory 20% federal withholding to any amount not directly rolled over, and the recipient's right to roll over within 60 days after the date of receipt of the distribution ("rollover notice"). A recipient of an Eligible Rollover Distribution (whether he/she elects a Direct Rollover or elects to receive the distribution), also may elect to receive distribution at any administratively practicable time which is earlier than 30 days (but more than seven days if Section 6.04 applies) following receipt of the rollover notice. The provisions of this Sections 6.08(B) do not apply to distributions to a Beneficiary described in Section 6.08(A)(3).

(C) **[Reserved]**

(D) **Automatic Rollover.** In the event of a Mandatory Distribution described in Section 6.01(F) greater than \$1,000 to a Participant (or such lesser amount as the Vendor may determine or the Employer elects in its Adoption Agreement), if the Participant does not elect to have such distribution paid directly to an Eligible Retirement Plan the Participant specifies in a Direct Rollover or to receive the distribution directly, then the Vendor will pay the distribution in a Direct Rollover to an Individual Retirement Plan. In applying this Section 6.08(D), the Vendor will aggregate a Participant's Roth Deferral and Pre-Tax Deferral Accounts if each Account Balance exceeds \$200. If either the Roth Deferral Account or the Pre-Tax Deferral Account is less than \$200, the Vendor will apply this Section 6.08(D) only to the other Account and will not aggregate the Account Balance under \$200 with the other Account Balance.

(1) **Determination of Mandatory Distribution amount – Rollovers count.** The Vendor, in determining whether a Mandatory Distribution is greater than \$1,000 for purposes of this Section 6.08(D), will include the portion of the Participant's distribution attributable to any Rollover Contribution, regardless of the Employer's Adoption Agreement election to include or exclude Rollover Contributions in defining a Mandatory Distribution.

(2) **Beneficiaries, alternate payees and termination.** The automatic rollover provisions of this Section 6.08(D) do not apply to payees described in Section 6.08(A)(1), (2), or (3) or to distributions to a Participant upon Plan termination.

(E) **Limitation on Roth Rollovers.** If a Participant wishes to roll over his/her Roth Deferral Account by a 60-day indirect rollover, the Participant may roll over only the taxable portion of the distribution to a Roth account in another plan. However, a Participant may use the 60-day rule to roll over the entire Roth Deferral Account to a Roth IRA.

(F) **Definitions.** The following definitions apply to this Section 6.08:

(1) **Direct Rollover.** A Direct Rollover is a payment by the Plan to the Eligible Retirement Plan the distributee specifies in his/her Direct Rollover election or in the case of an automatic rollover, to the individual retirement plan that the Plan designates.

(2) **Eligible Retirement Plan.** An Eligible Retirement Plan is an individual retirement plan, an annuity plan described in Code §403(a), a qualified trust described in Code §401(a), an arrangement described in Code §403(b), or an eligible deferred compensation plan described in Code §457(b) sponsored by a governmental employer which accepts the Participant's or alternate payee's Eligible Rollover Distribution. However, with regard to a Participant's Roth Deferral Account, an Eligible Retirement Plan is a Roth IRA described in Code §408A, a Roth account in another plan which permits Roth deferrals. In the case of a Beneficiary described in Section 6.08(A)(3), an Eligible Retirement Plan is limited to an individual retirement plan that has been established on behalf of the Beneficiary as an inherited IRA (within the meaning of Code §408(d)(3)(C)).

(3) **Eligible Rollover Distribution.** An Eligible Rollover Distribution is any distribution of all or any portion of the Participant's Vested Account Balance, except: (a) any distribution which is one of a series of substantially equal periodic payments (not less frequently than annually) made for the life (or life expectancy) of the Participant or the joint lives (or joint life expectancies) of the Participant and the Participant's designated beneficiary, or for a specified period of ten years or more; (b) any RMD under Section 6.02; (c) the portion of any distribution which is not includible in gross income (determined without regard to the exclusion for net unrealized appreciation with respect to employer securities); (d) any hardship distribution; (e) any distribution which otherwise would be an Eligible Rollover Distribution, but where the total distributions to the Participant during that calendar year are reasonably expected to be less than \$200; (f) any corrective distribution of excess amounts under Code §§402(g), 401(k), 401(m), and/or 415(c) and income allocable thereto; (g) any loans that are treated as deemed distributions under Code §72(p) (h) dividends paid on employer securities described in Code §408(k); (i) the costs of life insurance coverage (P.S. 58 costs); (j) prohibited allocations treated as deemed distributions under Code §409(p); and (k) permissible withdrawals from an EACA described in Code §414(w). For purposes of clause (e), a Participant's Roth Deferral Account is deemed to constitute a separate plan that is subject to a separate \$200 limit. A portion of a distribution shall not fail to be an Eligible Rollover Distribution merely because the portion consists of after-tax employee contributions which are not includible in gross income. However, such portion may be transferred only to (i) an individual retirement account or annuity described in Code §§408(a) or 408(b) or (ii) a qualified plan described in Code §§401(a) or 403(a), or (iii) a tax-sheltered annuity described in Code §403(b) that agrees to separately account for amounts so transferred, including separately accounting for the portion of such distribution which is includible in gross income and the portion of such distribution which is not so includible.

(4) **Individual Retirement Plan.** An Individual Retirement Plan is an individual retirement plan described in Code §408(a) or an individual retirement annuity described in Code §408(b).

**6.09 REPLACEMENT OF \$5,000 AMOUNT.** An individual Investment Arrangement or the Employer in Appendix B to its Adoption Agreement may specify that as to any or all places in the Plan, including in Section 3.08, Article 6, or Section 9.05(C) where a \$5,000 amount appears, a lesser amount will apply. However, the Adoption Agreement provides a specific election with regard to the limit on Mandatory Distributions under Section 6.01(F) and that limit will apply to those distributions.

**6.10 SEVERANCE FROM EMPLOYMENT.** For purposes of Article 6, Severance from Employment or Separation from Service occurs on any date on which an Employee ceases to be an Employee of an Eligible Employer, even though the Employee may continue to be employed either (A) by another entity that is a Related Employer if that other entity is not an entity that can be an Eligible Employer or (B) in a capacity that is not employment with an Eligible Employer. However, an Employee has not suffered a Severance from Employment if the Employee transfers from one Code §501(c)(3) organization to another §501(c)(3) organization that is a Related Employer or if an Employee transfers from one Public School to another Public School of the same State employer. An Employee does not have a Severance from Employment if, in connection with a change of employment, the Employee's new employer maintains the Plan with respect to the Employee. For example, a new employer maintains a plan with respect to an Employee by continuing or assuming sponsorship of the plan or by accepting a transfer of Plan assets and liabilities with respect to the Employee.

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**6.11 DEEMED SEVERANCE DISTRIBUTIONS.** The Employer in its Adoption Agreement will elect whether to permit a deemed severance distribution. If the Employer elects to permit a deemed severance distribution, then notwithstanding Section 1.27(A), if a Participant performs service in the uniformed services (as defined in Code §414(u)(12)(B)) on active duty for a period of more than 30 days, the Participant will be deemed to have a Severance from Employment solely for purposes of distribution of amounts from Contribution Types the Employer has selected in the Adoption Agreement. If a Participant elects to receive a distribution on account of this deemed severance, and the distribution includes any of the Participant's Elective Deferrals, then the individual may not make Elective Deferrals or Employee Contributions to the Plan during the 6-month period beginning on the date of the distribution. If a Participant would be entitled to a distribution on account of a deemed severance, and a distribution on account of another Plan provision (such as a QRD), then the other Plan provision will control and the 6-month suspension will not apply.

## ARTICLE 7. ADMINISTRATIVE PROVISIONS

7.01 EMPLOYER ADMINISTRATIVE PROVISIONS.

(A) **Information to Plan Administrator.** The Employer must supply current information to the Plan Administrator, including the name, date of birth, date of employment, Compensation, leaves of absence, Years of Service and date of Separation from Service of each Employee who is, or who will be eligible to become, a Participant under the Plan, together with any other information which the Plan Administrator considers necessary to properly administer the Plan. The Plan Administrator will supply to the Vendors the information necessary for the administration of their Investment Arrangements and for overall Plan coordination. The Employer's records as to the current information the Employer furnishes to the Plan Administrator are conclusive as to all persons. Each Participant shall provide at the time of initial enrollment, and later if there are any changes, any information necessary or advisable for the administration of the Plan, including any information required under the terms governing an Investment Arrangement holding any part of the Participant's Account Balance.

(B) **Plan Contributions.** The Employer is solely responsible to determine the proper amount of any Employer Contributions it makes to the Plan and for the timely deposit to the Investment Arrangement of the Employer Contributions, Employee Contributions, and Elective Deferrals.

(C) **Employer Action.** The Employer must take any action under the Plan in accordance with applicable Plan provisions and with proper authority such that the action is valid and binding upon the Employer.

(D) **No Responsibility for Others.** The Employer has no responsibility or obligation under the Plan to Employees, Participants or Beneficiaries for any act (unless the Employer also serves in such capacities) required of the Plan Administrator, a Vendor, or any other service provider to the Plan.

(E) **Indemnity of Certain Fiduciaries.** Unless prohibited by State law, the Employer will indemnify, defend and hold harmless the Plan Administrator from and against any and all loss resulting from liability to which the Plan Administrator may be subjected by reason of any act or omission (except willful misconduct or gross negligence) in its official capacities in the administration of this Plan, including attorneys' fees and all other expenses reasonably incurred in the Plan Administrator's defense, in case the Employer fails to provide such defense. The Plan Administrator and the Employer may execute a written agreement further delineating the indemnification agreement of this Section 7.01(E). The indemnification provisions of this Section 7.01(E) do not extend to any Vendor (including where the Vendor under Section 1.72 is serving as the Plan Administrator), third party administrator, or other Plan service provider unless so provided in a written agreement (including Investment Arrangement Documentation) executed by such persons and the Employer.

(F) [Reserved]

(G) [Reserved]

7.02 PLAN ADMINISTRATOR.

(A) **Expenses.** The Employer or the Plan will pay all reasonable expenses of the Plan Administrator, in accordance with Section 7.04(C)(2).

(B) **Resignation and Removal.** If one or more persons other than the Employer are serving as Plan Administrator, such person(s) will serve until they resign by written notice to the Employer or until the Employer removes them by written notice. In case of a vacancy in the position of Plan Administrator, the Employer will exercise any and all of the powers, authority, duties and discretion conferred upon the Plan Administrator pending the filling of the vacancy.

(C) **General Powers and Duties.** To the extent not formally or informally delegated to another party pursuant to Section 7.02(F), the Plan Administrator has the following general powers and duties which are in addition to those the Plan otherwise accords to the Plan Administrator:

(1) **Eligibility/benefit determination.** To determine the rights of eligibility of an Employee to participate in the Plan, all factual questions that arise in the course of administering the Plan, the value of a Participant's Account Balance (based on the value of the Investment Arrangement assets, as determined by the Vendor) and the Vested percentage of each Participant's Account Balance.

(2) **Rules/policies.** To adopt rules of procedure and regulations or policies the Plan Administrator considers reasonable or necessary for the proper and efficient administration of the Plan, provided the rules are not inconsistent with the terms of the Plan, the Code or the Investment Arrangement. The Plan Administrator may, but is not required to reduce such rules, regulations or policies to writing. The Plan Administrator at any time may amend or terminate prospectively any Plan policy without the requirement of a formal Plan amendment. The Plan Administrator also may create and modify

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from time to time an administrative checklist which is not part of the Plan, but which is for the purpose of tracking certain plan operational features and to facilitate proper administration of the Plan.

- (3) **Construction/enforcement.** To construe and enforce the terms of the Plan and the rules and regulations and policies the Plan Administrator adopts, including discretion to interpret the basic plan document, the Adoption Agreement and any document related to the Plan's operation.
  - (4) **Distribution/valuation.** To direct the Vendor regarding the crediting and distribution of an Investment Arrangement and to establish additional Valuation Dates and direct the Vendor to conduct interim valuations as of such Valuation Dates.
  - (5) **Claims.** To review and render decisions regarding a claim for (or denial of a claim for) a benefit under the Plan.
  - (6) **Information to Employer.** To furnish the Employer with information which the Employer may require for tax or other purposes.
  - (7) **Service providers.** To engage the service of agents whom the Plan Administrator may deem advisable to assist it with the performance of its duties.
  - (8) **Investment Manager.** If the Plan Administrator is the Named Fiduciary, to engage the services of an Investment Manager or Managers, each of whom will have full power and authority to manage, acquire or dispose (or direct the Vendor with respect to acquisition or disposition) of any Plan asset under such Manager's control.
  - (9) **Funding.** The Plan Administrator will review, not less often than annually, all pertinent Employee information and Plan data in order to establish the funding policy of the Plan and to determine the appropriate methods of carrying out the Plan's objectives. The Plan Administrator must communicate periodically, as it deems appropriate, to the Vendor and to any Plan Investment Manager the Plan's short-term and long-term financial needs for the coordination of the Plan's investment policy with Plan financial requirements.
  - (10) **Records.** To maintain Plan records and records of the Plan Administrator's activities as necessary or appropriate for the proper administration of the Plan.
  - (11) **Tax returns and other filings.** To file with IRS as may be required, the Plan's informational tax return and to make such other filings as the Plan Administrator deems necessary or appropriate.
  - (12) **Notices and disclosures.** To give and to make to Participants and to other parties all Plan related notices and disclosures required under the Code.
  - (13) **Overpayment.** As may be required or appropriate, to seek return from a Participant or Beneficiary of any distributed amount which exceeds the distributable Vested Account Balance (or exceeds the amount which otherwise should have been distributed) and to allocate any recovered overpayment in accordance with the Plan terms.
  - (14) **Catch-all.** To make any other determinations and undertake any other actions the Plan Administrator in its discretion believes are necessary or appropriate for the administration of the Plan (except to the extent that the Employer provides express contrary direction) and to otherwise administer the Plan in accordance with the Plan terms.
- (D) **403(b) Plan Salary Deferrals.** The Plan Administrator may adopt such policies regarding Elective Deferrals as it deems necessary or appropriate to administer the Plan. The Plan Administrator also will prescribe a Salary Reduction Agreement form for use by Participants. However, a Vendor may prescribe forms or policies necessary or appropriate to administering Elective Deferrals to the Vendor's Investment Arrangement.
- (E) **Limitations on Plan Administrator Responsibility.**
- (1) **Acts of others.** The Plan Administrator has no responsibility or obligation under the Plan to Participants or Beneficiaries for any act (unless the Plan Administrator also serves in such capacities) required of the Employer, the Vendor, or any other service provider to the Plan.
  - (2) **Plan contributions.** The Plan Administrator, if not the Employer, is not responsible to collect any required Plan contribution or to determine the correctness of any Employer contribution.
  - (3) **Reliance on information.** The Plan Administrator and the Vendors in administering the Plan are entitled to, but are not required to rely upon, information which a Participant, Beneficiary, Vendor, the Employer, a Plan service provider or representatives thereof provide.

**(F) Allocation of Responsibilities.** Persons to whom administrative functions have been allocated and the specific functions allocated to such persons shall be identified in Appendix D to the Adoption Agreement. Service agreements and other records or information pertaining to the administration of the Plan may be included or incorporated by reference in the Appendix. The Appendix will also include a list of all the Vendors of Investment Arrangements approved for use under the Plan, including sufficient information to identify the approved Investment Arrangements. The Appendix may be modified from time to time. A modification of Appendix D to the Adoption Agreement is not an amendment of the Plan. Persons identified in Appendix D to the Adoption Agreement to whom administrative functions have been delegated shall have all power and authority of the Plan Administrator to the extent necessary or appropriate to perform those functions.

### 7.03 DIRECTION OF INVESTMENT.

**(A) Employer direction of Investment.** The Employer has the right to select the Investment Arrangements made available under the Plan unless an Investment Manager is doing so.

**(B) Participant Direction of Investment.** The Participant generally has the responsibility to invest his/her Plan Account unless the Plan Administrator or the Participant appoint an Investment Manager to invest the Plan Accounts. The Plan Administrator may impose reasonable administrative conditions on the Participants' ability to direct their Account investments. For purposes of this Section 7.03(B), a Participant includes a Beneficiary where the Beneficiary has succeeded to the Participant's Account and where the Plan Administrator's policy affords the Beneficiary the same (or different) self-direction rights as a Participant.

(1) **Vendor authorization and procedures.** The Vendor only will accept direction from each Participant (or from the Participant's properly appointed independent investment adviser or financial planner) in the form or in the manner that the Plan provides or otherwise approves for this purpose. The Plan may establish procedures relating to Participant direction of investment under this Section 7.03(B) as are not inconsistent with the Plan Administrator's policy regarding Participant direction, including procedures or conditions for electronic transfers or for changes in investments by Participants or by their appointed independent advisers or planners.

(2) **Participant loans.** As part of the loan policy the Plan establishes under Section 7.06, the Plan under Section 7.06(E) may treat a Plan loan made to a Participant as a Participant direction of investment.

(3) **Investment services programs.** The Plan may permit Participants to appoint an Investment Manager or Managers, which may be a Vendor or an affiliate thereof, to render investment allocation services, investment advice or management services (collectively, an "investment services program") to the appointing Participants.

**(C) Direction Consistent with Plan.** To constitute a proper direction, any direction of investment given to a Vendor under the Plan must be in accordance with the Plan terms.

### 7.04 ACCOUNT ADMINISTRATION, VALUATION AND EXPENSES.

**(A) Maintenance of Accounts.** The Plan Administrator will maintain, or direct the Vendors to maintain, a separate Account, or multiple Accounts, in the name of each Participant to reflect the Participant's Account Balance under the Plan. The Plan Administrator will make its allocations of Earnings or request the Vendors to make its allocations, to the Accounts of the Participants as necessary to maintain proper Plan records: (a) in accordance with the contribution source under Section 7.04(A)(1); (b) in accordance with Section 3.06 allocation conditions; (c) consistent with the Plan Administrator's establishment of investment account types under Section 7.04(A)(2); and (d) consistent with the Employer's Adoption Agreement elections as to method of allocation of Earnings under Section 7.04(B)(4).

(1) **By contribution source.** The Plan, or Vendor, as necessary for the proper administration of the Plan, will establish Plan Accounts for each Participant to reflect his/her Accounts attributable to the following contribution sources and the Earnings attributable thereto: Pre-Tax Deferrals, Roth Deferrals, in-plan Roth rollovers, Employee Contributions, Mandatory Employee Contributions, Matching Contributions, Nonelective Contributions, QNECs and Rollover Contributions (including Roth and pre-tax amounts).

(2) **By investment account type.** The Plan, as necessary for the proper administration of the Plan, will establish separate Accounts for each Participant to reflect his/her investment account types as described below:

(a) **Group Account.** A group Account is an Account which for investment purposes is not a segregated Account or an individual Account. A group Account includes a group Investment Arrangement. If any or all Plan investment Accounts are grouped, each Participant's Account has an undivided interest in the assets comprising the group Account. In a group Account, the value of each Participant's Account Balance consists of that proportion of the net worth (at fair market value) of the Investment Arrangement which the net credit balance in his/her Account (exclusive of the cash value of incidental benefit insurance contracts) bears to the total net credit balance in the Accounts (exclusive of the cash value of the incidental benefit insurance contracts) of all Participants plus the cash surrender value of any incidental benefit insurance contracts held by the Vendor on the Participant's life.

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As of each Valuation Date, the Plan Administrator must reduce a Participant's Accounts for any forfeiture arising from Section 5.07 after the Plan Administrator has made all other allocations, changes or adjustments to the Account. In a group Account, the Vendor titles the Investment Arrangement in the name of the Plan.

(b) **Individual Accounts.** An individual Account is an Account that is established and maintained for a Participant to invest in one or more Investment Arrangements in which other Participants do not have any interest. A Participant may have one or more individual Accounts in addition to group or segregated Accounts. An individual Account is credited and charged with the Earnings under Section 7.04(B)(4). As of each Valuation Date, the Plan Administrator must reduce an individual Account for any forfeiture arising from Section 5.07 after the Plan Administrator has made all other allocations, changes or adjustments to the Account. In an individual Account, the Vendor titles the Investment Arrangement in the name of the Participant or the Plan. The Plan Administrator may prohibit investment of funds in individual Accounts to the extent that those funds are not 100% Vested.

(c) **Segregated Accounts.** A segregated Account is an Account the Plan Administrator establishes and maintains or directs the Vendor to establish and maintain for a Participant: (i) to facilitate installment payments under Section 6.03; (ii) to hold a QDRO amount under Section 6.05; (iii) to prevent a distortion of Plan Earnings allocations; or (iv) for such other purposes as the Plan Administrator may direct. A segregated Account receives all income it earns and bears all expense or loss it incurs. The Vendor will invest the assets of a segregated Account consistent with the purpose for which the Vendor established the Account. As of each Valuation Date, the Plan Administrator must reduce a segregated Account for any forfeiture arising under Section 5.07 after the Plan Administrator has made all other allocations, changes or adjustments to the Account.

(3) **Value of Account/distributions.** The value of a Participant's Account is equal to the sum of all contributions, Earnings and other additions credited to the Account, less all distributions (including distributions to Beneficiaries and to alternate payees and also including disbursement of Plan loan proceeds), expenses and other charges against the Account as of a Valuation Date or other relevant date. For purposes of a distribution under the Plan, the value of a Participant's Account Balance is its value as of the Valuation Date immediately preceding the date of the distribution.

(B) **Allocation of Earnings.** This Section 7.04(B) applies solely to the allocation of Earnings of the Investment Arrangement. Any references in this Section 7.04(B) to the Plan Administrator include a Vendor. The Plan Administrator will allocate Employer Contributions and Participant forfeitures, if any, in accordance with Article 3.

(1) **Allocate as of Valuation Date.** As of each Valuation Date, the Plan Administrator must adjust Accounts to reflect Earnings since the last Valuation Date.

(2) **Definition of Valuation Date.** The Valuation Date or Dates applicable to a given Investment Arrangement will be as specified in the Investment Arrangement Documentation.

(3) **Definition of Valuation Period.** The Valuation Period is the period beginning on the day after the last Valuation Date and ending on the current Valuation Date.

(4) **Allocation methods.** The Vendor will allocate Earnings to the Participant Accounts in accordance with the Investment Arrangement Documentation.

(C) **Plan Expenses.** The Plan Administrator must determine whether a particular Plan expense is a settlor expense which the Employer must pay.

(1) **Employer election as to non-settlor expenses.** The Employer will direct the Plan Administrator as to whether the Employer will pay any or all non-settlor reasonable Plan expenses or whether the Plan must bear the expense.

(2) **Allocation of Plan expense.** As to any and all non-settlor reasonable Plan expenses, including Vendor fees, which the Employer determines that the Plan will pay, the Plan Administrator has discretion: (i) to determine the method of allocating reasonable Plan expenses that are charged to the Plan as a whole; (ii) to determine which reasonable Plan expenses the Plan will charge to an individual Participant's Account; and (iii) to adopt an expense policy regarding the foregoing. The Plan Administrator must exercise its discretion under this Section 7.04(C)(2) in a reasonable, uniform manner. Subject to the terms of the Investment Arrangement Documentation, the Plan Administrator will direct the Vendor to pay from the Investment Arrangement or to charge to the overall Plan or to particular Accounts the expenses under this Section 7.04(C)(2) in accordance with the Plan Administrator's election of expense charging method or policy.

(a) **Charge to overall Plan.** If the Plan Administrator charges a Plan expense to the Accounts of all Participants, the Plan Administrator may allocate the Plan expense either pro rata in relation to the total balance in each Account on the date the expense is allocated (or as of the most recent Valuation Date) or per capita (an equal amount) to each Participant's Account.

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(b) **Charge to individual Participant Accounts.** The Plan Administrator if provided by the Investment Arrangement Documentation, may charge a Participant's Account for any reasonable Plan expenses directly related to that Account, including, but not limited to the following categories of fees or expenses: distribution, loan, QDRO, "lost Participant" search, account maintenance, brokerage accounts, expedited check delivery, investment management (including registered investment advisors' fees) and benefit calculations. The Plan Administrator may charge a Participant's Account for the reasonable expenses incurred in connection with the maintenance of or a distribution from that Account even if the charging of such expenses would result in the elimination of the Participant's Account or in the Participant's not receiving an actual distribution. However, if the actual Account expenses exceed the Participant's Account Balance, the Plan Administrator will not charge the Participant outside of the Plan for such excess expenses.

(c) **Participant's direct payment of investment expenses.** The Plan Administrator may permit Participants to pay directly to the service provider, outside the Plan, Plan expenses such as investment management fees, provided such expenses: (i) would be properly payable either by the Employer or the Plan and are not "settlor" expenses payable exclusively by the Employer; (ii) are not paid in fact by the Employer or by the Plan; and (iii) are not intrinsic to the value of the Plan assets as described in Rev. Rul. 86-142 or in any successor ruling. This Section 7.04(C)(2)(c) does not permit a Participant to reimburse the Plan for expenses the Plan previously has paid. To the extent a Participant does not pay an expense the Participant may pay according to this Section 7.04(C)(2)(c), the Plan Administrator will charge the expense under Sections 7.04(C)(2)(a) or 7.04(C)(2)(b) in accordance with the Plan Administrator's expense policy.

(d) **Charges to former Employee-Participants.** The Plan Administrator may charge reasonable Plan expenses to the Accounts of former Employee-Participants, even if the Plan Administrator does not charge Plan expenses to the Accounts of current Employee-Participants. The Plan Administrator may charge the Accounts of former Employee-Participants by applying one of the Section 7.04(C)(2)(a) or (b) methods.

(D) **Fee Recapture Account.** The Plan Administrator in its discretion may use a Fee Recapture Account to pay non-settlor Plan Expenses and may allocate funds in the Fee Recapture Account (or excess funds therein after payment of Plan Expenses) as Earnings. The Plan Administrator will exercise its discretion in a reasonable manner. The Employer, in Appendix B to its Adoption Agreement, may specify a particular method the Plan Administrator will use to allocate excess funds in the Fee Recapture Account. A Fee Recapture Account is an account designated to receive amounts which a Plan service provider receives in the form of 12b-1 fees, sub-transfer agency fees, shareholder servicing fees or similar amounts (also known as "revenue sharing"), which the service provider receives from a source other than the Plan and which the service provider may remit to the Plan.

(E) **Late Trading and Market Timing Settlement.** In the event the Plan becomes entitled to a settlement from a mutual fund or other investment relating to late trading, market timing or other activities, the Plan Administrator will allocate the settlement proceeds to Participants and Beneficiaries in a reasonable manner as the Plan Administrator may determine.

## 7.05 PARTICIPANT ADMINISTRATIVE PROVISIONS.

(A) **Beneficiary Designation.** A Participant from time to time may designate, in writing, any person(s) (including a trust or other entity), contingently or successively, to whom the Vendor will pay all or any portion of the Participant's Vested Account Balance (including any life insurance proceeds payable to the Participant's Account) in the event of death. A Participant also may, to the extent the Vendor permits, designate the form and method of distribution of his/her Account to the Beneficiary. The Plan (or Vendor) will prescribe the form for the Participant's written designation of Beneficiary and, upon the Participant's filing the form with the Plan (or Vendor) the form effectively revokes all designations filed with the Plan (or Vendor) prior to that date by the same Participant. This Section 7.05(A) also applies to the interest of a deceased Beneficiary or a deceased alternate payee where the Beneficiary or alternate payee has designated a Beneficiary. Delivery of a Beneficiary Designation to a Vendor affects only distributions from the Investment Arrangement(s) that Vendor provides. In the event of a conflict between a beneficiary designation provided to the Plan Administrator and a beneficiary designation provided to a Vendor, the Vendor's designation will control the distribution of the Vendor's Investment Arrangements.

(1) **Automatic revocation of spousal designation.** A divorce decree revokes the Participant's prior designation, if any, of his/her spouse or former spouse as his/her Beneficiary under the Plan unless: (a) the decree or a QDRO provides otherwise; (b) the Employer provides otherwise in Appendix B to its Adoption Agreement; or (c) prohibited under state law. This Section 7.05(A)(1) applies solely to a Participant whose divorce becomes effective on or after the date the Employer executes this Plan unless the Plan is a Restated Plan and the prior Plan contained a provision to the same effect.

(2) **Coordination with QJSA/QPSA requirements.** If Section 6.04 applies to the Participant, this Section 7.05 does not impose any special spousal consent requirements on the Participant's Beneficiary designation unless the Participant waives the QJSA or QPSA benefit. If the Participant waives the QJSA or QPSA benefit without spousal consent to the Participant's Beneficiary designation: (a) any waiver of the QJSA or of the QPSA is not valid; and (b) if the Participant dies prior to his/her Annuity Starting Date, the Participant's Beneficiary designation will apply only to the portion of the death benefit which is not payable as a QPSA. Regarding clause (b), if the Participant's surviving spouse is a primary

Beneficiary under the Participant's Beneficiary designation, the Vendor will satisfy the spouse's interest in the Participant's death benefit first from the portion which is payable as a QPSA.

(3) **Limitation on beneficiary designation of married Participants.** This Section 7.05(A)(3) applies only if the Employer has elected in its Adoption Agreement to apply this provision and has not elected to apply the joint and survivor annuity rules of Section 6.04. The Beneficiary designation of a married Participant is not valid unless the Participant's spouse consents (in a manner described in Section 6.04(A)(7)) to the Beneficiary designation. The spousal consent requirement in this Section 7.05(A)(3) does not apply if the Participant's spouse is the Participant's sole primary Beneficiary. Operationally, the Employer may waive this limitation for Participants who have been married less than one year at the time of the Participant's death.

(4) **Limitation on frequency of Beneficiary changes.** A Participant may change his/her Beneficiary in accordance with this Section 7.05(A) as often as the Participant wishes.

(5) **Definition of spouse.** The Employer in Appendix B to its Adoption Agreement may define the term "spouse." That definition shall apply for all Plan purposes other than Section 6.02 related to required minimum distributions.

**(B) Default Beneficiary.** If: (i) a Participant fails to name a Beneficiary in accordance with Section 7.05(A); or (ii) the Beneficiary (and all contingent or successive Beneficiaries) whom the Participant designates predeceases the Participant, are invalid for any reason, or disclaim the Participant's Vested Account Balance and the disclaimers have been accepted as valid, then the Vendor (subject to any contrary provision in Appendix B to the Adoption Agreement) will distribute the Participant's Vested Account Balance in accordance with the Investment Arrangement Documentation.

**(C) Administration of Default Provision.** The Employer in Appendix B to its Adoption Agreement may specify a different list or ordering of the list of default beneficiaries. The Employer in Appendix B to its Adoption Agreement may define the term "spouse" under Section 7.05(B)(1). In the absence of such a definition, the Plan Administrator will interpret and apply the term "spouse" in a manner which is consistent with the Code provisions relating to retirement plans.

**(D) Death of Beneficiary.** If the Beneficiary survives the Participant, but dies prior to distribution of the Participant's entire Vested Account Balance, the Vendor will distribute the remaining Vested Account Balance to the Beneficiary's estate unless: (1) the Participant's Beneficiary designation provides otherwise; (2) the Beneficiary has properly designated a beneficiary; or (3) the Employer provides otherwise in Appendix B to its Adoption Agreement. A Beneficiary only may designate a beneficiary for the Participant's Account Balance remaining at the Beneficiary's death, if the Participant has not previously designated a successive contingent beneficiary and the Beneficiary's designation otherwise complies with the Plan terms.

**(E) Simultaneous Death of Participant and Beneficiary.** If a Participant and his/her Beneficiary should die simultaneously, or under circumstances that render it difficult or impossible to determine who predeceased the other, then unless the Participant's Beneficiary designation otherwise specifies, the Plan will presume conclusively that the Beneficiary predeceased the Participant.

**(F) Incapacitated Participant or Beneficiary.** If, in the opinion of the Plan Administrator, a Participant or Beneficiary entitled to a Plan distribution is not able to care for his/her affairs because of a mental condition, a physical condition, or by reason of age, the Vendor will make the distribution to the Participant's or Beneficiary's guardian, conservator, custodian (including under a Uniform Transfers or Gifts to Minors Act) or to his/her attorney-in-fact or to other legal representative upon furnishing satisfactory evidence of such status. The Plan Administrator and the Vendor do not have any liability with respect to payments so made and neither the Plan Administrator nor the Vendor has any duty to make inquiry as to the competence of any person entitled to receive payments under the Plan.

**(G) Assignment or Alienation.** Except for Plan Loans (Section 7.06) and as provided in Section 6.05 relating to domestic relations orders, and in ERISA §206(d) relating to certain voluntary, revocable assignments, judgments and settlements (even though the Plan is not subject to ERISA), neither a Participant nor a Beneficiary may anticipate, assign or alienate (either at law or in equity) any benefit provided under the Plan, and the Vendor will not recognize any such anticipation, assignment or alienation. Except as provided by law, a benefit under the Plan is not subject to attachment, garnishment, levy, execution or other legal or equitable process. Without regard to distribution restrictions otherwise provided herein, the Plan Administrator may pay from a Participant's or Beneficiary's Accumulated Benefit the amount that the Plan Administrator finds is lawfully demanded under a levy issued by the Internal Revenue Service with respect to that Participant or Beneficiary or is sought to be collected by the United States Government under a judgment resulting from an unpaid tax assessment against the Participant or Beneficiary.

**(H) [Reserved]**

**(I) Claims Procedure for Denial of Benefits.** The Plan Administrator may adopt a claims procedure which will apply to claims under the Plan. In the absence of such a procedure, the Investment Arrangement Documentation may provide for a claims procedure which will apply to the Investment Arrangement.

**(J) Inability to Determine Beneficiary.** In the event that the Plan Administrator (or Vendor with respect to the Account Balance under its Investment Arrangement) is unable to determine the identity of a Participant's Beneficiary under circumstances

of competing claims or otherwise, the Plan (or Vendor) may file an interpleader action seeking an order of the court as to the determination of the Beneficiary. The Plan Administrator, the Vendor and other Plan fiduciaries may act in reliance upon any proper order issued under this Section 7.05(J) in maintaining, distributing or otherwise disposing of a Participant's Account under the Plan terms, to any Beneficiary specified in the court's order.

#### 7.06 PLAN LOANS.

**(A) Loan Policy.** Subject to the terms of the Investment Arrangement Documentation, if the Adoption Agreement permits Participant Loans, the Plan Administrator may establish, amend or terminate, a policy for making Plan loans (including collateralized loans made by an Annuity Provider under the Annuity Contract), if any, to Participants and to Beneficiaries. If the Plan Administrator adopts a loan policy, the loan policy must be in writing. The policy must include: (i) the identity of the person or positions authorized to administer the Participant loan program; (ii) the procedure for applying for a loan; (iii) the criteria for approving or denying a loan; (iv) the limitations, if any, on the types and amounts of loans available; (v) the procedure for determining a reasonable rate of interest; (vi) the types of collateral which may secure the loan; (vii) the events constituting default and the steps the Plan will take to preserve Plan assets in the event of default; and (viii) acceptable methods for repayment of the loan. A loan policy the Plan Administrator adopts under this Section 7.06 is part of the Plan, except that the Plan Administrator may amend or terminate the policy without regard to Section 9.02.

**(B) Requirements for Plan Loans.** The Vendor may make a Plan loan to a Participant or to a Beneficiary in accordance with the loan policy and the Investment Arrangement Documentation, subject to the following requirements: (1) the loan policy satisfies the requirements of this Section 7.06; (2) the loan bears a reasonable rate of interest; (3) the loan provides for a fixed repayment schedule (except that the loan policy may suspend loan payments pursuant to Code §414(u)(4) or other Code provisions); (4) the default provisions of the note permit offset of the Participant's Vested Account Balance only at the time when the Participant has a distributable event under the Plan, but without regard to whether the Participant consents to distribution as otherwise may be required under Section 6.01; (5) the amount of the loan does not exceed (at the time the Plan extends the loan) the present value of the Participant's Vested Account Balance in the Vendor's Investment Arrangement; and (6) the loan has repayment safeguards to which a prudent lender would adhere. The Vendor may impose additional restrictions on loans, provided such terms are consistent with the Code.

**(C) Default as Distributable Event.** The loan policy (or the Investment Arrangement and documentation) may provide a Participant's loan default is a distributable event under the terms of the Plan with respect to the defaulted amount, irrespective of whether the Participant otherwise has incurred a distributable event at the time of default, except as to amounts which the Participant used to secure his/her loan and which remain subject to distribution restrictions under Section 6.01(E) which may not be distributed in-service at the time of default.

**(D) [Reserved]**

**(E) Treatment of Loan as Participant-Directed.** The Plan Administrator, to the extent provided in a written loan policy and consistent with Section 7.03(B) and the terms of the Investment Arrangement Documentation, will treat a Plan loan made to a Participant as a Participant-directed investment, even if the Plan otherwise does not permit a Participant to direct his/her Account investments. Where a loan is treated as a directed investment and is not treated as a contract loan, the borrowing Participant's Account alone shares in any interest paid on the loan, and the Account alone bears any expense or loss it incurs in connection with the loan. The Vendor may retain any principal or interest paid on the borrowing Participant's loan in a segregated Account (as described in Section 7.04(A)(2)(c)) on behalf of the borrowing Participant until the Vendor deems it appropriate to add the loan payments to the Participant's Account under the Plan. If the loan is treated as a contract loan, interest will be credited in accordance with the Investment Arrangement and loan documentation.

**(F) [Reserved]**

**(G) Coordination; Code §72(p).** To minimize the instances in which Participants have taxable income as a result of loans from the Plan, the Plan Administrator will take such steps as may be appropriate to coordinate the limitations on loans set forth in Code §72(p), including the collection of information from Vendors, and transmission of information requested by any Vendor, concerning the outstanding balance of any loans made to a Participant under the Plan or any other plan of the Employer. The Plan Administrator will also take such steps as may be appropriate to collect information from Vendors, and transmit information to any Vendor, concerning any failure by a Participant to repay timely any loans made to a Participant under the Plan or any other plan of the Employer. The Vendors will cooperate with the Plan Administrator in providing information needed under this Section 7.06(G). No loan to any Participant or Beneficiary can be made to the extent that such loan when added to the outstanding balance of all other loans to the Participant or Beneficiary would exceed the lesser of (a) \$50,000 reduced by the excess (if any) of the highest outstanding balance of loans during the one year period ending on the day before the loan is made, over the outstanding balance of loans from the Plan on the date the loan is made, or (b) one-half the present value of the nonforfeitable accrued benefit of the Participant. For the purpose of the above limitation, all loans from all plans of the Employer and Related Employers are aggregated. Any loan shall by its terms require that repayment (principal and interest) be amortized in level payments, not less frequently than quarterly, over a period not extending beyond five years from the date of the loan, except that if such loan is used to acquire a dwelling unit which within a reasonable time (determined at the time the loan is made) will

be used as the principal residence of the Participant, the amortization period shall not extend beyond a commercially reasonable period from the date of the loan.

**7.07 LOST PARTICIPANTS.** If the Plan is unable to locate any Participant or Beneficiary whose Account becomes distributable under the Plan (a "lost Participant"), the Plan Administrator will apply the provisions of this Section 7.07 consistent with the Investment Arrangement Documentation. The provisions of this Section 7.07 no longer apply if the Plan, prior to taking action to dispose of the lost Participant's Account under Section 7.07(A)(2) or 7.07(B)(2), receives a distribution election from the Participant.

**(A) Ongoing Plan.** The provisions of this Section 7.07(A) apply if the Plan is ongoing.

(1) **Attempt to Locate.** The Plan must conduct a reasonable and diligent search for the Participant, using one or more of the search methods described in Section 7.07(C).

(2) **Failure to locate/disposition of Account.** If a lost Participant remains un-located after six months following the date the Plan first attempts to locate the lost Participant using any of the search methods described in Section 7.07(C), the Plan may forfeit the lost Participant's Account, provided the Account is not subject to the Automatic Rollover rules of Section 6.08(D). If the Plan forfeits the lost Participant's Account, the forfeiture occurs at the end of the above-described 6-month period and the Plan will allocate the forfeiture in accordance with Section 3.07. The Plan under this Section 7.07(A)(2) will forfeit the entire Account of the lost Participant, including Elective Deferrals and Employee Contributions.

(3) **Subsequent restoration of forfeiture.** If a lost Participant whose Account was forfeited thereafter at any time but before the Plan has been terminated makes a claim for his/her forfeited Account, the Plan will restore the forfeited Account to the same dollar amount as the amount forfeited, unadjusted for Earnings occurring subsequent to the forfeiture. The Plan will make the restoration in the Plan Year in which the lost Participant makes the claim, first from the amount, if any, of Participant forfeitures the Plan otherwise would allocate for the Plan Year, and then from the amount or additional amount the Employer contributes to the Plan for the Plan Year. The Employer in Appendix B to its Adoption Agreement may modify the order of priority of the sources of restoration described in the previous sentence. The Plan will distribute the restored Account to the lost Participant not later than 60 days after the close of the Plan Year in which the Plan restores the forfeited Account.

**(B) Terminating plan.** The provisions of this Section 7.07(B) apply if the Plan is terminating.

(1) **Attempt to locate.** The Plan, to attempt to locate a lost Participant when the Plan is terminating, must conduct a reasonable and diligent search for the Participant. The Plan Administrator may use its discretion in determining the search method or methods.

(2) **Failure to locate/disposition of Account.** If a lost Participant remains un-located after a reasonable period the Plan Administrator will distribute the Participant's Account under Sections 7.07(B)(2)(a), (b) or (c) as applicable.

(a) **No Annuity Contract/no other 403(b) Plan.** If the terminating Plan does not provide an Annuity Contract as an investment option and the Employer does not maintain another 403(b) Plan, the Plan Administrator will distribute the lost Participant's Account in an Automatic Rollover to an individual retirement plan under Section 6.08(D), unless the Plan determines it is impracticable to complete an Automatic Rollover or is unable to locate an individual retirement plan provider willing to accept the rollover distribution. In such event, the Plan may: (i) distribute the Participant's Account to an interest-bearing insured bank account the Plan establishes in the Participant's name; or (ii) distribute the Participant's Account to the unclaimed property fund of the state of the Participant's last known address.

(b) **Plan provides Annuity Contract/no other 403(b) Plan.** If the terminating Plan provides for an Annuity Contract as an investment option and the Employer does not maintain another 403(b) Plan, the Plan Administrator will distribute an Annuity Contract payable to the lost Participant for delivery to the Participant's last known address reflected in the Plan's records.

(c) **Employer maintains another 403(b) Plan.** If the Employer maintains another 403(b) Plan, the Plan Administrator may (in lieu of taking the actions described in Sections 7.07(B)(2)(a) or (b)) transfer the lost Participant's Account to the other 403(b) Plan.

**(C) Search methods.** The search methods described in this Section 7.07 are: (1) provide a distribution notice to the lost Participant at the Participant's last known address by certified or registered mail; (2) check with other employee benefit plans of the Employer that may have more up-to-date information regarding the Participant's whereabouts; (3) identify and contact the Participant's designated Beneficiary; (4) use free Internet search tools; and (5) use a commercial locator service, credit reporting agencies, other Internet tools or other search method. Regarding search methods (2) and (3) above, if the Plan encounters privacy concerns, the Plan may request that the Employer or other plan fiduciary (under (2)), or the designated Beneficiary (under (3)), contact the Participant or forward a letter requesting that the Participant contact the Plan. The purpose of this Section is to reflect

DOL Guidance regarding locating missing or unresponsive Participants as of the date the Plan was written, which have changed over time.

**(D) Uniformity.** The Plan will apply Section 7.07 in a reasonable and uniform manner, but in determining a specific course of action as to a particular Account, the Plan reasonably may take into account differing circumstances such as the amount of a lost Participant's Account, the expense in attempting to locate a lost Participant, the Plan's ability to establish and the expense of establishing a rollover IRA, and other factors.

**(E) Expenses of search.** The Plan, in accordance with Section 7.04(C)(2)(b), may charge to the Account of a Participant the reasonable expenses incurred under this Section 7.07 and which are associated with the Participant's Account, without regard to whether or when the Plan actually locates or makes a distribution to the Participant.

**(F) Alternative Disposition.** The Plan under Sections 7.07(A) or (B) operationally may dispose of a lost Participant's Account in any reasonable manner which is not inconsistent with the Code. The Plan Administrator or a Vendor may adopt a policy under this Section 7.07 as it deems reasonable or appropriate to administer the Accounts of lost Participants. To the extent a Vendor adopts a policy, that policy will apply to Investment Arrangements of this Plan which the Vendor administers, and the terms and administration of the Policy must be uniform among such Investment Arrangements. The Plan also may administer lost Participant Accounts consistent with the Code which is contrary to any provision of Section 7.07.

**7.08 PLAN CORRECTION.** The Plan Administrator in conjunction with the Employer may undertake such correction of Plan failures as the Plan Administrator deems necessary, including correction to preserve tax qualification of the Plan under Code §403(b). Without limiting the Plan Administrator's authority under the prior sentence, the Plan Administrator, as it determines to be reasonable and appropriate, may undertake or assist the Employer in undertaking correction of Plan document, operational, demographic and employer eligibility failures under a method described in the Plan or under the Employee Plans Compliance Resolution System ("EPCRS") or any successor program to EPCRS. The Plan Administrator may correct an operational failure by distributing from the Plan Elective Deferrals, including Earnings, and the Plan Administrator may forfeit any Matching Contributions, including Earnings, attributable to the distributed Elective Deferrals or any other Matching Contribution which a Participant has not otherwise accrued.

**7.09 PLAN COMMUNICATIONS, INTERPRETATION AND CONSTRUCTION.**

**(A) Plan Administrator's Discretion.** The Plan Administrator has total and complete discretion to interpret and construe the Plan and to determine all questions arising in the administration, interpretation and application of the Plan. Any determination the Plan Administrator makes under the Plan is final and binding upon any affected person.

**(B) Written Communications.** All Plan notices and all Participant or Beneficiary notices, designations, elections, consents or waivers must be in writing (which under Section 7.09(C) may include an electronic communication) and made in a form the Plan specifies or otherwise approves. Any person entitled to notice under the Plan may waive the notice or shorten the notice period as permitted by law.

**(C) Use of Electronic Media.** The Plan using any electronic medium may give or receive any Plan notice, communicate any Plan policy, conduct any written Plan communication, satisfy any Plan filing or other compliance requirement and conduct any other Plan transaction to the extent permissible under the Code. A Participant, a Participant's spouse, or a Beneficiary, may use any electronic medium to provide any Beneficiary designation, election, notice, consent or waiver under the Plan, to the extent allowed by the Code. Any reference in this Plan to a "form," a "notice," an "election," a "consent," a "waiver," a "designation," a "policy" or to any other Plan-related communication includes an electronic version.

**(D) Evidence.** Anyone, including the Employer, required to give data, statements or other information relevant under the terms of the Plan ("evidence") may do so by certificate, affidavit, document or other form which the person to act in reliance may consider pertinent, reliable and genuine, and to have been signed, made or presented by the proper party or parties. The Plan Administrator and the Vendors are protected fully in acting and relying upon any evidence described under the immediately preceding sentence.

**(E) Plan Terms Binding.** The Plan is binding upon the Employer, Plan Administrator, Vendors (to the extent no changes are made to the Plan after it is provided to the Employer or Vendor), and all other service providers to the Plan, upon Participants, Beneficiaries and all other persons entitled to benefits, and upon the successors and assigns of the foregoing persons. As to a Vendor, see Section 8.01(B).

**(F) Employment Not Guaranteed.** Nothing contained in this Plan, or any modification or any amendment to the Plan, or in the creation of any Account, or with respect to the payment of any benefit, gives any Employee, Participant or any Beneficiary any right to employment or to continued employment by the Employer, or any legal or equitable right against the Employer, the Plan Administrator or any employee or agent thereof, except as expressly provided by the Plan.

**(G) Word Usage.** Words used in the masculine also apply to the feminine where applicable, and wherever the context of the Plan dictates, the plural includes the singular and the singular includes the plural. Titles of Plan and Adoption Agreement sections are for reference only.

**(H) State Law.** The law of the state of the Employer's principal place of business will determine all questions arising with respect to the provisions of the Plan. The Employer, in Appendix B to its Adoption Agreement, may elect to apply the law of another state.

**(I) Parties to Litigation.** A Participant or a Beneficiary is not a necessary party or required to receive notice of process in any court proceeding involving the Plan, an Investment Arrangement or any fiduciary of the Plan. Any final judgment entered in any such proceeding will be binding upon the Employer, the Plan Administrator, affected Vendors, Participants and Beneficiaries and upon their successors and assigns provided that the Vendor has been properly served and has had opportunity to litigate the issue.

**(J) Fiduciaries Not Insurers.** The Plan Administrator and the Employer in no way guarantee the Investment Arrangements from loss or depreciation. The Employer does not guarantee the payment of any money which may be or becomes due to any person from an Investment Arrangement. The liability of the Employer, the Plan Administrator and a Vendor to make any payment from the Investment Arrangement at any time and all times is limited to the then available assets of the Account.

**(K) Construction/Severability.** The Plan, the Adoption Agreement, the Investment Arrangements and all other documents to which they refer, will be interpreted consistent with and to preserve tax qualification of the Plan under Code §403(b). Any provision which a court (or other entity with binding authority to interpret the Plan) determines to be inconsistent with such construction and interpretation is deemed severed and is of no force or effect, and the remaining Plan terms will remain in full force and effect.

**ARTICLE 8. PLAN FUNDING**

**8.01** INVESTMENT ARRANGEMENTS/INCORPORATION OF TERMS.

(A) **Alternative Investment Arrangements.** The Plan may be funded by means of one or more Custodial Accounts or Annuity Contracts. The Employer will specify in Appendix D to its Adoption Agreement the Annuity Contracts and Custodial Accounts available under the Plan.

- (1) **Multiple vehicles.** The Plan may provide more than one Investment Arrangement within the single Plan.
- (2) **Selection of specific funding.** The Employer in its sole discretion will designate from time to time the specific Investment Arrangements which are available as Plan investments. The Employer may change such designation at any time.
- (3) **Nonforfeitability.** An Investment Arrangement must be nonforfeitable under Code §403(b)(1)(C), except as otherwise provided herein (such as the vesting provisions of Article 5).
- (4) **Group trust.** As permitted under the Code, Plan assets under a Custodial Account may be invested in a group trust with assets held by tax qualified plans or individual retirement plans. Notwithstanding any contrary provision in the Plan, the Plan Administrator may transfer, unless restricted in writing by the Custodian, Plan assets to a group trust that is operated or maintained exclusively for the commingling and collective investment of monies provided that the funds in the group trust consist exclusively of trust assets held under plans qualified under Code §403(b), Code §401(a), individual retirement accounts that are exempt under Code §408(e), and eligible Governmental Plans under Code §457(b). For purposes of valuation, the value of the interest maintained by the Plan in such group trust will be the fair market value of the portion of the group trust held for the Plan, determined in accordance with generally recognized valuation procedures. This authorization applies solely to a group trust fund exempt from taxation under Code §501(a) and the trust agreement of which satisfies the requirements of Revenue Ruling 81-100 (as modified and clarified by Revenue Ruling 2004-67), or any successor thereto. The provisions of the group trust fund agreement, as amended from time to time, are by this reference incorporated within this Plan, subject to the limitations contained herein. The provisions of the group trust fund will govern any investment of Plan assets in that fund. For purposes of this Section 8.01(A)(4), a trust includes a custodial account which is treated as a trust under Code §401(f).

(B) **Incorporation of Terms.** The Plan under this Section 8.01(B) incorporates the provisions of the Investment Arrangement Documentation. To the extent that any of these incorporated provisions conflict with the remaining Plan terms (including references to Investment Arrangements), the Plan provisions will prevail. In the event of any conflict between the terms of this Plan and the terms of any document that is made a part of the Plan, the Plan Administrator shall resolve the conflict. In the event of any conflict between the terms of this Plan and the terms of any portion of any document that is not a part of the Plan, the Plan provisions shall control.

**8.02** CONTRIBUTION TIMING.

(A) **General.** The Employer will make its contributions to the Investment Arrangement within a period that is not longer than is reasonable for the proper administration of the Plan.

(B) **Elective Deferrals.** The Employer will transmit Elective Deferrals to an Investment Arrangement within a reasonable period of time following the date the Employer withholds the Elective Deferrals from the Participant's Compensation.

**8.03** ANNUITY CONTRACT.

(A) **Defined.** An Annuity Contract is defined in 1.06, subject to the additional rules of this Section 8.03.

(1) **Transition Rule.** An Annuity Contract issued under a State maintained Plan established on or before May 17, 1982, need not comply with the requirement that the contract issuer be qualified to issue annuities in a State.

(B) **Prohibition on Life Insurance and Other Insurance.** An Annuity Contract may not consist of a life insurance contract under Code §7702, an endowment contract, a health or accident insurance contract, nor a property, casualty, or liability insurance contract. This limitation does not apply to a contract issued before September 24, 2007.

**8.04** CUSTODIAL ACCOUNT.

**(A) Defined.** A Custodial Account is defined in Section 1.14, as established under a Custodial Agreement, subject to the additional rules of this Section 8.04.

**(B) Limitation on Investment Assets/Other Limitations.** All assets held in the Custodial Account must be invested in stock of one or more regulated investment companies as defined in Code §851(a).

**ARTICLE 9. ADDITIONAL PROVISIONS**

**9.01 EXCLUSIVE BENEFIT.** Except as provided under Section 3.01(E), the Employer does not have any beneficial interest in any asset of an Investment Arrangement and no part of any asset in an Investment Arrangement may ever revert to or be repaid to the Employer, either directly or indirectly; nor, prior to the satisfaction of all liabilities with respect to the Participants and their Beneficiaries under the Plan, may any part of the corpus or income of the Investment Arrangement, or any asset of the Investment Arrangement, be (at any time) used for, or diverted to, purposes other than the exclusive benefit of the Participants or their Beneficiaries and for defraying reasonable expenses of administering the Plan.

**9.02 AMENDMENT.**

**(A) Permitted Amendments.** The Employer, consistent with this Section 9.02 and other applicable Plan provisions, has the right, at any time to amend the Plan as follows:

- (1) **Adoption Agreement.** To restate or amend the elective provisions of the Adoption Agreement (changing an existing election or making a new election) in any manner the Employer deems necessary or advisable;
- (2) **Code §415.** To add in Appendix B to its Adoption Agreement overriding language to satisfy Code §415 because of the required aggregation of multiple 403(b) plans; and
- (3) **Interim Amendments.** To make such good faith amendments as the Employer considers necessary to keep the Plan in compliance with the Code.

**(B) Amendment Formalities.**

- (1) **Writing.** The Employer must make all Plan amendments in writing. Each amendment must specify the amendment execution date and, if different from its execution date, must specify the date as of which the amendment is either retroactively or prospectively effective.
- (2) **Restatement.** An Employer may amend its Plan by means of a complete restatement of its Adoption Agreement. To restate its Plan, the Employer must complete, and the Employer must execute and date, a new Adoption Agreement or a replacement plan document.
- (3) **Amendment (without restatement).** An Employer may amend its Plan without completion of a new Adoption Agreement by either: (a) completion and substitution of one or more Adoption Agreement pages including a new Adoption Agreement Execution Page executed and dated by the Employer; or (b) other written instrument amending the Adoption Agreement executed and dated by the Employer.
- (4) **Operational discretion and policy not an amendment.** A Plan amendment does not include the Plan Administrator's exercise of any operational discretion the Plan accords to the Plan Administrator, including but not limited to, the Plan Administrator's adoption, modification or termination of any policy, rule or regulation in accordance with the Plan or any change to an administrative checklist, or other ancillary documents described in Section 1.04 which are part of the Plan, other than the Adoption Agreement and the basic plan document.
- (5) **Signatory Employer authority.** If the Plan has Participating Employers, only the Signatory Employer need execute any Plan amendment under this Section 9.02. See Section 1.29(A).

**(C) Impermissible Amendment/Protected Benefits.**

- (1) **Exclusive benefit/no reversion.** The Employer may not amend the Plan to permit any of an Investment Arrangement (other than as required to pay taxes and reasonable administrative expenses) to be used for or diverted to purposes other than for the exclusive benefit of the Participants and Beneficiaries. An amendment may not cause any portion of the Investment Arrangement to revert to the Employer or to become the Employer's property.
- (2) **Alteration of Plan Administrator or Vendor duties.** The Employer may not amend the Plan in any manner which affects the powers duties or responsibilities of the Plan Administrator, or of a Vendor without the written consent of the affected party.
- (3) **No cut-backs.** An amendment (including the adoption of this Plan as a restatement of an existing plan) may not decrease a Participant's Account Balance.

**(D) Practitioner Amendments.** The Practitioner may amend any part of the Plan. For purposes of Practitioner amendments, the mass submitter shall be recognized as the agent of the Practitioner. If the Practitioner does not adopt the amendments made by the mass submitter, it will no longer be based on the mass submitter Plan.

**9.03** VOLUME SUBMITTER PRACTITIONER AMENDMENTS.

**(A) General.** The Practitioner, without the Employer's consent, may amend the Plan (including any Adoption Agreement), from time to time on behalf of Employers who have previously adopted the Plan: (1) to conform the Plan to any changes to the Code, and other IRS Guidance (including adoption of model, sample or other required good faith amendments that specifically provide that their adoption will not cause such plan to be individually designed); or (2) to make corrections to prior approved plans that may be applied to all employers who adopted the Plan. The Practitioner, also may amend the Plan (including any Adoption Agreement), from time to time effective as to employers who have not yet adopted the Plan. The Practitioner's mass submitter may act as the agent of the Practitioner in adopting amendments.

**(B) Notice to Employers.** The Practitioner must make reasonable and diligent efforts to ensure adopting Employers have actually received and are aware of all Practitioner generated Plan amendments and that such Employers complete and sign new Adoption Agreements when necessary.

**(C) Prohibited Amendments.** Except under Section 9.03, the Practitioner may not amend the Plan in any manner which would modify any adopting Employer's Plan existing Adoption Agreement election without the Employer's written consent. In addition, the Practitioner may not amend the Plan in any manner which would violate Section 9.02(C).

**(D) Practitioner limitations.** A Practitioner may no longer amend the Plan as to any adopting Employer as of the date: (1) the Employer amends its Plan in a manner as would result in the type of plan not permitted under the Volume Submitter program; or (2) the IRS notifies the Practitioner that the Plan is being treated as an individually designed plan.

**9.04** FROZEN PLAN.

**(A) Employer Action to Freeze.** The Employer subject to Section 9.02(C) and by proper Employer action has the right, at any time, to suspend or discontinue all contributions under the Plan and thereafter to continue to maintain the Plan as a Frozen Plan (subject to such suspension or discontinuance) until the Employer terminates the Plan. During any period while the Plan is frozen, the Plan Administrator will continue to: (1) allocate forfeitures, if any, in accordance with Section 3.07, irrespective of when the forfeitures occur under Section 5.07; and (2) operate the Plan in accordance with its terms other than those related to the making and allocation of additional (new) contributions.

**(B) Not a Termination.** A resolution or an amendment to discontinue all future contributions, but otherwise to continue maintenance of this Plan, is not a Plan termination for purposes of Section 9.05.

**9.05** PLAN TERMINATION.

**(A) Employer Action to Terminate.** The Employer, subject to Section 9.02(C) and by proper Employer action, has the right, at any time, to terminate this Plan. Unless otherwise required under state law, the Employer has no obligation or liability whatsoever to maintain the Plan for any specific length of time and may terminate the Plan or discontinue contributions under the Plan at any time without liability hereunder for any such discontinuance. The Plan will terminate upon the first to occur of the following:

- (1) **Specified date.** The Effective Date of termination specified by proper Employer action; or
- (2) **Employer no longer exists.** The Effective Date of dissolution or merger of the Employer, unless a successor makes provision to continue the Plan, in which event the successor must substitute itself as the Employer under this Plan.

**(B) [Reserved]**

**(C) General Procedure upon Termination.** Upon termination of the Plan, the distribution provisions of Article 6 remain operative, with the following exceptions and subject to any restrictions in the Investment Arrangement Documentation:

- (1) **Distribution; transfer.** The Vendor may distribute the Participant's Vested Account Balance to him/her in a lump sum as soon as administratively practicable after the Plan terminates. Alternatively, if the Employer maintains any other 403(b) plan, the Plan Administrator to facilitate Plan termination may direct the Vendor to transfer the Account of a Participant to the other 403(b) plan.
- (2) **Plan Termination Distribution.** For purposes of the Plan termination requirements, the Plan may treat the delivery of a fully paid Annuity Contract as a distribution.

**(D) [Reserved]**

**(E) 403(b) Plan Distribution Restrictions.** A Participant's Restricted Balances are distributable on account of Plan termination, as described in this Section 9.05, only if: (i) the Employer (including any Related Employer, determined as of the Effective Date of Plan termination) does not maintain an Alternative 403(b) Plan and the Plan distributes the Participant's entire Vested Account Balance in a lump sum; or (ii) the Participant otherwise is entitled under the Plan to a distribution of his/her Vested Account Balance.

**(1) Definition of Alternative 403(b) Plan.** An Alternative 403(b) Plan is another 403(b) Plan to which the Employer makes contributions during the period beginning on the date of Plan termination and ending 12 months after distribution of all assets from the terminating Plan. However, a plan is not an Alternative 403(b) Plan if less than 2% of the Employees eligible to participate in the terminating Plan as of the termination date are eligible to participate (beginning 12 months prior to and ending 12 months after the Plan's termination Effective Date and distribution of all of the assets of the terminated Plan) in the potential Alternative 403(b) Plan.

**(F) Continuing Investment Arrangement Documentation.** A Vendor's Investment Arrangement Documentation will continue in effect until the Vendor has distributed all of the benefits under the Investment Arrangement. On each Valuation Date, the Plan will credit any part of a Participant's Account Balance retained in the Investment Arrangement with its share of Earnings.

**(G) Lost Participants.** The Vendor will distribute the Accounts of lost Participants in a terminating Plan in accordance with the Plan Administrator's direction under Section 7.07(B) or as the Investment Arrangement Documentation may provide.

**(H) Vesting.** Upon either full or partial termination of the Plan, an affected Participant's right to his/her Account Balance is 100% Vested, irrespective of the Vested percentage which otherwise would apply under Article 5.

**9.06****MERGER/DIRECT TRANSFER.**

**(A) Authority.** Subject to the terms of the Investment Arrangements, the Plan Administrator possesses the specific authority to enter into merger agreements or direct transfer of assets agreements with another 403(b) Plan, including an elective transfer, and to accept the direct transfer of plan assets, or to transfer plan assets, as a party to any such agreement. The limitations of this Section 9.06 do not apply to rollovers described in Sections 3.08 or 6.08. Except as provided in Sections 9.06(G) and (H), the Plan may not accept a transfer or merger from, or make a transfer or merger to, a qualified plan or a plan described in Code §457(b).

**(B) Regulatory Requirements.**

**(1) Contract exchange within same plan.** Except as the Employer otherwise elects in Appendix B to its Adoption Agreement, a Participant (or Beneficiary) may exchange one 403(b) Investment Arrangement for another Investment Arrangement then authorized to receive ongoing contributions under the Plan provided the exchange satisfies the following conditions: (1) the Participant's Accumulated Benefit immediately after the exchange at least equals the Participant's Accumulated Benefit immediately before the exchange; and (2) to the extent the exchanged Investment Arrangement is subject to 403(b) Distribution Restrictions, the other Investment Arrangement imposes distribution restrictions no less stringent than those imposed by the exchanged Investment Arrangement.

**(2) Plan-to-plan transfer.** A plan-to-plan transfer is permissible, if the transfer satisfies the following conditions: (1) the Participant (or Beneficiary) subject to the transfer is an employee or former employee of the employer providing the receiving plan; (2) the transferor plan provides for transfers; (3) the receiving plan provides for the receipt of transfers; (4) the Participant's Accumulated Benefit after the transfer at least equals the Participant's Accumulated Benefit before the transfer; (5) to the extent the transferred Investment Arrangement is subject to 403(b) Distribution Restrictions, the receiving plan imposes distribution restrictions no less stringent than those imposed on the transferor plan; and (6) if the transfer does not constitute a complete transfer of the Participant's interest in the transferor plan, the transferee plan treats the amount transferred as a continuation of a pro rata portion of the Participant's interest in the transferor plan (e.g., a pro rata interest in any Employee Contributions). This Plan expressly prohibits such transfers except to the extent the Employer provides otherwise in Appendix B to its Adoption Agreement. The Plan Administrator may require such documentation from the other plan as it deems necessary to effectuate the transfer in accordance with the requirements of this Section and Treas. Reg. §1.403(b)-10(b)(3) and to confirm that any other plan involved in the transfer satisfies Code §403(b).

**(3) Contract exchange to Vendor which is not part of the Plan.** A Participant (or Beneficiary) may exchange one 403(b) Investment Arrangement for an Investment Arrangement not provided under the Plan, if the exchange satisfies the following conditions: (1) the Vendor agrees to assume the responsibilities of a Vendor hereunder; (2) the Participant's Accumulated Benefit immediately after the exchange at least equals the Participant's Accumulated Benefit immediately before the exchange; (3) to the extent the exchanged Investment Arrangement is subject to 403(b) Distribution

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Restrictions, the other Investment Arrangement imposes distribution restrictions no less stringent than those imposed by the exchanged Investment Arrangement; (4) the Employer has not prohibited the exchange in Appendix B to its Adoption Agreement; and (5) the Employer and the Vendor enter into an Information Sharing Agreement, as defined in Section (C). Unless otherwise specified in Appendix B to the Adoption Agreement, the Plan provides for and permits such exchanges with any Vendor which agrees to assume the responsibilities of a Vendor hereunder and enters into an Information Sharing Agreement.

**(C) Information Sharing Agreement.** An Information Sharing Agreement should provide for the exchange of the following information:

(1) **403(b) matters.** Information necessary for the resulting Investment Arrangement, or any other Investment Arrangement under the Plan, to satisfy Code §403(b), including the following: (i) the Employer providing information as to whether the Participant's employment with the Employer is continuing, and notifying the Vendor when the Participant has had a Severance from Employment; (ii) the Vendor notifying the Employer of any hardship withdrawal; and (iii) the Vendor providing information to the Eligible Employer or other Vendors concerning the Participant's or Beneficiary's 403(b) contracts or Custodial Accounts or qualified employer plan benefits (to enable a Vendor to determine the amount of any Plan loans and rollover accounts that are available to the Participant under the Plan in order to satisfy the financial need under the hardship withdrawal rules):

(2) **Reporting matters.** Information necessary for the Plan Administrator and Vendor to satisfy any reporting, disclosure, or federal or state withholding obligations related to the Investment Arrangement; and

(3) **Other matters.** Information necessary in order for the resulting Investment Arrangement and any other Investment Arrangement under the Plan for the Participant to satisfy other tax requirements, including the following: (i) the amount of any plan loan that is outstanding to the Participant in order for a Vendor to determine whether an additional plan loan satisfies the loan limitations, so that any such additional loan is not a deemed distribution under Code §72(p)(1); and (ii) information concerning the Participant's or Beneficiary's after-tax Employee contributions in order for a Vendor to determine the extent to which a distribution is includible in gross income.

**(D) Administration of Transferred Amount.** The Vendor will hold, administer and distribute the transferred assets as a part of the Investment Arrangement.

**(E) Pre-Participation Transfers.** The Vendor may accept a direct transfer of plan assets on behalf of an Employee prior to the date the Employee satisfies the Plan's eligibility conditions or prior to reaching the Entry Date. If the Vendor accepts such a direct transfer of plan assets, the Plan Administrator and the Vendor must treat the Employee as a limited Participant as described in Section 3.08(C).

**(F) Elective Transfer/Protected Benefits.** The Plan ("transferee plan") will not fail to satisfy the requirements of Section 9.06 because the Plan does not provide some or all of the forms of distribution (including the timing of distribution forms) previously available under another 403(b) Plan ("transferor plan") to the extent that: (1) the transferee plan receives a direct transfer of the Participant's Account Balance under the transferor plan, or the transferee plan results from a merger or other transaction that has the effect of a direct transfer, including consolidations of benefits attributable to different employers within a multiple employer plan; (2) the terms of both plans authorize the transfer; (3) the transfer occurs following a Participant's voluntary election made after the Participant has received a notice describing the consequences of making the election; and (4) the transferee plan permits the Participant to receive a distribution of his/her account balance in the form of a single sum distribution, if permitted under the terms of the Investment Arrangement.

**(G) Transfers to Purchase Service Credit.** If the Employer elects in Appendix B to its Adoption Agreement and if permitted by the terms of the Investment Arrangement, the Plan Administrator upon Participant request may instruct the Vendor to transfer an amount from the Participant's 403(b) Plan Account to a governmental Defined Benefit Plan in which he/she participates for: (1) the purchase of permissive service (as defined in Code §415(n)(3)(A)) under such plan; or (2) the repayment of a cash-out distribution (as defined in Code §415(k)(3)). In the case of a FICA Replacement "3121" plan, a transfer may only be made after the Participant has had a Severance from Employment.

## 9.07 INFORMATION SHARING.

Each Vendor and the Plan Administrator shall exchange such information as may be necessary to satisfy Code §403(b) or other requirements of applicable law. In the case of a Vendor which is not eligible to receive contributions under the Plan (including a Vendor which has ceased to be a Vendor eligible to receive contributions under the Plan and a Vendor holding assets under the Plan), the Employer shall keep the Vendor informed of the name and contact information of the Plan Administrator in order to coordinate information necessary to satisfy Code §403(b) or other requirements of applicable law. If any Vendor ceases to be eligible to receive contributions under the Plan, the Employer will offer to enter into an Information Sharing Agreement as described in Section 9.06(C) to the extent the Employer's contract with the Vendor does not already provide for the exchange of information described in therein.

**ARTICLE 10. MULTIPLE EMPLOYER PLAN**

**10.01 ELECTION/OVERRIDING EFFECT.** This Article 10 applies only to the extent described in Paragraphs (A) or (B) below. If this Article 10 does apply, then the rules of Code §413(c) and the related Treasury Regulations (which are incorporated by reference) will apply to the adopting Employer and each Participating Employer. The provisions of Article 10, if in effect, supersede any contrary provisions in the Plan or the Employer's Adoption Agreement. *Note: The IRS has not reviewed the provisions of this Article 10, and the Employer cannot rely on the Advisory Letter with regard to the validity of these provisions.*

(A) **Election.** If the Employer elects in its Adoption Agreement that the Plan is a Multiple Employer Plan, then the provisions of this Article 10 will apply as of the Effective Date the Employer elects in its Adoption Agreement. If an Employer that is not a Related Employer becomes a Participating Employer, then this Article 10 will apply effective as of the date the Employer specifies in its participation agreement.

(B) **Automatic Effect.** If a Related Employer is a Participating Employer, and thereafter ceases to be a Related Employer (but is still a Participating Employer), then the provisions of this Article 10 will apply thereafter until the Plan is no longer maintained by a Participating Employer which is not a Related Employer.

**10.02 DEFINITIONS.** The following definitions apply to this Article 10 and supersede any conflicting definition in the Plan.

(A) **Employee.** Employee means any Employee of a Participating Employer.

(B) **Lead Employer.** The Lead Employer means the Signatory Employer to the Adoption Agreement Execution Page, and does not include any Related Employer or Participating Employer except as described in the next sentence. If the Adoption Agreement designates that Article 10 applies pursuant to Section 10.01(A), the Lead Employer will be a Participating Employer unless otherwise specified in a separate agreement. The Lead Employer has the same meaning as the Signatory Employer for purposes of making Plan amendments and other purposes as described in Section 1.29(A) regardless of whether the Lead Employer is also a Participating Employer under this Article 10. As to the right of a Lead Employer to terminate the participation of a Participating Employer, see Section 10.09.

(C) **Participating Employer.** A "Participating Employer" is an Eligible Employer which, with the consent of the Lead Employer, executes a Participation Agreement to the Adoption Agreement. A Participating Employer is an Employer for all purposes of the Plan except as provided in Section 1.29. A Participating Employer may, but need not be a Related Employer.

**10.03 PARTICIPATING EMPLOYER ELECTIONS.** In its Adoption Agreement, the Lead Employer will specify: (A) whether a Participating Employer may modify any of the Adoption Agreement elections; (B) which elections the Participating Employer may modify; and (C) any restrictions on the modifications. Such elections and modifications must be reflected on the Participation Agreement the Participating Employer signs. See Section 1.51.

**10.04 HCE STATUS.** The Plan Administrator will determine HCE status under Section 1.39 separately with respect to each Participating Employer.

**10.05 TESTING.**

(A) **Separate Status.** The Plan Administrator will perform the universal availability requirement of Section 2.01(A) separately for each Participating Employer, with respect to the Employees of that Participating Employer. For this purpose, the Employees of a Participating Employer, and their allocations and Accounts, will be treated as though they were in a separate plan. Any Plan correction under Section 7.08 will only affect the Employees of the Participating Employer.

(B) **Transition Year.** This Section 10.05(B) applies if as a result of a transaction or similar event a Participating Employer ceases to be a Related Employer in the middle of a Plan Year. In such a situation the Plan Administrator may perform the tests described in Section 10.05(A) as though (1) the Plan Year consisted of two Plan Years, before and after the transaction; or (2) on the basis of a single Plan Year, taking all for each Participating Employer the Employees of Related Employers before the transaction, and disregarding Employees who are not Employees of Related Employers after the transaction.

(C) **Joint Status.** The Plan Administrator will perform the following tests for the Plan as whole, without regard to an Employee's employment by a particular Participating Employer:

- (1) **Annual Additions Limit.** Applying the Annual Additions Limit in Section 4.05(B).
- (2) **Elective Deferral Limit.** Applying the Elective Deferral Limit in Section 4.10(A).
- (3) **Catch-Up Limit.** Applying the limit on Catch-Up Deferrals in Section 3.02(D) or 3.02(E).

**10.06** COMPENSATION.

(A) **Separate Determination.** For the following purposes, described in this Section 10.06(A), the Plan Administrator will determine separately a Participant's Compensation for each Participating Employer. Under this determination, except as provided below, Compensation from a Participating Employer includes Compensation paid by a Related Employer of that Participating Employer.

- (1) **[Reserved]**
- (2) **Allocations.** Application of allocations under Article 3. However, the Employer's Adoption Agreement elections control the extent to which Compensation for this purpose includes Compensation of Related Employers.
- (3) **HCE determination.** The determination of an Employee's status as an HCE.

(B) **Joint Status.** For all Plan purposes other than those described in Section 10.06(A) but not limited to determining the Annual Additions Limit in Section 4.05(B), Compensation includes all Compensation paid by or for any Participating Employer or Related Employer.

**10.07** SERVICE. An Employee's Service includes all Hours of Service and Years of Service with any and all Participating Employers and their Related Employers. An Employee who terminates employment with one Participating Employer and immediately commences employment with another Participating Employer has not incurred a Separation from Service or a Severance from Employment.

**10.08** COOPERATION AND INDEMNIFICATION.

(A) **Cooperation.** Each Participating Employer agrees to timely provide to the Plan Administrator upon request all information the Plan Administrator deems necessary. Each Participating Employer will cooperate fully with the Plan Administrator, the Lead Employer, and with Plan fiduciaries and other proper Plan representatives in maintaining the qualified status of the Plan. Such cooperation will include payment of such amounts into the Plan, to be allocated to Employees of the Participating Employer, which are reasonably required to maintain the tax-qualified status of the Plan.

(B) **Indemnity.** Each Participating Employer will indemnify and hold harmless the Plan Administrator, the Lead Employer, the Plan, other Plan fiduciaries, other Participating Employers, Participants and Beneficiaries, and as applicable, their subsidiaries, officers, directors, shareholders, employees, and agents, and their respective successors and assigns, against any cause of action, loss, liability, damage, cost, or expense of any nature whatsoever (including, but not limited to, attorney's fees and costs, whether or not suit is brought, as well as all IRS Plan disqualification, fiduciary breach or other sanctions, compliance fees or penalties) arising out of or relating to: (1) the Participating Employer's noncompliance with any of the Plan's terms or requirements; or (2) the Participating Employer's intentional or negligent act or omission with regard to the Plan, including the failure to provide accurate, timely information requested by the Plan Administrator.

**10.09** INVOLUNTARY TERMINATION. The Lead Employer may terminate the participation of any Participating Employer (hereafter, "Terminated Employer") in this Plan. If the Lead Employer acts under this Section 10.09, the following will occur:

(A) **Notice.** The Lead Employer will give the Terminated Employer a notice of the Lead Employer's intent to terminate the Terminated Employer's status as a Participating Employer of the Plan. The Lead Employer will provide such notice not less than 30 days prior to the Effective Date of termination unless the Lead Employer determines that the interests of Plan Participants requires earlier termination.

(B) **Spin-off.** The Lead Employer will establish a new 403(b) Plan, using the provisions of this Plan with any modifications contained in the Terminated Employer's Participation Agreement, as a guide to establish a new 403(b) Plan (the "Spin-off Plan"). The Lead Employer will direct the Vendors to transfer (in accordance with the rules of Treas. Reg. §1.403(b)-10(b)) the Accounts of the Employees of the Terminated Employer to the Spin-off Plan. The Terminated Employer will be the Employer, Plan Administrator, and sponsor of the Spin-off Plan. The Lead Employer may charge the Terminated Employer or the Accounts of the Employees of the Terminated Employer with the reasonable expenses of establishing the Spin-off Plan.

(C) **Transfer.** The Terminated Employer, in lieu of the Lead Employer's creation of the Spin-off Plan under Section 10.09(B), may elect a transfer under this Section 10.09(C) to effect the termination of its status as a Participating Employer. To elect this alternative, the Terminated Employer must give notice to the Lead Employer of its choice, and must supply any documentation which the Lead Employer reasonably may require as soon as is practical and before the Effective Date of termination. If the Lead Employer has not received such notice and any required documentation within ten (10) days prior to the stated date of termination, the Lead Employer may proceed with the Spin-off Plan under Section 10.09(B). The Lead Employer will direct the transfer (in accordance with the rules of Treas. Reg. §1.403(b)-10(b)) of the Accounts of the Employees of the Terminated Employer to a 403(b) plan the Terminated Employer maintains. The Terminated Employer must deliver to the Lead Employer in writing such identifying and other relevant information regarding the transferee plan and must provide such assurances as the Lead Employer may reasonably require that the transferee plan is a 403(b) plan.

**(D) Participants.** The Employees of the Terminated Employer will cease to be eligible to accrue additional benefits under the Plan with respect to Compensation paid by the Terminated Employer, as of the Effective Date of the termination. To the extent that these Employees have accrued but unpaid contributions as of such Effective Date, the Terminated Employer will pay such amounts to the Plan or to the Spin-off Plan no later than 30 days after the Effective Date of termination, unless the Terminated Employer has elected the transfer alternative under Section 10.09(C).

**(E) Consent.** By its execution of the Participation Agreement, the Terminated Employer specifically consents to the provisions of this Article 10, and in particular, this Section 10.09 and agrees to perform its responsibilities with regard to the Spin-off Plan, if necessary.

**10.10 VOLUNTARY TERMINATION.** A Participating Employer (hereafter "Withdrawing Employer") may voluntarily withdraw from participation in the Plan at any time. If and when a Withdrawing Employer wishes to withdraw, the following will occur:

**(A) Notice.** The Withdrawing Employer will inform the Lead Employer and the Plan Administrator of its intention to withdraw from the Plan. The Withdrawing Employer must give the notice not less than 30 days prior to the Effective Date of its withdrawal.

**(B) Procedure.** The Withdrawing Employer and the Lead Employer will agree upon procedures for the orderly withdrawal of the Withdrawing Employer from the Plan. Such procedures, as they relate to the Accounts of the Employees of the Withdrawing Employer, may include any alternative described in Section 10.09.

**(C) Costs.** The Withdrawing Employer will bear all reasonable costs associated with withdrawal and transfer under this Section 10.10.

**(D) Participants.** The Employees of the Withdrawing Employer will cease to be eligible to accrue additional benefits under the Plan as to Compensation paid by the Withdrawing Employer, as of the Effective Date of withdrawal. To the extent that such Employees have accrued but unpaid contributions as of such Effective Date, the Withdrawing Employer will contribute such amounts to the Plan or the Spin-off Plan promptly after the Effective Date of withdrawal, unless the Accounts are transferred to a 403(b) plan the Withdrawing Employer maintains.

APPENDIX LXIII

**3335-9-21**

3335-9-21 Individual Absences.

Each department, college, or school may make its own rules relative to occasional absences by students from scheduled activities, so long as they are consistent with university policies. Each course instructor may also have rules pertaining to individual absences, so long as they are consistent with department, college, school, or university policies. All rules pertaining to individual absences must comply with applicable federal and state laws, such as federal disability laws, or the Ohio law on accommodating religious observances and applicable university policies, including, but not limited to, those pertaining to disability and religious accommodation. If, however, a student is absent from a course to such an extent as to imperil his or her credit, or is notably irregular in attendance, it shall be the duty of the instructor concerned to report the facts promptly to the dean of the college in which the student is enrolled. The dean may take such action as deemed appropriate.

February 20-22, 2024, Board of Trustees Meetings  
APPENDIX LXIV

The Ohio State University  
Board of Trustees

February 21, 2024

Appointments/Reappointments of Chairpersons

IAN DAVIS, Interim Director, Blue Buffalo Veterinary Clinical Trials Office, December 15, 2023, through December 31, 2024, or until a new Director is hired.

LOUIS DIMAURO\*\*, Director, Institute for Optical Science, August 15, 2023, through August 14, 2024

GREGORY HABING, Interim Chair, Department of Veterinary Preventive Medicine, January 1, 2024, through December 31, 2024, or until a new Chair is hired.

STEVEN RINGEL\*\*, Associate Vice President and Executive Director, Institute for Materials and Manufacturing Research, October 1, 2023, through June 30, 2028

STEPHANIE SCHULTE, Assistant Vice President and Director, Prior Health Sciences Library, December 1, 2023, through November 30, 2027

\*\*Reappointment  
\*New Hire

Faculty Professional Leaves

DOUGLAS BERMAN, Professor, College of Law, FPL for Spring 2025

CATHERINE BRAUN, Associate Professor, Department of English, Marion, FPL for Fall 2024

LARRY GARVIN, Professor, College of Law, FPL for Fall 2024

RUBEN PETREACA, Associate Professor, Department of Molecular Genetics, Marion, FPL for Spring 2025

Faculty Professional Leave Changes/Cancellations

CHRISTOPHER GELPI, Professor, Department of Political Science, Change of FPL from Fall 2023 to Spring 2024

C K SHUM, Professor, School of Earth Sciences, FPL cancellation for Spring 2024

Emeritus Titles

CAROL ANELLI, Department of Entomology, with the title of Professor-Emeritus, effective August 15, 2024

STEPHEN BOYLES, Department of Animal Sciences, with the title of Professor-Emeritus, effective April 1, 2024

STEVEN ERDMAN, Department of Pediatrics, with the title of Professor-Clinical Emeritus, effective April 13, 2024

The Ohio State University  
Board of Trustees

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GLORIA GALLOWAY, Department of Neurology, with the title of Professor-Clinical Emeritus, effective July 1, 2024

EVONNE HALASEK, Department of English, with the title of Professor-Emeritus, effective August 1, 2024

KAY BEA JONES, Knowlton School of Architecture, with the title of Professor-Emeritus, effective August 15, 2023

TONDI KNEELAND, College of Nursing, with the title of Associate Professor-Emeritus, effective July 1, 2024

KAREN MANCL, Department of Food, Agricultural and Biological Engineering, with the title of Professor-Emeritus, effective September 1, 2023

SALLY ANN MILLER, Department of Plant Pathology, with the title of Professor-Emeritus, effective January 1, 2024

REBECCA NESBITT, Department of Extension, with the title of Assistant Professor-Emeritus, effective April 1, 2024

GREGORY OTTERSON, Department of Internal Medicine, with the title of Professor-Emeritus, effective March 1, 2024

CHRISTOPHER PENROSE, Department of Extension, with the title of Professor-Emeritus, effective January 1, 2024

DANIEL PRADEL, Department of Civil, Environmental and Geodetic Engineering, with the title of Professor-Clinical Emeritus, effective August 15, 2024

TAMAR RUDAVSKY, Department of Philosophy, with the title of Professor-Emeritus, effective January 1, 2024

MARK RUDOFF, School of Music, with the title of Associate Professor-Emeritus, effective June 1, 2024

TIMUR SARAC, Department of Surgery, with the title of Professor-Emeritus, effective October 1, 2023

ALLAN SILVERMAN, Department of Philosophy, with the title of Professor-Emeritus, effective January 1, 2024

SANDRA VELLEMAN, Department of Animal Sciences, with the title of Professor-Emeritus, effective April 1, 2024

The Ohio State University  
Board of Trustees

February 21, 2024

## **2023/2024 Promotion, Tenure and Reappointment Results**

### **COLLEGE OF ARTS AND SCIENCES**

#### PROFESSOR WITH TENURE

Şahin, Kaya, History, November 1, 2023

#### ASSOCIATE PROFESSOR WITH TENURE

Chini, Jacquelyn, Physics, August 15, 2024

Chini, Michael, Physics, August 15, 2024

Young, Cynthia, African American and African Studies, July 1, 2023

### **COLLEGE OF DENTISTRY**

#### PROFESSOR WITH TENURE

Zandoná, Andréa, August 15, 2023

#### ASSOCIATE PROFESSOR WITH TENURE

Chan, Hsun-Liang (Albert), September 1, 2023

Duangthip, Duangporn (Tammy), November 1, 2023

### **COLLEGE OF FOOD, AGRICULTURAL, AND ENVIRONMENTAL SCIENCES**

#### ASSOCIATE PROFESSOR WITHOUT TENURE

Minter, Logan, Extension, August 1, 2023

### **COLLEGE OF LAW**

#### PROFESSOR WITH TENURE

Chang, Felix, August 15, 2024

Payne, Heather, August 15, 2024

### **COLLEGE OF LAW, CLINICAL TRACK**

#### REAPPOINTMENT

Cooke, Elizabeth, August 1, 2025

### **COLLEGE OF MEDICINE**

#### PROFESSOR WITH TENURE

Plowman, Emily, Otolaryngology, November 1, 2023

Tsai, Susan, Surgery, December 4, 2023

#### ASSOCIATE PROFESSOR WITH TENURE

Tranter, Michael, Molecular Medicine & Therapeutics, November 29, 2023

Weaver, Jessica, Psychiatry and Behavioral Health, November 1, 2023

### **COLLEGE OF MEDICINE, RESEARCH TRACK**

#### REAPPOINTMENT

Samouilov, Alexandre, Internal Medicine, November 21, 2023

## Elizabeth Lwanga-King

Elizabeth Lwanga-King '68 is a diplomat and human rights activist who has over thirty years of experience in development work, including service with non-governmental organizations and the United Nations. She served as deputy assistant administrator and deputy director of the regional bureau for Africa of the UN Development Program (UNDP) from 2003 to 2006 where she had oversight of UNDP Country Offices in Africa. She served as the United Nations resident and humanitarian coordinator and representative of UNDP in Sierra Leone, Swaziland (Eswatini), Ethiopia, Kenya and Zimbabwe and made significant contributions to those countries.



She served as UNDP representative in Sierra Leone during the rebel war in that country, and she initiated the process that led to contact with the rebels and their consent to engage in dialogue that led to a peace agreement to end the war. She also worked with the UN to secure the secretary general's appointment of a special envoy for Sierra Leone to pursue the peace process.

Before joining the United Nations, Elizabeth served as Africa director for Oxfam America; as communications director for the All Africa Conference of Churches (AACC); and as producer, director and presenter of programs at Voice of Kenya Television and Uganda Television. Elizabeth has worked as a consultant to United Nations Development Fund for Women (UNIFEM), United Nations Educational Scientific and Cultural Organization (UNESCO), United Nations International Labour Organization (ILO), the Organization of African Unity (OAU), the World Bank, the World Council of Churches, and the African Women Task Force on the United Nations International Decade for Women.

Elizabeth was educated in Uganda up to the end of high school when she won an International Institute of Education (IIE) scholarship to study in the United States of America. She attended The Ohio State University, where she graduated with a bachelor of arts in general linguistics in December 1968. She attended Thompson Foundation Television College in Glasgow, Scotland, where she specialized in television production and received practical training at the British Broadcasting Corporation (BBC) Scotland.

She currently works as a development advisor, leadership development consultant and executive coach.



THE OHIO STATE UNIVERSITY

James W. Cogdell  
Department of Mathematics

632 Mathematics Tower  
231 West 18<sup>th</sup> Avenue  
Columbus, OH 43210-1174

614-292-8678 Phone  
614-292-1479 Fax

cogdell@math.osu.edu

Memorandum

November 15, 2023

To: The Ohio State University Senate

From: Honorary Degree Committee  
James W, Cogdell, Chair, 2023-2024

Subject: Nomination of Elizabeth Lwanga-King for an Honorary Degree in Public Service, *honoris causa*.

This memorandum summarizes the nomination of Elizabeth Lwanga-King for an Honorary Degree from The Ohio State University.

Ms. Lwanga-King was nominated for the Honorary Degree by Ms. Rosette Serwanga. Ms. Serwanga says that "Elizabeth has had an outstanding career in development with a special focus on Africa. She has contributed to governance, equity and peace through her work with non-governmental organizations and the United Nations." Ms. Lwanga-King has held senior positions in the United Nations system. She served as Deputy Assistant Administrator and Deputy Director of the Regional Bureau for Africa of the UN Development Program (UNDP) from 2003 to 2006 where she had oversight of UNDP Country Offices in Africa. She served as the United Nations Resident and Humanitarian Coordinator and Representative of UNDP in Sierra Leone, Swaziland (Eswatini), Ethiopia, Kenya and Zimbabwe and made significant contributions to those countries. Ms. Serwanga continues: "In Sierra Leone at a time of the rebel war (1994 – 1999), she initiated the peace process that led to the rebels to consent to dialogue, which led to a Peace Agreement to end the war. ... In Kenya (2006 – 2008) Elizabeth led the response of the UN to the post elections violence and crisis by inviting former African Presidents of the Africa Forum who convinced the political leaders to agree to dialogue that was then mediated by the Eminent Persons appointed by the African Union. ... In the Kingdom of Swaziland, today called Eswatini, Elizabeth led, as UNDP representative, a constitutional process, which guided the country to adopt a constitution after thirty-three (33) years without one." Ms. Lwanga-King is an active member of the African Women's Movement, and as such has made significant contributions to Gender Equality efforts. Ms. Lwanga-King has authored one book and coauthored another. Ms. Lwanga-King is an Eminent Woman of the Women's Situation Room for peaceful elections in Africa and has contributed to mediation efforts between rival political parties.



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Ms. Serwanga has obtained a Dean's letter from

- Dean David Horn, Dean of the College of Arts and Sciences

as well as internal letters of support from

- Professor Brian Joseph, Distinguished University Professor of Linguistics
- Professor Cynthia Clopper, Arts and Sciences Distinguished Professor and Chair, Department of Linguistics
- Professor Yolanda Zepeda, Interim Vice Provost for Diversity and Inclusion
- Professor Chinwe Okpalaoka, Assistant Dean, College of Arts and Sciences

Dean Horn says "Lwanga King is a Ugandan human rights activist and former United Nations official who has made significant contributions to international peace efforts, humanitarian assistance, and development initiatives focused on gender equality." He notes that she graduated from Ohio State in 1968 with a Bachelor of Arts in General Linguistics. He points out her work in Sierra Leone, the Kingdom of Swaziland, as Resident and Humanitarian Coordinator, and in Kenya. He goes on to point out that "Lwanga King has also held important positions in non-governmental organizations, including Communications Director for the All-Africa Conference of Churches and Africa Director for OXFAM America, both of which had continental outreach." Finally he states that "Lwanga King is currently leading an initiative of the Nnabagereka Development Foundation ([www.nnabagereka.org](http://www.nnabagereka.org)) focused on ethics and values in Uganda." Prof. Joseph states that after her degree "[Ms. Lwanga King] has numerous truly remarkable accomplishments to her record since her degree, accomplishments that have improved the lives of many, especially women, in Africa." He goes on to state that "Ms. King has fought for human rights and human dignity largely through a series of leadership positions within the United Nations focusing on humanitarian issues" and goes on to name a number of them. He finally states that "Moreover, she also worked with various nongovernmental organizations, including Oxfam, that are dedicated to bettering the lives of a large constituency." He concludes by stating "Were Ms. King a graduate of any other university, all of this important and life-changing work would merit recognition with an Ohio State honorary degree. But the fact that she is an OSU graduate makes such kudos all the more appropriate, for her life's work shows that Ms. King has put her Ohio State education to good use, serving the citizenry of Africa, and by extension the citizenry of the world, in extraordinary ways." Prof. Clopper concludes with "Her many board memberships indicate that she is a recognized leader in development efforts in Africa. Ms. King has dedicated her career to advancing democracy and equity and is therefore truly an exemplar of Ohio State's [motto], "Education for citizenship." Interim Vice Provost Zepeda states "Known across eastern Africa as a beacon of peace, Lwanga worked tirelessly behind the scenes to restore broken relations in countries across the continent. " She goes on to say "Today, Lwanga works as a development advisor, leadership development consultant, and executive coach." She finally concludes with "She puts her degree to work on behalf of greater peace and justice for everyday citizens of several African



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countries and, as a result, may have saved untold lives in the process.” Finally, Assistant Dean Okpalaoka states “Elizabeth’s current engagements reflect her sustained interest in gender equality, women’s rights, and the advancement of women, especially in Africa. She has developed programs and has served as a member of organizations which understand that the society is stable only when all its members are safe and honored.”

Ms Serwanga has obtained outside letters of support from:

- Ellen Johnson Sirleaf, Former President, Republic of Liberia
- Sylvia Nagginda, Nnaabagereka (Queen), Buganda Kingdom
- Dr. Mary Chinery-Hesse, Chancellor of the University of Ghana
- Narode Bekele-Thomas, Chief Executive Officer, African Union Development Agency
- Dr. Kandeh K. Yumkella, Former UN Under-Secretary General for Sustainable Energy for All, and Current Chairman of the Presidential Initiative for Climate Change, Renewable Energy and Food Security

Note that these people all served with Elizabeth Lwanga in her various capacities. Ellen Johnson Sirleaf, Former President, Republic of Liberia, says “I witnessed her work when I served as Assistant Administrator and Director for the Regional Bureau for Africa at the United Nations Development Programme (UNDP).” She goes on to say “Perhaps Elizabeth Lwanga’s most outstanding contribution was her work in Sierra Leone. When we assigned her to serve as UN Resident and Humanitarian Coordinator to Sierra Leone, the country was in the midst of an intense rebel war. Elizabeth took the challenge to heart and mobilised development partners in the country, the departments of the United Nations for Political Affairs, Humanitarian Affairs, Security and the Regional Bureau for Africa to support the initiation of a Peace Process to try and end the war. ... She secured the support of the UN Secretary General to send a Special Envoy for the Peace Process that eventually led to the end of the war. ... After retirement from the UN, Elizabeth has continued to be an active player in development.” She concludes with “Her contributions and the difference her work has made to our countries deserves recognition.” Sylvia Nagginda, Nnaabagereka (Queen), Buganda Kingdom, adds “I am aware of Elizabeth’s international work especially through the United Nations, where she served at senior levels and represented the UN in several countries. My direct interaction with Elizabeth has been in the work she has done and continues to do here in Uganda. Elizabeth joined the Board of my Foundation, the Nnabagereka Development Foundation ([www.nnabagereka.org](http://www.nnabagereka.org)) in 2014 due to her strong belief in the importance of culture and cultural values. ... Elizabeth is exploring the introduction of this programme to the rest of Africa through the African Union.” Dr. Mary Chinery-Hesse, Chancellor of the University of Ghana states “I have known Elizabeth since 1990 when she joined the United Nations System, first as Deputy Representative to the Gambia, and I have followed her very impressive and successful career that saw her rise to very significant positions in United Nations (UN) service. Elizabeth served as United Nations Resident and Humanitarian Coordinator and UN Development Programme (UNDP) Representative in five (5) African countries, a rare accomplishment.” She continues “During Elizabeth’s term of duty in the Kingdom of Swaziland, she led the UN System to focus in addressing the crisis of HIV / AIDS that was rampant in Southern Africa. ... Elizabeth served as Deputy Assistant Administrator



## THE OHIO STATE UNIVERSITY

and Deputy Director for the UNDP Regional Bureau for Africa. From this vantage position. Elizabeth coordinated the UNDP Country programme support to Africa.” Nardos Bekele-Thomas, Chief Executive Officer, African Union Development Agency, states “ I have worked with Elizabeth in the United Nations Development Programme (UNDP) first at the headquarters in New York when she served as the Deputy Assistant Administrator and Deputy Director of the Regional Bureau for Africa. ... We again worked together in Kenya where Elizabeth served as the United Nations Resident Coordinator and UNDP Resident Representative. ... As UNDP Representative, she led the support to the Panel of Eminent Persons appointed by the African Union to mediate between the warring parties.” Ms. Nardos Bekele-Thomas goes on to state “Elizabeth Lwanga is a very effective leader with her ability to combine strategic and hands on leadership. She has mentored many people during the course of her work in leadership positions in several countries.” Finally, Dr. Kandeh K. Yumkella, Former UN Under-Secretary General for Sustainable Energy for All, and Current Chairman of the Presidential Initiative for Climate Change, Renewable Energy and Food Security, says: “I met Madam Lwanga-King in 1994 when she served as UNDP Resident Representative in Sierra Leone during our very difficult 11-year civil war (I was minister of Trade, Industry and State Enterprises). ... Even when the rebels threatened to kill and/or hack the limbs of anyone who participated in elections Madam Lwanga-King was tireless and brave in her efforts to ensure that the government stayed the course towards peace and elections. ... When the new civilian regime was overthrown a year later, Madam Lwanga-King was once again called upon to help facilitate peace talks to restore the elected government one year later. More recently has been called by back to Sierra Leone for all our subsequent elections (every five years) as coordinator of the observers under the Commonwealth Organization (including this year 2023). She has overseen three successful handing over of power in Sierra Leone. She is indeed, the mother of our democracy and the peace we have enjoyed for over two decades.” He concludes with: “Throughout the past three decades, it has been an honor to work with and observe this dynamic leader engage governments and stake holders to define a sustainable development future for their respective countries.”

The Senate Committee on Honorary Degrees considered the nomination; the members of the Honorary Degree Committee voted unanimously in favor of awarding an Honorary Degree to Elizabeth Lwanga-King in Public Service, *honoris causa*.

We are pleased to submit this nomination and the accompanying supporting materials to the Ohio State University Senate.

Project Data Sheet for Board of Trustees Approval

**Biomedical and Materials Engineering Complex Phase 2**

OSU-210274 (REQ ID# ENG219001)

Project Location: MacQuigg Laboratory (265), Watts Hall (107)

- |                                      |        |
|--------------------------------------|--------|
| <b>Approval Requested and Amount</b> |        |
| Professional services                | \$0.3M |
| Construction w/contingency           | \$4.0M |
| <hr/>                                |        |
| Total requested                      | \$4.3M |

- |                            |         |
|----------------------------|---------|
| <b>Project Budget</b>      |         |
| Professional services      | \$9.9M  |
| Construction w/contingency | \$84.4M |
| <hr/>                      |         |
| Total project budget       | \$94.3M |

- Project Funding**  
 University Debt, university funds, fundraising, state funds



- |                                    |               |
|------------------------------------|---------------|
| <b>Project Schedule</b>            |               |
| BoT professional services approval | 02/21         |
| design                             | 05/21 – 05/23 |
| BoT construction approval          | 05/23         |
| construction                       | 07/23– 09/25  |
| facility opening                   | 12/25         |

- project delivery method**  
 Construction Manager at Risk

- Planning Framework**

  - This project is included in the FY2021 and FY2023 Capital Investment Plan.
  - The FY2024 Capital Investment Plan will be amended to include the proposed increase.

- Project Scope**

  - The project will bring together the College of Engineering's advanced materials from the departments of Materials Science and Engineering, Biomedical Engineering, and Chemical and Biomolecular Engineering maximizing collaborative learning and research.
  - The project will renovate MacQuigg Hall and demolish Watts Hall to make way for an addition. The new facility includes research and teaching labs, collaboration spaces, offices, and classroom space.
  - The project will improve building services, circulation, and will create a more energy efficient facility.
  - The proposed increase is for the design and construction of a specialized Impact Engineering Lab and the buildout of additional labs, classrooms, and student spaces on level 4.

- Approval Requested**

  - Approval is requested to increase professional services and construction contracts.
  - Approval is requested to amend the FY 2024 Capital Investment Plan.

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- |                                 |                    |
|---------------------------------|--------------------|
| <b>project team</b>             |                    |
| University project manager:     | Hyde, Carrie       |
| University construction manager | Allen, Shaun       |
| AE/design architect:            | DLR Group          |
| CM at Risk or Design Builder:   | Walsh Construction |

## Project Data Sheet for Board of Trustees Approval

### Martha Morehouse Facility Improvements - SOAR MRI

OSU-200053 (CNI#19000137)

Project Location: Kenny Rd, 2006-2030 (0214)

- Approval Requested and Amount**

Professional services	\$0.9M
Construction w/contingency	\$7.9M
<b>Total requested</b>	<b>\$8.8M</b>

- Project Budget**

Professional services	\$4.0M
Construction w/contingency	\$46.6M
<b>Total project budget</b>	<b>\$50.6M</b>

- Project Funding**

Auxiliary funds, university funds, grant funds

- Project Schedule**

BoT approval	08/19
design	09/19 – 12/20
construction – phase 1	09/20 – 11/21
construction – phase 2-7	05/21 – 01/25
BoT approval SOAR	02/24
design SOAR	02/24 - 05/24
construction SOAR	06/24 - Fall 24
facility opening SOAR	Fall 24
facility opening MMH	01/25

- Project Delivery Method**

Construction Manager at Risk

- Planning Framework**

- o This project is included in the FY 2020 Capital Investment Plan.
- o The FY 2024 Capital Investment Plan will be amended to include the proposed increase.

- Project Scope**

- o Psychiatry and Behavioral Health within the College of Medicine received a grant for a 3T MRI for research purposes as a part of the State of Ohio Adversity and Resilience (SOAR) Study. SOAR is the first-ever multi-generational study aimed at understanding the causes and modifiable risk factors of mental illness.
- o The project includes the procurement and installation of a 60' x 15' modular building to the north of the Research Administration Building.
- o The scope includes site utilities, foundation work, emergency generator power, UPS (uninterrupted power source), and ADA site walkway improvements from the building to the modular unit. Planned renovations to the Research Administration Building include a reception/waiting area, control and processing rooms, ADA restroom/dressing room, lab space, cognitive consult/interview rooms, and staff offices.
- o MRI equipment costs are included with construction costs.

- Approval Requested**

- o Approval is requested to increase professional services and construction contracts.
- o Approval is requested to amend the FY 2024 Capital Investment Plan.

- project team**

University project manager: Alexandra Radabaugh  
 AE/design architect: BDTAID  
 CM at Risk or Design Builder: Elford



Project Data Sheet for Board of Trustees Approval

**VMC - PET/CT Space Renovation**

OSU-230676 (REQ ID# VET230012)

Project Location: Veterinary Medical Center (0299)

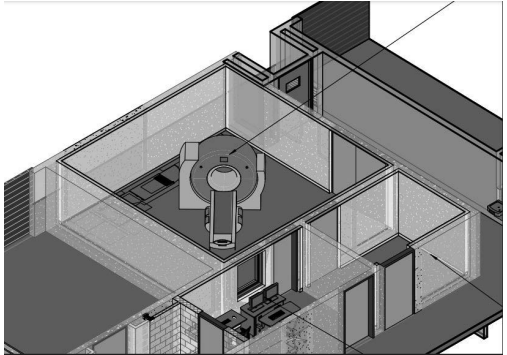
- **Approval Requested and Amount**

Professional services	\$0.5M
Construction w/contingency	\$4.0M
<hr/>	
Total requested	\$4.5M
  
- **Project Budget**

Professional services	\$0.5M
Construction w/contingency	\$4.0M
<hr/>	
Total project budget	\$4.5M
  
- **Project Funding**

Fundraising
  
- **Project Schedule**

BoT approval	02/24
Design	02/24 – 04/24
Construction	06/24 – 02/25
Facility opening	04/25



- **Project Delivery Method**

Construction Manager at Risk
  
- **Planning Framework**
  - This project is included in the FY 2024 Capital Investment Plan.
  
- **Project Scope**
  - The project will enable for and provide a new Positron Emission Tomography and Computed-Tomography (PET/CT) machine at the Veterinary Medical Center.
  - The PET/CT service allows for advanced radiation/oncology imaging services which are not presently offered at the college of veterinary medicine.
  
- **Approval Requested**
  - Approval is requested to enter into professional services and construction contracts.

- 
- **project team**

University project manager:	Munger, Steve
AE/design architect:	Hasenstab
CM at Risk or Design Builder:	TBD

Project Data Sheet for Board of Trustees Approval

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**WMC Outpatient - Powell**

OSU-220880 (REQ ID# AMB220075)

Project Location: \*\*7171 Sawmill Parkway, Powell

- |                                      |          |
|--------------------------------------|----------|
| <b>Approval Requested and Amount</b> |          |
| Professional services                | \$14.6M  |
| Construction w/contingency           | \$150.4M |
| <hr/>                                |          |
| Total requested                      | \$165.0M |

- |                            |          |
|----------------------------|----------|
| <b>Project Budget</b>      |          |
| Professional services      | \$23.0M  |
| Construction w/contingency | \$160.0M |
| <hr/>                      |          |
| Total project budget       | \$183.0M |

- Project Funding**
  - Auxiliary funds

- |                                      |               |
|--------------------------------------|---------------|
| <b>Project Schedule</b>              |               |
| BoT professional services approval   | 05/22         |
| Design                               | 06/22 – 09/23 |
| BoT construction approval (enabling) | 11/23         |
| BoT construction approval            | 02/24         |
| Construction                         | 04/24 – 04/26 |
| Facility opening                     | 08/26         |

- Project Delivery Method**
  - Construction Manager at Risk

- Planning Framework**
  - o This project is included in the FY 2023 Capital Investment Plan.
  - o Consistent with the strategic plans of the university and Wexner Medical Center to provide medical services within community-based ambulatory facilities.
  - o The FY 2024 Capital Investment Plan will be amended to include the requested professional services and construction amount.

- Project Scope**
  - o The project will design and build a five-story medical office building and a two-story ambulatory health center which includes imaging, outpatient rehab/PT, endoscopy, and support services.

- Approval Requested**
  - o Approval is requested to increase professional services and construction contracts.
  - o Approval is requested to amend the FY 2024 Capital Investment Plan.




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- |                               |                 |
|-------------------------------|-----------------|
| <b>project team</b>           |                 |
| University project manager:   | Rice, George    |
| AE/design architect:          | DLR Group       |
| CM at Risk or Design Builder: | CK Construction |

Project Data Sheet for Board of Trustees Approval

**Waterman - Multi-Species Animal Learning Center (MALC)**

OSU-180048 (REQ ID# FAES22CO0001)

Project Location: Waterman - Multispecies Animal Learning Center (1321)

- **Approval Requested and Amount**

Professional services	\$1.0M
Construction w/contingency	\$5.2M
<hr/>	
Total requested	\$6.2 M

- **Project Budget**

Professional services	\$6.0M
Construction w/contingency	\$52.2M
<hr/>	
Total project budget	\$58.2M

- **Project Funding**  
University debt, university funds, fundraising, state funds



- **Project Schedule**

BoT professional services approval	08/17
Design	08/22 – 03/24
BoT construction approval	08/23
Construction	02/24 – 07/25
Facility opening	10/25

- **Project Delivery Method**  
Construction Manager at Risk

- **Planning Framework**
  - The MALC project is included in the FY 2018 and FY 2023 Capital Investment Plans.
  - The dairy barn project is included in the FY 2020 and FY2022 Capital Investment Plans.
  - The FY 2024 Capital Investment Plan will be amended to include the additional funding needed for the dairy barn replacement.

- **Project Scope**
  - The Multi-Species Animal Learning Center (MALC) project consists of an interconnected series of barns housing different species including swine, equine, and poultry among others. The facility will include an arena, wet labs, classrooms, storage areas and public viewing areas.
  - The project scope includes replacing aging storm and animal waste management infrastructure as well as providing new gas, electric and water utilities to the project site.
  - A separate project (OSU-200377) for the adjacent dairy barn will be added to the MALC project.
  - Combining the construction of the dairy barn, originally planned as a renovation, with the MALC project improves site logistics and project delivery.

- **Approval Requested**
  - Approval is requested to increase professional services and construction contracts.
  - Approval is requested to amend the FY 2024 Capital Investment Plan.

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- **project team**

University project manager:	Munger, Steve
AE/design architect:	Wellogy
CM at Risk or Design Builder:	CK Construction

Project Data Sheet for Board of Trustees Approval

**Department of Economics Relocation to Bricker Hall**

OSU-230838 (REQ ID# CAS220009)

Project Location: Bricker Hall (0001)

- **Approval Requested and Amount**

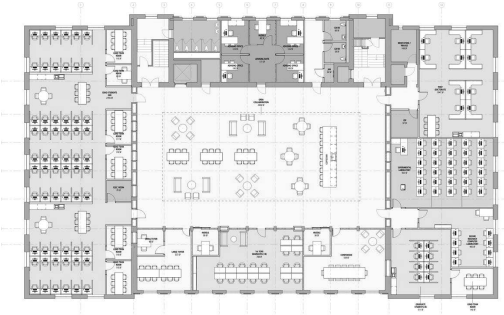
Construction w/contingency	\$0.9M
Total requested	\$0.9M
  
- **Project Budget**

Professional services	\$1.9M
Construction w/contingency	\$8.1M
Total project budget	\$10.0M
  
- **Project Funding**

University funds
  
- **Project Schedule**

BoT professional services approval	08/23
Design	09/23 – 05/24
BoT construction approval (enabling)	08/23
BoT construction approval	05/24
Construction	03/24 – 06/25
Facility opening	08/25
  
- **Project Delivery Method**

Construction Manager at Risk
  
- **Planning Framework**
  - This project is included in the FY 2024 Capital Investment Plan.
  - The project scope is based on a study completed in October 2022 for the backfill of Bricker Hall.
  
- **Project Scope**
  - This project will relocate the Department of Economics from their current location in Arps Hall into the second and third floors of Bricker Hall. The renovation will include teaching, office, conference, and computational laboratory spaces, as well as renovations to supporting and common spaces.
  - This request includes additional demolition and enabling scope and funds for long-lead time items.
  
- **Approval Requested**
  - Approval is requested to increase construction contracts.



- 
- **project team**

University project manager:	Munger, Steve
AE/design architect:	Acocck
CM at Risk or Design Builder:	Robertson

ATTACHMENT LXVII

**APPROVAL FOR DISPOSITION OF REAL PROPERTY  
2575 WEST DUBLIN GRANVILLE ROAD  
CITY OF COLUMBUS, FRANKLIN COUNTY, OHIO  
BOARD BACKGROUND**

**Background**

The university seeks Board approval to enter into a contract for the sale of approximately 26.70 acres of land. The subject sale property is situated along and near West Dublin Granville Road and located north of the Don Scott Airport. Disposition of the property aligns with the university's land asset management goals of strategic divestment and investment of properties to optimize real estate holdings in support of current and future needs.

**Location and Description**

The subject property consists of approximately 26.70 acres of vacant ground situated along and near West Dublin Granville Road, north of the Don Scott Airport. The property will include a portion of parcel 610-159043.

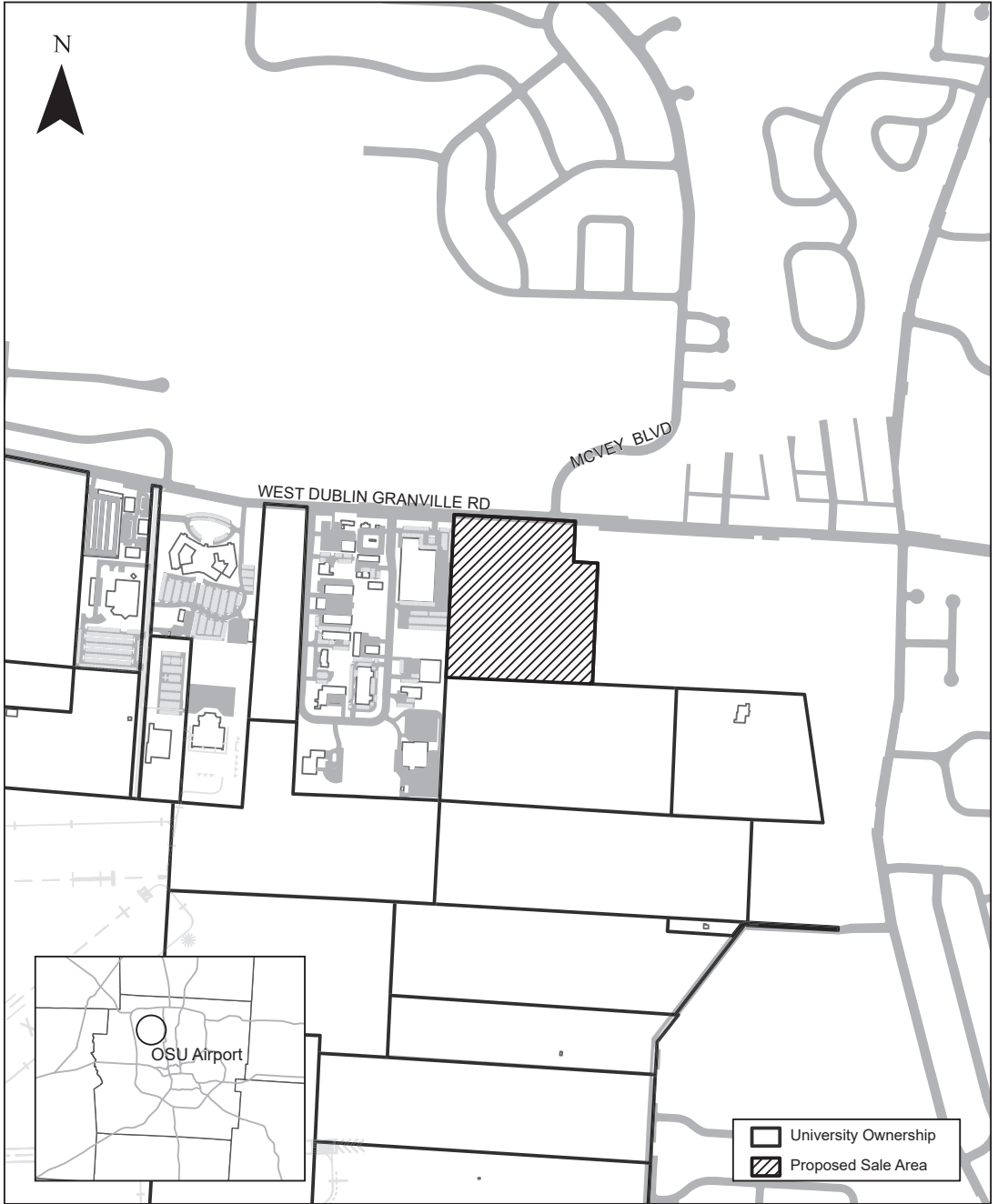
**Property History**

The university acquired the subject property in 1956 and it is titled to The State of Ohio. The property has historically been farmed by the university.

The property has been broadly marketed through an independent broker and vetted to ensure a fair and equitable process. Having received a number of competitive proposals favorably aligned with appraised values, the university seeks authorization to finalize a sale contract with a purchaser selected from among the bidders.

**Sale of Property**

Planning, Architecture and Real Estate recommends that the above referenced property be sold under terms and conditions that are deemed to be in the best interest of the university and at a sale price at or above the appraised value.



Parcel ID: 610-159043  
2575 West Dublin Granville Road  
Columbus, OH 43235

Prepared by: The Ohio State University  
Office of Planning, Architecture and Real Estate  
Issue Date: February 22, 2024

APPENDIX LXVIII

**APPROVAL FOR DISPOSITION OF REAL PROPERTY  
3455 WEST DUBLIN GRANVILLE ROAD  
CITY OF COLUMBUS, FRANKLIN COUNTY, OHIO  
BOARD BACKGROUND**

**Background**

The university seeks Board approval to enter into a contract for the sale of approximately 23.50 acres of land. All parcels are situated along and near West Dublin Granville Road and located north of the Don Scott Airport. Disposition of the property aligns with the university's land asset management goals of strategic divestment and investment of properties to optimize real estate holdings in support of current and future needs.

**Location and Description**

The subject property consists of approximately 23.50 acres of vacant ground situated along and near West Dublin Granville Road, Columbus, Ohio north of the Don Scott Airport. The property will include all of parcels 010-159028, 010-158972, 010-228184 and portions of parcels 010-128886 and 010-158960.

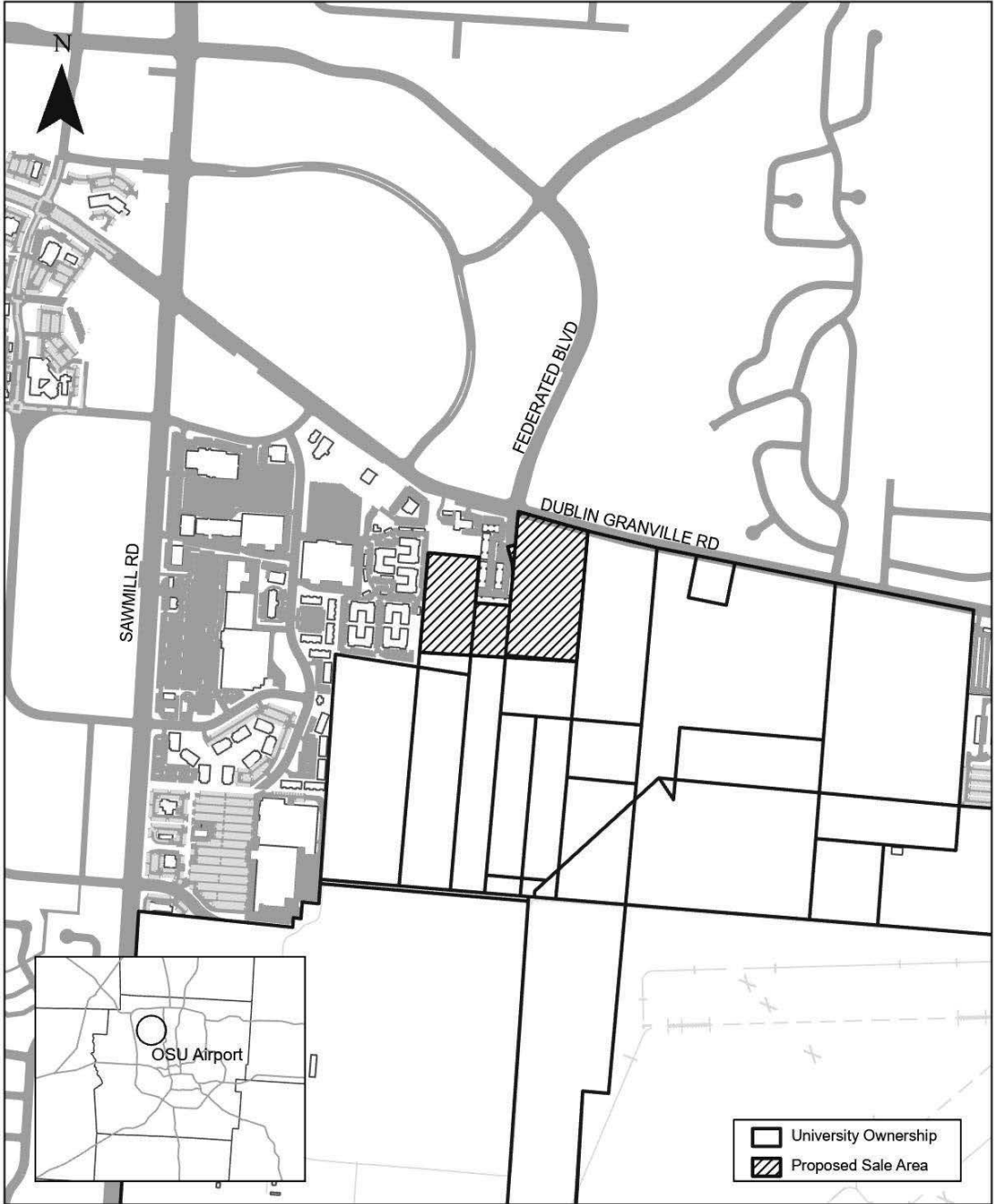
**Property History**

The university acquired the subject property from various owners between 1965 to 1994. All parcels are titled to The Board of Trustees of The Ohio State University. The land has historically been farmed by the university.

The properties have been broadly marketed through an independent broker and vetted to ensure a fair and equitable process. Having received a number of competitive proposals favorably aligned with appraised values, the university seeks authorization to finalize a sale contract with a purchaser selected from among the bidders.

**Sale of Property**

Planning, Architecture and Real Estate recommends that the above referenced property be sold under terms and conditions that are deemed to be in the best interest of the university and at a sale price at or above the appraised value.



Parcel ID: 010-159028, 010-128886,  
010-158972, 010-158960, & 010-228184  
3455st Dublin Granville Road  
Columbus, OH 43235

Prepared by: The Ohio State University  
Office of Planning, Architecture and Real Estate  
Issue Date: February 22, 2024

## APPENDIX LXIX

### **APPROVAL FOR DISPOSITION OF REAL PROPERTY 364 WEST LANE AVENUE, RIVERWATCH TOWER CITY OF COLUMBUS, FRANKLIN COUNTY, OHIO BOARD BACKGROUND**

#### **Background**

The university seeks Board approval to enter into a contract for the sale of 26 condominium units within the property commonly known as Riverwatch Tower located at 364 West Lane Avenue, Columbus, Ohio. Disposition of the property aligns with the university's land asset management goals of strategic divestment and investment of properties to optimize real estate holdings in support of current and future needs and supports the guiding principles outlined in the university framework plan.

#### **Location and Description**

The affected property consists of condominium units #101-126 totaling approximately 9,266 square feet within the property commonly known as Riverwatch Tower located at 364 West Lane Avenue. The parcel numbers are 010-207717-00, 010-207718-00, 010-207719-00, 010-207720-00, 010-207721-00, 010-207722-00, 010-207723-00, 010-207724-00, 010-207725-00, 010-207726-00, 010-207727-00, 010-207728-00, 010-207729-00, 010-207730-00, 010-207731-00, 010-207732-00, 010-207733-00, 010-207734-00, 010-207735-00, 010-207736-00, 010-207737-00, 010-207738-00, 010-207739-00, 010-207740-00, 010-207741-00, 010-207742-00

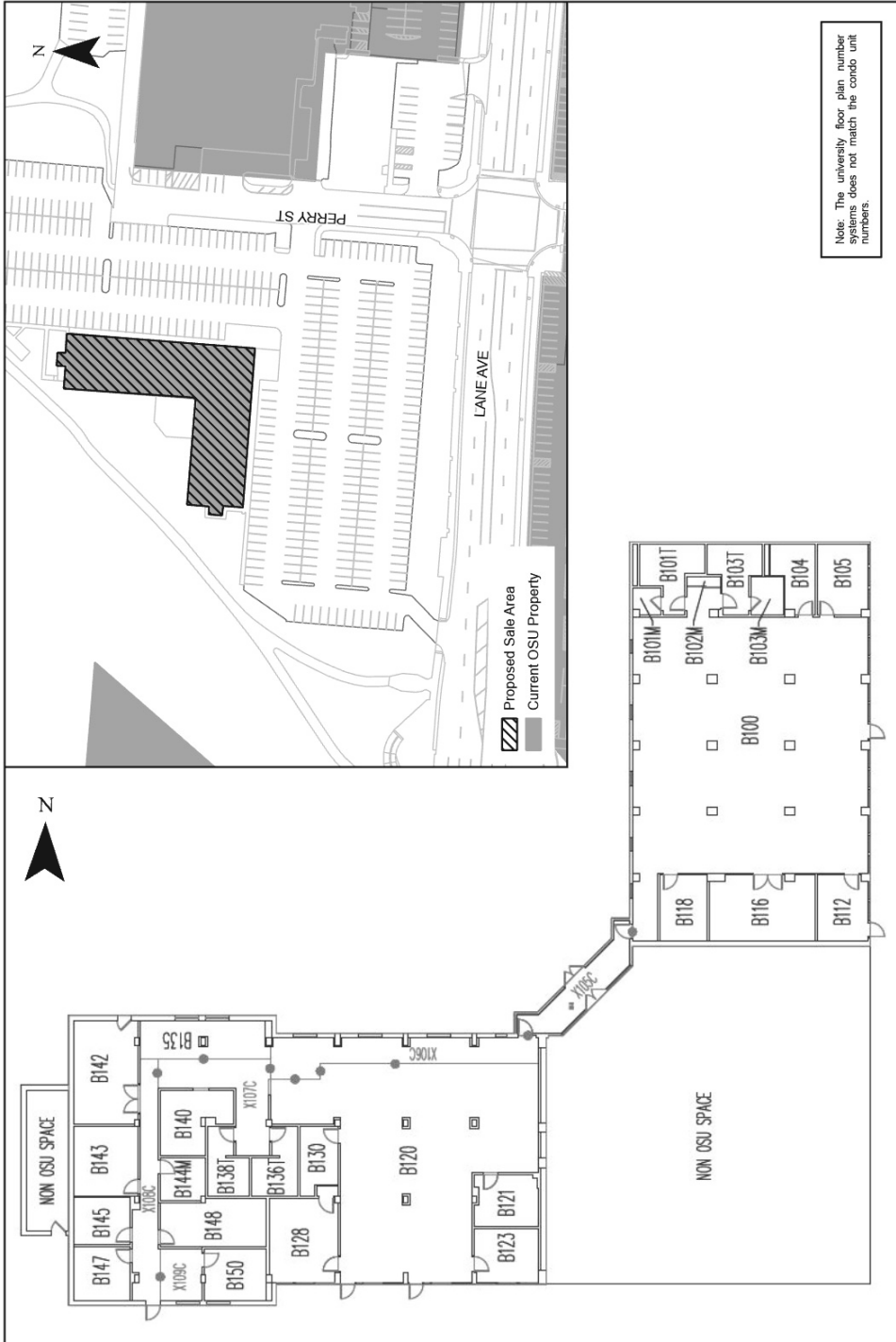
#### **Property History**

The university acquired the subject property on September 6, 1995, and it is titled to The State of Ohio. The Riverwatch Tower consists of 321 condo units, of which Ohio State owns 9,266 square feet of ground floor office space, equating to 26 office condo units. The space has been vacant since early 2023, but the university continues to pay annual utility costs and HOA fees.

The university has received a bonified offer, commissioned a market study and appraisal to check valuation, and now seeks authorization to finalize a sale contract.

#### **Sale of Property**

Planning, Architecture and Real Estate recommends that the above referenced property be sold under terms and conditions that are deemed to be in the best interest of the university and at a sale price at or above the appraised value.



RIVERWATCH TOWER CONDO UNITS #101-126 SALE  
PARCEL ID 010-207717 THROUGH 010-207742  
364 WEST LANE AVENUE  
COLUMBUS, FRANKLIN COUNTY, OHIO 43201

Prepared By: The Ohio State University  
Office of Planning, Architecture and Real Estate  
Issue Date: February 22, 2024  
The Ohio State University Board of Trustees

ATTACHMENT LXX

**APPROVAL FOR DISPOSITION OF REAL PROPERTY  
DOVER ROAD, WAYNE COUNTY, FRANKLIN TOWNSHIP, OHIO  
BOARD BACKGROUND**

**Background**

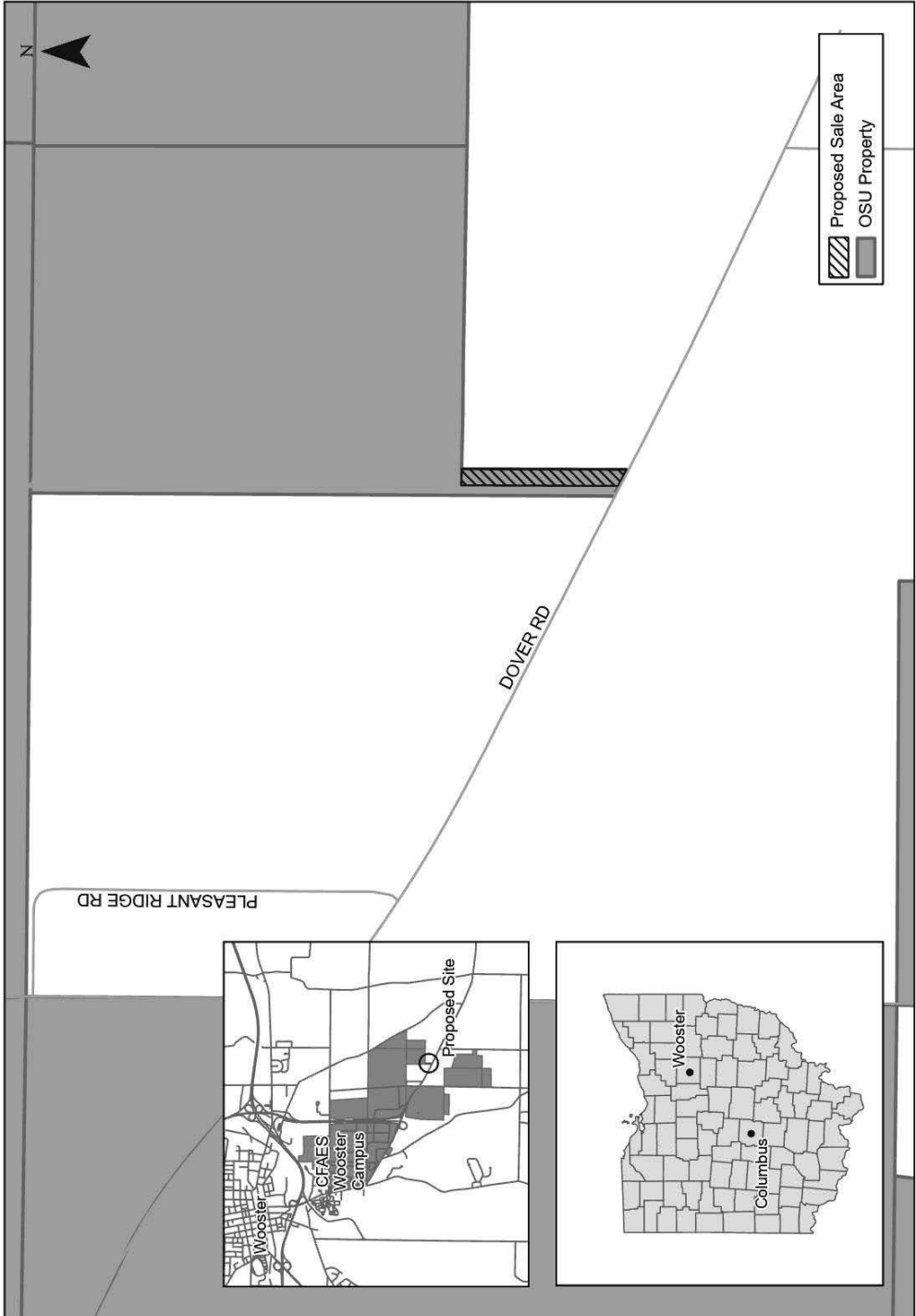
In July 2023, the university sold two (2) acres of property to an adjacent landowner in Wayne County on Dover Road, Wooster, Ohio. The landowner intended to expand his business, but as project design proceeded, he discovered that the required drainage improvements to support the project would be more extensive than anticipated. He requested to acquire an additional 0.5 acres from the university. This 0.5 acres may be split and sold from the adjacent university tract without affecting CFAES operations, and the university will retain access to Dover Road.

**Locations and Description**

The subject property consists of approximately 0.5 acres located on Dover Road, Franklin Township, Wayne County, Ohio. The proposed sale acreage will be split from Wayne County parcel identification number 30-01372.000. The land was originally acquired in 1954 and has been used for agricultural purposes.

**Disposition of Property**

Planning, Architecture and Real Estate (PARE), together with CFAES, recommend disposition of the identified property under terms and conditions that are deemed to be in the best interest of the university. The disposition of sale proceeds will be to CFAES to fund acquisition of other strategic properties that are aligned with CFAES' current and future research and academic goals and to support infrastructure improvements across the college.



Prepared By: The Ohio State University  
Office of Planning, Architecture, and Real Estate  
Issue Date: October 31, 2023  
The Ohio State University Board of Trustees

Parcel ID 30-01372.000  
Dover Road  
Wooster, Ohio

THE OHIO STATE UNIVERSITY



APPENDIX LXXI

**APPROVAL FOR ACQUISITION OF REAL PROPERTY  
OAKWOOD ALLEY & FRANCISCAN WAY  
COLUMBUS, FRANKLIN COUNTY, OHIO  
BOARD BACKGROUND**

**Background**

The Ohio State East Hospital (East Hospital) owns the parking lots south of Hawthorne Avenue between Burt Street and Taylor Avenue. Two City of Columbus public alleys, Oakwood Alley and Franciscan Way, are used to access the parking lots. These alleys have long been maintained by East Hospital, and the hospital would like to acquire the alleys to more effectively maintain the lots.

The university submitted a request to the City of Columbus to release the two right of ways. The City has agreed to sell the area at a cost of \$6,750 (\$0.57 per square foot) subject to final City approvals and to retention of a general utility easement for those utilities currently located within the alleys.

**Location and Description**

The subject property consists of approximately 0.277 acres between Burt Street, Taylor Avenue, Hawthorne Avenue and Long Street, Columbus, Ohio.

**Property History**

The property is currently vested in the City of Columbus as public right of way.

**Purchase of Property**

Planning, Architecture and Real Estate, together with the Wexner Medical Center, recommend that the university proceed with acquisition of the land upon terms and conditions deemed to be in the best interest of the university. Wexner Medical Center will provide the acquisition funds.



Prepared By: The Ohio State University  
Office of Planning, Architecture and Real Estate  
Issue Date: February 22, 2024  
The Ohio State University Board of Trustees

HOSPITAL EAST ALLEY ACQUISITION  
COLUMBUS, FRANKLIN COUNTY, OHIO 43203

## APPENDIX LXXII

### **APPROVAL FOR ACQUISITION OF REAL PROPERTY 1781 DOVER ROAD, WAYNE COUNTY, WOOSTER, OHIO BOARD BACKGROUND**

#### **Background**

The College of Food, Agricultural, and Environmental Sciences (CFAES) would like to purchase 55 acres of farmland located at 1781 Dover Road, Wooster, Ohio. The property is proximate to the core CFAES Wooster campus and adjacent to other OSU property used for agricultural research. Acquisition of this farm aligns with the 2021 CFAES Master Plan and land strategy which included recommendations for strategic divestment and investment to align land/facilities with current and future needs. This acquisition specifically supports the goal of building a central campus core and consolidating landholdings that previously were in pockets and further from the central campus. The acquisition of this property will enhance CFAES research and experiential learning capacity with a focus on specialty crops. The proximity of the site to existing core campus will also improve CFAES' agricultural operations efficiencies by moving research closer to the core campus and support facilities. The acquisition will also enable future divestment that is central to the overall strategy described here. The Board of Trustees has previously approved other divestments and investments that were part of the 2021 CFAES Master plan and land strategy.

#### **Locations and Description**

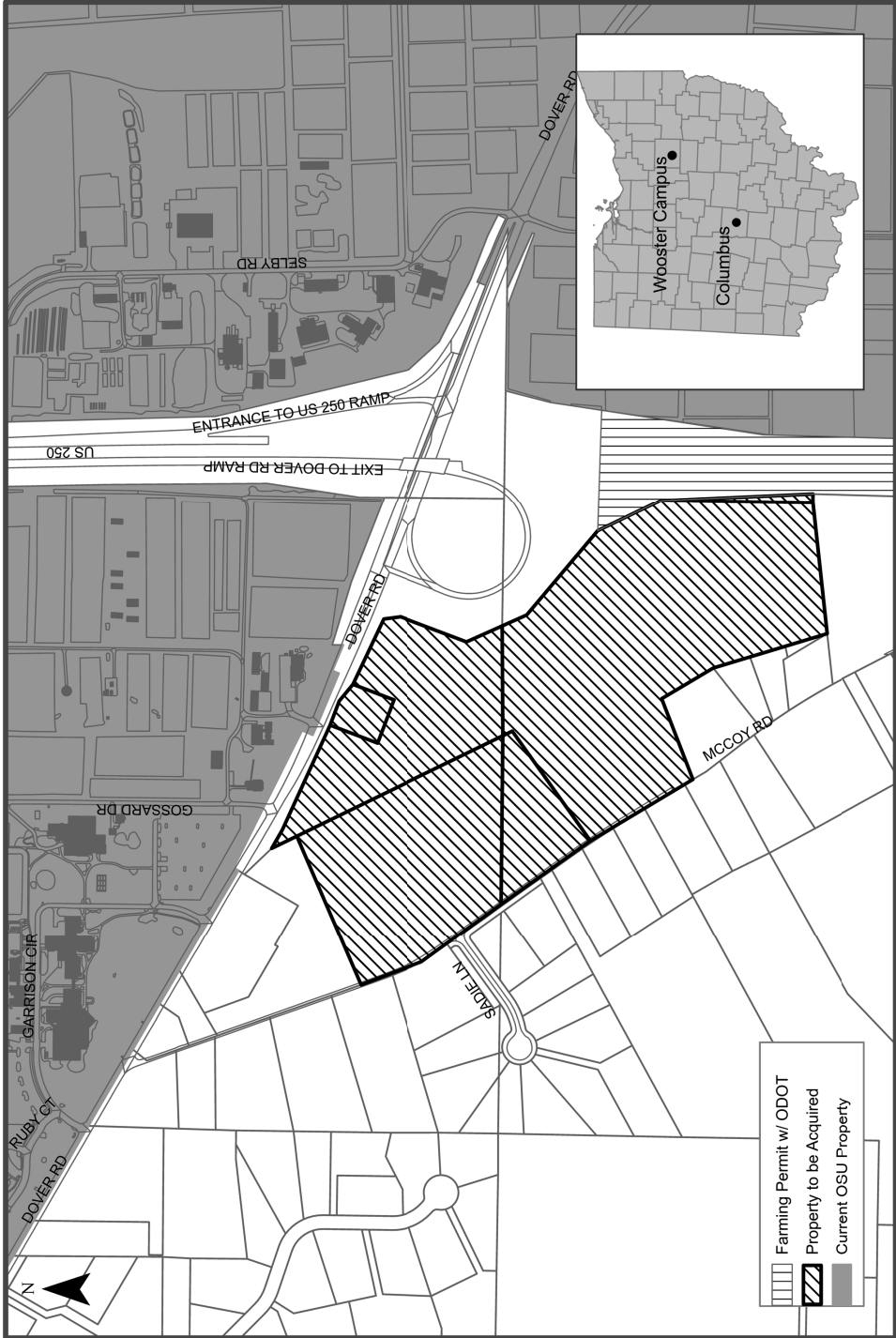
The subject property consists of 55 acres at 1781 Dover Road, Wooster Township, Wayne County, Wooster, Ohio and is adjacent to the CFAES Wooster Campus. The Wayne County parcel numbers are 56-00763.000, 56-00761.000, 56-02326.004, 30-00423.000, 30-00422.000, and 30-00421.000. The property includes a residence that was built in 1961.

#### **Property History**

The property has historically been used for agricultural purposes.

#### **Purchase of Property**

Planning, Architecture and Real Estate, together with CFAES, recommends that the university proceed with the acquisition of land with improvements upon terms and conditions deemed to be in the best interest of the university. CFAES will provide the acquisition funds.



Prepared By: The Ohio State University  
Office of Planning, Architecture and Real Estate  
Issue Date: February 22, 2024  
The Ohio State University Board of Trustees

**KESLAR ACQUISITION**  
1781 DOVER ROAD  
WOOSTER, WAYNE COUNTY, OHIO 44691



APPENDIX LXXIII

**PERPETUAL SANITARY SEWER EASEMENT  
BETWEEN THE OHIO STATE UNIVERSITY AND THE CITY OF COLUMBUS  
WOODY HAYES DRIVE/CANNON DRIVE, COLUMBUS, FRANKLIN COUNTY, OHIO  
BOARD BACKGROUND**

**Background**

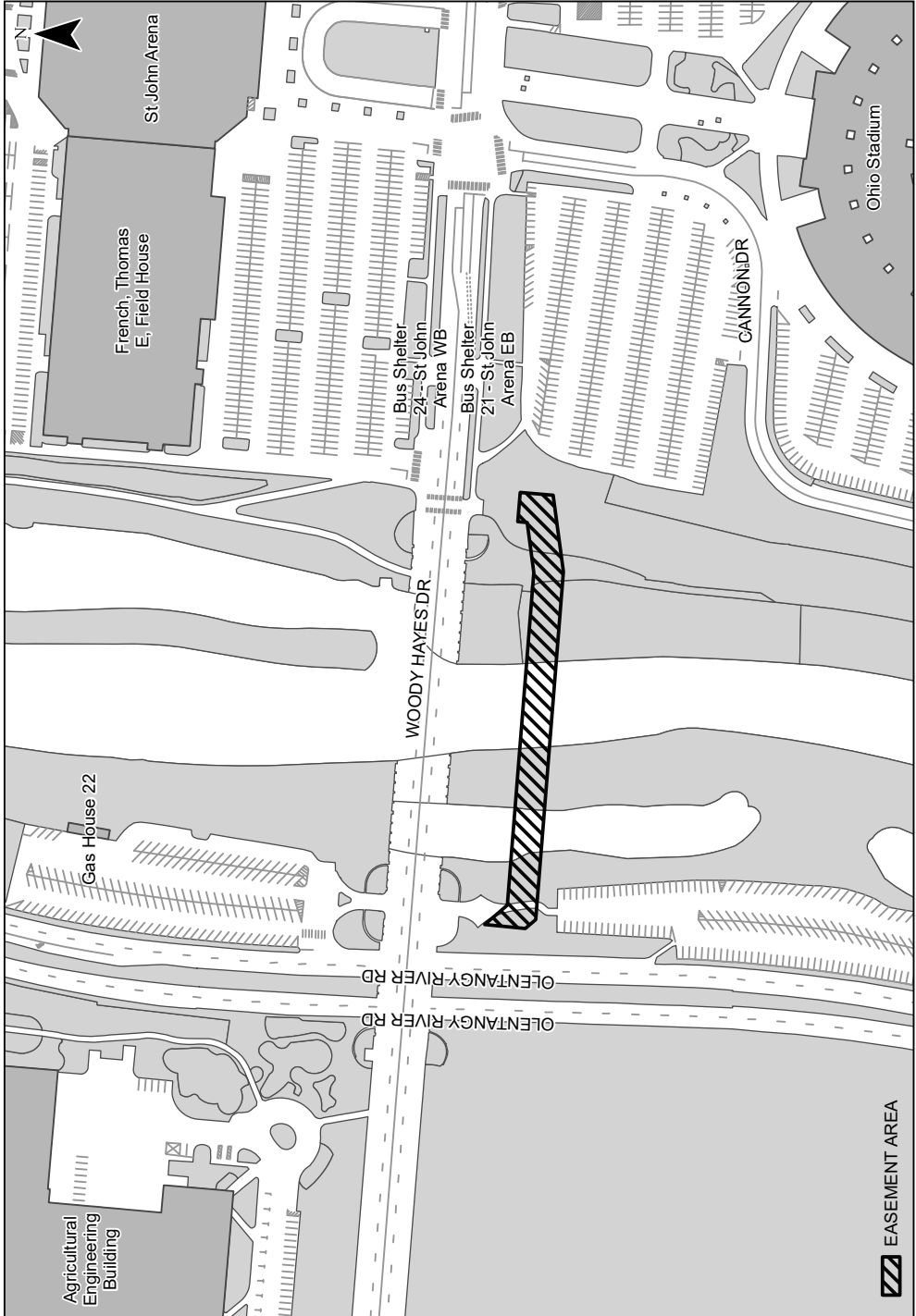
In 2023, the university completed construction of a new 36-inch sanitary sewer across the Olentangy River to support future expansion of west campus. The sewer was constructed south of the Woody Hayes Drive bridge and west of Cannon Drive. It was turned over to the City of Columbus (City) for ongoing maintenance and operations through a 25-year sewer easement granted by OSU to the City. This easement was intended to serve as an interim step until approval for a perpetual easement could be granted. Once Board of Trustees approval is obtained, the university can move forward with obtaining legislative authority to grant the perpetual easement. The City requested that the perpetual easement be granted for \$1.00.

**Location and Description**

The property impacted by the proposed perpetual easement includes portions of Franklin County parcel identification numbers 010-067007 and 010-203994. The property is located within the City of Columbus and lies within the university Columbus campus. The easement area comprises 0.561 acres.

**Easement Recommendation**

Planning, Architecture and Real Estate (PARE) recommends execution of the perpetual easement under terms and conditions in the best interest of the university. This action is being brought before the Board of Trustees because easements for terms greater than 25 years require Board approval.



**Sanitary Sewer Perpetual Easement**  
Woody Hayes Drive/Cannon Drive  
Columbus, Franklin County, Ohio 43210



APPENDIX LXXIV

The Ohio State University  
Board of Trustees

February 22, 2024

**THE OHIO STATE UNIVERSITY BOARD OF TRUSTEES  
FINANCE AND INVESTMENT COMMITTEE**

**February 22, 2024**

**TOPICS:** Men's Basketball Ticket Prices

**CONTEXT:**

The Ohio State University Department of Athletics continues to be one of a very limited number of self-sustaining athletics programs in the nation. Currently, the Department of Athletics funds more than 1,000 student-athletes in successful endeavors of academic achievement and athletics competitions, as well as personal and professional development, with a Graduation Success Rate of 94% and a career placement rate of 95%. The Department of Athletics transfers approximately \$59 million annually to the University for contributions and payments for goods and services provided to the Department, which includes \$37 million for grant-in-aid.

The Department of Athletics first introduced premier-game pricing in 2013 and beginning with the 2017-2018 basketball season adopted an expanded variable pricing model for all individual game tickets while also offering discounts for public, faculty, and staff full-season ticket purchasers. The scaling of the arena was expanded from four price zones to six price zones beginning with the 2019-2020 season, offering a wide array of options for fans purchasing tickets, and the Department began offering extended payment plans for season ticket purchasers. The Athletic Council and University administrators recommend continuation of these pricing guidelines. Historical pricing for the previous three seasons is included in the attached appendix.

Big Ten Conference expansion from 14 to 18 teams and a scheduling model where opponents are known in the spring, but the actual schedule is not confirmed until late summer continues to be a challenge confronting the Department of Athletics. Similar to the recent football pricing approvals for fiscal years 2025, 2026, and 2027, the Department is requesting the ability to adjust future men's basketball pricing approvals to be based on price ranges by game type – non-conference, conference and premier – to allow for the determination of actual pricing closer to the launch of season ticket renewals, which typically start in mid-March each year. This flexibility will allow the Department to make pricing decisions based on the most current data available: team performance, projected demand and other market comparisons, and to incorporate data-driven pricing strategies in order to maximize yield management and revenue. Pricing for FY2025 in detail, as well as the pricing ranges for FY2026 and FY2027 are submitted for approval below.

**RECOMMENDATION:**

- For FY2025, maintain the current scaling configuration of six zones in the arena, price the individual games according to non-conference, conference or premier categorization, and assign the individual game and season ticket pricing for the 2024-2025 men's basketball season as indicated in the following table.

The Ohio State University  
Board of Trustees

February 22, 2024

- For FY2026, to assign individual game ticket pricing as determined by game category and seating zone within price ranges as follows:
  - Individual game tickets for non-conference games to be priced as low as \$7 up to a maximum of \$30 per ticket.
  - Individual game tickets for conference games to be priced as low as \$11 up to a maximum of \$50 per ticket.
  - Individual game tickets for premier games to be priced as low as \$16 up to a maximum of \$70 per ticket.
  - Student tickets to be priced as low as \$9 per game up to a maximum of \$10 per game.
- For FY2027, to assign individual game ticket pricing as determined by game category and seating zone within price ranges as follows:
  - Individual game tickets for non-conference games to be priced as low as \$7 up to a maximum of \$40 per ticket.
  - Individual game tickets for conference games to be priced as low as \$12 up to a maximum of \$60 per ticket.
  - Individual game tickets for premier games to be priced as low as \$17 up to a maximum of \$80 per ticket.
  - Student tickets to be priced as low as \$9 per game up to a maximum of \$11 per game.
- Discounts for full-season ticket packages will remain for faculty, staff, and the general public.
- Individual game and season ticket prices will continue to be reviewed and approved by Athletic Council and University administrators prior to the launch of season ticket renewals.

**CONSIDERATIONS:**

- The Department has experienced a decline in season and individual game tickets over the past four years, and after benchmarking against our peers in the conference, is recommending a price reduction in order to rebuild our season ticket base and shift the individual game sales trajectory.
- Premier games for previous seasons have been designated as follows:
  - 2021-2022 season: Duke, Wisconsin, Indiana, Michigan State, and Michigan
  - 2022-2023 season: Iowa, Michigan State, and Illinois
  - 2023-2024 season: Texas A&M, Illinois, Indiana, Purdue, and Michigan
- The schedule for the 2024-2025 season has not yet been determined but is projected to have 16 regular home games.

<b>Men's Basketball Ticket Pricing – 2024-25 Season (FY2025)</b>							
<b>Game Category</b>	<b>Zone 1</b>	<b>Zone 2</b>	<b>Zone 3</b>	<b>Zone 4</b>	<b>Zone 5</b>	<b>Zone 6</b>	<b>Student</b>
Non-Conference	\$ 28	\$ 25	\$ 20	\$ 13	\$ 11	\$ 7	\$ 9
Conference	\$ 46	\$ 42	\$ 29	\$ 24	\$ 16	\$ 10	\$ 9
Premier	\$ 57	\$ 51	\$ 39	\$ 29	\$ 22	\$ 15	\$ 9
Season Ticket (Public)	\$ 606	\$ 542	\$ 405	\$ 307	\$ 218		
Season Ticket (Faculty/Staff)	\$ 561	\$ 500	\$ 376	\$ 281	\$ 215		

**REQUESTED OF FINANCE AND INVESTMENT COMMITTEE:**

Approval

The Ohio State University  
Board of Trustees

February 22, 2024

**APPENDIX – MEN’S BASKETBALL TICKET PRICING HISTORY**

**2022-2023 Men’s Basketball Season (17 regular home games)**

<b>Opponent Category</b>	<b>Zone 1</b>	<b>Zone 2</b>	<b>Zone 3</b>	<b>Zone 4</b>	<b>Zone 5</b>	<b>Zone 6</b>	<b>Student</b>
Non-Conference	\$ 28	\$ 25	\$ 20	\$ 13	\$ 11	\$ 7	\$ 9
Conference	\$ 48	\$ 44	\$ 39	\$ 29	\$ 20	\$ 11	\$ 9
Premier	\$ 61	\$ 57	\$ 51	\$ 36	\$ 25	\$ 16	\$ 9
Season Ticket (Public)	\$ 642	\$ 584	\$ 507	\$ 363	\$ 255		
Season Ticket (Faculty/Staff)	\$ 587	\$ 545	\$ 472	\$ 340	\$ 245		

**2022-2023 Men’s Basketball Season (16 regular home games plus 1 exhibition game)**

<b>Opponent Category</b>	<b>Zone 1</b>	<b>Zone 2</b>	<b>Zone 3</b>	<b>Zone 4</b>	<b>Zone 5</b>	<b>Zone 6</b>	<b>Student</b>
Exhibition	\$ 10	\$ 10	\$ 10	\$ 10	\$ 10	\$ 5	\$ 9
Non-Conference	\$ 28	\$ 25	\$ 20	\$ 13	\$ 11	\$ 7	\$ 9
Conference	\$ 48	\$ 44	\$ 39	\$ 29	\$ 20	\$ 11	\$ 9
Premier	\$ 61	\$ 57	\$ 51	\$ 36	\$ 25	\$ 16	\$ 9
Season Ticket (Public)	\$ 642	\$ 584	\$ 507	\$ 363	\$ 255		
Season Ticket (Faculty/Staff)	\$ 587	\$ 545	\$ 472	\$ 340	\$ 245		

**2021-2022 Men’s Basketball Season (17 regular home games plus 1 exhibition game)**

<b>Opponent Category</b>	<b>Zone 1</b>	<b>Zone 2</b>	<b>Zone 3</b>	<b>Zone 4</b>	<b>Zone 5</b>	<b>Zone 6</b>	<b>Student</b>
Exhibition	\$ 10	\$ 10	\$ 10	\$ 10	\$ 10	\$ 5	\$ 9
Non-Conference	\$ 28	\$ 25	\$ 20	\$ 13	\$ 11	\$ 7	\$ 9
Conference	\$ 46	\$ 43	\$ 38	\$ 29	\$ 20	\$ 11	\$ 9
Premier	\$ 59	\$ 55	\$ 49	\$ 36	\$ 25	\$ 16	\$ 9
Season Ticket (Public)	\$ 670	\$ 616	\$ 540	\$ 394	\$ 284		
Season Ticket (Faculty/Staff)	\$ 612	\$ 561	\$ 489	\$ 361	\$ 255		

## APPENDIX LXXV

	Amount Establishing <u>Endowment*</u>	Total <u>Commitment</u>
<u>Establishment of Named Designated Chair (University)</u>		
The NetJets Designated Chair of Aviation Modernization Established February 22, 2024, with gifts from NetJets Aviation, Inc.; supports a chair position for a period of four years. The chair holder shall be a nationally recognized senior faculty member focusing on enhancing the safety and efficiency of the aviation system through modernization, with a focus on optimizing the Next Generation Air Traffic Management system (NextGen), and the integration of advanced vehicles, including unmanned aerial systems, commercial space transportation, and supersonic aircraft, through advances and applications in systems engineering and data analytics. The chair holder will perform research and education on graduate and undergraduate levels in this area, and significantly contribute to strategically advancing this area of research and education at the University.	\$340,000.00	\$340,000.00
<u>Change in Name and Description of Named Designated Chair (University)</u>		
From: Honda R&D Americas Designated Chair To: American Honda Motor Co., Inc. Designated Professorship		
<u>Establishment of Named Endowed Fund (University)</u>		
The Storytellers' Trust Established February 22, 2024, with a fund transfer by WOSU; provides funding for programs and projects related to telling stories via WOSU Public Media platforms.	\$400,000.00	\$400,000.00
The Kline Family Fund for Ovarian Cancer Research Established February 22, 2024, with gifts from family members and friends of the Kline family; supports translational or clinical ovarian cancer research at the discretion of the highest ranking official in the Division of Gynecologic Oncology or his/her designee.	\$108,745.00	\$108,745.00

<p>The Thomas J. Ryan, MD Fund for Rising Faculty Established February 22, 2024, with gifts from friends, family, and colleagues of Dr. Tom Ryan; supports early career MD, PhD, or MD/PhD faculty in the Heart and Vascular Center.</p> <p>If the gifted principal balance of the fund reaches the required professorship funding level of \$1,000,000 at any time on or before August 31, 2027, the fund shall be converted to an endowed professorship fund known as The Thomas J. Ryan, MD Professorship and the annual distribution shall support a professorship in the Heart and Vascular Center. If the position is vacant, the annual distribution may be used to support early career MD, PhD, or MD/PhD faculty in the Heart and Vascular Center.</p> <p>If at any time after August 31, 2027, the gifted principal balance of the fund reaches the then required professorship funding level the fund shall be converted to an endowed professorship fund known as The Thomas J. Ryan, MD Professorship and the annual distribution shall support a professorship in the Heart and Vascular Center. If the position is vacant, the annual distribution may be used to support early career MD, PhD, or MD/PhD faculty in the Center.</p>	<p>\$104,487.50</p>	<p>\$104,487.50</p>
<p>Veterinary Medicine Class of 1992 Fund Established February 22, 2024, with gifts from members of Veterinary Medicine Class of 1992; used at the discretion of the highest ranking official in the College of Veterinary Medicine or his/her designee. The endowment may be revised when the gifted endowment principal reaches the minimum funding level required at that date for a scholarship. Thereafter, the annual distribution from this fund shall provide one or more scholarships to DVM students who actively contribute to nurturing an inclusive community within the College of Veterinary Medicine so they can better serve their community in the future. If no students meet the selection criteria, the scholarship(s) will be open to all students enrolled in the College.</p>	<p>\$50,617.00</p>	<p>\$50,617.00</p>
<p><u>Change in Name and Description of Named Endowed Fund (University)</u></p>		
<p>From: Benjamin G. Lamme Medal Fund To: Benjamin G. Lamme Fund for Meritorious Achievement in Electrical Engineering</p>		
<p>From: Jack W. Stephenson "Tackle of the Year" Award To: Jack W. Stephenson "Tackle" Scholarship Fund</p>		
<p><u>Change in Description of Named Endowed Fund (University)</u></p>		
<p>The Roy Bowen Theatre Fund</p>		
<p>The Judge Glenn E. Detling Scholarship Fund</p>		
<p>The Rodney J. Harrison Scholarship Fund</p>		

The Chauncey D. Leake Memorial Award Fund		
The Bernard and Naomi Schottenstein Cancer Research Institute Endowment Fund		
The Lynn G. Wilkins Scholarship Fund for Teacher Education: Barnesville Exempted Village School District		
The Lynn G. Wilkins Scholarship Fund for Teacher Education: St. Clairsville-Richland School District		
Dorothy Sumption Wirthwein – Women’s Physical Education Fund		
<u>Establishment of Named Endowed Chair Fund (Foundation)</u>		
<p>Weary Foundation Endowed Chair Fund in the Social Psychology of Polarization and Misinformation</p> <p>Established February 22, 2024, with gifts from the Weary Family Foundation; supports a chair position in Social Psychology within the Department of Psychology focused on a multidisciplinary approach to the science of polarization and misinformation (“collaborative”) if full funding is reached. Candidates should be external scholars who are highly regarded in the field of social psychology, whose primary research focus includes but is not limited to polarization and misinformation. Annual distribution shall be allocated as outlined below:</p> <p>13% of the annual distribution shall be used to support the Social Psychology program of the department.</p> <p>20% of the annual distribution shall be used to support the salary of the chair holder.</p> <p>67% of the annual distribution shall be used to support the chair holder’s research efforts.</p> <p>The position holder shall be appointed and reviewed in accordance with the then current guidelines and procedures for faculty appointment. Expenditures shall be approved in accordance with the then current guidelines and procedures established by the college.</p> <p>If full funding is not reached, the annual distribution may be used to support Social Psychology faculty in the department.</p> <p>If the chair is vacant as a result of nonrenewal, resignation, or retirement, the donor desires the department prioritize attracting an eminent external hire in Social Psychology to fill the chair and use the endowment to support the research and the academic program of the chair holder. If, however, the chair is vacant and there is a need to retain an exceptional faculty member in the Social Psychology program working in the appropriate area of research, due to a competitive external offer, then the funds may be used to recognize and retain that senior faculty member at the discretion of the highest ranking official in the College or his/her designee. The donor desires to enhance faculty funding in the Social Psychology program of the Department rather than replace existing faculty funding.</p>	\$1,591,499.40	\$3,500,000.00

<u>Establishment of Named Endowed Professorship (Foundation)</u>		
Professorship in Cellular and Molecular Biology Established February 22, 2024, supports a professorship position for an eminent faculty member in the Department of Pathology in the College of Medicine to advance knowledge in cellular and molecular biology. If the position is vacant, the annual distribution may be used to support the faculty in the Department of Pathology in the College of Medicine	\$1,000,000.00	\$1,000,000.00
<u>Establishment of Named Endowed Funds (Foundation)</u>		
Entrotech Endowed Chemistry Scholarship Fund Established February 22, 2024, with a gift from James E. McGuire, Jr. (BS 1983); provides scholarship support to students who are majoring in chemistry and minoring in business or entrepreneurship and innovation. The donor desires that when awarding this scholarship special consideration be given to students who are United States citizens or permanent residents. If no students meet the selection criteria, the scholarship(s) can sit unawarded for three years then will be open for one year to all students majoring in chemistry. It is the donor's desire to provide scholarships up to the full cost of attendance for students including, but not limited to, all fees, such as tuition, room and board, lab fees, expenses related to research, and expenses related to study abroad programs. Scholarships may be awarded in varying amounts based on student enrollment, available funding, and other factors. It is the donor's desire to provide as significant financial support as possible to one eligible recipient. Any remaining distribution shall be used to provide as significant financial support as possible to additional eligible recipients.	\$2,500,000.00	\$2,500,000.00
The Thomas L. Wheeler III Entrepreneurship Enterprise Program Established February 22, 2024, with a gift from Thomas L. Wheeler III (1955 graduate in industrial engineering); operates the Thomas L. Wheeler III Entrepreneurship Enterprise Program at the Max M. Fisher College of Business. Also provides support for Max M. Fisher College of Business students, preferably MBA students, who are interested in enhancing their class work by gaining entrepreneurship experience with small or midsize development companies or organizations.	\$1,486,668.71	\$1,486,668.71
The Joshi Graduate Fellowship Established February 22, 2024, with gifts from Krishan Joshi (B.Aero.E. 1961); provides fellowships to graduate or PhD students who are enrolled in the Department of Mechanical and Aerospace Engineering. It is the donor's desire to provide as significant financial support as possible to one eligible recipient. Any remaining distribution shall be used to provide as significant financial support as possible to additional eligible recipients. If full funding is not reached, the annual distribution shall support graduate or PhD students who are enrolled in the College of Engineering.	\$1,000,068.73	\$1,000,068.73

<p>The Allen and Donah Dimmlich Endowed Scholarship Fund                  Established February 22, 2024, with gifts from Mr. Scot Dimmlich and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; provides one or more scholarships to first-generation undergraduate students, who are not Pell-eligible, but still have significant financial need, and are attending the Columbus campus. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who are attending the Columbus campus. Scholarships may be renewable as long as recipients remain in good academic standing.</p>	<p>\$503,392.73</p>	<p>\$503,392.73</p>
<p>Dr. Rebecca Jackson Memorial Endowment Fund for the Center for Clinical and Translational Science                  Established February 22, 2024, with gifts from Dr. Walter Jerry Mysiw (MD 1981) in honor of Dr. Jackson's (BS 1975, MD 1978) passion for both the Center for Clinical and Translational Science and the mentorship of physician scientists; provides financial support for travel and other research activities of junior and mid-level faculty within the Center for Clinical and Translational Science.</p>	<p>\$500,000.00</p>	<p>\$500,000.00</p>

<p>Winous Point Wetlands and Waterfowl Endowed Faculty Support Fund</p> <p>Established February 22, 2024, with gifts from Winous Point Marsh Conservancy; supports faculty in the School of Environment and Natural Resources who exemplify a commitment to the conservation and management of waterfowl, wetlands and other waterfowl habitats, and associated wildlife, and for the ecosystem services provided by wetlands to society. The support shall be used to encourage knowledge development through applied scientific research, education and training of future professionals, extension of knowledge and outreach to community, and collaborator-supported partnerships.</p> <p>If the gifted principal balance of the fund reaches \$1,000,000 on or before March 31, 2028, the endowment name shall be revised to the Winous Point Wetlands and Waterfowl Endowed Professorship and the purpose shall be revised to support a professorship position in the School of Environment and Natural Resources. After March 31, 2028, the endowment name and purpose may be revised when the gifted endowment principal reaches the minimum funding level required at that date for a professorship position. Thereafter, the annual distribution from this fund shall be used for a professorship position in the school. The holder of the position shall exemplify a commitment to the conservation and management of waterfowl, wetlands and other waterfowl habitats, and associated wildlife, and for the ecosystem services provided by wetlands to society. The position holder's work should encourage knowledge development through applied scientific research, education and training of future professionals, extension of knowledge and outreach to community, and collaborator-supported partnerships. Candidates shall have the qualifications and experience to be appointed an associate or full professor; highly qualified assistant professor candidates may be considered. It is the donor's desire that the position be used to recruit an outstanding individual from outside the College of Food, Agricultural, and Environmental Sciences to strengthen the school.</p> <p>The endowment name and purpose may be further revised to the Winous Point Wetlands and Waterfowl Endowed Chair when the gifted endowment principal reaches the minimum funding level required at that date for a chair position. Thereafter, the annual distribution from this fund shall be used for a chair position in the School of Environment and Natural Resources. The holder of the position shall exemplify a commitment to the conservation and management of waterfowl, wetlands and other waterfowl habitats, and associated wildlife, and for the ecosystem services provided by wetlands to society. The position holder's work should encourage knowledge development through applied scientific research, education and training of future professionals, extension of knowledge and outreach to community, and collaborator-supported partnerships. It is the donor's desire that the position be used to recruit an outstanding individual from outside the College of Food, Agricultural, and Environmental Sciences to strengthen the school.</p>	<p>\$377,628.00</p>	<p>\$1,099,290.00</p>
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<p>The Jeff and Jane Cox Ohio State Newark Scholarship Fund Established February 22, 2024, with gifts from Jeffrey C. Cox (BS 1983) and Jane E. Cox (BS 1985) and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; provides one or more scholarships to undergraduate students who are enrolled in The Ohio State University at Newark and demonstrate financial need.</p>	\$255,168.10	\$255,168.10
<p>Friedrich and Jean-Clare Sims Bohm Endowed Fund Established February 22, 2024, with gifts from Friedrich K. M. Bohm (MCP 1969); supports graduate students studying city and regional planning in the Austin E. Knowlton School of Architecture. If at any time the need for graduate support diminishes, support may be open to undergraduate students studying city and regional planning in the school. In the event city and regional planning is no longer taught, support will be open to graduate students who are enrolled in the College of Engineering and are studying in the Austin E. Knowlton School of Architecture.</p>	\$235,331.49	\$235,331.49
<p>Dr. Joseph Lee and Constance Kenty Endowed Fund Established February 22, 2024, with gifts from Dr. Joseph Lee Kenty (PhD 1968) and Constance Kenty (MA 1966) and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; provides one or more scholarships to undergraduate students who are studying a major in the Department of Materials Science and Engineering. If no students meet the selection criteria, the scholarship(s) will be open to all students who are enrolled in the College of Engineering.</p>	\$180,000.00	\$160,000.00
<p>Jon and Marialice Bennett and Tom and Anne Burns Pharmacy Scholarship Fund Established February 22, 2024, with gifts from Jon Bennett (BIE 1969, MBA 1971) and Marialice Bennett (BS 1969) and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; provides one or more scholarships to undergraduate students who are enrolled in the College of Pharmacy and demonstrate financial need. Preference will be given to students whose past activities or experience demonstrate a commitment to fostering a more inclusive community or campus environment.</p>	\$175,000.00	\$175,000.00
<p>The LaRocco Family Endowed Scholarship Fund Established February 22, 2024, with grants from The Columbus Foundation as recommended by Michael E. LaRocco (BS 1978) and Ann Birgitte LaRocco; provides one or more scholarships to undergraduate students who are involved in Project THRIVE and majoring in marketing. The advisors desire to award as close to one full tuition and fees scholarship as possible to one recipient annually. Scholarships are renewable as long as recipients continue to meet the selection criteria and are in good academic standing. If no students meet the selection criteria, scholarships will be open to all undergraduate students who are involved in Project THRIVE. If at any time Project THRIVE ceases to exist, scholarships will be open to all undergraduate students majoring in marketing.</p>	\$134,000.00	\$410,000.00

<p>David E. and Tamara E. Harrison Diversity Scholarship Fund Established February 22, 2024, with gifts from alumni and friends of the Max M. Fisher College of Business and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; provides one or more recruitment and retention scholarships to undergraduate students who are enrolled in the Max M. Fisher College of Business. Preference shall be given to candidates who are active members of student organizations recognized by the University that encourage open-minded exploration, risk-taking, and freedom of expression at the University. The donors desire that when awarding this scholarship, special consideration be given for students who have encountered or overcome substantial educational or economic obstacles.</p>	\$131,153.35	\$131,153.35
<p>Roselle Endowed Scholarship Fund in Memory of the Rockstein Sisters Established February 22, 2024, with gifts from The Roselle Foundation and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; provides one or more scholarships to undergraduate students attending the Columbus campus who demonstrate financial need, have a minimum 3.2 grade point average on a 4.0 scale, and graduated from a high school in the state of Ohio. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students. Scholarships may be renewable as long as recipients continue to meet the selection criteria above and remain in good academic standing. The donor desires no more than two scholarships be awarded annually. Scholarships may be awarded in varying numbers and amounts based on student enrollment, available funding, and other factors.</p>	\$124,668.35	\$125,000.00
<p>Franklin D. and Peggy Fite Fund for Alzheimer's Research and Support at the College of Nursing in Memory of Lanna F. Davis Established February 22, 2024, with gifts from Lieutenant Colonel Franklin D. Fite and Peggy Fite; supports Alzheimer's research and support at the College of Nursing, Center for Health Aging, Self-Management and Complex Care (or successor).</p>	\$120,101.69	\$120,101.69
<p>Poston Family Endowed Scholarship Fund Established February 22, 2024, with gifts from Therese Poston and Nancy Johnson and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; provides one or more scholarships to undergraduate students who are enrolled in the College of Food, Agricultural, and Environmental Sciences. Preference shall be given to students majoring in sustainable agriculture or related fields of interest. It is the Donors' desire to provide as significant financial support as possible to one eligible recipient. Any remaining distribution shall be used to provide as significant financial support as possible to additional eligible recipients.</p>	\$120,000.00	\$120,000.00

<p>Jill Vanuch Fund for Breast Cancer Research                  Established February 22, 2024, with gifts from Kathleen T. Coy; supports breast cancer research at The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute (OSUCCC – James) which may include, but is not limited to, genetics, technology, patient care, and education/training for doctors.</p>	<p>\$114,767.82</p>	<p>\$114,767.82</p>
<p>John P. and Gloria G. Lukeman Athletics Scholarship Fund                  Established February 22, 2024, with gifts from Paul G. Lukeman; supplements the grant-in-aid costs of an undergraduate student-athlete.</p>	<p>\$104,625.91</p>	<p>\$104,625.91</p>
<p>The Dr. Rudy C. Melfi, DDS, MS, PhD Dental Students Scholarship Fund                  Established February 22, 2024, with gifts from Mitch H. Melfi (BA 1979) given in memory of his father, Dr. Melfi (BA 1953, DDS 1957, MS 1959, PhD 1966); provides one or more scholarships to students who are enrolled in the College of Dentistry.</p>	<p>\$103,100.00</p>	<p>\$103,100.00</p>
<p>Rick and Rosemary Postle Endowed Scholarship Fund                  Established February 22, 2024, with a gift from Richard C. Postle (BS 1970) and Rosemary B. Postle and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; provides one or more scholarships to undergraduate students who are enrolled in the College of Education and Human Ecology and are majoring in hospitality management. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who are enrolled in the college.</p>	<p>\$102,424.14</p>	<p>\$102,424.14</p>
<p>Luther Eloyce Tweeten Family Scholarship Fund                  Established February 22, 2024, with gifts from the estate of Dr. Luther Gilbert Tweeten; supports graduate students in the Department of Agricultural, Environmental, and Development Economics. Support may include, but is not limited to, research support, research or teaching assistantships, and/or travel to present research.</p>	<p>\$102,365.69</p>	<p>\$102,365.69</p>
<p>Medina County 4-H Educator Support Fund                  Established February 22, 2024, with gifts from Linda Hoffmann Joseph; provides support for Medina County 4-H personnel; including staff, faculty members, summer interns, program assistants, educators, or similar 4-H focused positions.</p>	<p>\$101,425.00</p>	<p>\$101,425.00</p>
<p>The Richard E. Soller Speech and Debate Fund                  Established February 22, 2024, with gifts from Dr. Richard E. Soller (BS 1980); supports the Speech and Debate (Forensics) Team. Expenditures may include, but are not limited to, support for coaching expenses, costs to recruit and retain members and costs related to competing in tournaments. If the Speech and Debate (Forensics) Team ceases to exist and there is no successor, shall be used at the discretion of the Office of Student Life.</p>	<p>\$101,000.00</p>	<p>\$101,000.00</p>

<p>Wu-Huang Amplify Endowed Scholarship Fund                  Established February 22, 2024, with gifts from Lifei Huang (MS 2002), Jiesheng Wu (PhD 2004), matching gifts from Salesforce and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; 50% - provides one or more scholarships to undergraduate students who are studying a major in the Department of Computer Science and Engineering. It is the donors' desire to provide as significant financial support as possible to one eligible recipient. Any remaining distribution shall be used to provide as significant financial support as possible to additional eligible recipients.</p> <p>50% - provides one or more scholarships to undergraduate students who are majoring in psychology and are conducting undergraduate research in adolescent mental health and resiliency. If no students meet the selection criteria, scholarship(s) will be open to all undergraduate students who are majoring in psychology. It is the donors' desire to provide as significant financial support as possible to one eligible recipient. Any remaining distribution shall be used to provide as significant financial support as possible to additional eligible recipients.</p>	<p>\$100,964.80</p>	<p>\$100,964.80</p>
<p>Student Opportunity Development (SOD) Fund                  Established February 22, 2024, with gifts from Peter Charles Dully Jr. (MA 1994); provides support for students who are attending the Ohio State Marion and demonstrate financial need to participate in experiences to enrich their lives including but not limited to, study-abroad, community service trips, and leadership conferences. If no students meet the selection criteria for three consecutive years; all students who are attending the Ohio State Marion, regardless of financial need, will be eligible to submit an application to participate in an enrichment experience.</p>	<p>\$100,933.00</p>	<p>\$100,933.00</p>
<p>Vivian Witkind Scholarship Fund                  Established February 22, 2024, with a gift from Dr. Vivian Witkind Davis (PhD 1982); provides one or more scholarships to students who are enrolled in the John Glenn College of Public Affairs and are studying in the Master of Public Administration Washington, D.C. (MPA-DC) program. First preference shall be given to candidates interning at a public or non-profit organization and who are dedicated to research and public service on mitigation of or adaptation to climate change. It is the donor's desire to provide as significant financial support as possible to one eligible recipient.</p> <p>If at any time the MPA-DC program ceases to exist and there is no successor program or there are no eligible students who meet the selection criteria, the scholarship(s) will be open to all doctoral students who are enrolled in the John Glenn College of Public Affairs, with primary preference to those pursuing careers in climate change mitigation and/or adaptation. If there are no such students, the secondary preference is for those pursuing careers in social justice.</p>	<p>\$100,474.40</p>	<p>\$100,474.40</p>

<p>Mimi Lamantia and Family Scholarship Fund Established February 22, 2024, with gifts from Teresa S. Lamantia and Frank A. Lamantia (BS 1981), given in honor of Susan Hadley (MA 1981), former chair of the Ohio State University Department of Dance, in recognition of her many years of dedicated service. This gift honors Susan's drive to collaborate across disciplines allowing for the combination of dance and medicine to be recognized as a worthy scientific endeavor and her encouragement of students who desired to explore a "dance and" opportunity when it was part of their academic aspirations. Provides one or more scholarship(s) to students who are majoring in dance and intend to pursue a career in the medical/healthcare field.</p>	\$100,200.00	\$100,200.00
<p>Woody 100% TBDBITL Scholarship Fund Established February 22, 2024, with gifts from Dr. Ira S. Niedweske (MS 1977, DVM 1977) and Jill C. Niedweske; provides scholarships to active members of The Ohio State University Marching Band as part of the 100% TBDBITL Scholarship Endowment Initiative.</p>	\$100,200.00	\$100,200.00
<p>Dr. Gay Y. Miller and Dr. Joseph Rosenblatt Music Scholarship Established February 22, 2024, with gifts from Dr. Joseph M. Rosenblatt and Dr. Gay Yvette Miller and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program. Gifts are given in remembrance of William (1908-1983) and Sylvia Rosenblatt (1911-2000), Joseph Rosenblatt's parents, and Marie Miller (1926-2012), Gay Miller's mother. William Rosenblatt finished 8th grade and then worked to help support his family in New York City. William had a beautiful voice and eventually was accomplished enough to audition for the New York Metropolitan Opera. His operatic career ended with the beginning of WWII, in which he served in the army. Sylvia Rosenblatt loved music and was an accomplished pianist who accompanied her husband in recitals. Marie Miller was a self-taught pianist who loved music and played mainly for family. Her most remarkable piano skill was to transpose music to a new key as she played to meet the needs of any singer or instrument she accompanied. Provides one or more scholarships to undergraduate students who are majoring in the areas of voice or piano with preference for a focus on classical music and opera. If no students meet the selection criteria, the scholarship(s) will be open to all students who are enrolled in the School of Music, with a focus on performance of classical music.</p>	\$100,133.80	\$100,133.80
<p>Bahner Family Endowed Fund Established February 22, 2024, with gifts from Craig Steven Bahner (BS 1986); provides one or more scholarships to students who are majoring in marketing or business management. Candidates must demonstrate merit and financial need. Scholarship(s) may be used for tuition and fees, and room and board.</p>	\$100,000.00	\$100,000.00

<p>Dr. Harry Bartels Veterinary Scholarship Fund                  Established February 22, 2024, with gifts from Dr. Harry F. Bartels (DVM 1954); provides one or more scholarships to DVM students who are enrolled in the College of Veterinary Medicine, graduated from a high school in the state of Ohio, and demonstrate financial need. If no students meet the selection criteria, scholarship(s) will be open to all DVM students who are enrolled in the college and demonstrate financial need. Academic performance shall not be considered in awarding scholarships.</p>	<p>\$100,000.00</p>	<p>\$100,000.00</p>
<p>Bergmann Engineering Scholarship Fund                  Established February 22, 2024, with gifts from Charles Daniel Bergmann (BS 1973) and Carol Voelker Bergmann (MBA 1984) and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; provides one or more scholarships to undergraduate students who are enrolled in the College of Engineering, demonstrate financial need, and graduated from a high school in Franklin County, Ohio, or a rural high school in Ohio. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who are enrolled in the college. It is the donors' desire to provide as significant financial support as possible to one eligible recipient. Any remaining distribution shall be used to provide as significant financial support as possible to additional eligible recipients.</p>	<p>\$100,000.00</p>	<p>\$100,000.00</p>
<p>John William Donahey (BA 2004) Memorial Endowment Fund                  Established February 22, 2024, with gifts from Richard Sterling Donahey Jr. (BCE 1965, JD 1967) on behalf of the Donahey Family and in honor of John William Donahey (BA 2004); supports the study and research of schizophrenia and other mental illnesses within the Department of Biological Chemistry &amp; Pharmacology in the College of Medicine. If at any time this research is no longer conducted in the Department, the annual distribution may be used to support the general study and research of schizophrenia and other mental illnesses within the College of Medicine.</p>	<p>\$100,000.00</p>	<p>\$100,000.00</p>
<p>Jack Eggspuehler Flight Education Scholarship Fund                  Established February 22, 2024, with gifts from The National Association of Flight Instructors Education Foundation, Inc., in honor of Professor Jack Eggspuehler's years of dedicated service to the flight education program at The Ohio State University and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; provides one or more scholarships to undergraduate students who are pursuing a degree in the Center for Aviation Studies. Preference shall be given to candidates with the greatest financial need who have expressed interest in becoming a Certificated Flight Instructor. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who are pursuing a degree in the Center for Aviation Studies.</p>	<p>\$100,000.00</p>	<p>\$100,000.00</p>

<p>William Gerhardt Endowed Scholarship Fund in Landscape Architecture                  Established February 22, 2024, with grants from The Columbus Foundation as recommended by William Gerhardt (BS 1978); provides one or more scholarships to undergraduate students who are enrolled in the College of Engineering, are studying landscape architecture in the Austin E. Knowlton School of Architecture, and demonstrate financial need. If no undergraduate students meet the selection criteria, the scholarship(s) will be open to graduate students who are enrolled in the college, are studying landscape architecture in the school, and demonstrate financial need.</p> <p>In the event landscape architecture is no longer taught, the scholarship(s) will be open to all students who are enrolled in the College of Engineering, studying in the Austin E. Knowlton School of Architecture, and show an interest in how and why environments are shaped the way they are and how design is an important tool to advocate for more inclusive, just, and resilient landscapes.</p> <p>If there are no students who meet the selection criteria above, the scholarship(s) will be open to all students who are enrolled in the College and are studying in the Austin E. Knowlton School of Architecture.</p>	<p>\$100,000.00</p>	<p>\$100,000.00</p>
<p>Hermann Family Scholarship Endowment Fund for ODI Scholars                  Established February 22, 2024, with a gift from Susan E. Hermann (BA 1982) and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; provides one or more scholarships to undergraduate students who participate in programs and services led by the Office of Diversity and Inclusion and demonstrate financial need. Recipients can be enrolled at any campus of The Ohio State University.</p>	<p>\$100,000.00</p>	<p>\$200,000.00</p>

<p>Ozan Kaya '03 Endowed Scholarship Fund Established February 22, 2024, with gifts from Ozan T. Kaya (BS 2003) and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; provides one or more scholarships to third-year undergraduate students who are studying in the Department of Integrated Systems Engineering. It is the donor's desire to provide as close to half-tuition and fees scholarships as possible to one eligible recipient. Any remaining funds shall be used to provide as many half-tuition and fees scholarships as possible to additional eligible recipients. Scholarships may be awarded in varying amounts based on student enrollment, available funding, and other factors as long as all efforts, including consideration for incoming gifts, to provide half-tuition and fees scholarships have been exhausted. The donor desires that when awarding this scholarship special consideration be given to candidates who are members of organizations recognized by the University that are open to all but whose missions seek to advance the need of historically underserved populations, such as the Minority Engineering Program or Women in Engineering. Scholarships are renewable for the duration of a recipient's undergraduate degree as long as recipients continue to meet the above criteria. It is the donor's desire that candidates are participating in or plan to participate in internship opportunities, maintain a minimum major grade point average of 3.25 on a 4.0 scale, and demonstrate financial need. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who are studying in the department.</p>	\$100,000.00	\$100,000.00
<p>Kube Family Endowed Scholarship in Honor of Ursula Kube Established February 22, 2024, with gifts from Carl John Kube (BS 1967) and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program; provides one or more scholarships to undergraduate students who demonstrate financial need and are active participants in the Stadium Scholarship Program. If at any time the Stadium Scholarship Program ceases to exist, or no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who demonstrate financial need.</p>	\$100,000.00	\$100,000.00
<p>Albert N. Mancini Lecture Series in Italian Studies Established February 22, 2024, Albert N. Mancini Lecture Series in Italian Studies; supports a lecture in Italian studies; literature, language, or culture, with first preference given to lectures focused on Italian literature.</p>	\$100,000.00	\$100,000.00

<p>Mark R. Neaman MHA Student Experience Endowment Fund                  Established February 22, 2024, with a gift from Mark R. Neaman (BS 1972, MS 1974); supports programs and activities designed to enhance the student educational experience within the Master of Health Administration Program at the College of Public Health. Expenditures may be used for, but are not limited to, costs associated with attending conferences and case competitions and other educational expenses. If at any time the Master of Health Administration Program is managed by a different college at the University, the Fund shall be redesignated to that college and will continue to be used for the purpose above. If at any time the Master of Health Administration Program ceases to exist, the annual distribution shall support any graduate student enrolled in the College of Public Health.</p>	<p>\$100,000.00</p>	<p>\$150,000.00</p>
<p>Animal Clinic Northview Endowed Scholarship Fund                  Established February 22, 2024, with gifts from the Animal Clinic Northview; provides one or more scholarships to students who enrolled in the College of Veterinary Medicine, are in their third or fourth year and have demonstrated an interest in a career in small animal medicine. If no students meet the selection criteria, the scholarship(s) will be open to all students who are enrolled in the college.</p>	<p>\$100,000.00</p>	<p>\$100,000.00</p>

<p>Paquin Family Scholarship Fund                  Established February 22, 2024, with gifts from Joseph H. Paquin Jr. (BS 1983) and Betsy C. Paquin and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program. Donors desire one scholarship recipient per split designation. For the avoidance of doubt, no new scholarship will be awarded in the College of Engineering while a single College of Engineering scholarship recipient is still receiving scholarship assistance from the Fund. Likewise, no new scholarship shall be awarded in the College of Arts and Sciences while a single College of Arts and Sciences scholarship recipient is still receiving scholarship assistance from the Fund.</p> <p>50% - provides one renewable, tuition and fees scholarship to a first-year undergraduate student who is studying electrical and computer engineering (major or pre- major). Candidates must demonstrate financial need and academic merit. Candidates may not be residents of the state of Ohio at the time of admission to the University. The scholarship is renewable for a maximum of four years of scholarship assistance as long as the recipient maintains a 3.20 grade point average on a 4.00 scale and continues as an electrical and computer engineering major or pre-major. It is the donors' desire to provide the maximum financial support possible to one eligible recipient. If at any time the annual distribution exceeds the cost of a tuition and fees scholarship, the remaining distribution may be used to provide the maximum financial support possible to additional recipients who meet the selection criteria. If at any time a recipient is no longer eligible, the College of Engineering may use the distribution for that particular year to provide the maximum financial support possible to an additional recipient who meets the selection criteria.</p> <p>50% - provides one renewable, tuition and fees scholarship to a first-year undergraduate student who is studying data analytics (major or pre-major). Candidates must demonstrate financial need and academic merit. Candidates may not be residents of the state of Ohio at the time of admission to the University. The scholarship is renewable for a maximum of four years of scholarship assistance as long as recipients maintain a 3.20 grade point average on a 4.00 scale and continue as a data analytics major or pre-major. It is the donors' desire to provide the maximum financial support possible to one eligible recipient. If at any time the annual distribution exceeds the cost of a tuition and fees scholarship, the remaining distribution may be used to provide the maximum financial support possible to additional recipients who meet the selection criteria. If at any time a recipient is no longer eligible, the distribution for that year may be used to provide the maximum financial support possible to an additional recipient who meets the selection criteria. It is the donors' desire to support students who are studying data analytics, as that major existed at the University in the 2021-22 academic year. If at any time data analytics ceases to exist as a major in the College of Arts and Sciences, scholarships will be open to candidates who are studying a major or pre-major with substantially the same goals and intentions of data analytics, as that major existed at the University in the 2021-22 academic year, in the College of Arts and Sciences. If no major qualifies in the College of Arts and Sciences, then scholarships will be open to candidates who are studying data</p>	<p>\$100,000.00</p>	<p>\$240,000.00</p>
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<p>analytics (major or pre-major) in the College of Engineering. If at any time data analytics ceases to exist as a major in the College of Engineering, scholarships will be open to candidates who are studying a major or pre-major with substantially the same goals and intentions of data analytics, as that major existed at the University in the 2021-22 academic year, in the College of Engineering.</p>		
<p>Dr. Pranav V. Patel Endowed Dentistry Fund Established February 22, 2024, with gifts from Dr. Pranav V. Patel (DDS 1995); supports projects, programs and/or activities for students or student groups in the College of Dentistry.</p>	<p>\$100,000.00</p>	<p>\$100,000.00</p>
<p>Jeffrey M. Prestel International Scholarship Fund Established February 22, 2024, with gifts from Jeffrey Michael Prestel (MBA 1989) and University matching gifts as part of the Joseph A. Alutto Global Leadership Initiative; provides one or more scholarship(s) to undergraduate or graduate students who are enrolled in the Max M. Fisher College of Business and pursuing critical, action-based learning experiences around the world.</p>	<p>\$100,000.00</p>	<p>\$100,000.00</p>
<p>Ramoo and Radhakrishnan Family Foundation YSP Fund Established February 22, 2024, with a gift from the Ramoo and Radhakrishnan Family Foundation; supports the Young Scholars Program in the Office of Diversity and Inclusion. Expenditures may be used for general program support for the Young Scholars Program as well as provide one or more scholarships to students who are enrolled in the in the Young Scholars Program. First preference for scholarships shall be given to candidates who are studying a major in the College of Engineering. If no students meet the selection criteria, scholarship(s) may be open to all undergraduate students who are participating in any of the office's programs or initiatives.</p>	<p>\$100,000.00</p>	<p>\$500,000.00</p>
<p>The Ridenour Scholarship Fund in International Studies in honor of C. Thomas and Frances Ridenour by Michael T. and Lydia H. Ridenour Established February 22, 2024, with gifts from Michael T. Ridenour (BA 1981) and Lydia H. Ridenour and matching funds as part of the Scarlet and Gray Advantage Matching Gift Program; provides one or more scholarships to full-time undergraduate students from central or northeast Ohio who are enrolled in the College of Arts and Sciences, are majoring in International Studies, demonstrate financial need, and demonstrate community engagement outside the classroom. The donors desire that when awarding this scholarship special consideration be given to students who are United States citizens or permanent residents. Scholarships are renewable for up to four years as long as recipients maintain a minimum 3.0 grade point average on a 4.0 scale. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate students who are enrolled in the college.</p>	<p>\$100,000.00</p>	<p>\$200,000.00</p>

<p>Samuel A. and Judy B. Roth Scholarship Fund in Engineering and Counselor Education                  Established February 22, 2024, with gifts from Samuel A. Roth (BME 1966) and Judy B. Roth (BS 1964). Fifty percent - provides one or more scholarships to students who are participating in the counselor education program in the College of Education and Human Ecology. Candidates must have a minimum 2.5 grade point average, demonstrate financial need, and have graduated from a high school in Mahoning, Trumbull, or Columbiana Counties, Ohio. If no students meet the selection criteria, the scholarship(s) will be open to all students from Ohio who are participating in the counselor education program in Education. Scholarships are renewable as long as recipients remain in good academic standing.</p> <p>Fifty percent - provides one or more scholarships to second, third, or fourth-year undergraduate students who are majoring in mechanical engineering in College of Engineering. Candidates must have a minimum 2.5 grade point average, demonstrate financial need, and have graduated from a high school in Mahoning, Trumbull, or Columbiana Counties, Ohio. If no students meet the selection criteria, the scholarship(s) will be open to all second, third, or fourth-year undergraduate students from Ohio who are majoring in mechanical engineering in Engineering. Scholarships are renewable as long as recipients remain in good academic standing.</p>	<p>\$100,000.00</p>	<p>\$100,000.00</p>
<p>The Scott-Weber Memorial Endowed Fund for Alzheimer's and Heart Research                  Established February 22, 2024, with gifts from John G. Weber and Suzanne J. Weber in loving memory of their parents, Cecil C. &amp; Mary R. Cottrill Scott, and Lucian D. &amp; Marjorie E. Norris Weber. 50% - supports research, education, training and patient care related to Alzheimer's Disease. 50% - supports interventional cardiology, and the prevention of coronary artery disease, pulmonary embolism, and cardiovascular disorders at the Richard M. Ross Heart Hospital.</p>	<p>\$100,000.00</p>	<p>\$100,000.00</p>

<p>Sibits Family Endowed Scholarship Fund                  Established February 22, 2024, with gifts from David Sibits and Donna Sibits along with their three children, Scott Sibits (2003 BS – Accounting and Finance), Leslie Stetler (2000 BS - Nursing), and Lisa Stachowski and matching funds as part of the Scarlet and Gray Advantage Endowed Matching Gift Program. 50% - provides one or more scholarships to undergraduate students who are enrolled in the Max M. Fisher College of Business, demonstrate financial need, and graduated from either Padua Franciscan High School, North Royalton High School, or Brecksville-Broadview Heights High School in Cuyahoga County, Ohio. After three consecutive years of no students meeting the selection criteria, the scholarship(s) will be open to all undergraduate students who are enrolled in Business, demonstrate financial need, and graduated from any high school in Cuyahoga County, Ohio.</p> <p>50% - provides one or more scholarships to undergraduate students who are enrolled in the College of Nursing, demonstrate financial need, and graduated from either Padua Franciscan High School, North Royalton High School, or Brecksville-Broadview Heights High School in Cuyahoga County, Ohio. After three consecutive years of no students meeting the selection criteria, the scholarship(s) will be open to all undergraduate students who are enrolled in Nursing, demonstrate financial need, and graduated from any high school in Cuyahoga County, Ohio.</p>	<p>\$100,000.00</p>	<p>\$100,000.00</p>
<p>The Whittaker Scholarship Fund                  Established February 22, 2024, with gifts from Janis P. Whittaker; supplements the grant-in-aid costs of undergraduate student-athletes. First preference shall be given to student-athletes on the football team. If no students meet the selection criteria, the scholarship(s) will be open to all undergraduate student-athletes.</p>	<p>\$100,000.00</p>	<p>\$125,000.00</p>
<p>Chris and Michelle Young Graduate Support Fund in Electrical and Computer Engineering                  Established February 22, 2024, with gifts from Christopher David Young (BS 1982) and Michelle Marie Young; supports graduate students who are enrolled in the College of Engineering and are studying in the Department of Electrical and Computer Engineering. The donors desire that special consideration be given to candidates who are United States Citizens or permanent residents.</p>	<p>\$100,000.00</p>	<p>\$100,000.00</p>
<p>D. Scott '73 &amp; Beatrice '72 Sink Endowed ISE Fund                  Established February 22, 2024, with gifts from Dr. D. S. Sink (BS 1973, MS 1977, PhD 1978); supports the Ohio State chapter of the Institute of Industrial &amp; Systems Engineers (IISE) or its successor for conference registration and travel expenses. Remaining annual distribution may be used to provide scholarships for students who have leadership positions in IISE.</p>	<p>\$51,902.00</p>	<p>\$51,902.00</p>

<p>The David Mills Endowment Fund for Aviation Established February 22, 2024, with gifts from David L. Mills (BA 1986); covers applicable flight fees for advanced flight training for students who are enrolled in the University and at minimum, possess a Private Pilots Certificate. Candidates must hold a minimum 3.0 grade point average and be engaged in advanced flight training (license or rating) beyond the private pilot level in the Center for Aviation Studies. Preference shall be given to candidates who demonstrate financial need. Funds will not be dispersed to the student.</p>	<p>\$50,600.00</p>	<p>\$50,600.00</p>
<p>Larry Romanoff Football Manager's Scholarship Fund Established February 22, 2024, with gifts from friends, family, and colleagues of Larry Romanoff (BA 1974, BS 1974); supplements the grant-in-aid scholarship costs of one or more football managers who are pursuing undergraduate degrees.</p>	<p>\$50,350.00</p>	<p>\$50,350.00</p>
<p>The Bob and Barbara McCord Foundation Turfgrass Management Scholarship Fund in Honor of Thomas McCord Established February 22, 2024, with gifts from Karen L. Zandi, Marcia Karl, and The Bob and Barbara McCord Foundation; provides one or more renewable scholarships to students attending The Agricultural Technical Institute (ATI) with preference given to candidates majoring in turfgrass management.</p>	<p>\$50,000.00</p>	<p>\$50,000.00</p>
<p><u>Change in Name and Description of Named Endowed Fund (Foundation)</u></p>		
<p>From: AEP Foundation Diversity, Equity, and Inclusion Engineering Scholarship Fund To: AEP Foundation Delivering on the Dream Scholarship Fund</p>		
<p>From: The Prof. David L. (Dave) Eichelberger, and brother Donald E. Eichelberger Accounting Scholarship Endowed Fund To: The Prof. David L. (Dave) Eichelberger, brother Donald E. Eichelberger, sister Sherry A. Fuerst, and friend Aimee T. Curnutte Accounting Scholarship Endowed Fund</p>		
<p>From: The Garrison Fund for Women's Programs in Continuing Education To: The Garrison Fund for Women's Programs</p>		
<p>From: Mike Kaufmann Diversity, Equity &amp; Inclusion Scholarship Fund To: Mike and Linda Kaufmann Diversity, Equity &amp; Inclusion Scholarship Fund</p>		
<p><u>Change in Description of Named Endowed Fund (Foundation)</u></p>		
<p>The Dr. Boong Youn Cho Endowed Fund in Physics</p>		
<p>Mary A. Daniels Scholarship Fund</p>		

William and Diane Dawson Engineering Endowment Fund		
The Adrienne M. Gavula Memorial Scholarship Fund at The Ohio State University College of Social Work		
Graber Family Scholarship Fund		
The Fritz Graf Endowed Fund for the Graduate Interdisciplinary Study of Ancient Mediterranean Religions		
The Robert L. and Phyllis J. Iles Award for the Graduate Study of Myth		
The Newmark Family Endowed Scholarship Fund		
Jeffrey M. Prestel Scholarship Fund		
The Ruth Rockow Linville Scholarship Fund		
The Paul and Nancy Wherry Endowed Fund and Scholarship in the History of Pharmacy		
<u>Closure of Named Endowed Fund (Foundation)</u>		
The Huntington Archives Endowment Fund		
The David E. Schuller MD Professorship for Patient Compassion Funded by the Margaret and Robert Walter Foundation		
<b>Total</b>	<b>\$15,173,996.61</b>	

\*Amounts establishing endowments as of December 31, 2023, unless notated otherwise.



# Spring Commencement

THE OHIO STATE UNIVERSITY  
MAY 5, 2024



## Pomp, circumstance, and other songs of a lifetime

—by Professor David Citino, 1947–2005, Late University Poet Laureate  
(Originally presented as the 2000 Winter Commencement address)

If you're like me, you've got a big head,  
not to mention a funny robe, full of music—  
poems and melodies, the tunes  
we move to, shower and shave by,  
study, write to. Not just the incidental,

but the momentous music keeping time.  
Our histories are measures of song.  
Listen to your heart: drums of Africa,  
sea-spume of blind, far-sighted Homer,  
Sappho's honeyed love lyrics. Often,

music speaks for us, one note saying  
a thousand words. Like Rodolpho  
in Puccini's *La Boheme*, Sono un poeta.  
I am a poet. Che cosa faccio? What  
do I do? Scrivo. I write. This ceremony

is loud music—pomp and circumstance  
of the life you began freshman year  
or that first day of graduate school.  
In my head I press Play, and the CD  
of *Big Days* kicks on. I leap and linger

over moments too sweet, nearly, for words.  
I'll never escape rhymes from the nursery.  
Up above the world so high, like a diamond  
in the sky. We knew from the start  
our universe was aglow with wonder.

Italian, Latin, English songs in nasal accents  
of Cleveland. Gaudeamus igitur, Juvenes  
dum sumus. So, let us rejoice, while  
we are young. Youth is that gift we can't  
comprehend while we're young. This ceremony

means you all are less young than you were.  
Don't let the heavy knowledge gained  
from your studies deprive you of the gifts  
of youth, to be able to rejoice at the drop  
of a hat, to care for, be moved by others.

Now I hear golden hits of five decades.  
Big Mama Thornton, and that so-called King  
(King of what, fried butter sandwiches?)  
who stole away her hound dog. You ain't  
never killed a rabbit, you ain't no friend

of mine. As with those profs and TAs,  
course after course, you had to produce—  
kill some rabbits—to earn respect.  
And at times OSU may have seemed  
like Heartbreak Hotel, down at the end

of Lonely Street, so difficult was it  
to do your best. Tennessee Ernie Ford,  
"Sixteen Tons": St. Peter don't you  
call me 'Cause I can't go. I owe  
my soul to the company store.

You have been digging deep in mines  
of knowledge. We all owe our souls  
to Ohio State, company store of learning,  
shared experience—precious ore  
we have in common forever.

Now I hear Domenico Modugno's  
fervent urging to wish, sing, fly,  
Volare, Wo-oo. Cantare, Wo-o-o-o-o.  
My grandfather was a peasant farmer,  
a contadino in Calabria in the toe

of Italy. He knew it's the human lot  
to dream of flying. Lucky, lucky,  
lucky me, I'm a lucky son-of-a-gun.  
I work eight hours, I sleep eight hours,  
That leaves eight hours for fun.

Hey! He sailed in steerage across  
the Atlantic, came to Cleveland, where  
he stayed long enough to work 52 years  
for the B&O Railroad, before lying down  
to rest in good Ohio soil. So many of us

here today came from elsewhere,  
or ancestors did. From Tennessee, Italy,  
Africa, Asia, Appalachia—even,  
President Kirwan, the wilds of Kentucky  
and Maryland. Women and men with backs

supple as birch trunks. The courage  
it took to pick up stakes and begin again  
in a new world! Think of the work  
those older ones did. For you. You all  
are facing a change right now.

This sheepskin is your passport.  
You're bound for emigration to  
the next song of your life. Ohio State  
is the ark on which you've been sailing.  
You've been the precious cargo.

But, as Noah once said, I can see  
clearly now the rain is gone. The ark,  
our university, was filled to overflowing  
with the diversity of us. Diversity.  
Networks and talk shows devalue the word.

(continued on inside back cover)

# The Ohio State University 436<sup>th</sup> Commencement

Spring 2024 • May 5, 2024 • 12:00 P.M. • Ohio Stadium

## Presiding Officer

Walter E. Carter Jr.  
President

## Prelude—11:30 a.m. to 12 p.m.

The Ohio State University  
Wind Symphony  
Russel C. Mikkelson, Conductor

## Welcome

Melissa S. Shivers  
Senior Vice President for Student Life

## Processional

## National Anthem

Graduates and guests led by  
Stephanie N. Ranallo  
Class of 2024

## Invocation

Richard W. Tinapple  
Chaplain  
Department of Chaplaincy and  
Clinical Pastoral Education  
Wexner Medical Center

## Commencement Address

Chris Pan  
Founder  
MyIntent

## Conferring of Honorary Degrees

Recipients presented by  
Hiroyuki Fujita, Chair  
Board of Trustees

Pierre Agostini (*in absentia*)  
Doctor of Science

Dennis C. Liotta  
Doctor of Science

John M. Murray  
Doctor of Public Service

## Conferring of Distinguished Service Awards

Recipients presented by  
Hiroyuki Fujita

Stanley D. Ross and  
Joan H. Ross

Lawrence "Larry" Williamson, Jr.

## Conferring of Degrees in Course

Colleges presented by  
Karla Zadnik  
Interim Executive Vice President  
and Provost  
Interim Dean, College of Public Health

## Welcome to New Alumni

Molly Ranz Calhoun  
President and CEO  
The Ohio State University Alumni  
Association  
Senior Vice President, Engagement

## Alma Mater—Carmen Ohio

Graduates and guests led by  
Leigha M. Schumaker  
Class of 2024

Oh! Come let's sing Ohio's praise,  
And songs to Alma Mater raise;  
While our hearts rebounding thrill,  
With joy which death alone can still.  
Summer's heat or winter's cold,  
The seasons pass, the years will roll;  
Time and change will surely show  
How firm thy friendship—O-hi-o!

## Awarding of Diplomas



Excerpts from the commencement ceremony will be broadcast on WOSU-TV, Channel 34, on Tuesday, May 7, at 7 p.m.

Livestream coverage and a replay of the ceremony in its entirety can be viewed at [commencement.osu.edu](https://commencement.osu.edu).

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## Commencement Address

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### Chris Pan

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Chris Pan was born in Taipei, Taiwan, before moving with his parents to Cincinnati, Ohio, when he was seven. Mr. Pan then moved with his family to China for two years before returning to Cincinnati. He attended The Ohio State University, where he participated in the honors program, as a teaching assistant, an orientation leader, served in numerous housing and residence education roles and was selected as king of the 1998 homecoming court before graduating in 1999 with a BS in biology and psychology. Mr. Pan briefly attended medical school at the University of Cincinnati before returning to Ohio State to attend the Fisher College of Business, where he founded the entrepreneurship club Red Khakis, now the Business Builders Club.

Mr. Pan began working with global management consulting firm McKinsey & Co. after an on-campus interview at Ohio State. His work at McKinsey led to an opportunity to attend Harvard Business School, where he earned his MBA in 2004.

In 2005, he began working as a digital marketing director for PepsiCo in Shanghai, where he developed consumer involvement campaigns and helped create internet, mobile and gaming programs. In 2007, Mr. Pan began working as a program manager at Facebook, where he focused on the growth of advertisers and customers, which grew from 50 million to half a billion users during his time with the company. He then founded MyIntent in 2014, a project that sells personalized necklaces

and bracelets with a chosen word that holds meaning for the wearer. The project's goal is to provide inspiration to create meaningful conversations and positive action around the motivational jewelry. Mr. Pan also launched VOMO.me in 2021 to make singing fun and accessible with a focus on emotional wellness.

In addition to founding MyIntent and VOMO.me, Mr. Pan is a social entrepreneur, investor, musician and motivational speaker based in the Los Angeles area, where he uses the website ChrisPan.com to provide updates on his activities. He continues to maintain connections with his alma mater and fellow Buckeyes as an active mentor, including speaking with the Ohio State Young Alumni Academy and the Ohio State Honors & Scholars kickoff in 2018.

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## Recipients of Honors

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### Pierre Agostini

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#### Doctor of Science

Dr. Pierre Agostini is an emeritus professor of physics at The Ohio State University, where he began working in 2005. Dr. Agostini is a 2023 Nobel Laureate for his work pioneering advances in the exploration of electron dynamics in matter.

He was born in Tunis, Tunisia, in 1941 and received a bachelor's degree in mathematics from Prytanée Militaire La Flèche in France in 1959. Dr. Agostini earned a Bachelor of Science degree in physics in 1961, a post-graduate degree in 1962, and a PhD in 1968, all from the Université Aix-Marseille in France.

After the completion of his degree, Dr. Agostini worked at the French Atomic Energy Commission in various research positions from 1968 to 2002. During this time, he held visiting positions at the University of Southern

California, FOM Amsterdam and the Brookhaven National Laboratory before coming to Ohio State. He was recognized by the French Academy of Sciences in 1995 for discovering above-threshold ionization in atoms. In 2003, Dr. Agostini received a Humboldt Research Award to conduct attosecond experiments at the Max Born Institute for Nonlinear Optics and Short Pulse Spectroscopy in Berlin, work that he continued to build upon at Ohio State. For distinction in the advancement of optics and photonics, he was elected a Fellow of the American Optical Society in 2007 and received the William F. Meggers Award for outstanding work in spectroscopy the same year.

For his work creating techniques to capture electrons using pulses of

light lasting just one quintillionth of a second, Dr. Agostini was awarded the 2023 Nobel Prize in Physics along with his colleagues Anne L'Huillier and Ferenc Krausz, representing the pinnacle of scientific achievement. The Nobel Prize committee said Agostini and his fellow winners "have given humanity new tools for exploring the world of electrons inside atoms and molecules ... (and) have demonstrated a way to create extremely short pulses of light that can be used to measure the rapid processes in which electrons move or change energy." Following his awarding of the Nobel Prize, he was appointed to the Legion of Honor of France with the rank of Commander. The Legion of Honor is one of the greatest honors given in France.

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## Recipients of Honors

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### Dennis C. Liotta

#### Doctor of Science

Dr. Dennis C. Liotta is the Samuel Candler Dobbs Professor in the Department of Chemistry at Emory University and a professor in the Department of Pharmacology and Chemical Biology at the Emory University School of Medicine.

Dr. Liotta obtained his BS in chemistry from Queens College in 1970 and his PhD in organic chemistry from the City University of New York in 1974 before beginning postdoctoral research at The Ohio State University.

In 1976, Dr. Liotta joined Emory University as an assistant professor. He was promoted to professor in 1988. He served as the Chair of the Chemistry Department from 1993 to 1996 and Emory's Vice President for Research from 1996 to 2000. In 2011, he was honored with the Thomas Jefferson Award, Emory

University's highest service award.

Teaching and mentorship are essential components of Dr. Liotta's career, and he has mentored and supervised nearly 300 undergraduate and graduate students, postdoctoral fellows, research scientists and visiting scholars.

Dr. Liotta has published over 300 research articles and holds inventorship to over 100 issued patents in the United States. His innovations have resulted in 18 lifesaving FDA-approved antiviral therapeutics, including his work co-inventing emtricitabine and lamivudine, two drugs that are widely used as crucial components of anti-HIV combination therapies for an estimated 90-95% of patients.

Dr. Liotta is the recipient of the 2022 SCI Perkin Medal, one of the highest awards for achievements

in applied chemistry. He was elected to the National Academy of Inventors in 2014 and the Medicinal Chemistry Hall of Fame in 2010. As a serial entrepreneur, Dr. Liotta co-founded more than ten biotech companies, including Pharmasset, which developed sofosbuvir (Sovaldi®), a blockbuster, curative hepatitis C medicine. Pharmasset was acquired by Gilead Sciences in 2012. Dr. Liotta is currently serving or previously served on the scientific advisory boards of more than a dozen biotech companies and venture capital firms.

Dr. Liotta also serves as a Fellow of both the American Association for the Advancement of Science and the American Chemical Society.

### John M. Murray

#### Doctor of Public Service

General John M. Murray is a retired United States Army General and the first Commanding General of United States Army Futures Command (AFC), a four-star Army Command headquartered in Austin, Texas. At AFC, General Murray directed 35 priority systems across nine cross-functional teams to enhance efficiency and effectiveness in delivering technology needed to maintain a competitive advantage in the world.

General Murray was previously the Army G-8, a deputy to the Chief of Staff of the United States Army, where he served as the principal advisor for materiel requirements and as the counterpart to the Assistant Secretary of the Army for Acquisition, Logistics and Technology.

General Murray was first commissioned as a second lieutenant infantry officer in the U.S. Army upon graduation from The Ohio State University in 1982. He is one of only two Army officers from Ohio State to achieve the rank of four-star general since its founding.

Throughout his career, General Murray served in leadership positions and commanded from Company through Division, with various staff assignments at the highest levels of the Army. He was consistently placed in positions of increasing responsibility where he thrived by influencing people and organizations in positive ways while helping to protect the national security of the United States. He was deployed four times

to Iraq and Afghanistan in senior command positions between 2004 and 2015, for which he received four bronze stars among many other awards and recognition for his exemplary service.

General Murray retired from the Army in 2022 after completing nearly 40 years of service. Since retirement, he has founded an LLC and is a member of several boards of advisors and directors, and individually consults with several defense-focused companies.

Born in Kenton, Ohio, General Murray has been married to his wife, Jane, for 41 years and they are proud parents of three daughters and proud grandparents of eight grandchildren. They currently reside at Indian Lake, Ohio.

## Recipients of Honors

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### Stanley D. Ross and Joan H. Ross

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#### Distinguished Service Award

Stanley D. Ross graduated with a BA in English from The Ohio State University in 1962 and with his JD from the University of Michigan Law School in 1965. Mr. Ross was drafted into the United States Army in 1966 and opened a private law practice with his brother when he was discharged in 1970, where he worked until his retirement in 2015.

Throughout his career, Mr. Ross served on nonprofit boards and committees including for the Ohio State Foundation Board, Creative Living, the Ohio Historical Society Foundation Board, Opera Columbus, the Columbus Bar Association, and the Tasman Indy Car Team, of which he was part owner.

Joan Hendry Ross was born in Columbus, Ohio, where her father worked in sales for Jeffrey Manufacturing. Her father's

job took the family across the country including to Pittsburgh, Pennsylvania, and she graduated from Westminster College in 1967. Her family moved back to Columbus where Mrs. Ross taught 2nd and 4th grades for the Worthington School District and volunteered at the Childhood League Center serving children with developmental delays. Mrs. Ross sang for Opera Columbus from 1982-1992, performing in 26 operas.

In addition to Mr. Ross' service on the Ohio State Foundation Board beginning in 2015, Mr. and Mrs. Ross have made transformational commitments to the Neurological Institute to establish the Ross Center for Brain Health and Performance and the Stanley and Joan Ross Endowed Chair in Neuromodulation. They served as

co-chairs of the Brain and Spine Hospital campaign as part of the "But for Ohio State" campaign. Their support of the Pelotonia Research Center's Stanley and Joan Ross Gene Therapy Neighborhood, The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute, and the Heart and Vascular Center have been critical to facilitating the life-changing research and work that each conduct. Their commitment to Ohio State Dodd Rehabilitation Hospital after their son Malcolm received lifesaving care there has helped pay forward to other patients and families.

Mr. and Mrs. Ross have two children, Malcolm and Jennifer, and four grandchildren.

### Lawrence "Larry" Williamson, Jr.

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#### Distinguished Service Award

Lawrence "Larry" Williamson, Jr. is the retired director of the Office of Diversity and Inclusion, Frank W. Hale, Jr. Black Cultural Center at The Ohio State University. He is a native of Conshohocken, Pennsylvania, and a graduate of Montgomery County Community College and Cheyney University of Pennsylvania. Mr. Williamson pursued graduate work at The Ohio State University where he was employed in the Office of Minority Affairs, now the Office of Diversity and Inclusion.

Mr. Williamson worked directly under the supervision of Dr. Frank W. Hale, Jr. as a graduate administrative associate. He was selected as the assistant director of the Frank W. Hale, Jr. Black Cultural Center in 1989 before being promoted to director in 1993, where

he helped coordinate educational, social, cultural, leadership and group activities on campus.

Under Mr. Williamson, the Hale Center established itself as one of the finest Black cultural centers in the country thanks to programming featuring academic and cultural components as well as strong community support that facilitated two major renovation campaigns during his tenure. Mr. Williamson helped curate a nationally recognized art collection for the Hale Center, one of the largest in the country, which was named in his honor. He has served on the boards of the Columbus Breathing Association, Columbus Art League, Ace Gallery, and the National Board of the Association for Black Culture Centers.

For his work, Mr. Williamson received the 2015 Ohio State Distinguished Staff Award as well as recognition from the City of Columbus, the King Arts Complex, the Ohio State African American Heritage Festival, and the Ohio State African American Alumni Society among many others before his retirement from Ohio State in 2022.

Mr. Williamson's legacy at Ohio State includes scholarships and awards named in his honor, as well as implementing several signature campus events, including the annual Thanksgiving dinner for students and pre-Kwanzaa celebration.

Larry Williamson, Jr. is married to Dr. Pamela Burdette-Williamson (a former tenured associate professor at Ohio State) and has a son, Larry Williamson III.

## **A Message from President Carter**

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Dear Graduates,

Congratulations on earning your degree from The Ohio State University. It is an honor to join you and your loved ones in celebrating this momentous occasion.

Throughout your time with us as students, you have proven repeatedly that you possess the grit and determination to achieve success and reach your goals. Now that you count yourself among the hundreds of thousands of Buckeye alumni around the globe, I am certain you will continue to strive for excellence in all that you do as leaders in your fields and in your communities.

As you start the next chapter of your life, remember to lead with purpose and build upon the knowledge you have gained at Ohio State. Together, we can make great progress toward addressing the challenges the world faces today.

Congratulations, again — and Go Buckeyes!

Sincerely,

A handwritten signature in black ink, reading "Walter E. Carter, Jr." in a cursive script. The signature is fluid and personal, with a distinct flourish at the end.

Walter "Ted" Carter Jr.  
President

## **Congratulations and Welcome to the Alumni Association**

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Dear Graduates,

The moment has arrived! I am thrilled to congratulate you on this significant milestone in your lives, and to be the first to welcome you to our Ohio State alumni family.

Your time at Ohio State has been filled with countless memories, relationships and learning experiences that have shaped you into the remarkable individuals you are today. From late-night study sessions to cheering on the Buckeyes at sporting events, each moment has contributed to your growth and development.

As you embark on this new adventure, remember that your connection to Ohio State doesn't end with graduation. In fact, it's just the beginning of a lifelong relationship with your alma mater and our incredible network of over 600,000 alumni around the globe.

Your Alumni Association offers a multitude of resources, networking opportunities and events designed to support you long after you leave campus. Whether you're looking for career guidance, professional development opportunities or simply want to stay connected with fellow Buckeyes, the Alumni Association is here for you.

Your alma mater will always be a part of who you are, and by staying connected, you will continue to benefit from the Ohio State community — and have the opportunity to pay forward to support future generations of Buckeyes.

As you move forward, remember the lessons you've learned, the firm friendships you've forged and the values instilled in you by Ohio State. Carry these with you as you pursue your dreams and make your mark on the world.

We will be ready to celebrate your next momentous occasion, as you reach another big milestone and make new memories. Your Ohio State story never ends. This is just the next chapter in your epic journey as Buckeyes for Life!

Congratulations, Class of 2024. The world awaits your unique talents and contributions, and the Ohio State community is incredibly proud of all that you've accomplished. We can't wait to see the audacious things you'll achieve in the years to come.

In firm friendship,



Molly Ranz Calhoun '86  
President and CEO, The Ohio State University Alumni Association  
Senior Vice President, Engagement

P.S. Follow me @BuckeyeMolly on Twitter and Instagram, and discover what's available to you as graduates of this great university:  
[osu.edu/alumni/resources/recent-grads](https://osu.edu/alumni/resources/recent-grads)]








**THE OHIO STATE UNIVERSITY**  
ALUMNI ASSOCIATION



# CONGRATULATIONS! **STAY CONNECTED**

THROUGH THE OHIO STATE UNIVERSITY ALUMNI ASSOCIATION

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-  Connect from anywhere by finding an alumni club or society

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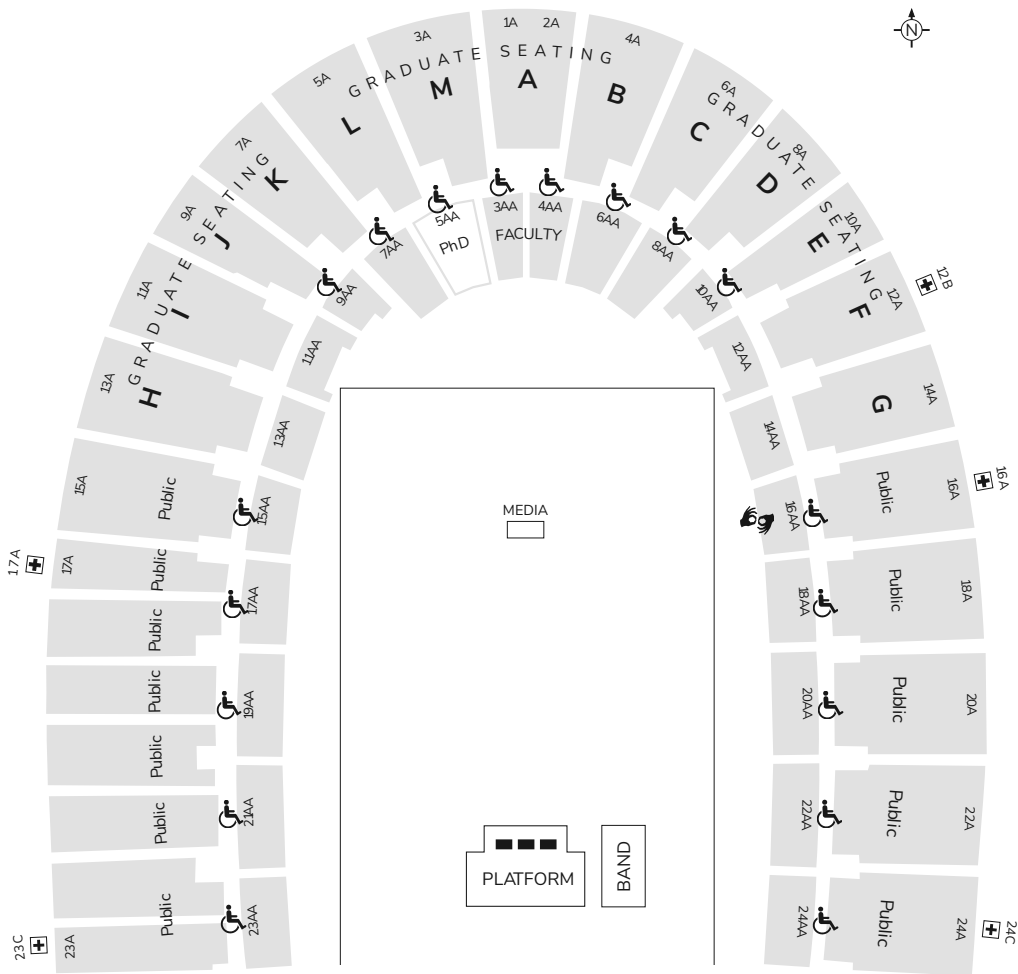


@OhioStateAlumni



@BuckeyeMolly

# Stadium Seating



- A – Arts and Sciences
- B – Arts and Sciences
- C – Arts and Sciences
- D – Arts and Sciences
- E – Veterinary Medicine; Medicine
- F – Business
- G – Business

- H – Engineering
- I – Dentistry; Pharmacy; Engineering
- J – Law; Optometry; Public Affairs; Public Health; Social Work; Nursing
- K – Education and Human Ecology
- L – Master's; Food, Agricultural, and Environmental Sciences
- M – Master's

ASL interpreter	
Wheelchair seating	
First Aid	

Public seating also available in all B, C and D deck sections.

**Please be seated by 11:30 a.m. for the beginning of the Processional.**

This program is not an official graduation list.

This printed program lists students who were eligible to graduate for Spring Semester 2024, as of 5:00 p.m., April 24, 2024, pending the outcome of final examinations and final grades. Therefore, it should not be used to determine a student's academic or degree status. The University's official registry for conferral of degrees is the student's permanent academic record, kept by the Office of the University Registrar, Student Academic Services Building, 281 West Lane Avenue, Columbus, OH 43210-1132.

## The Graduate School

Dean: **Mary E. Stromberger**

### Doctor of Musical Arts

#### Dustin Ferguson

B.F.A., M.Mus. (University of Florida)  
*Music*  
*Dr. Russel Mikkelson*  
*Dr. David Hedgecoth*

#### Karen Kim

B.Music, M.Mus. (University of Cincinnati)  
*Music*  
*Dr. Steven Glaser*  
*Dr. Kenneth Williams*

#### Yu Qian

B.A. (East China Normal University)  
 M.Mus. (The Ohio State University)  
*Music*  
*Dr. Caroline Hong*

#### Nini Qiao

Bachelor's (Nanjing Normal University)  
 M.Mus. (Mannes College of Music)  
*Music*  
*Dr. Katherine Rohrer*

### Doctor of Philosophy

#### Hafiz Muhammad Abdullah

B.S., M.S. (University of Agriculture, Faisalabad)  
*Animal Sciences*  
*Dr. Alejandro Relling*

#### Firas Abdullatif

B.S.Mech.Eng. (The Ohio State University)  
*Nuclear Engineering*  
*Dr. Dean Wang*

#### Abdallah Abed Alfatah

Mahmoud Al Kader  
 B.S., M.S. (Jordan University of Science and Technology)  
*Industrial and Systems Engineering*  
*Dr. Theodore Allen*

#### Gabriel Alain

B.S.Humn.Ecol. (The Ohio State University)  
 D.P.T. (Marshall University)  
*Health and Rehabilitation Sciences*  
*Dr. Catherine Quatman-Yates*  
*Dr. Carmen Quatman*

#### Md Shah Alam

B.S., M.S. (University of Dhaka)  
 M.S. (The Ohio State University)  
*Chemistry*  
*Dr. Jonathan Parquette*

#### Elise C. Allen

B.A. (The Ohio State University)  
 M.A. (State University of New York at Buffalo)  
*Education*  
*Dr. Shirley Yu*

#### Mubarak J A J M AlMubarak

Bachelor's (Kuwait University)  
 M.S. (The Ohio State University)  
*Electrical and Computer Engineering*  
*Dr. Antonio Jesus Conejo Navarro*

#### Abdulrahman Saultan A AlSultan

Bachelor's (Qassim University)  
 M.A. (The Ohio State University)  
*Education*  
*Dr. Sheila Morgan*

#### Enoch Amoah

B.S. (Kwame Nkrumah University of Science and Technology)  
 M.S. (East Tennessee State University)  
*Chemistry*  
*Dr. Abraham Badu-Tawiah*

#### Aaron Daniel Argall

B.S. (Central Michigan University)  
*Integrated Biomedical Science*  
*Graduate Program*  
*Dr. Peter Mahler*

#### Amber Mahealaniokala Arqitola

B.Engr. (Vanderbilt University)  
*Electrical and Computer Engineering*  
*Dr. Sanjay Krishna*

#### Hossein Ashrafian

B.S. (University of Mazandaran)  
 M.S. (The Ohio State University)  
*Chemistry*  
*Dr. Thomas Magliery*

#### Thomas Stone Avey

B.S. (North Carolina State University)  
 M.S. (The Ohio State University)  
*Materials Science and Engineering*  
*Dr. Aihua Luo*

#### Goonmeet Kaur Rajpal Baja

B.S. (Wright State University)  
 M.S. (The Ohio State University)  
*Computer Science and Engineering*  
*Dr. Srinivasan Parthasarathy*

#### Brett Alexander Barden

B.S. (College of William and Mary)  
*Chemistry*  
*Dr. Christine Wade*

#### Ivanett Z. Barreto

B.S. (University of Puerto Rico)  
*Food, Agricultural and Biological Engineering*  
*Dr. Dennis Heldman*

#### Ariunaa Bayanjargal

B.S. (University of Illinois at Chicago)  
*Integrated Biomedical Science*  
*Graduate Program*  
*Dr. Emily Theisen*

#### Aaron Michael Becks

B.S.Aero.Eng. (The Ohio State University)  
*Aerospace Engineering*  
*Dr. Jack McNamara*  
*Dr. Datta Gaitonde*

#### Taylor Nicole Bednar

B.S. (Dickinson College)  
*Chemistry*  
*Dr. David Nagib*

#### Marissa Ann Berry

B.S. (Saint Michael's College)  
*Microbiology*  
*Dr. Igor Joulina*

#### Barbara Betz

B.A. (Macalester College)  
 M.A. (The Ohio State University)  
*Anthropology*  
*Dr. Clark Larsen*  
*Dr. Debra Guatelli-Steinberg*

#### Michelle Lee Scott Beverly

B.S. (The Ohio State University)  
*Oral Biology*  
*Dr. Binnaz Leblebiciglu*  
*Dr. Purnima Kumar*

#### Alexander Bishop

B.S. (University of Alabama)  
*Physics*  
*Dr. Roland Kawakami*

#### Madhoolika Bisht

B.Tech. (Manipal University)  
 M.S. (The Ohio State University)  
*Molecular Genetics*  
*Dr. Li-Chun Tu*

#### Shanterica Micoyon Blake

B.A. (Stillman College)  
 M.A. (The Ohio State University)  
*Education*  
*Dr. Antoinette Miranda*

#### Derek Michael Boehm

B.S. (University of Wisconsin)  
 M.S. (The Ohio State University)  
*Molecular Genetics*  
*Dr. Amanda Bird*

#### Tanya Elizabeth Bomsta

B.A. (Brigham Young University)  
 M.A. (Marshall University)  
 M.F.A., M.A. (The Ohio State University)  
*Education*  
*Dr. Winston Thompson*  
*Dr. Jackie Blount*

#### Megan Kirsten Booth

B.S. (University of Florida)  
*Food Science and Technology*  
*Dr. Devin Peterson*

#### Isobel Emily Bowles

B.S. (Butler University)  
*Ohio State Biochemistry Program*  
*Dr. Jane Jackman*

#### Kyla Noni Brathwaite

B.S. (Cornell University)  
 M.A. (The Ohio State University)  
*Communication*  
*Dr. David DeAndrea*

#### Julian Lamar Brodie

B.S. (North Carolina State University)  
*Materials Science and Engineering*  
*Dr. Maryam Ghazisaeidi*

#### Thomas Jace Brown

B.A., M.F.A. (Brigham Young University)  
*Education*  
*Dr. Linda Parsons*  
*Dr. Lisa Pinkerton*

#### Yushin Bu

Bachelor's (Korea University)  
 M.A. (The Ohio State University)  
*Economics*  
*Dr. Aubhik Khan*

#### Molly Jo Burke

B.F.A. (Columbus College of Art and Design)  
 M.F.A. (The Ohio State University)  
*Arts Administration, Education and Policy*  
*Dr. Shari Savage*  
*Dr. Rachel Skaggs*

#### Leanne Barry Burrill

B.A., B.S., M.A. (University of North Carolina at Charlotte)  
*Sociology*  
*Dr. David Melamed*

#### Patricia Susan Pittman Calderon

B.A. (California State University, Long Beach)  
 M.S. (The Ohio State University)  
*Human Sciences*  
*Dr. Allen Mallory*

#### Matthew Cantelon

B.A. (Linfield College)  
 M.F.A. (University of Memphis)  
*Theatre*  
*Dr. Stratos Constantinidis*

#### Geoffrey Carney-Knisely

B.A. (College of Wooster)  
*Public Health*  
*Dr. Amy Ferketich*  
*Dr. Parvati Singh*

#### Lauren Marzella Caskey

B.A. (Grinnell College)  
 M.A. (Webster University)  
*History of Art*  
*Dr. Lisa Florman*  
*Dr. Jody Patterson*

#### Ashley Anne Castelleo

B.S. (Clemson University)  
 M.S. (The Ohio State University)  
*Molecular Genetics*  
*Dr. Adriana Dawes*

#### Nicholas Michael Castillo

B.S. (Polytechnic Institute of New York University)  
*Mathematics*  
*Dr. Ovidiu Costin*

#### Guillermo Andres Castillo

Martinez  
 B.S. (Escuela Politecnica Nacional)  
 M.S. (The Ohio State University)  
*Electrical and Computer Engineering*  
*Dr. Yongga A*  
*Dr. Andrea Serrani*

#### Ayse Busra Ceviren

B.S., M.A. (Bogazici University)  
*Education*  
*Dr. Minjung Kim*  
*Dr. Jessica Logan*

#### Yuzhou Chang

B.Engr. (China Pharmaceutical University)  
*Integrated Biomedical Science*  
*Graduate Program*  
*Dr. Qin Ma*  
*Dr. Zhai Li*

#### Rebecca Renee Chapman

B.A. (Clark University)  
 M.A. (The Ohio State University)  
*Geography*  
*Dr. Alvaro Montenegro*

#### Guoyu Chen

B.Engr. (Chongqing University of Post & Telecommunications)  
 B.S. (Northern Arizona University)  
 M.S. (The Ohio State University)  
*Electrical and Computer Engineering*  
*Dr. Xiaorui Wang*

#### Tongyue Chen

B.S. (Fudan University)  
 M.S. (The Ohio State University)  
*Chemistry*  
*Dr. Jonathan Parquette*

**Wei Han Chen**

B.S., M.S. (National Chiao Tung University)  
*Computer Science and Engineering*  
Dr. Kannan Athreya

**Wei-Ju Chen**

B.Bus. Adm. (National Taipei University)  
M.S. (National Taiwan University)  
*Human Sciences*  
Dr. Jay Kandampully  
Dr. Qing Liu

**Yung Fu Chen**

B.S. (National Chengchi University)  
M.S. (National Chiao Tung University)  
*Computer Science and Engineering*  
Dr. Anish Arora

**Shuyu Cheng**

B.S. (Peking University)  
*Physics*  
Dr. Roland Kawakami

**Ryan James Chesser**

B.S.Chem.Eng. (The Ohio State University)  
*Nuclear Engineering*  
Dr. Marat Khafizov

**Chia Ching Chien**

D.V.M., M.S. (National Taiwan University)  
*Molecular, Cellular, and Developmental Biology*  
Dr. Yasuko Rikihisa

**Jiseon Choi**

B.S. (Seoul National University)  
M.S. (Wageningen University)  
M.S. (The Ohio State University)  
*Agricultural, Environmental, and Development Economics*  
Dr. Margaret Jodlowski

**Junbin Choi**

B.S.Mech.Eng. (The Ohio State University)  
*Mechanical Engineering*  
Dr. Jung Hyun Kim

**Fouad Choueiry**

B.S. (University of Akron)  
*Ohio State University Nutrition*  
Dr. Jiangjiang Zhu

**Alyssa Nicole Chrisman**

B.S.Educ. (Central Michigan University)  
M.A. (The Ohio State University)  
*Education*  
Dr. Mollie Blackburn

**Adam Bijan Christopherson**

B.S. (University of Wisconsin)  
M.S. (The Ohio State University)  
*Mathematics*  
Dr. Kenneth Koenig

**Soh Hyun Chu**

B.Bus. Adm., M.S. (Seoul National University)  
*Business Administration*  
Dr. James Hill

**Alina Cassandra Cioletti**

B.S. (Ashland University)  
M.S. (Nova Southeastern University)  
*Human Sciences*  
Dr. Leeann Lower-Hoppe  
Dr. Donna Pastore

**Benjamin Hayes Clark**

B.S. (The Ohio State University)  
*Chemistry*  
Dr. Christopher Hadad

**Jessica Brianne Clark**

B.S. (Wright State University)  
*Chemistry*  
Dr. Heather Allen

**Nathaniel William Clause**

M.S. (The Ohio State University)  
*Mathematics*  
Dr. Roberto Facundo Memoli Techera

**Roderick Douglas Cochran**

B.S. (University of New Mexico)  
M.S. (The Ohio State University)  
*Physics*  
Dr. Daniel Gauthier

**Lisa Delacruz Combs**

B.A. (The Ohio State University)  
M.S. (Miami University)  
*Education*  
Dr. Marc Guerrero  
Dr. Stephen Quayle

**Rachel Combs-Giroir**

B.S. (University of Missouri-Columbia)  
*Translational Plant Sciences*  
Dr. Andrea Gschwend  
Dr. Alexander Lindsey

**Paul Louis Salvatore Consiglio**

B.S. (The Ohio State University)  
*Integrated Biomedical Science*  
*Graduate Program*  
Dr. Anasuya Sarkar

**Tali Aliza Cornblath**

B.A. (Tufts University)  
M.A. (The Ohio State University)  
*Education*  
Dr. Kisha Radliff

**Christopher David Crabtree**

B.S., M.S. (The Ohio State University)  
*Human Sciences*  
Dr. Jeff Volek

**Jerry Jinrui Cui**

B.S., M.S. (Yale University)  
*Integrated Biomedical Science*  
*Graduate Program*  
Dr. Daniel Wozniak  
Dr. Kou-San Ju

**Caitlin Alana Cummings**

B.A., M.A. (The Ohio State University)  
*Speech and Hearing Science*  
Dr. Rebecca McCauley  
Dr. Adriane Baylis

**Victor da Cruz Pinha Barbosa**

B.S. (University of North Florida)  
*Chemistry*  
Dr. Bradley Woodward

**Heather Renee Daly**

B.S. (Ball State University)  
M.A. (James Madison University)  
M.A. (The Ohio State University)  
*Psychology*  
Dr. Mark Pitt

**Rebecca Ann Deffler**

B.S. (Gettysburg College)  
M.S. (The Ohio State University)  
O.D. (New England College of Optometry)  
*Vision Science*  
Dr. Bradley Dougherty

**Michaela Maria Dengg**

B.A. (Universitat Regensburg)  
*Education*  
Dr. Tatiana Susptsyna

**Mariame Diabate Diabate**

B.S. (The Ohio State University)  
*Integrated Biomedical Science*  
*Graduate Program*  
Dr. Jeffrey Parvin

**Kexin Ding**

Bachelor's (China Agricultural University)  
M.S. (University of Georgia)  
M.S. (The Ohio State University)  
*Agricultural, Environmental, and Development Economics*  
Dr. Ani Katchova

**Cullen William Dixon**

B.S. (Pennsylvania State University)  
*Translational Plant Sciences*  
Dr. Andrea Gschwend  
Dr. Jay Hollick

**Dila Donmez**

B.S., M.S. (Middle East Technical University)  
*Food Science and Technology*  
Dr. Osvaldo Campanella

**Marilyn Nicole Dunbar**

B.S. (Birmingham-Southern College)  
*Chemistry*  
Dr. Claudia Turro

**Robert Lewis Dupont**

B.S. (Michigan Technological University)  
M.S. (The Ohio State University)  
*Chemical Engineering*  
Dr. Xiaoguang Wang

**Story Edison**

B.S. (Oregon State University)  
M.A. (The Ohio State University)  
*Sociology*  
Dr. Dana Haynie

**Dennin Ellis**

B.S. (College of Saint Rose)  
M.A. (State University of New York at Albany)  
*English*  
Dr. James Phelan

**Mengdi Fan**

B.Engr. (Dalian University of Technology)  
M.S. (University of Washington)  
M.S. (The Ohio State University)  
*Chemical Engineering*  
Dr. Lisa Hall

**Kurtis Alan Forsika**

B.S. (Allegheny College)  
M.A. (Bowling Green State University)  
M.B.A. (The Ohio State University)  
*Education*  
Dr. Tatiana Susptsyna

**Matthew Thomas Fortunato**

B.S. (Florida International University)  
*Chemistry*  
Dr. Claudia Turro

**Siying Fu**

B.S. (University of Nebraska-Lincoln)  
*Food Science and Technology*  
Dr. Hua Wang

**Lydia Rose Fyfe**

B.A. (Kalamazoo College)  
*Entomology*  
Dr. Megan Nicol  
Dr. Mary Gardiner

**Basia Clarice Gabela-Zuniga**

B.S. (University of California)  
M.S. (The Ohio State University)  
*Biomedical Engineering*  
Dr. Samir Ghadiali  
Dr. Joshua Englert

**Deniz Genlik**

Bachelor's, M.S. (Middle East Technical University)  
*Mathematics*  
Dr. Hsian-Hua Tseng

**Theresa Gillespie**

B.A. (Northwestern University)  
M.A.Teach. (National Louis University)  
M.A. (The Ohio State University)  
*Education*  
Dr. Laurice Joseph

**Shoshana Rivka Ginsburg**

B.A., M.S. (The Ohio State University)  
*Food Science and Technology*  
Dr. Rafael Jimenez-Flores

**Rebecca Glowinski**

B.S. (Johns Hopkins University)  
*Integrated Biomedical Science*  
*Graduate Program*  
Dr. Mark Peoples

**Ryan Timothy Goeckner**

B.A., M.A. (University of Kansas)  
*Anthropology*  
Dr. Anna Willow

**Katherine May Goldman**

B.S. (University of California, Los Angeles)  
*Mathematics*  
Dr. Jingyin Huang

**Andrew Thomas Goodhart**

B.A., M.A. (Ohio University)  
M.A. (The Ohio State University)  
*Political Science*  
Dr. Richard Herrmann

**Paul Gregor**

B.A. (Southern New Hampshire University)  
M.A. (University of Texas at San Antonio)  
*Education*  
Dr. Jackie Blount  
Dr. Winston Thompson

**Misha C. Grifka Wander**

B.A. (University of Chicago)  
M.A. (The Ohio State University)  
*English*  
Dr. Jared Gardner

**Alexander Joseph Grooms**

B.S. (The Ohio State University)  
*Chemistry*  
Dr. Abraham Badu-Tawiah

**Daisy Jo Grove**

B.S. (Northern Kentucky University)  
*Ohio State Biochemistry Program*  
Dr. Michael Kears

**Melissa Guadron**

B.A., M.A. (State University of New York at Albany)  
*English*  
Dr. Christa Teston

**Ziwei Guan**

B.Engr. (University of Science and Technology of China)  
M.S. (The Ohio State University)  
*Electrical and Computer Engineering*  
Dr. Yingbin Liang

**Aziz Burak Guelen**

B.S. (Middle East Technical University)  
M.S. (The Ohio State University)  
*Mathematics*  
Dr. Roberto Facundo Memoli Techera

**Shengxi Gui**

Bachelor's (Wuhan University)  
M.S. (The Ohio State University)  
*Civil Engineering*  
Dr. Rongjun Qin

**Victoria Gurevich**

B.A. (University of Illinois at Chicago)  
M.A. (The Ohio State University)  
*Political Science*  
Dr. Christopher Gelpi

**Alex Hanes**

B.S. (University of Toledo)  
*Chemistry*  
Dr. Bern Kohler

**Pilard Atef Hanna**

B.S. (University of California)  
M.S. (University of Southern California)  
*Anatomy*  
Dr. Melissa Quinn

**Karthikeyan Hariharan**

B.Tech. (National Institutes of Technology, India)  
M.S. (The Ohio State University)  
*Materials Science and Engineering*  
Dr. Gerald Frankel

**Fan He**

B.S. (University of Nebraska-Lincoln)  
B.S. (Northwest Agriculture & Forestry University)  
*Food Science and Technology*  
Dr. Jiyoung Lee

**Yiran He**

Bachelor's (Zhejiang University)  
M.S. (The Ohio State University)  
*Chemistry*  
Dr. Christopher Hadad

**Ashley Nicole Herkins**

B.S.F.A.B.E. (The Ohio State University)  
*Food, Agricultural and Biological Engineering*  
Dr. Katrina Cornish

**Ilse Angelica Hernandez Aguirre**

B.S. (University of Texas at El Paso)  
*Integrated Biomedical Science Graduate Program*  
Dr. Kevin Cassidy

**Deborah Hewlett**

B.S. (Mount Vernon Nazarene University)  
M.S. (Texas A&M University)  
*Education*  
Dr. Ana-Paula Correia

**Gregory Dalton Hopper**

B.S. (Eastern Kentucky University)  
M.S. (The Ohio State University)  
*Statistics*  
Dr. Omer Ozturk

**Maruf Md Sajjad Hossain**

B.S.Elec.Eng. (Bangladesh University of Engineering and Technology)  
M.S. (The Ohio State University)  
*Electrical and Computer Engineering*  
Dr. Niru Nahar  
Dr. Kubilay Sertel

**Md Abir Hossain**

B.S. (Bangladesh University of Engineering and Technology)  
M.S. (University of Texas at El Paso)  
*Mechanical Engineering*  
Dr. Calvin Stewart

**Hsiang Yin Hsueh**

B.S. (Taipei Medical University)  
M.S. (National Taiwan University)  
*Molecular, Cellular, and Developmental Biology*  
Dr. Zobeida Cruz-Monserrate

**Jen-Chieh Hsueh**

B.S. (National Cheng Kung University)  
M.S. (National Taiwan University)  
M.S. (The Ohio State University)  
*Electrical and Computer Engineering*  
Dr. Waleed Khalil

**Neil Jonathan Humphrey**

B.A. (Marshall University)  
M.A. (Auburn University)  
*History*  
Dr. Christopher Otter

**Steven Matthew Hunt**

B.A., M.A. (The Ohio State University)  
*Education*  
Dr. Lauriec Joseph

**Chelsea Erin Hunter**

B.A. (Portland State University)  
M.A. (San Diego State University)  
*Anthropology*  
Dr. Matthias Moritz

**Ngoc Thien Tu Huynh**

B.S. (Texas Christian University)  
M.S. (The Ohio State University)  
*Horticulture and Crop Science*  
Dr. Leah McHale

**Courtney Renee Irwin**

B.A., M.A. (Kent State University)  
*Education*  
Dr. Melinda Rhoades

**Yuseva Ariyani Iswandari**

Sarjana (Sanata Dharma University)  
M.Educ. (Arizona State University)  
*Education*  
Dr. Francis Troyan

**Vanessa Lynn Ivy**

B.A. (Whitworth University)  
M.S. (The Ohio State University)  
*Psychology*  
Dr. Steven Spencer

**Cedric Lavar Jennings**

B.A. (Brown University)  
Master's (Harvard University)  
Master's (University of Michigan)  
M.S. (The Ohio State University)  
*Psychology*  
Dr. Stephen Pettrill

**Suhyun Janis Jeon**

B.A. (University of Michigan)  
M.S. (Hanyang University)  
M.S. (The Ohio State University)  
*Human Sciences*  
Dr. Qing Liu  
Dr. Jay Kandampully

**Jianna Jin**

B.Bus. Adm. (Kyung Hee University)  
M.S. (Korea University)  
*Business Administration*  
Dr. Rebecca Reczek

**Xin Jin**

B.Engr. (Northwestern Polytechnical University, Xi'an)  
M.S. (The Ohio State University)  
*Computer Science and Engineering*  
Dr. Zhiqiang Lin

**Danae Adrienne Johnson**

B.A. (Spring Arbor University)  
O.D. (Ferris State University)  
*Vision Science*  
Dr. Stacey Choi  
Dr. Nathan Doble

**Kyanna Patrice Johnson**

B.A. (Saint John's University, New York)  
M.A. (The Ohio State University)  
*Education*  
Dr. Scott Graves

**Stephanie Nicholia Joliff**

B.S.Agr., M.S. (The Ohio State University)  
*Agricultural Communication, Education, and Leadership*  
Dr. Tracy Kitchel

**Hyemin Jung**

B.S., M.S. (Yeungnam University)  
M.S. (The Ohio State University)  
*Electrical and Computer Engineering*  
Dr. Sanjay Krishna

**Veena Kallambettu**

B.A. (University of Calgary)  
M.A. (University of Northern Iowa)  
*Speech and Hearing Science*  
Dr. Youkyung Bae

**Ufuoma Israel Kara**

B.S.Chem.Eng. (University of Benin)  
M.S. (Cleveland State University)  
*Chemical Engineering*  
Dr. Xiaoguang Wang

**Baris Kasapoglu**

M.S. (Istanbul Technical University)  
B.S.Civ.Eng. (Istanbul University)  
*Civil Engineering*  
Dr. Halil Sezen

**Eric Howard Kaufman**

B.A. (Brown University)  
M.A. (National Labor College)  
M.A. (City College of the City University of New York)  
*History*  
Dr. David Steigerwald

**Rachel Cline Kearney**

B.S.Dent.Hygn., M.S. (The Ohio State University)  
*Education*  
Dr. Richard Voithofer

**Saad Khalid**

B.S. (Rhodes College)  
M.S. (The Ohio State University)  
*Physics*  
Dr. Yuanming Lu

**Nicholas Kian Khaligh**

B.S. (George Mason University)  
M.S. (The Ohio State University)  
*Psychology*  
Dr. Duane Wegener  
Dr. Richard Petty

**Nayul Kim**

B.A., M.A. (Sungkyunkwan University)  
*Economics*  
Dr. Matthew Weinberg

**Seulhee Kim**

Bachelor's (University of Alabama-Birmingham)  
*Biomedical Engineering*  
Dr. Lufang Zhou

**Tae Young Kim**

B.S. (Sungkyunkwan University)  
M.S. (Seoul National University)  
*Electrical and Computer Engineering*  
Dr. Siddharth Rajan

**Christopher Lee Kinley**

B.A.Honors, M.A. (University of North Carolina School of the Arts)  
*History*  
Dr. Theodora Dragostinova

**Taylor Lauren Klass**

B.S.Agr., M.S. (The Ohio State University)  
*Plant Pathology*  
Dr. Jonathan Jacobs  
Dr. Sally Miller

**Logan Shinkai Knight**

B.A., M.A. (National University of Singapore)  
Master's (Ferris State University)  
*Social Work*  
Dr. Susan Yoon

**Eun Jung Ko**

B.A., M.A. (Ewha Womans University)  
*Education*  
Dr. Youngjoo Yi

**Jerry L. Kovacich**

B.S.Weld.Eng., M.S. (The Ohio State University)  
*Welding Engineering*  
Dr. Dennis Harwig

**Kaitlyn Marie Kray**

B.S. (The Ohio State University)  
*Ohio State Biochemistry Program*  
Dr. Arthur Burghes

**Sonu Kumar**

B.Tech. (Indian Institute of Technology Roorkee)  
M.S. (The Ohio State University)  
*Chemical Engineering*  
Dr. Liang-Shih Fan

**Christopher Edward La Rosa**

B.S., M.S. (The Ohio State University)  
*Pharmaceutical Sciences*  
Dr. Karl Werbovetz

**Loryssa Michelle Lake**

B.S. (University of California)  
M.S. (The Ohio State University)  
*Environmental Science*  
Dr. Nicholas Bosta

**Derek J. Lee**

B.S. (Central Michigan University)  
Master's (Bowling Green State University)  
*Education*  
Dr. Darcy Granello

**Donggyu Lee**

Bachelor's, Master's (Chung-Ang University)  
Master's (University of Illinois at Chicago)  
*City and Regional Planning*  
Dr. Mattijs Van Maasackers

**Jongho Lee**

B.S. (State University of New York at Stony Brook)  
*Mathematics*  
Dr. Roy Joshua

**Ashley Taylor Lenau**

B.S. (Alfred University)  
*Materials Science and Engineering*  
Dr. Stephen Niezgodra

**Jeremy Tyler Lerma**

B.S. (Texas Lutheran College)  
*Molecular Genetics*  
Dr. Sharon Amacher

**Haoyu Li**

Bachelor's (Beijing Normal University)  
*Computer Science and Engineering*  
Dr. Han-Wei Shen

**Xiaoyu Liang**

Bachelor's (Wuhan University)  
M.A. (The Ohio State University)  
*Geography*  
Dr. Desheng Liu

**Ho-Chieh Lin**

B.Educ. (National Taichung Teachers College)  
M.S. (National Chiayi University)  
M.A. (The Ohio State University)  
*Education*  
Dr. Theodore Chao

<p><b>Yanli Lin</b> B.A., M.A. (Renmin University of China) M.A. (The Ohio State University) <i>Economics</i> Dr. Bruce Weinberg</p>	<p><b>Xinyu Lu</b> Bachelor's (Shandong University) M.S. (Fordham University) <i>Education</i> Dr. Peter Sayer Dr. Francis Trayan</p>	<p><b>Lindsay Michelle Matthews</b> B.A. (Calvin College) M.A. (The Ohio State University) <i>Education</i> Dr. Kisha Radloff</p>	<p><b>Wanderson Novais</b> Licenciatu (Earth University) M.S. (The Ohio State University) <i>Horticulture and Crop Science</i> Dr. Alexander Lindsey</p>	<p><b>Alexander Gregory-Jordan Pittman</b> B.A. (Central Michigan University) M.A. (University of South Florida) <i>Education</i> Dr. Timothy San Pedro</p>
<p><b>Holly Conner Lind-Combs</b> B.A. (College of William and Mary) M.Ed. (University of Virginia) <i>Speech and Hearing Science</i> Dr. Rachael Holt</p>	<p><b>Ruiyang Lyu</b> B.S. (University of Science and Technology of China) <i>Chemistry</i> Dr. Yiyang Wu</p>	<p><b>Ness Mayker Chen</b> B.S., M.S. (The Ohio State University) <i>Astronomy</i> Dr. Adam Leroy</p>	<p><b>Benjamin Peloquin Oakes</b> B.S. (Loyola University Chicago) M.S. (The Ohio State University) <i>Molecular, Cellular, and Developmental Biology</i> Dr. Jay Hollick</p>	<p><b>Michael Keith Plummer</b> B.S. (United States Air Force Academy) M.S. (Rice University) M.S. (The Ohio State University) <i>Astronomy</i> Dr. Ji Wang</p>
<p><b>Charmaine Alicia Lindsay</b> B.S. (Claffin University) M.S. (The Ohio State University) <i>Pharmaceutical Sciences</i> Dr. Harintantenaina Liva Rakotondraibe</p>	<p><b>Daniel Ma</b> B.S.Env.Eng. (Messiah College) M.S. (The Ohio State University) <i>Civil Engineering</i> Dr. Natalie Hull Dr. Karen Dannemiller</p>	<p><b>Tamara Joy McCarty</b> B.F.A. (California State University, Long Beach) <i>Dance</i> Dr. Hannah Kosstrin</p>	<p><b>Morgan Elizabeth Oates</b> B.A., M.A. (The Ohio State University) <i>Speech and Hearing Science</i> Dr. Allison Bean</p>	<p><b>Sevim Polat Genlik</b> B.S., M.S. (Middle East Technical University) <i>Materials Science and Engineering</i> Dr. Maryam Ghazizadei</p>
<p><b>Siyu Liu</b> Bachelor's (Nankai University) <i>Public Policy and Management</i> Dr. Stephane Lovertu Dr. Hongtao Yi</p>	<p><b>Ming Yan Ma</b> B.A., M.A. (Chinese University of Hong Kong) Master's (University of Oxford) <i>English</i> Dr. Pranav Jani</p>	<p><b>Neal Jerron McKinney</b> B.A. (DePauw University) M.A. (University of Maryland) <i>Education</i> Dr. Stephen Quaye</p>	<p><b>Abdelmatloub A A Omar</b> Bachelor's (Omar Almuhtar University) Master's (Al-Fateh University) <i>Environment and Natural Resources</i> Dr. Brian Slater</p>	<p><b>Dylan Matthew Poorboy</b> B.S. (Point Loma Nazarene University) <i>Evolution, Ecology and Organismal Biology</i> Dr. Andreas Chavez</p>
<p><b>Xiaoyu Liu</b> Bachelor's (Central China Normal University) M.S. (The Ohio State University) <i>Physics</i> Dr. Michael Lisa</p>	<p><b>Catalina Mari Mackaman-Lofland</b> B.A. (Barnard College - Columbia University) M.A. (The Ohio State University) <i>History</i> Dr. Alice Conklin</p>	<p><b>Zihan Melink</b> B.S.Nutrition, M.S. (The Ohio State University) <i>Ohio State University Nutrition</i> Dr. Tanya Orchard</p>	<p><b>Preston Osborn</b> B.A. (Ohio Wesleyan University) M.S.W. (Metropolitan State University) <i>Social Work</i> Dr. Mo-Yee Lee</p>	<p><b>Joshua Wesley Powell</b> B.S.Pharm.Sci. (The Ohio State University) <i>Pharmaceutical Sciences</i> Dr. Mark Mitton-Fry</p>
<p><b>Xuan Liu</b> B. Engr. (Tsinghua University) M.S. (The Ohio State University) <i>Electrical and Computer Engineering</i> Dr. Antonio Jesus Conejo Navarro</p>	<p><b>Samuel Scott Malloy</b> B.A., M.P.A. (The Ohio State University) <i>Environmental Science</i> Dr. Tanya Yanit Berger-Wolf</p>	<p><b>Marlena Rae Merling</b> B.S.Honors (University of Dayton) <i>Integrated Biomedical Science Graduate Program</i> Dr. Fernanda Novais</p>	<p><b>Lauren D. Otto</b> B.S. (Bucknell University) <i>Integrated Biomedical Science Graduate Program</i> Dr. Leah Pyter</p>	<p><b>Chelsea Elizabeth Pratt</b> B.A. (University of Georgia) M.Ed. (Merrimack College) <i>Education</i> Dr. Penny Pasque</p>
<p><b>Yanan Liu</b> B.A. (Zhejiang University) M.S. (University of Guelph) <i>Agricultural, Environmental, and Development Economics</i> Dr. Henry Klaiber</p>	<p><b>Dmitry Malyska</b> B.S., M.S. (Drexel University) <i>Integrated Biomedical Science Graduate Program</i> Dr. Jeffrey Kuret</p>	<p><b>Courtney Jo Morder</b> B.S. (Waynesburg University) <i>Chemistry</i> Dr. Zachary Schultz</p>	<p><b>Daniel Packer</b> B.A. (Bard College at Simon's Rock) <i>Mathematics</i> Dr. Dustin Mixon</p>	<p><b>Zhen Qin</b> B.Engr. (South Central University for Nationalities) M.S. (The Ohio State University) <i>Food Science and Technology</i> Dr. Shang-Tian Yang</p>
<p><b>Yijing Liu</b> B. Engr. (Beijing University of Chemical Technology) <i>Civil Engineering</i> Dr. Karen Dannemiller Dr. Natalie Hull</p>	<p><b>Pranav Ravindra Maneriker</b> B.Tech. (Indian Institute of Technology Kanpur) M.S. (The Ohio State University) <i>Computer Science and Engineering</i> Dr. Srinivasan Parthasarathy</p>	<p><b>Noor Danielle Murteza</b> B.A. (University of Sharjah) M.F.A. (The Ohio State University) <i>Arts Administration, Education and Policy</i> Dr. Shari Savage Dr. Dana Kletchka</p>	<p><b>Salil Manoj Pai</b> B.Engr. (Birla Institute of Technology and Science) M.S. (The Ohio State University) <i>Mechanical Engineering</i> Dr. Saheil Soghrati</p>	<p><b>Panke Qu</b> B.Engr. (Heilongjiang University) Master's (University of Chinese Academy of Sciences) <i>Comparative Biomedical Science</i> Dr. Shan-Lu Liu</p>
<p><b>Zachary Lookenbill</b> B.Music (West Chester University) M.Mus. (Michigan State University) <i>Music</i> Dr. Anna Gawboy</p>	<p><b>Yifan Mao</b> Bachelor's (Fudan University) M.S. (The Ohio State University) <i>Computer Science and Engineering</i> Dr. Shaileshh Bajaj Venkatakrishnan</p>	<p><b>Nicholas A. Nastasi</b> B.S.Env.Eng., M.S. (The Ohio State University) <i>Environmental Science</i> Dr. Karen Dannemiller</p>	<p><b>Hyoeun Park</b> Bachelor's (Sogang University) M.A. (The Ohio State University) <i>Economics</i> Dr. Paul Healy</p>	<p><b>Felix Oppong Quayson</b> B.S. (Washington Adventist University) M.Ed. (Hofstra University) Ed.D. (American International College) M.A. (The Ohio State University) <i>Education</i> Dr. Edward Fletcher</p>
<p><b>Gerardo Lopez</b> B.Music (University of Redlands) M.Mus. (Michigan State University) <i>Music</i> Dr. Anna Gawboy</p>	<p><b>Laura Mason</b> B.S. (The Ohio State University) Master's (Ohio University) <i>Environment and Natural Resources</i> Dr. Richard Dick</p>	<p><b>Scott Thomas Newton</b> B.A. (University of Virginia) M.S. (The Ohio State University) <i>Mathematics</i> Dr. Sanjeevi Krishnan</p>	<p><b>Kazune Catherine Pax</b> B.S. (University of Notre Dame) <i>Oral Biology</i> Dr. Purnima Kumar Dr. Binazz Leblebicioglu</p>	<p><b>Emily Alice Louise Rabung</b> B.A. (Ohio Wesleyan University) M.S. (The Ohio State University) <i>Environment and Natural Resources</i> Dr. Matthew Hamilton Dr. Eric Tomara</p>
<p><b>Patricia Anne Loughney</b> B.S. (Westminster College) M.S. (The Ohio State University) <i>Materials Science and Engineering</i> Dr. Sheikh Akbar</p>	<p><b>Peter Matheny</b> B.S., M.S. (University of Memphis) <i>Geodetic Science and Surveying</i> Dr. Demian Gomez Dr. Terry Wilson</p>	<p><b>Zheyu Ni</b> B.A. (Zhejiang University) M.A. (Boston University) M.A. (The Ohio State University) <i>Economics</i> Dr. Matthew Weinberg</p>	<p><b>Jianzong Pi</b> B.S.Elec.Cptr.Eng. (The Ohio State University) <i>Electrical and Computer Engineering</i> Dr. Abhishek Gupta Dr. Can Koksall</p>	

**Daram Ramdin**

B.S. (Rutgers University-New Brunswick)  
M.S. (The Ohio State University)  
*Physics*  
Dr. Leonard Brillson

**Stephanie Catherine Ray**

B.S. (Belmont University)  
*Microbiology*  
Dr. Chad Rappleye

**Timothy Dennis Ray**

B.S. (Oregon State University)  
M.S. (The Ohio State University)  
*Agricultural Communication, Education, and Leadership*  
Dr. Melena Whittington  
Dr. Tracy Kitchel

**Timothy Joseph Rethorn**

B.S. (The University of Findlay)  
D.P.T. (The Ohio State University)  
*Health and Rehabilitation Sciences*  
Dr. Catherine Quatman-Yates

**Nicholas R. Rigel, Jr.**

B.S. (Wittenberg University)  
*Chemistry*  
Dr. Rafael Bruschweiler

**Jacob Rochester**

B.S. (University of Arizona)  
M.S. (The Ohio State University)  
*Materials Science and Engineering*  
Dr. Michael Sumption

**Randall James Rowe II**

B.S. (Michigan State University)  
M.A. (New York University)  
M.A. (The Ohio State University)  
*Slavic and East European Languages and Cultures*  
Dr. Yana Hashamova

**Junyun Ruan**

Bachelor's (Sun Yat-sen University)  
M.A. (The Ohio State University)  
*Linguistics*  
Dr. Brian Joseph

**Shan Ruan**

Bachelor's (Fudan University)  
Master's (University of Oslo)  
*English*  
Dr. James Phelan

**Silvette Melissa Ruiz-Ramirez**

B.S. (University of Puerto Rico)  
*Food Science and Technology*  
Dr. Rafael Jimenez-Flores

**Reyhan Safak**

B.S., M.S. (Bogazici University)  
M.Educ. (American College of Education)  
*Education*  
Dr. Azita Manouchehri

**Alexander Charles Sallade**

B.Music (University of Delaware)  
M.A. (The Ohio State University)  
*Music*  
Dr. Anna Gawboy  
Dr. Jeremy Smith

**Lorien Grace Salyer**

B.S. (Otterbein University)  
*Integrated Biomedical Science Graduate Program*  
Dr. Brandon Biesiadecki

**Daniel Ernesto Sanchez Rosales**

B.S. (University of Massachusetts Amherst)  
*Physics*  
Dr. Daniel Gauthier

**Brian Thomas Scarpitti**

B.S. (Walsh University)  
*Ohio State Biochemistry Program*  
Dr. Zachary Schultz

**Makenzie Renee Scarpitti**

B.S. (Walsh University)  
*Integrated Biomedical Science Graduate Program*  
Dr. Michael Kearse

**Mariah Lauren Schwartz**

B.S.Elec.Cptr.Eng., M.S. (The Ohio State University)  
*Electrical and Computer Engineering*  
Dr. Sanjay Krishna

**Shane Shakar Scott**

B.S. (Brandeis University)  
M.S. (Boston University)  
*Integrated Biomedical Science Graduate Program*  
Dr. Sakima Smith

**Laura Marie Segovia**

B.S. (University of Alaska Anchorage)  
M.S. (Frontier Nursing University)  
*Nursing*  
Dr. Cindy Anderson

**Kriti Sehgal**

B.S. (University of Delhi)  
M.S. (Indian Institute of Science)  
M.S. (The Ohio State University)  
*Mathematics*  
Dr. Ovidiu Costin

**Shawnice Lee Shankle**

B.S.Nurs. (Kent State University)  
M.S. (Louisiana State University Health Sciences Center)  
*Nursing*  
Dr. Laureen Smith

**Ariana Elizabeth Shannon**

B.A. (Capital University)  
M.S. (The Ohio State University)  
*Ohio State Biochemistry Program*  
Dr. Amanda Hummon

**Yang Shi**

Bachelor's (Wuhan University of Technology)  
M.S. (University of Rochester)  
*Education*  
Dr. Ann O'Connell

**GeunYoung Sim**

B.S., M.S. (Konkuk University)  
*Molecular, Cellular, and Developmental Biology*  
Dr. Kotaro Nakanishi

**Dipshi Singh**

B.S. (University of Delhi)  
M.S. (Indian Institute of Technology)  
*Chemistry*  
Dr. Thaliyil Rajanbabu

**Anuvrat Sircar**

B.S. (University of Delhi)  
M.S. (South Asian University)  
*Molecular, Cellular, and Developmental Biology*  
Dr. Lalit Sehgal

**Tessa M. Smith**

B.A. (University of Pittsburgh)  
M.Educ. (Ohio University)  
*Education*  
Dr. Bryan Wamick

**Katri Jenna Snyder**

B.S. (The Ohio State University)  
*Integrated Biomedical Science Graduate Program*  
Dr. Parvathi Ranganathan

**Shuang Song**

B.S. (Guangzhou University)  
Master's (Wuhan University)  
M.S. (The Ohio State University)  
*Civil Engineering*  
Dr. Ronjun Qin

**Kyle Douglas Spencer**

B.S. (Central Michigan University)  
*Integrated Biomedical Science Graduate Program*  
Dr. Michael Bailey

**Lauren Marie Spring**

B.S.Educ., M.S. (The Ohio State University)  
*Human Sciences*  
Dr. Brian Turner

**Hariharan Sriram**

B.S. (National Institutes of Technology, India)  
M.S. (The Ohio State University)  
*Materials Science and Engineering*  
Dr. Yunzhi Wang

**Kelsy Robin Steele**

B.S., O.D., M.S. (The Ohio State University)  
M.S. (Mississippi College)  
*Vision Science*  
Dr. Karla Zadnik

**Jacob Paul Strayer**

B.S. (Arizona State University)  
M.S. (The Ohio State University)  
*Chemical Engineering*  
Dr. Jeffrey Chalmers

**Joshua Aaron Streeter**

B.A. (Adams State University)  
M.A. (The Ohio State University)  
*Theatre*  
Dr. Stratos Constantinidis

**Jesse Gabriel Strickler**

B.A. (State University of New York at Geneseo)  
M.S. (The Ohio State University)  
*Psychology*  
Dr. Susan Havercamp

**Holly C. Sucharski-Argall**

B.S. (Central Michigan University)  
M.S. (Vanderbilt University)  
*Integrated Biomedical Science Graduate Program*  
Dr. Sara Koenig  
Dr. Peter Mohler

**Charron Sumler**

B.A. (Saint Edward's University)  
M.A. (Texas State University)  
*Education*  
Dr. Colette Dollarhide

**Erica Danielle Summerfield**

B.S., M.S. (Oklahoma State University)  
*Agricultural Communication, Education, and Leadership*  
Dr. Annie Specht  
Dr. Shelly Dee Jepsen

**Chao Sun**

B.Med. (China Medical University)  
*Molecular, Cellular, and Developmental Biology*  
Dr. Chen Gu

**Grace F. H. Sward**

B.S. (Iowa State University)  
M.S. (University of Minnesota)  
*Entomology*  
Dr. Luis A. Conas

**Hanieh Taheri**

B.S. (University of Tehran)  
M.S. (The Ohio State University)  
*Molecular Genetics*  
Dr. Shuiying Hu  
Dr. Alexander Sparreboom

**Hassan Taherian**

Bachelor's (Amir Kabir University of Technology)  
M.S. (The Ohio State University)  
*Computer Science and Engineering*  
Dr. Deliang Wang

**Yok Jye Tang**

B.S.Elec.Cptr.Eng., M.S. (The Ohio State University)  
*Electrical and Computer Engineering*  
Dr. Xinmiao Zhang

**Rana Mounir Tarabay**

Master's (Universite Libanaise)  
Master's (American University of Beirut)  
*Civil Engineering*  
Dr. Andre Carrel  
Dr. Rabi Mihalani

**Garrett Andrew Tatum**

B.S.Civ.Eng. (University of Arkansas)  
*Civil Engineering*  
Dr. Natassia Brenkus

**Jaden Tatum**

B.S. (University of Arkansas)  
*Food, Agricultural and Biological Engineering*  
Dr. Ajay Shah

**Maxwell Henry Taylor**

B.A. (College of Wooster)  
M.S. (The Ohio State University)  
*Computer Science and Engineering*  
Dr. Feng Qin

**Chong Teng**

Bachelor's, M.S. (Shanghai Jiao Tong University)  
*Food Science and Technology*  
Dr. Osvaldo Campanella

**Ivo Terek Couto**

Bachelor's, Master's (Universidade de Sao Paulo)  
M.S. (The Ohio State University)  
*Mathematics*  
Dr. Andrzej Derdzinski

**Jordan David Thayer**

B.S. (Michigan State University)  
*Aerospace Engineering*  
Dr. Jack McNamara

**Richard V. Thompson**

B.A. (Virginia Polytechnic Institute and State University)  
M.Divinity, Master's (Nyack College)  
*Social Work*  
Dr. Thomas Gregoire

**Jai H. Tiarks**

B.S.Env.Nat.Res. (The Ohio State University)  
*Environment and Natural Resources*  
Dr. Suzanne Gray

**Jasmine Ashley Tuazon**

B.S. (Baylor University)  
*Integrated Biomedical Science Graduate Program*  
Dr. Ken Oestreich

**Christoffer James Turpin**

B.A. (Lincoln Memorial Univ)  
M.A. (The Ohio State University)  
*English*  
Dr. John Jones

**Pavan Kumar Vaddi**

B.Tech. (Indian Institute of Technology Madras)  
*Mechanical Engineering*  
Dr. Carol Smidts

**Matthew Paul Van Zile**

B.S. (Excelsior College)  
M.A. (Old Dominion University)  
M.A. (University of Michigan)  
M.A., M.S. (The Ohio State University)

*Nuclear Engineering*  
*Dr. Lei Cao*

**Jessica Vandevord**

B.S. (Keene State College)  
*Chemistry*  
*Dr. Claudia Turro*

**Akila Sivakumar Venkataramany**

B.A. (Cornell University)  
*Integrated Biomedical Science Graduate Program*  
*Dr. Dawn Chandler*  
*Dr. Timothy Cripe*

**Heming Wang**

B.S., Master's (University of Waterloo)  
*Computer Science and Engineering*  
*Dr. Dejiang Wang*

**Jingyi Wang**

Bachelor's (Beijing Normal University)  
M.S. (The Ohio State University)  
*Psychology*  
*Dr. Sarah Schoppe-Sullivan*

**Shengdao Wang**

B.S. (Pingdingshan University)  
M.S. (The Ohio State University)  
*Geodetic Science and Surveying*  
*Dr. C K Shum*

**Tianyang Wang**

B.Engr. (Qingdao Technological University)  
M.S. (Columbia University)  
*Mechanical Engineering*  
*Dr. Jung Hyun Kim*

**Yuchi Wang**

B.S. (University of Science and Technology of China)  
Master's (Chinese Academy of Sciences)  
M.S. (The Ohio State University)  
*Materials Science and Engineering*  
*Dr. Yunzhi Wang*

**Benjamin Ronald Warner**

B.S. (The Ohio State University)  
*Microbiology*  
*Dr. Kurt Fredrick*

**Haohuang Wen**

B.Engr. (South China University of Technology)  
*Computer Science and Engineering*  
*Dr. Zhiqiang Lin*

**Uwe Klemens Werner Werneckinck**

B.S., M.S. (Ruhr Universitaet Bochum)  
M.S.W. (The Ohio State University)  
*Social Work*  
*Dr. Susan Yoon*

**Tessa H. C. Wilde**

B.A. (Ohio Wesleyan University)  
M.S. (Oxford Brookes University)  
*Anthropology*  
*Dr. William McGraw*

**Jake Andrew Wilson**

B.S. (University of Rhode Island)  
M.S. (The Ohio State University)  
*Pharmaceutical Sciences*  
*Dr. Kou-San Ju*

**Andrew Logan Woodruff**

B.S. (Miami University)  
*Microbiology*  
*Dr. Matthew Anderson*  
*Dr. Chad Rappleye*

**Wu Xie**

B.Engr., M.S. (Nanjing Tech University)  
M.S. (University of Nottingham)  
M. Educ. (Oregon State University)  
*Education*  
*Dr. Tatiana Suspiysyna*

**Yitong Xin**

B.Laws (Chongqing Normal University)  
M.S.W. (The Ohio State University)  
*Social Work*  
*Dr. Alan Davis*

**Hao Xing**

B.S. (Beihang University)  
M.S. (Texas A&M University)  
*Mathematics*  
*Dr. Nimish Shah*

**Rui Xu**

B.Engr. (Guangxi University)  
Master's (Xiamen University)  
*Ohio State University Nutrition*  
*Dr. Jiangqiang Zhu*

**Shengchen Xue**

B.S.Mat.Sci.Eng. (The Ohio State University)  
*Materials Science and Engineering*  
*Dr. Michael Sumption*

**Kush Kumar Yadav**

Bachelor's (Tribhuvan University)  
M.S. (The Ohio State University)  
*Comparative Biomedical Science*  
*Dr. Scott Kenney*

**Chao Yang**

B.Engr. (Sun Yat-sen University)  
M.S. (The Ohio State University)  
*Physics*  
*Dr. Dongping Zhong*

**John Carl Yannoty**

B.S. (Slippery Rock University)  
M.S. (The Ohio State University)  
*Statistics*  
*Dr. Matthew Pratalo*

**Maha Yazbeck**

B.Engr. (Lebanese American University)  
Master's (American University of Beirut)  
M.S. (The Ohio State University)  
*Industrial and Systems Engineering*  
*Dr. Theodore Allen*

**Theresia Georges Yazbeck**

B.Engr. (American University of Beirut)  
M.S. (The Ohio State University)  
*Civil Engineering*  
*Dr. Gil Bohrer*

**Sean Andrew Yeager**

B.S. (Rutgers University-New Brunswick)  
M.S. (Texas A&M University)  
M.A. (Pacific Northwest College)  
*English*  
*Dr. Brian McHale*  
*Dr. Amy Shuman*

**Christina Zachariadou**

D.D.S. (Aristotle University of Thessaloniki)  
M.S. (The Ohio State University)  
*Oral Biology*  
*Dr. Brian Foster*

**Saba Zakeri Shahvari**

B.S. (Amir Kabir University of Technology)  
M.S. (The Ohio State University)  
*Civil Engineering*  
*Dr. Jordan Clark*

**Mengya Zhang**

B.Engr. (Nankai University)  
M.S. (The Ohio State University)  
*Computer Science and Engineering*  
*Dr. Zhiqiang Lin*  
*Dr. Yingqian Zhang*

**Ruohan Zhang**

B.S. (University of California)  
M.S. (Polytechnic Institute of New York University)  
*Pharmaceutical Sciences*  
*Dr. Nuo Sun*  
*Dr. Gang Xin*

**Zijing Zhang**

Bachelor's (Shanghai University of Finance and Economics)  
M.S. (Worcester Polytechnic Institute)  
M.S. (University of Maryland)  
*Business Administration*  
*Dr. Greg Allenby*  
*Dr. Hongshuang Li*

**Chennan Zhou**

B.Engr. (Southeast University)  
M.S. (The Ohio State University)  
*Industrial and Systems Engineering*  
*Dr. Guzin Bayraktan*

**Doctor of Audiology**

**Theodora Marie Bowman**

B.S. (University of Florida)  
*Speech and Hearing Science*

**Madeline Kimble Brimmer**

B.A. (The Ohio State University)  
*Speech and Hearing Science*

**Alison Marie Reynolds**

B.S. (University of Cincinnati)  
*Speech and Hearing Science*

**Kelly Schroeder**

B.A. (The Ohio State University)  
*Speech and Hearing Science*

**Kimberly Ann Siegel**

B.A. (The Ohio State University)  
*Speech and Hearing Science*

**Abigail Rebecca Simon**

B.A.Honors (University of Iowa)  
*Speech and Hearing Science*

**Dana Elizabeth Szili**

B.A. (The Ohio State University)  
*Speech and Hearing Science*

**Stephanie Chen Xin**

B.S. (Indiana University)  
*Speech and Hearing Science*

**Doctor of Education**

**Zia S. Ahmed**

B.S., M.B.A. (University of Akron)  
*Education*

**Nikki Ann Goldsberry**

B.S.Soc.Work, M.S.W., M.A. (The Ohio State University)  
*Education*

**Khadijah Aneesah Jones**

B.A. (The Ohio State University)  
M.A. (Ohio University)  
*Education*

**Cynthia Marie McDonald-Devese**

B.A. (Bowling Green State University)  
M.A. (The Ohio State University)  
*Education*

**Jennifer Lee Pelletier**

B.A. (University of Puget Sound)  
M.A. (The Ohio State University)  
*Education*

**Amy Lynne Soter**

B.A. (Malone University)  
M.A. (University of Akron)  
*Education*

**Alisa Denise Tate**

B.S. (Missouri State University)  
M.Educ. (University of Kansas)  
*Education*

**Rebecca M. Ward**

B.A., M.A. (The Ohio State University)  
*Education*

**Derrick William Wyman**

B.A., M.B.A. (Walsh University)  
*Education*

**Doctor of Nursing Practice**

**Cheryl Renae Abersold**

B.S.Nurs., M.S. (University of Phoenix)  
Postgrad.Dipl. (Maryville University of Saint Louis)  
*Nursing*

**Elizabeth Marie Albaugh**

B.S.Nurs. (University of Southern Mississippi)  
M.B.A. (University of Tennessee-Knoxville)  
*Nursing*

**Tara Leas Benline**

B.S.Nurs. (Ohio University)  
M.S. (Chamberlain University)  
*Nursing*

**Jennifer Sue Browning**

B.S.Nurs., M.S. (The Ohio State University)  
*Nursing*

**Kathy Burns**

B.S.Nurs. (Lynn University)  
M.S. (Mount Carmel College of Nursing)  
*Nursing*

**Sheryl Burtch**

B.S.Nurs., M.A. (The Ohio State University)  
*Nursing*

**Andrea L. Chambers-Chrisp**

B.S.Nurs. (Cleveland State University)  
M.S. (University of Cincinnati)  
*Nursing*

**Morgan Lauren Collier**

B.S.Nurs. (University of Kentucky)  
M.S. (The Ohio State University)  
*Nursing*

**Jamie Kristine Corral**

B.S.Nurs., M.S. (The Ohio State University)  
*Nursing*

**Christina Marie Dalzell**

B.S.Nurs. (The Ohio State University)  
M.S. (Duke University)  
*Nursing*

**Yang Du**

B.S.Nurs., M.S. (The Ohio State University)  
*Nursing*

**Griselda Escalon**

B.S.Nurs. (University of Texas at El Paso)  
M.S. (Texas Tech University Health Sciences Center)  
*Nursing*

**Doreen Marie Freeman**

B.S.Nurs. (Elms College)  
M.B.A. (American International College)  
*Nursing*

**Kimberly Marie Graves**

B.S.Nurs. (Eastern Kentucky University)  
M.S. (Duquesne University)  
*Nursing*

**Jacklyn Marie Keene**

B.S.Nurs., M.Hlthcare.Innov. (The Ohio State University)  
*Nursing*

**Lauren Christine Mayer**

B.S.Nurs. (Xavier University)  
M.Hlthcare.Innov. (The Ohio State University)  
*Nursing*

**Valerie R. Moore**

B.S. (Wilberforce University)  
M.S. (University of Phoenix)  
*Nursing*

**Courtney Emily Mulder**

B.S.Nurs. (Hope College)  
M.S. (The Ohio State University)  
*Nursing*

**Anasheh Nazarian**

B.S.Nurs. (California State University, Dominguez Hills)  
M.S. (The Ohio State University)  
*Nursing*

**Caroline Julia Orecchio**

B.S.Nurs. (Mount Vernon Nazarene University)  
M.S. (The Ohio State University)  
*Nursing*

**Maame Birago Owusu**

B.S. (University of Maryland)  
M.S. (University of Cincinnati)  
*Nursing*

**Trevor Perdue**

B.S.Nurs., M.S. (The Ohio State University)  
*Nursing*

**Krystal Elaine Renz**

B.S.Nurs. (University of Akron)  
M.S. (The Ohio State University)  
*Nursing*

**Jill Rhoades**

B.S. (Wright State University)  
M.S. (Wright State University)  
*Nursing*

**Crystal R. Rivers**

B.S.Educ. (University of Cincinnati)  
M.Hlth.Adm. (Xavier University)  
B.S.Nurs. (Emory University)  
*Nursing*

**Julie F. Rodgers**

B.S.Nurs., M.S. (The Ohio State University)  
*Nursing*

**Megan Lorette Saelinger**

B.S.Nurs., M.S. (The Ohio State University)  
*Nursing*

**Julia Renee Salinas**

B.S.Nurs., M.Hlthcare.Innov. (The Ohio State University)  
*Nursing*

**Taylor Ann Schwein**

B.S.Nurs., M.S. (The Ohio State University)  
*Nursing*

**Keeli Demetria Stith**

B.S.Nurs. (University of Toledo)  
M.S. (York University)  
*Nursing*

**Teresa Lynn VanHoose**

B.S.Nurs. (Wright State University)  
M.S. (Maryville University of Saint Louis)  
*Nursing*

**Kendra L. Wechsler**

B.S.Nurs. (The Ohio State University)  
M.S. (University of Akron)  
*Nursing*

**Ricardo Zamarripa Ortega**

B.S.Mech.Eng. (University of Missouri-Kansas City)  
M.S. (The Ohio State University)  
*Nursing*

**Nicole Angelina Zimmerman**

B.S.Nurs. (University of Akron)  
M.S. (Case Western Reserve University)  
*Nursing*

**Doctor of Occupational Therapy**

**Julia Lauren Alley**

B.A. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Lindsey Viktoria Astrom**

B.A. (Georgetown College)  
*Health and Rehabilitation Sciences*

**Kacey Ashlin Barahona**

B.S. (Liberty University)  
*Health and Rehabilitation Sciences*

**Lauren Renee Beasley**

B.S.Educ. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Kate Marie Buchanan**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Emily Dale Cecil**

B.S. (University of Nevada, Reno)  
*Health and Rehabilitation Sciences*

**Carmen Simone Conforti**

B.S. (Pepperdine University)  
*Health and Rehabilitation Sciences*

**Jennifer Rose Dowling**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Katherine Anne Farrell**

B.S.H.D.F.S. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Cassandra Wynonna Ann Floom**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Braylee Eileen Gaertner**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Peyton Noelle Galbreath**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Madison Ham**

B.A. (University of Minnesota)  
*Health and Rehabilitation Sciences*

**Lauren E. Harris**

B.S. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Lauryn Stanton Hickman**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Colette Jackson**

B.S. (Purdue University)  
*Health and Rehabilitation Sciences*

**Heidi Elaine Jaworski**

B.S. (Cleveland State University)  
*Health and Rehabilitation Sciences*

**Marley Kalata**

B.S. (University of Cincinnati)  
*Health and Rehabilitation Sciences*

**Cassandra Jean Kemper**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Meredith Anne Kromalic**

B.S. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Julia Catherine Loncar**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Michael J. Massucci**

B.Educ. (Walsh University)  
*Health and Rehabilitation Sciences*

**Emmalee Grace McElveen**

B.S. (Eastern Kentucky University)  
*Health and Rehabilitation Sciences*

**Colin Joseph McNulty**

B.S. (Catholic University of America)  
*Health and Rehabilitation Sciences*

**Margaret Elizabeth Meeks**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Elizabeth Price Miller**

B.A. (Haverford College)  
*Health and Rehabilitation Sciences*

**Peyton E. Miller**

B.S.Hlth.Reh.Sci. (Heidelberg University)  
*Health and Rehabilitation Sciences*

**Julia Morgan Myers**

B.S. (Grace College)  
*Health and Rehabilitation Sciences*

**Faelan O'Shaughnessy**

B.A. (Carthage College)  
*Health and Rehabilitation Sciences*

**Nishkala Palachandra**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Alexandra Lynn Parquette**

B.S.Pub.Hlth. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Sydney Marie Pinder**

B.A. (Illinois Wesleyan University)  
*Health and Rehabilitation Sciences*

**Claire Madison Pritchard**

B.S.H.D.F.S. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Stephanie Marie Rehling**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Julia Eyleen Reskof**

B.A. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Jordan Nicole Roush**

B.S. (Mount Vernon Nazarene University)  
*Health and Rehabilitation Sciences*

**Anna Elizabeth Serey**

B.S. (University of Dayton)  
*Health and Rehabilitation Sciences*

**Megan Kelly Shanahan**

B.S. (Loyola University Chicago)  
*Health and Rehabilitation Sciences*

**Emily Rose Sheridan**

Bachelor's (Ohio Wesleyan University)  
*Health and Rehabilitation Sciences*

**Isabel Anne Stankivcz**

B.S.H.D.F.S. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Jennie Elizabeth Swanson**

B.S. (Purdue University)  
*Health and Rehabilitation Sciences*

**Lauren Grace Tecco**

B.A. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Caitlyn Grace Unruh**

B.S. (University of Dayton)  
*Health and Rehabilitation Sciences*

**Taylor Walters**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Margaret Kelly Wiedt**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Rachel Williams**

B.S. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Lauren Jean Leigh Woodford**

B.S.H.D.F.S. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Jennifer Lynn Zacharias**

B.S. (Muskingum University)  
*Health and Rehabilitation Sciences*

**Doctor of Physical Therapy**

**Camryn Nicole Bellish**  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Angela Caitlin Boshier**  
B.S. (Liberty University)  
*Health and Rehabilitation Sciences*

**Blaine Michael Butterworth**  
B.S. (Wright State University)  
*Health and Rehabilitation Sciences*

**Gabrielle Leigh Campana**  
B.A. (Ohio Wesleyan University)  
*Health and Rehabilitation Sciences*

**Rachele Sara Cerrone**  
B.S. (University of Pittsburgh)  
*Health and Rehabilitation Sciences*

**Michael Jared Conte**  
B.A. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Dalton E. Cousin**  
B.S. (Alfred University)  
M.S. (Georgia Southern University)  
*Health and Rehabilitation Sciences*

**Nicholas David Eisch**  
B.S. (Michigan State University)  
*Health and Rehabilitation Sciences*

**Skyler Wayne Farley**  
B.S.Educ. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Arianna Farnsworth**  
B.S. (Brigham Young University)  
*Health and Rehabilitation Sciences*

**Sydney Grace Fojas**  
B.S. (Otterbein University)  
*Health and Rehabilitation Sciences*

**Kelly Jean Giltner**  
B.S.Hlth.Reh.Sci. (University of Dayton)  
*Health and Rehabilitation Sciences*

**Carissa Grace Goldfuss**  
B.S. (Bob Jones University)  
*Health and Rehabilitation Sciences*

**Meredith Paige Haskell**  
B.A. (Anderson University)  
*Health and Rehabilitation Sciences*

**Nicholas Frank Herideen**  
B.S. (John Carroll University)  
*Health and Rehabilitation Sciences*

**Leanne Nicole Hively**  
B.S.Educ. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Adam Michael Jarvis**  
Bachelor's (Cleveland State University)  
*Health and Rehabilitation Sciences*

**Ashley Jensen**  
B.S. (College of Mount Saint Joseph)  
*Health and Rehabilitation Sciences*

**Alexandria Kozich**  
B.A. (Baldwin Wallace University)  
*Health and Rehabilitation Sciences*

**Wesley Lanier**  
B.S. (University of South Florida)  
*Health and Rehabilitation Sciences*

**Jade Larkins**  
B.S. (University of Cincinnati)  
*Health and Rehabilitation Sciences*

**Hannah Rachel Loewenstein**  
B.S.H.P.N.E.S. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Madison Anne Meyers**  
Bachelor's (Texas State University)  
*Health and Rehabilitation Sciences*

**Mason Thomas Myers**  
B.S.Educ. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Natasha Natraj**  
B.A. (Otterbein University)  
*Health and Rehabilitation Sciences*

**Emily Rebecca O'Connor**  
Bachelor's (Florida Gulf Coast University)  
*Health and Rehabilitation Sciences*

**Alyxandria Marion O'Day**  
B.S.Educ. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Kendyl Joanne Paris**  
B.S.Educ. (University of Kentucky)  
*Health and Rehabilitation Sciences*

**Dhara Girishbhai Patel**  
B.S. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Jenna Christine Principi**  
B.S. (Miami University)  
*Health and Rehabilitation Sciences*

**Deepthi Dasari Reddy**  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Karlen Noel Rolsen**  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Haleigh Ann Rowe**  
B.S. (University of Michigan)  
*Health and Rehabilitation Sciences*

**Rachel Lauren Seeman**  
B.S. (Brigham Young University)  
*Health and Rehabilitation Sciences*

**Hannah Lynn Simonetti**  
B.A. (Ohio University)  
*Health and Rehabilitation Sciences*

**Josephine Marie Strong**  
B.S.Educ. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Rebecca Lynn Szabo**  
B.S. (University of Akron)  
M.S. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Rachel Tauber**  
B.S., M.S. (Northern Illinois University)  
*Health and Rehabilitation Sciences*

**Anthony Ray Tovar**  
B.S. (New Mexico State University)  
*Health and Rehabilitation Sciences*

**Anna Tyler**  
B.S.Educ. (The Ohio State University)  
*Health and Rehabilitation Sciences*

**Ashleigh Varner**  
B.A. (Baldwin Wallace University)  
*Health and Rehabilitation Sciences*

**Rylie Shae Winsor**  
B.A. (Walsh University)  
*Health and Rehabilitation Sciences*

**Ryan Eugene Zinn**  
B.S. (Mount Vernon Nazarene University)  
*Health and Rehabilitation Sciences*

**Allison Marie Zofkie**  
B.S. (Bowling Green State University)  
*Health and Rehabilitation Sciences*

**Specialist in Education**

**Chloe Grace Loan Carman**  
B.A., M.A. (The Ohio State University)  
*Education*

**Jacqueline Marie Marjak**  
B.S., M.A. (The Ohio State University)  
*Education*

**Victoria Ramirez**  
B.A. (University of Oregon)  
M.A. (The Ohio State University)  
*Education*

**Chardae Reeves**  
B.A. (Hampton University)  
M.A. (The Ohio State University)  
*Education*

**Maleehah Robertson**  
B.A., M.A. (The Ohio State University)  
*Education*

**Emily Elizabeth Traut**  
B.A., M.A. (The Ohio State University)  
*Education*

**Master in Animal Sciences**

**Taylor Teresa G.S. Walker**  
B.S. (University of Pittsburgh)  
*Animal Sciences*

**Master in the Study of Law**

**Jacquelyn R. Butler**  
B.S. (Oregon Institute of Technology)  
*Law*

**Timothy J. Fulton**  
B.A. (The Ohio State University)  
*Law*

**Jessica Elaine Hargrave**  
B.A. (The Ohio State University)  
*Law*

**Elizabeth C. Kooi**  
B.S.Bus.Adm. (The Ohio State University)  
*Law*

**Cameron Leach**  
B.S. (Eastern Illinois University)  
*Law*

**Ian Martin Sheldon**  
B.S., Ph.D. (University of Salford)  
*Law*

**Shaquille Simpson**  
B.A. (The Ohio State University)  
*Law*

**Laura Marie Stillion**  
B.S., M.Hlth.Adm. (University of Kentucky)  
*Law*

**Karla Vres**  
B.A. (American University, Washington, DC)  
M.S. (The Ohio State University)  
*Law*

**Chaely Williams**  
B.S. (Purdue University Calumet)  
*Law*

**Master of Accounting**

**Riyadh Ali H Alzahrani**  
Bachelor's (King Saud University)  
*Accounting and Management Information Systems*

**Kyle Paul Beeber**  
*Accounting and Management Information Systems*

**Calvin Andrew Bigham**  
*Accounting and Management Information Systems*

**Jalen M. Boyd**  
B.A. (Notre Dame College)  
*Accounting and Management Information Systems*

**Cameron Denyse Bucher**  
*Accounting and Management Information Systems*

**Johnathan Edward Burks**  
B.S.Bus.Adm. (The Ohio State University)  
*Accounting and Management Information Systems*

**Justin Camejo**  
B.S. (University of Utah)  
*Accounting and Management Information Systems*

**Hsin Wei Chung**  
Bachelor's (Fu Jen Catholic University)  
*Accounting and Management Information Systems*

**Samantha Sackeena Chutkan**  
B.S.Bus.Adm. (The Ohio State University)  
*Accounting and Management Information Systems*

**Aedan K. Conway**  
B.S. (Miami University)  
*Accounting and Management Information Systems*

**Charles Alexander Cox**  
B.A. (Howard University)  
*Accounting and Management Information Systems*

**Noa Nell Dallimore**  
*Accounting and Management Information Systems*

**Jacob E. DeVendra**  
B.S. (John Carroll University)  
*Accounting and Management Information Systems*

**McKenzie Dietz**  
B.S. (University of Charleston)  
*Accounting and Management Information Systems*

**Qiuyu Dong**  
Accounting and Management  
Information Systems

**Mason Feinknopf Dorrian**  
B.S.Bus.Adm. (The Ohio State  
University)  
Accounting and Management  
Information Systems

**Dorian D. Dortch**  
B.S. (Howard University)  
Accounting and Management  
Information Systems

**Leah Gaudino**  
Accounting and Management  
Information Systems

**Aabriella Grace Gillespie**  
Accounting and Management  
Information Systems

**Ella Ann Hodges**  
B.S.Bus.Adm. (The Ohio State  
University)  
Accounting and Management  
Information Systems

**Sean Fitzpatrick Hurley**  
B.S.Bus.Adm. (The Ohio State  
University)  
Accounting and Management  
Information Systems

**Jiao Jiao**  
Accounting and Management  
Information Systems

**Matthew Aaron Johnson**  
Accounting and Management  
Information Systems

**Isaac Morris Kantarovich**  
Accounting and Management  
Information Systems

**William Kelley**  
B.S.Bus.Adm. (The Ohio State  
University)  
Accounting and Management  
Information Systems

**Danqing Li**  
B.S.Bus.Adm. (The Ohio State  
University)  
Accounting and Management  
Information Systems

**Zekun Li**  
Accounting and Management  
Information Systems

**Ian Michael McCabe**  
Accounting and Management  
Information Systems

**Katherine M. McNutt**  
B.A. (University of Notre Dame)  
Accounting and Management  
Information Systems

**Kevin Robert McWilliams**  
B.A. (Columbia University)  
Accounting and Management  
Information Systems

**Mikayla R. Model**  
B.A. (Carroll College)  
Accounting and Management  
Information Systems

**David Myers**  
B.S. (University of Cincinnati)  
Accounting and Management  
Information Systems

**Keegan Michael O'Neill**  
Accounting and Management  
Information Systems

**Christopher Richard Perez**  
Accounting and Management  
Information Systems

**Gavin T. Robbins**  
B.S. (University of Alabama)  
Accounting and Management  
Information Systems

**Andrew Michael Shehata**  
B.S.Bus.Adm. (The Ohio State  
University)  
Accounting and Management  
Information Systems

**Yifei Sun**  
Accounting and Management  
Information Systems

**Zechen Sun**  
B.S.Bus.Adm. (The Ohio State  
University)  
Accounting and Management  
Information Systems

**Cameron M. Taylor**  
B.S. (Brigham Young University)  
Accounting and Management  
Information Systems

**Joshua Tejada**  
B.S. (Bentley University)  
Accounting and Management  
Information Systems

**Khrystyna Ihorivna Tsybulya**  
Accounting and Management  
Information Systems

**Abigail Elise Vance**  
B.S.Bus.Adm. (The Ohio State  
University)  
Accounting and Management  
Information Systems

**Lucas Michael Windholtz**  
B.S.Bus.Adm. (The Ohio State  
University)  
Accounting and Management  
Information Systems

**Letong Zhang**  
B.A. (Muskingum University)  
Accounting and Management  
Information Systems

**Yaxuan Zhao**  
B.S.Bus.Adm. (The Ohio State  
University)  
Accounting and Management  
Information Systems

**Michael Ivan Zusman**  
Accounting and Management  
Information Systems

**Master of Actuarial  
and Quantitative Risk  
Management**

**Shi Feng**  
B.S.Elec.Eng. (Kansas State  
University of Agriculture and  
Applied Science)  
Actuarial and Quantitative Risk  
Management

**Shengxi Zhang**  
B.S. (Arcadia University)  
Actuarial and Quantitative Risk  
Management

**Leping Zhao**  
B.S. (The Ohio State University)  
Actuarial and Quantitative Risk  
Management

**Master of Applied Economics**

**Richard Ransom Blankenbeker**  
B.A. (University of Alabama)  
Applied Economics

**Kyler Davong Houangvilay**  
B.A. (The Ohio State University)  
Applied Economics

**Yuqin Lou**  
Bachelor's (Zhejiang University)  
B.S.Design (University of Waikato)  
Applied Economics

**Miroslava Petrova Marshall**  
Master's (University of National  
and World Economics)  
Applied Economics

**Mohamed Sherif Amr Mohamed  
Sherif Noaman**  
B.A. (The Ohio State University)  
Applied Economics

**Dylan Lee Page**  
B.S. (The Ohio State University)  
Applied Economics

**Minnie Wai Yee Poon**  
B.Comr.Four (McMaster University)  
Applied Economics

**Truman Robert Smith**  
B.S. (University of Kentucky)  
Applied Economics

**Mohan Wang**  
B.A. (The Ohio State University)  
Applied Economics

**Ross Williamson**  
B.S.Bus.Adm. (The Ohio State  
University)  
Applied Economics

**Zhizhang Yu**  
B.A. (University of California)  
Applied Economics

**Master of Applied Statistics**

**Sarah Balfour**  
B.S. (John Carroll University)  
Statistics

**Jackson Lowell Chapin**  
Statistics

**Zherui Zheng**  
B.S. (The Ohio State University)  
Statistics

**Master of Architecture**

**Alexis Lea Arnett-Sutherland**  
B.S.Dent.Hygn. (The Ohio State  
University)  
Architecture

**Blythe Danielle Atzbach**  
B.S.Arch. (The Ohio State University)  
Architecture

**Austin Dakota Barney**  
B.A. (The Ohio State University)  
Architecture

**Daniel Ryan Foley**  
B.S. (Full Sail University)  
Architecture

**Anne Grimm**  
B.S.Arch. (The Ohio State University)  
Architecture

**Varun Ulhas Gulavane**  
Bachelor's (University of Mumbai)  
Architecture

**Jacob James Henderson**  
B.S.C.R.P. (University of Cincinnati)  
Architecture

**Alexa Sophie Jankowsky**  
B.S.Arch. (The Ohio State University)  
Architecture

**Anna Louise Ai McCarty**  
B.S.Arch. (The Ohio State University)  
Architecture

**Andi Elizabeth Moore**  
B.S. (University of Cincinnati)  
Architecture

**Marie-Lou Catherine Cassandre  
Moulanier**  
B.S. (University of Southwestern  
Louisiana at Lafayette)  
Architecture

**Olivia Anne Muchewicz**  
B.S. (Kent State University)  
Architecture

**Nasra Osman**  
B.S.Arch. (The Ohio State University)  
Architecture

**Lillian Marie Pelletier**  
B.A. (University of Kentucky)  
Architecture

**Hayley Margaret Schmiesing**  
Architect (Miami University)  
Architecture

**Sarah Nicole Scotchie**  
B.A. (University of Central Florida)  
Architecture

**Rose Louise Stanley**  
B.S.Arch. (The Ohio State University)  
Architecture

**Trevin Stewart**  
B.S.Lndscp.Arch. (The Ohio State  
University)  
Architecture

**Christopher Cleveland Wall**  
B.S.Arch. (The Ohio State University)  
Architecture

**Qiannan Wang**  
B.A. (Guangdong University of  
Foreign Studies)  
M.S. (University of Edinburgh  
Business School)  
Architecture

**Christopher Logan Wright**  
B.S.Civ.Eng. (The Ohio State  
University)  
Architecture

**Master of Arts**

**Diane Burdette (Higgins) Boghraft**  
B.A. (University of California)  
Education

**Miriam Alghothani**  
B.S.Pharm.Sci., M.D. (The Ohio  
State University)  
Bioethics

**Latifa K. Alimohammed**  
B.Med., B.Surgery. (University of Karachi)  
*Education*

**Ali M. Alkhalifa**  
B.A. (The Ohio State University)  
*Women's, Gender, and Sexuality Studies*

**Cameron Anthony Aloway**  
B.S. (Kent State University)  
*Education*

**Sinan Anbarcioglu**  
B.A. (Freie Universitat Berlin)  
M.A. (Paris Institute of Political Studies)  
*Political Science*

**Jacob Daniel Anderman**  
B.Mus.Educ., B.Music (Indiana University)  
*Education*

**Jacob Patrick Arnold**  
B.S.Educ. (The Ohio State University)  
*Education*

**Ashley Nicole Austerman**  
B.S. (Ball State University)  
*Arts Administration, Education and Policy*

**Sofia Cerrienne Bachman**  
B.A. (The Ohio State University)  
M.A. (Georgetown University)  
*Slavic and East European Languages and Cultures*

**Rebecca Barr**  
B.Art.Educ. (Capital University)  
*Education*

**Samuel Andrew Bashian**  
B.A. (The Ohio State University)  
*Communication*

**Mark David Bates**  
B.S.Educ. (Ohio University)  
*Education*

**Benjamin Mark Beese**  
B.A. (Middlebury College)  
*Germanic Languages and Literatures*

**Alaina Jo Behnke**  
B.A. (Ohio Dominican University)  
*Education*

**Trischa M. Bell**  
B.S.Educ. (University of Akron)  
*Education*

**Morgan Marion Marguerite Benis**  
B.Art.Educ. (The Ohio State University)  
*Arts Administration, Education and Policy*

**Austin James Lappen Borreson**  
B.A. (University of North Dakota)  
*Education*

**Sandra Ana Maria Borta**  
B.A., M.A. (University of Oradea)  
*French and Italian*

**Xinqi Cao**  
B.A. (University of Wisconsin)  
*East Asian Languages and Literatures*

**Tessa Marie Castrejon**  
B.A. (The Ohio State University)  
*Speech-Language Pathology Program*

**Victoria Cataloni**  
B.A., Bachelor's (Rhode Island College)  
M.A. (San Diego State University)  
*Portuguese*

**Mitchell Pierce Clark**  
B.A. (University of Mary Washington)  
*East Asian Studies*

**Sam Michael Clark**  
B.Educ. (Miami University)  
*Education*

**Johnita Cody**  
B.S. (Central Michigan University)  
*Sociology*

**Terrena Lea Conson**  
B.S. (Florida State University)  
*Arts Administration, Education and Policy*

**Jasmine May-li Craine**  
B.A. (Miami University)  
*Education*

**Jorge Manuel Cruz Ibarra**  
B.S.Comm. (Universidad Panamericana)  
*Communication*

**Megan Davis**  
B.S. (Ohio University)  
*Speech-Language Pathology Program*

**Joel Dye**  
B.S. (Wilmington College)  
*Education*

**Regina Liu Egan**  
B.A., B.A.Honors (University of Michigan)  
*English*

**Maddison Emmalee Elliott**  
B.S. (University of South Carolina)  
*Anthropology*

**Jessica Jambor Empie**  
B.S.Educ. (Miami University)  
*Education*

**Raquel Jean Emrick**  
B.S. (Bowling Green State University)  
*Speech-Language Pathology Program*

**Leilah Raine Erickson**  
B.A. (California State University, San Marcos)  
*Education*

**Anna Isabel Evans**  
B.A. (The Ohio State University)  
*Speech-Language Pathology Program*

**Michael Gage Evans**  
B.A. (Indiana University)  
*Education*

**Clarke Marie Fann**  
B.A. (Bowling Green State University)  
*Education*

**Jesse Michael Fernandez**  
B.S.Educ. (The Ohio State University)  
*Education*

**Taylor Fieldman**  
B.S. (Purdue University)  
*Education*

**Christine Michelle Fite**  
B.A. (The Ohio State University)  
*Latin American Studies*

**Rafael Flores**  
B.A. (Spring Hill College)  
M.A. (Notre Dame Seminary)  
*Bioethics*

**Emma Katherine Foltz**  
B.A. (The Ohio State University)  
*Speech-Language Pathology Program*

**Felicia Nicole Ford**  
B.A. (The Ohio State University)  
M.Educ. (Arizona State University)  
*Education*

**Garrett Forlow**  
B.A. (Bowling Green State University)  
*Education*

**Susan P. Frost**  
B.A. (Tufts University)  
M.A. (Bowling Green State University)  
B.A. (The Ohio State University)  
*Education*

**Kalia Joy Fusco**  
B.S. (Liberty University)  
*East Asian Languages and Literatures*

**Casey Victoria Gagliardi**  
Bachelor's (Virginia Commonwealth University)  
*Education*

**Claire Louise Gagliardi**  
B.A. (The Ohio State University)  
*Education*

**Zaira Maria Giralal Munoz**  
B.A. (University of Maryland)  
*English*

**Christian Lane Godwin**  
B.A. (University of North Carolina at Wilmington)  
M.A. (University of Chicago)  
*Political Science*

**Meghan Rae Hadley**  
B.A. (The Ohio State University)  
*Speech-Language Pathology Program*

**Brittany Anne Halley**  
B.A. (The Ohio State University)  
*English*

**Seobin Han**  
B.A., M.A. (Korea University)  
*Political Science*

**Chase Matthew Harman**  
B.S. (Ohio University)  
*Education*

**Kylan Jalee Harper**  
B.A. (Youngstown State University)  
*Education*

**Malissa Harris**  
B.S.Educ. (University of Cincinnati)  
*Education*

**Natalee Nicole Harris**  
B.S. (The University of Findlay)  
*Education*

**Gina Ann Hart**  
B.S.Humn.Ecol. (The Ohio State University)  
*Education*

**Lauren Alicia Heckman**  
B.Art.Educ. (Ohio University)  
M.S. (Portland State University)  
*Education*

**Benjamin Shane Helms**  
B.S. (Western Carolina University)  
*Education*

**Kelly Marie Heyd**  
B.A. (The Ohio State University)  
*Speech-Language Pathology Program*

**Lillian Reece Hinckley**  
B.A. (Point Park University)  
*Education*

**Adam James Hinthorne**  
B.A. (Wheaton College Massachusetts)  
*Bioethics*

**Lisa Mary Huelskamp**  
B.S.Educ., M.A., Ph.D. (The Ohio State University)  
*Education*

**Abigail Kay Huffman**  
B.S.H.D.F.S. (The Ohio State University)  
*Education*

**John Jaime Hurtado Cadavid**  
Bachelor's (Universidad Nacional de Colombia)  
B.A. (Universidad de Antioquia)  
M.A. (Eberhard Karls University)  
*Spanish and Portuguese*

**Emily Sue Janssen**  
B.A. (Miami University)  
*Education*

**Yanshuang Ji**  
Bachelor's (Shanghai Normal University)  
*Arts Administration, Education and Policy*

**Daniel Jimenez**  
B.A. (California State University, San Bernardino)  
*Education*

**Tatum Rowan Johaneck**  
B.A. (Grand Valley State University)  
*Women's, Gender, and Sexuality Studies*

**Matteo Nicolas Jung**  
Bachelor's (University De Strasbourg)  
*French and Italian*

**Araigh Kairbek**  
Bachelor's (Kazakh National Technical University)  
*Education*

**Aidana Kaldayeva**  
Bachelor's (Al-Farabi Kazakh National University)  
*Education*

**Spencer Rose Kaple**  
B.A. (The Ohio State University)  
*Speech-Language Pathology Program*

**Shima Karimi**  
B.A., M.A. (University of Tehran)  
*Spanish and Portuguese*

**Jasmine Kim**  
B.A. (University of Texas at Dallas)  
*East Asian Studies*

<p><b>Somin Kim</b> Certificate (Sookmyung Women's University) B.A. (Chosun University) M.A. (Oklahoma City University) <i>Education</i></p>	<p><b>Miranda Elizabeth Markel</b> B.S. (Miami University) <i>Speech-Language Pathology Program</i></p>	<p><b>Emily Rae Napoli</b> B.A. (Stony University of New York at Stony Brook) <i>Linguistics</i></p>	<p><b>Amaya Rene Rakes</b> B.A. (Denison University) <i>Education</i></p>	<p><b>Anneliese Margarete Schenk-Day</b> B.A. (The Ohio State University) <i>Sociology</i></p>
<p><b>Nikolas Stephen King</b> B.A., Bachelor's (University of Wisconsin) <i>Spanish and Portuguese</i></p>	<p><b>Sarah Marrone</b> B.S. (The Ohio State University) <i>Education</i></p>	<p><b>Nicole Charise Nelson</b> B.S.Educ. (The Ohio State University) M.A. (University of Phoenix) <i>Education</i></p>	<p><b>Cecilie Elena Reich</b> B.S.Educ. (The Ohio State University) <i>Education</i></p>	<p><b>Kylie Ann Scott</b> B.A. (The Ohio State University) <i>Public Policy and Management</i></p>
<p><b>Dale Edward Kiss</b> B.S. (The Ohio State University) <i>Public Policy and Management</i></p>	<p><b>Isabelle McClure</b> B.A. (Wittenberg University) <i>Music</i></p>	<p><b>Karis Rianne Neufeld</b> B.A. (Indiana University) <i>Political Science</i></p>	<p><b>Derek Spencer Reiman</b> B.A. (Bowling Green State University) <i>East Asian Languages and Literatures</i></p>	<p><b>Sibohan Taylor Seigne</b> B.A. (University of Rochester) <i>Slavic and East European Languages and Cultures</i></p>
<p><b>Mia Kível</b> B.S. (Ferris State University) Master's (University of Glasgow) <i>History of Art</i></p>	<p><b>Mallory Jane McElhose</b> B.S.Educ. (Ohio University) <i>Education</i></p>	<p><b>Caroline Hill Norfleet</b> B.A. (Macalester College) <i>East Asian Languages and Literatures</i></p>	<p><b>Andrey Ridling</b> B.S.Educ. (University of South Carolina) <i>Slavic and East European Languages and Cultures</i></p>	<p><b>Rojika Sharma</b> B.A., Bachelor's (Denison University) <i>Geography</i></p>
<p><b>Jeremiah Raymond Knoll</b> B.A. (Northern Illinois University) <i>History</i></p>	<p><b>Shanbrae McFarland</b> B.A. (Georgia State University) <i>Comparative Studies</i></p>	<p><b>Megan Cox Norris</b> B.S.Educ. (The Ohio State University) <i>Education</i></p>	<p><b>Faith Rister</b> Bachelor's (University of Dayton) <i>Education</i></p>	<p><b>Caitlyn Rose Singerman</b> Bachelor's (Miami University) <i>Education</i></p>
<p><b>Min Hung Kuo</b> B.A. (National Taiwan University) <i>Women's, Gender, and Sexuality Studies</i></p>	<p><b>Josmary D. Medina Heredia</b> B.A., M.A. (Montclair State University) <i>Spanish and Portuguese</i></p>	<p><b>Priscilla Olabisi Ofei Manu</b> B.A. (Musashi University) M.S. (Western Illinois University) <i>East Asian Languages and Literatures</i></p>	<p><b>Erin Rockstroh</b> B.S. (Cornell University) M.S. (Miami University) <i>Education</i></p>	<p><b>Sabrina Stacey Sowa</b> B.A. (The Ohio State University) <i>Speech-Language Pathology Program</i></p>
<p><b>Rob Lassche</b> B.A., M.A. (University of Leiden) <i>Spanish and Portuguese</i></p>	<p><b>Taylor Elaine Rose Mierendorf</b> B.A. (University of South Florida) <i>Education</i></p>	<p><b>Brooke Taylor Olson</b> B.S. (The Ohio State University) <i>Education</i></p>	<p><b>Hannah Rogers</b> B.S.Educ. (The Ohio State University) <i>Education</i></p>	<p><b>Lauren Brooke Sparks</b> B.S. (University of Kentucky) <i>Bioethics</i></p>
<p><b>Natalia Lastowiecka</b> B.Music, B.S. (University of Illinois at Urbana-Champaign) <i>Speech-Language Pathology Program</i></p>	<p><b>Jordan Mackenzie Miksch</b> B.S. (University of Dayton) <i>Bioethics</i></p>	<p><b>Ildico Harriet Osei Twerefour</b> B.S.Hlth.Reh.Sci. (The Ohio State University) Master's (University of Louisiana at Monroe) <i>Education</i></p>	<p><b>Gabriella Marie Rosenthal</b> B.A. (The Ohio State University) <i>Speech-Language Pathology Program</i></p>	<p><b>James Spencer</b> B.S. (West Virginia University) <i>Education</i></p>
<p><b>John Layman</b> B.A. (Bowdoin College) <i>Geography</i></p>	<p><b>Gage Dakota Miller</b> B.S. (The Ohio State University) <i>Public Policy and Management</i></p>	<p><b>Stephanie Mae Pacheco Pedron</b> B.A., M.A. (Georgia Southern University) <i>Political Science</i></p>	<p><b>Becca Lynn Ross</b> B.A. (Cleveland State University) <i>Education</i></p>	<p><b>Sowmya Srikrishna</b> B.A. (Rammnarain Ruia College) B.Laws, M.A. (University of Mumbai) <i>French and Italian</i></p>
<p><b>Drew Anne LeBoeuf</b> B.S.Educ. (Kent State University) <i>Education</i></p>	<p><b>Katherine A. Mueller</b> B.F.A. (Emerson College) M.A. (State University of New York at Buffalo) <i>Sociology</i></p>	<p><b>Rachel Perkins</b> B.S. (University of Cincinnati) <i>Speech-Language Pathology Program</i></p>	<p><b>Torey Ashton Rothert</b> B.A. (Capital University) <i>Education</i></p>	<p><b>Sarah Stenger</b> B.S. (Shawnee State University) <i>Bioethics</i></p>
<p><b>Alexander Donald Lenc</b> B.S. (The Ohio State University) <i>Education</i></p>	<p><b>Eva Mushoffa</b> B.A. (Syarif Hidayatullah State Islamic University Jakarta) M.A. (International Islamic Uni M.A.), (University of Durham) <i>Political Science</i></p>	<p><b>Lauren Elizabeth Pierce</b> B.S.Pub.Hlth., M.P.H. (The Ohio State University) <i>Education</i></p>	<p><b>Connor Caston Rouillier</b> B.A. (Louisiana State University, Baton Rouge) <i>Near Eastern Languages and Cultures</i></p>	<p><b>Enes Tastan</b> B.A. (Ankara University) M.A. (Saint Petersburg State University) <i>Slavic and East European Languages and Cultures</i></p>
<p><b>Gary Gregory Leslie</b> B.A. (The Ohio State University) <i>Education</i></p>	<p><b>Ulshat Mussayeva</b> Bachelor's (L.N. Gumilyov Eurasian National University) <i>Education</i></p>	<p><b>Caitlin Marie Porter</b> Bachelor's (James Madison University) <i>Education</i></p>	<p><b>Avery Rae Ruff</b> B.A., B.S. (University of Arizona) <i>Education</i></p>	<p><b>Adam Ridder Tjoelker</b> B.S. (Calvin College) <i>Geography</i></p>
<p><b>Raven Nicshel Lowe</b> B.S. (Trevecca Nazarene College) <i>Education</i></p>	<p><b>Njoki Mwangi</b> B.S.Eng. Physics (The Ohio State University) <i>English</i></p>	<p><b>Joshua A. Primeau</b> B.S. (Eastern Michigan University) <i>Public Policy and Management</i></p>	<p><b>Anahis Samame Rispa</b> B.A. (National University of San Marcos) M.A. (Pontifical Catholic University of Peru) <i>Spanish and Portuguese</i></p>	<p><b>Samantha Marie Tonkins</b> B.A. (University of Oklahoma) <i>English</i></p>
<p><b>Almas Bilques Malik</b> B.S. (University of Cincinnati) <i>Education</i></p>	<p><b>Emily Manzo</b> B.S. (University of Illinois at Urbana-Champaign) <i>Education</i></p>	<p><b>Jamie Kay Pyatt</b> B.S. (University of Cincinnati) <i>Speech-Language Pathology Program</i></p>	<p><b>Kristin Pearl Sandel</b> B.A. (The College of New Jersey) <i>Education</i></p>	<p><b>Laura Trenta</b> B.A., M.A. (Universita degli Studi di Catania) M.A. (Auburn University) <i>Spanish and Portuguese</i></p>
			<p><b>Kaveri Sarkar</b> B.A. (Beloit College) <i>Political Science</i></p>	<p><b>Kuralay Umbetkulova</b> Bachelor's (Pavlodar State Pedagogical Institute) <i>Education</i></p>

**Todd Joseph Vanmeter**  
B.S.Bus Adm. (The Ohio State University)  
*Education*

**Michelle Verbitskaya**  
B.S., M.A. (University of Central Florida)  
*Slavic and East European Languages and Cultures*

**Lejla Veskovc**  
B.A. (University of Sarajevo)  
*Slavic and East European Languages and Cultures*

**Connor Joseph Vezina**  
B.A. (Saint Michael's College)  
*Education*

**Christina Marie Wake**  
B.A. (Denison University)  
*Education*

**Jessica Ward**  
B.S. (Miami University)  
*Speech-Language Pathology Program*

**Kimberly Faith Waters-Burghy**  
B.F.A. (Columbus College of Art and Design)  
*Arts Administration, Education and Policy*

**Jennifer Nicole Watley**  
B.S. (Bowling Green State University)  
*Education*

**Sydney Jordan Weaver**  
B.A. (The Ohio State University)  
*Speech-Language Pathology Program*

**Haley Nicole Wemple**  
B.S. (Bowling Green State University)  
*Speech-Language Pathology Program*

**Eleanor Kelsey Werner**  
B.A. (Fordham University)  
*Public Policy and Management*

**Ethan William West**  
B.A. (Southern Connecticut State University)  
*French and Italian*

**Kaylee Erin Wolf**  
B.S. (University of New Haven)  
*Bioethics*

**Jeff Wong**  
B.S. (The Ohio State University)  
*Education*

**Rebecca N. Worthington**  
B.S. (The Ohio State University)  
*Bioethics*

**Regan Lynn Wuebker**  
B.S. (Miami University)  
*Speech-Language Pathology Program*

**Luxin Yin**  
B.A. (Northeast Normal University)  
Master's (University of Glasgow)  
*Medical Humanities and Social Sciences*

**Yuefeng Yuan**  
B.A. (Sichuan Conservatory of Music)  
*Music*

**Master of Business Administration**

**Nicole L. Abbott**  
B.S., Ph.D. (University of Nevada, Reno)  
*Business Administration*

**Alejandro Acevedo Guerrero**  
B.Engr. (Universidad Nacional de Colombia)  
*Business Administration*

**Rahel S. Admasu**  
B.A. (The Ohio State University)  
*Business Administration*

**Benard Agyepong**  
B.S. (Franklin University)  
*Business Administration*

**Rong An**  
B.S. (Shandong University)  
Ph.D. (Imperial College London)  
*Business Administration*

**Neelakandan Anantharamakrishnan**  
B.Engr. (University of Mumbai)  
Master's (Rutgers University)  
*Business Administration*

**Carl H. Backes**  
Bachelor's (Harvard University)  
M.D. (Wright State University)  
*Business Administration*

**Ryan B. Barrett**  
B.S. (University of Maryland)  
*Business Administration*

**Brian Bath**  
B.A. (Miami University)  
*Business Administration*

**Alexa Jolyn Benaar**  
B.S.Bus Adm. (The Ohio State University)  
*Business Administration*

**Aaron Bennington**  
B.A. (Ohio Wesleyan University)  
*Business Administration*

**Giovanni Bernardo**  
B.Engr. (Case Western Reserve University)  
*Business Administration*

**Eric S. Best**  
B.S.Humn.Ecol. (The Ohio State University)  
M.Educ. (Grand Canyon University)  
*Business Administration*

**Brian Michael Boyle**  
B.A. (Virginia Military Inst)  
*Business Administration*

**Jacob Evan Bray**  
B.S.Bus Adm. (The Ohio State University)  
*Business Administration*

**Christopher T. Brown**  
B.S.Bus Adm. (The Ohio State University)  
*Business Administration*

**Jonathan P. Butchar**  
B.S.Educ., Ph.D. (The Ohio State University)  
M.S. (Southern Illinois University Carbondale)  
*Business Administration*

**Tiesha Marie Butler**  
B.A. (University of Toledo)  
Master's (Mount Vernon Nazarene University)  
*Business Administration*

**Ian W. Butters**  
B.Bus Adm. (Northwood University)  
*Business Administration*

**Chase Michael Byington**  
B.S. (The Ohio State University)  
*Business Administration*

**Lindsey M. Capacetti**  
B.S. (John Carroll University)  
M.S. (Southern Connecticut State University)  
*Business Administration*

**Scott Thomas Cecil**  
B.S. (University of Cincinnati)  
*Business Administration*

**Michael L. Cetta**  
B.S. (University of Minnesota)  
*Business Administration*

**Liang Hung Chen**  
B.Engr. (Tamkang University)  
*Business Administration*

**Aaron N. Cindric**  
B.A. (Western Michigan University)  
*Business Administration*

**Amanda Clark**  
B.S., M.Educ., M.A. (The Ohio State University)  
*Business Administration*

**Benjamin Colas**  
B.S. (Grove City College)  
*Business Administration*

**Michael D. Cole**  
B.A. (The Ohio State University)  
M.A. (Seton Hall University)  
*Business Administration*

**Joseph D. Cooper**  
B.A. (The Ohio State University)  
*Business Administration*

**Jill Lynsey Cowan**  
B.A., M.A. (University of North Carolina at Wilmington)  
*Business Administration*

**Andrew J. Crofford**  
B.S. (Allegheny College)  
*Business Administration*

**Kshipra K. Datar**  
B.S. (University of Illinois at Urbana-Champaign)  
*Business Administration*

**Dinah R. Diab**  
B.S.Pharm.Sci. (The Ohio State University)  
*Business Administration*

**Logan M. Diehl**  
B.S. (Ohio University)  
*Business Administration*

**Rocco Duco**  
B.S. (University of Lynchburg)  
*Business Administration*

**Heather Lynne Evans**  
B.A. (University of South Florida)  
*Business Administration*

**Juan Ignacio Ezquerro Fernandez**  
Bachelor's (Universidad Panamericana)  
*Business Administration*

**Luke M. Feerer**  
B.A. (Wright State University)  
*Business Administration*

**Cameron Foster**  
B.S.Educ. (Gannon University)  
M.S. (Edinboro University of Pennsylvania)  
*Business Administration*

**Ryan J. Fowler**  
B.S.Bus Adm. (The Ohio State University)  
*Business Administration*

**Kristen Alysse Frim**  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Business Administration*

**Jeffrey J. Fuchs**  
B.S. (University of Akron)  
M.S. (Missouri University of Science and Technology)  
*Business Administration*

**Lazaro G. Fuentes**  
B.A. (The Ohio State University)  
M.S. (Ohio University)  
*Business Administration*

**Rohan Maheshkumar Gaglani**  
B.S. (Pennsylvania State University)  
*Business Administration*

**Matthew R. Gamache**  
B.A. (Michigan State University)  
*Business Administration*

**Akshay Ganesh**  
B.A. (National Institute of Tech)  
*Business Administration*

**Renan Gomes Rodrigues Vieira**  
Mech.Eng. (Centro Universitario da Fundacao Educacional Inaciana pe Sobaia de Med)  
*Business Administration*

**Jason D. Gregory**  
B.S.Bus Adm. (The Ohio State University)  
*Business Administration*

**Caleb Griffin**  
B.S. (University of Colorado)  
*Business Administration*

**Brett R. Harner**  
B.S. (Ohio University)  
*Business Administration*

**Christina Hayduchok**  
B.S., M.S. (University of Pittsburgh)  
*Business Administration*

**Megan Christine Hinkley**  
B.S. (Michigan State University)  
Pharm.D. (University of Michigan)  
*Business Administration*

**Dylan Hoff**  
B.S. (University of Hartford)  
*Business Administration*

**Katelyn G. Holtz**  
B.S. (University of Pittsburgh)  
*Business Administration*

**William E. Hubbard**  
B.A. (Notre Dame College)  
*Business Administration*

**Nancy Anne Hunter**  
B.S. (Regent University)  
*Business Administration*

**Pooja Arvind Ikhar**  
B.Tech. (Visvesvaraya National  
Institute of Technology)  
*Business Administration*

**Alexandra Irving**  
B.A. (The Ohio State University)  
*Business Administration*

**Shayla Ivezzy**  
B.A. (Spelman College)  
M.Educ. (Johns Hopkins University)  
*Business Administration*

**Venubabu Janjanam**  
B.Engr. (Acharya Nagarjuna  
University)  
*Business Administration*

**Jamel Johnson**  
B.A. (Ohio University)  
*Business Administration*

**Jessica Jude**  
B.S.Chem.Eng. (The Ohio State  
University)  
*Business Administration*

**Geethika Varsha Kantamneni**  
B.Tech. (Sardar Vallabhbhai  
National Institute of Technology)  
*Business Administration*

**Ravinder Kaur**  
B.Tech. (Punjab Technical University)  
*Business Administration*

**Colleen E. Kelley**  
B.S.Educ. (Ohio University)  
*Business Administration*

**Devin Kelly**  
B.S. (University of Hartford)  
*Business Administration*

**Kelly Dianne Kent**  
B.S.Cptr.Inf.Sci. (The Ohio State  
University)  
*Business Administration*

**Kayla King**  
B.A. (University of Mount Union)  
*Business Administration*

**Gowthaman Sibi Kodaiarasu**  
B.Engr. (Anna University)  
*Business Administration*

**Rishab Roshan Lala**  
B.Engr. (University of Pune)  
*Business Administration*

**John M. Laraway**  
B.A. (Denison University)  
*Business Administration*

**Tyler Jeffrey Lepi**  
B.S.Humn.Ecol. (The Ohio State  
University)  
*Business Administration*

**Chao Liu**  
B.S.Bus.Adm. (James Cook  
University)  
*Business Administration*

**Stacy Logan**  
B.S. (Pennsylvania State University)  
M.S. (Wright State University)  
*Business Administration*

**Eva Lopes Telles de Menezes**  
B.A. (Universidade de Sao Paulo)  
M.A. (University of Texas at Austin)  
*Business Administration*

**Mark Robert Lower**  
B.A. (Ohio University)  
D.P.T. (The Ohio State University)  
*Business Administration*

**Brian Lowery**  
B.A. (Xavier University)  
Master's (United States Sports Acad)  
*Business Administration*

**Olivia Lucrezi**  
B.S.Hlth.Reh.Sci. (The Ohio State  
University)  
*Business Administration*

**Whitney Renee Luke**  
B.S. (Michigan State University)  
M.D. (Southern Illinois University  
School of Medicine)  
M.Bus.Op.Exc. (The Ohio State  
University)  
*Business Administration*

**Remy Majoie**  
M.S. (Ecole Nat d'Ingen de Tarbes)  
*Business Administration*

**Madan Makineedi**  
B.Tech. (Jawaharlal Nehru  
Technological University)  
*Business Administration*

**Ilse Jimena Martinez Lopez**  
B.S. (University of Illinois at  
Urbana-Champaign)  
*Business Administration*

**Jacob Mauger**  
B.A., B.S. (Miami University)  
*Business Administration*

**Chase A. McCorkle**  
B.Bus.Adm. (Ohio University)  
*Business Administration*

**James M. McKenzie**  
B.A.Journal. (The Ohio State  
University)  
*Business Administration*

**Jasmin Kaur Mehal**  
B.Tech. (Dr. B.R. Ambedkar  
Institute of Technology)  
*Business Administration*

**Andrew Max Melchioris**  
B.S. (The Ohio State University)  
*Business Administration*

**Robert E. Merritt**  
B.S. (Yale University)  
M.D. (Cornell University)  
*Business Administration*

**David Moats**  
B.S. (Ohio University)  
M.A. (American Military University)  
*Business Administration*

**Nicholas Morris**  
B.S. (University of South Carolina)  
*Business Administration*

**Dominique Mosby**  
B.A. (The Ohio State University)  
*Business Administration*

**Ryan Murphy**  
B.S. (Xavier University)  
*Business Administration*

**Mohammad Akib Nawaz**  
B.Bus.Adm. (University of Dhaka)  
B.S.Hlth.Reh.Sci. (The Ohio State  
University)  
*Business Administration*

**Matthew Neitz**  
B.A. (Otterbein University)  
*Business Administration*

**Anh Tuan Nguyen**  
B.S. (National Economics University)  
*Business Administration*

**Samuel Olatunji Olawore**  
B.S. (University of Lagos)  
*Business Administration*

**Oluwasegun Olumide Oni**  
B.S. (University of Lagos)  
*Business Administration*

**Jesse J. Ory**  
B.Bus.Adm. (Kent State University)  
*Business Administration*

**Sida Ouyang**  
B.Bus.Adm. (Kent State University)  
*Business Administration*

**Heather Ables Ozga**  
B.A. (Northwestern University)  
M.D. (University of Illinois at  
Chicago)  
*Business Administration*

**Shannon Elizabeth Parker-Lange**  
B.A. (University of Mount Union)  
M.Hlth.Adm. (Kaplan University)  
*Business Administration*

**Damita L. Peery**  
B.A. (Kent State University)  
M.A. (Tiffin University)  
*Business Administration*

**Alokya Perera**  
B.S. (Colorado School of Mines)  
*Business Administration*

**Andrew Pfirman**  
B.S. (Winthrop University)  
*Business Administration*

**Jennifer Pietrusik**  
B.S.Bus.Adm. (The Ohio State  
University)  
*Business Administration*

**Matthew Poe**  
B.Bus.Adm. (Lincoln Memorial Univ)  
*Business Administration*

**Justin Probst**  
B.S. (Elon University)  
*Business Administration*

**Tanner R. Pryor**  
B.S.Bus.Adm. (The Ohio State  
University)  
*Business Administration*

**Jené A. Pulliam**  
Bachelor's, B.S. (Southern Illinois  
University Carbondale)  
*Business Administration*

**Tiffany Marie Quattlebaum**  
B.A. (The Ohio State University)  
*Business Administration*

**Arifur M. Rahman**  
B.S., M.S. (University of Dhaka)  
Ph.D. (Mie University)  
*Business Administration*

**Anvesha Rai**  
B.S.Bus.Adm. (The Ohio State  
University)  
*Business Administration*

**Catherine Grace Rainford**  
B.A. (The Ohio State University)  
*Business Administration*

**Brian Thomas Rapp**  
B.S. (University of Minnesota Duluth)  
*Business Administration*

**Abby Raymond**  
B.S. (Indiana University)  
D.D.S. (Howard University)  
*Business Administration*

**Zachary Adam Reaver**  
B.A., B.S. (University of Toledo)  
M.S. (Purdue University)  
*Business Administration*

**Luiza Leite Reopell**  
B.S.Pub.Hlth. (The Ohio State  
University)  
*Business Administration*

**Richara M. Richardson**  
B.A. (University of Cincinnati)  
*Business Administration*

**Ryan Robinson**  
B.Bus.Adm. (University of Toledo)  
*Business Administration*

**Samuel L. Robinson**  
B.A. (University of Toledo)  
M.Educ. (American  
Intercontinental University)  
*Business Administration*

**Michael Roszkowski**  
B.S. (Pennsylvania State University)  
*Business Administration*

**Clay Rowley**  
B.S.Agr. (The Ohio State University)  
*Business Administration*

**Michael S. Russell**  
B.S. (University of Utah)  
*Business Administration*

**Kyle Sanford**  
B.A. (Brigham Young University)  
*Business Administration*

**Sayali A. Sangle**  
B.Tech. (University of Pune)  
*Business Administration*

**Jaimie L. Santmyer**  
B.S., M.S. (University of Wisconsin)  
*Business Administration*

**Andrea R. Scherler**  
B.S.Ind.Sys.Eng. (The Ohio State  
University)  
*Business Administration*

**Marissa Schmitt**  
B.A. (Slippery Rock University)  
*Business Administration*

**Erin Renee Watrous Schuler**  
B.S.Bus.Adm. (The Ohio State  
University)  
*Business Administration*

**Timothy James Seelig**  
B.S.Hlth.Reh.Sci. (The Ohio State  
University)  
*Business Administration*

<b>Nolan Seim</b> B.A., M.D. (University of Kansas) <i>Business Administration</i>	<b>Steven Vagnier</b> B.A. (Ohio University) <i>Business Administration</i>	<b>Zhiguo Xie</b> B.S. (University of Science and Technology of China) M.A. (Syracuse University) <i>Business Administration</i>	<b>Marie Nicole Meeks</b> B.A. (The Ohio State University) <i>City and Regional Planning</i>	<b>Nicole Marie Buckman</b> B.S. (Gannon University) <i>Dietetics and Nutrition</i>
<b>Connor A. Sexton</b> B.S. (United States Merchant Marine Academy) <i>Business Administration</i>	<b>Mark E. Veale</b> B.S. (California State University, Long Beach) <i>Business Administration</i>	<b>Alexander Yarkony</b> B.S.Bus.Adm. (The Ohio State University) M.S. (Wayne State University) <i>Business Administration</i>	<b>Jane Marie Peuser</b> B.S.Env.Nat.Res. (The Ohio State University) <i>City and Regional Planning</i>	<b>Christian Isabeau Camp</b> B.S. (Miami University) <i>Dietetics and Nutrition</i>
<b>Ameer Marwan Sharaira</b> B.S. (Jordan University of Science and Technology) M.S. (The Ohio State University) <i>Business Administration</i>	<b>Amy C. Vertanen</b> B.S. (Western New England University) <i>Business Administration</i>	<b>Yunmyong Yi</b> B.A. (Boston College) M.S. (Columbia University) Ph.D. (Seoul National University) <i>Business Administration</i>	<b>Kenneth Spencer See</b> B.S.Env.Nat.Res. (The Ohio State University) <i>City and Regional Planning</i>	<b>Erica Ann Christ</b> B.S.Nutrition (The Ohio State University) <i>Dietetics and Nutrition</i>
<b>Kristina Elizabeth Skinner</b> B.S.Nurs. (Ohio University) M.S. (Wright State University) <i>Business Administration</i>	<b>Lonnie J. Walp</b> B.S. (Ohio University) <i>Business Administration</i>	<b>Master of City and Regional Planning</b>	<b>Tara Kathleen Smith</b> B.A. (Otterbein University) <i>City and Regional Planning</i>	<b>Amanda Curry</b> B.S. (The University of Findlay) <i>Dietetics and Nutrition</i>
<b>Giancarlo Soto</b> B.Engr. (Western Michigan University) <i>Business Administration</i>	<b>Jordan R. Washington</b> B.S. (The Ohio State University) <i>Business Administration</i>	<b>Aurora Elizabeth Albertone</b> B.S.Design (The Ohio State University) <i>City and Regional Planning</i>	<b>Master of Clinical Research</b>	<b>McKenna Nicole Fry</b> B.S. (Miami University) <i>Dietetics and Nutrition</i>
<b>Erik Sweress</b> B.S.Humn.Ecol. (The Ohio State University) <i>Business Administration</i>	<b>Jeremiah Scott Weiker</b> B.A. (The Ohio State University) <i>Business Administration</i>	<b>Andrew John Bovenzi</b> B.A. (Ohio University) <i>City and Regional Planning</i>	<b>Natalie E. Brimmer</b> B.S.Nurs. (University of South Carolina) <i>Clinical Research</i>	<b>Jacob Alan Gorham</b> B.S. (Lock Haven University of Pennsylvania) <i>Dietetics and Nutrition</i>
<b>Ryan A. Sylvester</b> B.S.Bus.Adm. (The Ohio State University) <i>Business Administration</i>	<b>Xu Weng</b> B.S.Cptr.Sci.Eng., B.S. (The Ohio State University) <i>Business Administration</i>	<b>Jacob Edward Buchanan</b> <i>City and Regional Planning</i>	<b>Okairy Yamel Castillo</b> B.A. (Capital University) <i>Clinical Research</i>	<b>Peyton Gorman</b> B.S. (North Carolina State University) <i>Dietetics and Nutrition</i>
<b>Isaiah E. Terrell</b> B.S.Bus.Adm. (Davenport University) <i>Business Administration</i>	<b>Jackson Westerheide</b> B.A. (The Ohio State University) <i>Business Administration</i>	<b>Rebecca Anna Carr</b> B.A. (Smith College) <i>City and Regional Planning</i>	<b>Grace Alexandria Freeman</b> B.S. (Belmont University) <i>Clinical Research</i>	<b>Savannah Nicole Green</b> B.S.Pub.Hlth. (University of South Florida) <i>Dietetics and Nutrition</i>
<b>Jacob C. Theodor</b> B.A. (University of Cincinnati) <i>Business Administration</i>	<b>Noah Wheeler</b> B.A. (Capital University) <i>Business Administration</i>	<b>Lauren Elliott</b> B.A. (Virginia Polytechnic Institute and State University) <i>City and Regional Planning</i>	<b>Emma Margaret Grant</b> B.S. (University of Mount Union) <i>Clinical Research</i>	<b>Nisrine Hamad</b> B.Med., B.Surgery. (University of Baghdad) <i>Dietetics and Nutrition</i>
<b>LeRoy S. Thornton II</b> B.S. (Urbana University) M.S. (Central Michigan University) <i>Business Administration</i>	<b>Taylor Nicole Williams</b> B.A. (Wright State University) <i>Business Administration</i>	<b>Kenneth Clay Donald Harvey</b> B.S.Civ.Eng. (The Ohio State University) <i>City and Regional Planning</i>	<b>Katarina Sue Haist</b> B.Bus.Adm., B.S., M.B.A. (Western Michigan University) <i>Clinical Research</i>	<b>Hannah Huey</b> B.A. (Cedarville University) <i>Dietetics and Nutrition</i>
<b>Richard W. Tinapple</b> B.A. (The Ohio State University) M.Divinity (Ashland Theological Seminary) <i>Business Administration</i>	<b>La'Rez Chanzel Wilson</b> B.A. (Otterbein University) M.A. (University of Connecticut) <i>Business Administration</i>	<b>Daniel Klein</b> B.S. (Kansas State University of Agriculture and Applied Science) <i>City and Regional Planning</i>	<b>Casey Halle</b> B.S.Hlth.Reh.Sci. (The Ohio State University) <i>Clinical Research</i>	<b>Brooke Elizabeth McKamey</b> B.S. (Miami University) <i>Dietetics and Nutrition</i>
<b>Ashley Samantha Toaz</b> B.S.Pharm.Sci., Pharm.D. (The Ohio State University) <i>Business Administration</i>	<b>Jordan P. Winslow</b> B.S.Bus.Adm. (Shippensburg University of Pennsylvania) <i>Business Administration</i>	<b>Daniel Perrett Lang</b> B.A. (The Ohio State University) <i>City and Regional Planning</i>	<b>Paige Tackett</b> B.A. (Ohio Wesleyan University) <i>Clinical Research</i>	<b>Shannon Kathleen McMahon</b> B.S.Food.Sci. (The Ohio State University) <i>Dietetics and Nutrition</i>
<b>Brian Tolloty</b> B.S. (University of Phoenix) <i>Business Administration</i>	<b>Carly Ann Wood</b> B.S.Humn.Ecol. (The Ohio State University) <i>Business Administration</i>	<b>Lakesha Lewis</b> B.S.C.R.P. (The Ohio State University) <i>City and Regional Planning</i>	<b>Madison Chase Tryer</b> B.S. (North Carolina State University) <i>Clinical Research</i>	<b>Gabriell Annalise Mushisky</b> B.S., B.S.Ath.Trng. (University of Akron) <i>Dietetics and Nutrition</i>
<b>Cassandra M. Tomaselli</b> B.S. (Kent State University) <i>Business Administration</i>	<b>Virginia Fuller Wright</b> B.S. (Auburn University) M.D. (University of Alabama- Birmingham) <i>Business Administration</i>	<b>Micah Logan Faizi Maani</b> B.A. (The Ohio State University) <i>City and Regional Planning</i>	<b>Master of Dietetics and Nutrition</b>	<b>Mohammad amin Nazari manesh</b> B.S.Nutrition (Islamic Azad University) <i>Dietetics and Nutrition</i>
<b>Gregory William Turner</b> B.S. (Washington State University) <i>Business Administration</i>	<b>Baoying Wu</b> B.S.Bus.Adm. (The Ohio State University) <i>Business Administration</i>	<b>Ezra K. Mattaridi</b> B.S.Geog.Info.Sci. (The Ohio State University) <i>City and Regional Planning</i>	<b>Tiffany Arvin</b> B.S. (Wright State University) <i>Dietetics and Nutrition</i>	<b>Thania Nicole Ortiz Santiago</b> B.S.Food.Sci. (The Ohio State University) <i>Dietetics and Nutrition</i>
			<b>Ciara Laure Bartholomew</b> B.F.A. (The Ohio State University) <i>Dietetics and Nutrition</i>	<b>Hope C. Rhoades</b> B.S. (University of Massachusetts Amherst) <i>Dietetics and Nutrition</i>

**Leena Safa Salhi**

B.S. (The Ohio State University)  
*Dietetics and Nutrition*

**Hannah Marie Santoni**

B.S., Bachelor's (Miami University)  
*Dietetics and Nutrition*

**Jack Varmon**

B.S. (Brigham Young University)  
*Dietetics and Nutrition*

**Abigail Arlene Warther**

B.S.Nutrition (The Ohio State University)  
*Dietetics and Nutrition*

**Mary Katherine Wilhelm**

B.S.Nutrition (The Ohio State University)  
*Dietetics and Nutrition*

**Katharine Elizabeth Wilson**

B.S. (University of Mount Union)  
*Dietetics and Nutrition*

**Master of Education**

**Julie Sophia Marie Ahnrsen**

B.S. (The Ohio State University)  
*Education*

**Edyliese Rose Aquino**

B.Tech. (State University of New York at Cobleskill)  
*Agriscience*

**Maisie Jane Beary**

B.A. (The Ohio State University)  
*Education*

**Joseph Patrick Casto**

B.A. (The Ohio State University)  
*Education*

**Todd Anthony Crowe II**

B.A. (The Ohio State University)  
*Education*

**Collin Geddis**

B.A. (Ohio University)  
*Education*

**Jordan Nicole Harber**

B.S. (The Ohio State University)  
*Education*

**Jonathan Kyle Kahrmann**

B.A. (The Ohio State University)  
*Education*

**Zachary Jaron Leder**

B.A. (The Ohio State University)  
*Education*

**Sadie Ledford**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Education*

**Alexandra Mills Lubarsky**

B.A. (The Ohio State University)  
*Education*

**Corbin Douglas McGuffin-Noll**

B.A. (The Ohio State University)  
*Education*

**Liam Elvis McMahon**

B.A. (The Ohio State University)  
*Education*

**Melinda Pearl Owens**

B.S. (The Ohio State University)  
*Education*

**Alina Rebecca Pinney**

B.A. (Saint Joseph's University)  
*Education*

**Madelyn Leigh Predmore**

B.S.Soc.Work (The Ohio State University)  
*Education*

**Haley Redfern**

B.S. (The Ohio State University)  
*Education*

**Jasmine Elaine Robinson**

B.A. (The Ohio State University)  
*Education*

**Hamdiya Salifu**

B.A. (York University)  
*Education*

**Kelly Kathryn Scott**

B.S.H.D.F.S. (The Ohio State University)  
*Education*

**David Rhodes Shaffer**

B.A. (The Ohio State University)  
*Education*

**Grady Simms**

B.A. (Otterbein University)  
*Education*

**Devin Christopher Smith**

B.A. (The Ohio State University)  
*Education*

**Emily Belle Taft**

B.A. (The Ohio State University)  
*Education*

**Haley Rae Thrush**

B.S.H.D.F.S. (The Ohio State University)  
*Education*

**Ruby Joy Tracy**

B.A. (The Ohio State University)  
*Education*

**Josh James Van Scyoc**

B.A. (The Ohio State University)  
*Education*

**Nicholas Joseph Zarach**

B.S. (The Ohio State University)  
*Education*

**Master of Engineering Management**

**Afrah Mohammedberhan Abdulkadir**

B.S.Civ.Eng. (The Ohio State University)  
*Engineering Management*

**Jacob William Archer**

B.S.Mat.Sci.Eng. (The Ohio State University)  
*Engineering Management*

**Jordan Marie Bair**

B.S.Chem.Eng. (Vanderbilt University)  
*Engineering Management*

**Kwesi Annan Bannerman**

B.S. (Kwame Nkrumah University of Science and Technology)  
*Engineering Management*

**Michael Donte Bell-Whiteside**

B.S. (Purdue University)  
*Engineering Management*

**Holly Rose Bowdish**

B.S.Mat.Sci.Eng. (The Ohio State University)  
*Engineering Management*

**Stephanie Raine Callahan**

B.S.Chem.Eng. (University of Wyoming)  
*Engineering Management*

**Johanna Jean Carroll**

Mech.Eng. (Rochester Institute of Technology)  
*Engineering Management*

**Christopher Lee Kuhn**

B.S.C.S.M. (The Ohio State University)  
*Engineering Management*

**Michael Dominic Martino**

B.S. (Pennsylvania State University)  
*Engineering Management*

**Andrew Mason**

B.S.Elec.Cptr.Eng. (North Dakota State University)  
*Engineering Management*

**Rachel Elaine McCartney**

B.S. (Purdue University)  
*Engineering Management*

**Theresa Nicole Myers**

B.S.Mech.Eng. (University of North Carolina at Charlotte)  
*Engineering Management*

**Trent Richwine**

B.S.Chem.Eng. (University of Akron)  
*Engineering Management*

**Stephen Joseph Seals**

B.S.Weld.Eng. (The Ohio State University)  
*Engineering Management*

**Dana Shkokani**

B.S.Cptr.Sci.Eng., M.S.W. (The Ohio State University)  
*Engineering Management*

**Wesley John Sluga**

B.S. (Cornell University)  
*Engineering Management*

**Jacqueline Sara Walters**

B.S.Mat.Sci.Eng. (The Ohio State University)  
*Engineering Management*

**Reginald L. Wells**

B.S.Ind.Sys.Eng. (The Ohio State University)  
*Engineering Management*

**Jameka Clinesha Wiggins**

B.S. (University of Maryland)  
*Engineering Management*

**David Kent Winterrowd**

B.S.Aero.Eng. (California Polytechnic State University)  
*Engineering Management*

**Master of Environment and Natural Resources**

**Hailey MacArthur-Senediak**

B.S.Env.Nat.Res. (The Ohio State University)  
*Environment and Natural Resources*

**Carolyn Marie Mestemaker**

B.A. (University of South Carolina)  
*Environment and Natural Resources*

**Dominique Mosby**

B.A. (The Ohio State University)  
*Environment and Natural Resources*

**Shelby Madison Myers**

B.S. (The Ohio State University)  
*Environment and Natural Resources*

**Griffin Dennis Weeks**

B.S. (The Ohio State University)  
*Environment and Natural Resources*

**Yijie Zhang**

B.S. (Michigan State University)  
*Environment and Natural Resources*

**Master of Fine Arts**

**Nicole Barnhart**

B.A. (University of Connecticut)  
*English*

**Kaitlyn Jo Fuller**

B.F.A., B.A. (Anderson University)  
*Theatre*

**Mila Gajić**

B.F.A. (University of Florida)  
*Design*

**Raven-Serenity Espina Glover**

B.S. (Eastern Michigan University)  
*Design*

**Shawna J. Green**

B.S. (DeVry Institute of Technology)  
M.A. (The Ohio State University)  
*English*

**Elizabeth McQuaid Hejny**

B.F.A. (DeVry Institute of Technology)  
B.F.A. (School of Visual Arts)  
*Design*

**Catherine Jenna Huffman**

B.F.A. (Point Park University)  
*Theatre*

**Sophia Huneycutt**

B.A. (Davidson College)  
*English*

**Orlando Z. Hunter-Valentine**

B.F.A. (University of Minnesota)  
*Dance*

**Ricardo Andre Hunter-Valentine**

B.A. (Marlboro College)  
*Dance*

**Nico Eli Lawson**

B.A. (Meredith College)  
*Dance*

**Aline Mello**

B.A. (Oglethorpe University)  
*English*

**Hannah Lee Nahar**

B.A. (Tufts University)  
*English*

**Kurt Ostrow**

B.A. (Brown University)  
M.A.Teach. (Smith College)  
*English*

**Jinblossom Kim Plati**

B.F.A. (Kansas City Art Institute)  
*Art*

**Elizabeth Mackenzie Sugawara**

B.A. (University of California)  
*Dance*

**Master of Global Engineering Leadership**

**John Michael Crawford**

B.Engr. (North Carolina State University)  
*Global Engineering Leadership*

**Matthew Bryan Idema**

B.S.Elec.Eng. (Grand Valley State University)  
*Global Engineering Leadership*

**Master of Health Administration**

**Sujeeta Adhikari**

B.Bus.Adm. (Pokhara University)  
*Health Services Management and Policy*

**Ayan Mohamed Ahmed**

B.A. (University of Michigan)  
*Health Services Management and Policy*

**Shruti Kishor Asodaria**

B.S. (University of Texas at Dallas)  
*Health Services Management and Policy*

**Lillian Christine Baker**

B.A., Bachelor's (Miami University)  
*Health Services Management and Policy*

**Cameron Forgette**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health Services Management and Policy*

**Akarsh Gadey**

B.S.Bus.Adm. (University of Texas at Dallas)  
*Health Services Management and Policy*

**Sydney Gray**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health Services Management and Policy*

**Kyle Robert Hall**

B.S. (The Ohio State University)  
*Health Services Management and Policy*

**Elijah Hendrix**

B.S. (Ohio University)  
*Health Services Management and Policy*

**McKenna Sinclair Hensley**

B.S.Pub.Hlth. (The Ohio State University)  
*Health Services Management and Policy*

**Evan Russell Highland**

B.S.Pub.Hlth. (The Ohio State University)  
*Health Services Management and Policy*

**Evan M. Jackson**

B.S. (Ohio University)  
*Health Services Management and Policy*

**Lydia M. Kotowski**

B.S. (Ball State University)  
*Health Services Management and Policy*

**Olivia Lucrezi**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Health Services Management and Policy*

**Kyle Christopher Lundquist**

B.Bus.Adm. (Brigham Young University)  
*Health Services Management and Policy*

**Virginia Gloria Macias**

B.S. (University of Texas at El Paso)  
*Health Services Management and Policy*

**Joy LiMei Mason**

B.S. (Case Western Reserve University)  
*Health Services Management and Policy*

**Daniel Everett Muhlback**

B.S. (California State University, Long Beach)  
*Health Services Management and Policy*

**Breven Michael Perry**

B.S.Hlth.Reh.Sci. (University of Dayton)  
*Health Services Management and Policy*

**Dominic Gabriel Reyes**

B.S.Educ. (The Ohio State University)  
*Health Services Management and Policy*

**Mark Matthew Seremet**

B.S. (Loyola University Chicago)  
*Health Services Management and Policy*

**Tate Loryn Sheppard**

B.S. (University of Kentucky)  
*Health Services Management and Policy*

**Selin Seda Timur**

B.S. (The Ohio State University)  
*Health Services Management and Policy*

**Brent Christopher Weaver**

B.S.Nurs. (Youngstown State University)  
*Health Services Management and Policy*

**Ihsan Zulkify**

B.S. (Indiana University)  
*Health Services Management and Policy*

**Master of Healthcare Innovation**

**Emily K. Allen**

Bachelor's (University of Kentucky)  
*Nursing*

**Jennifer Lynn Astacio**

B.S.Nurs. (University of South Florida)  
*Nursing*

**Jennifer Aurymae Belk**

B.A., B.S.Nurs. (The Ohio State University)  
*Nursing*

**Michaela Quinn Boyd**

B.S.Ald.Hlth.Prof. (The Ohio State University)  
*Nursing*

**Lindsey Renee Clevenger**

B.S.Nurs. (Ohio University)  
*Nursing*

**Jennifer Ashley Dienno**

B.A. (The Ohio State University)  
*Nursing*

**Jessica Ann Doty**

B.S.Nurs. (Wright State University)  
*Nursing*

**Lauren Eaton**

B.S. (Bowling Green State University)  
*Nursing*

**Molly Jean Epler**

B.S. (Ohio University)  
*Nursing*

**Justin D Futrell**

B.A. (Cornell College)  
*Nursing*

**Kelly M. George**

B.S.Nurs. (Mount Carmel College of Nursing)  
*Nursing*

**Diana Marie Gingrow**

B.S.Nurs. (University of Tennessee at Chattanooga)  
*Nursing*

**Abigail Marie Grube**

B.S. (Ohio University)  
*Nursing*

**Lynley Renae Harris**

B.S. (Franklin University)  
*Nursing*

**Shawn Michael Herman**

B.S.Nurs. (Mount Carmel College of Nursing)  
*Nursing*

**Leigh Ann Hiser**

B.S.Nurs. (The Ohio State University)  
*Nursing*

**Breann Keating**

B.S.Nurs. (Chamberlain University)  
*Nursing*

**Roderick Liprot**

B.A. (The Ohio State University)  
*Nursing*

**Jennifer Elizabeth Love**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Nursing*

**Kathryn Eryn Maneely**

B.S.Nurs. (Ohio University)  
*Nursing*

**Sahra Ahmed Mohamed**

B.A. (University of Washington)  
*Nursing*

**Vanessa Myers**

B.A. (Capital University)  
B.S.Nurs. (Ohio University)  
*Nursing*

**Nichole Michelle Oliver**

B.S. (Bowling Green State University)  
*Nursing*

**Susan N. Oyoo**

B.S.Comm. (Moi University)  
*Nursing*

**Kyle Petko**

B.S. (University of Toledo)  
B.S. (Mercy College of Ohio)  
*Nursing*

**Travis Poland**

B.S.Nurs. (The Ohio State University)  
*Nursing*

**Samantha M. Ragland**

B.S.Nurs. (Ohio University)  
*Nursing*

**Laura Jean Roberts**

B.S.Nurs. (Ohio University)  
*Nursing*

**Emily Sweeney Ruggiero**

B.S. (Ohio University)  
*Nursing*

**Emily Ann Stevens**

B.S.Educ. (The Ohio State University)  
*Nursing*

**Andrea Stiles**

B.S., Bachelor's (Eastern Michigan University)  
B.S.Nurs. (Loyola University Chicago)  
*Nursing*

**Bethanie D. Vangen**

B.Appl.Sci. (Siena Heights University)  
*Nursing*

**Savannah Beth Whitten**

B.S. (Mount Carmel College of Nursing)  
*Nursing*

**Master of Human Resource Management**

**Stephanie Gowin**

B.S.Bus.Adm. (The Ohio State University)  
*Human Resource Management*

**Stephanie Elaine Jones**

B.S. (University of Toledo)  
*Human Resource Management*

**Audra C. Metzler**

B.A.Journal. (The Ohio State University)  
*Human Resource Management*

**Minnie Wai Yee Poon**

B.Comr.Four (McMaster University)  
*Human Resource Management*

**Master of Landscape Architecture**

**Ashish Adhikari**

B.S.Arch. (Tribhuvan University)  
*Landscape Architecture*

**Saeed Saad F Alhusaiki**

B.S. (King Abdul Aziz University)  
*Landscape Architecture*

**Elsie Almodovar-Reyes**

Bachelor (University of Toledo)  
*Landscape Architecture*

**Megan M. Bender**

B.S. (University of Cincinnati)  
*Landscape Architecture*

**Kangni Chen**

B.A. (Shijiazhuang Tiedao University)  
*Landscape Architecture*

**Harrison Byers Garden**

B.S. (Western Kentucky University)  
*Landscape Architecture*

**Varun Ulhas Gulavane**

Bachelor's (University of Mumbai)  
*Landscape Architecture*

**Mugdha Mallareddy**

Bachelor's (Anna University)  
*Landscape Architecture*

**Saeed Suleman Piracha**  
B.S.C.R.P. (University of Cincinnati)  
*Landscape Architecture*

**Kenneth Spencer See**  
B.S.Env.Nat.Res. (The Ohio State University)  
*Landscape Architecture*

**Master of Learning Technologies**

**Cornelius Doe**  
Diploma (University of Cape Coast)  
B.S.Educ. (The Ohio State University)  
*Education*

**Deborah Sara Gingerich**  
B.A. (Cedarville University)  
*Education*

**Beth Louise Heath**  
B.A. (Southern Illinois University Carbondale)  
M.Educ. (Oakland City University)  
*Education*

**McKenna Nicole Kotwica**  
B.S. (Bowling Green State University)  
*Education*

**Eileen Joy Lash**  
B.A. (University of Illinois at Urbana-Champaign)  
M.B.A. (Nova Southeastern University)  
*Education*

**Rachel Nicodemus**  
B.S. (Bowling Green State University)  
*Education*

**Jacqueline A. Rattler**  
B.S. (Ball State University)  
M.S. (Indiana University Purdue University Indianapolis)  
*Education*

**Alex Lee Segbers**  
B.S.Educ. (The Ohio State University)  
*Education*

**Master of Music**

**Zachary Michael Irwin**  
B.S.Music (The Ohio State University)  
*Music*

**Lauren Nicole Kowal**  
B.A., B.Music (Western Michigan University)  
*Music*

**Soojin Lee**  
*Music*

**Destiny Sarai Malave**  
B.Music (Stetson University)  
*Music*

**Justin Lee Monroe**  
B.Music (The Ohio State University)  
*Music*

**Sean O'Brien**  
B.Music (The Ohio State University)  
*Music*

**Phillip Aaron Perkins III**  
B.Mus.Educ. (McMurry University)  
*Music*

**Katherine Quinn Sharp**  
B.Music (Baldwin Wallace University)  
*Music*

**Austin Gregory Spillman**  
B.Music (Eastern Illinois University)  
*Music*

**Master of Plant Health Management**

**Jessica A. Wheeler**  
B.S.Agr. (The Ohio State University)  
*Plant Health Management*

**Master of Public Administration**

**Rose Catherine Arkus**  
B.A. (University of Dayton)  
*Public Policy and Management*

**Laura Marie Baird**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Richard Ransom Blankenkober**  
B.A. (University of Alabama)  
*Public Policy and Management*

**Christopher Keith Bohmker**  
B.A. (University of South Florida)  
*Public Policy and Management*

**Cameron Bracely**  
B.A., Bachelor's (Miami University)  
*Public Policy and Management*

**Shelley LaRie Bruner**  
B.S. (Brigham Young University)  
*Public Policy and Management*

**Faith Anastasia Carey**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Adam Bain Cook**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Bailey Robert Culp**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Carter Bennet Davis**  
B.A. (North Carolina State University)  
*Public Policy and Management*

**Nicholas Spencer Evans**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Christine Michelle Fite**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Nathaniel James Grant**  
*Public Policy and Management*

**Nathan Eric Halm**  
B.A. (Bowling Green State University)  
*Public Policy and Management*

**Josephine Ann Harders**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Avery Mae Huizinga**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Zaida Lee Jenkins**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Caitlyn Alexis Jones**  
B.A., Bachelor's (University of Alabama)  
*Public Policy and Management*

**Michelle Kimmel**  
Bachelor's (Capital University)  
*Public Policy and Management*

**Nathan Eugene Kolenda**  
B.A. (Ohio University)  
*Public Policy and Management*

**Joseph Douglas Laborie**  
*Public Policy and Management*

**Yujin Lou**  
Bachelor's (Zhejiang University)  
B.S.Design (University of Waikato)  
*Public Policy and Management*

**Cristina Maze**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Ava L. McCargish**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Benjamin A. McKinley**  
*Public Policy and Management*

**William Thomas Moddemann**  
*Public Policy and Management*

**Alexander Frank Novitski**  
B.A. (Cleveland State University)  
*Public Policy and Management*

**Kezia Naana Dentaa Ofosu Atta**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Abigail Azarcon Ordillas**  
B.A. (Davidson College)  
*Public Policy and Management*

**Dylan Lee Page**  
B.S. (The Ohio State University)  
*Public Policy and Management*

**Cody Christopher Riley**  
B.S. (The Ohio State University)  
*Public Policy and Management*

**Samuel Roberts**  
B.S. (Muskingum University)  
*Public Policy and Management*

**Kathryn Michelle Rozsa**  
B.A., Bachelor's (Ohio Wesleyan University)  
*Public Policy and Management*

**Anna Nash Sheeran**  
B.S.Soc.Work (The Ohio State University)  
*Public Policy and Management*

**Emma Frayda Steinberger**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Katelynne Grace Tomasek**  
B.S. (Grand Valley State University)  
*Public Policy and Management*

**Lacie Rae Wood**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Griffin Young**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Master of Public Administration and Leadership**

**Travis Bruce Acevedo**  
Bachelor's (University of Phoenix)  
*Public Policy and Management*

**Stuart Joseph Beatty**  
Pharm.D. (Ohio Northern University)  
*Public Policy and Management*

**Victoria Catherine Bock**  
B.A. (College of Charleston)  
*Public Policy and Management*

**Colin Scott Bruce, Jr.**  
B.A. (Otterbein University)  
M.S. (Capella University)  
M.B.A. (University of Phoenix)  
*Public Policy and Management*

**Stacey Lyn Byrd**  
B.Bus.Adm. (University of Alaska Anchorage)  
*Public Policy and Management*

**Daniel Michael Canaley**  
B.A. (University of Illinois at Urbana-Champaign)  
M.A. (Marquette University)  
*Public Policy and Management*

**Chase Robert Evans**  
B.S. (Indiana Wesleyan University)  
*Public Policy and Management*

**Adam C. Featherling**  
B.A. (Mount Vernon Nazarene University)  
*Public Policy and Management*

**Lytic A. R. Fields**  
B.Bus.Adm. (University of Dayton)  
*Public Policy and Management*

**Jose Antonio Gomez**  
B.S. (University of Toledo)  
*Public Policy and Management*

**Logan Bailey Kipling**  
B.S. (Clemson University)  
*Public Policy and Management*

**Tracey Lynn McBlane Tackett**  
B.A. (Wittenberg University)  
*Public Policy and Management*

**Grover Alan Murray**  
B.A. (Georgia College and State University)  
*Public Policy and Management*

**Demudia Douglass Okojie**  
B.A. (Miami University)  
*Public Policy and Management*

**Ginger Marie Ernst Peterson**  
B.S. (Mountain State University)  
*Public Policy and Management*

**Kendra Lene Rowell**  
B.S. (West Virginia State University)  
*Public Policy and Management*

**Steven Rusk**  
B.Bus.Adm. (University of California)  
*Public Policy and Management*

**Patrick Joseph Sheely**  
B.S. (Franklin University)  
*Public Policy and Management*

**Kidron Eric Paul Stampler**  
B.A. (The Ohio State University)  
*Public Policy and Management*

**Christopher Michael Sullivan**  
B.S. (Liberty University)  
*Public Policy and Management*

**Maegan Wrubel**  
B.A. (Pennsylvania State University)  
*Public Policy and Management*

**Master of Public Health**

**Hafsa Ali Abdullahi**  
B.S.Pub.Hlth. (The Ohio State University)  
*Public Health*

**Hannah Lynn Adams**  
B.S. (Slippery Rock University)  
*Public Health*

**Adebimpe Abimbola Adelaja**  
B.S., B.S.Agr. (The Ohio State University)  
*Public Health*

**Naomi Admasu**  
B.S. (University of Cincinnati)  
*Public Health*

**Aliya Zehra Ansari**  
B.S. (The Ohio State University)  
*Public Health*

**Elizabeth Helen Bergmann**  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Public Health*

**Katherine Constance Ruth Bergus**  
B.S. (University of Oregon)  
*Public Health*

**Andrea Leigh Bessler**  
B.A. (University of California)  
D.V.M. (The Ohio State University)  
*Public Health*

**Isaac Boadi**  
B.S. (University of Dayton)  
*Public Health*

**Sadie LaVada Bragg**  
B.S. (The Ohio State University)  
*Public Health*

**Manon Elise Brown**  
B.S. (University of Rhode Island)  
*Public Health*

**Nicole Marisa Bullock**  
B.S.Pub.Hlth. (The Ohio State University)  
*Public Health*

**David Rodolfo Capote**  
B.A., B.S. (Auburn University)  
M.S. (University of South Florida)  
*Public Health*

**Everett Winston Dalesio**  
B.A. (Miami University)  
*Public Health*

**Rachel Marie Dann**  
B.S. (The Ohio State University)  
*Public Health*

**Anjali Digish Doshi**  
B.S.Biomed.Sci. (The Ohio State University)  
*Public Health*

**Andreas Eleftheriou**  
B.A. (Boston University)  
M.S. (University of Massachusetts Lowell)  
*Public Health*

**Randi Marie Ellis**  
B.A. (Mills College)  
*Public Health*

**Elle Elson**  
B.A., B.S. (University of Cincinnati)  
*Public Health*

**Macdonald Chinwenwa Chioma Eluagu**  
B.S.Nurs. (Lincoln University)  
*Public Health*

**Ashley Nicole Folta**  
B.S. (University of Toledo)  
*Public Health*

**Hannah George**  
B.S. (University of Minnesota)  
*Public Health*

**Hazel Joy Goodburn**  
B.A. (Ohio University)  
*Public Health*

**Rachel D'Amico Gordon**  
B.S.Hlth.Reh.Sci., M.D. (The Ohio State University)  
*Public Health*

**Madison Groner**  
B.S. (Michigan State University)  
*Public Health*

**Spencer King Harris**  
B.S., M.Clin.Res. (The Ohio State University)  
*Public Health*

**Abhishek Virendra Henry**  
B.S. (Denison University)  
*Public Health*

**Rachel Elizabeth Hetrick**  
B.A., B.S. (Otterbein University)  
*Public Health*

**Alexis Nicole Marie Howard**  
B.S.Pub.Hlth., B.S. (The Ohio State University)  
*Public Health*

**Allison Paige Howell**  
B.S. (The Ohio State University)  
*Public Health*

**Sierra Lynn Isch**  
B.S.Pub.Hlth. (The Ohio State University)  
*Public Health*

**Halima Mohamed Jama**  
B.S. (The Ohio State University)  
*Public Health*

**Maria Nadeem Khan**  
B.S. (The Ohio State University)  
*Public Health*

**Michala Jade Krakowski**  
B.S. (The Ohio State University)  
*Public Health*

**Faith Marie Lewis**  
B.A. (The Ohio State University)  
*Public Health*

**Torrance Monroe Truitt Loux**  
B.S. (The Ohio State University)  
*Public Health*

**Imani Lucas**  
B.S. (Kent State University)  
*Public Health*

**Cuthbert Mario Mahenge**  
M.D. (Latin Am School of Medicine)  
*Public Health*

**Aparna Divaker Mangadu**  
B.S. (University of Texas at El Paso)  
*Public Health*

**Abigail Marshall**  
B.S. (Allegheny College)  
*Public Health*

**Lauren E. Matera**  
B.A. (University of Notre Dame)  
M.S. (University of South Florida)  
D.Osteoeth. (University of Medicine and Dentistry of New Jersey)  
*Public Health*

**Skylar M. McElwain**  
B.S. (The Ohio State University)  
*Public Health*

**Ashley Dawn Meadows**  
B.A. (Wright State University)  
*Public Health*

**Morgan Meleca**  
B.A. (Miami University)  
*Public Health*

**Joshua Melegari**  
B.S.Pub.Hlth., B.S. (Ohio Northern University)  
*Public Health*

**Kellie Mayumi Mori**  
B.S.Pub.Hlth. (The Ohio State University)  
*Public Health*

**Mason Jacob Moser**  
B.S.Honors (Cedarville University)  
*Public Health*

**Alicia An-Mei Murphy**  
B.S. (Dickinson College)  
*Public Health*

**Lucia Jane Niermann**  
B.S. (The Ohio State University)  
*Public Health*

**Rory Eileen O'Malley**  
B.A. (Ohio University)  
*Public Health*

**Bridget A. Oppong**  
B.A. (University of Pennsylvania)  
M.D. (University of Rochester)  
*Public Health*

**Katherine Paige Phillips**  
B.S. (University of Tennessee-Knoxville)  
*Public Health*

**Nives Quaye**  
B.A., B.S. (Washington State University)  
*Public Health*

**Nandini Rangan**  
B.S.Pub.Hlth. (The Ohio State University)  
*Public Health*

**Jamie Renee Ridolfo**  
B.S.Agr. (The Ohio State University)  
*Public Health*

**Haley Elizabeth Roberts**  
B.S. (University of Cincinnati)  
*Public Health*

**Emma Louise Rodeman**  
B.S.Pub.Hlth. (The Ohio State University)  
*Public Health*

**Rachel Elise Saadey**  
B.S. (The Ohio State University)  
*Public Health*

**Emma Clare Sakulich**  
B.A. (The Ohio State University)  
*Public Health*

**Suhavi T. Salmon-Rekhi**  
B.S.Pub.Hlth. (The Ohio State University)  
*Public Health*

**Elizabeth Solomon**  
B.A. (Washington University in Saint Louis)  
*Public Health*

**Shruthi Srinivas**  
B.S. (Case Western Reserve University)  
M.D. (University of Massachusetts Amherst)  
*Public Health*

**Laxmi Sureshkumar**  
B.Dent.Surg. (Krishna Institute of Medical Sciences)  
*Public Health*

**Natalie Noreen Tarbuck**  
B.S.Agr. (The Ohio State University)  
*Public Health*

**Pamela C. Thomas**  
B.S. (Franklin University)  
*Public Health*

**Andrew Tran**  
B.A., M.S., M.D. (Case Western Reserve University)  
*Public Health*

**Vincenzo W. Trovato**  
B.S. (Denison University)  
M.D. (The Ohio State University)  
*Public Health*

**Anna Sophie Walker**  
B.S. (University of Toledo)  
*Public Health*

**Cassandra N. Woodford**  
B.A. (Miami University)  
*Public Health*

**Rachael Elizabeth Zanotti-Morocco**  
B.S. (University of Mount Union)  
Doctorate (Lake Erie College of Osteopathic Medicine & Pharmacy)  
*Public Health*

**Master of Science**

**Al Baraa Abd Aldaim**  
B.S. (Massachusetts Institute of Technology)  
*Mathematics*

**Ahmed Emad Fahmy Abdelazim**  
B.S. (Zewail City of Science and Technology)  
*Physics*

**Sahro Ali Abdullahi**  
B.S.Nurs. (Mount Carmel College of Nursing)  
*Nursing*

**Yuka Adams**  
B.S.Nurs. (Ohio University)  
*Nursing*

**Niyi Samuel Adelakun**  
B.S. (Adekunle Ajasin University)  
*Ohio State Biochemistry Program*

**Joshua Oluwatimilehin Adesina**  
BS MetEng (University of Lagos)  
*Welding Engineering*

**Saqeab Adnan**

B.S. (Bangladesh University of Engineering and Technology)  
*Mechanical Engineering*

**Sunday Arome Agbo**

B.S., M.S. (Ahmadu Bello University)  
M.S. (Miami University)  
*Nuclear Engineering*

**Dyah Agustini**

B.S., D.V.M. (Brawijaya University)  
*Comparative Biomedical Science*

**Kakra Gymfuaa Agyen**

B.S.Nurs. (University of South Florida)  
*Nursing*

**Suha Ahmed**

B.S. (University of Michigan)  
*Vision Science*

**Steffany Adriana Ahn**

B.S.Nurs. (California State University, Fullerton)  
*Nursing*

**Iasha Al-Sultan**

B.A. (Tiffin University)  
B.S.Nurs. (Chamberlain University)  
*Nursing*

**Mohammed Fareed I Alasiri**

B.S. (King Khalid University)  
*Physics*

**Glorya Miracle Albertini**

B.S.Nurs. (Mount Carmel College of Nursing)  
*Nursing*

**Dema Omar Alkashkish**

B.S.Biomed.Eng. (The Ohio State University)  
*Biomedical Engineering*

**Amanda M. Alonso**

B.S.Nurs. (Florida Atlantic University)  
*Nursing*

**Natalie Jaylynn Alspach**

B.S.Aero.Eng. (The Ohio State University)  
*Aerospace Engineering*

**Danielle Whitney Amdur**

B.S.Nurs. (University of Akron)  
*Nursing*

**Anshul Vishal Amin**

B.Tech. (Pandit Deendayal Energy University)  
*Electrical and Computer Engineering*

**Rajarajan Ajay Anandh**

B.Engr. (Anna University)  
*Industrial and Systems Engineering*

**Valerie Marie Anderson**

B.S. (Ohio University)  
*Entomology*

**Katrine Elizabeth Andrews**

B.S.Nurs. (Georgetown University)  
*Nursing*

**Raven Lorraine Arellano**

B.S. (The Ohio State University)  
*Nursing*

**Adelyn Arens**

B.S. (The Ohio State University)  
*Industrial and Systems Engineering*

**Grant Marshall Arnold**

B.S.Cptr.Sci.Eng. (The Ohio State University)  
*Computer Science and Engineering*

**Joyce Attey**

B.S.Nurs. (Seton Hall University)  
*Nursing*

**Sara Ahmed Atyia**

Pharm.D. (University of Tennessee, Memphis)  
*Pharmaceutical Sciences*

**Robert Mason Austin**

B.A. (University of Tennessee-Knoxville)  
*Psychology*

**Sarthak Awasthi**

B.Tech. (National Institutes of Technology, India)  
*Computer Science and Engineering*

**Patrick N. Azzari**

B.S. (The Ohio State University)  
*Nursing*

**Likith Srinivas Bagenahalli**

**Channigaiah**  
B.Engr. (Visvesvaraya Technological University)  
*Electrical and Computer Engineering*

**Charles Benjamin Bahr**

B.S. (Brigham Young University)  
*Vision Science*

**Anthony David Baietto**

B.S.Cptr.Sci.Eng. (The Ohio State University)  
*Computer Science and Engineering*

**Hailey Michelle Baker**

B.S.F.A.B.E. (The Ohio State University)  
*Biomedical Engineering*

**Joshua Cole Barbee**

B.S.Cptr.Sci.Eng. (The Ohio State University)  
*Computer Science and Engineering*

**Jacob Eli Basinger**

B.S. (The Ohio State University)  
*Nursing*

**Medine Nur Baspinar**

B.S.Pub.Hlth. (The Ohio State University)  
*Nursing*

**Chase Mackenzie Beeman**

B.S. (The Ohio State University)  
*Genetic Counseling Graduate Program*

**Alexis Ashley Belcher**

B.S. (University of South Florida)  
*Human Sciences*

**Ashley Christina Susan Bell**

B.S.Hum. Ecol. (The Ohio State University)  
B.S.Nurs. (Mount Carmel College of Nursing)  
*Nursing*

**Emily Louise Benson**

B.S. (Lafayette College)  
*Vision Science*

**Alicia Benton**

B.S.Nurs. (Ohio University)  
*Nursing*

**Rachel Abigail Bergman**

B.A. (Oberlin College)  
M.P.H. (The Ohio State University)  
*Nursing*

**Frederick Wesley Bernhofer**

B.S.Nurs. (Cleveland State University)  
*Nursing*

**Param Manoj Bhavsar**

B.Engr. (University of Pune)  
*Computer Science and Engineering*

**Abigail Louise Bilbrey**

B.S.Nurs. (The Ohio State University)  
*Nursing*

**Samuel Thomas Bonofiglio**

B.S.Educ. (The Ohio State University)  
*Human Sciences*

**Holly Marie Bordner**

B.S.Nurs. (Ashland University)  
*Nursing*

**Nicole Bower**

B.S.Nurs., M.P.H. (The Ohio State University)  
*Nursing*

**Madison Ann Bowman**

B.S.Nurs. (The Ohio State University)  
*Nursing*

**Patrick James Brandt**

B.S.Aero.Eng. (The Ohio State University)  
*Aerospace Engineering*

**Jessica Kathryn Brimmer**

B.S.Pharm.Sci., Pharm.D. (The Ohio State University)  
*Pharmaceutical Sciences*

**Julie Brockman**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
M.S. (College of Mount Saint Joseph)  
*Nursing*

**Keagan Brown**

B.S. (Ashland University)  
*Human Sciences*

**Rachel Madison Brown**

B.S. (The Ohio State University)  
*Nursing*

**Rebecca Ann Rui Zhi Brown**

B.S. (Appalachian State University)  
*Animal Sciences*

**Maya Maria Brown-Zimmerman**

B.A. (Case Western Reserve University)  
M.P.H. (The Ohio State University)  
*Genetic Counseling Graduate Program*

**Sandeep Satish Budhya**

B.Engr. (Visveswararaja Technological University)  
*Computer Science and Engineering*

**Clair Elise Bullock**

B.S.Env.Nat.Res., J.D. (The Ohio State University)  
*Environment and Natural Resources*

**Sarah Elizabeth Burens**

B.S. (The Ohio State University)  
*Vision Science*

**Liam Patrick Burns**

B.S.Biomed.Eng. (The Ohio State University)  
*Biomedical Engineering*

**Alexis Jennifer Burwell**

B.S.Nurs. (Case Western Reserve University)  
*Nursing*

**Danielle Lee Bush**

B.S.Agr. (The Ohio State University)  
*Environment and Natural Resources*

**Brooke Kathryn Ann Butcher**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Nursing*

**Elizabeth M. Cain**

B.A. (The Ohio State University)  
*Nursing*

**Karla Caldera**

B.S., M.S. (Arizona State University)  
*Psychology*

**Dennis Henry Calderon-Madera**

B.S. (California State University, East Bay)  
*Physics*

**Mandi Lee Caldwell**

B.S. (University of Pittsburgh Johnstown)  
B.S.Nurs. (California University of Pennsylvania)  
*Nursing*

**Autumn Cierra-Marie Campbell**

B.S.Biomed.Eng. (Widener University)  
*Materials Science and Engineering*

**Daniel Canfield**

B.S.Biomed.Eng. (The Ohio State University)  
*Nursing*

**Irina Denise Cantos Siemers**

B.A. (The Ohio State University)  
*Human Sciences*

**Staci Feliz Cantu**

B.S.Nurs. (University of Arkansas)  
*Nursing*

**Michelle Kay Carman**

B.S.Agr., D.V.M. (The Ohio State University)  
*Comparative Biomedical Science*

**Max Cartwright**

B.A. (University of Minnesota)  
*Statistics*

**Nicholas Michael Castillo**

B.S. (Polytechnic Institute of New York University)  
*Mathematics*

**Chandrima Chakraborty**

B.S. (University of Calcutta)  
*Electrical and Computer Engineering*

**Poulomi Chakraborty**

B.S., M.S. (Indian Institute of Science)  
*Physics*

**Priya Chandna**

B.S. (Baylor University)  
*Nursing*

**Hsiao-chi Chang**

B.S. (National Taiwan University)  
Ph.D. (The Ohio State University)  
*Nursing*

**Savannah Kay Charles**

B.S.H.P.N.E.S. (The Ohio State University)  
*Nursing*

**Dilip Anant Chary**

M.D. (Maharashtra University of Health Sciences)  
M.B.A. (York University)  
*Translational Pharmacology*

**Taylor Anne Chatlos**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Nursing*

**Jiixin Chen**

B.S. (Xiamen University)  
*Statistics*

**Tianyi Chen**

B.A., B.S. (Lafayette College)  
*Statistics*

**Wei Han Chen**

B.S., M.S. (National Chiao Tung University)  
*Computer Science and Engineering*

**Kimberly Ann Childs**

B.S. (Franklin University)  
M.B.A. (Ashland University)  
*Nursing*

**Corey Andy Chiu**

B.S.Biomed.Eng. (The Ohio State University)  
*Biomedical Engineering*

**Madison Claire Chitwood**

B.S.Ind.Sys.Eng. (The Ohio State University)  
*Industrial and Systems Engineering*

**Tzu Yao Chiu**

B.S. (National Chengchi University)  
M.S. (University of Southampton)  
*Psychology*

**Natalie Chourova**

B.S.Nutrition (The Ohio State University)  
*Human Sciences*

**Matthew A. Chrusciel**

B.A., B.S.Food.Sci. (The Ohio State University)  
*Food Science and Technology*

**Abigail Leigh Clark**

B.S.Soc.Work (The Ohio State University)  
*Nursing*

**Cory P. Coffey**

Pharm.D. (Northeastern Ohio Universities Colleges of Medicine and Pharmacy)  
*Pharmaceutical Sciences*

**Sara Ruth Cohen**

B.S.Mat.Sci.Eng. (The Ohio State University)  
*Materials Science and Engineering*

**Zackary Michael Collin**

B.S.Educ. (The Ohio State University)  
*Human Sciences*

**Kara Colvell**

B.S. (Brigham Young University)  
M.P.H. (The Ohio State University)  
*Nursing*

**Jaclyn Michelle Comisar**

B.F.A. (University of Michigan)  
*Human Sciences*

**Erin Conner**

B.A. (Auburn University)  
B.S.Nurs. (Johns Hopkins University)  
*Nursing*

**Hannah Erin Cooper**

B.S. (Oklahoma State University)  
B.Med., B.Surgery. (University of Glasgow)  
*Comparative Biomedical Science*

**Krista Lynn Hardin Cape**

B.A. (Miami University)  
*Nursing*

**Noah Michael Cotterman**

B.S.Educ. (The Ohio State University)  
*Human Sciences*

**Morgan H. Crawford**

Bachelor's (Kent State University)  
*Translational Pharmacology*

**Eric Stephen Crislip**

B.S. (University of Georgia)  
*Statistics*

**Bryan Jamal Crossman**

B.S.Mat.Sci.Eng. (The Ohio State University)  
*Materials Science and Engineering*

**Julie Rose Cupka**

B.S.Biomed.Eng. (The Ohio State University)  
*Biomedical Engineering*

**Darren Gregory Curry**

B.S.Nurs. (Indiana University Purdue University Indianapolis)  
*Nursing*

**Leikyn Elizabeth-Lynn Dal Ponte**

B.S.Nurs. (The Ohio State University)  
*Nursing*

**Janessa Lin Dannenfelser**

B.A. (Miami University)  
M.Clin.Res. (The Ohio State University)  
*Nursing*

**Nathan Russell Daubenmier**

B.S.Mech.Eng. (The Ohio State University)  
*Welding Engineering*

**Kiera Marshay Davis**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Nursing*

**Dustin Dawson**

B.S. (Barry University)  
*Vision Science*

**Ryan Daniel De Los Santos**

B.S. (California State University, Stanislaus)  
*Physics*

**Amanda Marie Deighan**

B.A. (The Ohio State University)  
*Nursing*

**Kimberly Marie Denman**

B.A., B.S.Chem.Eng. (University of New Mexico)  
*Biomedical Engineering*

**Mrugank Vihang Deodhar**

B.S.Ind.Sys.Eng. (The Ohio State University)  
*Industrial and Systems Engineering*

**Sharyu Ravikumar Deshmukh**

B.Tech. (University of Pune)  
*Computer Science and Engineering*

**Jasmit Kaur Dhillon**

B.S.Nurs. (University of Akron)  
*Nursing*

**Aissata Diallo**

B.S. (Ohio University)  
*Nursing*

**Anuja Chandrashekar Dixit**

B.Engr. (University of Pune)  
*Computer Science and Engineering*

**Christopher Victor Donnay**

B.A. (Pomona College)  
M.S. (University of Pennsylvania)  
*Mathematics*

**Jacob Franklin Doon-Ralls**

B.S. (University of South Florida)  
*Chemical Engineering*

**Matthew Thomas Drakas**

B.S.Nurs. (University of Wisconsin)  
*Nursing*

**Claire Duesdieker Keohane**

B.A. (University of California)  
*Human Sciences*

**Princy Dugar**

B.Tech. (Rajasthan Technical University)  
M.B.A. (Institute of Management Tech)  
*Industrial and Systems Engineering*

**Bhargavi Rajiv Dwivedi**

B.Engr. (Birla Institute of Technology and Science)  
*Electrical and Computer Engineering*

**Shelby Dziedzic**

B.S. (Western Michigan University)  
*Nursing*

**Danielle Marie Eastham**

B.S.Nurs. (The Ohio State University)  
*Nursing*

**Grace Anne Edmonds**

B.A.Honors (Queen's University)  
*Psychology*

**Angel Marie Edwards-Hedberg**

B.A. (The Ohio State University)  
B.S.Nurs. (Rush University)  
*Nursing*

**Michelle L. Evans**

B.S. (Ashland University)  
M.B.A. (University of Phoenix)  
*Nursing*

**Antony Osama Halim Fahmy**

B.S. (Keck Graduate Institute)  
*Physics*

**Tyler Scott Farnsworth**

B.S.Nurs. (Ohio University)  
M.S. (Chamberlain University)  
D.N.P. (The Ohio State University)  
*Nursing*

**Caroline Whitney Feldkamp**

B.A. (Miami University)  
*Human Sciences*

**Kyndal Fenn**

B.S.Educ. (The Ohio State University)  
*Human Sciences*

**Aaron Ross Fernandes**

B.Engr. (Birla Institute of Technology and Science)  
*Industrial and Systems Engineering*

**Aubry Elana Fetcenko**

B.S.Pharm. (University of Toledo)  
*Translational Pharmacology*

**Madeline Patricia Fickes**

B.S.Nurs. (The Ohio State University)  
*Nursing*

**Alexandra Esther Fonseca Montenegro**

Bachelor (University of Puerto Rico)  
*Materials Science and Engineering*

**Tierra Denise Ford**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Nursing*

**Faith Boadiwaa Fordjour**

B.S. (State University of New York at Oneonta)  
*Nursing*

**Taylor Frace**

Pharm.D. (Texas Tech University Health Sciences Center)  
*Pharmaceutical Sciences*

**Miraclin Franklin Charles**

B.S.Engr. (Anna University)  
*Electrical and Computer Engineering*

**Jonathan Chandler Frederick**

B.S.Nurs. (Bowling Green State University)  
*Nursing*

**Robert Frenken**

B.S.Ind.Sys.Eng. (The Ohio State University)  
*Industrial and Systems Engineering*

**Haley Froehlich**

B.S.Nurs. (Florida Southern College)  
*Nursing*

**Yiwen Fu**

B.Engr. (Dalian Maritime University)  
*Electrical and Computer Engineering*

**Madison Mikayla Fultz**

B.S.Nurs. (Ohio University)  
*Nursing*

**Katherine Marie Gaffney**

B.S.Env.Nat.Res. (The Ohio State University)  
*Environment and Natural Resources*

**Jacob Wylie Gardner**

B.S.Civ.Eng. (The Ohio State University)  
*Environmental Science*

**Marissa-Ashley Gates**

B.S.Nurs. (Wright State University)  
*Nursing*

**Stephanie Michelle George**

B.S. (University of Pittsburgh)  
*Vision Science*

**Dhruv Dineshkumar Ghori**

B.Tech. (University of Mumbai)  
*Computer Science and Engineering*

<b>Soumabrata Ghosh</b> B.Tech. (Vellore Institute of Technology) <i>Electrical and Computer Engineering</i>	<b>Jingjun Gu</b> B.S. (Donghua University) Ph.D. (University of Vermont) <i>Computer Science and Engineering</i>	<b>Mary Kathryn Heimann</b> B.S. Biomed.Eng. (The Ohio State University) <i>Biomedical Engineering</i>	<b>Jaylen Braxton Hudson</b> B.S. (University of Dayton) M.S. (Wright State University) <i>Molecular, Cellular, and Developmental Biology</i>	<b>Javad Jeddli</b> B.A., M.S. (Amir Kabir University of Technology) M.S. (University of Tennessee-Knoxville) <i>Chemical Engineering</i>
<b>Taylor Brooke Gibson</b> B.S. (Ohio University) <i>Nursing</i>	<b>Radha Gulhane</b> B.Tech. (University of Pune) <i>Computer Science and Engineering</i>	<b>Anneliese Adele Henslee</b> Pharm.D. (The Ohio State University) <i>Pharmaceutical Sciences</i>	<b>Amariah J. Hughes</b> B.A. (Otterbein University) B.S. (Mount Carmel College of Nursing) <i>Nursing</i>	<b>Kecia Cohill Jeffers</b> B.S.Nurs. (Miami University) <i>Nursing</i>
<b>Anmol Kaur Gill</b> B.Tech. (Punjab Agricultural University) <i>Food, Agricultural and Biological Engineering</i>	<b>Alexandra Elizabeth Gunner</b> B.S.Hlth.Reh.Sci. (The Ohio State University) <i>Nursing</i>	<b>Dimitra Herbei</b> B.S. (Columbus State Community College) B.S. (The Ohio State University) <i>Public Health</i>	<b>Shek Fung Hui</b> B.S. (Chinese University of Hong Kong) <i>Biophysics</i>	<b>Cassidy Lauren Jenney</b> B.S.Env.Nat.Res. (The Ohio State University) <i>Civil Engineering</i>
<b>Tessa Siobhan Gilmore</b> B.S.Mat.Sci.Eng. (The Ohio State University) <i>Materials Science and Engineering</i>	<b>Emily Violet Hageman</b> B.S. (Bowling Green State University) <i>Microbiology</i>	<b>Cailin M. Hildebrandt</b> B.S. (The Ohio State University) B.S.Nurs. (University of Cincinnati) <i>Nursing</i>	<b>Jennifer Hupp</b> B.S.Nurs. (The Ohio State University) <i>Nursing</i>	<b>Sankara Harinie Jayabalan</b> B.S.Biomed.Eng. (The Ohio State University) <i>Biomedical Engineering</i>
<b>Jake Girardot</b> B.S. (John Carroll University) M.B.A. (University of Akron) <i>Pharmaceutical Sciences</i>	<b>Jonathon Reid Hales</b> B.S., M.S. (Brigham Young University) <i>Mathematics</i>	<b>Rekia A. Hill</b> B.A. (The Ohio State University) B.S.Nurs. (Wright State University) <i>Nursing</i>	<b>Abigail Grace Huston</b> B.S.Nurs. (Xavier University) <i>Nursing</i>	<b>Zhenhan Jia</b> B.S. (University of Northern Iowa) B.Engr. (Nanchang Hangkong University) <i>Electrical and Computer Engineering</i>
<b>Stevan Glisic</b> B.S.Biomed.Eng. (The Ohio State University) <i>Biomedical Engineering</i>	<b>Rayna M. Hall</b> B.S.Nurs. (Wright State University) <i>Nursing</i>	<b>Kendall Chrystian Holman</b> B.S.Nurs. (Otterbein University) <i>Nursing</i>	<b>Christina Hutch</b> B.S.Nurs. (Saint Mary's College) <i>Nursing</i>	<b>Ruiqi Jin</b> B.S. (The Ohio State University) <i>Computer Science and Engineering</i>
<b>Amber Marie Gochis</b> B.S. (Brigham Young University) <i>Nursing</i>	<b>Ashlyn Nicole Halseth</b> Bachelor's (University of Georgia) <i>Environment and Natural Resources</i>	<b>Jennifer Margaret Hottle</b> B.A. (Miami University) B.S.Nurs. (Ashland University) <i>Nursing</i>	<b>Victoria Lynn Huyvaert</b> B.S.Nurs. (Valparaiso University) <i>Nursing</i>	<b>Heather L. John</b> B.A. (The Ohio State University) <i>Nursing</i>
<b>Kelley Noreen Godwin</b> B.S. (Siena College) <i>Genetic Counseling Graduate Program</i>	<b>Lauren Hampton</b> B.S.Nurs. (Delta State University) <i>Nursing</i>	<b>Erica Frances Howard</b> B.S. (Fordham University) <i>Psychology</i>	<b>Mia Katarina Iacona</b> B.S.Nurs. (The Ohio State University) <i>Nursing</i>	<b>Lisa Ann Johnson</b> B.S. (University of Toledo) Diploma (Huron Hospital School of Nursing) B.S.Nurs. (Ohio University) <i>Nursing</i>
<b>Rogine Gomez</b> B.S.Chem.Eng. (California State Polytechnic University) <i>Materials Science and Engineering</i>	<b>Shiwen Han</b> B.S. (ShanghaiTech University) <i>Computer Science and Engineering</i>	<b>Gina Katrice Howard</b> B.A. (Berea College) <i>Human Sciences</i>	<b>Chloe Ireland</b> B.S. (Carnegie Mellon University) <i>Mathematics</i>	<b>Michael K. Johnson</b> B.S. (Marietta College) <i>Nursing</i>
<b>Cayla R. Goodman</b> B.S. (Ohio University) <i>Nursing</i>	<b>David R. Harris</b> B.S.Pub.Hlth. (The Ohio State University) <i>Nursing</i>	<b>Justin Samuel Howard</b> B.A.Journal. (The Ohio State University) <i>Human Sciences</i>	<b>Md. Minhazul Islam</b> B.S. (Islamic University of Technology) M.S. (University of Toledo) <i>Materials Science and Engineering</i>	<b>Leslie Renee Johnston</b> B.S.Nurs. (Ohio University) <i>Nursing</i>
<b>Elizabeth Anne Green</b> B.S. (Ohio University) <i>Nursing</i>	<b>Kallie Lee Harris</b> B.S.Nurs. (Westminster College, Salt Lake City) <i>Nursing</i>	<b>Lacie Hoyt</b> B.S.Nurs. (Ohio University) <i>Nursing</i>	<b>Corey Jacob Jackson</b> B.S. (West Virginia University) <i>Human Sciences</i>	<b>Aditi Mangesh Joshi</b> B.Tech. (Vellore Institute of Technology) <i>Computer Science and Engineering</i>
<b>Sheila Green</b> B.S. (Otterbein University) B.S.Nurs. (Capital University) <i>Nursing</i>	<b>Zachary Hart</b> B.S.Bus.Adm. (The Ohio State University) <i>Human Sciences</i>	<b>Guan-Ying Huang</b> B.S. (National Sun Yat-sen University) M.S. (National Cheng Kung University) <i>Electrical and Computer Engineering</i>	<b>Diviya S. Jacob</b> B.S. (The Ohio State University) <i>Nursing</i>	<b>Savana Marjorie Jurgens</b> B.S. (University of Minnesota) <i>Psychology</i>
<b>Donald Joseph Greene</b> B.S. (Excelsior College) <i>Welding Engineering</i>	<b>Chanda Harvey</b> B.S.Nurs. (Mount Carmel College of Nursing) <i>Nursing</i>	<b>Jiaqing Huang</b> B.S.Cptr.Sci.Eng. (The Ohio State University) <i>Computer Science and Engineering</i>	<b>Utkarsh Pratap Singh Jadon</b> B.Tech. (Manipal University) <i>Electrical and Computer Engineering</i>	<b>Shankar Kaleeswaran Mani</b> Bachelor's (Anna University) M.S. (Case Western Reserve University) <i>Public Health</i>
<b>Phoenix Lynn Grover</b> B.S. (The Ohio State University) <i>Genetic Counseling Graduate Program</i>	<b>Windy L. Hawkins</b> B.A. (The Ohio State University) M.A. (Ohio University) <i>Nursing</i>	<b>Po Ying Huang</b> B.Engr. (Purdue University) B.Engr. (Feng Chia University) <i>Electrical and Computer Engineering</i>	<b>Akanksha Hastimal Shakuntala Jain</b> B.Engr. (University of Mumbai) <i>Computer Science and Engineering</i>	<b>Pegah Kamrani</b> B.A. (Columbia University) D.D.S. (University of North Carolina) <i>Dentistry</i>
<b>Cecilia Leslie Groves</b> B.S.Biomed.Eng. (The Ohio State University) <i>Biomedical Engineering</i>	<b>Liuding He</b> B.Engr. (Sun Yat-sen University) <i>Computer Science and Engineering</i>		<b>Azmiri Jalil</b> B.S. (University of Dhaka) <i>Environment and Natural Resources</i>	
	<b>Shuwei He</b> B.S. (Xidian University) <i>Electrical and Computer Engineering</i>		<b>Natasha Maria James</b> B.S. (University of Idaho) <i>Molecular, Cellular, and Developmental Biology</i>	

**Thomas Kang**  
B.S.Weld.Eng. (The Ohio State University)  
*Welding Engineering*

**Mohith Kankanala**  
B.S.Cptr.Sci.Eng. (The Ohio State University)  
*Computer Science and Engineering*

**Michael Karnes**  
B.S. (Miami University)  
M.S. (The Ohio State University)  
*Civil Engineering*

**Beulah Karrolla**  
B.Engr. (Chaitanya Bharathi Institute of Technology)  
*Computer Science and Engineering*

**Sahithi Katreddi**  
B.Tech. (Gandhi Institute of Technology and Management)  
*Computer Science and Engineering*

**Casey Kauf**  
B.S.Elec.Cptr.Eng. (The Ohio State University)  
*Electrical and Computer Engineering*

**Harshini Kavuru**  
B.Tech. (Jawaharlal Nehru Technological University)  
*Computer Science and Engineering*

**Leanne Marie Kennedy**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Zoe Kihlstrom**  
B.A. (Earlham College)  
*Pharmaceutical Sciences*

**Catherine Rose King**  
B.A. (Vassar College)  
*Psychology*

**Jacqueline Marie King**  
B.S.Nurs. (Metropolitan State College of Denver)  
*Nursing*

**Tyler Murphy King**  
B.S.Educ. (The Ohio State University)  
*Anatomy*

**Jarrod Kissing**  
B.S. (The University of Findlay)  
B.S.Nurs. (Baldwin Wallace University)  
*Nursing*

**Mary Katherine Klenkar**  
B.S.Env.Nat.Res. (The Ohio State University)  
*Environment and Natural Resources*

**Kelly Roberta Klimo**  
B.A. (Vanderbilt University)  
*Vision Science*

**Matthew John Klopfer**  
B.S.Mech.Eng. (University of Oklahoma)  
*Mechanical Engineering*

**Natalia Legarreta Koenig**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Nadja Madia Kolliesuah Davis**  
B.S. (Mercer University-Macon)  
B.S.Nurs. (Capital University)  
*Nursing*

**Shreyas Mahesh Konaje**  
B.Tech. (National Institutes of Technology, India)  
*Electrical and Computer Engineering*

**Katherine Lynn Kovach**  
B.S.Nurs. (Ohio University)  
*Nursing*

**Troy Krizak**  
B.S. (University of Saint Thomas)  
*Aerospace Engineering*

**Ashley Nicole Kuchta**  
B.S. (University of South Florida)  
*Food Science and Technology*

**Haley Elizabeth Kuhn**  
B.S. (Ohio University)  
*Environmental Science*

**Michelle Lynne Kuhn**  
B.S., B.S.Nurs. (The Ohio State University)  
*Nursing*

**Rachana Kulkarni**  
B.S. (Visvesvaraya Technological University)  
*Computer Science and Engineering*

**Suyash Shashank Kulkarni**  
B.Tech. (Manipal University)  
*Computer Science and Engineering*

**Ashvini Adam Kulshrestha**  
B.S.Cptr.Sci.Eng. (The Ohio State University)  
*Computer Science and Engineering*

**Kaustubh Kumar**  
B.Tech. (Guru Gobind Singh Indraprastha University)  
Master's (Institute of Rural Management, Anand)  
*Environment and Natural Resources*

**Quinn Christiann Kuntz**  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Human Sciences*

**Saisparsh Kustagishettar**  
B.S.Cptr.Sci.Eng. (The Ohio State University)  
*Computer Science and Engineering*

**Bryce Lang**  
B.A. (Drake University)  
*Immunology and Microbial Pathogenesis*

**Samantha Lapka**  
B.A. (University of Missouri-Columbia)  
*Psychology*

**Aditi Milind Laturkar**  
B.Engr. (University of Pune)  
*Computer Science and Engineering*

**Angela Marie Lauer**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Eunjeong Anna Lee**  
B.S.Alld.Hlth.Prof. (The Ohio State University)  
*Nursing*

**Hyewon Christine Lee**  
B.S.Pharm.Sci. (The Ohio State University)  
*Translational Pharmacology*

**Mary Margaret Lee**  
B.S.Nurs. (Pennsylvania State University)  
*Nursing*

**Mi Na Lee**  
B.A. (The Ohio State University)  
*Human Sciences*

**Sally Lee**  
B.S.Pharm.Sci. (The Ohio State University)  
*Translational Pharmacology*

**Siyn Lee**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**James Leland**  
B.S.Elec.Cptr.Eng. (The Ohio State University)  
*Electrical and Computer Engineering*

**Mackenzie Lemons**  
B.S.Nurs. (Blessing-Rieman College of Nursing)  
*Nursing*

**Matthew Thomas Lerner**  
B.S.Biomed.Eng. (The Ohio State University)  
*Mechanical Engineering*

**Brian Joseph Lesko**  
B.S.Mech.Eng. (The Ohio State University)  
*Mechanical Engineering*

**Elizabeth Ann Lewandowski**  
B.S.Chem.Eng. (The Ohio State University)  
*Industrial and Systems Engineering*

**Amanda Blaine Lewis**  
B.S.Nurs. (Capital University)  
*Nursing*

**Haoyu Li**  
Bachelor's (Beijing Normal University)  
*Computer Science and Engineering*

**Yu Li**  
B.S. (Shandong Agricultural University)  
*Animal Sciences*

**Kai Lun Lin**  
B.Engr. (National Cheng Kung University)  
*Computer Science and Engineering*

**Zhian Lin**  
B.S. (Huaqiao University)  
*Environment and Natural Resources*

**April Michelle Liningner**  
B.S.Honors (Ohio University)  
*Nursing*

**Hao Liu**  
B.Engr. (Shanghai University of Electric Power)  
*Electrical and Computer Engineering*

**Ting Wei Liu**  
Certificate (National Taipei University of Technology)  
B.S. (Ming Chi University of Technology)  
*Computer Science and Engineering*

**James A. Long II**  
B.S.Nurs. (Ashland University)  
*Nursing*

**Nicholas Alexander Lordi**  
B.S. (Tufts University)  
D.V.M. (The Ohio State University)  
*Comparative Biomedical Science*

**Kuan Hsiang Lu**  
B.S. (National Sun Yat-sen University)  
*Electrical and Computer Engineering*

**Lauren Riley Lund**  
B.S.Nurs. (Capital University)  
*Nursing*

**Puyi Ma**  
B.S. (ShanghaiTech University)  
*Biophysics*

**Sarah Katherine Madigan**  
B.S.Elec.Cptr.Eng. (The Ohio State University)  
*Electrical and Computer Engineering*

**Atri Gyaneshwar Maharaj**  
B.S. (State University of New York at Stony Brook)  
*Chemistry*

**Collin Travis Mailhot**  
B.S.Mech.Eng. (The Ohio State University)  
*Mechanical Engineering*

**Damaris Mukina Maina**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Alyssa Noelle Maisonet**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Maksym Makar**  
B.S.Biomed.Eng. (The Ohio State University)  
*Biomedical Engineering*

**Paige Morgan Malone**  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Nursing*

**Jennifer Leigh Manazer**  
B.S.Nurs. (Ohio University)  
*Nursing*

**Nicholas Anthony Mandarano**  
B.S. (Saint Joseph's University)  
M.S., M.A. (Villanova University)  
*Statistics*

**Makayla Autumn Rae Manes**  
B.S. (Bowling Green State University)  
*Microbiology*

**Lauren Christine Marchese**  
B.A. (Miami University)  
*Nursing*

**Stephanie Markowski**  
Bachelor's (Clarkson University)  
*Human Sciences*

**Samantha Leigh Marks**  
B.S.Nutrition, D.D.S. (The Ohio State University)  
*Dentistry*

**Jordin Tyra Marshall**  
B.S.Biomed.Eng. (Alabama State University)  
*Biomedical Engineering*

**Gabrielle Therese Martin**  
B.S. (University of South Carolina)  
*Civil Engineering*

**Lautaro Martinez**  
B.S.Civ.Eng. (Universidad Tecnológica Nacional)  
*Civil Engineering*

**Eviли Marai Martins Silva**  
Licenciatu (Earth University)  
*Horticulture and Crop Science*

**Colleen Martucci**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Nirmal Philipose Mathew**  
B.Tech. (Vellore Institute of Technology)  
*Computer Science and Engineering*

**Rahul Lawrence Mathias**  
B.Tech. (Manipal University)  
*Electrical and Computer Engineering*

**Jenipher Mathys**  
B.S. (Ashland University)  
*Nursing*

**Jamie Nicole Matics**  
B.S.Nurs. (Herzing University - Akron)  
*Nursing*

**Emily M. Mattern**  
B.S., M.P.H. (Youngstown State University)  
M.A. (Northeastern Ohio Universities Colleges of Medicine and Pharmacy)  
B.S.Nurs. (University of Akron)  
*Nursing*

**Danika Faith Mayback**  
B.S. (Illinois State University)  
*Earth Sciences*

**Aidan Joseph McCarthy**  
B.S. (Virginia Polytechnic Institute and State University)  
*Environment and Natural Resources*

**Halle Rebecca McConnell**  
B.S.Soc.Work (The Ohio State University)  
*Nursing*

**Molly Ann McCullough**  
B.A. (The Ohio State University)  
B.S.Nurs. (Duquesne University)  
*Nursing*

**Sean Patrick McGowan**  
B.S. (Bowling Green State University)  
*Microbiology*

**Megan McGraw**  
B.S. (Saint Mary's College of California)  
B.S.Nurs. (Villanova University)  
*Nursing*

**Cora Elizabeth McHugh-Morrison**  
B.S. (Denison University)  
*Vision Science*

**Annah Jean McIntosh**  
B.S. (Wright State University)  
*Nursing*

**Ian D. McKinstry**  
B.Mus.Educ. (Capital University)  
*Nursing*

**Kelly Elizabeth McLaughlin**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Gail Rose McRae**  
B.S. (University of Cincinnati)  
D.V.M. (University of Sydney)  
*Comparative Biomedical Science*

**Regina McRae**  
B.S. (University of Michigan)  
B.S.Nurs. (Oakland University)  
M.S. (Eastern Michigan University)  
M.S. (Wayne State University)  
*Nursing*

**Spand Bharat Mehta**  
B.Tech. (Indian Institute of Technology)  
*Chemical Engineering*

**Micah John Meleski**  
B.S. (Taylor University)  
*Electrical and Computer Engineering*

**Michael John Menart**  
B.S. (Case Western Reserve University)  
*Computer Science and Engineering*

**Victoria Anne Rodriguez Mendoza**  
B.A. (The Ohio State University)  
B.S.Nurs. (Mount Carmel College of Nursing)  
*Nursing*

**Abigail Jo Mergler**  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Nursing*

**Rebeka Mikulasikova**  
B.S.Humn.Ecol. (The Ohio State University)  
*Human Sciences*

**Pearson Michel Miller**  
B.S. (University of Michigan)  
*Vision Science*

**Andrew Mills**  
B.S.Aero.Eng. (University of Kansas)  
*Aerospace Engineering*

**Kaleigh Leanne Mills**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Seynab A. Mohamed**  
B.S.Nurs. (Stratford University)  
*Nursing*

**Seeun Mok**  
B.S. (Massachusetts Institute of Technology)  
D.D.S. (University of Pennsylvania School of Dental Medicine)  
*Dentistry*

**Harish Moni Prakash**  
B.S., M.S. (Indian Institute of Science Education & Research)  
*Physics*

**Isabella Eva Martinez Montavon**  
B.S. (Colorado Mesa University)  
*Evolution, Ecology and Organismal Biology*

**Camron Markell Moree**  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Nursing*

**Hannah Taylor Morgan**  
B.S.Nurs. (James Madison University)  
*Nursing*

**Laurie Rose Moser**  
B.S.Nurs. (University of New Hampshire)  
*Nursing*

**Laura Elizabeth Mowen**  
B.S.Nurs. (Chamberlain University)  
*Nursing*

**Sara Samantha Moya**  
B.A., B.S., M.S. (Texas State University)  
*Agricultural Communication, Education, and Leadership*

**Rahul Mukthineni**  
B.Tech. (Vellore Institute of Technology)  
*Computer Science and Engineering*

**Victoria Aleksis Murnieks**  
B.S.Aero.Eng. (The Ohio State University)  
*Aerospace Engineering*

**Jessica Brooke Murphy**  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Nursing*

**Robert Matthew Murphy**  
B.S.Bus.Adm. (The Ohio State University)  
*Human Sciences*

**Lori Jean Musa**  
B.S.Nurs. (Mount Carmel College of Nursing)  
*Nursing*

**HarshaVardhan Reddy Mutra Rupendra**  
B.Engr. (Birla Institute of Technology and Science)  
Diploma (Indian Institutes of Information Technology)  
*Computer Science and Engineering*

**Danny Sung Na**  
B.A. (University of Oklahoma)  
B.S.Nurs. (Pennsylvania State University)  
*Nursing*

**Gnaneswari Narisetty**  
B.Tech. (Amrita University)  
*Industrial and Systems Engineering*

**Lindsay M. Naumann-Montoya**  
B.S. (North Carolina State University)  
*Agricultural Communication, Education, and Leadership*

**Jessica Anne NeJame**  
B.A.Honors, B.S.Env.Nat.Res. (University of Vermont)  
*Environment and Natural Resources*

**Faith Elizabeth Nelson**  
B.Educ. (University of Iowa)  
*Human Sciences*

**Chee gang Ngui**  
B.S. (Iowa State University)  
*Horticulture and Crop Science*

**Cheyenne Ashley Niekamp**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Shuxian Ning**  
B.S. (Purdue University)  
*Public Health*

**Kimberly Marie Nock**  
B.S. (Youngstown State University)  
*Nursing*

**Erin Cassidy O'Connor**  
B.S.Nurs. (The College of New Jersey)  
*Nursing*

**Md Reashed Tasvir Omi**  
Bachelor's (University of Technology Malaysia)  
*Mechanical Engineering*

**Yvette Onyango**  
B.S. (Technical University of Mombasa)  
M.A. (Ohio University)  
*Civil Engineering*

**Elizabeth Carolina Oriando**  
B.S. (University of Michigan)  
*Genetic Counseling Graduate Program*

**Suad Osman**  
B.S. (The Ohio State University)  
B.S.Nurs. (Mount Carmel College of Nursing)  
*Nursing*

**Carlos Owusu Anshah**  
B.A. (College of Wooster)  
*Biophysics*

**Abimbola Opeyemi Oyedola**  
B.S., M.S. (Obafemi Awolowo University)  
Diploma (Felbry College School of Nursing)  
*Nursing*

**Eric Daniel Oyen**  
B.S.Elec.Cptr.Eng. (The Ohio State University)  
*Electrical and Computer Engineering*

**Parth Jawahar Pardeshi**  
B.S. (Ramnarain Ruia College)  
M.S. (University of Mumbai)  
*Biophysics*

**Sidney Marie Parks**  
B.S.F.A.B.E. (The Ohio State University)  
*Vision Science*

**Anishi Arun Patel**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Darshit Patel**  
B.S.Elec.Cptr.Eng. (The Ohio State University)  
*Electrical and Computer Engineering*

**Komal Kaushik Patel**  
B.S. (The Ohio State University)  
*Immunology and Microbial Pathogenesis*

**Rachel Hollis Peete**  
B.S.H.D.F.S. (The Ohio State University)  
*Nursing*

**Sibo Peng**  
B.S. (North Carolina State University)  
*Statistics*

**Yumo Peng**  
B.S.Honors (University of Georgia)  
*Statistics*

**Josephine Marie Perez**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Justin Allen Persinger**  
B.S.Mech.Eng., M.S. (The Ohio State University)  
*Welding Engineering*

**Alexandra Sage Petersen**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Jennifer Rebecca Petruska**  
B.S.Nurs. (Kent State University)  
*Nursing*

**Maria Dianne Pfau**  
B.S.Nurs. (Otterbein University)  
*Nursing*

**Bailey Erin Plieninger**

B.S.Nurs. (Otterbein University)  
*Nursing*

**Amanda Helene-Graves Polizzi**

B.S.Nurs. (Chamberlain University)  
*Nursing*

**Ankita Prachi**

B.S.Elec.Cptr.Eng. (The Ohio State University)  
*Electrical and Computer Engineering*

**Divij Prasad**

B.S.Elec.Cptr.Eng. (The Ohio State University)  
*Electrical and Computer Engineering*

**Adrienne Elaine Pressburger**

B.S., Pharm.D. (The Ohio State University)  
*Translational Pharmacology*

**Sean Christopher Puscas**

B.S. (University of Notre Dame)  
*Public Health*

**Ruoyuan Qian**

B.S. (Southern Medical University)  
M.S. (Columbia University)  
*Statistics*

**Jerry Qiu**

B.S.Cptr.Sci.Eng. (The Ohio State University)  
*Computer Science and Engineering*

**Nicholas Queiroz Avedissian**

Bachelor's (Instituto Maua de Tecnologia)  
*Welding Engineering*

**Ashley Marie Rachid**

B.S.Nurs. (University of Akron)  
*Nursing*

**Nawal Abdul Rahim**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Nursing*

**Bhanu Praneeth Ramayanam**

B.Tech. (Vellore Institute of Technology)  
*Electrical and Computer Engineering*

**Tony Pacheco Ramirez**

B.Engr. (University of Kentucky)  
*Computer Science and Engineering*

**Crystal Lynn Ransom**

B.A. (Capital University)  
*Nursing*

**Sathvik Ravindran**

B.S. (The Ohio State University)  
*Nursing*

**Ashleigh Doyle Rea**

B.S. (The Ohio State University)  
*Nursing*

**Klay Thomas Reeves**

B.S.Educ. (The Ohio State University)  
*Human Sciences*

**Alexander Reifsnyder**

B.S. (University of Utah)  
*Materials Science and Engineering*

**Lanning Ren**

B.Engr. (Beijing University of Civil Engineering and Architecture)  
*Civil Engineering*

**Carson J. Richardson**

B.S. (Wright State University)  
*Public Health*

**Jennifer Lyn Richardson**

B.S.Nurs. (Ashland University)  
*Nursing*

**Olivia Louise Riddle**

B.S.Nurs. (Bowling Green State University)  
*Nursing*

**Katie Marie Riefski**

B.S. (University of Iowa)  
*Genetic Counseling Graduate Program*

**Jacob William Riffel**

B.S.Cptr.Sci.Eng. (The Ohio State University)  
*Computer Science and Engineering*

**Michael Charles Riggs**

B.S.Nurs. (The Ohio State University)  
*Nursing*

**Maria Angelica Rincon Benavides**

B.S. (Universidad Distrital Francisco Jose de Caldas)  
*Biophysics*

**Jordyn Lynn Robinson**

B.S.Educ. (The Ohio State University)  
*Human Sciences*

**Nathan Alexander Robinson**

B.S.Mech.Eng. (The Ohio State University)  
*Mechanical Engineering*

**William Tyler Robinson**

B.S. (University of Missouri-Columbia)  
*Agricultural Communication, Education, and Leadership*

**Chelsie Yvette Rodriguez Hernández**

Bachelor's (University of Puerto Rico)  
*Horticulture and Crop Science*

**Tena Shizuma Rollman**

B.Music (University of Michigan)  
B.A., B.S.Nurs. (The Ohio State University)  
*Nursing*

**Ileanexis Rosado-Burgos**

B.S. (University of Puerto Rico)  
*Neuroscience Graduate Studies Program*

**Abigail Elyse Rose**

B.S., Bachelor's (Xavier University)  
*Genetic Counseling Graduate Program*

**Vincent Rotunno**

B.A. (Augustana College)  
M.B.A., Pharm.D. (Concordia University-Wisc)  
*Pharmaceutical Sciences*

**Mona Ziad Roufaeil**

B.S. (The Ohio State University)  
*Nursing*

**Jamie Rowe**

B.A. (California State University, San Marcos)  
*Translational Pharmacology*

**Sayoni Roychowdhury**

B.S., M.S. (University of Calcutta)  
*Statistics*

**Daniel Charles Ruane**

B.S.Env.Eng. (Central Michigan University)  
*Food, Agricultural and Biological Engineering*

**Rachael Arielle Ruffin**

B.S.Nurs. (The Ohio State University)  
*Nursing*

**Alexander Thomas Runyon**

B.A. (Ohio Wesleyan University)  
*Microbiology*

**Taylor L. Runyon**

B.S. (University of Kentucky)  
*Agricultural Communication, Education, and Leadership*

**Eric William Rush**

B.S.Bus.Adm. (The Ohio State University)  
*Nursing*

**Rachel Kathryn Russ**

B.S.Pharm.Sci. (University of Michigan)  
Pharm.D. (University of Wisconsin)  
*Pharmaceutical Sciences*

**Rachel Paige Ryan**

M.A. (Southern Illinois University at Edwardsville)  
B.A. (Drury University)  
*Human Sciences*

**Muhammad Saim**

B.S.Elec.Cptr.Eng. (University of Engineering and Technology Taxila)  
Mech.Eng. (King Abdul Aziz University)  
*Electrical and Computer Engineering*

**Hayley Elizabeth Samson**

B.Med. (University of Cincinnati)  
*Vision Science*

**Mayer J.D Sand**

B.A. (The Ohio State University)  
*Nursing*

**Ramanjoat Kaur Sandhu**

B.S. (The Ohio State University)  
*Nursing*

**Akash Santebenur Matada Umapathi**

B.Engr. (Visvesvaraya Technological University)  
*Electrical and Computer Engineering*

**Sudipto Sarkar**

B.Engr. (Jadavpur University)  
*Electrical and Computer Engineering*

**Isaac Savelson**

B.S. (State University of New York at Binghamton)  
*Psychology*

**Sydney Scace**

B.S. (Texas State University)  
*Immunology and Microbial Pathogenesis*

**MichaelaCarolynn Schlegel**

B.S. (The Ohio State University)  
*Nursing*

**Brooke Schmidt**

B.S. (University of Mount Union)  
*Nursing*

**Carley Schmidt**

B.S. (University of Cincinnati)  
*Nursing*

**Noel Schmitz**

B.S. (University of Wisconsin)  
*Environment and Natural Resources*

**Mathias Gawain Schneider**

B.S. (Northumbria University)  
*Evolution, Ecology and Organismal Biology*

**Stefan William Schuetz**

B.S.Nurs. (The Ohio State University)  
*Nursing*

**Lily Schumacher**

B.S. (Santa Clara University)  
*Biophysics*

**Gabrielle Marie Schwartz**

B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Nursing*

**Ian William Schwind**

B.S. (University of Oklahoma)  
*Electrical and Computer Engineering*

**Megan Mariah Scruggs**

*Medical Science*

**Madeline Elara Scyphers**

B.A., B.S. (University of Idaho)  
*Environmental Science*

**Ian Broderick Segall**

B.S.Pub.Hlth. (The Ohio State University)  
D.D.S. (University of Michigan)  
*Dentistry*

**Juan Pablo Sequeira Lezama**

B.S. (Escuela Agrícola Panamericana el Zamorano)  
*Horticulture and Crop Science*

**Nicholas Chandler Sethman**

Pharm.D. (Purdue University)  
*Pharmaceutical Sciences*

**Abhishek Vijay Shah**

B.S.Biomed.Eng. (The Ohio State University)  
*Biomedical Engineering*

**Vismay M. Shah**

B.S. (The Ohio State University)  
B.S.Nurs. (Ashland University)  
*Nursing*

**Lingpeng Shan**

B.S.Bus.Adm. (The Ohio State University)  
M.S. (Case Western Reserve University)  
*Statistics*

**Daria Lynn Shariff**

B.S. (University of Washington)  
*Physics*

**Elizabeth Anh Shi**

B.S.Elec.Cptr.Eng. (Johns Hopkins University)  
*Electrical and Computer Engineering*

**Jiehye Shin**

B.S., M.S. (Konkuk University)  
*Chemistry*

**Julianne Marie Shirilla**

B.S.Nurs. (The Ohio State University)  
*Nursing*

**William Oswald Sierzputowski**

B.S. (Ohio Northern University)  
*Electrical and Computer Engineering*

**Sharon Denese Simmons-Nolden**

B.S., M.B.A. (University of Phoenix)  
*Nursing*

**Shivam Sanjay Singh**

B.Engr. (Datta Meghe College of Engineering)  
*Electrical and Computer Engineering*

**Abigail Lauren Skeans**

B.A. (The Ohio State University)  
*Nursing*

**Ashley Christine Skrbis**  
B.S.H.D.F.S. (The Ohio State University)  
*Nursing*

**Haylee Elizabeth Skukan**  
B.A. (Capital University)  
*Nursing*

**Ruth Ellen Sloan**  
B.A. (The Ohio State University)  
*Public Health*

**Joan Renee-Landis Smith**  
B.S. (University of Dayton)  
*Industrial and Systems Engineering*

**Shonna Lee Smith**  
B.S. (Southern University and A & M College)  
*Animal Sciences*

**Ian Hyun Sohn**  
B.A. (Earlham College)  
*Nursing*

**Charlotte Solomon**  
B.A. (Notre Dame College)  
*Environment and Natural Resources*

**Taniya Milind Soman**  
B.Engr. (Rashtrasant Tukadoji Maharaj Nagpur University)  
*Electrical and Computer Engineering*

**Ruowen Song**  
B.S.Pharm.Sci. (The Ohio State University)  
*Translational Pharmacology*

**Jacob Samuel Spaulding-Schecter**  
B.A. (The Ohio State University)  
*Nursing*

**John William Speasmaker**  
B.S.Elec.Cptr.Eng. (The Ohio State University)  
*Electrical and Computer Engineering*

**Pedro Luis Spingola**  
B.S. (University of North Florida)  
*Physics*

**Sarikaa Sridhar**  
B.Engr. (Anna University)  
*Computer Science and Engineering*

**Jordan Franklin Stafford**  
B.A. (University of Oklahoma)  
M.D. (University of Oklahoma Health Sciences Center)  
*Medical Science*

**Samantha Marie Steele**  
B.S.Pharm.Sci. (The Ohio State University)  
*Translational Pharmacology*

**Jacqueline Marie Stewart**  
B.S. (The Ohio State University)  
*Immunology and Microbial Pathogenesis*

**Meghan Stifel**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Morgan Patrick Strauss**  
B.S.Mech.Eng. (The Ohio State University)  
*Mechanical Engineering*

**Noah Subasic**  
B.S.Mech.Eng. (Pennsylvania State University)  
*Aerospace Engineering*

**Qin Sun**  
B.Engr. (South China University of Technology)  
*Computer Science and Engineering*

**Simon Andrew Sundberg**  
B.S. (Michigan State University)  
*Physics*

**Colleen Sunderland-Ober**  
B.S. (Rutgers University-New Brunswick)  
M.A. (Jagiellonian University)  
*Statistics*

**Shravun Sunkum**  
B.S.Cptr.Sci.Eng. (The Ohio State University)  
*Computer Science and Engineering*

**Julia Jo Swallows**  
B.S.H.D.F.S. (The Ohio State University)  
*Human Sciences*

**Susannah Reagan Swanson**  
B.S. (University of Minnesota)  
*Materials Science and Engineering*

**Zachary Paul Swinehart**  
B.S.Nurs. (Ohio University)  
*Nursing*

**Alexandrea Dena Tagle**  
B.S. (University of Texas at Austin)  
*Nursing*

**Shihji Takoo**  
B.S. (The Ohio State University)  
*Vision Science*

**Megan Victoria Tarhanich**  
B.S. (Michigan State University)  
M.S. (Wayne State University)  
*Nursing*

**Lauren Taylor**  
B.S.Nurs. (Otterbein University)  
*Nursing*

**Matthew A. Taylor**  
B.A., M.S.W. (The Ohio State University)  
*Nursing*

**Sophia Taylor**  
B.S. (Middle Tennessee State University)  
*Chemistry*

**Keirsten Marie Templin**  
B.S. (The Ohio State University)  
*Anatomy*

**Bethlehem Terrefe**  
B.A. (Miami University)  
*Nursing*

**Rachel Emily Timberlake**  
B.S.Nurs. (Muskingum University)  
*Nursing*

**Mark Andrew Tischer**  
B.S.Env.Eng. (The Ohio State University)  
*Civil Engineering*

**Abhishek Kumar Tiwari**  
B.Tech. (National Institutes of Technology, India)  
*Industrial and Systems Engineering*

**Jewel Tomlinson**  
B.S. (The Ohio State University)  
*Genetic Counseling Graduate Program*

**Melanie Lee Travers**  
B.S. (The Ohio State University)  
*Nursing*

**Athena C. Triglia**  
Pharm.D. (Ohio Northern University)  
*Pharmaceutical Sciences*

**Szu Chiao Tseng**  
B.Engr. (Chung Cheng Institute of Technology)  
*Electrical and Computer Engineering*

**Mackenzie Turner**  
B.S. (Xavier University)  
*Molecular, Cellular, and Developmental Biology*

**Devanshi Tyagi**  
B.S. (University of Delhi)  
Postgrad.Dipl. (Institute of Good Manufacturing Practices)  
*Food Science and Technology*

**Yerdigul Uatkhan**  
Bachelor's (Kazakh National Research Technical University)  
*Industrial and Systems Engineering*

**Jacob Urick**  
B.S.Cptr.Sci.Eng. (The Ohio State University)  
*Computer Science and Engineering*

**Gourav Kishorkumar Vaid**  
B.Tech. (Veermata Jijabai Technical Institute)  
*Mechanical Engineering*

**Diego Armando Valdez**  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Nursing*

**Euler Vicente Valdivieso Calle**  
M.Elec.Eng. (University of Minnesota)  
*Electrical and Computer Engineering*

**Emma Page Valentine**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Erin Cecilia Vaughn**  
B.S. (Drexel University)  
*Nursing*

**Mckinly Ann Vazquez**  
B.A. (Denison University)  
*Nursing*

**Emily Christine Vincent**  
B.A. (DePauw University)  
D.V.M. (The Ohio State University)  
*Comparative Biomedical Science*

**Nicole Marie Volk**  
B.A., B.S.Agr. (The Ohio State University)  
*Agricultural Communication, Education, and Leadership*

**Anna Vradi**  
B.S. (The Ohio State University)  
*Microbiology*

**Abhinav Chowdry Vunnam**  
B.Engr. (Birla Institute of Technology and Science)  
*Industrial and Systems Engineering*

**Stephanie Renee Wages**  
B.S.Nurs. (Ohio University)  
*Nursing*

**Shana Louise Wagner**  
B.S. (Ohio University)  
*Nursing*

**Katelyn Danielle Walpole**  
B.A., B.S.Nurs. (Ohio University)  
*Nursing*

**McKenna Noelle Waltenbaugh**  
B.S. (The Ohio State University)  
*Nursing*

**Benard Waswa Walumbo**  
Bachelor's (Egerton University)  
M.A. (Ohio University)  
*Agricultural Communication, Education, and Leadership*

**Aoran Wang**  
B.S. (The Ohio State University)  
*Computer Science and Engineering*

**Jiayin Wang**  
B.S. (Fudan University)  
*Physics*

**Sheng Wang**  
B.Med., Master's (Sichuan University)  
*Dentistry*

**Tianqi Wang**  
B.S., M.S. (Miami University)  
*Electrical and Computer Engineering*

**Xin Wang**  
B.Engr. (Sichuan University)  
*Computer Science and Engineering*

**Yuandi Wang**  
B.Engr. (Beijing University of Posts and Telecommunications)  
B.Engr. (Queen Mary University of London)  
*Electrical and Computer Engineering*

**Zhihao Wang**  
B.S. (University of California)  
*Immunology and Microbial Pathogenesis*

**Zhongwei Wang**  
B.S. (Nanjing University)  
*Physics*

**Kimberly Rhiana Watts**  
B.S.Soc.Work (The Ohio State University)  
*Nursing*

**Holly Josephine Webster**  
B.S. (Miami University)  
*Nursing*

**Feven Y. Weldemicael**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Jackson Ryan Weller**  
B.S.Educ. (The Ohio State University)  
*Human Sciences*

**Shaun Richard Wellert**  
B.S. (Ohio Northern University)  
D.V.M. (The Ohio State University)  
*Animal Sciences*

**Haohuang Wen**  
B.Engr. (South China University of Technology)  
*Computer Science and Engineering*

**Emma June Weston**  
B.S.Honors (University of Michigan)  
B.S.Nurs. (University of Detroit Mercy)  
*Nursing*

**Carter Thomas Wheat**  
B.S. (Otterbein University)  
*Ohio State Biochemistry Program*

**Aidan Michael White**  
B.S. (Bowling Green State University)  
*Computer Science and Engineering*

**Veronica Nicole Whitson**  
B.S.Biomed.Eng. (The Ohio State University)  
*Biomedical Engineering*

**Alexandra Lynn Widenski**  
B.S. (University of Wisconsin)  
*Nursing*

**Emily Marie Wiegand**  
B.S.Chem.Eng. (The Ohio State University)  
*Chemical Engineering*

**Duncan Andrew Wiley**  
B.A. (Bowling Green State University)  
*Nursing*

**Caitlin Elaine Willett**  
B.S.Nurs. (Ohio University)  
*Nursing*

**Jordyn Wilson**  
B.S. (The Ohio State University)  
*Nursing*

**Jennifer Meredith Winterbottom**  
B.S. (University of Oregon)  
*Genetic Counseling Graduate Program*

**Leela Marie Wissmann**  
B.S. (University of North Carolina)  
*Genetic Counseling Graduate Program*

**Andrew Michael Wong**  
B.S.Elec.Cptr.Eng. (The Ohio State University)  
*Computer Science and Engineering*

**Megan Kayla Worley**  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Nursing*

**Colin Wright**  
B.S.Pub.Hlth. (The Ohio State University)  
*Human Sciences*

**Man Xu**  
B.Engr. (Central South University)  
*Electrical and Computer Engineering*

**Lauren Faye Yoder**  
B.S. (Virginia Polytechnic Institute and State University)  
B.S.Nurs. (George Mason University)  
*Nursing*

**William Kemper York**  
B.S.Mech.Eng. (The Ohio State University)  
*Mechanical Engineering*

**Jichao Yu**  
B.Engr. (Wuhan University of Science and Technology)  
*Electrical and Computer Engineering*

**Junyan Yu**  
B.S. (Southern University of Science & Technology)  
*Biophysics*

**Yi An Yu**  
B.S. (Chang Gung University)  
*Electrical and Computer Engineering*

**Isaac Henry Zachmann**  
B.S.Elec.Cptr.Eng. (The Ohio State University)  
*Electrical and Computer Engineering*

**Laura Renae Zawodni**  
B.S.Nurs. (Chamberlain University)  
*Nursing*

**William David Zelaya**  
B.S.Agr. (Universidad Nacional de Agricultura)  
*Horticulture and Crop Science*

**Sebrina Tesfaye Zeleke**  
B.S. (Calvin College)  
*Computer Science and Engineering*

**Yuxuan Zeng**  
B.S. (Sichuan University)  
M.S. (University of Birmingham)  
*Psychology*

**Stephanee Joy Zerrudo**  
B.S. (Our Lady of Fatima University)  
B.S. (University of the Philippines-Los Banos)  
*Chemistry*

**Carolyn Kelin Zhang**  
B.S.Nurs. (The Ohio State University)  
*Nursing*

**Jiashu Zhang**  
B.S. (The Ohio State University)  
*Computer Science and Engineering*

**Linghao Zhang**  
Engineer (Huazhong University of Science and Technology)  
*Civil Engineering*

**Shukai Zhang**  
B.Engr. (Hangzhou Dianzi University)  
*Computer Science and Engineering*

**Kangyu Zheng**  
B.S. (University of Minnesota)  
*Computer Science and Engineering*

**Wenhan Zhou**  
B.A., B.S.Bus.Adm., B.S. (The Ohio State University)  
*Computer Science and Engineering*

**Dan Zhu**  
B.A. (University of California, Los Angeles)  
*Psychology*

**Nora Elizabeth Ziebarth**  
B.S. (The Ohio State University)  
*Vision Science*

**Caitlyn Elizabeth Zimmer**  
B.S. (University of Toledo)  
B.S.Nurs. (Lourdes University)  
*Nursing*

**Kristina Zottola**  
B.S. (University of Pittsburgh)  
M.S. (The Ohio State University)  
*Nursing*

**Zachary Tyler Zuspan**  
B.S.Elec.Cptr.Eng. (The Ohio State University)  
*Electrical and Computer Engineering*

**Master of Social Work**

**Suhail Ridhwan Ahmed**  
B.A. (Dartmouth College)  
*Social Work*

**Phoebe Lederach Allebach**  
B.A. (Dickinson College)  
*Social Work*

**Sarah Anne Allen**  
B.S. (Eastern Illinois University)  
*Social Work*

**Megan Julianna Amling**  
B.A. (The Ohio State University)  
*Social Work*

**Philip John Amstutz**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Kaylin Rose Anderson**  
B.S.Env.Nat.Res. (The Ohio State University)  
*Social Work*

**Stephanie Charryse Andrews**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Kendall Leah Armstrong**  
B.A. (Miami University)  
*Social Work*

**Marisa Asher**  
B.A. (The Ohio State University)  
*Social Work*

**Zuleykha Mukhtarovna Aslanova**  
B.A. (Washington State University)  
*Social Work*

**Tiffany Christine Astacio-Visser**  
B.S. (University of Central Florida)  
*Social Work*

**Elise Marguerite Bailey**  
B.A. (The Ohio State University)  
*Social Work*

**Sara Christine Bailey**  
B.S. (The Ohio State University)  
*Social Work*

**Elizabeth Rose Beattie**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Caroline Nicole Bennett**  
B.A. (University of North Carolina)  
*Social Work*

**Cheyenne Ray Bentley**  
B.S. (Arizona State University)  
*Social Work*

**Noël Macalove Beyer-Hermens**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Melissa Sue Bishop**  
B.S. (Warner Pacific College)  
*Social Work*

**Leanne Frances Bowdre**  
B.S.Soc.Work (Mount Vernon Nazarene University)  
*Social Work*

**Christine F. Bowen**  
B.A., B.S. (Pepperdine University)  
*Social Work*

**Katherine Brailer**  
B.A. (The Ohio State University)  
*Social Work*

**Brittany Nicole Brickman**  
B.A. (Wright State University)  
*Social Work*

**Brittany Danielle Broaddus**  
B.A. (The University of Arizona Global Campus)  
*Social Work*

**Alexis June Brumfield**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Jodi Kay Burnem**  
B.S. (Purdue University Global)  
*Social Work*

**Tyonna Butler-Foster**  
B.S.Soc.Work (Buffalo State College)  
*Social Work*

**Olivia Caldeira**  
B.A., M.A. (The Ohio State University)  
*Social Work*

**McKinley Grace Cameron**  
B.A. (University of Maryland)  
*Social Work*

**Amanda Kristine Capriato**  
B.S.Educ. (The Ohio State University)  
*Social Work*

**Rachel Rosue Carencia**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Faith Anastasia Carey**  
B.A. (The Ohio State University)  
*Social Work*

**Rachel Dorothy Catus**  
B.A. (College of Wooster)  
*Social Work*

**Christina Vasiliki Charnas**  
B.A. (Miami University)  
*Social Work*

**Nathaniel Allan Cheney**  
B.S. (The Ohio State University)  
*Social Work*

**Al Kuupo Cho**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Arabella Francesca Chowdhury**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Kayla Marie Christie**  
B.A. (The Ohio State University)  
*Social Work*

**Erin Mechele Clark**  
B.A., B.A.Honors (Indiana University Purdue University Indianapolis)  
*Social Work*

**Joseph Cleary**  
B.A. (DePaul University)  
*Social Work*

**Madison Rae Collier**

B.S. (Ohio University)  
Social Work

**Gina Marie Cortnik**

B.A. (Kent State University)  
Social Work

**Nina Marie Cox**

B.S.Soc.Work (Capital University)  
Social Work

**Harley Ann Crisp Buroker**

Bachelor's (Capital University)  
Social Work

**Tamika Mae Curtner**

B.S. (Ball State University)  
Social Work

**Stephanie Rose Dall**

B.A. (Indiana University Purdue  
University Indianapolis)  
Social Work

**Sydney Kathleen Damon**

B.A. (The Ohio State University)  
Social Work

**Alexis Daniels**

Bachelor's (Baker College Mt.  
Clemens)  
Social Work

**Jennifer Lynn Davison**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Caitlin C. Day**

B.A.Honors (Wittenberg University)  
Social Work

**Marla Kathleen Decker**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Chelsi Dempsey**

B.S. (Miami University)  
Social Work

**Grace Patricia DeWitt**

B.S. (University of Southern Maine)  
Social Work

**Mya Nichole Dirksen**

B.A. (Miami University)  
Social Work

**Lauren Paige Dixon**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Robert Michael Dixon**

B.A. (Kent State University)  
Social Work

**Sarah Marie Dobrowski**

B.S. (University of Michigan - Flint)  
Social Work

**Allison Christa Dorr**

B.S.H.D.F.S. (The Ohio State  
University)  
Social Work

**Paul Dravillas**

B.A. (The Ohio State University)  
Social Work

**Brooklyn Pearl Duceck**

B.S.Soc.Work (Mount Vernon  
Nazarene University)  
Social Work

**Autumn Marie Eckstein**

B.A. (The Ohio State University)  
Social Work

**Amy Elizabeth Eddleman**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Kaitlin Lynne Effingham**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Jacob Daniel England**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Jasmine Evans**

B.S. (Central Michigan University)  
Social Work

**Mackenzie Paige Everling**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Hebeh Abdelghani Fares**

B.A. (Columbia College)  
Social Work

**Justine Angelyn Finney**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Charlene Elizabeth Fisher**

B.A. (Walsh University)  
Social Work

**Lauren Mae Fisher**

B.S. (The Ohio State University)  
Social Work

**Eurshlyne Valerie Flores**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Sheila M. Flores Aponte**

B.Bus.Adm. (University of Puerto  
Rico)  
M.S. (Ana G. Méndez University)  
Social Work

**Abigale Flory**

B.A. (Ohio University)  
Social Work

**Nicole Lynn Folks**

B.S. (University of Cincinnati)  
Social Work

**Maisee June Fried**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Jessica Ilana Friedman**

B.S. (San Jose State University)  
Social Work

**Kelsie Vida Kay Gale**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Anna Mae Gardner**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Emma Katherine Garee**

B.A. (Wright State University)  
Social Work

**Gillian Bennett Garverick**

B.S.H.D.F.S. (The Ohio State  
University)  
Social Work

**Brandi Candice Gidley**

B.S.Soc.Work (Chatham University)  
Social Work

**Nicole Annabelle Gillette**

B.A. (The Ohio State University)  
Social Work

**Heidi Kristine Glass**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Kristen Gravitt**

B.A. (Miami University)  
Social Work

**Jessica Green**

B.S.Soc.Work (Ashland University)  
Social Work

**Johnathan Grimes**

B.A. (Johnson University)  
Social Work

**Lauren Cathryn Haas**

B.A. (The Ohio State University)  
Social Work

**Alexis Ashlea Hall**

B.S. (Eastern Michigan University)  
Social Work

**Nathaniel Allen Hall**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Austi Hardy**

B.S. (University of Cincinnati)  
Social Work

**Donald Harmon**

B.A. (Cleveland State University)  
Master's (Kent State University)  
Social Work

**Heather Pilkington Harris**

B.S.Soc.Work (Capital University)  
Social Work

**Madison Lynn Harris**

B.A. (University of North Carolina)  
Social Work

**Tamera Renee Harris**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Maggie Kristine Hart**

B.S. (The Ohio State University)  
Social Work

**David C. Hayes**

Bachelor's (University of Central  
Florida)  
Social Work

**Hubert Dorn Hayes II**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Mary Logan Hayes**

Bachelor's (Xavier University)  
Social Work

**Robin Leigh Hensley**

B.A. (University of Toledo)  
Social Work

**Marissa Hernandez**

B.A. (San Jose State University)  
Social Work

**Kimberly Lizeth Herrera**

**Cervantes**  
B.A. (University of Northern  
Colorado)  
Social Work

**Chelsea Nicole Herrin**

B.S. (University of Georgia)  
Social Work

**Laura Stephanie Herrold Johnson**

B.A. (The Ohio State University)  
Social Work

**Janene Marie Hicks**

B.A. (The Ohio State University)  
Social Work

**Kayla Raneé Hopkins**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Jennifer Jane Hopton**

B.S.Soc.Work (The Ohio State  
University)  
Social Work

**Michael Patrick Hourigan**

B.S. (Southern Utah University)  
Social Work

**Kendra A. Hovey**

B.A. (Occidental College)  
M.A. (The Ohio State University)  
Social Work

**Abigail Elaine Howard**

B.S. (The Ohio State University)  
Social Work

**Alecia A. Howard**

B.S.Soc.Work (Capital University)  
Social Work

**Jessica Hunt**

B.Bus.Adm. (Ohio Dominican  
University)  
Social Work

**Emily Noel Hunter**

B.A. (The Ohio State University)  
Social Work

**Alyssa Rochelle Ivey**

B.A. (The Ohio State University)  
Social Work

**Leslie Jaime**

B.A. (Denison University)  
Social Work

**Morgan Jenkins**

B.A. (Capital University)  
Social Work

**Courtney Marquis Johnson**

B.S. (Middle Tennessee State  
University)  
M.S. (Grand Canyon University)  
Social Work

**Brittany Jones**

B.S. (University of Cincinnati)  
Social Work

**Daniel Stephen Jones**

B.A. (The Ohio State University)  
J.D. (University of Michigan)  
Social Work

## May 5, 2024, Spring Commencement

### Zaymetrius Jones

B.A. (The Ohio State University)  
*Social Work*

### Caitlyn Lee Kalisik

B.A. (Purdue University North Central)  
*Social Work*

### Amy Elizabeth Kay

B.A., M.Educ. (The University of Findlay)  
*Social Work*

### Roy Edward Keckler, Sr.

B.S.Soc.Work (The Ohio State University)  
*Social Work*

### Christina Marie Keohane

B.A., B.S. (The Ohio State University)  
*Social Work*

### Kelly L. Kephart

B.S. (Excelsior College)  
*Social Work*

### Kaitlynn Marie Kern

*Social Work*

### Sarah Elizabeth Keyes

B.S.Soc.Work (Mount Vernon Nazarene University)  
*Social Work*

### Farheen Khan

B.S.Honors, M.S. (University of Karachi)  
*Social Work*

### Aidana Kindirova

Bachelor's (Suleyman Demirel University)  
*Social Work*

### Rebecca King

B.S. (Franklin University)  
*Social Work*

### Brianna Knott

B.S.Humn.Ecol. (The Ohio State University)  
M.S. (Grand Canyon University)  
*Social Work*

### Ashley Morgan Kopp

Bachelor's (University of Cincinnati)  
*Social Work*

### Justine Nicole Kruger

B.A. (William Jessup University)  
*Social Work*

### Paige Kuntz

B.S. (Southern Oregon State College)  
*Social Work*

### Amanda Faye Labeledz

B.A., M.Occ.Theor. (Shawnee State University)  
*Social Work*

### Martee Joe Lampson

B.S.Soc.Work (Eastern Michigan University)  
*Social Work*

### Ronnie Wilbert Lawler, Jr.

B.A. (West Virginia University)  
*Social Work*

### Justin Joseph Lennon

B.S. (The Ohio State University)  
*Social Work*

### Autumn Marie Lewandowski

B.S. (Eastern Connecticut State University)  
*Social Work*

### James Christian Lewis

B.S. (The Ohio State University)  
*Social Work*

### Gage Willis Littlejohn

B.S.Soc.Work (The Ohio State University)  
*Social Work*

### Julia Brianna Luevano

B.S. (The Ohio State University)  
*Social Work*

### Treasure Lily Lundskog

B.S. (University of Utah)  
*Social Work*

### Heather Nicole Lynch

B.A. (Muskingum University)  
*Social Work*

### Sarah Michelle MacDonald

B.A., B.S.Soc.Work (The Ohio State University)  
*Social Work*

### Felicia Jane Mackenzie

B.S. (Southern New Hampshire University)  
*Social Work*

### Mary Maguire-Stanton

B.S.Soc.Work (Saint Francis University)  
*Social Work*

### Jamie Karen Manewith

B.S. (University of Illinois at Urbana-Champaign)  
*Social Work*

### Keagan Claire Manion

B.A. (The Ohio State University)  
*Social Work*

### Fatimah Manjaroe

B.S.Soc.Work (University of Akron)  
*Social Work*

### Zaneb Mansha

B.S. (The Ohio State University)  
*Social Work*

### Shelby Marie Mark

B.S.Soc.Work (The Ohio State University)  
*Social Work*

### Cyra Lynn Markowski

B.S.Soc.Work (The Ohio State University)  
*Social Work*

### April Guadalupe Martinez

B.A. (Otterbein University)  
*Social Work*

### Fatimah Masood

B.S. (The Ohio State University)  
M.P.H. (Boston University)  
*Social Work*

### Alyssa Nicole Mattern

B.A. (Ohio Dominican University)  
*Social Work*

### Laura Christina McCafferty

B.A. (Wright State University)  
*Social Work*

### Reagan McCloud

B.S. (Bowling Green State University)  
*Social Work*

### Heather Ann McCrea

B.S.Soc.Work (Humboldt State University)  
*Social Work*

### Katherine Mary McCullough

B.A. (The Ohio State University)  
*Social Work*

### Gabrielle Marie McGillis

B.A. (Ohio Christian University)  
*Social Work*

### Julia Meyer

B.S. (University of Minnesota)  
*Social Work*

### Rylee Paige Mirabile

B.S.Soc.Work (The Ohio State University)  
*Social Work*

### Lisa Jillian Mondry

B.S. (The Ohio State University)  
*Social Work*

### Caroline Kate Moore

B.A. (George Washington University)  
Master's (Harvard University Extension School)  
*Social Work*

### Chelsea Taylor Moore

B.S.Soc.Work (The Ohio State University)  
*Social Work*

### Aki Mori

B.S.H.D.F.S. (The Ohio State University)  
*Social Work*

### Crystal Ann Morton

B.S.Soc.Work (Minnesota State University, Mankato)  
*Social Work*

### McKenna Terk Murphy

B.A. (Southern New Hampshire University)  
*Social Work*

### Miranda Laurel Myers

B.A. (The Ohio State University)  
*Social Work*

### Kendra Nicole Neal

B.A. (University of Cincinnati)  
*Social Work*

### Bion Niederkohr

B.S.Soc.Work (The Ohio State University)  
*Social Work*

### Jade Erin Nowe

B.A., Bachelor's (Spring Arbor University)  
*Social Work*

### Brenna Shea O'Malley

B.A. (Miami University)  
*Social Work*

### James Sean Okolica

B.A. (Drew University)  
M.S., Ph.D. (Air Force Institute of Technology)  
*Social Work*

### Zoe VanThielen Orlet

B.S.Soc.Work (The Ohio State University)  
*Social Work*

### Tainessa Lashay Owens

B.S.Soc.Work (The Ohio State University)  
*Social Work*

### Kimberly H. Park

B.A. (Virginia Polytechnic Institute and State University)  
*Social Work*

### Halsy Elaine Paxton

B.S.Humn.Ecol. (The Ohio State University)  
*Social Work*

### Paige Dionne Payne

B.S.Soc.Work (The Ohio State University)  
*Social Work*

### Maddison Nicole Pease

B.S.Soc.Work (The Ohio State University)  
*Social Work*

### Katherine Christina Penrod

B.A. (University of Michigan)  
*Social Work*

### Heather Rachelle Pickrell

B.A. (The Ohio State University)  
*Social Work*

### Sophia Lynn Pierce

B.S.Soc.Work (The Ohio State University)  
*Social Work*

### Lauren Elaine Pitzer

B.A., B.S. (University of Cincinnati)  
*Social Work*

### Aryn Marie Preston

B.A. (Bluffton University)  
*Social Work*

### Amber Jean Protopopow

B.S.Soc.Work (The Ohio State University)  
*Social Work*

### Jennifer Ramsey

Bachelor's (Mount Vernon Nazarene University)  
*Social Work*

### Monet E. Randle

B.S.Soc.Work (Troy University)  
*Social Work*

### Savannah Lou Ellen Marie Rauch

B.A. (Fresno Pacific University)  
*Social Work*

### James William Reed

B.S.Soc.Work (Mount Vernon Nazarene University)  
*Social Work*

### Rachel Ann Reiser

B.A. (The Ohio State University)  
*Social Work*

### Andrea R. Rex

B.A. (Southern New Hampshire University)  
*Social Work*

### Alison Lynn Reynolds

B.A. (The Ohio State University)  
*Social Work*

### Kaylan Beth Richards

B.S. (Coastal Carolina University)  
*Social Work*

### Kay Elizabeth Riley

B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Gregory Scott Rinker, Jr.**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Ashley Nicole Risher**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Rachel Annabelle Ritzhaupt**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Danielle Rivard Warford**  
B.A. (Keene State College)  
*Social Work*

**Malorie Jean Robbins**  
Bachelor's (Brigham Young University)  
*Social Work*

**Kimberly Ann Robertson**  
B.S. (Miami University)  
*Social Work*

**Rachel Elizabeth Roux**  
B.A. (Kenyon College)  
*Social Work*

**Tia Nicole Rutherford**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Richard Ryan II**  
B.S. (Newbury College)  
*Social Work*

**Amy Lynn Safford**  
B.S.Soc.Work (Bowling Green State University)  
M.Educ. (University of Toledo)  
*Social Work*

**Breane Mikaila Sandoval**  
Bachelor's (University of Central Missouri)  
*Social Work*

**Cassandra Racquel Santurio**  
B.A. (The Ohio State University)  
*Social Work*

**Indumati Sastri**  
B.S. (Osmania University)  
M.B.A. (Symbiosis Institute of Management)  
*Social Work*

**Madison Riley Saunders**  
B.A. (The Ohio State University)  
*Social Work*

**Rachel Leigh Saunders**  
B.A. (University of Toledo)  
*Social Work*

**Alexandra Lee Scheier**  
B.A. (Michigan State University)  
*Social Work*

**Payton Louise Schenk**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Reagan Lee Schmus**  
B.A. (Siena Heights University)  
*Social Work*

**Kenya Latoya Scott**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Rosalie Roberta Scott**  
B.A. (Arkansas Tech University)  
*Social Work*

**Alexandra Diane Seckel**  
B.A. (The Ohio State University)  
*Social Work*

**Amanda Leigh Selman**  
B.A. (City University of New York, Hunter College)  
*Social Work*

**Hannah Elizabeth Shaffer**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Sierra Morgan Shaffer**  
B.S.Soc.Work (University of Toledo)  
*Social Work*

**Jamil Ahmed Shakoore**  
B.A. (City University of New York, Queens College)  
*Social Work*

**Courtney Allison Sharpe**  
B.A. (Bowling Green State University)  
*Social Work*

**Anna Nash Sheeran**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Celeste Angelique Shields**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Savannah Kay Simms**  
B.A. (University of Delaware)  
*Social Work*

**Brenna Marie Skinner**  
B.A. (Indiana University)  
*Social Work*

**Kimberly Jane Smith**  
B.S.Bus.Adm. (Ashland University)  
*Social Work*

**Becky Renae Smolinski**  
B.A. (Ohio Christian University)  
*Social Work*

**Donna Louises Snyder**  
B.A. (Flagler College)  
*Social Work*

**Marrakesh Shiloh Spann**  
*Social Work*

**Rochelle Nicole Sparks**  
B.A., M.A. (Ohio Christian University)  
*Social Work*

**Kelsie June Spencer**  
B.A. (Wright State University)  
*Social Work*

**Shyloe Marie Stark**  
B.A. (Ohio Dominican University)  
*Social Work*

**Anne Stauffer**  
B.A. (Transylvania University)  
*Social Work*

**Hannah Ruth Steinke**  
B.A. (Ohio Christian University)  
*Social Work*

**Karee Lee Nachele Stemm**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Parker Albert Stephens**  
B.S. (The Ohio State University)  
*Social Work*

**Lori McClusky Stone**  
B.A. (Case Western Reserve University)  
*Social Work*

**Corinn Nicole Stonebraker**  
B.S. (Pennsylvania State University)  
*Social Work*

**Jasmyn Mariah Stoneman**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Kaylee Jane Stout**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Leisha Nicole Studenc**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**James Francis Sullivan**  
B.S.Soc.Work (Ohio University)  
*Social Work*

**Carla Marie Sutton**  
B.S.Nurs. (Bowling Green State University)  
B.A. (Ohio Wesleyan University)  
*Social Work*

**Hannah Nicole Swarm**  
B.A. (Ohio University)  
*Social Work*

**Chelsey Swofford**  
B.S.Educ. (University of South Carolina)  
*Social Work*

**Yuki Takezawa**  
B.A. (Waseda University)  
*Social Work*

**Kaitlyn Nichole Thomas**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Keirsten Faye Thomas**  
B.S. (Kent State University)  
*Social Work*

**Emma Riri Thompson**  
B.A. (The Ohio State University)  
*Social Work*

**Rachel Elizabeth Tuttle**  
B.S.Soc.Work (University of Cincinnati)  
*Social Work*

**Neelima Uppalapati**  
B.Tech. (Jawaharlal Nehru Technological University)  
*Social Work*

**Kristy Lee Valente**  
B.S. (Baylor University)  
*Social Work*

**Nikole Anne Van Alstine**  
B.S. (DeVry University - Chicago)  
*Social Work*

**Olivia Marsha Veal**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Joseph Wesley Viales**  
B.A. (Cedarville University)  
*Social Work*

**Emma Patricia Walker**  
B.S.Soc.Work (University of Saint Francis)  
*Social Work*

**Rachel Marie Waltman**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Shaun Elizabeth Ward**  
B.S. (Northern Arizona University)  
*Social Work*

**Shakura E'shauna Warren**  
B.S. (Kent State University)  
*Social Work*

**Allison Elaine Weide**  
B.S.Soc.Work (Saint Martin's University)  
*Social Work*

**Elizabeth Jean Weimer**  
B.A. (Ohio University)  
*Social Work*

**Jade Weinstock**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Amber Rena White**  
B.A. (University of Toledo)  
*Social Work*

**Brooke White**  
B.A. (Miami University)  
*Social Work*

**Heather White**  
B.A., M.A. (James Madison University)  
*Social Work*

**Sarah Whitt**  
B.F.A. (The Ohio State University)  
*Social Work*

**Emily Amber Willetts**  
B.S.Educ. (Wright State University)  
*Social Work*

**Alexandria June Wilson**  
B.Bus.Adm. (Kent State University)  
*Social Work*

**Alison Marie Winnard**  
B.S. (Arizona State University)  
*Social Work*

**Sierra Lee Wolfe**  
B.S.Soc.Work (Capital University)  
*Social Work*

**Elijah Amir Woodberry**  
B.A. (The Ohio State University)  
*Social Work*

**Izabella Nicole Wright**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Lisa Yashon**  
B.A. (Brown University)  
*Social Work*

**Emma Margaret Young**  
B.S.Soc.Work (The Ohio State University)  
*Social Work*

**Destiny Zavala**  
B.S. (Alma College)  
*Social Work*

**Ariana Elizabeth Zumbach**  
B.A. (Wartburg College)  
*Social Work*

**Master of Sports Coaching**

**Jason Lee Cross**  
B.S. (University of Northwestern Ohio)  
*Human Sciences*

**Michael Gildon**  
B.S.Educ. (The Ohio State University)  
*Human Sciences*

**Rikki B. Harris**  
B.S.H.D.F.S. (The Ohio State University)  
*Human Sciences*

**Hadley Hartmetz**  
B.A. (The Ohio State University)  
*Human Sciences*

**Benjamin Jungbluth**  
B.A. (Fresno Pacific University)  
*Human Sciences*

**Delaney Fountain Lawler**  
B.A. (The Ohio State University)  
*Human Sciences*

**Qingyi Li**  
B.S.Educ. (The Ohio State University)  
*Human Sciences*

**Riku Suzuki**  
B.A. (Seijo University)  
*Human Sciences*

**Celeste Yvonne Taylor**  
B.A. (Duke University)  
*Human Sciences*

**Antonio Keyshawn Woods**  
B.A. (Wake Forest University)  
*Human Sciences*

**Master of Structural Engineering**

**Khushi Garg**  
B.S.Civ.Eng. (The Ohio State University)  
*Structural Engineering*

**Kevin Huang**  
B.S.Civ.Eng. (The Ohio State University)  
*Structural Engineering*

**Agostino Majoy**  
B.S.Civ.Eng. (The Ohio State University)  
*Structural Engineering*

**Caleb Luke Narem**  
B.S.Civ.Eng. (The Ohio State University)  
*Structural Engineering*

**Simon Pusateri**  
B.S.Civ.Eng. (The Ohio State University)  
*Structural Engineering*

**Ian Alexander Underburger**  
B.S.Civ.Eng. (The Ohio State University)  
*Structural Engineering*

**Master of Translational Data Analytics**

**Wajihah Baig**  
B.S.Geog.Info.Sci. (The Ohio State University)  
*Translational Data Analysis*

**Michael Alexander Carta**  
B.A. (Ohio Wesleyan University)  
*Translational Data Analysis*

**Connor Grannis**  
B.A. (Miami University)  
*Translational Data Analysis*

**Audra Lynne Hanners**  
B.S., M.S., D.N.P. (The Ohio State University)  
*Translational Data Analysis*

**Xavier Ezra'el Johnson**  
B.S.Humn.Ecol. (The Ohio State University)  
*Translational Data Analysis*

**Eliana Kalhor**  
Bachelor's (University of Tehran)  
*Translational Data Analysis*

**Sarah Marie Miller**  
B.S.Educ. (Bowling Green State University)  
*Translational Data Analysis*

**Qamar Ahmed Mohamoud**  
B.S. (The Ohio State University)  
*Translational Data Analysis*

**Youjin Na**  
B.S., M.S. (Kyung Hee University)  
Doctorate (Hanyang University)  
*Translational Data Analysis*

**Matthew J. Romanko**  
B.S., M.S. (Bowling Green State University)  
*Translational Data Analysis*

**Evan Jeshka Rye**  
B.A. (University of Pennsylvania)  
*Translational Data Analysis*

**Kyle Andrew Sklenka**  
B.S.Env.Nat.Res. (The Ohio State University)  
*Translational Data Analysis*

**Lucas Henry Stump**  
B.A. (Michigan State University)  
M.A. (Naval Postgraduate School)  
*Translational Data Analysis*

**Brian Mark Wisniewski**  
B.A. (The Ohio State University)  
*Translational Data Analysis*

**Janis Michelle Wolens**  
B.A. (The Ohio State University)  
*Translational Data Analysis*

**Specialized Master in Business**

**Zachary J. Bailar**  
Bachelor's (University of Cincinnati)  
*Business Administration: Finance*

**Durgesh Satya Sai Balla**  
B.Tech. (Manipal University)  
*Business Administration: Finance*

**Kimberly Sue Baughn Sutkin**  
B.Bus.Adm. (Mount Vernon Nazarene University)  
M.S. (University of Phoenix)  
*Business Administration: Analytics*

**Akanksha Ajay Bhan**  
B.A. (Columbia University)  
M.Appl.Econ. (The Ohio State University)  
*Business Administration: Finance*

**Thomas Burke**  
Bachelor's (University of Vermont)  
*Business Administration: Finance*

**Suhas Chandravadi Jayadeva**  
B.Engr. (Visvesvaraya Technological University)  
*Business Administration: Finance*

**Wei Lien Chen**  
B.A. (National Tsing Hua University)  
*Business Administration: Finance*

**Farah Fatima**  
Certificate (Institute of Chartered Accountants of India)  
B.Comr.Three (St. Francis College for Women, Osmania University)  
*Business Administration: Finance*

**Luca Fioretto**  
B.S. (Universita degli Studi Internazionali di Roma)  
*Business Administration: Finance*

**Ken Raihan Gardia**  
Bachelor's (University of Indonesia)  
*Business Administration: Finance*

**Mingzhu Jin**  
B.A. (Huaibei Institute of Tech)  
*Business Administration: Finance*

**Adam Kadro**  
B.S.Bus.Adm. (The Ohio State University)  
*Business Administration: Finance*

**Yiyang Kang**  
B.S.Bus.Adm. (The Ohio State University)  
*Business Administration: Finance*

**Polina Krainova**  
Bachelor's (Financial University under the Government of the Russian Federation)  
Master's (Saint Petersburg State University of Economics and Finance)  
*Business Administration: Finance*

**Iryna Likhachova**  
Bachelor's (Taras Shevchenko National University of Kyiv)  
*Business Administration: Finance*

**Renyong Liu**  
B.S. (University of Nebraska at Omaha)  
*Business Administration: Finance*

**Ruiren Liu**  
B.S.Bus.Adm. (The Ohio State University)  
*Business Administration: Finance*

**Siyu Liu**  
B.S. (University of Wisconsin)  
B.S. (Changshu Institute of Technology)  
*Business Administration: Finance*

**Yu Lin Lo**  
B.A. (National Cheng Kung University)  
*Business Administration: Finance*

**Christopher Alexander Lott**  
B.S.Bus.Adm. (The Ohio State University)  
*Business Administration: Finance*

**Robert Andrew Lupo**  
B.S.Bus.Adm. (The Ohio State University)  
*Business Administration: Finance*

**Samparka Maity**  
B.Tech. (Vellore Institute of Technology)  
*Business Administration: Finance*

**Stefano Ivan Mejia Trujillo**  
B.Engr. (Universidad de Lima)  
*Business Administration: Finance*

**Dhairya Chirag Patel**  
B.A. (University of Toledo)  
*Business Administration: Finance*

**Meilin Qian**  
B.S. (Hebei University of Economics and Business)  
*Business Administration: Finance*

**Yibei Qin**  
B.S. (Northwest College of the Assemblies of God)  
*Business Administration: Finance*

**Rohit Rameshkrishna**  
B.Tech. (PES University)  
*Business Administration: Finance*

**Austin Reed**  
B.A. (University of Texas at Austin)  
*Business Administration: Finance*

**Patrick Christopher Schmuckeing**  
B.S.Bus.Adm. (The Ohio State University)  
*Business Administration: Finance*

**Chao Woei Tao**  
B.A. (Fu Jen Catholic University)  
*Business Administration: Finance*

**Riddhi Tejani**  
B.Comr.Three (Narsee Monjee College Commerce & Economics)  
*Business Administration: Finance*

**Kunal Sumeet Undirwadkar**  
Bachelor's, Postgrad.Dipl. (University of Mumbai)  
*Business Administration: Finance*

**Yifan Xu**  
B.S.Bus.Adm. (Northern Arizona University)  
Bachelor's (Yangzhou University)  
*Business Administration: Finance*

**Shraddha Yadav**  
B.S., Bachelor's (Purdue University)  
*Business Administration: Finance*

**Xishan Zhang**  
B.S.Bus.Adm. (The Ohio State University)  
*Business Administration: Finance*

**This program is not an official graduation list.**

This printed program lists students who were eligible to graduate for Spring Semester 2024, as of 5:00 p.m., April 24, 2024, pending the outcome of final examinations and final grades. Therefore, it should not be used to determine a student's academic or degree status. The University's official registry for conferral of degrees is the student's permanent academic record, kept by the Office of the University Registrar, Student Academic Services Building, 281 West Lane Avenue, Columbus, OH 43210-1132.

## College of Arts and Sciences

Dean: David G. Horn

Dana Renga, Divisional Dean  
Arts and Humanities

Susan V. Olesik, Divisional Dean  
Natural and Mathematical  
Sciences

Ryan D. King, Divisional Dean  
Social and Behavioral Sciences

### Bachelor of Arts

Hussein Muse Abdi  
Iqra Abdullahi Abdi

Cum Laude  
Caisha Ahmed Abdullahi  
Naima Abdullahi  
Cherif Abou El Fadl

Cum Laude  
Elizabeth Mae Abouzeid

Cum Laude  
Aya Hassan Abumaiké  
Kaled Waleed Abusaleh

Summa Cum Laude  
Sonia Acheampong  
Allyson Michele Adam

Summa Cum Laude  
Julian Nicholas Adam

Summa Cum Laude  
Jaimie Alexis Adams

Cum Laude  
Noah Thoreau Adams  
Ryan Michael Adams  
Alice Adarkwa

Ayorinde Emmanuel Akanni  
Adebesin

Sumaya Abdirashid Aden  
Comfort Iranwooluwa Adeyemi  
Dinora Nicole Adham

Magna Cum Laude

Nicholas Kwasi Adusei  
Maya Renee Adwar  
Lindsay Anne Afsari

Cum Laude  
Cianna Je'Nae Agosto Tillman

Magna Cum Laude  
Beatrix Aguiar

Summa Cum Laude  
Kevin Vicente Aguilera

Cum Laude  
Sabina Jolie Aguirre

Cum Laude  
Justin Ah Chow  
Anas Osman Ahmed  
Ikram Suleyman Ahmed  
Seantez Aikens  
Yasmine Al Sarhi  
Elizabeth N. Albertson

Magna Cum Laude  
Cameryn Arin Aldridge  
Brooke Elizabeth Alexander

Cum Laude  
Annah Zehra Ali

Cum Laude  
Lina Mohsen Ali  
Sabrin Amir Ali

Cum Laude  
Raneem Haitham Ali Albawab

Cum Laude  
Fozia Alidheeg  
Aya Alkhayri

Magna Cum Laude  
Ghazal Salah Allababidi  
Alexander William Allis

Magna Cum Laude  
Julia Marie Allwein

Summa Cum Laude  
with Research Distinction in  
Comparative Studies  
Jumana Alo

Magna Cum Laude  
Abigail Gray Altman

Summa Cum Laude  
Michelle Lynn Altstaetter  
Sophia Grace Ambrosio

Summa Cum Laude  
Noora Madison Amin  
Alexa Marie Anderson

Magna Cum Laude  
Davis Robert Anderson  
Garrett James Anderson

Marcus Ke'Shawn Anderson  
Maya Anderson  
Legend Andoh

Magna Cum Laude  
Sienna Rae Andres

Cum Laude  
Isabelle Grace Angerman

Summa Cum Laude  
Maleeha Sarwat Ansari  
Zephaniah Antou

Summa Cum Laude  
Olachi Inyang Olufunmike Anya

Elizabeth Apple

Cum Laude  
Andrea Marahi Arechiga  
Rodriguez

Summa Cum Laude  
Julia Christine Arellano

Magna Cum Laude

Rose Arend  
Andre Arman

Cum Laude  
Elaina Grace Arndt

Cum Laude  
Daizy Asante  
Olivia Nan Asencio

Cum Laude  
Maya Amelia Avla  
Aliyah Naeem Awan

Kaela Marion Axelrod  
Zainab Ayoadé

Maimouna Ahmadou Ba  
Temidayo Kabiru Babarinsa

Aderibigbe  
William Michael Francis Backlin

Magna Cum Laude  
Madison Bahns  
Paige Bailey

Emily Marie Baker  
Brooke Elizabeth Alexander

Summa Cum Laude  
Jack Thomas Baker

Cum Laude  
Nicholas William Baker

Madelyn Wilhelmina Ball

Summa Cum Laude  
Olivia Grace Balogh

Magna Cum Laude  
with Research Distinction in English  
Brandon Michael Barash

Magna Cum Laude  
Amberly Kae Barchus

Magna Cum Laude  
Claire Susann Barkett  
Tyler Jacob Barnes

Eric Nicholas Baron  
Hollis Elizabeth Baroudy

Cum Laude  
Grace Margaret Barrett  
Nyah Avonelle Barrett

Cum Laude  
Evan Cole William Barth

Summa Cum Laude  
Shaun Michael Bartlett  
Christian Casanova Bartolini

Gareth Robert Barton

Magna Cum Laude  
Tavis Beau Barton

Cum Laude  
Nicholas Andrew Basile  
Nicholas Alan Beal

Morgan Lynn Batistich

Magna Cum Laude  
Jacob Michael Baughman  
Quinn Ashley Baumgartner

Summa Cum Laude  
Emerson Lori Baumoel

Summa Cum Laude  
Cadence A. Beacham  
Nicholas Alan Beal

Nigel Adrian Becker  
Zephaniah Antou

Summa Cum Laude  
Claire Ann Beckman  
Callamatta Rose Behm

Summa Cum Laude  
Francesca Bejarano

Cum Laude  
Makida Gulelat Bekele  
Kristen Elizabeth Bell

Summa Cum Laude

Xavier William Bell  
Elisabeth Bellew

Cum Laude  
Kriselle Maria Bellini

Summa Cum Laude  
Ryan Joseph Belluardo  
Macayla Nicole Beltran

Zoe Rose LiSha Bergsman

Magna Cum Laude  
Luke Robert Berlin

Magna Cum Laude  
Elizabeth Madison Berliner

Magna Cum Laude  
Louis Manny Berman  
Andres Berrios Perez

Magna Cum Laude  
Madison Taylor Bessé

Cum Laude  
Madeline Jo Betts

Summa Cum Laude  
with Honors in the Arts and Sciences  
Megan Elizabeth Betts

Cum Laude  
Kerah Mackenzie Bewley

Ryan Michelle Bienhoff

Cum Laude  
Henry Ryan Bierman

Magna Cum Laude  
Alexius Michael Biesecker

Cum Laude  
Alex David Bindemann

Summa Cum Laude  
Lila Louise Bishop

Magna Cum Laude  
Joseph Michael Bjorkman  
Elizabeth Blackshire

Summa Cum Laude  
with Honors in the Arts and Sciences  
Elizabeth Blackshire

Summa Cum Laude  
with Honors Research Distinction in  
English  
Cassandra Kaylinda Blair

Summa Cum Laude  
Terry Ethan Blake

Magna Cum Laude  
Marley Michelle Blanchard

Cum Laude  
Julia Rose Blank

Magna Cum Laude  
with Honors in the Arts and Sciences  
Jaiden Faith Blankenship

Cum Laude  
Terry Marque Blankenship, Jr.

Emily Grace Blevins

Magna Cum Laude  
Harper Laine Block

Magna Cum Laude  
Jacqueline Benewah Boadi  
Olivia Marie Bobak

Magna Cum Laude  
Kelly Louise Boddy

Summa Cum Laude  
Angelina Rose Boehringer

Cum Laude  
Kevalyn Christina Boettner

Cum Laude  
Natalie Rose Boivin  
Valerie Bokach

Summa Cum Laude  
Brandon Bolanos-Cruz  
Madison Joy Bolden

Cum Laude

Michael Alan Boleyn  
Julia Rose Bonafede

Magna Cum Laude  
Taylor Renee Booghier

Magna Cum Laude  
Clayton Clark Boor

Magna Cum Laude  
Mark Boot  
Daniel Michael Bordenkircher

Rachel Louise Boring

Summa Cum Laude  
Kail Dean Boughman

Cum Laude  
Ethan Michael Bouril  
Celia Therese Boushelle

Harmony Paige Louise Bowen

Magna Cum Laude  
Garrett Steven Bowers

Cum Laude  
Emily Jane Victoria Boyer

Magna Cum Laude  
Hannah Braddurn  
Rajha Micalé Bradley

Jamie Lynn Brahm  
Leah Bratton

Summa Cum Laude  
Michael Steven Braun

Magna Cum Laude  
Allison Jeanne Braver

Magna Cum Laude  
William John Brennan III  
Kate Marie Brierley

Magna Cum Laude  
with Honors in the Arts and Sciences  
Stella Rose Brocker

Summa Cum Laude  
Emma Elizabeth Brodbar

Cum Laude  
Emily Broski  
Benjamin Scott Brown

Chase Douglas Brown  
Emily Elizabeth Brown

Summa Cum Laude  
Emma Carol Brown

Summa Cum Laude  
Haley Christine Brown  
Joshua Cole Brown

Sydney Virginia Brown  
Zacchary Thomas Brown

Jessica Elise Bruening

Magna Cum Laude  
Julianna Marie Brunicardi

Cum Laude  
Jacklyn Elaine Bryan

Cum Laude  
with Research Distinction in English  
Larisa Evelyn Bryan

Magna Cum Laude  
with Research Distinction in Linguistics  
Colton Bryant

Rachel Grace Bucher

Cum Laude  
with Honors in the Arts and Sciences  
Mia Jacklyn Bucich

Magna Cum Laude  
with Honors in the Arts and Sciences

Isha Tirumala Bukkapatnam  
 Brett Allen Bumgarner  
 Makaya Marie Burgess  
 Eli Kenneth Burgett  
*Cum Laude*  
 Jack Burkhart  
 Brandon Burks  
*Cum Laude*  
 Ashley Brooke Burns  
 Elisabeth Grace Jing Tao Burns  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in*  
*Comparative Studies*  
 Anna Buron  
 Cyrus Grey Bury  
 Olivia Buster  
*Summa Cum Laude*  
 Luke Cable  
 Griffin McDonald Cagle  
 Josie Caelin Cahall  
*Magna Cum Laude*  
 Mengxin Cai  
*Magna Cum Laude*  
 Yuting Cai  
*Magna Cum Laude*  
 Nia Gabrielle Cain  
*Summa Cum Laude*  
 Grace Catherine Caine  
*Magna Cum Laude*  
 Ava Cairns  
*Cum Laude*  
 Milan Aliyah Caldwell  
 Christopher Reese Calicoat  
 April Gwynydd Calish  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
 Anna Elizabeth Campbell  
 Benjamin Campbell  
*Summa Cum Laude*  
 Juliet Campbell  
*Summa Cum Laude*  
 Savannah Renee Campbell  
*Magna Cum Laude*  
 Garrett Avery Campos  
*Cum Laude*  
 Jaylene Lorraine Canales Lucero  
*Summa Cum Laude*  
*with Research Distinction in Spanish*  
 Nicole Ileana Candelo  
*Summa Cum Laude*  
 Hali Loren-Marie Candido  
 Emma Jean Canino  
*Summa Cum Laude*  
 John Joseph Capicchioni  
*Summa Cum Laude*  
 Jacob Martin Carcelli  
 Jillian Elizabeth Card  
 Iman Naomi Cardwell  
 Shania Villaruel Carey  
 Anna Bruce Carli  
*Magna Cum Laude*  
 Cecilia Jeane Carlisle  
*Summa Cum Laude*  
*with Research Distinction in Psychology*  
 Kelly Shea Carmody  
 Mariah Christine Carnahan  
 Asher Michael Carr  
 Makenna Kathleen Carrick  
*Cum Laude*  
 Camryn Elizabeth Carrier  
*Cum Laude*  
 Molly Kathleen Carroll  
*Cum Laude*  
 Alyssa Madison Carter

Brady Maxwell Carter  
 Caitlin Elizabeth Carter  
 Braden Michael Cartwright  
*Summa Cum Laude*  
 Jenna Nicole Casey  
 Robert Michael Cash  
*Cum Laude*  
 Liliانا Alexandra Casline  
*Cum Laude*  
 David Suraj Cassidy  
*Cum Laude*  
 Tianna Christine Castile  
 Trey Ryan Castora  
 Joseph Andrew Catania  
 Emily Morgan Cecil  
 Faith Morgan Cellar  
 Mateo Magnus Centenera  
*Cum Laude*  
 Kimberly Briana Cepeda  
 Emma Cervenik  
 John Michael Chaffin  
 Lauren Ashley Chaffins  
*Cum Laude*  
 Alejandro Chairez  
 Bryanna Shyanne Chambers  
 Madison Ann Chan  
*Cum Laude*  
 Patrick Chunyu Chang  
*Magna Cum Laude*  
 Aubrey Marie Chann  
 Claire Elizabeth Chapman  
*Cum Laude*  
 John Stewart Chapman IV  
 Naseem Stone Chappelle  
 Gabrielle Marie Charles  
 Terry Lewis-James Chatman  
 Tam Ngoc Dieu Chau  
 Aarju Chaulagain  
 Fernando Manuel Chavez  
 Ryan Fares Chedid  
 Jessica Brooke Cheifetz  
*Summa Cum Laude*  
 Qihong Chen  
 Tali Chen  
*Magna Cum Laude*  
*with Research Distinction in Linguistics*  
 Tianle Chen  
 Zhiyu Chen  
 Sebastian Clovis Chendra  
 Ashley Cheng  
*Summa Cum Laude*  
 Brett David Cherry  
 Alyssa Chew Po Yi  
*Summa Cum Laude*  
 Lora Marie Chheang  
 Alexa Lynn Chieffo  
 Jeffrey Chladil  
*Magna Cum Laude*  
 Alexandra Chmil  
*Magna Cum Laude*  
 Ka Yee Daphine Choy  
*Summa Cum Laude*  
 Ryan Anthony Christensen  
*Summa Cum Laude*  
 Sarah Ann Christman  
 Brenden Howard Christy  
 Michael J. Church  
*Cum Laude*  
 Morgan Titina Cima  
*Summa Cum Laude*  
 Jason Nicholas Cindia  
*Cum Laude*

Emily Marie Cipolla  
 Graham Edmond Clark  
*Magna Cum Laude*  
 Sophie Rose Clark  
*Magna Cum Laude*  
 Victoria Isabelle Clark  
*Cum Laude*  
 Jose Antonio Claudio, Jr.  
 Ava Mara Clause  
*Magna Cum Laude*  
 Abigail Rose Clawson  
*Summa Cum Laude*  
 Jada Mae Clawson  
 Atlas Augustine Claypool  
*Magna Cum Laude*  
 John Russell Clear  
 Maranda Jade Cline  
 Margaret Rose Clink  
*Cum Laude*  
 Sofie Clough  
*Summa Cum Laude*  
 Manzi Kay Coats  
*Summa Cum Laude*  
 Gabrielle Rose Cohen  
*Summa Cum Laude*  
 Jackson Ryan Cohen  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
 Nathan Anthony Colasanti  
 Wilson Harry Cole  
 Meranda Paige Coleman  
*Cum Laude*  
 Mireille Lillianne Collier-Freed  
 Christian Seth Colón  
 Downayne Colquitt  
 Jacob Michael Coman  
*Cum Laude*  
 Samantha Rayna Conaway  
*Cum Laude*  
 Liliانا Renee Conn  
 Lisset Conn  
 Kylie Madisyn Conner Gunnell  
 Nyah Reneé Conway  
*Magna Cum Laude*  
 Carson Dale Cook  
*Cum Laude*  
 John Joseph Cook  
 Alexandria Marie Cookson  
*Cum Laude*  
 Erika Lynn Coon  
*Cum Laude*  
 Allison Marie Cooper  
*Magna Cum Laude*  
 Alyssa Ann Cooper  
 Peter Ikaika Cooper  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction*  
 Audrey Julie Corder  
*Summa Cum Laude*  
 Lauren Nicole Core  
 Carson Raymond Corley  
*Cum Laude*  
 Jarred Austin Corley  
 Marco James Costabile  
 Jessica Coton  
 Ellie McKenna Cotterman  
 Keelyn Grace Coulson-Blackshear  
 Matthew Cowen  
 Tracey Benjamin Cowgill  
*Summa Cum Laude*

Jason Paul Cox  
*Summa Cum Laude*  
 Kylee Connie Cox  
 Patience Danielle Cox  
*Summa Cum Laude*  
 Katelyn Nicole Coy  
*Cum Laude*  
 Korriann Craddock  
*Magna Cum Laude*  
 Evan Patrick Craig  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
 Adele Kathleen Cramer  
*Cum Laude*  
 Ryan Craun  
*Cum Laude*  
 LaDiamond Alexus Crawley  
*Magna Cum Laude*  
 Micaela Elizabeth Crockett  
 Emma Grace Cronin  
*Summa Cum Laude*  
*with Research Distinction in Speech*  
*and Hearing Science*  
 Samantha Marie Croyle  
*Cum Laude*  
 Emily Grace Cuffaro  
 Noah Charles Culfice  
 John Joseph Currao  
 Adrian Carlos Curry  
 McKenzie Riley Curry  
 Isabella Rose Curtis  
 Jacob Connor Czarnik  
*Summa Cum Laude*  
 Camden Alexander Czech  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
 Sarah Jean D'Ambrosi  
*Magna Cum Laude*  
 Joseph D'Amico  
*Cum Laude*  
 Nicholas Joseph D'Avanzo  
*Cum Laude*  
 Aidan W. Daiker  
*Summa Cum Laude*  
*with Research Distinction in History*  
 Grace Lara Younah Dakwar  
*Magna Cum Laude*  
 Abdullahi Mohamad Dallin  
 Kaitlin Alexandra Daly  
*Cum Laude*  
 Evan David Dangler  
 Bonnie Lynn Daniels  
 Skyler Elise Daniels  
 Grant Alexander Darnell  
*Cum Laude*  
 Rachal Darner  
*Cum Laude*  
 Clare Elise Daumeyer  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
 Elizabeth Katelyn Davis  
 Gibson Robert Davis  
*Summa Cum Laude*  
 Jaiden Mehki Davis  
*Summa Cum Laude*  
*with Research Distinction in African*  
*American and African Studies*  
 Jeremy Davis  
*Magna Cum Laude*  
 Madison Riley Davis  
 Nathaniel Stephen Davis

Amelia Labus Daw  
 Kaylee Dawn  
 Brooke Dawson  
*Cum Laude*  
 Breanna Noelle Dayton  
*Magna Cum Laude*  
 Tristen Hayes Deacon  
 Amber Lee Dean  
 Katie Lynn Dean  
 Grace Elizabeth Deidrick  
 Sundus Deif  
*Cum Laude*  
 Luke Philip Delbert  
 Nicole Haley DeLine  
 Hannah Marie Delong  
*Magna Cum Laude*  
 Sabine Olivia DeMartino  
*Summa Cum Laude*  
 Amanda Claire DeMichele  
 Maxwell Christopher Deminoff  
 Seth William Demmel  
*Cum Laude*  
 Marina Grace DeNunzio  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
 Sean Dermody  
 Samantha Kate Detwiler  
 Nicholas J. DeVelvis  
*Cum Laude*  
 Eric Devese  
 Lauren Michelle Di Scala  
*Summa Cum Laude*  
 Ramatoulaye Dia  
 Fatimata Diallo  
 Malory Ava Diamond  
*Summa Cum Laude*  
 Abigail Rose DiCenso  
 Theryn Elise Dick  
 Abigail Marie Dickman  
 Maura Elizabeth DiCuccio  
*Summa Cum Laude*  
 Joseph Sylvester Didion  
*Cum Laude*  
 Malia Marie Didonato  
 Olivia Claire Dieckmann  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
 Hunter Diem  
 Fadimata Thiaw Diop  
 Thiaba Diouf  
 Alex Louis Dipolito  
*Cum Laude*  
 Donatella Maria DiRocco  
 Abigail Sarah Ditzer  
*Magna Cum Laude*  
 Mridula Divakar  
*Magna Cum Laude*  
 Brittni M. Dixon  
 Emily Isabelle Dixon  
*Cum Laude*  
 Taylor Renee Dodd  
*Magna Cum Laude*  
 Keane James Doerger  
 Amy Dong  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
 Cindy Dong  
 Justin Leithe Landon Moore  
 Dorsey  
*Cum Laude*

Brady Douglas Doss  
*Magna Cum Laude*  
with Honors in the Arts and Sciences

Dominic Luther Dotson  
*Summa Cum Laude*

Daniel Mahdi Doumet

Nicky Dogvopoly

Grace Elizabeth Dowdell  
*Cum Laude*

James Kiernan Doyle

Emily M. Draper

Kristin Renee Dressel

Adam Liam Drucker

Daniela Duddleston

Hope Duffy  
*Cum Laude*

Margaret Louise Duffy  
*Summa Cum Laude*  
with Honors in the Arts and Sciences  
with Honors Research Distinction in  
Psychology

Robert Padraig Duncan  
*Summa Cum Laude*  
with Honors in the Arts and Sciences

Xavier Joel Dunifon  
*Magna Cum Laude*

Megan Durbin  
*Summa Cum Laude*

Katherine Josephine Durham

Emmanuela Chinomos Duruji

Ava Victorialyn Dvoraczky  
*Magna Cum Laude*

Doran Naderi Dyer

Elise Monet Dygert  
*Cum Laude*

Karina Dwyer  
*Summa Cum Laude*

Robin Arizona Eaken

Gracyn Renee Eckert  
*Summa Cum Laude*

Abigail Ann Eckman

Kamryn Edwards

Olivia Grace Edwards

Siara Elizabeth Eggleton  
*Magna Cum Laude*

Lizzie Kathryn Eidt  
*Summa Cum Laude*

Donte Michael Eldredge

Norene Elkady

Marcus David Elliott

Matison Danyel Elliott  
*Magna Cum Laude*

Noah Charles Elliott

Lauren Patricia Ellis  
*Summa Cum Laude*

Sydney Lynn Ellis  
*Summa Cum Laude*

Chloe Dee Lynn Emmett

Elizabeth Kelley Engle  
*Cum Laude*

William James Engle  
*Magna Cum Laude*

Flor De Maria Escobar Alvarenga

Sarah Elizabeth Eskra  
*Summa Cum Laude*

Madeleine Nichole Espeut

Connor Wayne Estrel  
*Summa Cum Laude*  
with Honors in the Arts and Sciences

David Jess Eubank II  
*Cum Laude*

Ava Marie Eurez

Alexander Scott Evans

Callyn Eileen Evans  
*Summa Cum Laude*  
with Research Distinction in Speech  
and Hearing Science

Mekhi J. Evans  
*Cum Laude*

Rory Marie Ewing

Anthony Ronald Fadell  
*Cum Laude*

Connor Joseph Fairfield  
*Cum Laude*

Junjie Fang  
*Magna Cum Laude*

Marissa Ann Farinacci  
*Summa Cum Laude*

Sydney Alexandra Farkash  
*Magna Cum Laude*

Kaylee Marie Farr  
*Cum Laude*

Phillip Michael Farris

Veda Faust  
*Magna Cum Laude*

Hannah Marie Federico

Carly Elizabeth Feldman  
*Summa Cum Laude*

Zachary Duncan Feltner  
*Magna Cum Laude*  
with Research Distinction in  
Criminology and Criminal Justice  
Studies

Kelly Lynn Feng  
*Magna Cum Laude*

Qingjie Feng  
*Magna Cum Laude*

Louisa M. Fennell

Korran Christian Fenner

Shayne Elizabeth Feola  
*Magna Cum Laude*

Anais Tiffany Fernandez-Castro  
*Magna Cum Laude*

Perry Joseph Ferrara

Mickenzie Ferrell

Zoe Elizabeth Fields  
*Magna Cum Laude*

Jamie Morgan Fier  
*Magna Cum Laude*

Paul Anthony Fierman  
*Cum Laude*

Ana Sophia Fierros Haro  
*Magna Cum Laude*

Natalia Figueroa Leal  
*Summa Cum Laude*

Faith Erin Fillingner

Brian Tyree Josiah Finley

Brianna Lee Fitzgerald

Kenneth Robert Flanigan

Madison Ariel Fleece  
*Summa Cum Laude*

Noah Kenneth Fletcher  
*Summa Cum Laude*

Jurell Isaiah James Flewellen

Adyena Alexandra Flores  
*Magna Cum Laude*  
with Honors in the Arts and Sciences

Grace Flynn  
*Magna Cum Laude*

Ariela Fonge

Matthew Robert Foote

Jon Thomas Forbes

Nickolas Baret Forchione

Abigail Dawn Forcier  
*Magna Cum Laude*

Claire Elizabeth Ford

Cassie Renee Forsha  
*Summa Cum Laude*

Deken Alexander Foster

Caroline Caldwell Fowles

Cierra Marie Fraker

Samantha Lyn Fraley

Sydney Jo Fraley

Ella Olivia France  
*Magna Cum Laude*

Emma Frank  
*Summa Cum Laude*

Geneva Margaret Frank

Selena Ann Freeman

Makayla French

Megan Katherine Fricke

Morgan Jade Frost

Elliott Charles Fryman

Alexander Leonello Fulkerson  
*Magna Cum Laude*

Molly Anne Fuller  
*Summa Cum Laude*

Larry Frank Fultz II  
*Magna Cum Laude*

Shane David Funk

Ariam Girmai Gabriel

Isabella Katherine Gabriel  
*Summa Cum Laude*

Owen Brian Gadd

Cienna Beatrix Gaines  
*Cum Laude*

Lucas Andrew Gaizutis

Nikki Rae Galasso

Julianne Emilia Gallina  
*Summa Cum Laude*

Isabelle Sarisha Gangadin

Madison Elizabeth Garber

Alexandria Nicole Garcia  
*Cum Laude*

Carson Claudio Garcia

Joseph Michael Garcia  
*Cum Laude*

Ignacio Garcia-Mata  
*Cum Laude*

Caroline Christine Garda  
*Cum Laude*

Blake Edward Gardner

Mason Scott Gardner

Olivia Rose Garr

Jacqueline Shannel GARTH

Emily Elizabeth Garver  
*Cum Laude*

Savanna Lynn Gasper

Olivia Mason Gavzie  
*Cum Laude*

Gelina Geis  
*Summa Cum Laude*

Nathan Michael Geise

Antonia Marie Geiser  
*Summa Cum Laude*

Jonathan Gelaye

Jake Andrew Gelfand

James Drew Gelman

Madison Renee Genders

Ruby Gentile

Nikolaos Konstantinos  
Georgakopoulos

Aidan Callahan George

Nikola Azar George

Randall Timothy George

Joseph Edward Gertz

Anna Marie Geyer

Kealy Madison Ghezzi  
*Magna Cum Laude*

Jason Joseph Ghimbasan  
*Cum Laude*

Kaitlin Noel Gibson

Madelyn Grace Gibson  
*Summa Cum Laude*

Bradley Michael Gigax  
*Summa Cum Laude*  
with Honors in the Arts and Sciences

Liberty Rose Gilbert  
*Magna Cum Laude*

Hallie Grace Gill  
*Summa Cum Laude*

Aidan Timothy Gillespie  
*Cum Laude*

Gillian Paige Ginley  
*Magna Cum Laude*

Salvatore Thomas Giolando III  
*Summa Cum Laude*  
with Honors in the Arts and Sciences

Sophia Ruth Glebas  
*Summa Cum Laude*

Amber M. Glendell McClendon

Brienne Elizabeth Glenn  
*Magna Cum Laude*

Alana Ruth Glickman  
*Summa Cum Laude*

Angelina Hope Globokar

Micha Robert Glus

Diana Catalina Godinez Francisco

Lydia Grace Gokey  
*Magna Cum Laude*

Emily Nicole Gold  
*Cum Laude*

Maya Elizabeth Goldenberg  
*Magna Cum Laude*

Kyra Goldman  
*Summa Cum Laude*

Sylvia Rachel Goldsmith  
*Cum Laude*

Larissa Victoria Goncalves Araujo

Benjamin James Goodrich  
*Magna Cum Laude*

Ali E. Gordon

Paige Elizabeth Gordon

Emma Sally Goss

Jacob Michael Grandstaff  
*with Research Distinction in Medieval  
and Renaissance Studies*

Alyssa Johanna Graves

Cameron Jacob Green

Emmalee MaeLynn Green  
*Cum Laude*

Nicholas Evan Green

Gregory Harris Greenblatt  
*Summa Cum Laude*

Steven Charles Greenwalt

Timothy Scott Greenwell  
*Cum Laude*

Rachel Virginia Griffin  
*Cum Laude*

Justin Anthony Grosel

Molly Eden Gross  
*Summa Cum Laude*

Jennifer Nicole Grote  
*Cum Laude*

Steven Ray Grozdanovski  
*Cum Laude*

Isabella Paige Guinigundo  
*Summa Cum Laude*

Morgan Christina Gunsch  
*Summa Cum Laude*

Geyang Guo

Bhairavi Rahul Gupte  
*Magna Cum Laude*

Blessings Dae Rai'jzon Gurley  
*Magna Cum Laude*

Marcin Gutowski  
*Magna Cum Laude*

Molly Kaitlin Haas

Wyatt Gage Hackathorne

Cassandra Hagerman

Grant Sitterle Hagler

Clare Johanna Halcomb  
*Cum Laude*

Hannah Lydia Hale

David Lee Robert Hall

Anna Elizabeth Halleck

Alexander Simon Halliburton

John Frederick Ham, Jr.

Parker Allen Hambel

Miranda Brooke Hamblin  
*Magna Cum Laude*

Dana Jamil Hamed  
*Cum Laude*

Shawn Thomas Hamilton

Lila Juliet Hampton  
*Magna Cum Laude*

Saylor Hand  
*Magna Cum Laude*

Rachael Dominique Haneghan

Benjamin Eric Hanlin  
*Cum Laude*

Ella Elizabeth Hanlon

Dylan Mark Hanni

MacKenzie Jean Hanson  
*Cum Laude*

Tyler Isamu Hanson

Liberty Helen Harding  
*Summa Cum Laude*

Margot Antigone Hare  
*Summa Cum Laude*  
with Honors in the Arts and Sciences  
with Honors Research Distinction in  
Linguistics

Swetha Hariharan

David Quinlin Harmon  
*Cum Laude*

Cole James Harms  
*Summa Cum Laude*

Marcella Mae Harper

Megan Elizabeth Harrington  
*Cum Laude*

Brett Francis Harris

Jillian Harris

Tristan Theresa Harrison

Christian James Harsa  
*Summa Cum Laude*  
with Honors in the Arts and Sciences

Morgan Taylor Harvey  
*Magna Cum Laude*

Payton Lee Harvey  
*Summa Cum Laude*

Emma Elizabeth Hasenstab

Sagal Hashi  
*Summa Cum Laude*

Kody Lee Haslam

Ghufran Ahmed Hassan	John Louis Hoelscher, Jr. <i>Cum Laude</i>	Kayla Mackenzie Jennett <i>Magna Cum Laude</i>	Gabriel Ross Keener <i>Magna Cum Laude</i>	Jason Edward Kocsis
Halima Molu Hassan	Ava Ann Hoersten <i>Summa Cum Laude</i>	Adele Jennings <i>Summa Cum Laude</i>	Hannah Kegley <i>Cum Laude</i>	Katherine Marie Koening <i>Magna Cum Laude</i>
Evelynne Ashley Hatton <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Isabella Katherine Hoffman <i>Summa Cum Laude</i>	Kaylee Marie Jennings <i>Magna Cum Laude</i>	Emily Keller <i>Cum Laude</i>	Brittany Melissa Kohler
Jek chong Hau Yon	Tristan Hoh	John Taylor Jessee <i>Summa Cum Laude</i>	Chase Burnell Keller <i>Cum Laude</i>	Clark Kokenge <i>Cum Laude</i> <i>with Honors in the Arts and Sciences</i>
Lance Jason Haupricht	Sarah Nicole Holbrook <i>Summa Cum Laude</i>	Maggie Jiang <i>Summa Cum Laude</i>	Dorothy Ann Kelley <i>Eriana Kellis</i> <i>Summa Cum Laude</i>	Jenna Marie Kokish
Madison Faith Hawthorne <i>Magna Cum Laude</i>	Danielle Kaye Holcomb <i>Summa Cum Laude</i>	Huyan Jin	Kaitlyn Rose Kenny	Kimberly Marie Kollmer <i>Magna Cum Laude</i>
Abigail Reese Hayes <i>Summa Cum Laude</i>	Monica Claire Hollcraft	Heidi Elizabeth Johannes	Benjamin Henry Kern <i>with Research Distinction</i>	Benjamin Ernest Konsker
Mikenna Lynn Haywood	Quentin Daniel Holsinger	Amanda Majesta Johnson <i>Magna Cum Laude</i>	Alexa Kess <i>Summa Cum Laude</i>	Taylor Koons <i>Magna Cum Laude</i>
Riley Lauren Heald <i>Magna Cum Laude</i>	Joseph Simeon Honeycutt <i>Summa Cum Laude</i>	Cameron Johnson	Mariam Zaina Khan <i>Summa Cum Laude</i>	Avgero Angela Kopasakis <i>Magna Cum Laude</i>
Destinee Nicole Heath	Jianhao Hong <i>Cum Laude</i>	Kiara Renee Johnson <i>Summa Cum Laude</i>	Sarah Nadeem Khan <i>Magna Cum Laude</i>	Jacqueline Kopniske <i>Cum Laude</i>
William Richard Heer	Adam Jacob Hoover	Noah Reed Johnson	Hemzeh Saleh Khasawneh	Cameron Kopp
Ursula Heimke	Andrew Cornell Hopkins	Taylor Madeline Johnson <i>Summa Cum Laude</i>	Gabriella Soraya Khodaddad <i>Magna Cum Laude</i>	Ioannis Alexander Korakis
Matthew William Heinrich	Chloe Elisabeth Horne	Toby D. Johnson <i>Magna Cum Laude</i>	Nathan Haroutun Kholamian	Erin Beth Korn <i>Cum Laude</i>
Paige Elise Heitkamp <i>Cum Laude</i> <i>with Research Distinction in English</i>	Zachary Michael Horne <i>Summa Cum Laude</i>	Tomas Damarcus Johnson	Rachel Lauren Kickbusch <i>Summa Cum Laude</i>	Grace Evelyn Kosco
Bsharah Rafat Hejazin	Zachary Isaac Horwitz <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Carson Everrett Johnston <i>Magna Cum Laude</i>	Claire Christina Kiener <i>Magna Cum Laude</i>	Skylar Grace Kosegi <i>Summa Cum Laude</i>
Phoebe Nicole Helms <i>Magna Cum Laude</i>	Emma Katherine Hosey	Ashley Nicole Jones <i>Cum Laude</i>	Alexandra Catherine Kim	Isabel Llewellyn Kossow
Lauren Bailey Heminger	Tiffany Jing Jing Hsieh <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Cameron Jones <i>Magna Cum Laude</i>	Jae Young Kim <i>Summa Cum Laude</i>	Kennedy Laurel Kostos <i>Cum Laude</i>
Mathieu Barrett Heminger <i>Cum Laude</i>	with Honors Research Distinction in <i>Philosophy, Politics, and Economics</i>	Kayana LaShae Jones <i>Magna Cum Laude</i>	Namkyung Nikki Kim <i>Magna Cum Laude</i>	Claire Isabelle Kovchegov <i>Magna Cum Laude</i>
Emily Loraine Hendrickson	Torah Faye Alexis Hudson <i>Cum Laude</i>	Lillian Katherine Jones <i>Magna Cum Laude</i>	Nayeon Kim <i>Summa Cum Laude</i>	Kiara Madison Kozak
Drew Michael Henery	Jayna Alise Adrienne Hughes <i>Cum Laude</i>	Trent Jones	Joseph Blair Kimble <i>Cum Laude</i>	Jona Brooke Kozyr-Verni
Noah David Hennemam	Madeline Elizabeth Hughes	William Fredrick Jones <i>Cum Laude</i>	Samuel John Kime <i>Cum Laude</i>	Alexis Nicole Kracht
Phoebe Henricks <i>Summa Cum Laude</i> <i>with Research Distinction in Classics</i>	William Parker Hullivan <i>Magna Cum Laude</i>	Olivia Sarah Jordan	Haylee Y. King	Seth Graham Kravitz
Gunner Henry <i>Magna Cum Laude</i>	Alexa Rose Hunn	Israel Getahun Jorga <i>Cum Laude</i>	Sydney Elisabeth Kinkade <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Evelyn Loraine Kretzer <i>Magna Cum Laude</i>
Lauren Hentz <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Victoria Nicole Huntman <i>Magna Cum Laude</i>	Leora Ellie Joseph <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Karlie Ann Kinn <i>Summa Cum Laude</i>	Cassidy Lynn Krieger <i>Summa Cum Laude</i>
Brianiya Antonette Herbt <i>Magna Cum Laude</i>	Destiny LaShawn Hutcherson <i>Magna Cum Laude</i>	Jade Taylor Josie <i>Magna Cum Laude</i>	Kiernan Marie Kinney	Rahul Karthik Krishnan
Katherine Michelle Heredia <i>Cum Laude</i>	Alejandro Gabriel Ibarra <i>Cum Laude</i>	Daley Kaethe Juschka	Thomas J. Kirila II <i>Cum Laude</i>	Andrew Chase Kubisty
Allison Jamie Herman <i>Magna Cum Laude</i>	Kira Grace Imowitz <i>Summa Cum Laude</i>	Cire Mariama Kaba	Jessie Paige Kirschner <i>Magna Cum Laude</i>	Casey Danielle Kuhlman <i>Summa Cum Laude</i>
Angelina Justine Hernandez	Ashleigh Grace Inglesby	Harrison James Kaiser <i>Cum Laude</i>	Blaine Gregory Kiser	Apostol Kule <i>Magna Cum Laude</i>
Madelyn Rose Herrilko	Danielle Joanne Ingram <i>Magna Cum Laude</i>	Kaitlin Renee Kakoyiannis <i>Summa Cum Laude</i>	Viktor Kiss <i>Magna Cum Laude</i>	Daniel Alexander Kulesa <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>
Bright Kwame-Acheampong	Martin Iniguez-Diaz	Adams Angelique Kamara	Danielle R. Kissinger	Sarah Kurtz
Hianno	Liliana Elizabeth Iraheta	Robert Grzegorz Kamieniecki <i>Magna Cum Laude</i>	Samaria Taylor Kitchen	Christian Matthew LaFountain
Zachary Rhyon Hicks <i>Cum Laude</i>	Zainib Ishtiaq <i>Summa Cum Laude</i>	Rachel Marie Kamnikar	Madison Marchelle Kittrell	Christopher Andrew Lagerstrom <i>Summa Cum Laude</i>
Christopher Allen Higby	Jawan Tarek Ismail <i>Summa Cum Laude</i>	Hanna Rani Kancherla <i>Summa Cum Laude</i>	Samuel Ethan Klein <i>Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Nicholas Xavier Lah <i>Magna Cum Laude</i>
Mari Jade Higgins <i>Cum Laude</i> <i>with Research Distinction in Comparative Studies</i>	Vincent Joseph Ius	Carson Snowden Kane <i>Magna Cum Laude</i>	Angelina Marie Klopp <i>Cum Laude</i>	Harrison Daniel LaHaie <i>Summa Cum Laude</i>
Alexander Wang Hill	Anna Victoria Izakson <i>Cum Laude</i>	Khadiidiatou Kane	William John Knapp <i>Cum Laude</i>	Katherine Nicole Lally <i>Cum Laude</i>
Julia Marie Hill <i>Summa Cum Laude</i>	Divine Lynn Jackson	Luke Thomas Karnofel	Helen Isabel Knaus	Emma Grace Lammers <i>Magna Cum Laude</i>
Silana Kohli Ellise Hill	Lexi Brianna-Dawn Jacobs	Stephanie Renee Karrick <i>Magna Cum Laude</i>	Lee Ellen Knupp <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Kathryn Ann Lancaster
Gabrielle Suzanne Hillier <i>Magna Cum Laude</i>	Praem Jagabandhu <i>Summa Cum Laude</i>	Kavya Karthic <i>Summa Cum Laude</i>	Samuel Ethan Klein <i>Cum Laude</i> <i>with Honors Research Distinction in Comparative Studies</i>	Alyssa Anne Lancia
Jacob Paul Hillin	Jenna Nicole Januszewski	Thomas Gerald Kasarick <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Subin Elisa Ko	Schlyler Demar Landers-Smith
Chevy Blake Hinderlong	Michael Austin Jaros	Erica Nichole Kauffman	Analee Nicole Kobernuss <i>Cum Laude</i>	Anne Elizabeth Lang <i>Magna Cum Laude</i>
Carly Nicole Hines	Theodore Basil Jasper <i>with Research Distinction in English</i>	Dylan Maxwell Kaufman	Nil Sena Kocogolu	Aliza Grace Lankenau <i>Magna Cum Laude</i>
Jordan Pamela Hinman <i>Cum Laude</i>	Brooklyn Jenkins <i>Cum Laude</i>	Eden Rose Kauer <i>Summa Cum Laude</i>		Katie Suzanne Lantry
Alaina Jewel Hitzeman	Makiya Kaylin Jenkins <i>Summa Cum Laude</i>			Anthony LaRosa <i>Summa Cum Laude</i>
Elise Cambron Hobson <i>Magna Cum Laude</i>				Shelby Brook Larson <i>Magna Cum Laude</i>
Grace Elizabeth Hodges <i>Summa Cum Laude</i> <i>with Research Distinction in Psychology</i>				

Heba W. Latif	Margaret Renee Lindner <i>Summa Cum Laude</i>	Ashish Babu Malempati	Rhazariah Dominique McFall <i>Cum Laude</i>	Annasimone Adel Mikhail <i>Summa Cum Laude</i>
Abigail Catherine Laughlin <i>Magna Cum Laude</i>	Kayleigh Rae Lininger <i>Summa Cum Laude</i>	Abriana Maria Malfatti <i>Magna Cum Laude</i>	Joseph R. McFarland <i>Cum Laude</i>	Calle Miller <i>Cum Laude</i>
Austin Conner Lawrence	Yunjia Liu <i>Magna Cum Laude</i>	Nicholas Thomas Malito	Megan Christine McGhee	Dylan Miller <i>Cum Laude</i>
Catherine Grace Lawrence	Nicholas Patrick Locke <i>Cum Laude</i>	Danielle Rose Malcott <i>Magna Cum Laude</i>	Caroline Annette McGill	Evan Duffy Miller <i>Magna Cum Laude</i>
Mackenzie Ann Lawrence <i>Cum Laude</i>	Reagan Loeber <i>Cum Laude</i>	Alexandra Paige Mallor <i>Summa Cum Laude</i>	Caley Grace McGinty	Garret Daniel Miller <i>Magna Cum Laude</i>
Olivia Eden Lawrence <i>Summa Cum Laude</i>	James Boyd Logan <i>Summa Cum Laude</i>	Miles Edison Manley	Ryan Scott McGraw <i>Cum Laude</i>	Jack Martin Miller
Amber Marie Le Mai Le <i>Cum Laude</i>	with Honors in the Arts and Sciences	Nita Mara	with Honors in the Arts and Sciences	John Victor Miller
Hannah Louise Leavitt <i>Summa Cum Laude</i>	Riley Salah Logan <i>Cum Laude</i>	Blake Alexander Marbaugh	Jonathan David McHenry <i>Summa Cum Laude</i>	Liah Miller
Hannah Lee <i>Magna Cum Laude</i>	with Honors in the Arts and Sciences	Anna Sophia Marinov	Nicholas Ian McIntyre <i>Cum Laude</i>	Megan Ellen Miller <i>Cum Laude</i>
Jessica Lynn Lee	Kiersten Amber Long	Katlyn Marie Marion <i>Cum Laude</i>	with Research Distinction in Religious Studies	with Research Distinction in International Studies
Lauren Amber Lee <i>Magna Cum Laude</i>	Abigail Marie Longstreth <i>Summa Cum Laude</i>	Logan Farrah Mark	Lyrin Daniele McKibben <i>Summa Cum Laude</i>	Tristan James Miller <i>Cum Laude</i>
Samantha Elizabeth Lee <i>Magna Cum Laude</i>	with Honors in the Arts and Sciences	Frances Elizabeth Marshall <i>Magna Cum Laude</i>	Erin Elizabeth McLaughlan <i>Summa Cum Laude</i>	Bry Mills <i>Magna Cum Laude</i>
Sophia Marie Leen <i>Magna Cum Laude</i>	Maya Jae Looker	Laura Rachel Martel <i>Summa Cum Laude</i>	Samantha Marie McManus <i>Summa Cum Laude</i>	Essence Mills
Alexandra Rose Leff <i>Magna Cum Laude</i>	Gabrielle Jolie Louis	Nikki Leann Martin	Patrick Stephen McNally <i>Summa Cum Laude</i>	Faith Yae-jin Min <i>Summa Cum Laude</i>
Ming Lei <i>Summa Cum Laude</i>	Katherine Elizabeth Lovelace <i>Summa Cum Laude</i>	Trinity Jo Martin	Bailey Alan McNamara	Ashton Baylis Minck
Caleigh Rebecca Leiken <i>Magna Cum Laude</i>	with Honors in the Arts and Sciences	Ashley Paige Martincic <i>Summa Cum Laude</i>	Cassius James McNamara	Isaac Miguel Minor <i>Magna Cum Laude</i>
Rachel Malon Lewis Lemaster	Sarah Lowenthal <i>Summa Cum Laude</i>	David Rene Martinez <i>Magna Cum Laude</i>	Owen Patrick McNeely <i>Magna Cum Laude</i>	Ellen Margaret Minzler
Madison Marie Leonard <i>Cum Laude</i>	Lydia Casandra Lowrey <i>Magna Cum Laude</i>	Rebecca Michelle Martinez	John Adam McNutt <i>Summa Cum Laude</i>	Dominic Anthony Misuraca
Mauy Agnieska Finn Lerner <i>Summa Cum Laude</i>	Elizabeth May Loy	James Paul Maruca <i>Magna Cum Laude</i>	with Honors in the Arts and Sciences	Blade Alexander Mitchell <i>Cum Laude</i>
Emmy Rose Leshin <i>Summa Cum Laude</i>	Abigale Grace Luber <i>Summa Cum Laude</i>	Julia Marie Masler <i>Summa Cum Laude</i>	Abby Ferguson McRae <i>Cum Laude</i>	Armani Mc Evoy Vito Modeste
Catherine Elizabeth Less <i>Cum Laude</i>	Michelle Emily Lučić <i>Summa Cum Laude</i>	Jillian Paige Matejka <i>Summa Cum Laude</i>	Madeline Rose McSteen <i>Summa Cum Laude</i>	Abdullahi Abdirisakh Mohamed
Henry Turner Leverett	Lauryn Emma Luderman <i>Magna Cum Laude</i>	Muhammad Adam Emir Bin Matharuzaman	Jaelen Freedom Meeker <i>Magna Cum Laude</i>	Sabrina Duran Mohamed <i>Cum Laude</i>
Emma Sophia Levine <i>Magna Cum Laude</i>	Anna Elizabeth Ludvigsen <i>Cum Laude</i>	Macalla Ann Mathena <i>Magna Cum Laude</i>	Payton Elandra Meffley <i>Magna Cum Laude</i>	Cassandra Gayle Mohr <i>Summa Cum Laude</i>
Skye Elioura Levy <i>Magna Cum Laude</i>	Zhifang Luo <i>Magna Cum Laude</i>	Cara Elizabeth Mather	Niko Meijerink <i>Magna Cum Laude</i>	Rebecca Grace Monahan <i>Summa Cum Laude</i>
Danielle Rose Lewin <i>Magna Cum Laude</i>	Joseph Benjamin Lutman <i>Magna Cum Laude</i>	Coltrane Edmund Matos	Madison Gayle Meixner <i>Magna Cum Laude</i>	with Honors in the Arts and Sciences
Daniel Joseph Lewis	Erin Leigh Lynch	Sydney Anne Maxwell	with Research Distinction in Political Science	Hayden Blaine Moncada <i>Magna Cum Laude</i>
Abigail Faith Lherbier <i>Magna Cum Laude</i>	Joseph Burrows Lynch	Taylor Caroline May <i>Magna Cum Laude</i>	Gabriella Nicole Mellen <i>Summa Cum Laude</i>	Makyla Isabelle Monroe
Jinchao Li <i>Cum Laude</i>	Alexander Lynn	Carter Patrick McAllister	Hayden Samuel Melnick <i>Cum Laude</i>	Ian Loyd Montgomery <i>Magna Cum Laude</i>
Jun Li <i>Cum Laude</i>	Hunter William Lyons	Sean Thomas McCabe <i>Summa Cum Laude</i>	Paul David Mendola	Savannah Lynn Montgomery <i>Cum Laude</i>
Xinran Li	Aidan Kenneth Macaskill <i>Magna Cum Laude</i>	Stella McCabe-Soares <i>Cum Laude</i>	Jessica Mendoza	Jennifer Moodie
Xintong Li <i>Summa Cum Laude</i>	Kaira Rhyana Mack <i>Cum Laude</i>	with Honors in the Arts and Sciences	Xiangqi Meng <i>Cum Laude</i>	Colette Mooney <i>Summa Cum Laude</i>
Yining Li <i>Magna Cum Laude</i>	Natalie Katherine Mack <i>Magna Cum Laude</i>	Kate Francesca McCanna <i>Cum Laude</i>	Jacob Bernard Messman	Lauren Mooney
Yiyang Li <i>Magna Cum Laude</i>	Madelyn Anne MacMurray <i>Summa Cum Laude</i>	Ashley Ann McCarthy	Joshua David Metcalf <i>Cum Laude</i>	Ava Marguerite Moore <i>Cum Laude</i>
Yuanlu Li <i>Magna Cum Laude</i>	with Research Distinction in International Studies	Jordan Grace McCarthy <i>Cum Laude</i>	Annalyse Kennedy Metro <i>Magna Cum Laude</i>	Elizabeth Moore
Yufan Li <i>Cum Laude</i>	Nathan Lewis Macrae	Hannah Nichole McClarey <i>Magna Cum Laude</i>	Hallie Mettler	Jacob Raney Moore
Ruolin Liang	Nicholas S. Madama <i>Magna Cum Laude</i>	Samuel James McClements	Ella Meyer <i>Summa Cum Laude</i>	Kathryn Jayne Moore <i>Magna Cum Laude</i>
Katelyn Marie Liepelt	Brookelynn Simone Madison <i>Magna Cum Laude</i>	Bethany Lena Marie McCloud <i>Summa Cum Laude</i>	Sarah Meyer <i>Cum Laude</i>	Kelsey Grace Moore <i>Magna Cum Laude</i>
Sophie Jane Lillash <i>Cum Laude</i>	Darius Alonzo Madison <i>Summa Cum Laude</i>	Amelia Katherine McCloy <i>Magna Cum Laude</i>	Daniel Graves Meyerhoff <i>Magna Cum Laude</i>	Mathis Gray Moore <i>Magna Cum Laude</i>
Katie Limb <i>Cum Laude</i>	Kate Belle Maersch	Kevin McCoy	James Austin Meyers <i>Summa Cum Laude</i>	Derek Sanderson Morales
Sheng Chen Lin	Hayden Ann Maholm	Madison Ann Mae McCurdy <i>Cum Laude</i>	Alexander Thomas Michael	Giovanni Rocco Moretta <i>Magna Cum Laude</i>
Meridith Christine Linch <i>Summa Cum Laude</i>	Mary Frances Mahoney <i>Magna Cum Laude</i>	Fiona Ainsley McDaniel <i>Cum Laude</i>	Virgil L. Michael <i>Magna Cum Laude</i>	with Research Distinction in Comparative Studies
	Sunitha Georgia Mahrajan	Madeleine Marie McDaniel		Garrett David Morgan
	Kylee Marie Maibach	Marganda Marie McDonald		Jessica Anne Morman
	Samantha Alexis Maier <i>Magna Cum Laude</i>	Samantha Ann McDonald <i>Summa Cum Laude</i>		Anna Morris
	Keysha Alea Malakiano Safinka	with Research Distinction in Psychology		Katherine Louise Morris <i>Cum Laude</i>
	Emma Murray Malchesky <i>Magna Cum Laude</i>			Lauren Elaine Morris

Shamira A. Morris  
Margaret Audrey Morrison  
*Cum Laude*  
Rebecca Lynn Morrison  
Matthew Ross Morrissey  
Nour Ahmed Mosalem  
*Magna Cum Laude*  
Victor Harris Moseley  
Audrey Claire Mosesso  
*Summa Cum Laude*  
Adam Jerome Mosley  
Brynn Elizabeth Mosteller  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
Arianna Mongina Motaroki  
Alexis Marie Motsinger  
Trey Robert Mount  
Lauren Elizabeth Mox  
*Magna Cum Laude*  
Austin Michael Mucchetti  
*Cum Laude*  
Ethan Mayne Mueller  
Anushka Mukherjee  
*Summa Cum Laude*  
Gabriella Anne Mulchin  
*Magna Cum Laude*  
*with Research Distinction in Classics*  
Lydia Josephine Muldoon  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
Anthony Robert Mullen  
*Magna Cum Laude*  
Jonathan F. Mullen  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
Grace Roslin Mullett  
*Summa Cum Laude*  
Alexander Mulugheta  
Lillian Diane Mumaw  
Shardai'Ja Renee Mumford  
Kendall Lynn Mungo  
*Summa Cum Laude*  
Ayat Munther  
*Magna Cum Laude*  
Mary Kathryn Munz  
*Magna Cum Laude*  
Analisa Murillo  
*Summa Cum Laude*  
Callum James Murphy  
*Summa Cum Laude*  
Christopher Thomas Murphy  
Lauren Murphy  
*Cum Laude*  
Kayla Danielle Murray  
Julia Catherine Musgrove  
*Cum Laude*  
James William Myers  
Margaret Riley Myers  
*Magna Cum Laude*  
Adelaide Justice Mykel  
*Summa Cum Laude*  
Asa James Naayers  
Mary Ann Nader  
Abdullah Ibn Na'eem  
Lucas Evan Nallen  
Ajiana Natae Napier  
Gianni Marie Napoleon  
Lucy Joy Natale  
*Summa Cum Laude*  
Nooreddin Diyaa Nawar

Edriss Giulio Ndiaye  
Megan Lane Neff  
*Magna Cum Laude*  
Molly Therese Neff  
Donald Sage Neidecker-Gonzales  
*Summa Cum Laude*  
Gabriel Vincent-Kemp Nelson  
Emily Neugebauer  
*Summa Cum Laude*  
Angel Renee Neville  
Spencer Gerald Newkirk  
*Cum Laude*  
Jack Eugene Newman  
Ravi Vinod Newman  
*Cum Laude*  
Abigail Ngoza-Jordan  
Yinan Ni  
*Cum Laude*  
*with Research Distinction in Psychology*  
Elora Paige Nicholas  
*Cum Laude*  
Iz Nichols  
*Magna Cum Laude*  
Samantha Liy Nickol  
Julia Ellen Niehoff  
Miriam Annmarie Noll  
*Magna Cum Laude*  
Arcviken Tsulsada Noquisi  
*Magna Cum Laude*  
Sarah Rose Nordin  
Nicholas Dukes Norton  
Mackenzie Lynn Nosker  
*Summa Cum Laude*  
Bridget Carol Notestine  
*Summa Cum Laude*  
Destinee Esperanza Noury  
Nicole Nowicki  
*Summa Cum Laude*  
Nken HyoSun Ntati  
Anita Nketiah Nti  
Florence Nugroho  
Zahra Abdullahi Nur  
Zubeda Nur  
Peter Curtis O'Connor  
Emma Shea O'Keefe  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
Danielle Lee O'Leary  
Edgar Leonel Ochoa  
Jonathan O. Odeh  
Joseph Dennis Odhiambo  
David Arón Olegnowicz Cruz  
*Summa Cum Laude*  
Hannah Rachel Oliveros  
*Summa Cum Laude*  
Noor Amien Omar  
Qaman Abdikarim Ali Omar  
*Magna Cum Laude*  
Peyton Stewart Onstad  
*Magna Cum Laude*  
Katriel Isadora Orlean  
*Cum Laude*  
Charles James Ort  
Brandon Ortega  
Lillian Marilyn Osei  
Margaret Fobi Osei  
Maxwell G. Oslejsek  
*Summa Cum Laude*  
Ethan Lev Ostrov  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Kang Jin Ou  
*Cum Laude*  
Liticia Ouakour  
Adriana Paola Pablo-Martinez  
Jacob Daniel Palmer  
James Michael Palmer III  
*Cum Laude*  
Nico Santino Panzera  
Kacie Rose Pappas  
*Cum Laude*  
Deepta Paramasamy  
Benjamin Park  
Allison Reed Parker  
*Magna Cum Laude*  
Summer Nevaeh Parker  
*Cum Laude*  
Kaylee Marie Parrett  
Maria Rose Catherine Paskert  
*Cum Laude*  
Hannah Taylor Pastwa  
Aarya Prakash Patel  
Abhi Patel  
*Magna Cum Laude*  
Dhara G. Patel  
Khushi Patel  
*Magna Cum Laude*  
Parshvi P. Patel  
*Magna Cum Laude*  
Riya Patel  
*Summa Cum Laude*  
Sajni Aashish Patel  
Shrey Rahul Patel  
Divya Patibandla  
*Summa Cum Laude*  
Playon Patrick  
Noah Patrick Douglas Pattan  
*Cum Laude*  
Abigail Gene Patterson  
*Magna Cum Laude*  
Arayla Patterson  
Yannah Sabre Patterson  
Kaitlyn Lee Patton  
*Cum Laude*  
Keeley Alice Patton  
*Magna Cum Laude*  
Alexis Marie Paul  
Nicholas James Paul  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
Derick Anderson Paulette  
Benjamin Connelly Paul  
*Cum Laude*  
Gabriel Mathias Payne  
Isabelle Marie Payton  
*Magna Cum Laude*  
Tyler Pearson  
Aisha Aqil Peerbhoy  
Patricia A. Peña García  
Grant Pennington  
Seattle Rayne Peppers  
Janelis Perez  
Lindsey Mae Perkins  
*Summa Cum Laude*  
Sincere LeeAnna Perkins  
Mary Elizabeth Peters  
*Cum Laude*  
Devon Elizabeth Peterson  
*Magna Cum Laude*  
Vanity Renee Petgrave  
Kathryn Elizabeth Petit  
*Cum Laude*

Anthony Petrella  
Jessica Diane Pezzullo  
*Cum Laude*  
Anne Elizabeth Pheiffer  
*Summa Cum Laude*  
Makenna Phillips  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
Natasha Phillips  
*Cum Laude*  
Samantha Madalyn Piazza  
Alyssa Paige Pickoff  
Alexandra Leigh Pike  
*Cum Laude*  
Henry Christopher Pilliod  
Emily Pinedo Ruiz  
Manuela PINEIROS Monge  
*Cum Laude*  
Jordan Pinsky  
*Magna Cum Laude*  
Skylar Alana Pirwitz  
Nicholas Anthony Pisanelli  
Brandon Nicholas Pisell  
Joseph Charles Pizzurro  
Christopher Scott Plummer  
*Summa Cum Laude*  
Drew Gerard Polito  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
Olivia Jiedan Polivick  
*Magna Cum Laude*  
Anna Lillian Polster  
*Cum Laude*  
Cayden Douglas Pomeroy  
*Summa Cum Laude*  
Valeria Paola Ponce  
Katherine Renee Popovitch  
*Magna Cum Laude*  
Alexander Joseph Porter  
*Cum Laude*  
Kaitlyn Ann Porter  
Kennedy Lynn Porter  
*Magna Cum Laude*  
Sadie Lynn Potts  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
Madison Sage Povell  
*Summa Cum Laude*  
Arieana Dasia Powell  
Devin James Powell  
*Cum Laude*  
Emily Michele Powell  
*Summa Cum Laude*  
Emily Rose Powell  
*Cum Laude*  
Ethan Powell  
Grace Kathryn Powell  
*Magna Cum Laude*  
Joshua Fred Powers  
Thomas Matthew Powers  
Jovi Prater  
*Magna Cum Laude*  
Nicolas Giovanni Presutto  
*Magna Cum Laude*  
Marisa Lynn Price  
Emma Nichole Pritchard  
*Magna Cum Laude*  
Diane Renee Probst  
Kameron Deon Proctor

Alexander Josef Proels  
*Cum Laude*  
Kaia Scout Pronger  
Samuel Asher Proper  
*Summa Cum Laude*  
Garret Ryan Proxmire  
Kelley Noreen Plak  
Madeline Angela Puletti  
Madison Katherine Pummill  
*Magna Cum Laude*  
Jordana Rebecca Puterman  
Connor Evan Quinn  
*Cum Laude*  
Nelmarie Quintana Nieves  
*Cum Laude*  
Sofia Austra Racevskis  
*Summa Cum Laude*  
*with Research Distinction in English*  
Shannon Brie Rainey  
*Magna Cum Laude*  
Anabel Reus Ramirez  
Nia Rachele Ramsammy  
*Magna Cum Laude*  
Dana Michelle Ramsey  
*Cum Laude*  
Emma Jean-Marguerite Ramsey  
*Cum Laude*  
Nathan Livingston Ramsey  
*Magna Cum Laude*  
Stephanie Nicole Ranallo  
Lyric Renee Ransom  
*Magna Cum Laude*  
*with Research Distinction in Psychology*  
Max Bennett Raphaelson  
Saam Rashidi  
Muhammad Hazim Ikmal Bin  
Rasidi  
*Summa Cum Laude*  
Matthew Robert Raskin  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in History*  
Anurag Rathore  
Destiny Ratsavong  
Shelby Louise Rayer  
*Magna Cum Laude*  
Alexandra Grace Reagan  
*Cum Laude*  
Jill Mary Rebarchak  
Abigail Christine Redett  
*Summa Cum Laude*  
Maysa Lena Redissi  
Jacob William Daniel Redmond  
*Magna Cum Laude*  
Sydney Reed  
*Summa Cum Laude*  
Xavier Christian Reed  
Sophia Hope Reeder  
*Summa Cum Laude*  
Emma Kristine Reineke  
Emily Ann Reinell  
*Cum Laude*  
Margot Cyr Reinhardt  
*Magna Cum Laude*  
Megan E. Retler  
*Magna Cum Laude*  
*with Research Distinction in Political Science*  
Jiazheng Ren

Isabella Marie Renteria  
*Magna Cum Laude*

Chase Patrick Renzelmann  
*Magna Cum Laude*

Bree Ann Revels  
*Magna Cum Laude*

Caroline McKenna Reyes  
*Magna Cum Laude*

Carly Pearl Reynolds  
*Magna Cum Laude*

Emily Nicole Rice  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Ryan Owen Rice  
*Cum Laude*

Alexandra Jane Richards  
*Magna Cum Laude*

Kayla Madison Richards  
*Cum Laude*

Kai James Richmond  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction*

Rosario Da'Quan Riggs  
McKenzie Michelle Rigbsby  
Chloe Noel Riley  
Rohan Ravin Rindani  
Ian Michael Rinehart  
*Cum Laude*

Sydney Hannah Ring  
*Summa Cum Laude*

Adam Rini  
*Summa Cum Laude*

Dayonna Marie Rispress  
Kiley Ritenour  
Sidney Jensen Rizzo  
Aubrey Bryn Roehrig  
*Cum Laude*

Courtney Love Roberts  
Jillian Nicole Roberts  
*Magna Cum Laude*

Princess Aletha Roberts  
Annelise Frieda Robinson  
*Summa Cum Laude*

Joshua Daniel Robinson  
Molly Elizabeth Robinson  
*Summa Cum Laude*

Jazmin Marie Rocha  
Zachary Aaron Rodier  
*Summa Cum Laude*

Maxwell Nelson Rodney  
*Magna Cum Laude*

Alyssa Lauren Rodriguez  
*Summa Cum Laude*

Lisette Rodriguez  
Richard Andrew Roediger  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in History*

Amanda Nicole Rogers  
*Magna Cum Laude*

Lindsay Jane Rogers  
*Cum Laude*

Tamara Roman  
Kyla Hazel Rombough  
*Summa Cum Laude*

Kameron Auntinino Roper  
Daniel Rose  
*Summa Cum Laude*

Zachary Forest Rose  
Hannah Reese Rosenberg  
*Cum Laude*

Joshua Eric Rosenberg

Eric Rote  
*Magna Cum Laude*

Lila Marie Rouhana  
Ayana Majesta Rowe  
Kenna Elizabeth Rowley  
*Summa Cum Laude*

Ella Anne Roxey  
*Magna Cum Laude*

Maria Isabel Ruano  
*Summa Cum Laude*  
*with Research Distinction*

Beowulf Xavier Rumpf  
Ian Christopher Rupp  
Bryan Noah Rush  
Neilla Russi  
Donovan Patrick Ryan  
Katheryn M. Ryan  
*Cum Laude*

Rachel Rza  
*Magna Cum Laude*

Samuel Arthur Sabo  
Tooba Salam  
Josh Thomas Salamon  
Carlisle Christofer Salapare  
*Cum Laude*

Sarah Marie Saliba  
Samuel Jacob Sallerson  
*Summa Cum Laude*

Kyle Salmons  
*Magna Cum Laude*

Therese Elizabeth Salomone  
*Summa Cum Laude*

Alexis Brianna Leroux Salsbury  
*Summa Cum Laude*

Rachel Danielle Salzstein  
*Magna Cum Laude*

Dillon Sandeep Samarasekera  
Emma Gabriela Sandu  
*Magna Cum Laude*

Shayla Sanger  
*Summa Cum Laude*

Lana Saqer  
*Magna Cum Laude*

Andrei Paul Sasu  
Jenna Robyn Saunders  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Jeremy Adam Sawyer  
*Magna Cum Laude*

Hannah Jayde Sayre  
*Summa Cum Laude*

Luke Michael Scharf  
*Cum Laude*

Alexis Scheer  
Amelia Margarite Scheetz  
*Magna Cum Laude*

Carrie Elizabeth Scherer  
Matthew Richard Schertzer  
Orlando Agostino Schiappa  
Calocera Annette Schildmeyer  
*Summa Cum Laude*

Geraldine Anne Schirmer  
*Magna Cum Laude*

Brigham Leslie-Donald  
Schlagbaum  
*Cum Laude*

Fiona Clare Schmidt  
Gabrielle Nicole Schmidt  
*Summa Cum Laude*

Jacob Robert Schmitt  
*Magna Cum Laude*

Andrew Jacob Schneider

River Schnitzspahn  
*Magna Cum Laude*

Angelite Elizabeth Schrader  
Isaac Schreiber  
Kyle Donald Schroeder  
Natalie Nicole Schultz  
*Summa Cum Laude*

Jackson Harris Scolnick  
*Magna Cum Laude*

Katie Elizabeth Scrimo  
*Cum Laude*

Kadin Seimet  
Sicily Alexa Seitz  
*Cum Laude*

Tina Sekelsky  
Rena Sekiguchi  
Christian Loel Sellers  
*Cum Laude*

Nicholas Allen Sells  
Jackson K. Seneh, Jr.  
Nicolas Henry Sentelle  
Maya A. Sepulveda  
Cayla Marie Sevastis  
*Cum Laude*

Samantha G. Shaffer  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Evan Charles Shaheen  
Ekaterina Shakhverdova  
*Cum Laude*

Elijah Ray Shall  
*Summa Cum Laude*

Jamal M. Shaltaf  
*Cum Laude*

Jayla Kay Shanmugam  
Claire Anne Sharp  
*Cum Laude*

Kayla Sharpe  
Samantha Rose Shasky  
*Magna Cum Laude*

Anneli Nicole Shaw  
*Magna Cum Laude*

Michah Austin Sheese  
Abbie Jennifer Sheets  
*Cum Laude*

Widad Sheikh  
Vivian Anjanette Shenberger  
Shradha Vithal Shendge  
*Cum Laude*

Avery Morgan Sherwood  
*Cum Laude*

Sophia Shiblaq  
*Magna Cum Laude*

Courtney Regina Shick  
Kaylie Anna Shinn  
Nicole Ava Shipley  
*Cum Laude*

Eva Margaret Shirley  
*Cum Laude*

McKenzie Danielle Shook  
*Magna Cum Laude*

Kaden Earl Short  
*Magna Cum Laude*

Anna Elizabeth Shulman  
*Summa Cum Laude*

Grace Leeanne Shuits  
Molly Aronson Shultz  
*Summa Cum Laude*

Jaden Sickmiller  
Harrison Montgomery Siders  
Michael Mathias Siebenaler  
James Michael Sikon  
*Magna Cum Laude*

Abigail Maria Silone  
Joshua McFarland Silver  
*Cum Laude*

Samantha Paige Silver  
*Magna Cum Laude*

Brigid Mary Simmons  
*Magna Cum Laude*

Rachel Carolyn Simroth  
*Summa Cum Laude*

Jadyn Saydah Sin  
Hannah Marie Sinai  
Michaela Raye Singleton  
Rachel Sipes  
Yashoda Siwakoti  
*Cum Laude*

Wesley Raymond Sizer  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Joey Kristine Skala  
Harris Jonathan Skaramagas  
*Magna Cum Laude*

Savannah Skorepa  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Olivia Grace Slater  
Kaden Patrick Slaviv  
Jack Robert Slayton  
Ethan Jude Slot  
*Magna Cum Laude*

Amanda Marie Smeltzer  
Abigail Gracianna Smith  
*Magna Cum Laude*

Andrew Donald Smith  
Audrey Michelle Smith  
*Summa Cum Laude*

Augusta Kay Smith  
Austin Douglass Smith  
*Summa Cum Laude*

Carson James Smith  
*Magna Cum Laude*

Elijah Samuel Smith  
*Cum Laude*

Justine Emmanuelle Smith  
*Cum Laude*

Kennedy Michelle Smith  
*Magna Cum Laude*

Kyle Patrick Smith  
*with Research Distinction in English*

Madelynn Smith  
Moriah Ashley Smith  
*Magna Cum Laude*

Myles Stanton Smith  
*Magna Cum Laude*

Sarah Ruthann Smith  
*Magna Cum Laude*

Aaron Curtis Snelbaker  
*Magna Cum Laude*

Connor James Snyder  
Lara Marie Solano  
*Cum Laude*

Chloe Somohano  
*Summa Cum Laude*

Dazhi Song  
Zequn Song  
Devika Chandak Soni  
*with Honors in the Arts and Sciences*

Isabella J. Sorboro  
Jo Ann Soucek  
Jocelyn Spanbauer  
*Magna Cum Laude*

Hattie Mae Spangler  
Elizabeth Grace Sparks  
*Summa Cum Laude*

Shetteria Renee Sparks  
Abigale Michelle Sprankle  
Mary Louise Spring  
Elisabeth Jane Squillacioti  
Aimee Kenya Theresia Staemmer  
*Cum Laude*

Audrey Irene Stahl  
*Summa Cum Laude*

Morgan Taylor Stahl  
Blake Michael Stairhime  
Katrice Renee Stallworth  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Riley Morgan Stalter  
*Magna Cum Laude*

Lauren Michelle Stannard  
*Cum Laude*

Olivia Marie Starr  
*Cum Laude*

Madeleine Mae Stauch  
Trenton David Steele  
Alexander Reid Steenrod  
*Summa Cum Laude*

Sophia Elaine Stein  
*Cum Laude*

Malka Elyse Steinberg  
*Summa Cum Laude*

Clarise Eileen Steiner  
*Magna Cum Laude*

Riley James Steiner  
*Summa Cum Laude*  
*with Research Distinction in History*

Erin Kennedy Stewart  
Jillian Morgan Stewart  
Madilyne Frances Stewart  
*Magna Cum Laude*

Myra Denae Stewart  
*Summa Cum Laude*

Ryan Lee Stewart  
Wesley Stephen Stought  
Keri Ann Stout  
Broderick James Stranges  
William Joseph Strassell  
Daniel Alexander Strehle  
Lacey Kiera Stringer  
Brendan Mark Strok  
*Magna Cum Laude*  
*with Research Distinction in World Politics*

Abigail Marie Struntz  
*Magna Cum Laude*

Joselyn Kay-Marie Stuckman  
Katie Rebecca Stupak  
*Cum Laude*

Steven Michael Sturges  
*Cum Laude*

William Newsome Stutenroth  
Piper Ann Lese Suderman  
Ashley Morgan Sukoff  
*Summa Cum Laude*

Hannah Rose Sullivan  
*Summa Cum Laude*

Lauren Elizabeth Sullivan  
*Summa Cum Laude*

Reilly Elizabeth Sullivan  
*Magna Cum Laude*

Sheba Marie Sulser  
*Magna Cum Laude*

Shams Alsham Sultan  
*Magna Cum Laude*

Umar Sultan  
 Latoshia Sultzer  
 Jinyue Sun  
 Cecilia Rose Sutton  
*Summa Cum Laude*  
 Madeline Rose Swain  
*Magna Cum Laude*  
 Nathanael J. Swart  
*Summa Cum Laude*  
*with Research Distinction in History*  
 Sarah Barbara Swasey  
 Mara Elizabeth Swift  
*Magna Cum Laude*  
 Mackenzie Elizabeth Tabar  
*Cum Laude*  
 Eric Matthew Tackett  
*Cum Laude*  
 Alyson Masako Hermenia Tagle  
 Matthew Laurie Takacs  
 Manpreet Kaur Takhar  
 Hunter Talbot  
*Summa Cum Laude*  
 Sara Lynne Tallon  
*Magna Cum Laude*  
 Julia Lauren Tamkus  
 Lucas Jiale Tan  
*Cum Laude*  
 Jinzhi Tang  
*Magna Cum Laude*  
 Dongli Tao  
*Summa Cum Laude*  
 Elizabeth Grace Tavalier  
 Brooklyn Nicole Taylor  
*Magna Cum Laude*  
 Claire Ainsley Taylor  
*Magna Cum Laude*  
 James Clifford Taylor IV  
*Cum Laude*  
 Michael Gregory Taylor  
 Calvin Avery Teich  
*Summa Cum Laude*  
 Thomas Jozef Telling  
*Cum Laude*  
 Ava Rose Tenaglia  
*Magna Cum Laude*  
 Alexandra Blaine Terry  
*Magna Cum Laude*  
 Heran Kassa Tesfay  
 Emily Grace Testa  
*Summa Cum Laude*  
 Lauren Elizabeth Teter  
*Summa Cum Laude*  
 Shubh Thakkar  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
 Callie Ann Thayer  
 Macey Thees  
*Cum Laude*  
 Amanda Thiele  
*Cum Laude*  
 Jalyssa Lynn Thirion  
*Cum Laude*  
 Gage William Thoman  
*Cum Laude*  
 Aalissia Rainlen Thomas  
*Magna Cum Laude*  
 Adriana Rose Thomas  
*Summa Cum Laude*  
 Amari Yasmine Thomas  
 Brandon Ryan Thomas  
 Chloe Marie Thomas  
*Summa Cum Laude*

Cody Joseph Thomas  
 Lauren Allyce Thomas  
 Nia Thomas  
 Rose Victoria Thomas  
 Samantha Joelle Thomas  
*Magna Cum Laude*  
 Ashley Rose Thompson  
*Summa Cum Laude*  
 Elizabeth Delen Thompson  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
 Suzanne Rauschenberger  
 Thompson  
*Magna Cum Laude*  
 Varun Thotli  
*Magna Cum Laude*  
*with Research Distinction in Political Science*  
 Hannah Grace Tiller  
*Summa Cum Laude*  
 Lauren Shau Mei Timmons  
 Jacob C. Tinnon  
*Magna Cum Laude*  
 Sophia Ilana Rae Tobias  
*Magna Cum Laude*  
 Montazia Tolbert  
 Jurni Grace Tollerson  
*Summa Cum Laude*  
 Faye Marie Toman  
*Cum Laude*  
 Ciela Kim Toney  
*Magna Cum Laude*  
 Paul Topalov  
*Magna Cum Laude*  
 Morgan Lynn Toronyi  
*Magna Cum Laude*  
 Alyssa Marie Joven Torres  
 Sydney Iona Toshok  
 Violet Vala Tosler  
*Magna Cum Laude*  
 Marie Touré  
 Brianna Nanette Towery  
 Trevor Elliot Towery  
 Hayleigh Alexis Tramel  
*Cum Laude*  
 Lindy Tran  
*Magna Cum Laude*  
 Luke Gerald Travaglianti  
 Chloe Tropea  
 Faith Ellen Troup  
*Cum Laude*  
 Milla Hartley Troyer-Reed  
*Summa Cum Laude*  
 Julia Ann Tsarnas  
*Summa Cum Laude*  
 Antigone Grace Tschetter  
*Summa Cum Laude*  
 Emmanuel Solomon Tsegaye  
 Athan Demetrios Tsigas  
*Cum Laude*  
 Li Hsin Tsui  
*Cum Laude*  
 Sarah Mercedes Turchetta  
*Summa Cum Laude*  
 Noah Samuel Turoff  
*Magna Cum Laude*  
 Dimitri Vladimirovich Tuzin  
 Hannah Tyre  
*Magna Cum Laude*  
 Chance Jeffrey Uebel  
*Cum Laude*

Aidan Joshua Uher  
*Magna Cum Laude*  
 Carla Tatiana Unzueta  
*Summa Cum Laude*  
 Katarina Nickell Upchurch  
 Bereket Haylemikael Uqabai  
 Michela Francesca Urso  
 Phoebe Marie Uttermohlen  
*Magna Cum Laude*  
 Aaryan Pratik Vaishnav  
 Prisella Christina Callanta Valdez  
*Summa Cum Laude*  
 Leah Esther Valdman  
*Summa Cum Laude*  
 Ian Martin Valerius  
 Aaron James Van Bibber  
*Cum Laude*  
 Zoë Marleen Erika Gilda Van Gysegheem  
*Summa Cum Laude*  
*with Research Distinction in Women's, Gender, and Sexuality Studies*  
 Julia Belle Van Schaik  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
 Kamryn Vance  
 Brandon John Vanderhorst  
*Cum Laude*  
 Emily Angela Vanichtheeranont  
*Cum Laude*  
 Will Jose VanLeeuwen  
 Isabella Elizabeth Wilson Vargas  
*Magna Cum Laude*  
 Kayleigh Ann Vargo  
*Magna Cum Laude*  
 Erin Noelle Vaughan  
 Joseph Vaughn III  
 Mackenzie Ann Vaughn  
 Marc Joseph Vega  
*Summa Cum Laude*  
 Tania Velazquez Cervantes  
*Cum Laude*  
 Riley Marie Velichka  
*Magna Cum Laude*  
 Leslie Anne Verga  
 Maximilian Louis Vernau  
 Eric Verway-Cohen  
*Cum Laude*  
 Zoey Verway-Cohen  
*Magna Cum Laude*  
 Maria Martha Villalta  
*Magna Cum Laude*  
 Madison Lily Voinovich  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Psychology*  
 Michael Loren Von Ville  
 Elizabeth Kay Voss  
 Wambui Wachira  
 Melissa Michelle Wachtman  
*Summa Cum Laude*  
 Emma Marie Wadsworth  
 Gretchen Wagner  
 Ava Jaye Wahl  
*Magna Cum Laude*  
 Brian Charles Waligura  
 Gabrielle Jolie Walker  
*Magna Cum Laude*  
 Kambi Walker  
 Grace Ann Wallace  
*Summa Cum Laude*

Ladini Shakti Wallace  
*Cum Laude*  
 Sean Michael Wallace  
 Shannon Nicole Walls  
 Rachel Walsh  
 Madelyn Ann Wammes  
*Cum Laude*  
 Hexiang Wang  
*Cum Laude*  
 Mingyao Wang  
 Ziping Wang  
 Aidan Thomas Wanzer  
 Maxwell Socrates Ward  
*Summa Cum Laude*  
 Anna Sophia Warner  
*Cum Laude*  
 Isabelle Grace Warren  
*Summa Cum Laude*  
 Amber Elizabeth Warthman  
*Cum Laude*  
 Bennett Joseph Wasserman  
*Summa Cum Laude*  
 Samantha Rose Wasserman  
 Kate Marie Wassum  
 Abigail Grace Watkins  
*Summa Cum Laude*  
 Alex Jonathan Watkins  
*Magna Cum Laude*  
 Alex Ryan Watters  
*Magna Cum Laude*  
 Sydney Watterson  
 Lauren Rebecca Wayt  
*Summa Cum Laude*  
 Nicholas Xavier Weaver  
*Cum Laude*  
 Raye Lynn Webb  
 Tyler Gerald Weber  
*Cum Laude*  
 Makenna Solei Webster  
*Magna Cum Laude*  
 Naima Abdul Wedow  
 Camden Kurt Wegner  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
 Yixiu Wei (Angelo)  
 Nathan Louis Weigand  
*Summa Cum Laude*  
 Lauren Elizabeth Weingarth  
*Summa Cum Laude*  
 Cayla Alexis Weisman  
*Cum Laude*  
 Jacob James Weiss  
 Abbey Marie Weller  
 Lucy Grace Weller  
*Magna Cum Laude*  
 Teonna Marie Wells  
 Nicholas James Welsheimer  
 Amelia Elisabeth Wenger  
*Magna Cum Laude*  
 John Wesley Wentzel  
 Victoria Careth-Marie Wertz  
*Cum Laude*  
 Kiana Leigh West  
*Cum Laude*  
 Natalie Diane Whaley  
*Cum Laude*  
 Channiah Atiya Whipple  
*Magna Cum Laude*  
 Meredith Whitaker  
*Magna Cum Laude*  
*with Research Distinction in English*  
 William Prescott Whitaker Carey

Earl Harley White  
*Summa Cum Laude*  
 Sarah Elyse White  
*Magna Cum Laude*  
 Shanelle Monae Xenovia White  
*Magna Cum Laude*  
 Kienna Necana Whitman  
*Summa Cum Laude*  
 Olivia P'iliani Whittier  
 Sheridan Wiesner  
*Cum Laude*  
 Jenna Nichole Wight  
 Stephen Trent Wilberger  
*Magna Cum Laude*  
 Olivia Wilbur  
*Magna Cum Laude*  
 Isaac Wilcox  
 Andreas Wilkins  
 Marley Rose Wilkinson  
 Callie Abigail Wilks  
 Dalton Lane Williams  
 Lindsey Jean Williams  
*Cum Laude*  
 Lucas Jeffrey Williams  
*Cum Laude*  
*with Honors in the Arts and Sciences*  
 Mason Ernest Williams  
 Shalea Renae Williams  
 Gabrielle Alexix Williamson  
 Sally Janel Willis  
*Summa Cum Laude*  
*with Research Distinction in Psychology*  
 Madison Marie Wilmoth  
*Summa Cum Laude*  
 Emma Wilson  
*Summa Cum Laude*  
 Max Winans  
 Ariana Alexa Michelle Winbush  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
 David Joseph Winicky  
 Natasha Julie Witz  
*Magna Cum Laude*  
 Ava Margit Wohnner  
 Gwendolyn Lee Wojtkun  
*Summa Cum Laude*  
 Nicholas Michael Wolcott  
 Elijah Miron Wolf  
 Anna Marie Wolfe  
 Andrew Ka Yiu Wong  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Political Science*  
 Bailey Nicole Wood  
*Summa Cum Laude*  
 Milena Judith Wood  
*Summa Cum Laude*  
 Ramire Grace Woodall-Macquaide  
 Jack Avery Woodard  
*Magna Cum Laude*  
 Aaliyah Hailey Woodberry  
*Magna Cum Laude*  
 Jacob Anthony Woods  
 Elise Ann Wortman  
*Magna Cum Laude*  
 Kayden Ajohni Wright  
 Jingling Wu  
*Magna Cum Laude*  
 QianHui Wu

Ruotong Wu  
*Magna Cum Laude*  
*with Research Distinction in English*

Yingming Wu  
Emily Marie Wysong  
Danni Xiao  
*Summa Cum Laude*

Tianchong Xie  
Alic Jade Yang  
*Magna Cum Laude*

Kuangji Yang  
Xinyi Yang  
Zhijie Yang  
*Magna Cum Laude*

Erin Rachel Yashinsky  
Ethan Yates  
Noah Matthew Yoesting  
*Magna Cum Laude*

Abel Gebremeskel Yohannes  
Kieran Charles York, Jr.  
*Summa Cum Laude*

Wesley Joseph York  
Juliana G. Yoss  
*Magna Cum Laude*

Tiffanye Adelia Yost  
Anyssa Nicole Young  
*Cum Laude*

Brinley Robin Young  
*Summa Cum Laude*

Saed Abdirahim Yousuf  
*Magna Cum Laude*

Selina Yu  
*Cum Laude*

Veronica Grace Zack  
Samantha Aliya Zajac  
Peri Gwendolyn Zale  
Dakota Jean Zampa  
*Cum Laude*

Yazen Mohamad Zourou  
*Summa Cum Laude*

Anera Zec  
*Magna Cum Laude*

Leah Marie Zehner  
*Magna Cum Laude*

Ashlynn Nichole Zemanek  
*Summa Cum Laude*

Jieqiu Zhang  
*Magna Cum Laude*

Lingxin Zhang  
*Summa Cum Laude*

Yichi Zhang  
*Cum Laude*

Minyi Zhao  
*Summa Cum Laude*

Wenqi Zhao  
*Magna Cum Laude*

Michelle Zheng  
Lyuheng Zhou  
*Magna Cum Laude*

Yifan Zhou  
*Magna Cum Laude*

Zitian Zhou  
*Magna Cum Laude*

Isabella Marie Zimmerman  
Olivia Nicole Zinnen  
Garrett Presley Ziperstein  
*Summa Cum Laude*

Rafe Timothy Zoll  
*Magna Cum Laude*

Drew Anthony Zunt  
*Cum Laude*

Andrew Jacob Zutler

**Bachelor of Arts in Journalism**

Michaela Hope Belkin  
Caleb Blake  
Rosel Ann Burt  
Luke Anthony Caputo  
Joseph Scott Carpenter  
*Magna Cum Laude*

Caroline Caldwell Fowles  
Angel Lasha Godfrey  
Molly Elizabeth Goheen  
*Cum Laude*

Matthew Hunter Goldman  
Phoebe Nicole Helms  
*Magna Cum Laude*

Megan Kay Hussein  
*Magna Cum Laude*

Adrien James Hymiller  
*Summa Cum Laude*

Autumn Rachel Imhoff  
*Cum Laude*

Gabriella Soraya Khodadad  
*Magna Cum Laude*

Gaston Alejandro Kruskevich  
Kamphuis  
Audrey Grace Kunce  
Cody Allen Machan  
*Cum Laude*

Robert Langley MacKinnon  
Nathan Patrick Mader  
*Magna Cum Laude*

Coby Maer  
Sophie Elizabeth Malynn  
Nicholas Christopher Molica  
Sarah Amelia Moomey  
Austin Michael Mucchetti  
*Cum Laude*

Sharon Menzür Nimyel  
*Cum Laude*

Nicole Nowicki  
*Summa Cum Laude*

Josie Elizabeth Penderghast  
*Cum Laude*

Katherine Renee Popovitch  
*Magna Cum Laude*

Matthew Paul Ratterman  
*Cum Laude*

Adam Joseph Renneker  
Kaley Marie Richard  
*Magna Cum Laude*

Audra Shannon Rosenthal  
Hosna Hashim Sadaqat  
*Magna Cum Laude*

Jacy Gavin Shilot  
*Magna Cum Laude*

Katherine Eleanor Simon  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Arianna Elaine Smith  
*Summa Cum Laude*

Zachary Lynn Taylor  
*Magna Cum Laude*

Gia An Thach  
Jayla Lee Vanhorn  
*Summa Cum Laude*

Yiran Wang  
*Magna Cum Laude*

Krista Willis

**Bachelor of Art Education**

Jade Skylah Adelman  
*Magna Cum Laude*

Kristen Erin Ashbrook  
*Summa Cum Laude*

Sarah Alice-Ann Brightman  
Esther Grace Dolatowski  
*Summa Cum Laude*

Grace Elaine Fulton  
*Magna Cum Laude*

Colton Robert Grant  
*Magna Cum Laude*  
*with Distinction in Art Education*

Grace Elizabeth Handley  
*Cum Laude*

Johnna Marie Husvar  
*Magna Cum Laude*

Lillianna Justice Manker  
*Cum Laude*

Mikaela Grace Marshall  
*Cum Laude*

Jessica Elisa Pilya  
Yasminah A. Rawls  
*Cum Laude*

Victoria Grace Semler  
*Magna Cum Laude*

Hannah Siefring  
*Summa Cum Laude*

**Bachelor of Fine Arts**

Vanessa Kathryn Bonilla  
*Magna Cum Laude*

Hannah Rose Buss  
*Summa Cum Laude*

Gabriel Mikhail Carpenter  
*Summa Cum Laude*

Yitong Chen  
*Magna Cum Laude*  
*with Distinction in Dance*

Marisa Lee Cook  
*Magna Cum Laude*

Grace Noelle Craver  
*Cum Laude*

Calena Ann Cummings  
*Magna Cum Laude*

Siera Elon Dance  
Taylor Renee Dodd  
*Magna Cum Laude*

Abigail Margaret Doerr  
*Magna Cum Laude*

Megan Martha Fabro  
*Magna Cum Laude*

John Steven Federinko  
*Cum Laude*  
*with Distinction in Dance*

Hannah J. Fenstermacher  
*Magna Cum Laude*

Kate Nicole Fishman  
*Summa Cum Laude*  
*with Distinction in Dance*

Ira Ronald Graham IV  
*Magna Cum Laude*

Xiuer Gu  
*Cum Laude*

Jordyn Brooke Hersch  
*Summa Cum Laude*

Mercedes Iman Hicks  
*Summa Cum Laude*  
*with Distinction in Dance*

Elaff Mahmoud Houssems  
Julia Grace Hutchings  
Macy Grace Hyman  
*Cum Laude*

Isabelle Rachel Johnston  
*Summa Cum Laude*

Grace Elizabeth Koenig  
*Summa Cum Laude*  
*with Distinction in Dance*

Ami Gladys Kounta  
James Patrick Ley  
Camryn Denise Little  
*Summa Cum Laude*

Noah Mackey  
Kailey Marie Mayhood  
*Summa Cum Laude*

Isabella Rose Mazur  
*Summa Cum Laude*

Alasdair Skye McDonald  
*Cum Laude*

Dalton Lee Montgomery  
Yasmine I. Morris  
*Magna Cum Laude*  
*with Distinction in Dance*

Madison Nicole Morrison  
*Magna Cum Laude*  
*with Distinction in Dance*

Caroline Simpson Mosholder  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Anya Belle Parsons  
*Summa Cum Laude*

Kelsey Tehmina Plath  
*Summa Cum Laude*  
*with Distinction in Dance*

Mahnour Qadri  
*Magna Cum Laude*

Ava Katherine Raczkowski  
*Summa Cum Laude*  
*with Distinction in Dance*

Jaylyn Cashauna Sanders  
*Cum Laude*

Olivia Jo Sexton  
*Summa Cum Laude*  
*with Distinction in Dance*

Gabriella Marilyn Stauffer  
*Magna Cum Laude*

Caroline Rose Steirer  
*Magna Cum Laude*

Ariana Stone  
*Magna Cum Laude*

Cai Marie Strachan  
*Cum Laude*

Andrew Robert Tieman  
*Magna Cum Laude*

Brittini Danielle Van Dine  
*Summa Cum Laude*  
*with Distinction in Dance*

Arie Elizabeth Vasquez  
*Summa Cum Laude*

Nataly Nicole Vergara  
*Summa Cum Laude*

Amadea Richelle Villanueva  
*Summa Cum Laude*

Madeline Kate Vogelmeier  
*Summa Cum Laude*

Rachel Waid  
*Summa Cum Laude*

Leah Teresa Wander  
*Summa Cum Laude*  
*with Distinction in Dance*

Kaniya Eshe Webb  
Kayla Elise White  
*Cum Laude*

Ashton Grace Wise  
*Summa Cum Laude*  
*with Distinction in Dance*

Uriah Wright  
*Cum Laude*

Meileen Song Wu  
*Summa Cum Laude*

Diqiu Yuan

**Bachelor of Music**

Kalie Makenzie Dawson  
Dirui Jiang  
*Summa Cum Laude*

Eli Johnson  
*Summa Cum Laude*

Parker George Lewis  
*Magna Cum Laude*

Louis Alforte Maligaya  
*Summa Cum Laude*

Madison Paige McHenry  
*Cum Laude*

Matthew Robert Pleski  
Leigha McGinley Schumaker  
*Summa Cum Laude*

**Bachelor of Music Education**

Sean Bauman  
Vincent Brausch  
*Magna Cum Laude*

Peter Aaron Breckenridge  
Matthew Allen Burns  
Brennan Andrew Colvard  
Nicholas Stephen Denino  
*Magna Cum Laude*

Logan James Gardiner  
Isabella Jean Haines  
*Magna Cum Laude*

Safa Aziza Jeelani  
*Summa Cum Laude*

Samuel Ray Johnson  
*Magna Cum Laude*

Joel Davis Kellar  
*Magna Cum Laude*

Brenna Shea Kitchen  
*Summa Cum Laude*

Katherine Elizabeth Lowry  
*Summa Cum Laude*

Alyssa Caroline McGraw  
*Cum Laude*

Danielle Halle Miller  
*Cum Laude*

Jonathan Daniel Mitchell  
*Summa Cum Laude*

Benjamin Gerard Moloci  
*Magna Cum Laude*

Julia Moxley  
*Summa Cum Laude*

Eric Matthew Oxsalida  
Matthew Lee Pugh  
*Magna Cum Laude*

Colby Curtis Van Gorp  
Coral Noel Varian  
*Summa Cum Laude*

**Bachelor of Science in Design**

Regina Aguilar Prieto  
*Cum Laude*

Kortney N. Allen  
*Magna Cum Laude*  
*with Research Distinction in Interior Design*

Lydia Arman  
*Magna Cum Laude*

Charles Russell Backus  
*with Research Distinction in Industrial Design*

Mariam Baig

Shaharah Ray Barnett  
*Magna Cum Laude*

Jenna Colleen Bauer  
*Cum Laude*

Giulia Blake  
*Magna Cum Laude*

Sarah Marie Bonnett  
*Summa Cum Laude*  
*with Research Distinction in Interior Design*

Maria Rose Bowman  
*Summa Cum Laude*

Jacqueline M. Brandon

Lilyana Evelyn Bryan  
*Magna Cum Laude*

Kaytlin Mae Bullock  
*Cum Laude*

Katherine Elizabeth Bush  
*Cum Laude*

Avery Elizabeth Caiazza  
*Magna Cum Laude*

Hattie Elizabeth Carr  
*Magna Cum Laude*  
*with Research Distinction in Industrial Design*

Jason Dionisio  
*Cum Laude*  
*with Research Distinction in Industrial Design*

Olivia Marie Doland  
*Summa Cum Laude*  
*with Research Distinction in Industrial Design*

Benjamin L. Drake

Kayla Brooke Eastman  
*Magna Cum Laude*  
*with Distinction in Visual Communication Design*

Korene Denise Embrack  
*Summa Cum Laude*  
*with Research Distinction in Industrial Design*

Levi Gaidos

Brianna Rose Gallagher  
*Magna Cum Laude*

Grace Elizabeth Gerber  
*Summa Cum Laude*

Abigail Elizabeth Giesecke  
*Summa Cum Laude*

Mekayla Elizabeth Gladman  
*Cum Laude*

Robert David Goldsmith  
*Cum Laude*  
*with Research Distinction in Interior Design*

Nolan Benjamin Green  
*Magna Cum Laude*

Alexander Jacob Horton  
*Cum Laude*

Brooke Marie Koch  
*Summa Cum Laude*  
*with Research Distinction in Interior Design*

Sarah Grace Phoenix Kocher  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Industrial Design*

Dani Marie Kathryn Koehler  
Daniel Kraft

Mollie Marie Kunar  
*Cum Laude*

Keyah Christine Madaris  
*Cum Laude*

Jacob Garrett Morgan  
*Cum Laude*

Sophie Marguerite Newman  
*Magna Cum Laude*

Easton Seune-Chau Nguyen  
Melina D. Oliver  
*Summa Cum Laude*

Rebekka Shea Ranalli  
*Cum Laude*

Dana Curran Richardson  
*Magna Cum Laude*

Annie Roo  
*Magna Cum Laude*  
*with Research Distinction in Industrial Design*

Rachel Catherine Schofield  
*Summa Cum Laude*  
*with Research Distinction in Interior Design*

Zoë Simone Shay-Tannas  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Industrial Design*

Abbigail Grace VanHoose  
*Summa Cum Laude*

Morgan Noelle Vereb  
*Summa Cum Laude*  
*with Research Distinction in Interior Design*

Lucia Christine Vidmar  
*Summa Cum Laude*

Averi Michelle Wolf  
*Summa Cum Laude*  
*with Research Distinction in Interior Design*

Ciera Elizabeth Yamarick  
*Magna Cum Laude*

I Chen Yen  
*Magna Cum Laude*

**Bachelor of Science in Atmospheric Sciences**

Kamran A. Chowdhury  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Emma Marie Edwardson  
Jacob Lee Fields  
*Cum Laude*  
*with Honors in the Arts and Sciences*

Antonette Marie Giovannucci  
Nicholas Jay Hawkins  
Erika Louise Mrazik  
Blake Richard Murray  
*Cum Laude*  
*with Research Distinction in Atmospheric Sciences*

Anthony Michael Peters  
*Cum Laude*

Samuel Jeffrey Porter  
*Cum Laude*

Jordan David Scheuffer  
Qi Tian  
Logan Micheal Wallen

**Bachelor of Science in Geographic Information Sciences**

Megan Burian  
Lukas Robert Duncan  
James C. Dye  
*Cum Laude*

Alexander Dzingliski  
Henos Habtom Efreem  
Nathan Henry Fisher  
*Magna Cum Laude*

Troy Grace Harbin  
*Cum Laude*

Kevin Hughes

Amin M. Mohammed  
Dominic Dante Nespeca  
Meera Rashesh Patel  
Duncan Michael Srsic  
*Cum Laude*

Khadjiah Tounkara  
Luke Brian Turner

**Bachelor of Science**

Tala Abboud  
Serene Zohair Abdelbaki  
*Summa Cum Laude*

Sabriyah Abdullah  
Radhika Talukdar Abeywickrama  
*with Research Distinction in Molecular Genetics*

Jamil Aboushaar  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Alexander John Abreo  
*Cum Laude*

Rushid I AbuArish  
Malath Hseen Abdulwahed  
Juanita Kumbea Acquah  
*Cum Laude*  
*with Honors in the Arts and Sciences*

Gavin Christopher Adams  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Isabel Lorien Adams  
*Magna Cum Laude*

Kirubel Addis

Neema Catherine Adley  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Neuroscience*

Sanskriti Admane  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Martha Admassu  
*Cum Laude*

Abel Pierce Aebker  
Enoayoh Agbor Enow  
Raghib Ahmad  
Abner Khoshnabish Ahmed  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Reem Ahmed  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Brianna Lynn Ake  
Habib Elias Akouri  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Aafia Akther

Amwwar AL Tibawi  
Ameen Al-E-Jaili  
*Magna Cum Laude*  
*with Research Distinction in Economics*

Jake Michael Alalouf  
*Magna Cum Laude*

Benjamin Ryan Albert  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Ayah Mohammed Aldosari  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Selamawit Wende Alebachew  
*Cum Laude*  
*with Honors in the Arts and Sciences*

Gillian Catherine Alexander  
*Magna Cum Laude*

Gabriel Gerard Alge  
*Summa Cum Laude*

Khalid Abdinasir Ali  
*Cum Laude*

Mir Mubashir Ali

Mohamed Ali

Justin Kosiso Aliozor-Anigbo  
*Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction*

Madison Maria Allegretti  
*Summa Cum Laude*  
*with Research Distinction in Biochemistry*

Nabaa Almarshadani  
Sabaa Almarshadani  
Khailifa Abdulla Khudoum Hamad  
Alnuaimi  
*Summa Cum Laude*

Mohammad Alrashed  
Sara Rasheed Alsammerai  
*Cum Laude*  
*with Research Distinction*

Omar Fuad Alshami  
*Magna Cum Laude*

Sukaina Alshami  
Rylee Marie Alsapach  
Sajeda B. Altaani  
Junaid Alukaidi  
Joshua Laureño Alvarez  
*Cum Laude*

Daphne Amir  
*Cum Laude*

Anwitha Anand  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Cora Ingrid O'Claire Anderson  
*Cum Laude*

Sarah Jane Yongfang Anderson  
Anju Anilkumar  
*Cum Laude*

Huiling Ao  
Joseph Louis Arena  
Christina Arida  
*Cum Laude*

Zachary Jacob Arnett  
Henry Charles Arthur  
*Summa Cum Laude*

Carson Daniel Artrip  
*Magna Cum Laude*

Nathaniel Yaw Duah Asamoah  
*Cum Laude*

Mia Nedal Ashriem  
*Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Biochemistry*

Mariz Usama Attiah  
*Cum Laude*

Emma Dae Atwood  
*Cum Laude*

Kaia Rose Atzberger  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Astronomy and Astrophysics*

Jose Alejandro Awais  
Khaled Mohsen Ayyad  
Luc Emerson Azen  
*Magna Cum Laude*

Carol Shereen Azer  
*Cum Laude*  
*with Honors in the Arts and Sciences*

Mena Aziz  
Alexander Bacanurschi  
Kirsten Annalise Bache  
*Cum Laude*

Justine Anna Back  
William Michael Francis Backlin  
*Magna Cum Laude*

Usid U. Bader  
Kara Elizabeth Baetz  
*Cum Laude*

Maaz Baig  
Maryam Baig  
Brayden Joel Bair  
*Magna Cum Laude*

Theadora Elaine Baker-Wallerstein  
Yashar Ben Bakhshaeisarand  
*Cum Laude*

George Andrew Balint  
*Magna Cum Laude*

Sarah Elizabeth Baltimore  
*Magna Cum Laude*  
*with Research Distinction in Psychology*

Sanchali Banerjee  
Andrew Jerry Banks  
Albert Bao  
*Magna Cum Laude*

Christina Lynn Barba  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

<b>Ryelle Grace Barnes</b> <i>Cum Laude</i> with Honors in the Arts and Sciences	<b>Amelia Grace Bettinger</b> <i>Summa Cum Laude</i>	<b>Caitlin Nicole Boutwell</b> <i>Summa Cum Laude</i>	<b>Sander Capetz</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences with Honors Research Distinction in Economics	<b>Michael Ming Ching</b> <i>Cum Laude</i> with Honors in the Arts and Sciences
<b>Kevin Patrick Barrett</b>	<b>David Betz</b> <i>Cum Laude</i>	<b>David Lee Bowden</b>	<b>Anne Eileen Carney</b> <i>Cum Laude</i>	<b>Ayza Choudhry</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences
<b>Megan Nicole Bartszek</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences with Honors Research Distinction in Psychology	<b>Emily Hope Beyer</b>	<b>Maria Rose Bowman</b> <i>Summa Cum Laude</i>	<b>Olivia Marie Carraher</b> <i>Magna Cum Laude</i>	<b>Katelyn Irene Chu</b> <i>Summa Cum Laude</i>
<b>Yahya Basharat</b> <i>Cum Laude</i>	<b>Riya M. Bhatt</b>	<b>Peter Bradbury</b> <i>Cum Laude</i> with Honors in the Arts and Sciences	<b>India Shinn Carter</b> <i>Magna Cum Laude</i> with Research Distinction in Neuroscience	<b>Helen Saejung Clifford</b> <i>Cum Laude</i>
<b>Amina Abdi Bashir</b>	<b>Alexander Bi</b> <i>Magna Cum Laude</i>	<b>David Todd Braden</b> <i>Cum Laude</i>	<b>Makayla Ann Cartnick</b> <i>Cum Laude</i> with Research Distinction in Biology	<b>Quinn Cline-Cook</b>
<b>Verina Maged Baskhron</b> <i>Summa Cum Laude</i>	<b>Kayla Grace Biewer</b> <i>Magna Cum Laude</i>	<b>Elizabeth Robaert Brady</b>	<b>Celia Joan Caruso</b> <i>Cum Laude</i>	<b>Morgan Maureen Clute</b>
<b>Samuel Logan Bassett</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>Noah Thomas Bigger</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences	<b>Arjun Mit Brahmhatt</b> <i>Cum Laude</i>	<b>Faris Joseph Cash</b> <i>Cum Laude</i>	<b>Kathryn Grace Coffey</b> <i>Magna Cum Laude</i>
<b>Alexander James Bastin</b>	<b>John Billing</b> <i>Summa Cum Laude</i>	<b>Isaac Braunstein</b> <i>Cum Laude</i>	<b>Payton Elizabeth Cassel</b> <i>Cum Laude</i>	<b>Leah Xiangli Cohen</b> <i>Cum Laude</i>
<b>Grace Aloise Bates</b> <i>Magna Cum Laude</i>	<b>Alexandra Rosaleigh Billings</b> <i>Cum Laude</i>	<b>Cade Thomas Brautigam</b> <i>Cum Laude</i>	<b>Jason Samuel Cataland</b> <i>Magna Cum Laude</i>	<b>Madeline Jane Cohen</b> with Honors in the Arts and Sciences
<b>Mackenzie Pearl Batson</b> <i>Cum Laude</i>	<b>Lydia Ann Bindal</b> <i>Cum Laude</i>	<b>Nicole Johanna Brearley</b> <i>Magna Cum Laude</i>	<b>Makenzie Nicole Cauchi</b> <i>Summa Cum Laude</i>	<b>Cody Christopher Collins</b> <i>Cum Laude</i>
<b>Joseph Chandran Bauer</b> <i>Summa Cum Laude</i>	<b>Jordan Grace Birchfield</b>	<b>Alexa Rea Bregar</b> <i>Cum Laude</i>	<b>Alexandra Courtney Cereceres</b> <i>Cum Laude</i> with Honors in the Arts and Sciences	<b>Richelle Ariane Collins</b>
<b>Kristina Elaine Bauer</b> <i>Cum Laude</i>	<b>Hannah Elizabeth Bittance</b>	<b>Courtney Christine Briggs</b> <i>Magna Cum Laude</i>	<b>Angelo Joseph Cestone</b> <i>Cum Laude</i> with Honors in the Arts and Sciences	<b>James Bradford Colombo</b> <i>Summa Cum Laude</i>
<b>Joshua Baum</b> <i>Magna Cum Laude</i>	<b>Abbey Frances Black</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>Emily Broski</b>	<b>Ritika Chakraborty</b>	<b>Chloe Jo Conley</b>
<b>Summer Rayne Baxley</b>	<b>Carter William Black</b> <i>Cum Laude</i> with Honors in the Arts and Sciences	<b>Megan Cecelia Brown</b>	<b>Nithin Nmks Chalavadi</b> <i>Summa Cum Laude</i>	<b>Owen Michael Conroy</b> <i>Cum Laude</i>
<b>Dina Reem Bayachou</b> <i>Magna Cum Laude</i> with Research Distinction in Biochemistry	<b>Cassandra Kaylinda Blair</b> <i>Summa Cum Laude</i>	<b>Spencer William Brown</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>Anna Rose Chambers</b> with Honors in the Arts and Sciences with Honors Research Distinction in Molecular Genetics	<b>Nathaniel Reed Conway</b> <i>Cum Laude</i>
<b>Nathan Lawrence Bayer</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences	<b>Harrison Gage Blake-Goszyk</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences with Honors Research Distinction in Physics	<b>Telaneí Isabella Brown</b>	<b>Kristel Lynn Champa</b> <i>Cum Laude</i>	<b>Julius DeShawn Cooper</b> <i>Cum Laude</i>
<b>Seren Rene Bears</b>	<b>Grace Elizabeth Blanchong</b> <i>Cum Laude</i>	<b>Ashley Kathleen Bruns</b> <i>Cum Laude</i>	<b>Madison Ann Chan</b> <i>Cum Laude</i>	<b>Joshua Corll</b>
<b>Julie Nicole Beaucaire</b> <i>Cum Laude</i>	<b>Joshua William Blavat</b> <i>Summa Cum Laude</i>	<b>Deanna Grace Bryan</b>	<b>Olivia Marie Channel</b> <i>Summa Cum Laude</i>	<b>Bentley John Corson</b> Charles Gregory Costanzo <i>Summa Cum Laude</i> with Honors in the Arts and Sciences with Honors Research Distinction in Political Science
<b>Laura Rose Beckett</b> <i>Magna Cum Laude</i>	<b>Melissa Ann Bleich</b>	<b>Bryce James Buchanan</b>	<b>Eden Imam Chaudhry</b> <i>Summa Cum Laude</i>	<b>Emily Rose Cowger</b>
<b>Griffin Alexander Bedsole</b>	<b>Caitlyn Lily Block</b>	<b>Saithi Srisai Buddala</b> <i>Cum Laude</i>	<b>Qasim Chaudhry</b> <i>Magna Cum Laude</i>	<b>Rachel Nicole Cox</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences
<b>Andrew Jay Bell</b> <i>Summa Cum Laude</i>	<b>Sicong Bo</b>	<b>Kathryn Elizabeth Bullock</b> <i>Cum Laude</i>	<b>Desirae-Arcelynn Gallagher</b> Chavez	<b>Courtney Renee Craig</b> <i>Cum Laude</i>
<b>Lauren Elizabeth Bell</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences	<b>Akhila Viswanadh Boda</b> <i>Magna Cum Laude</i>	<b>Jonathan Dwight Burgess</b>	<b>Haotian Chen</b>	<b>Margo Helene Craig</b> Matthew Alexander Cromes <i>Summa Cum Laude</i>
<b>Andrew Joseph Belleli</b>	<b>Felix Boeing</b> <i>Magna Cum Laude</i> with Research Distinction in Earth Sciences	<b>Jonathon Edison Burke</b>	<b>Michelle Chen</b> <i>Magna Cum Laude</i>	<b>Andrew Joseph Crossman</b> <i>Magna Cum Laude</i>
<b>Samuel Joseph Bellman</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences with Honors Research Distinction in Physics	<b>Adam Boggs</b> <i>Cum Laude</i>	<b>Jazmine Kiana Burkes</b>	<b>Qiyu Chen</b> <i>Cum Laude</i>	<b>Joseph Patric Crump</b>
<b>Kurt Benchoff</b> <i>Cum Laude</i>	<b>Mitchell Gordon Bonanno</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>William Jerome Burks II</b>	<b>Siwen Chen</b> <i>Cum Laude</i>	<b>Caleb Christopher Cummings</b> <i>Magna Cum Laude</i>
<b>Riley Kaelin-Marie Bennett</b>	<b>Ethan Bond</b>	<b>Colin Thomas Burns</b>	<b>Taiyi Chen</b> <i>Magna Cum Laude</i>	<b>Tianle Chen</b> <i>Summa Cum Laude</i>
<b>Katerina Marie Benny</b>	<b>Tatiyana M. Booker</b>	<b>Benjamin Otto Burstein</b>	<b>Tianle Chen</b> <i>Magna Cum Laude</i>	<b>Zhouzhou Chen</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences
<b>Nadia Misencik Benny</b> with Honors in the Arts and Sciences	<b>Emma Grace Bookwalter</b> <i>Cum Laude</i> with Honors in the Arts and Sciences	<b>Gwyneth Marie Bush</b> <i>Magna Cum Laude</i>	<b>Yiming Cheng</b>	<b>Seth Andrew Cummins</b> <i>Cum Laude</i>
<b>Julia Ann Bentley</b> <i>Magna Cum Laude</i>	<b>Colleen Marie Booth</b> <i>Magna Cum Laude</i>	<b>Kaeli Elizabeth Bush</b>	<b>Yinuo Cheng</b> <i>Magna Cum Laude</i>	<b>Emily Grace Cunningham</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences
<b>Allison Jayne Berens</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>Grant Curtas Bordner</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences	<b>Madison Lyn Bush</b> <i>Magna Cum Laude</i>	<b>Pranav Cherukuri</b> <i>Magna Cum Laude</i>	<b>Colin Michael Curran</b> Macray Peter Curran
<b>Sanjay Aiko Bergstrom</b> <i>Magna Cum Laude</i>	<b>Elena Mariazul Botoulas</b>	<b>Gillian Elizabeth Butler</b> <i>Magna Cum Laude</i>	<b>Josiah M. Cheung</b>	<b>Ashley Rose Cyr</b> <i>Summa Cum Laude</i>
<b>Patricia Marie Berrios Jiménez</b> <i>Magna Cum Laude</i>	<b>Connor Jay Bourgeault</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences with Honors Research Distinction in Biochemistry	<b>Bradley Lee Butsch</b> <i>Cum Laude</i>	<b>Adam Josef Childs</b> <i>Cum Laude</i>	<b>Liliana Maria D'Allesio</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences
<b>Emma Kathleen Bertleff</b>	<b>Callie Marie Boustany</b>	<b>Grace Fern Bylaw</b>	<b>Madelin Zi Ching</b> <i>Magna Cum Laude</i> with Research Distinction in Medical Anthropology	<b>Neal Franklin D'Andrea</b>
<b>Menaz Naseem Bettes</b> <i>Cum Laude</i> with Research Distinction in Neuroscience		<b>Jacob Tyler Bzdafka</b> <i>Cum Laude</i> with Research Distinction in Earth Sciences		<b>Samantha Matera D'Angelo</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences
		<b>Caroline Cable</b>		<b>Madeline Mary Dahl</b>
		<b>Sophia Gabriella Caceres</b>		
		<b>Alec Tristan Calanche</b> <i>Cum Laude</i>		
		<b>Jowen Joseph Callahan</b> <i>Magna Cum Laude</i> with Research Distinction in Astronomy and Astrophysics		
		<b>Emily Rose Campbell</b> <i>Cum Laude</i>		
		<b>Samantha Lee Capel</b>		

Qing Dai <i>Cum Laude</i>	Sydney Dollenmayer <i>Cum Laude</i>	Chloe Grace Smith Engel <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Arthur Dean Franklin <i>Summa Cum Laude</i>	Alana Joan Goukler Nyja Arvind Gowda <i>Summa Cum Laude</i>
Max Alan Daley <i>Magna Cum Laude</i>	Andrew Michael Dombrowski <i>Cum Laude</i>	Cameron MacGregor Erdman Lauren Eileen Ergazos Emily Erhardt Isabella Paige Erter Madison Marie Estrela <i>Magna Cum Laude</i>	Charles Lawrence Franz <i>Summa Cum Laude</i>	Marley Lynn Graham <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>
Kaitlin Alexandra Daly <i>Cum Laude</i>	Amy Dong <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Allison Shirley Ewald <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Isabel Franz <i>Cum Laude</i>	Jennifer Ellen Grainger <i>Cum Laude</i>
Samantha Michelle Daniels <i>Summa Cum Laude</i> <i>with Research Distinction in Psychology</i>	Kevin Dong <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Sabrina Sara Fabec Madison Reece Faulkner Nathan Michael Favia <i>Magna Cum Laude</i>	Kathleen Renee Frazer Ilyse Kai Freeman Julia Marie Frey <i>Magna Cum Laude</i>	Lili Ana Grant <i>Cum Laude</i>
Kofi Owusu Darkwa <i>Magna Cum Laude</i>	Anna Elisabeth Donsky <i>Summa Cum Laude</i>	Nicole Marie Fedor Sophia Isabella Feldman <i>Cum Laude</i>	Cecilia Chenxi Fu <i>Cum Laude</i>	Kalor Reed Greve <i>Cum Laude</i> <i>with Research Distinction</i>
Ananya Das <i>Magna Cum Laude</i> <i>with Research Distinction in Neuroscience</i>	Brogan Brian Murphy Doran Alexandra Grace Dorinsky <i>Cum Laude</i>	John James Felice <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i> <i>with Honors Research Distinction in Physics</i>	Annabel Elise Fuller <i>Magna Cum Laude</i>	Abigail Rose Grice Simon Andrew Grome <i>Cum Laude</i> <i>with Honors in the Arts and Sciences</i>
Emma Kathryn Daugherty Hannah Lynn Davis Shruti Manoj Daya Caroline Helene Dean <i>Summa Cum Laude</i>	Lauren Sebastian Faye Fawzy Doss Julia Dreiling <i>Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Leah Grace Fellows Madelyn Ann Ferree <i>with Research Distinction in Microbiology</i>	Cathryn Jane Fulmer <i>Cum Laude</i>	Zheng Guan <i>Cum Laude</i>
Hope Alexis Deckman <i>Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Camille Marie Drenkhan <i>Cum Laude</i>	Jacob Edward Ferreira <i>Cum Laude</i> <i>with Research Distinction in Neuroscience</i>	Robert James Furlong Alexa Terumi Furukawa Ian Abraham Gabriel <i>Summa Cum Laude</i>	Jackson Leonardo Guirnalda <i>Magna Cum Laude</i>
Katlyn Briana DeHart <i>Magna Cum Laude</i>	Madeline Zoe Dreyer <i>Magna Cum Laude</i>	Madison Lynn Fichter <i>Magna Cum Laude</i>	Joshua Thomas Galloway Jacqueline Marie Gambrell Kathryn James Garrity <i>Cum Laude</i>	Essa Haseeb Gul <i>Summa Cum Laude</i>
Gabriel Olmsted Dehlendorf Anthony Michael Del Zoppo IV Chengpeng Deng Nash Eugene Densel <i>Cum Laude</i>	Michael Jeffery Drouard Matthew Daniel Drozda <i>Magna Cum Laude</i>	Eve Figueroa Rhiannon Christine Fildebrandt Kyle Peter Fink <i>Cum Laude</i>	Panayiotis A. Gentis <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Emily Elizabeth Gunn <i>Cum Laude</i>
Jacob Alexander Depinet <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Lindsay Renee Drumm Sophia Mae Dudon Patrick Nicholas Duffy Leena Dughly <i>Cum Laude</i>	George Finkelstein Mason Richard Fite <i>Magna Cum Laude</i>	Alexander Gentry <i>Magna Cum Laude</i>	Shuliang Guo <i>Magna Cum Laude</i>
Hodan Osman Deria <i>Magna Cum Laude</i>	Raleigh Dunn <i>Magna Cum Laude</i> <i>with Research Distinction in Zoology</i>	Sean Patrick Fitzsimmons <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Atekelt Teshome Getahun Skyler Mackenzie Getty <i>Magna Cum Laude</i>	Deependu Gupta <i>Summa Cum Laude</i>
Kajal Sanjay Desai <i>Magna Cum Laude</i>	Hannah Rae Durbin Owen Jerome Eastep Lillian Gayle Ebeling-Koning <i>with Research Distinction</i>	Emily Louise Fleeger <i>Cum Laude</i>	Shreya Satish Ghanekar <i>Magna Cum Laude</i>	Gauruv Aryaman Gupta <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>
Nikhil Ketan Desai <i>Magna Cum Laude</i>	Holly Elizabeth Eberly <i>Magna Cum Laude</i>	Elizabeth Louise Flint <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Yash Ghosh <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Charles George Gustafson Jessica Rose Guzzino <i>Magna Cum Laude</i>
Ryan Marc Devaraj Mikenna René Dew <i>Magna Cum Laude</i>	Lucas Ecker <i>Magna Cum Laude</i>	Jonathan Daniel Flowers Lebga Sema Fofung <i>Cum Laude</i>	Ateklit Teshome Getahun Skyler Mackenzie Getty <i>Magna Cum Laude</i>	McKayla Nana-Aceampoma Hagan <i>Magna Cum Laude</i>
Jesse Singh Dhaliwal Shivani Dhekne <i>Magna Cum Laude</i>	Andrew Joseph Eicher <i>Magna Cum Laude</i>	Jack Ryan Foley Jason Shen Yik Fong Ariella Forge Gilles Fortgalland <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Shreya Satish Ghanekar <i>Magna Cum Laude</i>	Hadley Hairston Neeka Hajjafar Tyler Alexander Haley Piper Patterson Halliday <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>
Simran Dhillon Gabriela Nicole DiCicco <i>Magna Cum Laude</i>	Lilia Marie Eifert <i>Magna Cum Laude</i>	Abbey Elizabeth Forehand <i>Summa Cum Laude</i>	Louis Michael Gibson <i>Summa Cum Laude</i>	Quentin Luther Halyama Alec Daniel Hamall Courtney Janelle Hammonds <i>Cum Laude</i>
Lindsay Rose Dickerson <i>Summa Cum Laude</i>	Dalia Lily Einstein <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i> <i>with Honors Research Distinction in Neuroscience</i>	Jack Robert Foster <i>Summa Cum Laude</i>	Bradley Michael Gigax <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Forest Hampton IV Vincent Frederick Haney <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>
Seth Mitchell Dillard Alexis Jean DiMatteo <i>Magna Cum Laude</i>	Alaina Suzanne Eiterman <i>Cum Laude</i> <i>with Research Distinction</i>	Afia Dankwaah Fosu <i>Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Thomas Gilej <i>Cum Laude</i>	Cassidy Nicole Hanna <i>Cum Laude</i> <i>with Honors in the Arts and Sciences</i>
Isabella Rose Dimos Qiqi Ding <i>Summa Cum Laude</i>	Onyekachi Natalie Ejogwu Ramy El-Assal <i>Summa Cum Laude</i>	Elenzie DeVere France <i>Magna Cum Laude</i>	Derek Shane Gingerich Grace Mary Gisoldi <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Kaitlyn Hannes <i>Cum Laude</i>
Shuyu Ding <i>Summa Cum Laude</i>	Victoria Katherine Elek Aliya Otman Elkon <i>Cum Laude</i>	Cobie Wei Frank <i>Cum Laude</i>	Arvitha Gogineni <i>Magna Cum Laude</i>	Luke Thomas Hansen Taejah Renee Hanson <i>Cum Laude</i>
Dominic Joseph DiRocco <i>Summa Cum Laude</i>	Chloe Nichole Elliott Alexa Ellwood <i>Magna Cum Laude</i>	Garrett Stanley Gooch Nicholas V. Goodrich Divya Suseela Gopal <i>Cum Laude</i>	Benjamin Michael Golding David Patrick Gonia <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Jesse Randolph Hardin <i>Cum Laude</i>
Hannah Nicole Dixon Janelle Ruth Dixon Molly Taylor Dixon <i>Magna Cum Laude</i>	Jenin Elmosleh <i>Summa Cum Laude</i>	Haley Elizabeth Gosselein David L Gough <i>Cum Laude</i>	Caroline Anne Gillespie <i>Summa Cum Laude</i>	Sarah Rose Harris Joshua Robert Hartley Lindsey Hartshorn Julia Eve Hasan <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>
Shannon Margaret Dobres <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Anna Marie Elsass		Caroline Marsh Ginder <i>Cum Laude</i>	Zayna Hasan <i>Summa Cum Laude</i>
Ronith Sai Doodi <i>Cum Laude</i>			Alicea Issah Gosal <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Erin Nicole Hasenoehrl <i>Magna Cum Laude</i>

**Christopher Michael Haskins, Jr.**  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

**Khalid Hassan**  
**Katherine Jenna Hathaway**  
**Tait Trygve Haugen**  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

**Alexa Sage Hayes**  
*Cum Laude*

**Nathan Scott Hazel**  
*Magna Cum Laude*

**Sydney Hazelton**  
*Cum Laude*

**YingYi He**  
*Summa Cum Laude*

**Zhengshen He**  
**Conner David Heald**  
**Frank Brian Hegedus**  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Physics*

**Natalia Tara Heijnen**  
**Jenna Joline Helkey**  
**Collin Jacob Helms**  
**Reece Edward Hemann**

**Anna Rose Henry**  
*Magna Cum Laude*

**Kate Addison Heston**  
*Magna Cum Laude*

**Madalyn Claire Hicov**  
**Kyle Alexander Highfield**  
**Hazen Joon Hildebolt**  
*with Research Distinction in Physics*

**Alexander Daniel Hill**  
*Cum Laude*

**Jacquelyn Spencer Hill**  
*Cum Laude*

**Marykate Annalee Hill**  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

**Brian Matthew Hilmey**  
**Samantha Morgan Hitchcock**

**Brandon Lee Hoff**  
*Magna Cum Laude*

**Geno Michael Hoffman**  
*Summa Cum Laude*

**Erin Lynn Holden**  
*Magna Cum Laude*

**Landon Dale Holland**  
*Summa Cum Laude*

**Kimberlee F. Holman**  
*Cum Laude*

**Vivien Holop**  
*Magna Cum Laude*

**Jacob Hong**  
**Riley Elizabeth Hoover**  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

**Hannah Faye Hopson**  
*Magna Cum Laude*

**Natalie Ann Horn**  
**Jayme Paige Hottinger**  
*Cum Laude*

**Anna Hou**  
*Magna Cum Laude*

**Olivia Noelle Houpt**  
*with Research Distinction in Evolution and Ecology*

**Xinting Hu**  
*Summa Cum Laude*

**Qiaoxin Huang**  
*Summa Cum Laude*

**Marcus Lamar Hudgins**  
**Lauren Delaney Hughes**  
**Nathan Ryan Hughes**  
**Chase Alexander Hunter**  
**Marcus Wayne Hunter**  
*Magna Cum Laude*

**Taweh M. Hunter**  
*Cum Laude*

**Padraig Hurley**  
*Cum Laude*

**Zach Francis Hurley**  
*Summa Cum Laude*

**Natalie Maria Huryn**  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Neuroscience*

**MaKenzie Lyn Hutchison**  
**Zachary Decker Hyatt**  
*Magna Cum Laude*

**Osman Ahmed-Nassir Ibrahim**  
*Summa Cum Laude*

**Madison McKenzie Irwin**  
**Christina Marie Isckarus**  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

**Aya Firas Ismael**  
*Magna Cum Laude*  
*with Research Distinction*

**Rhea Shrikant Iyer**  
**Quincy Sinclair Jacobs**  
*Cum Laude*

**Isabel Sophia Jaen**  
*Magna Cum Laude*  
*with Research Distinction in Neuroscience*

**Leena Jafri**  
**Travis Fletcher Jahnowski**  
**Mia Elizabeth Jakubowski**  
*Cum Laude*

**Sabreen Murad Jallaq**  
**Fatma Jama**  
*Cum Laude*

**Scott Lewis James**  
**Afif Al Jamil**  
*Cum Laude*

**Amanda Nicole Jay**  
*Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Molecular Genetics*

**Faith Christine Jeffrey**  
**Mia Chasya Jeter**  
**Kaylyn H. Jiang**  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

**Shanghong Jiang**  
**Ellis Michael Johanson**  
**Alyssa J. Johnson**  
*Cum Laude*

**Emily Rose Johnson**  
*Summa Cum Laude*  
*with Research Distinction in Sociology*

**Jasmine Johnson**  
**Jerzie L. Johnson**  
**Ruth Alice Johnson**  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

**Trevor Dahlseide Johnson**  
*Cum Laude*

**Pranav Rama Jois**  
*Summa Cum Laude*

**Grant Patrick Jones**  
*Magna Cum Laude*

**Kassidy Makena Jones**  
**Matthew O'Brien Jones**  
**Bryson Alexander Jordan**  
*Cum Laude*

**Paula Maria Joseph**  
*Cum Laude*  
*with Research Distinction in Evolution and Ecology*

**Skylar Anne Joslyn**  
**Montserrat Juarez**  
*Cum Laude*

**Megan Elizabeth Judson**  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

**Nolan A. Kachmar**  
**Ella Harmony Kalis**  
*Cum Laude*  
*with Honors in the Arts and Sciences*

**Mani Kamali**  
**Jack Kamnikar**  
**Apurva Kanagal**  
**Khushroop Kang**  
**Ryon Barret Kang**  
**Sanjay Abell Kanna**  
*Magna Cum Laude*

**Anthony H. Kantaras**  
*Magna Cum Laude*

**Amarachi Ashley Ogechi Kanu**  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

**Carson Michael Karakis**  
*Summa Cum Laude*

**Ruba Atef Karasneh**  
**Aaliyan Kashif**  
**Henry Mychal Kast**  
**Taylor Marie Kaufman**  
*Cum Laude*

**Amira Izzati Binti Kauzi**  
*Magna Cum Laude*

**Benjamin Daniel Keip**  
**William Hartley Keiser**  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

**Gabrielle Elise Kemper**  
*Cum Laude*

**Nicholas Johann Kenner**  
*Magna Cum Laude*

**Justina Ker**  
**McKinley Hall Kerans**  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

**Dillon Kern**  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

**Kelsey Marie Kershner**  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

**Sahil Khambhampati**  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

**Ayah Noor Khan**  
*Cum Laude*

**Faraz Rehman Khan**  
**Hamza Fahim Khan**  
*Summa Cum Laude*

**Ilyas Kherzai**  
*with Honors in the Arts and Sciences*

**Luke C. Khorram**  
**Karmah Saeb Khoury**  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

**Zahra Latif Khuroh**  
*Magna Cum Laude*

**Joon Marie Kim**  
**Morgan Uhn-Joo Kim**  
*Magna Cum Laude*

**Caitlyn Kimbell**  
*Cum Laude*

**Haydn Charles King**  
**JaVaughn Taffney King**  
*Cum Laude*

**Taylor Nicole King**  
**Brendan Reid Kirsh**  
*Magna Cum Laude*  
*with Research Distinction in Astronomy and Astrophysics*

**Maxwell David Kleinmann**  
**Abigail Marie Klever**  
**Emma Rose Brunner Kline**  
**Kayla Renee Kline**  
*Magna Cum Laude*

**Nathan Edward Klingele**  
*Magna Cum Laude*

**Kaitlyn Paige Knapp**  
**Lee Ellen Knapp**  
*Summa Cum Laude*

**Gabriel Walker Knuth**  
*Cum Laude*

**Kate Hyeseung Ko**  
*with Honors in the Arts and Sciences*

**Pranav Koduri**  
*with Honors in the Arts and Sciences*

**Hannah Koh**  
*Magna Cum Laude*

**Sriram Kolli**  
*Cum Laude*  
*with Honors in the Arts and Sciences*

**Naa Dromo Korley**  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Neuroscience*

**Luis Carlos Lara**  
**Kwame Osbert Lartery**  
*Cum Laude*

**Christopher Alan Lash**  
*Cum Laude*

**Amber Nicole Lataille**  
*with Honors in the Arts and Sciences*

**Jesse Lau**  
*Summa Cum Laude*

**Brooke Anne Lauer**  
*Cum Laude*

**Jessica Ann Lebowitz**  
**Annika Michelle Lee**  
*Cum Laude*

**Gina Selby Lee**  
*Magna Cum Laude*

**Kaitlyn Renee Lee**  
*Magna Cum Laude*

**Loretta Joyce Leedy**  
*Magna Cum Laude*

**Samuel Joseph Lefebvre**  
*Cum Laude*

**Matthew Joseph LeJeune**  
**Megan Elizabeth Lencke**  
*Cum Laude*

**Ethan James Leonard**  
**Joseph R. Leone**  
**Jason Moy Leong**

**Anastasiya Sergeyevna Krysova**  
*Magna Cum Laude*  
*with Research Distinction in Earth Sciences*

**Zachary John Kubatko**  
*Summa Cum Laude*

**Yashika Kuchanpally**  
**Laci Kaye Kuhlwein**  
*Cum Laude*  
*with Honors in the Arts and Sciences*

**Einice Kum Cheng Yee**  
*Cum Laude*

**Rachel Maya Kumar**  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

**Evan Scott Kuntz**  
*Magna Cum Laude*

**Reuben Galileu Guimaraes Kupecc**  
**Abigail Kuper**  
*Summa Cum Laude*

**Emma Grace Champion Kurtz**  
*Cum Laude*

**Havelah Kusi**  
**Daisya Yvette Kynard**  
**Corinne Catherine Lafferty**  
*Cum Laude*

**Daniele Faustine Convalcecer Lainez**  
*Cum Laude*

**Rhea Tanmay Lal**  
*Summa Cum Laude*

**Emma Christine Lally**  
*Magna Cum Laude*

**Teresa Marie Lambert**  
**Adam Jacob Lampner**  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

**Anna Olivia Lanier**  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Neuroscience*

**Luis Carlos Lara**  
**Kwame Osbert Lartery**  
*Cum Laude*

**Christopher Alan Lash**  
*Cum Laude*

**Amber Nicole Lataille**  
*with Honors in the Arts and Sciences*

**Jesse Lau**  
*Summa Cum Laude*

**Brooke Anne Lauer**  
*Cum Laude*

**Jessica Ann Lebowitz**  
**Annika Michelle Lee**  
*Cum Laude*

**Gina Selby Lee**  
*Magna Cum Laude*

**Kaitlyn Renee Lee**  
*Magna Cum Laude*

**Loretta Joyce Leedy**  
*Magna Cum Laude*

**Samuel Joseph Lefebvre**  
*Cum Laude*

**Matthew Joseph LeJeune**  
**Megan Elizabeth Lencke**  
*Cum Laude*

**Ethan James Leonard**  
**Joseph R. Leone**  
**Jason Moy Leong**

# May 5, 2024, Spring Commencement

Madison Kay Less  
Zachery Scott Lewald  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Madeline Elizabeth Lewis  
*Cum Laude*

Allison Hoyan Li  
*Summa Cum Laude*

Donna Li  
Fangzhi Li  
*Cum Laude*

Hongyan Li  
*Summa Cum Laude*

Kangrui Li  
*Summa Cum Laude*

Nianyun Li  
Sirong Li  
*Summa Cum Laude*

Wanchen Li  
*Magna Cum Laude*

Ximeng Li  
*Cum Laude*

Yaxiong Li  
Yingying Li  
*Cum Laude*

Yunjie Li  
Logan Michael Lintz  
Joselin Harleigh List  
*Cum Laude*

Anthony Sean Liu  
*Cum Laude*

Zhao Liu  
*Magna Cum Laude*

Zikai Liu  
*Magna Cum Laude*

Brian Evan Lo  
Logan Joseph Loftus  
Cameron John Logar  
Alexander Longo  
*Cum Laude*

Leah Christine Lonsberry  
*Magna Cum Laude*

Jaden Nicole Lopez  
Katherine Elizabeth Lovelace  
*Summa Cum Laude*

Ja'Von Anthony D'Wayne Lovett  
*Cum Laude*

Avery Elizabeth Lowden  
*Magna Cum Laude*

Gabriela Jordan Lowe  
Leon Lozinskiy  
*Cum Laude*  
*with Honors in the Arts and Sciences*

Kun Lu  
*Magna Cum Laude*

Corrin Elaine Luedeke  
John Anders Maximiliano  
Lundstedt  
*Cum Laude*

Chenxibo Luo  
*Cum Laude*

Jingao Luo  
*Magna Cum Laude*

Carley Sue Lyons  
Cole Samuel Lyons  
*Summa Cum Laude*  
*with Research Distinction in Psychology*

Tianhui Lyu  
*Cum Laude*

Weichen Lyu  
Chunlu Ma  
*Magna Cum Laude*

Ke Ma

Aidan Kenneth Macaskill  
*Magna Cum Laude*

Megan Kathryn MacCartney  
Edward Folmer MacDougall  
Graham Michael Mackey  
*Cum Laude*

Payton Maddux  
*Cum Laude*

Ava Maffei  
Anthony Nicholas Magaletta  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Samantha Danielle Mager  
Breana Hunt Magersupp  
John Andrew Mahle  
Nicola Mildred Malamazian  
*Cum Laude*

Emma Murray Malchesky  
*Magna Cum Laude*

Linzey Morgan Malcolm  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Madison Jade Malensky  
*Magna Cum Laude*

Esa Malik  
Nicholas Michael Malik  
*Magna Cum Laude*

Simran Malik  
*Cum Laude*

Meghana P. Malur  
*Cum Laude*

Hannah Leigh Manheimer  
Jessie Leigh Maniglia  
*Cum Laude*

Benjamin Anton Manner  
Elliot Manning  
*Cum Laude*

Miranda Nicole Manross  
*with Research Distinction in Earth Sciences*

Hawa Dankay Mansaray  
Ethan Alexander Mardovin  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Harmonae Marshall  
Benjamin David Martin  
Megan Teresa Martin  
Rachel Kathryn Martin  
*Cum Laude*

Dena Jenin Martini  
*Summa Cum Laude*

Brian Michael Marx  
Krunal Vishal Matadar  
*Cum Laude*

Muhammad Adam Emir Bin  
Matharuzaman  
*Summa Cum Laude*

Jordan Andrew Matthes  
Logan Elizabeth Mayberry  
*Cum Laude*

Mackenzie Cathryn Maynard  
*Magna Cum Laude*

Ella Dru McBride  
*Cum Laude*

Sean Thomas McCabe  
*Summa Cum Laude*

Abigail Grace McCollough  
Morgan Lynn McCracken  
*with Research Distinction*

Lindsey Nicole McCue  
*Magna Cum Laude*

Andrew Dereck McDaniel  
*with Honors in the Arts and Sciences*

Kaitlyn Amber McDevitt  
Madelyn Rose McDevitt  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction*

Chloe Faythe McDonald  
Nolan Thomas McGovern  
*Magna Cum Laude*

Anthony Michael McGuire  
*Magna Cum Laude*

Connor James McGuire  
*Summa Cum Laude*

Julius Giavaughni McIntyre  
Michael Howard McIntyre  
Karson Ann McKiernan  
*Magna Cum Laude*

Riley Anne McLaughlin  
Maxwell James McLeod  
*Magna Cum Laude*

Charles James McMillan  
Sydney Jane McMillin  
*Cum Laude*

Briana Noelle McNeal  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Earth Sciences*

Carly Nicole McPherson  
*Cum Laude*

Luke Alexander McSherry  
*Magna Cum Laude*

Marissa Lynn Mehling  
*Magna Cum Laude*

Michael Angelo Melillo  
*Magna Cum Laude*

Jack Masten Melnik  
Michael Alan Melville  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction*

Alexis Rose Mennona  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Tyler Richard Mesnick  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Philip James Messerly  
*Magna Cum Laude*

Christopher Andrew Meyer  
Elizabeth Marie Meyer  
James Austin Meyers  
*Summa Cum Laude*

Kelly Julie Meyrath  
*Magna Cum Laude*

Alaina Vincenza Miller  
*Magna Cum Laude*

Magdalen Lucia Miller  
*Cum Laude*

Olivia Colleen Minnich  
Alexandria Misick  
Luke Jacob Misleh  
*Magna Cum Laude*

Rachel Joy Mitchell  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Psychology*

Jessica Rose Mitsch  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Neuroscience*

Jose Michael Modic  
Madison Paige Modschiedler  
*Cum Laude*

Alyssa Diane Moffitt  
Nasra Mohamed  
Tasneem Fawzi Mohammed  
Nur Farisha Binti Mohd Fauzi  
*Cum Laude*

Farah Atiqah Binti Mohd Safa'at  
*Magna Cum Laude*

Caroline Elizabeth Mohr  
Katelyn Nicole Moiso  
*Magna Cum Laude*

Kenedy Moody  
Anish Ajay More  
Katherine Morey  
Elizabeth Ann Morgan  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Microbiology*

Mayah Morgan  
*Magna Cum Laude*

Rachel Jo Morgan  
*Summa Cum Laude*

Jamison Bryce Morgensen  
*Cum Laude*

Madison Tyler Morrison  
Audrey Claire Mosesso  
*Summa Cum Laude*

Sophia Amanda Mueller  
Sarah Waleed Muhanna  
*Summa Cum Laude*

Choudhry Muhammad Muhrez  
*Magna Cum Laude*

Jackie Shembu Mukam  
Grant Marshall Mundy  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Quentin Phillip Mundy  
Preethika Muniyappa  
Brett Paul Murcko  
*Cum Laude*

Gabriel Lim Murphy  
Madelyn Elizabeth Murphy  
*Magna Cum Laude*

Austin Murray  
Erin Laurel Murray  
*Magna Cum Laude*  
*with Research Distinction in Zoology*

Gunnar Thomas Murray  
*Cum Laude*  
*with Research Distinction in Psychology*

Ajuna Mwesigye  
Molly Anne Nachtwey  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Gurmukh Nainani  
Aria Namdarian  
*Summa Cum Laude*

Angelo James Naples  
*Cum Laude*

Abdullah Nasir  
*Magna Cum Laude*

Bassel B. Nassar  
*Cum Laude*

Lisha Ashok Nawani  
*Summa Cum Laude*

Kristen Michelle Nedza  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Molecular Genetics*

Jonathon David Nelson  
Jeremy Newman  
Sara Elizabeth Newsome  
*Magna Cum Laude*

Jacquelin Nhu Nguyen  
*Cum Laude*

Huiyan Ni  
Zachariah Ethan Nichols  
Piper Melody Bellottie Nickoli  
*Magna Cum Laude*  
*with Research Distinction*

Rithika Nidimusali  
*Summa Cum Laude*

Claire Vonnnette Nidy  
*Magna Cum Laude*  
*with Research Distinction in Earth Sciences*

Daiki Joey Nishikawa  
Arcucüen Tslvsada Noquisi  
*Magna Cum Laude*

Jarrett Novak  
Jacob Michael Nunley  
Shane Michael O'Boyle  
*Summa Cum Laude*

Ryan Eugene O'Brien  
Ryan Kerr O'Donnell  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Jesslene Patricia O'Loughlin  
Emily Nicole Oakley  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors Research Distinction in Neuroscience*

Annika Jane Ohrman  
*Summa Cum Laude*

Enweari Okaro  
David Arón Olegnowicz Cruz  
*Summa Cum Laude*

Muna Abdulkadir Omar  
Umayma Ahmed Omar  
*Cum Laude*

Michael Mustafa Onel  
Florenca Ontiveros  
*Magna Cum Laude*  
*with Research Distinction in Neuroscience*

Claire Elizabeth Oton  
Dean Massimo Orloff  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*

Patrick Douglas Osborn  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*

Ali Mohammed Osman  
*Cum Laude*

Joseph Bartlett Osmon  
Nana Ama Serwah Ossei-Wusu  
*Summa Cum Laude*

Ethan Christopher Owens  
*Magna Cum Laude*

<b>Aaditya Vishwanatha Pallerla</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>Karlie Elizabeth Pirnat</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences	<b>Sanjana Satyajit Ranade</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences	<b>Hannah Kelly Romanoff</b> <i>Magna Cum Laude</i>	<b>Abby Katherine Scheeser</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences
<b>Nathan Elijah Palmer</b> <i>Summa Cum Laude</i>	<b>Julia Morgan Pittner</b> <b>McKayla Leigh Pizzute</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences	<b>Jacob Thomas Roose</b> <b>Jacob Daniel Roose</b> <i>Summa Cum Laude</i>	<b>Austin Daniel Roose</b> <b>Jacob Thomas Roose</b> <i>Summa Cum Laude</i>	<b>Patrick William Schirtzinger</b> <b>Gracie Jaide Schliffe</b> <i>Magna Cum Laude</i>
<b>Noah Alexander Palozzi</b> <i>Magna Cum Laude</i>	<b>Clara Mary Planner</b> <i>Summa Cum Laude</i>	<b>Abigail Elisabeth Randan</b> <b>Sophia Nicole Rando</b> <i>Magna Cum Laude</i>	<b>Ethan Paul Rose</b> <i>Magna Cum Laude</i>	<b>Nicholas Harley Schmetzer</b> <b>Maria Schmidt</b> <i>Magna Cum Laude</i>
<b>Rishil Jatin Panchal</b> <i>Summa Cum Laude</i>	<b>George John Plataniotis</b> <i>Magna Cum Laude</i>	<b>Neha V. Rao</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>Rachael Halle Rosenberg</b> <i>Magna Cum Laude</i>	<b>Ian Charles Schmikka</b> <b>Mia Grace Schmittenberg</b> <i>Summa Cum Laude</i> with Research Distinction in Psychology
<b>Eric Donald Paquin</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences	<b>Olivia Jiedan Polivick</b> <i>Magna Cum Laude</i>	<b>Muhammad Hazim Ikmal Bin Rasidi</b> <i>Summa Cum Laude</i>	<b>James Frederick Roski</b> <i>Magna Cum Laude</i>	<b>Maxwell Schops</b> <b>Michael Allen Schrader</b> <i>Cum Laude</i>
<b>Deeptha Paramasamy</b> <b>Parul Pari</b> <i>Magna Cum Laude</i>	<b>Rachel Pomeranets</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>Allison Anne Rattay</b> <i>Summa Cum Laude</i>	<b>Alex Ryan Ross</b> <b>Rachel Marie Rossiello</b> <i>Magna Cum Laude</i>	<b>Brandon Christopher Schramm</b> <i>Cum Laude</i>
<b>Prasun Pariya</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences	<b>Yolani Maria Ponce</b> <b>Alex Collins Pond</b> <i>Magna Cum Laude</i>	<b>Rohan Amla Rauch</b> <i>Cum Laude</i>	<b>Chance Xavier Rowland</b> <i>Cum Laude</i>	<b>Michael Allen Schrader</b> <i>Cum Laude</i>
<b>Joshua Aaron Parker</b> <i>Magna Cum Laude</i>	<b>Nicholas Walter Poplin</b> <b>Natalia Porraz Barrera</b> <i>Cum Laude</i>	<b>Bhomikaa Raya</b> <i>Cum Laude</i>	<b>Julia Eve Rubenstein</b> <b>Enrique Oscar Ruiz</b> <i>Cum Laude</i>	<b>Brady Royce Scott</b> <i>Cum Laude</i>
<b>Ella Courtney Parr</b> <b>Jarod Parsels</b> <b>Harrison Andrew Pasquinilli</b> <i>Magna Cum Laude</i>	<b>Aaron Thomas Post</b> <b>Wynne Renee Potlicher</b> <i>Magna Cum Laude</i>	<b>Jacob Matthew Redd</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>Audrey Elizabeth Ruscak</b> <i>Magna Cum Laude</i>	<b>John Scott</b> <i>Cum Laude</i>
<b>Taylor Christine Passwaters</b> <b>Manav Jiten Patel</b> <i>Cum Laude</i>	<b>Abhek Poudel</b> <i>Cum Laude</i>	<b>Kevin Robert Reese</b> <i>Cum Laude</i>	<b>Kristen Alena Ruscitelli</b> <i>Magna Cum Laude</i>	<b>Michael Richard Scott</b> <i>Magna Cum Laude</i>
<b>Nishtha Himanshu Patel</b> <b>Pranami Avinash Patel</b> <i>Cum Laude</i> with Honors in the Arts and Sciences	<b>Samantha Grace Powers</b> <i>Cum Laude</i> with Honors in the Arts and Sciences	<b>Emmi Regenbogen</b> <i>Magna Cum Laude</i>	<b>Riley Russell</b> <i>Magna Cum Laude</i>	<b>Cora Ann Scully</b> <i>Magna Cum Laude</i>
<b>Riya Patel</b> <i>Summa Cum Laude</i>	<b>Isabel Ann Powis</b> <b>Dhruv Eshan Prasad</b> <b>Danielle Marie Pratt</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>Esmé Lilah Reilly</b> <b>Rohith Revan</b> <i>Cum Laude</i> with Honors in the Arts and Sciences	<b>Catherine Catanesi Russo</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences	<b>Natalie Anne Sebnia</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences
<b>Saineef Patel</b> <b>Shivani Rakeshkumar Patel</b> <i>Magna Cum Laude</i>	<b>Spencer James Presley</b> <b>Josiah David Gene Price</b> <i>Magna Cum Laude</i>	<b>Mary Ellen Rickel</b> <i>Cum Laude</i> with Research Distinction in Astronomy and Astrophysics	<b>Matthew Alexander Russotti</b> <b>Kamorah Rose Ryhlick</b> <i>Magna Cum Laude</i>	<b>Abigail Ann Seiple</b> <i>Cum Laude</i>
<b>Thomas Richard Patel</b> <i>Summa Cum Laude</i>	<b>Saylor Christine Priest</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>Annabella Hope Rico</b> <i>Cum Laude</i> with Honors in the Arts and Sciences	<b>Jaci Lynn Sagel</b> <b>Mary Ellen Sage</b> <i>Summa Cum Laude</i>	<b>Justin Seitz</b> <i>Cum Laude</i>
<b>Erin Mackenzie Patterson</b> <b>Joseph Dean Patterson III</b> <b>Ashutosh Paudel</b> <b>Corbin Francis Paulcivic</b> <b>Kaiya Simone Payne</b> <b>Nathalie Pedroza Nonato</b> <b>Jonus Michael Pennington</b> <b>Grace Pepiton</b> <i>Cum Laude</i> with Honors in the Arts and Sciences	<b>Marissa Morgan Ptacek</b> <i>Cum Laude</i>	<b>Julia Hope Riegler</b> <i>Cum Laude</i>	<b>Eve Saha</b> <i>Magna Cum Laude</i>	<b>Jaideep Ram Seth</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences
<b>Daniel T. Perales</b> <b>Jaya Lakshmi Perni</b> <i>Summa Cum Laude</i>	<b>Kelley Noreen Ptak</b> <b>Ashlyn Marie Pucky</b> <i>Magna Cum Laude</i>	<b>Emily Sophia Riley Gomez</b> <b>Robert John Rischitelli III</b> <b>Elyjah Alexander Roa</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences	<b>Prasanjit Sahoo</b> <i>Cum Laude</i>	<b>Ruhi Sahu</b> <i>Summa Cum Laude</i>
<b>Mackenzie Lee Peterman</b> <b>Madison Ann Peterman</b> <b>Nicole Rose Peterman</b> <i>Magna Cum Laude</i> with Honors in the Arts and Sciences	<b>Alexander Conroy Purdy</b> <b>Devin Jeffrey Pyla</b> <i>Cum Laude</i>	<b>Emily Marie Robbins</b> <i>Cum Laude</i>	<b>Hope Kathryn Ann Sahr</b> <i>Magna Cum Laude</i>	<b>Amira Saidova</b> <b>Sydney Renee Sainey</b> <b>Dominique Marie Salvo</b> <b>Luke James Sampson</b> <i>Summa Cum Laude</i>
<b>Grace Ann Peters</b> <i>Cum Laude</i> with Research Distinction in Anthropological Sciences	<b>Hannah Yijia Qin</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>Andrew James Robinson</b> <i>Cum Laude</i>	<b>Ruhi Saha</b> <i>Summa Cum Laude</i>	<b>Benjamin Maximo Sanchez</b> <b>Celeste Emma Sanders</b> <i>Cum Laude</i>
<b>Madeline Marie Peters</b> <i>Cum Laude</i>	<b>Gabriella Morgan Quirch</b> <b>Rabecca Leila Rached</b> <b>Oscar Diaz Radilla</b> <b>Mary Alice Rafferty</b> <b>Vishank Raghavan</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>Mason Alexander Rocco</b> <b>Nicholas Scott Rockey</b> <b>Hayden Jaxon Rocks</b> <i>Summa Cum Laude</i>	<b>Iman Sattar</b> <i>Cum Laude</i>	<b>Isabela Joy Santiago</b> <b>Saindhavi Saravanakumar</b> <b>Nafees Rakash Sathik</b> <i>Cum Laude</i>
<b>Natalia Petrefski</b> <b>Lara Nicole Pfrimmer</b> <i>Magna Cum Laude</i>	<b>Nethan Ramachandran</b> <i>Cum Laude</i> with Research Distinction in Molecular Genetics	<b>Alexis Shae Rodgers</b> <b>Evelyn Frances Roe</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>Benjamin Maximo Sanchez</b> <b>Celeste Emma Sanders</b> <i>Cum Laude</i>	<b>Logan Xavier Savage</b> <i>Cum Laude</i>
<b>Anya Marguerite Djakov Phillips</b> <i>Summa Cum Laude</i>		<b>Paige Nicole Roesch</b> <i>Magna Cum Laude</i>	<b>Bailee Reese Savage</b> <i>Summa Cum Laude</i>	<b>Logan Xavier Savage</b> <i>Cum Laude</i>
<b>Cameron Wharton Phillips</b> <i>Magna Cum Laude</i>		<b>Nicholas Tyler Rogenski</b> <i>Summa Cum Laude</i>	<b>Manuel Augustin Scaria</b> <i>Summa Cum Laude</i> with Honors in the Arts and Sciences	<b>Iman Sattar</b> <i>Cum Laude</i>
<b>Swetha Sri Pinnamaneni</b>		<b>Hayley Nicole Rogers</b> <b>Madelynn Marie Rogers</b> <b>Alaina Marie Rohrig</b> <i>Cum Laude</i>	<b>Benjamin Maximo Sanchez</b> <b>Celeste Emma Sanders</b> <i>Cum Laude</i>	<b>Iman Sattar</b> <i>Cum Laude</i>

\*awarded posthumously

# May 5, 2024, Spring Commencement

Jeffrey William Sharko <i>Magna Cum Laude</i>	August Slawinski <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Aubree Steinmetz <i>Magna Cum Laude</i>	Maura Jean Tiber	Karalyn Annabelle Volant
Krapakshi Sharma <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Andrew Donald Smith	Trevor Gregory Stepanyan <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Hunter Tichenor	Matthew Thomas Albert Vollmer
Eva Renee Sharpe	Benjamin Richard Smith <i>Magna Cum Laude</i>	Ashley Juanita Stewart	Luke Cesar Tiernay	Olivia Carol VonDeylen <i>Magna Cum Laude</i>
Brayden James Shaver	Ella Maekenzie Smith	Tyler James Stoll <i>Cum Laude</i>	Amanda Marie Timmiello <i>Cum Laude</i>	Elizabeth Julia Vrana <i>Cum Laude</i>
Derek Scott Sheehan <i>Magna Cum Laude</i>	Moriah Ashley Smith <i>Magna Cum Laude</i>	Kylie Reann Stolzenburg <i>Magna Cum Laude</i>	Siddharth Shanker Tiwari	Lauren Lucille Wagner <i>Cum Laude</i>
Emily Rose Sheets-Fitz	Sascha Naomi Smoot <i>with Research Distinction in Psychology</i>	Logan Michael Strader <i>Magna Cum Laude</i>	Jack Christopher Toadvine <i>Magna Cum Laude</i>	Seth Walczak
Kaitlyn Diane Sheffield <i>Magna Cum Laude</i>	Charles Alexander Smucny	John Anthony Strzalka <i>Cum Laude</i> <i>with Research Distinction</i>	Hayden Gabriel Tobias	Brian Charles Waligura
Yumin Shen <i>Summa Cum Laude</i>	Ella Kay Sneed <i>Summa Cum Laude</i>	Jiaben Su <i>Cum Laude</i>	Olivia Antoinette Togliatti <i>Summa Cum Laude</i> <i>with Research Distinction</i>	Benjamin Matthew Walker
Sarah F. Sherman	Claire Constance Sneed <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i> <i>with Honors Research Distinction in Earth Sciences</i>	Ruichen Sui	Olimjon Kobiljonovich Toirov <i>Magna Cum Laude</i>	Caitlyn Marie Wallace <i>Cum Laude</i>
Qinuo Shi	Sarah Nicole Snyder <i>Magna Cum Laude</i> <i>with Research Distinction</i>	Jack Darby Sullivan <i>Cum Laude</i>	Kayla Sabrina Tomás Lainez	Colin William Walsh <i>Magna Cum Laude</i>
Yicheng Shi	Sydney Renee Snyder <i>Cum Laude</i>	Shyam Venkat Sundaram <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Jake Vincent Tomkovicz <i>Cum Laude</i>	Angelina HaeLee Wandzel <i>Cum Laude</i>
Haeun Shim <i>Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Phoebe Noelle Somohano	Jordan Monet Sunderland <i>Magna Cum Laude</i>	Jianqin Tong <i>Magna Cum Laude</i>	Chenguang Wang <i>Magna Cum Laude</i> <i>with Research Distinction in Chemistry</i>
Trinity Sydney Nicole Shirk <i>Cum Laude</i> <i>with Research Distinction in Earth Sciences</i>	Edward Jihoon Son	Simran Surana <i>Summa Cum Laude</i> <i>with Research Distinction</i>	Amy Lauren Torres	Eugene Ted Wang
Yu-Ning Shiu <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Niels Liam Sondergaard <i>Magna Cum Laude</i>	Jeremy Lev Sussman	Alyssa Colette Toth <i>Summa Cum Laude</i>	Haochen Wang <i>Magna Cum Laude</i>
Thomas Fawzi Shneker <i>Summa Cum Laude</i>	Heather Jihwan Song	Nicholas Robert Sweeney <i>Magna Cum Laude</i>	Mary-Grace Toth	Jiajun Wang
Kyle Matthew Shoem <i>Magna Cum Laude</i> <i>with Research Distinction in Earth Sciences</i>	Ye Song	John Nicholas Swingos <i>Cum Laude</i>	Alexandra Lynn Triplett <i>Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Jinglong Wang <i>Magna Cum Laude</i>
Rohan Thomas Shome <i>Cum Laude</i>	Aya Soumakieh <i>Summa Cum Laude</i>	Nyle Ali Syed <i>Cum Laude</i>	Sreya Tummalapati <i>Magna Cum Laude</i>	Selena Jiahe Wang <i>Summa Cum Laude</i>
Isaac Christopher Shui <i>Summa Cum Laude</i>	Nicholas Tyler Sousa <i>Cum Laude</i>	Brady Tagge	Gillian Grace Turnbull <i>Magna Cum Laude</i>	Weitao Wang
Katherine Elizabeth Shuster	Jocelyn Spanbauer <i>Magna Cum Laude</i>	Afrah Nooreen Taj	Justin Brent Turner	Yuchen Wang
Aasjot Siani <i>Cum Laude</i>	Owen Kiser Spencer	Kate Elizabeth Taliaferro <i>Magna Cum Laude</i>	James Ellery Turpen <i>Cum Laude</i>	Zhihan Wang
Emily Veronica Sichel <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Cara Christine Spurio <i>Summa Cum Laude</i>	Najib Mohammad Talukder	Isabella Marie Tynski <i>Cum Laude</i>	Zhuojin Wang
Mia Siebert <i>Cum Laude</i>	Shevani Srinivasan <i>Magna Cum Laude</i>	Breanna Nicole Tamoga <i>Cum Laude</i>	Eva Halina Tyszkiewicz	Zhuyu Wang <i>Magna Cum Laude</i>
Annika Marlana Sieng	Caroline Mackenzie Stacey <i>Magna Cum Laude</i>	Sarah Anne Tankersley <i>Cum Laude</i>	Selin Ustel	Steven Conner Wappenstein
Trevor John Silvia <i>Summa Cum Laude</i>	John Hunter Stalla <i>Magna Cum Laude</i> <i>with Research Distinction in Earth Sciences</i>	Anas Marwan Tantash	Aniket Ajay Vaishampayan <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Anna Sophia Warner <i>Cum Laude</i> <i>with Research Distinction</i>
Christopher James Silvidi	Anda Maria Stan <i>Cum Laude</i>	Lauren Renee Taylor	Carlos Franco Valcarcel	Julianna Elizabeth Watson <i>Cum Laude</i>
Maria Blyza Simaitis <i>Summa Cum Laude</i>	Isaac Andrew Stanberry <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Matthew Benjamin Taylor <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Rithika Vangal	Emily Grace Watters <i>Magna Cum Laude</i>
Zoie Kay Simmons	Emily Elizabeth Stanciu <i>Summa Cum Laude</i>	Zachary David Taylor	Alexis Marie VanKlingerens	Katelynn Arlene Weaver <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>
Allison Paige Simon	Benjamin Robert Stanich	Mackenzie Louann Teal	Isaac Varghese	Olivia Grace Weaver <i>Magna Cum Laude</i>
Divleen Kaur Singh <i>with Honors in the Arts and Sciences</i>	Hannah Marie Stanich <i>Magna Cum Laude</i>	Gloria Terry <i>Magna Cum Laude</i>	Donna Vasseghi <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Rachel Elise Weaver <i>Magna Cum Laude</i>
Divnoor Kaur Singh <i>Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Nicholas Jacob Steel <i>Cum Laude</i>	Delina Tesfai	Rheanna Jolene Velasquez <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Trinity Lorraine Webb
Elena Anjali Singh <i>Magna Cum Laude</i>	Carolyne Grace Stehle <i>Magna Cum Laude</i>	Sophia Anne Theodoros <i>Cum Laude</i>	Anthony Joseph Ventimiglia <i>Magna Cum Laude</i>	Sarah Marie Weber <i>with Honors in the Arts and Sciences</i>
Saniya Singhvi	Rebecca Lynn Stein	Colleen Morgan Thiel <i>Magna Cum Laude</i>	Benjamin Bernard Veres <i>with Honors in the Arts and Sciences</i>	Libby Marie Weisenburgh <i>Magna Cum Laude</i>
Jaxson Parker Singleton	Anja Sophia Janel Steinert	Natalie Rose Thieme <i>Magna Cum Laude</i>	Adam Charles Vermillion <i>Magna Cum Laude</i>	Jacob Alexander Wells <i>Summa Cum Laude</i>
Jordyn Jocia May Singleton	Savannah Rose Steinkamp <i>Summa Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Alaysia Thomas	Isabella Grace Vesco <i>Cum Laude</i>	Owen Joseph Welz <i>Cum Laude</i>
Ethan Jacque Sir Louis <i>Summa Cum Laude</i>	Megan Marie Steinman <i>Cum Laude</i>	Arjun Thomas <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Ashley Elizabeth Veverka <i>Summa Cum Laude</i>	Bradley Shannon Wendland <i>Cum Laude</i>
Colton Brasher Skal		Christian Alexander Thomas <i>Magna Cum Laude</i>	Kennedy Amber Vickers	David West
Nathan Robert Skeen <i>Summa Cum Laude</i>		Kayla Thompson	Giorgia Villa <i>Cum Laude</i>	Alec David West <i>Magna Cum Laude</i>
Marcus Skinner <i>Magna Cum Laude</i>		Rachel Elizabeth Thornley	Bryson Vogel <i>Magna Cum Laude</i> <i>with Honors in the Arts and Sciences</i>	Alyssa Rae Whalen <i>Magna Cum Laude</i>
		Harrison Graham Thow		
		Jiaye Tian		
		Thomas Michael Tibbitts <i>Magna Cum Laude</i>		

Aaron Michael White  
 Elizabeth Anne White  
 Gabrielle Rene White  
*Cum Laude*  
 Mitchell Lawrence Whittaker  
 Cameron Wiksell  
*with Research Distinction in Earth Sciences*  
 Anthony Thomas Will  
*Magna Cum Laude*  
 Eli Sue Williams  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
 Emily Williams  
*Summa Cum Laude*  
 Haley Nicole Williams  
 Kevin David Williams  
*Magna Cum Laude*  
 Nicole Elizabeth Williams  
 Matthew Adam Williard  
 Victoria Klara Willmer  
*Cum Laude*  
 Hailey Wilson  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
 Zedric Robert Richard Wilson  
*Magna Cum Laude*  
 Kimberly Sachs Winson  
 Benton Tucker Wishart  
*Magna Cum Laude*  
 Lydia Wisne  
*Magna Cum Laude*  
 Nicholas James Wolf  
*Cum Laude*  
 Bailee Susanne Wolfe  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
 Erika Kimberly Wong  
 Joshua C. Woodell  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
 Lillian Paige Wooden  
*Cum Laude*  
*with Honors in the Arts and Sciences*  
 Samantha Taylor Woodke  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
 Mackenzie Ann Woods  
 Iris Kay Woodward  
*Magna Cum Laude*  
 Chloe Christine Worthington  
*Magna Cum Laude*  
 Kiera Elizabeth Wright  
 Danning Wu  
*Magna Cum Laude*  
 Lindsey Wu  
 Yifu Wu  
 Yuehan Wu  
 Yuxi Wu  
*Cum Laude*  
 Yuyi Wu  
*Cum Laude*  
 Qinghua Xia  
*Summa Cum Laude*  
 Changlong Xie  
*Cum Laude*  
 Xiwen Xin  
*Magna Cum Laude*  
 Xinqi Xiong  
*Summa Cum Laude*  
 Zhiqiang Xu  
*Cum Laude*

Yan Xuan  
*Magna Cum Laude*  
*with Research Distinction in Mathematics*  
 Yichi Xue  
 Bilan Yakoub  
 Yuhao Yan  
 Haolin Yang  
 Kaichun Yang  
*Magna Cum Laude*  
 Wenxuan Yang  
*Summa Cum Laude*  
 Hayden Xavier Yeager  
*Summa Cum Laude*  
 Congyan Yin  
*Magna Cum Laude*  
 Kangyi Ying  
 Chloe Emily Yingling  
*Magna Cum Laude*  
 Aaron Joseph Yoder  
 Lauren Patricia Yoder  
 Peyton Madison Yoder  
 Bruktawit Sileshi Yohannes  
 Stephen Junho Yoon  
*Magna Cum Laude*  
 Ainsley Young  
*Summa Cum Laude*  
 Zakaria Abdirahim Yousuf  
*Magna Cum Laude*  
 Selina Yu  
*Cum Laude*  
 Alayna Eve Yun  
 Santiago Zabala  
*Cum Laude*  
*with Honors in the Arts and Sciences*  
 Sofia Lynn Zampino  
 Tianhao Zang  
*Magna Cum Laude*  
 Kyle Aaron Zbozien  
 Elle Raya Zelakiewicz  
*Summa Cum Laude*  
*with Honors in the Arts and Sciences*  
*with Honors in the Arts and Sciences*  
 Katherine Beverly Zenick  
*Summa Cum Laude*  
 Beijia Zhang  
*Magna Cum Laude*  
 Grace Zhang  
*Summa Cum Laude*  
 Hanzhe Zhang  
*Summa Cum Laude*  
 Huihao Zhang  
*Summa Cum Laude*  
*with Research Distinction in Astronomy and Astrophysics*  
 Jiangling Zhang  
 Kenneth Rui Zhang  
 Qirui Zhang  
*Magna Cum Laude*  
 Ruoke Zhang  
*Summa Cum Laude*  
 Shushi Zhang  
 Zihao Zhang  
*Magna Cum Laude*  
 Wenrui Zhao  
 Yuchen Zhao  
 Daxin Zheng  
*Cum Laude*

Shaoba Zhong  
*Cum Laude*  
 Chenxuan Zhou  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
 Yuke Zhou  
 Yushang Zhou  
 Xianrui Zhu  
*Summa Cum Laude*  
 Christina Zkiab  
 Jed Michael Zoghaib  
*Magna Cum Laude*  
 Camille Eve Zonfa  
*Magna Cum Laude*  
*with Honors in the Arts and Sciences*  
 Kaitlyn Amanda Zubrzycki  
*Magna Cum Laude*  
 Felicia Gabrielle Zuccola  
*Cum Laude*  
 Joseph Ge Young Zybura  
*Cum Laude*

**Associate of Arts**

Lucia Pauline Adams  
*Cum Laude*  
 Kevin Amaning Agyekum  
 Kiera Elizabeth Albrecht  
 Ali Jamal Ali  
 Najma Abdiasis Ali  
 Delia Haifa Alkhatib  
 Lea Jasmin Almahameed  
 Dharmik Hemant Amin  
 Brianna Morgan Anderson  
*Magna Cum Laude*  
 Allyson Jade Armstrong  
 Camden James Armstrong  
 Nelly Asare bediako  
 Hannah Elaine Ashmore  
 Abigail Amonimaa Baidoo  
 Dylan James Baisden  
 Pranav Bala  
 Ganathiban Balakrishna  
*Cum Laude*  
 Mariah Elizabeth Banna  
*Cum Laude*  
 Alexis Rose Barry  
*Cum Laude*  
 Kierstyn Michelle Lea Bays  
 Madelynn Michele Beck  
 Chase Daniel Bender  
 Maureen Bender  
*Cum Laude*  
 Destiny Nichole Blackburn  
 Jasmine Dianne Boyce  
*Magna Cum Laude*  
 Dion Andre Brown  
 Caleb David Burns  
 Livia Louise Burris  
 Wesley Bush  
*Summa Cum Laude*  
 Brendan Cabungcal  
*Summa Cum Laude*  
 Brianna Marie Cardinal  
 Lillie Xiazhong Carey  
*Cum Laude*  
 Kyle Perry Carper  
 Cameron David Casto  
*Cum Laude*  
 Alvina Sotia Chea  
 Hao Chen  
*Cum Laude*

Sage Marie Chesser  
*Summa Cum Laude*  
 Halle Elizabeth Cirioli  
 Grant Daniel Clausung  
 Nicholas Hunter Clemens  
 Carrington Coats  
 Grace Ann Coe  
 Connor Anthony Coile  
 Morgan Marie Cole  
*Summa Cum Laude*  
 Cairnsey Elizabeth Coleman  
*Magna Cum Laude*  
 Lenee Copeland  
 Abigail Danielle Costello  
 Andrew Christian Crowe  
 Nathaniel Eric Crutchfield  
 Alexander Nick Dalessandro  
 Mary Catherine Danna  
*Magna Cum Laude*  
 Saleh Sam Daoud  
*Cum Laude*  
 Ella Mairead Davis  
 Jonathan Job Davis  
 Seijuro Cameron Deguchi  
 Greta Katherine Dehus  
 Halimatou Diallo  
 Ethan Dilts  
 Donatella Maria DiRocco  
 Nicole Marie Dodd  
 Alyssa Grace Dolwick  
 James Kiernan Doyle  
 Sophia Dawn Dunlap  
 Tyler Keith Ebare  
 Danae Joy Elizondo  
 Clayton Taylor Emerick  
 Hannah Gwendolyn Erak  
*Magna Cum Laude*  
 Xavier Mathias Etienne  
 David Jess Eubank II  
*Cum Laude*  
 Ashanti Jordan Evans  
 Ian Nathan Fairchild  
 Sakeriye A. Farah  
 Alivia Lynnette Fee  
 Victoria Elizabeth Field  
*Magna Cum Laude*  
 Tristan James Fleckenstein  
*Cum Laude*  
 Jaylyn Reese Fogle  
 Jamie Lee Foust  
*Cum Laude*  
 Zachary Fox  
 Logan Micheal Frost  
 Owen Brian Gadd  
 Kyle Lewis Garber  
 Emma Catherine Gazdik  
 Mary Elizabeth Grace Gehring  
*Summa Cum Laude*  
 Matthew David Geiger  
*Cum Laude*  
 Brianna Lynn Geisey  
 Casey Benjamin Geissman  
 Shylene Giron  
 Anna Godoy  
 Jodi Green  
 Jasmyn Nichole Greene  
 Forrest Lee Greenwald  
 Haven Andrew Griffin  
 Star La'Shell Griffin  
 Lillian Coryn Grooms  
 Ava Clare Guagenti  
*Magna Cum Laude*  
 Hafsia Gureyy

Molly Paige Haas  
 Ibrahim Firas Habli  
 Nadia Elizabeth Haines  
 Alexander Ryan Hall  
 Benjamin Shea Hansen  
 Alexander Thomas Hardig  
*Magna Cum Laude*  
 Liberty Helen Harding  
*Summa Cum Laude*  
 Max Colton Harper  
*Magna Cum Laude*  
 Peter William Harte  
 Zachary Jude Hartung  
 Abigail Elizabeth Haselmann  
 Taylor Lynn Heffner  
 Ian Scott Heis  
*Cum Laude*  
 Jack Steven Hewitt  
 Harper Grace Heywood  
 Madeline Paige Hicks  
 Joshua James Higgins  
*Magna Cum Laude*  
 Alex Ray Hill  
 Kara Lynn Hirschi  
 Destini-Jeen Pearl Holm  
 Troy Jacob Holt  
 Wesley Michael Holtz  
 Alexis Homik  
 Claudia Grace Hopkins  
*Summa Cum Laude*  
 Ryleigh Elaine Howard  
*Magna Cum Laude*  
 Hunter William Howell  
 Alison Michele Hudak  
 Ashley Dawn Huff  
 Calvin Hurt  
 Oluwaseun T. Isaiah  
 Bryce Edwin Isler  
 Jalil Jackson  
 Kevin Jack Jin  
 Anish Jinka  
 Kyle John Johnston  
*Cum Laude*  
 Olivia Sarah Jordan  
*Summa Cum Laude*  
 Rashidat Omolabake Kafaru  
 Isabella Maria Karagheuzoff  
*Summa Cum Laude*  
 Emily Jean Kearnelly  
 Alec Michael Keller  
 Kendra Brooke Kennedy  
 Jordan Ryan Kightlinger  
 Kiersten Alexa King  
 Mohit Koneru  
 Aidan Kovalsky  
 Megan Elizabeth Krummrey  
 Ian Michael Kuhl  
*Magna Cum Laude*  
 Kyle Ronald Kurz  
 Alyssa Marie Lair  
*Cum Laude*  
 Gavin Christopher Lanza  
 Luca Angelo LaSpina  
 Preston Tucker Leach  
 Annabelle Faith Lewis  
 Katya Liber  
*Summa Cum Laude*  
 Alexander Miek Lisiecki  
 Logan Dean Lloyd  
 Abigail Claire Louis  
 Zoey Lynn Ludington  
 Jonathan Thomas Macey  
 Kelly Mai

Sydney Kathryn Malehorn  
 Arshia Adarsh Mani  
 Alexander John Marinelli  
*Cum Laude*  
 Brooklyn Danae Marshall  
*Summa Cum Laude*  
 Donnell Marshall  
 Andrew Martin  
 Aaron Wesley Mason  
 Sophie Grace Mathews  
 Mia Nichole Maufort  
 Owen Kent Mawer  
 Hannah Nichole McClarey  
*Magna Cum Laude*  
 Grace Elizabeth McClenathan  
*Magna Cum Laude*  
 Kelsi Madison McConaughy  
*Cum Laude*  
 Kendall S. McCoy  
 Reese Elizabeth McGuire  
 Daniel Christopher Meadows  
 Zachary Thomas Meluch  
 Ashley Danielle Meyersburg  
 Ashley Miller  
 Emma Noelle Miller  
 Gabriella Kole Miller-Barber  
 Carmen Alexis Millette  
 Dominic Anthony Misuraca  
 Sara Mohamed Mohamed  
*Cum Laude*  
 Nicholas James Molinari  
 Emily Elena Montrucchio  
 Bryce Michael Moodsparugh  
 Alexandra Rose Moon  
*Summa Cum Laude*  
 Andrew Martin Moore  
 Hailey Nicole Moore  
 Olivia Grace Moore  
 Caitlyn Mosholder  
 Destiny L. Moton  
 Frankie Praveen Mulligan  
 Molly Nicole Murphy  
*Summa Cum Laude*  
 Dharrshine Murugesan  
 Samridhii Chaitanya Nabar  
*Magna Cum Laude*  
 Andrew David Neighbarger  
*Magna Cum Laude*  
 Daniel Neverov  
*Magna Cum Laude*  
 Mika Nguyen  
 Alex Carter Norwood  
 Angela Nana Adjoa Oforiwa  
 Benjamin Connor Olivieri  
 Chloe Elizabeth Orr  
*Summa Cum Laude*  
 Zane Taylor Ortman  
 Khushi Pabboju  
 Alexander Russell Painter  
 Marissa Jade Palko  
*Magna Cum Laude*  
 Jacob Lee Parks  
 Khushali Patel  
 Kearah Lynn Penny  
*Magna Cum Laude*  
 Alexander Nicholas Perrino  
 Evelyn Kay Phillips  
*Magna Cum Laude*  
 Anjana Poudyal  
 Morgan William Price  
 Jack Priest  
 Diane Renee Probst  
 Jackson Doyle Provost  
 Maureen Margaret Rafferty  
 56

Pete Nicholas Rahas  
 Ethan Daniel Ralph  
 Ronish Rasaily  
 Trent Michael Reece  
 Jared Eion Reskof  
 Martha Lisette Reyes Palomino  
*Magna Cum Laude*  
 Katrina Riegel  
 Shakayla Robinson  
 Seth Roy  
 Ivan Rudyof  
 Rain Ruffin  
 Cadence Marie Russell  
 Christopher John Russell  
 Tiara Reann Sabo  
 Kierstin Nicole Sadler  
 Tooba Salam  
 Areli Salinas  
 Layne Makimry Sanford  
 Madeline Arabel Scavnicky  
*Cum Laude*  
 Isaiah Scott Scheer  
 Cassandra Christine Schlesselman  
 Cierra Marie Schneller  
*Magna Cum Laude*  
 Sarah Jane Schriener  
 Lacuana Mae Schurdell  
 Allison Tessa Scott  
 Robert Julius Scott  
 Ahan Samir Shah  
 Dakota Christian Shahan  
 Eman Shahid  
 Victoria Sue Shaw  
 Sarah Ann Shreve  
 Audrey Grace Simon  
 Carter Michael Smith  
 Anna Rochelle Snodgrass  
 Kevin Wesley Sokol  
 Hunter James Spencer  
 Adalie Raine Stauffer  
 Seth Stemen  
 Darina Ioana Stoisor  
*Cum Laude*  
 Sylvie Rose Strange  
*Cum Laude*  
 Bailey Anne Stranges  
 Noah Strassels  
 Emily Ann Stratman  
 Madison Irene Stretton  
 Mahala A. Stump  
 Mckayla Suggs  
 Jillian Nicole Swert  
 Mara Elizabeth Swert  
*Magna Cum Laude*  
 Reagan Olivia Swihart  
*Cum Laude*  
 Collin Garrett Thacker  
 Cole Joseph Tiberio  
 Katelyn Grace Titmas  
 Dylan Tobe  
*Cum Laude*  
 Julia Kathryn Tolloty  
 Christopher Alan Tompkins  
*Cum Laude*  
 Omu kalthum Tounkara  
 Tony Tran  
*Cum Laude*  
 Bianca Tronaas  
 Kmari Trotter  
 Samantha Turner  
 Michael John Vincent  
 Ridge Christopher Walley  
 Jaxson Alexander Weaver  
*Magna Cum Laude*

Tyler Alan Webb  
*Magna Cum Laude*  
 Brenden Patrick White  
 Maxwell James White  
 Scott Lowell White  
 Dylan Noel Wierwille  
 Samantha McGlone Williams  
 Kieran Brianna Wilson  
 Jacquenetta Rose Marie Wimbush  
*Cum Laude*  
 Rachael Melissa Wirth  
*Summa Cum Laude*  
 Rachel Evelyn Woodruff  
*Summa Cum Laude*  
 Scott Hunter Yancey  
 Hannah Leanne Yates  
 Heyabe K. Yebio  
 Shakira Yin  
*Magna Cum Laude*  
 Ava Nicole Zadorozny  
 Ryan Matthew Zak  
 Amy Marie Zender

## The Max M. Fisher College of Business

Dean: Anil K. Makhija

### Bachelor of Science in Business Administration

Mateen Gabriel Abai  
 Makenzie Shyan Abbas  
*Cum Laude*  
 Nawal Abdillahi Abdinur  
*Cum Laude*  
 Najah Ali Abdulahi  
 James Albert Abell  
 Alexander Joseph Abernathy  
 Ashlesha Girish Abhang  
 Hana Yohannes Aboma  
 Alexa Jordyn Abramovitch  
*Cum Laude*  
 Joseph Emery Abrams  
 Laura Victoria Acero Salgar  
 Emily Acimovic  
 Casey Lawrence Adams  
*Cum Laude*  
 Lisa Adams  
 Nicholas Joseph Adams  
 Reagan Adkins  
 Arushi Isha Aeri  
 Berk Sertac Agin  
 Sofia Raquel Agredo  
*Cum Laude*  
 Stephanie Elisabeth Ahnssen  
*Magna Cum Laude*  
 Xiaoxu Ai  
*Magna Cum Laude*  
 Zeyu Ai  
 Zibo Ai  
 Nina Mandela Akins  
*Cum Laude*  
 George Brian Albach  
 William Robert Alban  
 Griffin Davis Alberti  
*Magna Cum Laude*  
 Bridget Anna Alcox  
*Summa Cum Laude*  
 Aljohara M. Aldosari  
*Cum Laude*

Grace Alessandro  
*Magna Cum Laude*  
 Nicholas John Alessio  
 George James Alex  
*Magna Cum Laude*  
 Regan Lee Alexander  
 Riley Alexander  
 Andrew James Allen  
 Ann Rose Allen  
 Marissa Katherine Allen  
 Ahmed Hatem Altaie  
 Akshay Reddy Alugubelly  
*Cum Laude*  
 Giovanni Matteo Amalfitano  
*Cum Laude*  
 Bradley Edward Amborski  
 Vanessa Ambs  
 Zachary Ryan Amos  
 Jacob Andrew Amsellem  
*Magna Cum Laude*  
 Peter Daniel Amundson  
*Cum Laude*  
 Anvitha Anand  
*Summa Cum Laude*  
 Mark Robert Anderson  
 Alexandria Ange Ange  
 Colby William Applegate  
 Caleb Ries Aquino  
*Cum Laude*  
 Armand Vicente Arce  
 Alexander Martin Arlin  
*Summa Cum Laude*  
 Charles Bradford Armstrong  
 Sydney Lynn Armstrong  
 Caleb Matthew Arteaga  
 Jordyn Joyce Arui  
 Eric Ashkenazi  
 Omer Faruk Atahan  
 Madeline Atway  
*Cum Laude*  
 Samuel Anthony Auletta  
 Luke Ault  
*Cum Laude*  
 Jonathan Jesse Aversano  
 Christopher Michael Aveta  
 Noran Elsayeed Awad  
 Tobie Bolaji Azeze  
 Jon Martin Bahleda  
 Andrew Benjamin Bahn  
 Jason Bai  
 Kyle Matthew Bailey  
 Sutton Michael Bailey  
*Cum Laude*  
 Tim Jacob Baird  
 Jaxon Robert Baker  
 Vincent Jingwei Baker  
 Isabella Grace Balaban  
*Cum Laude*  
 Tharoon Niranjan Balaji  
*Magna Cum Laude*  
 with Honors in Finance  
 Frank Anthony Baldi II  
 Rachael Jane Baranuk  
 Connor Michael Barchanowicz  
 Allison Paige Barker  
 Robert Immanuel Barklay  
 Jacqueline Elizabeth Baron  
 Christian Anthony Barone  
*Cum Laude*  
 Spencer Reid Baronfeld  
*Cum Laude*  
 Dylan Jacob Barr  
 Molly Rose Barr  
*Cum Laude*

Andrew Lawson Barrett  
*Cum Laude*  
 Alexis Jane Barton  
*Summa Cum Laude*  
 Samuel Jan Bartos  
 Gianna Sophia Barzacchini  
*Magna Cum Laude*  
 Nicholas Anthony Joseph John Barzacchini  
*Cum Laude*  
 Aaron Basso  
 Michael John Bateman  
*Magna Cum Laude*  
 Jared Harris Baum  
*Cum Laude*  
 Margaret Sue Baur  
*Magna Cum Laude*  
 Joshua David Beachy  
 Andrew Richard Beck  
*Cum Laude*  
 Theodore Henry Becker  
 Kyle Paul Beeber  
*Magna Cum Laude*  
 with Honors in Accounting  
 Jack Henry Beecroft  
*Cum Laude*  
 Alexa Michelle Beke  
*Cum Laude*  
 Alexandra Rose Belafsky  
*Cum Laude*  
 Jack Matthew Belcher  
 Grace Anne Belden  
*Magna Cum Laude*  
 Anna Ruth Belesi  
*Summa Cum Laude*  
 with Honors in Business Administration  
 Matthew John Bell  
 Zachary Michael Bellman  
 Izabella Marie Bellomo  
 Asher David Benich  
 Parker Chayse Bensman  
 Solomon David Bensman  
 Joel Adam Berelsman  
 Tyler Joseph Berger  
*Magna Cum Laude*  
 with Honors in Business Administration  
 Jaden Bryce Berk  
 Lucy Kathryn Berlage  
*Cum Laude*  
 Grace Chae Berlier  
*Magna Cum Laude*  
 Jacob Evan Berlin  
 Luke Robert Berlin  
*Magna Cum Laude*  
 Paul David Bernay  
 Brandon Matthew Bernstein  
*Cum Laude*  
 Jordan Hunter Bernstein  
 Brayden Robert Berthold  
*Magna Cum Laude*  
 Raghav Bhatia  
*Magna Cum Laude*  
 with Honors in Accounting  
 Noah Gabriel Bidstrup  
*Summa Cum Laude*  
 Logan Eric Biebelberg  
*Magna Cum Laude*  
 Ava Kathryn Biemer  
 Andrew Peter Bierden  
*Magna Cum Laude*  
 Calvin Andrew Bigham  
*Magna Cum Laude*  
 Jacob Edward Bihari

# May 5, 2024, Spring Commencement

Stuart Franklin Bills <i>Magna Cum Laude</i>	Amihan Divino Brannan <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Sydney Elise Cagnon <i>Magna Cum Laude</i>	Jackie Cheng <i>Cum Laude</i>	Carl Lincoln Conley <i>Cum Laude</i>
Peyton Michael Bissler	BJ Bransford <i>Cum Laude</i>	Kristen Nicole Cain <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Yizhe Cheng <i>Magna Cum Laude</i>	Casey Jackson Conley
Robert Edward Black IV <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Emily Nicole Braunstein	Dominick Patrick Caldron	Zhangyuan Cheng <i>Magna Cum Laude</i>	Patrick James Connolly
Kelcy Ann Blanchong <i>Summa Cum Laude</i> <i>with Honors in Accounting</i>	Julia Bray <i>Summa Cum Laude</i>	Joseph Matthew Callahan	Sammi Cheung <i>Magna Cum Laude</i>	Ethan Kevin Connor <i>Summa Cum Laude</i>
Kyle Patrick Blankenhorn <i>Magna Cum Laude</i>	Colin James Brenner	Julia Grace Camino <i>Summa Cum Laude</i>	Steven Austin Chillog <i>Magna Cum Laude</i>	Owen Michael Conroy <i>Cum Laude</i>
Allison Camille Blaszak	Justin Max Brenner	Anthony Matthew Cammisuli <i>Magna Cum Laude</i>	Liam Patrick Chisholm	Aidan Francis Conway
Allyson Julia Blazetic	Cameron Thomas Bridges	Dominic Anthony Campagna <i>Cum Laude</i>	Michael John Chojnacki	Collin Scott Cook
Ethan Bloch <i>Cum Laude</i>	Grace Donna Bright <i>Magna Cum Laude</i>	Avery Rebecca Campbell <i>Cum Laude</i>	Chung Yin Choy	Daniel Healy Cook <i>Cum Laude</i>
Eric Michael Bloom	Jackson Delos Briseno <i>Magna Cum Laude</i>	Lorenzo Lamar Campbell, Jr.	Caroline Marie Chudowsky <i>Cum Laude</i>	Madeline Christine Cook <i>Cum Laude</i>
Paige Marie Blue <i>Cum Laude</i>	Julia Shoshana Brisk	Rylie Marie Campbell <i>Cum Laude</i>	Riley Elizabeth Ciarletta <i>Magna Cum Laude</i>	Ari Walter Cooper <i>Cum Laude</i>
Jason Forbes Blum	Mitchell Ketan Brittain <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Patrick Ronan Campion	Michael Paul Cioffi	David Michael Cooper
Janette Morgan Blumin <i>Magna Cum Laude</i>	Martina Karina Brode <i>Magna Cum Laude</i>	Nami Yoshiko Cannon <i>Cum Laude</i>	Colten Baxter Clark	Elizabeth Morgan Cooper
Noah Blunt	Adam Matthew Brokke	Amaedeo Eric Cantini <i>Magna Cum Laude</i>	Emily Clark <i>Magna Cum Laude</i>	Jack Timothy Cooper <i>Magna Cum Laude</i>
Casey Joseph Boch <i>Magna Cum Laude</i>	Patrick Brooks	Yilin Cao <i>Magna Cum Laude</i>	Kassidy Elisabeth Clark <i>Cum Laude</i>	Aidan Patrick Corey <i>Magna Cum Laude</i>
Gabriel Patrick Bogan	Brooks Elliott Brown <i>Summa Cum Laude</i>	Vincent Michael Carbone	Michael Benjamin Clark <i>Cum Laude</i>	Alison Cotton
Jack Howard Bohlen <i>Cum Laude</i> <i>with Honors in Finance</i>	Carson James Brown	Andrew Joseph Carella	Peyton Elizabeth Clark	Kelly Jo Coughlin
Sarah Boice <i>Magna Cum Laude</i>	Colin Eynon Brown	Tatum Shea Carmichael	Reagan Mackenzi Clarkson	Trevor James Coughlin <i>Cum Laude</i>
Ellie Marie Dimou Boiston	Gavin John Brown <i>Cum Laude</i> <i>with Honors in Accounting</i>	Guytano Angelo Carollo <i>Cum Laude</i>	Briella Kathleen Claudio	Kayley Marie Covert <i>Cum Laude</i>
Jacob Michael Bolander <i>Cum Laude</i>	Lauren Marie Brown <i>Magna Cum Laude</i>	Brandon Tyler Carpenter <i>Magna Cum Laude</i>	Arianna Joy Clay	Alexander Daniel Covington
Nadia Renee Bolea <i>Cum Laude</i>	Mia Christina Brown <i>Summa Cum Laude</i>	Jacob Carper <i>Cum Laude</i>	Brandon Lee Clem	Matthew Cowen
William Gabriel Bolon <i>Magna Cum Laude</i>	Rachael Alyssa Brown <i>Summa Cum Laude</i>	Jillian Marie Carr	Kyle David Clifton <i>Cum Laude</i>	Noah Michael Cox
Fiorella Bolona	Seth Joseph Brunner <i>Cum Laude</i>	Audrey Carroll <i>Magna Cum Laude</i>	Margaret Rose Clink <i>Cum Laude</i> <i>with Honors in Accounting</i>	Cameron James Coy <i>Cum Laude</i>
Brian Francis Bongiovanni	Emma Jane Bubolz <i>Magna Cum Laude</i>	Matthew J. Carver	Olivia Maria Clotten <i>Cum Laude</i>	Sophia Isabella Cramer <i>Magna Cum Laude</i>
Mariah Lenae Booher <i>Summa Cum Laude</i>	Cameron Denyse Bucher <i>Magna Cum Laude</i>	Ashley Renee Casavant <i>Magna Cum Laude</i>	Sofie Clough <i>Summa Cum Laude</i>	Chloe Madison Cree <i>Magna Cum Laude</i>
Olivia Nicole Boone	Rachel Buchinsky	Claudia Casey <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Nolan John Clouse <i>Magna Cum Laude</i>	John Michael Criscione <i>Cum Laude</i>
Amanda Claire Borchers <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Matthew Joseph Bucich	Ian Matthew Casey	Connor Montgomery Cmiel <i>Magna Cum Laude</i>	Sean Patrick Crogan <i>Cum Laude</i>
Nicole Christine Borchers <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Samuel Thomas Buddelmeyer <i>Cum Laude</i>	Francesca Lauren Casilli <i>Summa Cum Laude</i>	William Michael Coffield <i>Magna Cum Laude</i>	Lily Grace Cronley <i>Cum Laude</i> <i>with Honors in Accounting</i>
Ethan Glen Borkowski	Adam Lance Budkofsky <i>Summa Cum Laude</i>	Evan Hunter Cassano <i>Summa Cum Laude</i>	Max Chancellor Cogswell <i>Cum Laude</i>	Alaina Marie Croskey <i>Magna Cum Laude</i>
Lucas Michael Borneo	Simon David Buehrer	Christina Maura Catalano <i>Cum Laude</i>	Alex Rose Cohen <i>Cum Laude</i>	Jacob Ronald Crouch
Anna Victoria Borsch	Karina Bumpers	Kyle Edward Cattaneo	Harrison Evan Cohen	Julia Rose Crump <i>Magna Cum Laude</i>
James Howard Bostic III	Jack Davis Burdett <i>Summa Cum Laude</i>	Alison Corrinne Cattano <i>Cum Laude</i>	Jonathan Logan Cohen	Gabriella Alicia Cugini <i>Cum Laude</i>
Quentin Bouanna	Brooke Elizabeth Burdick <i>Summa Cum Laude</i>	Kelly Mary Cavanagh <i>Magna Cum Laude</i>	Danielle Elyse Cohn <i>Magna Cum Laude</i>	Caleb Christopher Cummings <i>Magna Cum Laude</i>
Max Joseph Boulton <i>Magna Cum Laude</i> <i>with Honors in Finance</i>	Tyler Scott Burger	Nicholas Joseph Cerami	Alyse Sarah Cok <i>Cum Laude</i> <i>with Honors in Business Administration</i>	William Roy Cummings <i>Cum Laude</i>
Jillian Marie Bourdage <i>Summa Cum Laude</i>	Jesse Louis Burke <i>Magna Cum Laude</i>	Jenna Marie Cesario	Aidan Wallace Colbert <i>Magna Cum Laude</i> <i>with Honors in Finance</i>	Mathew Owen Cunningham <i>Cum Laude</i>
Austin Lee Bowman <i>Cum Laude</i>	Nathan James Burkhardt <i>Magna Cum Laude</i>	Srikar Chakravarthy	Alexander Roy Cole <i>Cum Laude</i>	Isabella Anne Curcio
Nicholas Aaron Boyarko <i>Cum Laude</i>	William Alexander Burlingame <i>Cum Laude</i>	Joseph Kevin Chamoun	Washington Camille Cole <i>Magna Cum Laude</i>	Kristin Suzanne Currin
Tyler Steven Boyd <i>Magna Cum Laude</i>	Abigail Lucille Burns <i>Magna Cum Laude</i>	Bryce Taylor Chappelear	Jackson Thomas Coleman	William James D'Albora
Riley Michael Brackman	Travis Burt <i>Cum Laude</i>	Han Chen <i>Summa Cum Laude</i>	Chayce Trevin Colling	Ammar Alvi D'Ambrosio <i>Magna Cum Laude</i>
Hannah Marie Bradley	Nate Dietz Buse <i>Cum Laude</i>	Jiayu Chen <i>Summa Cum Laude</i>	Jacob Michael Collins <i>Magna Cum Laude</i>	Ana Cristina D'Herver de las Dese de Juillac Fernandez
Julia Marlene Bradley	Emilio Thomas Byerly	Mengyi Chen <i>Cum Laude</i>	Kylee Lynne Collins <i>Summa Cum Laude</i>	Hajira Fozia Dada
Julie Grace Brammer <i>Cum Laude</i>	Kathryn Margaret Byram	Selena Chen <i>Magna Cum Laude</i>	Daniel Condrich	Evan Ross Dafoe <i>Cum Laude</i>
Lauren May Brandenburg <i>Magna Cum Laude</i>	Jacob Mark Byrne	Shiqi Chen <i>Summa Cum Laude</i>	Anthony James Coneglio	Steven William Dales <i>Magna Cum Laude</i> <i>with Honors in Accounting</i>
	Jia Wang Zhi Hui Cagganello	Sicheng Chen		Michael William Dallas <i>Cum Laude</i>
	Andrew Harris Cagner			

# May 5, 2024, Spring Commencement

Noa Nell Dallimore <i>Magna Cum Laude</i>	Harvey Jason Diaz Nicolina Anne DiCiccio <i>Summa Cum Laude</i>	Adam Howard Eisenhardt <i>Cum Laude</i>	Eva Grace Fischer <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Peter Hanlon Ganz <i>Magna Cum Laude</i>
Abigail Marie Dalton Christopher Blair Dalton Devan Gretchen Dalton Tara Michelle Daly <i>Magna Cum Laude</i>	Aiden Dickson <i>Cum Laude</i>	Andrew Paul Elhindi <i>Magna Cum Laude</i>	Lucy Taylor Fischer Asa David Fitzpatrick <i>Magna Cum Laude</i>	Jun Gao <i>Cum Laude</i>
Lucas Joseph Daquino Alec Dardis Joe Robert Dargenio <i>Cum Laude</i>	Kyle Michael Dickson <i>Cum Laude</i>	Carolyne Elliot Zachary Keith Elliott Ian Robert Elson <i>Cum Laude</i>	Beau Patrick Fixari Alex Michael Fleetwood Zachary Lewis Fletcher Justin Lenin Flores James Joseph Flowers Gabrielle Alexandra Flynn- Tombragel Jack Forsman Kyla Renee Fortman <i>Summa Cum Laude</i>	Xin Gao <i>Magna Cum Laude</i>
Mahmoud Salah Darwish <i>Cum Laude</i>	Nicholas Ryan Didonato <i>Magna Cum Laude</i>	Ryan Henry Emilio Winn Allen Engel Trevor Engelman Nickolas Conrad England <i>Magna Cum Laude</i>	George William Foster Mary Grace Foster <i>Cum Laude</i>	Yan Gao Mason Schantz Garcia Samuel Ramon Garcia Yasmin Garcia Griffin Tage Gardner <i>Summa Cum Laude</i>
Marvin James Davies IV <i>Cum Laude</i>	Mitchell Scott Dieckhoner <i>Magna Cum Laude</i>	Nicole Alison Englin <i>Cum Laude</i>	Alexander Fouad <i>Summa Cum Laude</i> <i>with Honors in Finance</i>	Luke Alan Gardner <i>Cum Laude</i>
Antoine Davis <i>Summa Cum Laude</i> <i>with Honors in Finance</i>	Nicholas Andrew Diehl Steven Diersing <i>Cum Laude</i>	Owen Erickson <i>Cum Laude</i>	Luke Robert Fountaine Sarah Austria Fox <i>Cum Laude</i>	Zachary David Gardner <i>Magna Cum Laude</i>
Austin Shawn Davis <i>Cum Laude</i>	Isabelle Dietrich <i>Cum Laude</i>	Ashlyn Mary Ervin <i>Cum Laude</i>	Hannah Riley Frame Haley Brianne Frank Elysia Jo Franke <i>Summa Cum Laude</i>	Alex William Garing Tyler Alan Garner Gianna Reese Garnett Shaee Alexandra Garney Luca Gianni Garofoli Caden Michael Garrido Nicholas Michael Garro Ryan Louis Gartman <i>Cum Laude</i>
Connor Davis Jeremy Davis <i>Magna Cum Laude</i>	Angela Lynn Dilday Christian Dillard Carli Christine DiNardo <i>Cum Laude</i>	Deniz Emir Eryilmaz Kevin Joseph Eslick Alec Collin Estrin Matthew H. Ettenger Grace Carlisle Evans <i>Summa Cum Laude</i>	Gabrielle Marie Frazier Garrett William Frazier <i>Cum Laude</i>	Hannah I. Gary <i>Magna Cum Laude</i>
Liam James Davis <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Brooklynn Nicole Dockery Grace Ann Dockery Bailey Allison Dolch Jonathan Rohany Dominguez Grace Elizabeth Donaldson <i>Magna Cum Laude</i>	Joseph Gregory Evans Quinn Allen Evans <i>Cum Laude</i>	Morgan Alexandra Freund <i>Cum Laude</i>	Dean Michael Gassman Matthew Thomas Gast <i>Summa Cum Laude</i>
Lola Raine Davis <i>Summa Cum Laude</i>	Jiaqi Dong Qiuyu Dong <i>Magna Cum Laude</i>	Margaret Louise Fagel William Fagel Lucas Lawrence Fall <i>Magna Cum Laude</i>	Isabella Marie Frazier Brynne Victoria Frederick <i>Cum Laude</i>	Jacob Gatcke <i>Cum Laude</i>
Madelyn Opal Davis Warren Todd Davy Ross Day Madison Debnar <i>Cum Laude</i>	Zachary Joseph Doucette <i>Cum Laude</i>	Sophia Madison Fama Xinyu Fan <i>Cum Laude</i>	Sarah Leone Fredericks Tamar Freeman Tyler David Freudeman <i>Cum Laude</i>	Michael Keith Gatt <i>Magna Cum Laude</i>
Michael DeCanio <i>Cum Laude</i>	Luke David Dovell <i>Summa Cum Laude</i>	Rachel Marie Fannin Dylan Nahed Farah James Robert Farrell Michael Anthony Farrell Ericson James Fedde <i>Summa Cum Laude</i>	Mary Margaret Gauchat <i>Cum Laude</i>	Mary Margaret Gauchat <i>Cum Laude</i>
Alex Dediu <i>Summa Cum Laude</i>	Grace Catherine Dower Molly McDowell Downey Lauren Elizabeth Downie <i>Cum Laude</i>	Brooke Noelle Feher Jacob J. Feldmaier <i>Cum Laude</i>	Leah Gaudio <i>Summa Cum Laude</i> <i>with Honors in Accounting</i>	Mary Margaret Gauchat <i>Cum Laude</i>
Michael Patrick DeFrancesco <i>Summa Cum Laude</i> <i>with Honors in Finance</i>	Madison Elizabeth Doyle <i>Summa Cum Laude</i>	Brooke Noelle Feher Jacob J. Feldmaier <i>Cum Laude</i>	Isabella Marie Gaydos-Bruce Louis Christopher Geer Claire Marie Geiger Jacob Matthew Geiger <i>Cum Laude</i>	Mary Margaret Gauchat <i>Cum Laude</i>
Joseph Anthony Delfre John Donald Dell'Olio <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Thomas Drazetic <i>Magna Cum Laude</i>	Brooke Noelle Feher Jacob J. Feldmaier <i>Cum Laude</i>	Leah Gaudio <i>Summa Cum Laude</i> <i>with Honors in Accounting</i>	Mary Margaret Gauchat <i>Cum Laude</i>
Celine Elizabeth Demeo <i>Magna Cum Laude</i>	Daniel John Drellishak <i>Cum Laude</i>	Brooke Noelle Feher Jacob J. Feldmaier <i>Cum Laude</i>	Isabella Marie Gaydos-Bruce Louis Christopher Geer Claire Marie Geiger Jacob Matthew Geiger <i>Cum Laude</i>	Mary Margaret Gauchat <i>Cum Laude</i>
Kya DeMeter <i>Magna Cum Laude</i>	Maxwell James Dresbach <i>Magna Cum Laude</i>	Brooke Noelle Feher Jacob J. Feldmaier <i>Cum Laude</i>	Leah Gaudio <i>Summa Cum Laude</i> <i>with Honors in Accounting</i>	Mary Margaret Gauchat <i>Cum Laude</i>
Delaney Michelle DeMoss <i>Summa Cum Laude</i>	Claire Katholing Driscoll <i>Cum Laude</i>	Brooke Noelle Feher Jacob J. Feldmaier <i>Cum Laude</i>	Isabella Marie Gaydos-Bruce Louis Christopher Geer Claire Marie Geiger Jacob Matthew Geiger <i>Cum Laude</i>	Mary Margaret Gauchat <i>Cum Laude</i>
Jiaxin Deng Yundi Deng <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Gabrielle G. Duncan Reece Aaron Dunham Phoebe Pei-Chieh DuPuy <i>Cum Laude</i>	Brooke Noelle Feher Jacob J. Feldmaier <i>Cum Laude</i>	Leah Gaudio <i>Summa Cum Laude</i> <i>with Honors in Accounting</i>	Mary Margaret Gauchat <i>Cum Laude</i>
Jack Michael Dennis <i>Summa Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>	Francis Koetter Durkin <i>Cum Laude</i>	Brooke Noelle Feher Jacob J. Feldmaier <i>Cum Laude</i>	Isabella Marie Gaydos-Bruce Louis Christopher Geer Claire Marie Geiger Jacob Matthew Geiger <i>Cum Laude</i>	Mary Margaret Gauchat <i>Cum Laude</i>
Michael John Dennis Farah Desai Connor James DesRoches <i>Summa Cum Laude</i>	David Ethan Durnell Ernesto Dusengimana Jack Dustin Andrew Arthur Dvorkin Doran Naderi Dyer Nathan David Dygert <i>Magna Cum Laude</i> <i>with Honors in Accounting</i>	Brooke Noelle Feher Jacob J. Feldmaier <i>Cum Laude</i>	Leah Gaudio <i>Summa Cum Laude</i> <i>with Honors in Accounting</i>	Mary Margaret Gauchat <i>Cum Laude</i>
Dylan Dessner <i>Cum Laude</i>	Erica Ariene Ebel <i>Summa Cum Laude</i>	Brooke Noelle Feher Jacob J. Feldmaier <i>Cum Laude</i>	Isabella Marie Gaydos-Bruce Louis Christopher Geer Claire Marie Geiger Jacob Matthew Geiger <i>Cum Laude</i>	Mary Margaret Gauchat <i>Cum Laude</i>
Halle Monet Deutsch Samuel John DeVito <i>Magna Cum Laude</i>	Rachel Mae Eby <i>Cum Laude</i>	Brooke Noelle Feher Jacob J. Feldmaier <i>Cum Laude</i>	Leah Gaudio <i>Summa Cum Laude</i> <i>with Honors in Accounting</i>	Mary Margaret Gauchat <i>Cum Laude</i>
Simon John DeVito Yuejiao Di <i>Summa Cum Laude</i>	Kara Marie Echernacht <i>Magna Cum Laude</i>	Brooke Noelle Feher Jacob J. Feldmaier <i>Cum Laude</i>	Isabella Marie Gaydos-Bruce Louis Christopher Geer Claire Marie Geiger Jacob Matthew Geiger <i>Cum Laude</i>	Mary Margaret Gauchat <i>Cum Laude</i>
Andrew Michael Diamond <i>Cum Laude</i>		Brooke Noelle Feher Jacob J. Feldmaier <i>Cum Laude</i>	Leah Gaudio <i>Summa Cum Laude</i> <i>with Honors in Accounting</i>	Mary Margaret Gauchat <i>Cum Laude</i>

William Patrick Gillespie <i>Summa Cum Laude</i>	Trent Alexander Greene <i>Cum Laude</i>	Bassil Hasan Sarah Noor Hasan <i>Cum Laude</i>	Rhett Hobbs <i>Cum Laude</i>	Morgan Nicole Hunter <i>Magna Cum Laude</i>
Samuel Hayes Gingras Hannah Kate Gingrich Samantha Trachtenberg Ginsberg Emanuel Gioia <i>Cum Laude</i>	Leanna Rose Greenlee <i>Cum Laude</i>	Brendan John Haught Justin Matthew Hauser <i>Magna Cum Laude</i>	Tobey Simcha Hoch <i>Summa Cum Laude</i>	Jianna Hurst <i>Magna Cum Laude</i>
Noah Thomas Giovanetti Thomas John Girgash III Massimo Anthony Giuliani <i>Magna Cum Laude</i>	Timothy Scott Greenwell <i>Cum Laude</i>	Cooper James Hawk Jason Michael Hayden Emma Katherine Hayek <i>Magna Cum Laude</i>	Ryan Christopher Hodge <i>Cum Laude</i>	Isabel Kathleen Huseman <i>Magna Cum Laude</i> <i>with Honors in Finance</i>
Olivia Madison Gleich Angelina Hope Globokar Giovanna Faith Globokar Saskia Kristina Gobonya Matthew Godfrey Madeline Rose Godin Chloe Pearl Gold <i>Magna Cum Laude</i>	Edward Jason Grigg Jacqueline Groeschel <i>Summa Cum Laude</i>	Zachary Shea Hazan <i>Magna Cum Laude</i>	Jake Ryan Hoffman <i>Summa Cum Laude</i>	Samuel John Husk <i>Summa Cum Laude</i> <i>with Honors in Accounting</i>
Tyler Brett Goldberg Zachary Adam Goldberg Avery Harris Goldman <i>Cum Laude</i>	Cullen Francis Grogan Evan Scott Grose <i>Summa Cum Laude</i>	Stella Elizabeth Hazelton <i>Cum Laude</i>	Matthew Thomas Hoffman Sean Larkin Hoffman Sophia Katherine Hoffman <i>Magna Cum Laude</i>	Katelyn Marie Hussing <i>Cum Laude</i>
Jerome Ezra Gomes Jennifer Elaine Gomez <i>Magna Cum Laude</i>	Molly Kathleen Grove Mitchell Grubb Alexis Jacqueline Gruszczynski <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Lucas Alexander Hazlett Xiaoyu He <i>Cum Laude</i>	Luke Michael Hoggay Claudia Hollander Tineo <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Alyssa Rose Husted <i>Cum Laude</i>
Matthew Gong Paul Christopher Gonzalez James Everett Goodall Sophie Joy Goodman <i>Magna Cum Laude</i> <i>with Honors in Accounting</i>	Mikaela Salonga Guillen <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Audrey Don Hearing Abigail Irene Heath <i>Cum Laude</i>	Theresa C. Hollern <i>Cum Laude</i>	Reese Hutchison <i>Magna Cum Laude</i>
Neelima Chittilanghat Gopinath <i>Cum Laude</i> <i>with Honors in Business Administration</i>	Maxwell Joseph Guitteau Nicole Grace Gulevich <i>Cum Laude</i>	Harold James Hebert III <i>Cum Laude</i>	Mac David Holt Claire Marie Holtyn Joseph Simeon Honeycutt <i>Summa Cum Laude</i>	Matthew Santiago Hutt <i>Summa Cum Laude</i>
Kent Traylor Gordon <i>Magna Cum Laude</i>	Michael Guzman-Martinez Zachary Austin Gyurko Abderrazak Habroune Adam Michael Haemmerle <i>Cum Laude</i>	Andrea Hefferan <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Kara Alicia Hong Jake C Henry Hoodack <i>Cum Laude</i>	Daniel Tran Huynh Alba Ianni <i>Magna Cum Laude</i>
Shelby Carolyn Gordon <i>Cum Laude</i>	William Gabriel Haenszel Lida Rose Hageman Sasha Mehta Haines <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Ethan Robert Heidenreich David Asher Heilbrunn <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Allison Marie Hook Grace Aisling Horn Zoe Susanne Horne <i>Cum Laude</i>	Abdelrahman Yasser Abdalla Hassan Ibrahim Ismahan Abdullahi Ibrahim Yasmine Ibrahim Justin Dean Icsman Katarina Athanasia Iftantis <i>Magna Cum Laude</i>
Nicholas McAggia Gore Benjamin Thomas Gorecki <i>Magna Cum Laude</i>	Daniel Richard Hall Eva Rose Hall Sarah Isabel Hallock <i>Cum Laude</i>	Madison May Heiser Addison Kate Heitman Aubrey Rose Heid Jack Jasem Hemingway Caleb Hemmen <i>Cum Laude</i>	Carter James Hornish Ethan Duffett Horton <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Matthew Griffin Ingerman Thomas Raymond Insalaco <i>Magna Cum Laude</i>
Lillian Allie Gorelik <i>Magna Cum Laude</i>	Elena Marie Hamall Henry Turner Hamersky Gage Alexander Hamilton Olivia Ruth Hamilton <i>Cum Laude</i>	Caroline Regan Hemmer <i>Magna Cum Laude</i> <i>with Honors in Finance</i>	Zoe Julianne Hoskinson <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Max Brent Isaacman <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>
Anthony Gorsuch <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Evan Joseph Hancock <i>Summa Cum Laude</i>	Marissa Ann Henterly Briana Citrina Henthorne Lucas Baer Herbruck <i>Summa Cum Laude</i>	Tyler Keith Housum Hailey Houtenbrink <i>Cum Laude</i>	Joshua Saul Isakov <i>Summa Cum Laude</i> <i>with Honors in Finance</i>
Hunter Royce Gottfried <i>Cum Laude</i>	Mason James Hancock <i>Cum Laude</i>	Reece James Herendeen Amy Caffee Hermansen <i>Magna Cum Laude</i>	Gabriel David Hovest Cordelia Kaye Howard Zene Ethyl Howard Delaney Elle Hoy <i>Cum Laude</i>	Nikita Sita Iyer <i>Magna Cum Laude</i>
Elliott Goubeaux <i>Cum Laude</i>	Amelia Gray Hanlon Alyssa Michelle Hann <i>Cum Laude</i>	Alejandro Hernandez Brett Herron <i>Summa Cum Laude</i>	Joseph Hunckler Hricovsky <i>Cum Laude</i>	Hannah Grace Jachimiak Reese Duffield Jackson Carter Alan Jacobs Luke David Jacobs <i>Summa Cum Laude</i>
David L Gough <i>Cum Laude</i>	Grayson Christopher Hansel <i>Cum Laude</i>	Jenna Rose Hertzfeld <i>Magna Cum Laude</i>	Nicholas John Hrycyna Danieljiyao Li Hu <i>Cum Laude</i>	Colette Desiree Jakubow <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>
Brinda Seshaprasad Grama <i>Cum Laude</i> <i>with Honors in Business Administration</i>	Nicholas Britt Hansen <i>Cum Laude</i>	Lilly Alese Hess Jordan K. Hicks Youssef Anwar Higgins <i>Cum Laude</i>	Guojian Hu Tingyou Hu <i>Cum Laude</i>	Mohamed Abdirahim Jama Richard Charles James Joy Jihyun Jang Bradley Andrew Jarosz <i>Cum Laude</i> <i>with Honors in Accounting</i>
Alexandra Jo Grandstaff Michael Ralph Grassi <i>Magna Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>	Blake Hara Adam James Harris Madeline Elizabeth Harris <i>Magna Cum Laude</i>	Noah Glenn James Hill <i>Magna Cum Laude</i>	Linbi Huang Selena Huang <i>Cum Laude</i>	Caroline Grace Jarrell <i>Cum Laude</i>
James Stuart Gray Annabelle Lucy Green <i>Summa Cum Laude</i>	Colton Robert Harshbarger Christopher A. Hart Matthew Allen Hart Samuel Robert Hart Clement Austin Hartley Merick William Hartley <i>Cum Laude</i>	Max Hiller Kathleen Wallace Hillman Michael Scott Hirschbein <i>Magna Cum Laude</i>	Yu Huang Ayana Solei Hudson Priya Lauren Hudson <i>Magna Cum Laude</i>	Kalyan Alexander Jayaraman <i>Summa Cum Laude</i>
Zachary Aaron Greenberg <i>Magna Cum Laude</i>	Case Alan Hartman Gavin Thomas Hartzell <i>Summa Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>	Jackson Henry Hitzeman <i>Magna Cum Laude</i> <i>with Honors in Accounting</i>	Vikram Jared Hudson Brandon C. Huebeler Nicholas Lawrence Huffman <i>Summa Cum Laude</i>	Emerson Leigh Jeka <i>Magna Cum Laude</i>
Gabriela Kate Greene <i>Cum Laude</i>	Brooke Katherine Harvey <i>Summa Cum Laude</i> <i>with Honors in Finance</i>	Reese En Hui Ho <i>Summa Cum Laude</i> <i>with Honors in Accounting</i>	Michael Hughes <i>Cum Laude</i>	Jansen Daniel Jenkins Garrett Michael Jensen Pavalaniveda Jayakrishnan <i>Magna Cum Laude</i>
Ryan Stephen Greene <i>Cum Laude</i>		Isaac Foster Hoadley <i>Cum Laude</i>	Ryan Christopher Hughes <i>Magna Cum Laude</i>	Zhenlong Jin
			Samuel Allen Hughes Ryan Alexander Hume Emily Jeanine Hummer <i>Cum Laude</i>	Christopherr Jiang Zhiyuan Jiang Jiao Jiao <i>Summa Cum Laude</i>
			Benjamin Richard Hunt	

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Ryan Phillips Johnsen <i>Magna Cum Laude</i>	Davis Andrew Kelly Brady Frederick Kessler <i>Magna Cum Laude</i>	Emma Lynne Kruse <i>Magna Cum Laude</i>	William Tru LeMaire Margaret McKenzie Leneghan <i>Cum Laude</i>	Boyu Lu <i>Magna Cum Laude</i>
Cannan Johnson	Jack Arthur Kessler <i>Cum Laude</i>	Peter Terrant Krusinski	Justin Scott Lenhart <i>Cum Laude</i>	Lily Liu Lu <i>Magna Cum Laude</i>
Christopher McMahon Johnson <i>Cum Laude</i>	Briana Eileen Keyser Nadia Khalid Khalaf <i>Cum Laude</i>	Abigail Julia Kuhn <i>Magna Cum Laude</i>	Angelina Marie Leo <i>Magna Cum Laude</i>	Zeyu Lu <i>Magna Cum Laude</i>
Ella Johnson	Qays N. Khalil <i>Cum Laude</i>	Charles Nolan Kukla Mackenzie Marie Kulon <i>Cum Laude</i>	Michael William Leonard	Annie Gabrielle Lucas <i>Cum Laude</i>
Eric Riley Johnson	Musa Khan Garv Rohit Khanna <i>Cum Laude</i>	Samantha Lee Kulon David Michael Kurtz <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Owen Samuel Lepsky <i>Summa Cum Laude</i>	Maxwell Thomas Lucas Katherine Virginia Luciano <i>Summa Cum Laude</i>
Evan Matthew Johnson	Pilar Zara Khawaja <i>Cum Laude</i>	Camden David Kurtz Nolan Edward Kush <i>Summa Cum Laude</i>	Joseph Mario Lesser <i>Magna Cum Laude</i>	Justin Mark Luiza <i>Cum Laude</i>
Matthew Aaron Johnson <i>Summa Cum Laude</i> <i>with Honors in Accounting</i>	Elizabeth Khaykin <i>Summa Cum Laude</i>	Roxanne Kuzma <i>Magna Cum Laude</i>	Haley Nicole Letner <i>Cum Laude</i>	Michael Samson Luttmer <i>Magna Cum Laude</i>
Ramsay Mark Johnson <i>Cum Laude</i>	Rehan Mohammad Khral Srishti Khurana	Nathan James Kylo Mia Elizabeth Lachey <i>Cum Laude</i>	Ethan Louis Letter Cole William Leverage Danielle Lynn Levi Andrew Dale Levy Max Michael Lew <i>Cum Laude</i>	Chloe Anna Lutwak Jack Brian Lyle Ethan James Lynch <i>Cum Laude</i>
Rikki Lee Santana Joiner John Kelly Jones	Benjamin Jeffrey Kiko Joshua James Kilbane <i>Cum Laude</i>	Aidan Joseph Lacko Kory Michael Laehu <i>Cum Laude</i>	Alexis Machelie Lewis Jyllian Avory Lewis <i>Cum Laude</i>	Isabella Rose Theresa Lyons Vincent Robert Lyons <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>
Joseph Josiah Jones <i>Magna Cum Laude</i> <i>with Honors in Accounting</i>	Dongjin Kim Susan Young Kim John Thaddeus Kincaid Sydney Michelle Kincaid Anna Grace King <i>Magna Cum Laude</i>	Christopher Andrew Lagerstrom <i>Summa Cum Laude</i>	Fangzhi Li <i>Cum Laude</i>	Muze Ma Christopher Myles Macaluso Duncan Clark MacDonald <i>Magna Cum Laude</i>
Seth Barnum Jones <i>Magna Cum Laude</i>	Kyle Everett Kinney William Randall Kinser Andrew Charles Klas <i>Cum Laude</i>	Jack Myles Lagnado Cameron William LaGory <i>Cum Laude</i>	Haolin Li Jessie Li Tianci Li Yuxuan Li <i>Cum Laude</i>	Samuel Jerome Machenheimer <i>Cum Laude</i>
Kevin Daniel Jordan <i>Summa Cum Laude</i>	Jack Thomas Klein <i>Cum Laude</i>	Kira Renata Laing Charles Connor Laird <i>Magna Cum Laude</i>	Zekun Li <i>Cum Laude</i>	Alyssa Diana Macomber <i>Magna Cum Laude</i>
Elizabeth Grace Judy Stanley Robert Jurus IV <i>Magna Cum Laude</i>	Joshua Seth Klein Tanner Klimkowski Owen Robert Kline Griffin Timothy Kling Angelina Marie Klopp <i>Cum Laude</i>	Brandon Lake <i>Magna Cum Laude</i>	Owen Paul Licht <i>Summa Cum Laude</i>	Sahil Madan <i>Cum Laude</i> <i>with Honors in Finance</i>
Avery Michael Juszczyk <i>Cum Laude</i>	Samuel Allen Klunk Trevor Hardington Klym Bree Elizabeth Knapke <i>Summa Cum Laude</i>	Alexander Efstratios Lambos Alyssa Landry Justin Drew Lane Matthew Ethan Langtry Brooklyn Marie Lathon Blake Patrick Laughlin <i>Magna Cum Laude</i>	Elizabeth Liebman Mitchell Philip Likovetz <i>Magna Cum Laude</i>	Justin Ross Magaziner Sabrina Anthony Maghes <i>Cum Laude</i>
Aaditya Sitansh Kadakia Theodore Kahn <i>Summa Cum Laude</i>	James Eckert Knottter Melina Grace Koch <i>Magna Cum Laude</i>	Sebastiano Vencente Layne Jacqueline Nguyen Le Israel Alejandro Leal Ahedo Aaron Benjamin Lee <i>Magna Cum Laude</i>	Cooper James Lillquist <i>Summa Cum Laude</i>	Mark Thomas Maguth <i>Magna Cum Laude</i>
Robert Wilson Kaiser <i>Magna Cum Laude</i>	Leah Ann Koehler Jordan Matthew Koevenig Christian Barnette Kohl Zachary Thomas Konvolinka <i>Cum Laude</i>	Elva Lee <i>Magna Cum Laude</i>	Jenny Lin Peter Lin Nicholas Thomas Linder <i>Summa Cum Laude</i> <i>with Honors in Finance</i>	Lily Madison Maharg Muhammed E. Mahdi Sophia Rachelle Majidzadeh Brayden Craig Makar Sebastian Eduardo Malca <i>Cum Laude</i>
Ria Kakarlapudi Adina Bailey Kalman <i>Summa Cum Laude</i>	Ryan Brant Koplitz <i>Magna Cum Laude</i>	Kaden Cole Lee Mason Anthony Lee <i>Magna Cum Laude</i>	Stephen Philip Lindstrom Aidan Lindy Levi Snow Pancoast Linville Botao Liu <i>Magna Cum Laude</i>	Nathan Paul Malcolm <i>Summa Cum Laude</i>
Michelle Christina Kalucis Katerina Christina Kalvakis Mason Alexander Kamath Adel Kanaan <i>Magna Cum Laude</i>	Ethan Ryan Kopsch Carson Peter Kott Omar Kouatli <i>Magna Cum Laude</i>	Megan Elizabeth Lee <i>Summa Cum Laude</i>	Eric Christopher LoCascio <i>Cum Laude</i>	Krista Isabel Malecki Rahul Malhotra <i>Cum Laude</i>
Robert John Kanarowski <i>Magna Cum Laude</i>	Connor Ryan Kovacs Calen Alexander Kovaleski <i>Magna Cum Laude</i>	Brady Allen Leemaster <i>Cum Laude</i>	Carly Elizabeth Loew <i>Cum Laude</i>	Gabriela Malhotra Cuce <i>Cum Laude</i>
Isaac Morris Kantarovich <i>Summa Cum Laude</i>	Julia Marie Kovetsdi <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Taylor Alexia Legall <i>Summa Cum Laude</i>	Nathaniel Michael Logozzo Natasha Elizabeth Lomnitz Louis Loncar Connor Long <i>Magna Cum Laude</i> <i>with Honors in Accounting</i>	Keri Grace Malick Shruti Mallina <i>Summa Cum Laude</i> <i>with Honors in Finance</i>
Ava Marie Karam Dylan James Karlovic Aaron Lee Karten <i>Cum Laude</i>	Nicholas James Kozlowski Madison Grace Kramer <i>Cum Laude</i>	William McElroy Lehman Ming Lei <i>Summa Cum Laude</i> <i>with Honors in Finance</i>	Steven Long Marisol Lopez Oropeza Luke Thomas Lorenz Jacob Richard Loudon <i>Magna Cum Laude</i>	Joseph Thomas Manion Nicholas Christopher Manna <i>with Honors in Business Administration</i>
Jared Michael Karten <i>Cum Laude</i>	Ben Michael Kressaty <i>Magna Cum Laude</i>	Caitlin Lillie Leib <i>Cum Laude</i> <i>with Honors in Business Administration</i>	Benjamin Gu Lowry <i>Magna Cum Laude</i>	Evan Marcus Kayla Marcus <i>Cum Laude</i>
Jacob Matthew Kasmarcak <i>Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>	Alexander Robert Krikorian Jack Henry Krupp	Adiana Raimi Leidich Jared Brady Leikin Mary Colleen Lekowski <i>Summa Cum Laude</i>	Geno Marinelli	

Michael Marino <i>Cum Laude</i>	Brendan John McGurk <i>Cum Laude</i>	Noah Andrew Mines <i>Cum Laude</i>	Nikhil Mummaneni <i>Magna Cum Laude</i>	William Matthew Ollerton Jacqueline Ollila Simon D. Olson <i>Cum Laude</i>
Patrick Joseph Mariotti Chad Seth Marks Brandon Jonny Marquez Chase Conner Marshall <i>Cum Laude</i>	Aly Elizabeth McHale <i>Cum Laude</i>	Bowen Harold Minnich Bryan Joseph Miozzi Hyder Ali Mir Jack Riley Miranda <i>Magna Cum Laude</i>	Nathan Mundell Charles Patout Murlin William Richard Murphy <i>Magna Cum Laude</i>	Abdulbary Musse Omar Madison Nichole Orchard Adam Michael Orndorf <i>Cum Laude</i>
Benjamin David Martin Frank Robert Martin Rachel Martin Kelly Martinez Diaz <i>Cum Laude</i>	Jalen Peter McKenzie <i>Cum Laude</i>	Madison Miranda <i>Magna Cum Laude</i>	Malek Mustafa Mubarak David Henry Nachtrab <i>Magna Cum Laude</i>	Brandon Michael Orozco Jason Keith Orr Garrett Christian Orten <i>Summa Cum Laude</i>
Gabriella Martinez-Carrasco Aria Corinne Marting Jacob Matthew Martinkovich Nathan Masisak Alexander Lawrence Mason- Pickup Tyson Drew Mast Anthony Dante Masters Jackson Paul Masur <i>Magna Cum Laude</i>	Madeline McLaughlin <i>Cum Laude</i>	Andrew Todd Misura Emma Kathleen Mitchell Hannah Kim Mitchell James Charles Mitchell Michael Ross Mitnick <i>Magna Cum Laude</i>	Ibrahim Murtuza Naguthanawala <i>Cum Laude</i>	Logan Andrew Osborne Garvin Osei-Frimpong Evans Kwaku Osei-Tutu David Matthew Ouellette Nicholas David Pack <i>Summa Cum Laude</i>
Danielle Elizabeth Mathews Thomas Alan Maticscik Darrell Matlak Diya Matta Elizabeth Marie Matthews Mia Nichole Maufort Michael Maurice Kayla Grace Maust <i>Magna Cum Laude</i>	Payton Olivia McLean <i>Cum Laude</i>	Adam Joseph Modic Addison Marie Moeller <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Pradyun Nair Akbar Raza Namazi <i>Cum Laude</i>	Xavier Nicolo Paganini <i>Magna Cum Laude</i>
Jayne Olivia Maxwell <i>Magna Cum Laude</i>	Jadyn Trinity McRitchie <i>Cum Laude</i>	Macy Ann Moeller Farhiya Mohamoud Mohamed Maxwell Scott Moldovan Christopher Michael Moldvay <i>Summa Cum Laude</i>	Mohammed Naqi Akhil A. Narvekar Jared Blake Naughton <i>Summa Cum Laude</i>	Ava Frances Pagano <i>Cum Laude</i>
Ethan Benjamin Mayerson <i>Cum Laude</i>	Michael Anthony McShannic <i>Cum Laude</i>	Jacob Michael Molina <i>Cum Laude</i>	Faruz Negmatov Jordan Paige Neifert Jacob Christopher Nelson <i>Magna Cum Laude</i>	Gregory Patrick Page Brenna Lindley Pagley <i>Cum Laude</i>
Anna Christiane Mayeux <i>Cum Laude</i>	Jonathon Paul McVeigh Amy Charlotte Medland <i>Summa Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>	David Anthony Mondaro Andrea Marie Monnin <i>Magna Cum Laude</i>	Juliana Newbery Scott James Newkirk Spencer Gerald Newkirk <i>Cum Laude</i>	Eliana Morgan Palermo Harrison Parker Pallant Jake William Palmer <i>Magna Cum Laude</i>
Madison Nicole Maynard <i>Cum Laude</i>	Anthony William Meiners <i>Cum Laude</i>	Kate Mary Monsignor <i>Summa Cum Laude</i>	Javen Jeffrey Newton Ngan Le Thao Nguyen <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	John Roger Palmer <i>Magna Cum Laude</i>
Ryan Patrick Mayr <i>Cum Laude</i>	Prithvi Mekala Jaime Grace Melland Noah Daniel Mendoza <i>Cum Laude</i>	Andrew Michael Montanus <i>Cum Laude</i>	Juliana Marie Nicolli <i>Cum Laude</i>	Morgan Independence Palmer <i>Cum Laude</i>
Thomas J. McAvoy Ian Michael McCabe <i>Magna Cum Laude</i> <i>with Honors in Accounting</i>	Adriana Nicole Mendoza Vargas Marcus Tyler Menninger <i>Magna Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>	Zachary Cole Monteer <i>Cum Laude</i>	Kevin Niederpruem <i>Magna Cum Laude</i>	Jonah Graves Paoletti Michael Gerard Pappalardo Zachary Charles Pappas <i>Summa Cum Laude</i> <i>with Honors in Finance</i>
Jack Gibson McCabe <i>Magna Cum Laude</i>	Andrew Edward Mershad Andrew Joseph Mescher Erin Elizabeth Meyer Jack William Meyer Julia Meyer <i>Summa Cum Laude</i>	Vincenzo Montelisciani <i>Summa Cum Laude</i> <i>with Honors in Finance</i>	Nicholas Niemann Ethan Mark Niemi Trey Stephen Nienberg <i>Magna Cum Laude</i>	Dylan Parker Eric Anthony Parmenter <i>Summa Cum Laude</i>
Kelly Ann McCarthy Rebecca Annette McCarthy <i>Cum Laude</i>	Vanessa Abigail Meyer Austin Max Meyers Mark Joseph Middendorf <i>Magna Cum Laude</i>	Sarah Gabrielle Kristie Montes Andrew James Montgomery Austin William Montgomery <i>Cum Laude</i>	Andrea Nieves-Diaz Kaitlyn Patricia Nock <i>Magna Cum Laude</i>	Mauricio Parra <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>
Caroline McClellan <i>Cum Laude</i>	Nicole Emmanuella Mikov Roman Miksa Charles Jack Milano Reid Milkens <i>Cum Laude</i>	Abraham Moon Jessica Elizabeth Moore Keegan Eugene Moran <i>Cum Laude</i>	Colin John North <i>Summa Cum Laude</i>	Jonathan Philip Parsons <i>Summa Cum Laude</i>
Kaden Riley McCord Ronan Christopher McCormack <i>Cum Laude</i>	Abigail Miller <i>Cum Laude</i>	Rachel Jo Morgan <i>Summa Cum Laude</i>	Holly Northcutt Rachel Marie Norton <i>Cum Laude</i>	Robert Luke Parsons <i>Magna Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>
Madelon Lisabeth McCort <i>Cum Laude</i>	Elizabeth Christine Miller <i>Cum Laude</i> <i>with Honors in Finance</i>	Ellen Marie Morgner Anthony William Morina Bryce Carroll Morley Brendan Alan Morris <i>Cum Laude</i>	Trent Andrew Nuccetelli Jordan Paul Nutter John Michael O'Connor <i>Cum Laude</i>	Ashwin Parthiban Catherine Passovets Jacob Pasteur Sameer Venkata Pasumarthy <i>Magna Cum Laude</i> <i>with Honors in Finance</i>
Jack Bohan McDonnell <i>Cum Laude</i>	Jan Gregory Miller <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Nicholas Anthony Morris <i>Magna Cum Laude</i>	John Michael O'Connor <i>Cum Laude</i>	Aayush Niravbhai Patel Adit Arun Patel Darshan Patel <i>Summa Cum Laude</i>
Joseph M. McFarland Sean Aidan McGahan <i>Summa Cum Laude</i>	Kaylee Rae Irene Miller <i>Summa Cum Laude</i>	Holly Mae Motil <i>Magna Cum Laude</i>	Luke William O'Connor <i>Magna Cum Laude</i>	Oliver Rohan Patel <i>Cum Laude</i>
Brendan McGinn <i>Cum Laude</i>	Madeline Stoddard Miller Olivia Carlene Miller Peyton Alexis Miller Tanner Matthew Miller Vincent Nathaniel Miller <i>Magna Cum Laude</i>	Andrew Dean Moulas <i>Magna Cum Laude</i> <i>with Honors in Finance</i>	Michael O'Donnell Brennan Patrick O'Hara Erin Michal O'Neil Maeve Elizabeth O'Neil Keegan Michael O'Neil <i>Summa Cum Laude</i>	Om Sunilkumar Patel <i>Magna Cum Laude</i>
Maura Rose Therese McGlynn Sydney Nikole McGue <i>Magna Cum Laude</i>	Josephine Ruth Miller-Davis <i>Summa Cum Laude</i> <i>with Honors in Accounting</i>	Dhiraj Movva Karlie Marie Mowrer <i>Magna Cum Laude</i>	Jared Alexander O'Rourke Samantha Gale O'Rourke Laurny Marie O'Sullivan <i>Cum Laude</i>	Saiyami Paresh Patel <i>Summa Cum Laude</i>
	Natalie Noelle Milligan Cole Christopher Milliken Justin Dean Mimmis <i>Cum Laude</i>	Mason Christopher Moyses Ally Sarah Muhstock <i>Magna Cum Laude</i>	Hannah Claire Obrochta <i>Cum Laude</i>	Shaalin Vikas Patel Suchi M. Patel
	Justin Dean Mimmis <i>Cum Laude</i>	Andrew Michael Mulcahy <i>Cum Laude</i>	Jay Thomas Ohlsen <i>Magna Cum Laude</i>	
	Lauren Charlotte Minerd <i>Magna Cum Laude</i>	Alex Daniel Mullins		

Samit Sandeep Pathak <i>Magna Cum Laude</i>	Kirstin Anneliese Pier <i>Summa Cum Laude</i>	Shruthi Zhiva Rajaram <i>Cum Laude</i> <i>with Honors in Business Administration</i>	Josette Michelle Ricker Nicholas James Ricker Brandon Alexander Ricotta <i>Cum Laude</i>	Daniel Rose <i>Summa Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>
Savannah Lynn Pauley <i>Magna Cum Laude</i> <i>with Honors in Accounting</i>	Isabella Rose Piotropola <i>Magna Cum Laude</i>	Mason Nicolas Ramba <i>Cum Laude</i>	Carson Joseph Rieman <i>Cum Laude</i>	Matthew Rosenberg Peyton Kenneth Rosier
Christopher Michael Lee Pavlina	Charles Alexander Pinkerton	Riley Luke Ramins <i>Magna Cum Laude</i>	Thomas Paul Rigel <i>Summa Cum Laude</i>	Francis John Ross <i>Cum Laude</i>
Aishani Suchita Pawar <i>Cum Laude</i>	Steven Anthony Pirc	David Ramirez	Maxwell William Rincon <i>Cum Laude</i>	Gavin Lee Ross Maison Ross <i>Magna Cum Laude</i>
Deidre Nicole Payne <i>Cum Laude</i>	Olivia Maria Placanica	Kevin Douglas Ramos <i>Cum Laude</i>	Rohan Ravin Rindani	Samuel Redford Ross
Benjamin Peacock	Steve George Place	Jack Shelley Rand <i>Cum Laude</i>	Logan Rindler	Aidan Michael Rossi
Kallie Rose Peak <i>Cum Laude</i> <i>with Honors in Business Administration</i>	Noah Samuel Platfoot	William Brewster Randall <i>Magna Cum Laude</i>	William Todd Rinehart <i>Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>	Juliette Pauline Row Carrie Lynn Rowe William Robert Rozich IV <i>Cum Laude</i>
Joshua Allan Pebworth	Abigail Cece Plumley	Maddyn Belle Randazzo	Benjamin Michael Ringeisen <i>Magna Cum Laude</i>	Abigail Suzanne Ruckel Garrett Ruden
Nathan David Pechar <i>Summa Cum Laude</i>	Ryan William Pochek <i>Summa Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>	Rayan Singh Rao	Rachel Lynn Riordan <i>Magna Cum Laude</i>	Benjamin Ruiz Margaret Susan Rupert Gabrielle Lauren Russell <i>Magna Cum Laude</i>
James Doherty Peel	Ethan Zane Poff <i>Magna Cum Laude</i>	Kai Griffin Rasmussen <i>Magna Cum Laude</i>	Kenneth Joseph Ripich <i>Cum Laude</i>	Emma Grace Rismiller Daniell Harold Risner <i>Magna Cum Laude</i>
Anna Kimberly Peepers	Steven Poletti	Carly Marie Raver <i>Summa Cum Laude</i>	Maxwell James Ritchey <i>Cum Laude</i>	Jenna Marie Ritt Riya Venkatesh
Isabella Pellegrino	Polyxeni Demetra Politis <i>Magna Cum Laude</i>	Brian Anthony Reagan	Abdullah Rizwan	Samuel Alan Roach
Timothy Colton Pence <i>Magna Cum Laude</i>	Polyxeni Demetra Politis <i>Magna Cum Laude</i>	John Raphael Rebutth <i>Cum Laude</i>	Samuel Alan Roach	Jennifer Roback <i>Cum Laude</i>
Daniel Penev	Jack Paul Pompilio	Robert Wade Redmon <i>Cum Laude</i>	Joseph Reilly	Jadon Delano Roberson <i>Cum Laude</i>
Tyler Anthony Percic	Hudson Frederick Poole	Elizabeth Reeves <i>Cum Laude</i> <i>with Honors in Finance</i>	Stephen Gerard Reilly II <i>Cum Laude</i>	Jack Randall Roberts
Elizabeth Rebecca Perelshteyn <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Andrew Oleh Popadiuk <i>Magna Cum Laude</i>	Brodie Ridge Reid <i>Cum Laude</i>	Dylan Jacob Preseren	Justin Alex Roberts <i>Summa Cum Laude</i>
Christopher Richard Perez <i>Magna Cum Laude</i> <i>with Honors in Accounting</i>	Cody Nathaniel Potgieter	Hunter Aidan Reid	Catherine Elizabeth Presti	Rachel Emily Roberts Austin Robertson <i>Cum Laude</i>
Issac Perez <i>Cum Laude</i>	Sophie Potter <i>Cum Laude</i>	Rebecca Beth Powers	Alexa Mary Prexta <i>Magna Cum Laude</i>	Carli Michelle Robertson Brynn Nicole Robinson Joshua Daniel Robinson
Alexis Alan Perez Rodriguez	Ashley Jordan Potts	Neha Pramod	Wesley Forrest Price	Keygan Mathew Robinson <i>Magna Cum Laude</i>
Martin Fletcher Perkins <i>Magna Cum Laude</i>	Grace Sophia Power	Jovi Prater <i>Magna Cum Laude</i>	Elise Christiana Pridoehl	Luke Krall Robinson <i>Cum Laude</i>
Luca Perna <i>Magna Cum Laude</i>	Rebecca Beth Powers	Nicholas Jeffrey Prayner	Sophia Catherine Prochilo <i>Cum Laude</i>	Olivia Jane Robinson Tyler Robert Robinson Nicholas Mark Rodio <i>Cum Laude</i>
Olivia Rose Perrin	Neha Pramod	Dylan Jacob Preseren	Skye Whitney Pruettt	Deeya Marie Rodrigues <i>Magna Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>
Cristian Matthew Perry	Jovi Prater <i>Magna Cum Laude</i>	Catherine Elizabeth Presti	Eugene R. Puglia <i>Cum Laude</i>	Justin Michael Rodriguez Jacqueline Anne Roemer Andrew Dylan Rogers
Emma Monique Perry <i>Cum Laude</i>	Nicholas Jeffrey Prayner	Alexa Mary Prexta <i>Magna Cum Laude</i>	Madison Elizabeth Puhalsky <i>Summa Cum Laude</i>	Davis James Rogovitch <i>Cum Laude</i>
Rachel Katherine Perry <i>Magna Cum Laude</i>	Wesley Forrest Price	Wesley Forrest Price	Nic James Pujolas	Jessica Brooke Roland <i>Magna Cum Laude</i>
Nicholas Stanley Perusek <i>Magna Cum Laude</i>	Elise Christiana Pridoehl	Elise Christiana Pridoehl	Thomas Joseph Purcell	Samuel Henry Rolfesen <i>Magna Cum Laude</i>
Allyson Peters	Sophia Catherine Prochilo <i>Cum Laude</i>	Sophia Catherine Prochilo <i>Cum Laude</i>	Sarah Eugenia Purdy <i>Magna Cum Laude</i>	Michelle Adrienne Rolon <i>Magna Cum Laude</i>
Jacob Jeffrey Peters	Skye Whitney Pruettt	Skye Whitney Pruettt	Jovita Purqueras Martinez	Madison Marie Romask <i>Cum Laude</i>
Gabriel Alexander Petrefski	Eugene R. Puglia <i>Cum Laude</i>	Eugene R. Puglia <i>Cum Laude</i>	Vidya Puttagunta <i>Cum Laude</i> <i>with Honors in Business Administration</i>	
Sean Kristopher Petrella	Madison Elizabeth Puhalsky <i>Summa Cum Laude</i>	Madison Elizabeth Puhalsky <i>Summa Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>	Harrison Pyner	
Clay Stephen Petulla	Nic James Pujolas	Bradley Sean Rezak	Mingli Qi <i>Magna Cum Laude</i>	
Jack Owen Pfeffer <i>Cum Laude</i>	Thomas Joseph Purcell	Ryan Lee Rhodes <i>Cum Laude</i>	Qianqian Qi	
Chase Andrew Pfeiler	Sarah Eugenia Purdy <i>Magna Cum Laude</i>	Nicole Anna Riccardi	Bochen Qian <i>Cum Laude</i>	
Kevin Gerald Phelan <i>Summa Cum Laude</i>	Jovita Purqueras Martinez	Olivia Danielle Rice	Yexiaoyu Qing <i>Cum Laude</i>	
Alexandra Phelps <i>Summa Cum Laude</i> <i>with Honors in Finance</i>	Vidya Puttagunta <i>Cum Laude</i> <i>with Honors in Business Administration</i>	Elena Marie Rich	Xinyang Qu	
Benjamin Cletus Phillips <i>Magna Cum Laude</i>	Harrison Pyner	Harrison Isaac Rich <i>Cum Laude</i>	Maia Katherine Quillin <i>Magna Cum Laude</i>	
Meredith Alexa Photis <i>Magna Cum Laude</i> <i>with Honors in Finance</i>	Mingli Qi <i>Magna Cum Laude</i>	Matthew Roland Richard <i>Summa Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>	Noah William Pickrell <i>Magna Cum Laude</i>	
Michael Harold Picarella	Qianqian Qi	Gavan Anthony Richards	Gavin Thomas Pickston	
Christopher Robert Pichette	Bochen Qian <i>Cum Laude</i>	Lily Elizabeth Richards <i>Magna Cum Laude</i>		
Svea Elina Pichner	Yexiaoyu Qing <i>Cum Laude</i>	Noah Chase Richards		
James Emilio Pickerill <i>Cum Laude</i>	Xinyang Qu	Ryan Kenneth Richards <i>Summa Cum Laude</i>		
Hannah Maria Pickrell	Maia Katherine Quillin <i>Magna Cum Laude</i>	Caleb Allen Richardson <i>Magna Cum Laude</i>		
Gavin Thomas Pickston	Noah Raber	Andrew William Richert		
	Melanie Raguindin	Allyson Marie Rickenbacher		

# May 5, 2024, Spring Commencement

Omer Sarig <i>Magna Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>	Madeline Grace Sentle Marissa Lynn Sesny Eliee Kristine Settlage <i>Cum Laude</i>	Julia Hannah Singer <i>Cum Laude</i>	Peyton Tinsley Spychalski <i>Summa Cum Laude</i>	Charles Ryan Sussman <i>Cum Laude</i>
John Shaw Satterfield Jess Saunders <i>Cum Laude</i>	Cayla Marie Sevastis <i>Cum Laude</i>	Michael John Singer <i>Magna Cum Laude</i>	Dylan Squires <i>Cum Laude</i>	Zachary Suttles Jachym Svec <i>Summa Cum Laude</i> <i>with Honors in Finance</i>
Christine Clare Schafer Jacob R. Schafer Maximillian Xavier Schell <i>Cum Laude</i>	Elaine Sha <i>Cum Laude</i>	Maxwell Singerman Jayant Singhal Andrew James Sisson Miles Arthur Skove <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Priya Srinivasan Jennifer St. Juste Oliver Patrick Stafford Blake Andrew Stanaland Aleksandar Stancev Jaclyn Rose Stapleton Logan Michael Starek Amanda Rae Stark <i>Cum Laude</i>	Thomas Brendan Swad <i>Cum Laude</i>
Kyler Stephen Schick Giavanna Schifando <i>Magna Cum Laude</i>	Austin Mitchell Shaffer Milan Tushar Shah Nidhi Shah <i>Cum Laude</i>	Zachary Francis Skufca <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Joshua Paul Stark <i>Magna Cum Laude</i>	Isabel Jolie Sweet John Ward Sweet Jude Thomas Sweet Tyler John Sweitzer Jessica Nicole Swenson <i>Cum Laude</i> <i>with Honors in Business Administration</i>
Robert Walker Schinaman Nicole Noele Schlump Samantha Marie Schmidbauer <i>Cum Laude</i>	Carson Shahrabani Ziang Shao <i>Magna Cum Laude</i>	Benjamin James Slater David Martin Slattery <i>Cum Laude</i>	Matthew Paul Stauffer <i>Cum Laude</i> <i>with Honors in Business Administration</i>	Ellen Ann Swift <i>Cum Laude</i>
Bryce James Schmidt Matthew Derick Schmidt Austin Joseph Schmitt <i>Cum Laude</i>	Andrew Curtis Shaver Thomas Abbott Shea <i>Magna Cum Laude</i>	Hendrik Seibos Mario Joseph Slogar <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Briena Stalle Staunton Nathaniel Casimir Stec Elizabeth Rebecca Steele Owen Alexander Steele Jordan William Stefanko Jack Thomas Steibel <i>Magna Cum Laude</i>	Nyle Ali Syed <i>Cum Laude</i>
Erin Jade Schnabel William Robert Schneider <i>Cum Laude</i>	Shahed Hasan Shehadeh <i>Cum Laude</i>	Charlie John Stone Andrew Joseph Smith Austin Douglass Smith <i>Summa Cum Laude</i> <i>with Honors in Business Administration</i>	Mattilyn Grace Steiner Jeremy Todd Steinman Jon Ralph Steketee III Layne Joseph Stephens Micaden Ethan Lee Stephens Gabrielle Cate Stern Mason Morris Stern Ryan Joseph Stetz <i>Magna Cum Laude</i>	Charlotte Beatrice Symons Michael Logan Szubski <i>Magna Cum Laude</i>
Luke Schobert Ryan Thomas Schoen William Demetrius Schreer <i>Magna Cum Laude</i>	Gallant Shephard Benjamin Levi Shetler <i>Cum Laude</i>	Avery Anna Smith <i>Cum Laude</i>	Mattilyn Grace Steiner Jeremy Todd Steinman Jon Ralph Steketee III Layne Joseph Stephens Micaden Ethan Lee Stephens Gabrielle Cate Stern Mason Morris Stern Ryan Joseph Stetz <i>Magna Cum Laude</i>	Kenan Luke Tabachnik <i>Summa Cum Laude</i>
Benjamin Andrew Schriener <i>Cum Laude</i>	Austin Cale Shields <i>Cum Laude</i>	Daniel Owen Smith <i>Summa Cum Laude</i>	Conner Joseph Stevens Michael Anthony Steward Paige Lucille Stewart Isabella Mary Stilliana Francis Jane Stineman <i>Cum Laude</i>	Carolyn Therese Tabone <i>Cum Laude</i>
Lauren Jean Schrolucke David Michel Schuh Andrew Winston Schwanekamp <i>Magna Cum Laude</i>	Andrew Taylor Shimmel <i>Cum Laude</i>	David Smith John Smith Joshua Martin Smith <i>Cum Laude</i>	Gabriele Cate Stern Mason Morris Stern Ryan Joseph Stetz <i>Magna Cum Laude</i>	Tatum Jean Talboo Eliee Jane Taliak Annika Mejsan Tamkus <i>Cum Laude</i>
Brett Logan Schwartz Haylee Lane Schwartz <i>Cum Laude</i>	Madelyne Renee Shirer Catherine Yuning Shong <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Kaden Scott Smith <i>Cum Laude</i>	Ryan Joseph Stetz <i>Magna Cum Laude</i>	Megan Rui Tang <i>Magna Cum Laude</i>
Jack Benjamin Schwartz <i>Magna Cum Laude</i>	Tara Marie Shope <i>Cum Laude</i>	Keegan Robert Smith Kennedy Michelle Smith Matthew Thomas Smith Mikayla Shae Smith <i>Cum Laude</i>	Conner Joseph Stevens Michael Anthony Steward Paige Lucille Stewart Isabella Mary Stilliana Francis Jane Stineman <i>Cum Laude</i>	Rongli Tang <i>Magna Cum Laude</i>
James Aidan Schwartz <i>Cum Laude</i>	John Christopher Shovlin II Ian Kearne Shrivastava Jacob Robert Shroder <i>Magna Cum Laude</i> <i>with Honors in Business Administration</i>	Oscar Reginald James Smith Ryan Christopher Smith Ryan Matthew Smith <i>Cum Laude</i> <i>with Honors in Business Administration</i>	Max Dushan Stojanovic Conor Patrick Stolly Anna Gretchen Stommel <i>Cum Laude</i>	Yating Tang <i>Cum Laude</i>
Emily Jan Schwegman Sydney Grace Scibetta <i>Cum Laude</i>	Jillian Erika Shulman Jack Ryan Shultz <i>Magna Cum Laude</i>	Spencer Tyler Smith Isabella Smithley Madelynn McClurg Snow <i>Magna Cum Laude</i>	Jaycob Christian Stone Audrey Esther Stout <i>Summa Cum Laude</i>	Lulu Tao <i>Magna Cum Laude</i>
Molly Marie Scott Jessica Elise Scruggs <i>Cum Laude</i>	Pranav Siddamreddy <i>Magna Cum Laude</i> <i>with Honors in Finance</i>	Madelynn McClurg Snow <i>Magna Cum Laude</i>	Gabriel Bernard Stowe <i>Cum Laude</i>	Kyler Merrick Tateman <i>Magna Cum Laude</i>
John Nathan Scuterud <i>Summa Cum Laude</i> <i>with Honors in Finance</i>	Nathan Robert Sidloski <i>Cum Laude</i>	Oscar Reginald James Smith Ryan Christopher Smith Ryan Matthew Smith <i>Cum Laude</i> <i>with Honors in Business Administration</i>	Parker Anthony Strauss <i>Magna Cum Laude</i> <i>with Honors in Finance</i>	Haven S. Tattersall Alexis Isabelle Taylor Brooke Allison Taylor Michael Helmrich Taylor Nathan Daniel Taylor <i>Cum Laude</i>
Natalie Ann Sears <i>Magna Cum Laude</i>	Trinity Ann Siebert <i>Cum Laude</i>	Jack Harley Sodikoff <i>Magna Cum Laude</i>	Matthew Thomas Sullivan <i>Cum Laude</i>	Grace Sathie Tchounguen Abigail Blake Terner <i>Summa Cum Laude</i>
Nicole Brooke Segal <i>Summa Cum Laude</i>	Andrew Joseph Siczka Ethan Thomas Siekkinen <i>Summa Cum Laude</i>	Ari Jacob Sokol Ishan Subodh Somani Yizhan Song Omar Alejandro Soria <i>Summa Cum Laude</i> <i>with Honors in Accounting</i>	Jamaal Darius Summerlin Elizabeth Claire Summers <i>Summa Cum Laude</i>	Brady Michael Terrell <i>Magna Cum Laude</i>
Nicholas Scott Seger <i>Magna Cum Laude</i>	Daniel Richard Sieman <i>Cum Laude</i>	Natalie Joy Sorkin James Douglas Souslin <i>Cum Laude</i>	Ruolin Sun <i>Magna Cum Laude</i>	Vivien Noelle Terselic Lucia Thal <i>Cum Laude</i>
Andrew Howard Segerman Dane Michael Selby Jacob Andrew Selby <i>Cum Laude</i>	Cameron Siggers Mitchell Adam Silverman <i>Magna Cum Laude</i>	Eleanor Kendall Spaine <i>Cum Laude</i>	Yifeli Sun <i>Cum Laude</i>	Sarianna Grace Theall Samuel John Theis <i>Cum Laude</i>
Sara Ruth Sell <i>Magna Cum Laude</i> <i>with Honors in Accounting</i>	Cecilia Virginia Silvestri Ethan Lee Silvis Rebecca Claire Silvis Maxwell Bernard Simon <i>Magna Cum Laude</i>	Sophia Marie Spano <i>Summa Cum Laude</i>	Colton Alan Sundheimer Darren Sung <i>Magna Cum Laude</i>	Logan Peter Theodorou <i>Cum Laude</i>
Samuel George Sellman <i>Summa Cum Laude</i>	Carson Louis Simons Madeline Claire Simpson <i>Cum Laude</i>	Nicholas Peter Spanorigas Bailey Ann Sparacia Maxwell Robert Spazzano Cole Hunter Spiegler Noah Keegan Spurlock Miaah Julia Singer <i>Cum Laude</i>	Matthew Thomas Sullivan <i>Cum Laude</i>	Aleksandras Steven Thomas Ian Wesley Thomas Luke Middleton Thomas Bailey Marie Thompson <i>Cum Laude</i>
Jake Ryan Selmer Brandon Sehn Lucas John Sence <i>Cum Laude</i>	Divya Laxmi Singampalli Braelynn Julia Singer		Gianna Nicole Surace Tarush Suri <i>Magna Cum Laude</i>	Daniel James Thorson Bing Tian Richard Brion Tinsley <i>Cum Laude</i>

Harrison Randolph Titzck  
*Cum Laude*

Erik Swenson Tobin

Nathan Patrick Toomey

Jaymes Bonnell Torok

Victoria Josephine Toth

Paul Eaton Towle III  
*Magna Cum Laude*

James Joseph Tracy II

Chloe Anne Trapanotto  
*Magna Cum Laude*

Elizabeth Anne Trick  
*Magna Cum Laude*

Kenneth Trinh  
*Cum Laude*

Weston Triplett  
*Cum Laude*

Yi Ting Tsan  
*Magna Cum Laude*

Maria Tsarik

Khrystyna Ihorivna Tsybulya  
*Summa Cum Laude*

*with Honors in Accounting*

Pedro Alexander Tula  
*Summa Cum Laude*

Justen Christopher Turner  
*Cum Laude*

Zeljana Turuntas

Matthew Luke Tuttle  
*Magna Cum Laude*

William Ronald Tuzik  
*Magna Cum Laude*

*with Honors in Accounting*

Peter Usewick  
*Summa Cum Laude*

*with Honors in Business Administration*

Ricardo Valadez

Leah Esther Valdman  
*Summa Cum Laude*

Angela Marie Valentino  
*Cum Laude*

Bryan McKenzie Vales  
*Magna Cum Laude*

Claire Valvano  
*Cum Laude*

Caleb Elijah Vance

Chase Vance  
*Cum Laude*

Patricia Cecile Vanderkarr  
*Cum Laude*

Victoria VanFossen  
*Cum Laude*

Claudia Grace VanHuffel

Stephen Anthony Vedda

Joshua Aaron Velick  
*Cum Laude*

Xhesika Veliu

Isabella Ann Verga  
*Summa Cum Laude*

Jackson Joseph Verrelli  
*Magna Cum Laude*

Ethan Scott Via Pietrzak

Andrew George Vidrick

Andrew Mark Villalobos

Thomas Patrick Vinel  
*Summa Cum Laude*

Jack Alan Viola  
*Cum Laude*

Angela Alexandra Vitellas  
*Magna Cum Laude*

Gabriela Montserrat Viveros  
Mendoza  
*Cum Laude*

Joshua D. Vlasak

Lillian Elizabeth Voellm

Nicholas Patrick Vogelophl  
*Magna Cum Laude*

Emily Ann Vogus  
*Summa Cum Laude*

Kara Nicole Vonnahme  
*Summa Cum Laude*

Quinn Voorhees

Jack Anthony Vorreuter

Alexandra Marie Vredeveld  
*Magna Cum Laude*

Luke M. Vulku  
*Magna Cum Laude*

Daniel Wagner  
*Cum Laude*

Ryan Tyler Nahm Wahl  
*Cum Laude*

Oli Caleb Wakjira

Abigail Grace Walcher

Alexander James Waldron  
*Cum Laude*

Jake Waleri

Ethan Joseph Wallace

Aidan William Walsh

Savanna Cherie Walter  
*Magna Cum Laude*

Peter Nord Wandtke

Huizhe Wang  
*Magna Cum Laude*

Jiaqi Wang  
*Summa Cum Laude*

Jiayang Wang

Tao Wang  
*Cum Laude*

Tongke Wang  
*Magna Cum Laude*

Yifeng Wang  
*Summa Cum Laude*

Jason Jermaine Ward, Jr.

Shane Marek Watkins  
*Cum Laude*

Isaac David Watson

Maxwell Alexander Wayne

Brandi M. Webb

Thomas Kemper Weimer

Meghan Catherine Weir  
*Cum Laude*

Anthea Xiaochu Weisman  
*Magna Cum Laude*

Alexis Marie Weiss  
*Cum Laude*

Madison Paige Weiss  
*Cum Laude*

Samuel Benjamin Naiburg  
Weissman

Malik Latrell Wells

Patrick Lee Wells

Edwin Y. Wen  
*Cum Laude*

Huajun Wen  
*Magna Cum Laude*

*with Research Distinction in Operations Management*

Yuxuan Wen

Madison Olivia Wendel

Jaci Deann Wentz  
*Magna Cum Laude*

Ben Westfall

Benjamin Patrick Westley  
*Magna Cum Laude*

John Barry Wharrf

Jacob Michael White

Madeline Burke White  
*Magna Cum Laude*

Stephanie Nicole White

Wesley O. Whitham

Julia Anne Whiting  
*Magna Cum Laude*

Brett Joseph Whitis

Ryan Widman  
*Magna Cum Laude*

Joshua Thomas Wiedemann  
*Magna Cum Laude*

David Michael Wienke  
*Magna Cum Laude*

Daniel Joseph Wiestling

Joseph Robert Wilber  
*Cum Laude*

Emma Grace Wiley  
*Summa Cum Laude*

Spencer Christian Wilk

Kara Michelle Wilkinson  
*Cum Laude*

Jack Douglas Wilkowski  
*Cum Laude*

Olivia Faith Willeke  
*Cum Laude*

Evan O'Neill Williams

Gabrielle Mackenzie Williams

Joseph Charles Williams

Keira Elizabeth Williams

Blake Thomas Williamson

Samuel Tyler Wilkomm  
*Cum Laude*

Stacie Xiaozhi Willoughby

Emily Nicole Wilmer  
*Cum Laude*

Conner Scott Wilson  
*Cum Laude*

Lucas William Wilson

Meghan Elizabeth Wilson  
*Cum Laude*

Nathan Matthew Wilson  
*Cum Laude*

Riley Alexander Etzler Wilson

Josie Ann Winner

Mackenzie Anne Winters

Thomas Joseph Wisniewski  
*Magna Cum Laude*

Jacob Jerome Wissman

Jack Michael Witte

Sean Francis Wittenbrink  
*Cum Laude*

Campbell Lawrence Wolf

Emma Jordyn Wolf

Rachel Wolfe  
*Magna Cum Laude*

Jenny Ji-Youn Won

Ashley Elaine Wood

Annelise Lauren Woods

Elizabeth Jane Wordeman

Chang Xu  
*Cum Laude*

Erning Xu  
*Magna Cum Laude*

Tong Xu  
*Magna Cum Laude*

Zhenghao Yan  
*Magna Cum Laude*

Kari Ann Yanders

Kevin Ruolin Yang  
*Magna Cum Laude*

Ying Han Yang

Alexandria Kelley Yarbrough  
*Magna Cum Laude*

Michael Robert Yarrington  
*Cum Laude*

Evan Mitchell Yee  
*Magna Cum Laude*

Tyler Andrew Yee  
*Magna Cum Laude*

Tyler Sidney Yee  
*Magna Cum Laude*

Sneha Priya Yellapantula  
*Magna Cum Laude*

Jaime Elizabeth Yeomans  
*Magna Cum Laude*

Benjamin Matthew Yerkes  
*Magna Cum Laude*

Boran Ying  
*Magna Cum Laude*

Logan Yiu

Cecilia Yontz  
*Magna Cum Laude*

Geonhee Yoo

Mingjie You

Collin Michael Young  
*Magna Cum Laude*

Garrett Kirk Young

Jared Paul Young  
*Cum Laude*

Clint Michael Younkin

Kareem Adel Yousef  
*Cum Laude*

Abdulrahman Ahmed Youssef

Shuanghe Yu  
*Cum Laude*

Zihe Yu  
*Summa Cum Laude*

Hao Yuan  
*Magna Cum Laude*

Tianhao Yuan  
*Magna Cum Laude*

Lindsay Anne Yurick

Aaron Jordan Zajkowski  
*Summa Cum Laude*

Sabriya Afrin Zaman  
*Summa Cum Laude*

*with Honors in Business Administration*

Gabrielle Elaina Zambell

Griffin Elliot Zambell  
*Cum Laude*

Naomi Imara Zarembska

Ella Dale Zawisza  
*Magna Cum Laude*

Zachary Ross Zeigler  
*Cum Laude*

Avery Grace Zelina  
*Magna Cum Laude*

Catherine Marie Zentmeyer  
*Magna Cum Laude*

Elaine Zhang  
*Summa Cum Laude*

Grace Zhang  
*Summa Cum Laude*

*with Honors Research Distinction in Finance*

Guyueming Zhang  
*Magna Cum Laude*

Ke Zhang  
*Summa Cum Laude*

Tianrui Zhang  
*Magna Cum Laude*

*with Honors in Business Administration*

Yifei Zhang  
*Summa Cum Laude*

Zhe Zhang  
*Cum Laude*

Terence Zheng

Shaobo Zhong  
*Cum Laude*

Chenxuan Zhou  
*Magna Cum Laude*

Jianhan Zhu

Zhaoqi Zhuang  
*Cum Laude*

Mason William Ziegler  
*Cum Laude*

David Griffin Zimiles

Ryan Michael Zinn  
*Magna Cum Laude*

Steven Andrew Zografos  
*Magna Cum Laude*

Lily Zouber  
*Cum Laude*

Lauren Elizabeth Zufra  
*Magna Cum Laude*

Michael Ivan Zushman  
*Summa Cum Laude*

*with Honors in Accounting*

## College of Dentistry

Dean: Carroll Ann Trotman

## Doctor of Dental Surgery

Sarah Abdulrahman  
B.S. (The Ohio State University)

Brittany Lauren Adams  
B.S. (Virginia Polytechnic Institute and State University)  
*Magna Cum Laude*

Arman Ahmadvpour  
B.S. (University of Michigan - Flint)  
M.S. (Michigan State University)

Zeenet Ahmed  
B.S.Hth.Reh.Sci. (The Ohio State University)  
*Cum Laude*

Joseph Paul Alessi  
B.S. (Youngstown State University)

Aya Ali Amin  
B.S.Nutrition (The Ohio State University)  
*Magna Cum Laude*

# May 5, 2024, Spring Commencement

Alexandria Mary Andrzejewski B.S. (Eastern Michigan University) <i>Cum Laude</i>	Dante Davis B.S. (The Ohio State University)	Jasmine Briana Hamilton B.S.Nutrition (The Ohio State University)	Joseph Jay Linsler B.S. (Cleveland State University)	Cecelia Jean Parker B.S. (Kent State University)
Samuel Frederick Baker B.S. (Youngstown State University) <i>Cum Laude</i>	Hannah Mari Davis B.S. (The Ohio State University) <i>Magna Cum Laude</i>	Jessica Marie Houser B.S.Educ. (The Ohio State University) <i>Magna Cum Laude</i>	Emma Nicole Lykins B.S. (The Ohio State University) <i>Magna Cum Laude</i>	Kazune Catherine Pax B.S. (University of Notre Dame) <i>Summa Cum Laude</i>
Hallie Marie Banc B.S. (University of Michigan) <i>Cum Laude</i>	Leighann Nicole Distler B.S. (The Ohio State University) <i>Cum Laude</i>	Teresa Leigh Houston B.A. (Miami University) <i>Magna Cum Laude</i>	Thomas R. Lynch III Bachelor's (University of Cincinnati) <i>Cum Laude</i>	Cara Pisano B.S.Hlth.Reh.Sci. (The Ohio State University)
Olivia Rose Barger B.S. (The Ohio State University) <i>Magna Cum Laude</i>	Tan Duy Do B.S. (University of Cincinnati)	Paul August Hynes B.S.Hlth.Reh.Sci. (The Ohio State University)	Rowad Shaban Mahmoud B.S.Dent.Hygn. (The Ohio State University) <i>Cum Laude</i>	Riley Danielle Powers B.S. (Bowling Green State University)
Emily Marcella Malik Bartko B.S.Dent.Hygn. (The Ohio State University)	Tien Duy Do	Gregory James Dowse B.S. (Utah Valley University) <i>Cum Laude</i>	Sarah Alyssa Manko B.A. (Taylor University) <i>Magna Cum Laude</i>	Agrima Pradhan B.S. (Baldwin Wallace University)
Gabrielle Nicole Berry B.S. (DePaul University) M.P.H. (George Washington University) <i>Magna Cum Laude</i>	Rylan Elizabeth Dunn B.S.Pharm.Sci. (The Ohio State University) <i>Magna Cum Laude</i>	Idiris Omar Ibrahim B.S. (The Ohio State University)	Amari James McMahon B.S. (The Ohio State University) <i>Cum Laude</i>	Shauna Teresa Reilly B.S.Bus.Adm. (University of South Carolina)
Michelle Lee Scott Beverly B.S. (The Ohio State University)	Kyle Webster Duval B.S. (The Ohio State University)	Olivia Faye Jackson B.S. (University of Pittsburgh) Master's (Case Western Reserve University) <i>Summa Cum Laude</i>	Mallory Anne McMurray B.S. (The Ohio State University) <i>Summa Cum Laude</i>	Paxton Jayne Reisinger B.S. (University of Mount Union) <i>Cum Laude</i>
Ryan Christopher Burkhart B.S. (Muskingum University)	Allyson Belle Eippert B.S. (The Ohio State University)	Sanhita Jana B.S. (The Ohio State University) <i>Cum Laude</i>	Connie Marie Meenan B.S. (Youngstown State University) <i>Magna Cum Laude</i>	Savannah Grace Sagle B.S.Dent.Hygn. (The Ohio State University) <i>Magna Cum Laude</i>
Jeffrey Allen Burwinkel B.S.Bus.Adm. (University of South Carolina)	Taylor Marie Erne B.S.Hlth.Reh.Sci. (The Ohio State University) <i>Magna Cum Laude</i>	Carson Chet Jenkins Bachelor's (Brigham Young University)	Gregg William Mendel B.S. (Cedarville University) <i>Magna Cum Laude</i>	Yasaman Samanian Bachelor's (Al Zahra University) B.S. (University of Calgary) <i>Magna Cum Laude</i>
Aakriti Chaudhry B.S. (The Ohio State University) <i>Magna Cum Laude</i>	Makenzie Jo Fentress B.S. (Wilmington College)	Thomas Danset Johnson B.S. (Wright State University) <i>Cum Laude</i>	Shay Merritte B.F.A. (Washington University in Saint Louis) M.B.A. (The Ohio State University)	Sunny Singh Sandhu B.S. (The Ohio State University)
Austin Brown Clyde Bachelor's (Brigham Young University) <i>Summa Cum Laude</i>	Anita Ashley Ferguson B.S. (Ohio Dominican University)	Alwileed Khalid Kalout Bachelor's (Cleveland State University)	Madison Grace Mettey B.S. (University of Notre Dame) <i>Magna Cum Laude</i>	Matthew Eric Shafron B.A. (Miami University) <i>Magna Cum Laude</i>
Andrew Thomas Colborn B.S. (Ohio University) <i>Magna Cum Laude</i>	Ashley Ann Fortunato B.S. (Bowling Green State University)	Bongsu Kim B.S. (Korea University) M.S. (University of Cincinnati) M.S., Ph.D. (The Ohio State University) <i>Cum Laude</i>	Tristan David Meyer B.S. (The University of Findlay)	Sydney Kristine Sherek B.A. (College of Saint Benedict) <i>Summa Cum Laude</i>
Ian Byrne Creaser B.S. (Brigham Young University) <i>Magna Cum Laude</i>	Mckenna Freund B.S. (University of Dayton) <i>Cum Laude</i>	Nathan Hyun-min Kim B.S. (The Ohio State University)	Gabriel Michael Militello B.S.Pharm.Sci. (The Ohio State University) <i>Summa Cum Laude</i>	Lana Shoukair B.S. (Kent State University) <i>Magna Cum Laude</i>
Trevor Clancy Cubra B.S. (John Carroll University)	Adam Robert Gallatin B.S. (The Ohio State University) <i>Cum Laude</i>	Caroline Helen Koslosky B.A. (University of Alabama-Tuscaloosa)	Jeffrey Austin Miller B.Appl.Sci. (Miami University)	Luke Anthony Slavik B.S.Hlth.Reh.Sci. (The Ohio State University) <i>Cum Laude</i>
Amy Christine Custer B.S. (University of Toledo) <i>Magna Cum Laude</i>	Sana Ghiba B.S. (John Carroll University) <i>Summa Cum Laude</i>	Charles Edward Krumm III B.S. (The Ohio State University) <i>Magna Cum Laude</i>	Kyle Manu Moesle B.S. (The Ohio State University) <i>Magna Cum Laude</i>	Caitlin Grace Smith B.S.Hlth.Reh.Sci. (The Ohio State University) <i>Magna Cum Laude</i>
Mahima Daniel B.S. (University of Michigan) <i>Magna Cum Laude</i>	Jack Gothier B.S.Food.Sci. (The Ohio State University)	Garrett Scott Kuhn B.S. (University of California)	Storm Allen Mohn B.S. (The Ohio State University)	Elizabeth Kathrene Sopkovich B.S.Dent.Hygn. (The Ohio State University) <i>Cum Laude</i>
Sam Evan Darwish B.A. (Carleton College)	Brandon Mckay Graf B.S. (Brigham Young University) <i>Summa Cum Laude</i>	Madelyn Marie Larj B.S. (The Ohio State University) <i>Cum Laude</i>	Thao Da Nguyen B.S. (Western Kentucky University)	Joanne Elizabeth Stalker B.S.F.A.B.E. (The Ohio State University) <i>Magna Cum Laude</i>
Casey Reginald Davis B.S. (Brigham Young University) <i>Magna Cum Laude</i>	Meredith Rose Guggenheim B.S.Hlth.Reh.Sci. (The Ohio State University)	Nathan Gutarts B.S.Nutrition (The Ohio State University) <i>Magna Cum Laude</i>	John Philip Park B.S. (John Carroll University) M.S. (Barry University)	
	Nathan Gutarts B.S.Nutrition (The Ohio State University) <i>Magna Cum Laude</i>	Joo Chan Lim B.A. (The Ohio State University)		

Addison Gabriel Stern  
B.S.Pub.Hlth. (The Ohio State University)

Daniel Dennis Stoicea  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Cum Laude*

Gary Sukienik  
B.S. (The Ohio State University)

Ryan Andrew Sympton  
B.S. (Baldwin Wallace University)  
*Magna Cum Laude*

Mathew Michael Thomas  
B.Appl.Sci. (Bowling Green State University)

Nikkia Thompson  
B.S. (University of South Florida)

Victoria Leigh Thurman  
B.S. (The Ohio State University)

Amelia Anh Tran  
B.S., B.S.Dent.Hygn. (The Ohio State University)

Joseph Corey Van Oss  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Magna Cum Laude*

Diana Vasykewych  
B.S. (The Ohio State University)  
*Magna Cum Laude*

Joseph Virga  
B.S. (Brigham Young University)  
*Magna Cum Laude*

John Wahlen  
B.A. (Utah State University)

Jacqueline Walker  
B.A. (Capital University)

Brittany Christine Waters  
B.S. (Brigham Young University)

Zachary Weber  
B.S. (Brigham Young University)  
*Magna Cum Laude*

Aina Emily Weinstein  
B.S. (The Ohio State University)  
*Summa Cum Laude*

Calli Christine Welker  
B.A. (The Ohio State University)  
*Magna Cum Laude*

Lauren Bryanna Winterhalter  
B.S. (The Ohio State University)

Robert Allen Wood II  
*Summa Cum Laude*

Saeed Zarrabi  
B.S. (Wright State University)  
*Magna Cum Laude*

Maria Louise Zulliger  
B.S.Nutrition (The Ohio State University)  
*Magna Cum Laude*

**Bachelor of Science**

Jennifer Nancy Barkans  
Alexis Marie Butler  
Julie Ann Collins

**Bachelor of Science in Dental Hygiene**

Hadeel Sadalah Ismael Abu-Rayyan  
*Magna Cum Laude*

Sabrina Alrabadi  
*Summa Cum Laude*

Stephanie Marie Andrews  
*Magna Cum Laude*

Scarlet Joelle Barnes  
*Magna Cum Laude*

Sasha Kay Bomser  
*Cum Laude*

Emily Jane Bricker  
*Magna Cum Laude*

Natalie Kristyn Brown  
*Cum Laude*

Macy Victoria Burchett  
*Summa Cum Laude*

Brynn Elizabeth Chaplik  
*Summa Cum Laude*

Suyee Chen  
*Magna Cum Laude*

Allison Taylor Colegrove  
*Summa Cum Laude*

Erica Elizabeth Culp  
Nha Le Doan  
Allyson Jade Duncan  
*Magna Cum Laude*

Makenna Elizabeth Foust  
*Cum Laude*

Courtney Mindy-Taziva Gwanzura  
Alissa Michelle Kefauver  
*Cum Laude*

Megan Grace Miller  
*Magna Cum Laude*

Mai Mosalem  
*Magna Cum Laude*

Nidhi Premal Patel  
*Cum Laude*

Prathana Patel  
*Magna Cum Laude*

Keeley Marie Presnell  
*Cum Laude*

Arianna Erica Ryan  
Riley Saliga  
*Magna Cum Laude*

Anya Sarah Sari  
Piper Ellis Sullivan  
*Magna Cum Laude*

Areeba Tanvir  
*Magna Cum Laude*

Kyla Theis  
*Summa Cum Laude*

Marisol Vargas  
*Magna Cum Laude*

Justin Villarreal  
*Magna Cum Laude*

**College of Education and Human Ecology**

Dean: Donald B. Pope-Davis

**Bachelor of Science in Health Promotion, Nutrition, and Exercise Science**

Oluwaseun Jeffrey Alagbe  
Alexa Jeannette Arnold  
*Magna Cum Laude*

Katelin Elizabeth Burke  
*Cum Laude*

David Michael Cooper  
Caroline Grace Craft  
*Cum Laude*

Megan Lynn DeChellis  
*Magna Cum Laude*

Madison Elizabeth Everly  
*Magna Cum Laude*

Alexandra Catherine Fleming  
Nathaniel Robert Kohut  
*Magna Cum Laude*

with Research Distinction

Jamison Tyler Lower  
Andrea Cheri McCallum  
*Magna Cum Laude*

Bridget Elise Milligan  
*Magna Cum Laude*

Anna Grace Nathanson  
Alexis Ferro Rawlins  
*Magna Cum Laude*

Dennis Tyler Ruppe  
Hannah Lyn Woods  
Alyssa Grace Zehner

**Bachelor of Science in Human Development and Family Science**

Sital Adhikari  
Hadiya Ishtiaq Akhtar  
Gabriel Alexis Anderson  
Shea Megan Bertman  
*Cum Laude*

William Martin Bertsch  
Celine Renee Bianco  
*Summa Cum Laude*

Anna Elizabeth Bokovoy  
*Summa Cum Laude*

Amanda Suzanne Bracey  
Mariyah Brown  
Sydni Carolyn Buhrow  
*Cum Laude*

Taylor Louise Casanta  
Alyssa Marie Clark  
Patrick Michael Connors  
Madison Lynn Corbett  
Erin Renee Davis  
*Cum Laude*

Sarah Marie Dorfman  
Lena Dwidari  
Abigail Nicole Evans  
*Magna Cum Laude*

Abby Elizabeth Ewing  
*Summa Cum Laude*

Aimma Asim Farooqui  
*Cum Laude*

Kennedi Brianna Fisher  
Kine Myhrer Floetre  
Andrew Garcia  
Jaycie Bay Gardner  
*Cum Laude*

Mayson M. Gedi  
*Summa Cum Laude*

Layla James Goebeler  
*Summa Cum Laude*

Lauren Elizabeth Hallock  
*Cum Laude*

Ghazala Hasanain  
*Magna Cum Laude*

Taylor Bren Heckman  
Grant Paul Hower  
Joshua Robert Jansen  
Sara Elizabeth Kearney  
*Magna Cum Laude*

Maayan Keren  
Rachel Emma Kurtz  
*Magna Cum Laude*

Kennedi Larimore  
Parker M. Lewis  
*Cum Laude*

Maxwell Logan Lomonico  
*Magna Cum Laude*

Cameron S. Martinez  
Ashlee Elizabeth Mascolino  
*Magna Cum Laude*

Molly C. McCaw  
Aidan Daniel McEuen  
Kathryn Ann Merkel  
*Cum Laude*

Cameron Charles Meyer  
Reagan Rae Milliken  
*Cum Laude*

Jett Aaron Mineroff  
Mallory Elyse Mitchell  
*Summa Cum Laude*

Alexandra Kay Mohler  
Paige Katherine Moonshower  
*Summa Cum Laude*

Alexis Taylor Nerone  
*Cum Laude*

Kylie Rae Newland  
Madison Newsom  
Maxwell Allen Niswonger  
Breanna Preece  
Esther Quayle  
*Magna Cum Laude*

Isabella Grace Rababy-Mendez  
*Cum Laude*

Hannah Michele Schuler  
*Magna Cum Laude*

Jamie Louise Schultz  
Zoe Franz Shook  
*Summa Cum Laude*

Hallie Brooke Singer  
*Magna Cum Laude*

Eliza Jane Stella  
*Summa Cum Laude*

Jamie Stockton  
*Summa Cum Laude*

Reynaldo Velazquez II  
Gracee Rose Warniment  
Amiya Watkins  
Kayla Michelle Welling  
Kristin Nicole Wright  
*Cum Laude*

**Bachelor of Science in Human Ecology**

Thani Abdullah  
Noor Abu Hardan  
Samantha Rose Acevedo  
*Cum Laude*

Najma Ali Ahmed  
Mohammad Arman  
Dade Richard Arnold  
Cornelie Mukoko Batibapo  
Nicholas Allen Boykin  
Andrew Michael Cellura  
Ezekiel K. Chumba  
Giovanni Copploe  
Abigail Marie Cullen  
Kaleb Austin Dave  
Meyer Paul Diamond  
*Cum Laude*

Mackena Ann Elsass  
*Cum Laude*

Sam Esposito  
Elizabeth Mae Ettrich  
*Summa Cum Laude*

Cole C. Filer  
Logan James Fortune  
Jordan Ashton Garland  
William Robert Getetka  
Gillian Mary Gerber  
*Magna Cum Laude*

Jack Robert Graffagnino  
Madison H. Gramm  
*Cum Laude*

Sarah Isabel Hallock  
*Cum Laude*

Ty Franklin Hamilton  
Jake Travis Herbstreit  
Brett Herron  
*Summa Cum Laude*

Kale Herschler  
Keona Shibata Hibbard  
Graham Scott Hickey  
Ireland Riley Anne Hiscock  
*Magna Cum Laude*

Jordan Diana Hott  
Thomas Thomas Howard  
Cing San Huai  
Alexandra Lauren Hytree  
*Magna Cum Laude*

Kayleigh Hannah Johnson  
*Cum Laude*

Noel Renee Justice  
Zed Jackson Key  
Madison Janice Knight  
*Cum Laude*

Kay Emmanuela Kuhon  
Michael Steven Langendorf  
Sailor Ryan LeVan  
*Summa Cum Laude*

Isabella Mackin

Samantha Allison Marie Matteucci

*Cum Laude*

Luke Blaine Maynard

Garth Austin Medors

Rachel Nicole Mendelowitz

Claire Christine Milheim

*Cum Laude*

Brayden Gabriel Miller

Andrew Martin Moore

Savanna Lin Moran

*Cum Laude*

Trey Christopher Moreo

Karlee Lynn Nesbitt

Tyler Edward Nichols

Natalie Elizabeth Oien

*Magna Cum Laude*

Samuel George Olson

Heather Lynn Parker

*Cum Laude*

Helly Hitesh Patel

*Cum Laude*

Tatum Brooke Perkins

*Cum Laude*

Rachanna Brandon Phoung

Robert Anthony Proffitt

Morgan Elizabeth Raines

*Cum Laude*

Nickolas Anthony Reese

Katerina Maria Regules

Melanie Dawn Rice

Emma Elizabeth Rountree

Quinn Conway Scanlon

Samuel Robert Schmenk

*Cum Laude*

Justin Craig Schobeloch

Justin Paul Scott

Emmery Alyssa Semarjian

*Cum Laude*

Renna Matia Sydney Semertsidis

Jacob Aaron Sincce

Olivia Anne Smith

Alyson Grace Speaks

*Magna Cum Laude*

Nicholas Stamoulis

Elena Loretta Toscidis

Mia Rose Triandafillou

Abigail Grace Twaddell

*Magna Cum Laude*

Angela Marie Valentino

*Cum Laude*

Grant Brian Van Winkle

*Magna Cum Laude*

Abitha Elizabeth Vinoyi

Graceyn Anderson Wagner

*Cum Laude*

Adam Wallin

Joselyn Kate Warga

*Magna Cum Laude*

Isabella Rose Weaver

*Summa Cum Laude*

Drew Alan Whittekind

Sierra Rain Young

*Cum Laude*

Rachel Sylvia Zucker

**Bachelor of Science in Hospitality Management**

Alexandra Lynn Adler

Mia Hope Anderson

*Summa Cum Laude*

Javon Tyrell Brown

Madison Taylor Chiarini

*Magna Cum Laude*

Brice Jacob Cohen

*Cum Laude*

Madison Faith DiCicco

*Cum Laude*

Jenna Ann Eramo

*Magna Cum Laude*

Matthew Clark Fejer

Jacob Thomas Glanzman

Blake Thomas Hassay

Adam Gabriel Hess

Brayden Gates Hughes

Jackson Robert Kiel

*Magna Cum Laude*

Brianna Rosa Labrada

*Magna Cum Laude*

Rebekah Elizabeth Large

Haylee L. Lombardi

Anna Sophia Mark

*Summa Cum Laude*

Petar Nenad Milenkovich

Thomas K. Mount

Cara Anne Nestor

*Magna Cum Laude*

Rachel Marie Ooms

Montgomery Montavon Parker

*Magna Cum Laude*

Krushl Kiran Patel

*Cum Laude*

Shivani Atul Patel

Lauren Katherine Petersen

*Summa Cum Laude*

Hannah Sue Pierce

Peyton Rory Puma

*Summa Cum Laude*

Raven Armani Rendell

Alivia Michael Sawmiller

Ethan Mitchell Smith

Paige Marie Smith

José Martinez Snead

*Magna Cum Laude*

Meghan Grace Weaver

*Summa Cum Laude*

Enzo Fernand Wielezyski

Jalanna Iyasha Wilson

Xufei Xu

**Bachelor of Science in Nutrition**

Anwaar Abdelrahman

Suad Mahboub Abdurebo

Eliza Claire Adams

Hallie Emma Altman

*Magna Cum Laude*

Skyler Reid Anton

Rebecca Anne Barbaro

*Summa Cum Laude*

Tatum Jade Bardash

*Summa Cum Laude*

Madelyn Bastin

*Summa Cum Laude*

Veda Conjeevaram

Keelin Clair Connolly

*Summa Cum Laude*

Timothy Wang Dang

*Magna Cum Laude*

MacKenzie Rochelle Foss

William Everett Green

Kylee Ellen Jean Hamilton

*Summa Cum Laude*

John Hinkle

John Hinkle

Alexandria Elizabeth Jackson

*Cum Laude*

Jenna Jaffe

Sarah Rose Korducki

*Magna Cum Laude*

Sydney Morgan Levy

*Magna Cum Laude*

Ayush Mehra

*Summa Cum Laude*

*with Honors Research Distinction in Education and Human Ecology*

Jenna Lynn Pigza

Sarah Eugenia Purdy

*Magna Cum Laude*

Liam Reilly

*Magna Cum Laude*

Gwendolyn A. Rekant

*Cum Laude*

Caitlin Elizabeth Rizzo

*Magna Cum Laude*

Maria Rodriguez Calzada

Emma Lauren Schuette

Miranda Pauline Sekel

*Summa Cum Laude*

Eda Sezer

*Cum Laude*

Eugene Sim

Emily Lauren Marie Smith

*Cum Laude*

Amanda Christine Socha

*Magna Cum Laude*

Jenna Janell Storey

Shea Dugan McMinn Sullivan

*Cum Laude*

Logan Thomas Webster

*Magna Cum Laude*

Tsai Fan Weng

*Cum Laude*

Kyle Blaz Work

*Summa Cum Laude*

Kaitlyn Marie Zamary

*Summa Cum Laude*

**Bachelor of Science in Education**

Jacob Evan Abney

Elizabeth Decora Rose Adams

Leeah Adams

*Cum Laude*

Ishtiaq Ahmad

*Magna Cum Laude*

Camryn LaVelle Albanese

Kaitlyn Elaine Allen

*Magna Cum Laude*

Logan Allomong

Abbey Nicole Ambroza

*Summa Cum Laude*

Ashley Andrews

*Magna Cum Laude*

Nina Grace Andrianos

Matthew Robert Antczak

*Magna Cum Laude*

Nicholas James Arciold

Brooke Taylor Arezone

*Cum Laude*

Evan Scott Arnold

Maha Rashid Asad

*Magna Cum Laude*

Brittany Renee Au

*Magna Cum Laude*

Reema Yaser Ayesh

*Magna Cum Laude*

Obamurewa Bada

Ryan Jacob Bader

*Cum Laude*

Mackenzie Renee Badger

*Summa Cum Laude*

Mustafa Faraj Bajes

*Cum Laude*

Grace Baker

*Cum Laude*

Veronica Leigh Baker

*Cum Laude*

Leo Djam Bangura

*Magna Cum Laude*

Alonzo John Barber

*Cum Laude*

Michael Jerry Bardis

Andrew Wayne Barker

*Magna Cum Laude*

Taryn Elizabeth Barnett

*Summa Cum Laude*

Angel Barrett

*Cum Laude*

Alejandro Amir Bassiouny

Samantha Marie Bates

*Summa Cum Laude*

Alyana Alexis Bauer

*Cum Laude*

Jack Lucas Baxt

*Magna Cum Laude*

Jennah Deneen Beavers

*Magna Cum Laude*

Theodore Alan Beeba

Taylor Jo Beining

Robert Anthony Belair

Mason Shane Bell

*Summa Cum Laude*

Kane Alan Beltz

*Cum Laude*

Morgan Magdalene Bentley

*Cum Laude*

Talia Bertman

Katherine Pauline Birath

*Summa Cum Laude*

Emma Claire Bishop

*Summa Cum Laude*

Pacie Sue Bissel

Shay A. Black

Akwasi Kankam Boadu

Megan M. Bobkovich

*Summa Cum Laude*

Brenna Nicole Bock

*Magna Cum Laude*

Jacob Michael Bolander

*Cum Laude*

Maya Elise Bose

Justin Boulais

Mia Isabella Boutwell

*Magna Cum Laude*

Mallory Weiss Bowen

Matthew Joseph Brady

*Summa Cum Laude*

Gabriella Elyse Bress

*Magna Cum Laude*

Adam Joseph Brown

*Magna Cum Laude*

Joshua James Browning

*Magna Cum Laude*

Maria Renee Bucci

*Magna Cum Laude*

McKenzie Lenee Bump

Julia Burns

*Magna Cum Laude*

Jack Allen Burroughs

Jenna Cahn

*Summa Cum Laude*

Madysyn Leigh Camden

*Cum Laude*

Katie Elizabeth Caniglia

*Magna Cum Laude*

Mickenna Jayne Canning

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# May 5, 2024, Spring Commencement

Chloe Elizabeth D'Amico

*Summa Cum Laude*

Luke Michael Dabbelt

Inshira Peregrino Dartey

Madilyn Ann Davis

*Magna Cum Laude*

Haven Leigh Davy

*Magna Cum Laude*

Brandon Tyler Day

*Cum Laude*

Bailey Michelle Decker

*Cum Laude*

Thomas Blake Deever

*Summa Cum Laude*

Christian J. DeFine

Savanna Rae'Chelle Deibert

*Cum Laude*

Robert John Del Torto III

Hayley Maire DeLong

*Cum Laude*

Josh Seton DeWitt

*Magna Cum Laude*

Arjun Dhankani

*Magna Cum Laude*

Andrea Diaz

Briley Dickson

Leah Nicole Dimmick

*Magna Cum Laude*

Sydney Jean Dishno

Zacharia Abdel Kader Drouni

*Cum Laude*

Madison Lynn Dubinsky

Sophie Nicole Dupont

*Summa Cum Laude*

Alexis A. Dwyer

Ryan Joseph Eatherton

Timothy Joseph Eckert

Imani Braxton Monique Edwards

*Summa Cum Laude*

Peyton Drake Ehret

Erica Eidt

*Summa Cum Laude*

Grace Anne Elhindi

Samantha Sara Engler

*Magna Cum Laude*

Nicole Alison Englin

*Cum Laude*

Jared Samuel Ettenger

*Magna Cum Laude*

Nicholas Daniel Evanko

*Cum Laude*

Dylan Joseph Farina

Cassie Fellure

Emma Rose Fisher

*Magna Cum Laude*

Tate Zachary Fishman

Brady Robert Fishpaw

*Cum Laude*

Kennedy Drew Elise Fletcher

Bryce William Flickinger

Justin Richard Flora

*Magna Cum Laude*

Ashton Layne Floyd

*Magna Cum Laude*

Maya Linda Ford

*Cum Laude*

Samantha Ann Forsythe

*Cum Laude*

Kayla Foulke

*Magna Cum Laude*

Samantha Kate Francis

*Cum Laude*

Christina Megumi Frandsen

*Cum Laude*

Lauren Free

*Magna Cum Laude*

Eliza Lorelei French

*Magna Cum Laude*

Jack Laurence Fried

*Magna Cum Laude*

Steven Frosch

Elena Fruechtnicht

Ethan Michael Fulkerson

*Summa Cum Laude*

Lily Karina Gabriel

*Magna Cum Laude*

Emily Hannah Gallagher

Mallory Garbe

*Summa Cum Laude*

Jacob Michael Garland

*Cum Laude*

Megan Elizabeth Garnet

*Cum Laude*

Kelley Garrett

*Magna Cum Laude*

Marcus E. Garvin

*Magna Cum Laude*

Grace Elizabeth Gawronski

*Magna Cum Laude*

Hannah Gee

Juliana Marie George

*Magna Cum Laude*

Sophia Marie Giancola

*Magna Cum Laude*

Megan Leigh Giannoutsos

*Magna Cum Laude*

Caitlyn Reese Gibbs

*Summa Cum Laude*

Shelby Nicole Giere

*Magna Cum Laude*

Lindsey Kathryn Gies

*Magna Cum Laude*

Tulley Jacob Gillum

*Summa Cum Laude*

Shylene Giron

Camryn Renee Glover

*Magna Cum Laude*

Cheyenne Elizabeth Ann Glucke

*Summa Cum Laude*

Dean Evan Glucksman

*Cum Laude*

Brooke Elizabeth Godby

*Cum Laude*

Chloe Jane Xiao Goldsberry

*Cum Laude*

Drew Cameron Goodwin

Mya Leigh Gordon

*Magna Cum Laude*

Kara Mae Gossman

*Summa Cum Laude*

Julia Sophia Marie Grabinski

*Magna Cum Laude*

Samantha Kylie Greenfield

*Magna Cum Laude*

Vanessa Marie Greer

*Summa Cum Laude*

Aidan Brody Gross

Benjamin Gross

*Cum Laude*

Harrison Joseph Gruber

Julia Grzesik

Chandler Gunther

*Summa Cum Laude*

Elizabeth Rose Gurski

*Cum Laude*

David Santiago Gutierrez

Richard Lee Haag III

Mya Rose Hadden

*Magna Cum Laude*

Carmen Lane Haefke

*Summa Cum Laude*

Alexis Hankins

*Cum Laude*

Carly Elizabeth Hanson

*Cum Laude*

Faris Fawzi Haroun

*Cum Laude*

Jenna Nicole Hauben

*Summa Cum Laude*

Lyndie Rose Hazelton

*Summa Cum Laude*

Hanqing He

*Cum Laude*

McKenna Kathryn Helms

Nicholas James Hernan

*Magna Cum Laude*

Audrey Louisie Heym

*Magna Cum Laude*

Kylie Morgan Hicks

*Cum Laude*

Morgan Elise Himmelstein

Mackenzie Rose Hoffman

*Magna Cum Laude*

Alicia Marie Hoffrogge

*Magna Cum Laude*

Emily Nicole Huber

*Cum Laude*

Isabelle Yasmin Huebener

Kaylee Ann Huggins

*Cum Laude*

Jordan Nicole Hunt

*Cum Laude*

Rebekah Anne Hupp

*Magna Cum Laude*

Avree Ann Hurtt

*Magna Cum Laude*

Kyle Robert Huston

Aryn Rose Iannuzzi

*Summa Cum Laude*

Macy Jean Imwalle

*Summa Cum Laude*

Wynston Scott Johnson

*Magna Cum Laude*

Carley Jones

*Magna Cum Laude*

Jasmine Danae Jones

*Cum Laude*

Nicole Sarah Jump

*Summa Cum Laude*

Katelyn Marie Kasprisin

*Summa Cum Laude*

Carly Bella Kay

*Magna Cum Laude*

Joel David Keiser

*Summa Cum Laude*

Jordan Amanda Keith

Jade Kempton-Trainer

*Magna Cum Laude*

Leah Elizabeth Kenne

*Cum Laude*

Lionel Kermah

Zachary Richard Kershner

Adam Muhammad Khalifa

Layla Maryam Khokhar

*Cum Laude*

Jean-Pierre Sameh Khouzam

Junhyuk Kim

*Cum Laude*

Chloe Christine Kin

*Summa Cum Laude*

*with Honors in Education and Human*

*Ecology*

Gregory Allen Kingsbury III

*Summa Cum Laude*

Mackenzie Lynn Kirkpatrick

*Cum Laude*

Mackenzie Janel Klenk

*Summa Cum Laude*

Lauren Lacey Klosterman

*Cum Laude*

John Joseph Koenig

*Cum Laude*

Brady Kooztz

Kaitlin Rose Korin

Elyssa Anastasia Koutrodimos

*Summa Cum Laude*

Kailyn McKenna Krahe

*Summa Cum Laude*

Katlyn Elizabeth Kramer

*Magna Cum Laude*

*with Research Distinction*

Garrison Protter Kreitenberg

*Magna Cum Laude*

Kole Brayden Krotzer

Maria Rose Kuhr

*Summa Cum Laude*

Olivia Lynne Lanfranc

Christianne D. Lawson

Shanelle Lee

Carissa Marie Leesburg

*Cum Laude*

Jacklyn Kristine Leffel

*Magna Cum Laude*

Mackenzie Nicole Lehmann

*Magna Cum Laude*

Evan Michael Leist

Angelina Marie Leonard

*Magna Cum Laude*

Brett Ashley Letestu

*Cum Laude*

Ethan Jin Jie Leung

*Summa Cum Laude*

Jacqueline Sydney Levenson

Madison Zhi-Lan Lin

*Magna Cum Laude*

Xinyu Liu

*Summa Cum Laude*

Justin Tyler Livingston

*Cum Laude*

Kyle Gary Loe

*Cum Laude*

Chloe Elizabeth Longo

Christopher Matthew Lopez II

*Cum Laude*

Veronica Lopez

Shacquille Ryheem Lowe

Jillian Arianna Danielle Lucke

*Magna Cum Laude*

Lydia Marie Ludwig

*Summa Cum Laude*

Mackenzie Susan Madden

*Summa Cum Laude*

Kylie Marie Majernik

*Magna Cum Laude*

Zachary Luke Mako

*Magna Cum Laude*

Brennan Malaney

Melanie Zoe Mamula

*Cum Laude*

Alina Marko

*Summa Cum Laude*

*with Honors in Education and Human*

*Ecology*

Erinn Rose Marques

*Cum Laude*

Brooklyn Danae Marshall

*Summa Cum Laude*

Maxine Alice Martin

*Magna Cum Laude*

Sydney Marie Masi

*Summa Cum Laude*

Elise Michelle Mason

*Magna Cum Laude*

Michelle Grinstead Massey

Alexa Dymar Mata

*Summa Cum Laude*

Ryu Matsumoto

Cole William Maurer

*Cum Laude*

Andrew Dalton Ess Maverick

*Magna Cum Laude*

Connor Michael McCarthy

Sydney Marie McClanahan

Keisha K. McCraney

Charles Robert McDermott

Connor John McDermott

*Cum Laude</*

Amanda Rachel Mixer

*Summa Cum Laude*

Kaitlyn Marie Mobley

*Cum Laude*

Harrison Robert Mohr

Delaney Morgan Moller

*Summa Cum Laude*

Eliza Mae Mooradian

*Cum Laude*

Allissy Jenn Moore

*Magna Cum Laude*

Sydney Ann Mount

*Cum Laude*

Anthony Richard Moyer

*Summa Cum Laude*

Allison Maylin Munday

*Cum Laude*

Delaney Rose Murphy

*Summa Cum Laude*

Emily Frances Murphy

*Magna Cum Laude*

with Research Distinction

Anisa Hassan Muse

*Summa Cum Laude*

Munira Avil Muse

*Magna Cum Laude*

Max G. Myers

*Magna Cum Laude*

Josiah Thomas Naegele

*Cum Laude*

Nicholas Robert Nastasi

*Summa Cum Laude*

Jared Blake Naughton

*Summa Cum Laude*

Bennet Daniel Negatu

Phoebe Newhouse

*Cum Laude*

Nicholas Newland

*Cum Laude*

Isaac Samuel Niedermier

*Magna Cum Laude*

Mason Michael Noland

*Cum Laude*

Parker Novak

*Cum Laude*

Samantha Anne O'Gara

*Summa Cum Laude*

Kaitlin Rose Obranovich

*Magna Cum Laude*

Olivia Orion Odum

Angela Nana Adjoa Oforiwa

Daniela Marie Pagan

Nicholas Stylianos Papakirk

*Summa Cum Laude*

with Honors Research Distinction in

Education and Human Ecology

Jonathan Mueller Park

Gina Lynn Parker

*Cum Laude*

John Robert Parsio III

Katherine Marie Pastor

*Summa Cum Laude*

Kacie Anne Patterson

*Cum Laude*

Alexis Marie Payne

*Cum Laude*

Cassandra Lynn Pencil

Kearah Lynn Penny

*Magna Cum Laude*

Emily Ruth Perry

*Cum Laude*

Sydney Dawn Petersen

*Magna Cum Laude*

Tallyn Peterson

*Magna Cum Laude*

William Jamar Peterson

*Magna Cum Laude*

Elise Katherine Pickett

*Magna Cum Laude*

Emma Pimental

*Magna Cum Laude*

Isabel Marie Pione

*Summa Cum Laude*

Olivia Kathleen Place

*Cum Laude*

Joie Michelle Platt

*Cum Laude*

Brooklyn Renae Poland

*Summa Cum Laude*

Alexandra Maria Powell

*Magna Cum Laude*

Sophia Lee Prestiflippo

*Cum Laude*

Kelly Marie Preston

*Magna Cum Laude*

Hailee Jaide Price

*Magna Cum Laude*

Isabel Ramos Yanez

*Magna Cum Laude*

Madison Elizabeth Ramsey

*Magna Cum Laude*

Mya Lynn Rapol

*Summa Cum Laude*

Robert Reed Ray

Caitlyn Elisabeth Reding

*Magna Cum Laude*

Robert Wade Redmon

*Cum Laude*

Monique Reed

*Summa Cum Laude*

Bayli Helene Rees

*Summa Cum Laude*

Sophia Faith Rees

*Summa Cum Laude*

William Regan

Trent Reichelderfer

Zoe Allison Reilly

*Magna Cum Laude*

Joshua Alan Reno

Caden Michael Reilly

Abigail Lynn Ritch

*Magna Cum Laude*

Courtney Mae Rockwood

Ashley Robyn Rogers

*Magna Cum Laude*

Maggie Lou Rohrer

Noah Rosen

Jenna Renee Rosko

*Cum Laude*

Hunter Dean Rosson

Samantha Renae Roth

*Magna Cum Laude*

Courtney Elizabeth Rowland

*Summa Cum Laude*

Abigail Marie Rudolph

*Cum Laude*

Alexa Bailey Rupe

*Summa Cum Laude*

Hayden Michael Sabovik

*Magna Cum Laude*

Lindsey Nicole Sadowski

*Summa Cum Laude*

Sophia Rose Santaguida

*Cum Laude*

Savannah Sasfy

*Summa Cum Laude*

Mason Andrew Sawyer

Quinlin Montgomery Scherl

with Research Distinction

Teresa Evelyn Schirtzinger

Anne Elizabeth Schnegg

*Cum Laude*

Lindsey Catherine Schneider

*Cum Laude*

Mackenzie Marie Schneider

*Magna Cum Laude*

Amanda Marie Schultz

*Magna Cum Laude*

Emily Elizabeth Schwenn

*Magna Cum Laude*

Kristie Marie Scott

Ryan Seidner

Amelie Laetitia Sens

*Cum Laude*

Dakota Christian Shahan

Jennie Anne Sharkey

*Summa Cum Laude*

Emma Shaw

*Cum Laude*

Tavaris Christian Shaw

Madison Lainey Shenkel

Megan Rose Sherrill

Evan Thomas Shook

*Cum Laude*

Megan N. Shupe

*Magna Cum Laude*

Hannah Jo Elizabeth Siegel

Sydney Paige Siegenthaler

*Summa Cum Laude*

Grant Dylan Singleton

*Cum Laude*

Rita Siaoaihakim

*Magna Cum Laude*

Kailey Ann Slatzer

Rebecca Hope Slone

*Magna Cum Laude*

Jackson Scott Smith

Lillian Marie Smith

*Magna Cum Laude*

Rachel Nicole Smith

*Magna Cum Laude*

William Earl Smith

*Cum Laude*

Isabella Katherine Snider

Katelyn Faith Snider

*Magna Cum Laude*

Phoebe Michelle Snodgrass

Mitchell Addison Sommers

*Magna Cum Laude*

Logan Grace Spellacy

*Cum Laude*

Macie Marie Sporerleder

*Summa Cum Laude*

Indigo Janesia Stanley

Faith Marie Steinbrecher

*Magna Cum Laude*

Allison P. Stern

*Summa Cum Laude*

Lillian Grace Stewart

*Magna Cum Laude*

Morgan Renae Sith

*Summa Cum Laude*

Justen Troy Stoner

*Magna Cum Laude*

with Research Distinction

Sophia Paige Stynchula

Eric Richard Sunderhaus

Julia Sutherland

*Summa Cum Laude*

Cecilia Rose Sutton

*Summa Cum Laude*

Anastasia Tanner

Angel Marie Taylor

*Magna Cum Laude*

Courtney Thomas

Natazia Dawnn Thomas

*Cum Laude*

Stephen Isaiah Thomas

*Magna Cum Laude*

Alyssa Jane Thompson

*Magna Cum Laude*

Sophia Toth

*Summa Cum Laude*

Christopher Robert Tracy

Christina Phuong My Tran

*Cum Laude*

Noah Trimble

*Cum Laude*

Kylie Brooke Trissell

*Magna Cum Laude*

Dillon Reed Underwood

Morgan Lynn Urmsen

*Cum Laude*

Evan James Utterback

*Magna Cum Laude*

Kathleen Marguerite Valencia-

Phillips

Nathan Van Niel

*Cum Laude*

Anna Grace Vance

*Magna Cum Laude*

Gina Gabriella Vattelle

Ashten Elaine Vavra

*Magna Cum Laude*

Seth John Andrew Velker

*Cum Laude*

Ryan Michael Vespi

*Cum Laude*

Cameron Michael Voinovich

*Magna Cum Laude*

Kailie Nicole Vongsaga

*Magna Cum Laude*

Nathen James Wagner

Cole Montgomery Walker

Paige Kiara Walker

*Summa Cum Laude*

Keller Walls

*Magna Cum Laude*

Cydney Walton

Abigail Grace Ware

Jonah Wasserman

Liam Wasserman

*Magna Cum Laude*

Emily Ann Watt

*Magna Cum Laude*

Kaitlynn Marie Wauk

Melissa Ann Webster

*Magna Cum Laude*

Zachary Alex Wein

*Cum Laude*

Rayna Jill Weinstein

*Summa Cum Laude*

Ryan Matthew Welch

*Summa Cum Laude*

Anna Elizabeth Wellin

*Cum Laude*

Jade Marie Wesson

*Magna Cum Laude*

Emily Rose Whitaker

Joseph Vincent Cardamone  
 Ethan Craig Cartwright  
 Summa Cum Laude  
 with Honors in Engineering  
 with Honors Research Distinction in  
 Aerospace Engineering  
 Ethan Ryan Chau  
 Alex Woody Chou  
 Graham Annika Cunningham  
 Nathan Robert Davidson  
 Raymond James DeMay  
 Summa Cum Laude  
 Danielle Rebecca DiDomenico  
 Summa Cum Laude  
 William James Donovan  
 Andrew Julian Dornack  
 Summa Cum Laude  
 with Honors Research Distinction in  
 Aerospace Engineering  
 Liam James Dring  
 Cum Laude  
 Lauren Amelia Dvorak  
 Summa Cum Laude  
 Colby Carmichael Evans  
 Redrick Walt Sambu Gines  
 Zachary Ross Allen Glock  
 Cum Laude  
 Virginia Grant Haupt  
 Magna Cum Laude  
 Camille Dreyfuss Herman  
 Madison Linn Herrmann  
 Magna Cum Laude  
 with Honors in Engineering  
 Lane Highmiller  
 Summa Cum Laude  
 with Honors Research Distinction in  
 Aerospace Engineering  
 Sawyer Anthony Homman  
 Jasper Allen Hu  
 Summa Cum Laude  
 with Honors Research Distinction in  
 Mechanical Engineering  
 Omar Osman Hussein  
 Magna Cum Laude  
 Tochukwu P. Ihejirika  
 Core Neil Ireland  
 Magna Cum Laude  
 Daniel Robert Jackam  
 Summa Cum Laude  
 John Spencer Jackam  
 Summa Cum Laude  
 Felix Slack Janow  
 Cum Laude  
 Taylor McKenzie Jilot  
 Chengrun Jin  
 Steve Mani Johnson  
 Zachary Daniel Klein  
 Cum Laude  
 James Patrick Kregenow  
 Andrew Ryan Krobath  
 Cum Laude  
 Brian Frederick Kuchta  
 Magna Cum Laude  
 Brennan Morris Lawrence  
 Brandon Lawson  
 Summa Cum Laude  
 with Honors in Engineering  
 Nolan Robert Little  
 Summa Cum Laude  
 with Honors Research Distinction in  
 Aerospace Engineering

Rebecca Lyons  
 Cum Laude  
 Katherine Elizabeth Macejik  
 Corey Mays  
 Magna Cum Laude  
 Colin McWilliams  
 Cum Laude  
 Matthew Joseph Milanesi  
 Magna Cum Laude  
 Naoto Minamoto  
 Grant Nicholas Mirka  
 Cum Laude  
 Bharkha Anish Mistry  
 Tristan D. Moczynski  
 Cum Laude  
 Kathryn Nestlerode  
 Cum Laude  
 Connor Michael Nielsen  
 Cum Laude  
 Jude Anton O'Toole  
 Magna Cum Laude  
 Tyler William O'Brian  
 Andrew Joseph Ostavitz  
 Magna Cum Laude  
 with Honors Research Distinction in  
 Aerospace Engineering  
 Harrison Andrew Pasquinilli  
 Magna Cum Laude  
 Niraj Ajay Patel  
 Cum Laude  
 Thomas Sweetlove Perry, Jr.  
 Cum Laude  
 Janet Ann Purtell  
 Magna Cum Laude  
 with Honors in Engineering  
 Ashwin Rajkumar  
 Jatin Reddy Rampuram  
 Donald Giovanni Ranieri  
 Magna Cum Laude  
 Jackson William Rekus  
 Kevin Andrew Rizk  
 Magna Cum Laude  
 Steven Ross  
 Abel Isaac Ruehle  
 Magna Cum Laude  
 Tanner James Sabau  
 Cum Laude  
 with Honors Research Distinction in  
 Aerospace Engineering  
 Ryan James Saleme  
 Magna Cum Laude  
 Daniel John Schley  
 Benjamin Matthew Schultz  
 Cum Laude  
 Evan M. Sears  
 Magna Cum Laude  
 Kasper Lee Shwaha  
 Finnegan Patrick Sullivan  
 Matthew Richard Toner  
 Jacob Michael Vore  
 Nikolas William Wagner  
 Cum Laude  
 Jacob Bogardus Walters  
 Cum Laude  
 Howard Chuan Wang  
 Summa Cum Laude  
 Trent William Werner  
 Cole Daniel Westrick  
 Summa Cum Laude  
 Dylan Lee Williams  
 Cum Laude  
 Robert Tyler Zajec  
 Magna Cum Laude

**Bachelor of Science in  
 Architecture**  
*(Austin E. Knowlton School of  
 Architecture)*  
 Ana Nichole Adams  
 Magna Cum Laude  
 Elizabeth Ann Angle  
 Magna Cum Laude  
 Nathan James Applebee  
 Magna Cum Laude  
 Ayham Maher Asad  
 Magna Cum Laude  
 Tristen Chase Ball  
 Corey Sean Barr  
 Summa Cum Laude  
 Meghan Elizabeth Belliveau  
 Summa Cum Laude  
 with Honors in Architecture  
 Abby Benowitz  
 Magna Cum Laude  
 Jacob David Bibbo  
 Summa Cum Laude  
 with Honors in Architecture  
 with Honors Research Distinction in  
 Architecture  
 Braden Alan Birko  
 Summa Cum Laude  
 with Honors in Architecture  
 with Honors Research Distinction in  
 Architecture  
 Andrew Todd Bryant  
 Summa Cum Laude  
 with Honors Research Distinction in  
 Architecture  
 Madalyn Kristina Capps  
 Summa Cum Laude  
 Marion Grace Catalano  
 Magna Cum Laude  
 Giovanni Rosario Ceraolo  
 Magna Cum Laude  
 Grace Anne Colister  
 Magna Cum Laude  
 Rachel B. Curtis  
 Magna Cum Laude  
 Danielle Marie DeProspo  
 Magna Cum Laude  
 Morgan Elizabeth Downey  
 Magna Cum Laude  
 Morgan Lindsey Ebbrecht  
 Magna Cum Laude  
 Christian Johnny Eid  
 Miles Levison Feinknopf  
 Summa Cum Laude  
 with Honors in Architecture  
 with Honors Research Distinction in  
 Architecture  
 Carson James Gear  
 Magna Cum Laude  
 Laiqa Kareema Gitosuputro  
 Summa Cum Laude  
 with Honors in Architecture  
 with Honors Research Distinction in  
 Architecture  
 Joseph Michael Greene  
 Summa Cum Laude  
 Penelope Erin Hartley  
 Magna Cum Laude  
 with Honors in Architecture  
 with Honors Research Distinction in  
 Architecture

Christian Heidenreich  
 Magna Cum Laude  
 with Honors in Architecture  
 Alya Jallaq  
 Lindsey Claire James  
 Summa Cum Laude  
 Lyndsey Marie Jones  
 Magna Cum Laude  
 Kerry Arlen Keane, Jr.  
 Cum Laude  
 Kaitlin Chith Khammanh  
 Cum Laude  
 Paras Marie Kontos  
 Magna Cum Laude  
 Elizabeth Caroline Kruggel  
 Summa Cum Laude  
 with Honors in Architecture  
 with Honors Research Distinction in  
 Architecture  
 Chenxi Li  
 Magna Cum Laude  
 Timothy Muen Liou  
 Summa Cum Laude  
 with Honors Research Distinction in  
 Architecture  
 Fernanda Loyola Cardoso  
 Summa Cum Laude  
 Abigail Luper  
 Magna Cum Laude  
 Evan Mackley Madden  
 Magna Cum Laude  
 Aleysha Martinez-Guerrero  
 Meredith Anne McKeon  
 Magna Cum Laude  
 Christopher Woleben Meade  
 Magna Cum Laude  
 Michael Gregory Mileski  
 Magna Cum Laude  
 Gabriella Laura Monsignorini  
 Cum Laude  
 Nathan Arthur Montanari  
 Cum Laude  
 Kendra J. Mosley  
 Summa Cum Laude  
 with Honors in Architecture  
 Gabrielle Soriya Newman  
 Magna Cum Laude  
 with Honors in Architecture  
 Evan Ekene Nwankwo  
 Carlos Reyes Ocon  
 Magna Cum Laude  
 with Honors in Architecture  
 with Honors Research Distinction in  
 Architecture  
 Juan Omar Olvera  
 Malikah Renee Payne  
 Magna Cum Laude  
 Amelia Avelyn Phillips  
 Magna Cum Laude  
 Karlie Elizabeth Rainer  
 Magna Cum Laude  
 Martha Lissette Reyes Palomino  
 Magna Cum Laude  
 Anthony Michael Rubino III  
 Magna Cum Laude  
 with Honors in Architecture  
 David Charles Rugen  
 Cum Laude  
 Sophia Naomi Saferstein  
 Magna Cum Laude  
 Anna Josephine Schneider  
 Magna Cum Laude

Jack Calder Schumacher  
 Magna Cum Laude  
 Kimberly Serna  
 Cum Laude  
 Samantha Rose Shasky  
 Magna Cum Laude  
 Kien Vit Sribanditmongkol  
 Sarah Steinway  
 Magna Cum Laude  
 Lucille Beatrice Stiebel  
 Summa Cum Laude  
 with Honors in Architecture  
 Charlotte Mary Stohr  
 Summa Cum Laude  
 Kelly Elisabeth Sullivan  
 Michael Roberto Vedovato  
 Summa Cum Laude  
 with Honors in Architecture  
 with Honors Research Distinction in  
 Architecture  
 Angela Alexandra Vitellas  
 Summa Cum Laude  
 Alonzo Cortez Waugh  
 Magna Cum Laude  
 Lorenzo Robert Waugh  
 Cum Laude  
 Maggie Mae Welker  
 Summa Cum Laude  
 Benjamin William Wessel  
 Magna Cum Laude  
 Kailuan Wu  
 Magna Cum Laude  
 Saiwen Xu  
 Magna Cum Laude  
 Olivia Grace Zaletel  
 Magna Cum Laude

**Bachelor of Science in  
 Aviation**  
 Providence Chijindum Acha  
 Mutah  
 Camielle Orana Marie Baker  
 Joshua John Ball  
 Zane London Combs  
 Cum Laude  
 Emily Nicole Crawley  
 Ely Grace Drew  
 Alexander Joseph Gognat  
 Nicholas Hajek  
 Yejin Jang  
 Magna Cum Laude  
 Seth Connor Kerns  
 Magna Cum Laude  
 Ryne Tyler Kuczykowski  
 Chase Liao  
 Cum Laude  
 Micah Ray Music  
 Ethan Taylor Noble  
 Joseph Matthias Nowak  
 Magna Cum Laude  
 Ashley Akinyi Janet Ochieng  
 Lillian Kate Reiman  
 Nathan Andrew Schmidt  
 Magna Cum Laude  
 Kevin Makoto Whittaker  
 Yae Ram Youn

**Bachelor of Science in Biomedical Engineering**

Zachary Aden Alleman

*Magna Cum Laude*

Harrison Raymond Andary

*Cum Laude*

Kyle Francis Borah

Elizabeth Jeanette Breda

*Magna Cum Laude*

Mackenzie Michele Crawford

Morgan Alexandra Crews

*Magna Cum Laude*

with Honors Research Distinction in

Biomedical Engineering

Isha Mukesh Davit

Amiri Ngozi Diop-West

*Cum Laude*

Grace Elizabeth Dunn

*Cum Laude*

Anthony James Elbon

*Magna Cum Laude*

Celine Melisa Ertin

*Magna Cum Laude*

with Honors in Engineering

with Honors Research Distinction in

Biomedical Engineering

Adam John Farrell

*Magna Cum Laude*

with Honors in Integrated Business and

Engineering

Joseph Farroha

David Anthony Fraas

*Summa Cum Laude*

with Honors in Engineering

with Honors Research Distinction in

Biomedical Engineering

Lauren Elizabeth Gastineau

*Magna Cum Laude*

with Honors in Engineering

Elijah James George

*Cum Laude*

Andrew Joseph Gruber

*Summa Cum Laude*

Madeline Grace Gunawardena

*Magna Cum Laude*

Samuel William Harmeyer

*Summa Cum Laude*

with Honors in Engineering

Joshua Ronald Henke

*Magna Cum Laude*

Garrett William Herb

*Summa Cum Laude*

with Honors in Engineering

Riley Marie Hildebrand

*Summa Cum Laude*

with Honors in Engineering

Adia Lauren Holtman

*Summa Cum Laude*

with Honors in Engineering

Ethan Henry Hopping

Srujan Jaladi

*Cum Laude*

Katie Marie Jones

*Summa Cum Laude*

with Honors in Engineering

Pranav Krishna Kandula

Kira Elizabeth Katterle

*Summa Cum Laude*

Elizabeth Anne Kemerer

*Magna Cum Laude*

Daniel Laszlo Kimmach

*Cum Laude*

Jacob Andrew Klausner

*Magna Cum Laude*

Adam Benjamin Kling

*Magna Cum Laude*

Peter Myles Kowalski

*Cum Laude*

Ryan Thomas Lang

*Summa Cum Laude*

Mabel Lee

*Magna Cum Laude*

with Honors in Engineering

Mitchell Alexander Lewis

*Magna Cum Laude*

with Honors Research Distinction in

Biomedical Engineering

Matthew Chung Wei Lin

*Magna Cum Laude*

Claire Loos

*Magna Cum Laude*

with Honors in Engineering

Lauren Grace Lubin

*Summa Cum Laude*

Abigail May Lupo

*Magna Cum Laude*

Skyлар Kathryn Lynch

*Cum Laude*

with Honors Research Distinction in

Chemical Engineering

Ahmad Fakhruddin Madhwal

*with Honors Research Distinction in*

Biomedical Engineering

Luigi Ernest Melaragno

*Summa Cum Laude*

with Honors in Engineering

Daniel Avin Meringolo

*Cum Laude*

Matthew Ian Mlawski

*Summa Cum Laude*

Michelle Elizabeth Mosko

*Magna Cum Laude*

Jillian Nicole Mundo

Nikhil Sai Nandyala

*Magna Cum Laude*

Taylor Tran Nguyen

*Cum Laude*

Chikammele Nkwocha

*Magna Cum Laude*

with Honors Research Distinction in

Biomedical Engineering

Neil Kanna Ott

*Magna Cum Laude*

Mitchell Clark Pittman

*Summa Cum Laude*

Avneesh Kiran Pradhan

*Cum Laude*

Joseph David Rancitelli

*Cum Laude*

Emma XueLing Randall

*Magna Cum Laude*

Beckham Arthur Retzler

*Summa Cum Laude*

with Honors in Engineering

Sydney Ripsky

*Magna Cum Laude*

Jason Greg Rosario

Christopher Brandon Santiago

Alaina Therese Scavuzzo

*Summa Cum Laude*

with Honors in Engineering

with Honors Research Distinction in

Neuroscience

Aspen Schneller

*Magna Cum Laude*

with Honors in Engineering

Grant Gregory Schriber

*Magna Cum Laude*

with Honors in Engineering

with Honors Research Distinction in

Biomedical Engineering

Arian Seighali

*Cum Laude*

Armon Jesse Sekhavat

*Magna Cum Laude*

Robert Lee Smallwood III

*Magna Cum Laude*

with Honors Research Distinction in

Biomedical Engineering

Allison N. Smith

*Cum Laude*

Naseem Alise Story

*Summa Cum Laude*

Sajah Tahat

*Cum Laude*

Michael Thomas Terveer

*Summa Cum Laude*

with Honors in Engineering

with Honors Research Distinction in

Biomedical Engineering

Adrienne Candace Vala

*Summa Cum Laude*

Dominic Pasquale Veltri

*Cum Laude*

Quentin Timothy Walker

*Cum Laude*

with Honors in Engineering

Sydney Rachelle Wiggins

*Summa Cum Laude*

Elizabeth Woodhouse

*Cum Laude*

George Matthew Worley

*Summa Cum Laude*

Keely Gwynne Yeargin

*Magna Cum Laude*

Chethana Yerramsetty Prashant

*Cum Laude*

with Honors in Engineering

Emily Jun Yu

*Magna Cum Laude*

with Honors Research Distinction in

Electrical and Computer Engineering

Megan Lea Zukowski

**Bachelor of Science in Chemical Engineering**

Edward Adai

Mohammed Ahmed A Almalki

Jeremy Oscar Arch

*Magna Cum Laude*

Michael August Balsman

*Cum Laude*

Pierson Thomas Barrett

Joshua Matthew Bartler

*Magna Cum Laude*

Samuel Edward Baugh

Jacob Samuel Bean

Morgan Marie Becher

*Magna Cum Laude*

Lauren Haley Bess

*Magna Cum Laude*

Jonah Hirsch Bieber

Zoe Ann-Louise Blevins

Isaac Kofi Boateng

Eric Clement Boerner

Charlotte Gabrielle Borsos

Kameron Alan Brewster

Will Caines

*Magna Cum Laude*

with Honors in Engineering

Zachary Thomas Carroll

Maria Felice Castellanos

*Summa Cum Laude*

with Honors in Engineering

with Honors Research Distinction in

Chemical Engineering

Joseph Arthur Cefaratti

Martha Cibasu

Dominic Michael Cirillo

*Summa Cum Laude*

Connor Robert Clark

Ariane Ailis McNeil Clerc

*Magna Cum Laude*

Ethan Samuel Clevenger

Alexis Katelyn Davis

Caleb Jarrett Davis

Nathan L. Demski

Sophia Colette DiCarlo

Eileen Frances Dunn

*Magna Cum Laude*

Andrew James Ednie

Megan Elizabeth Fahrenkamp

*Cum Laude*

Allison Nicole Falls

*Summa Cum Laude*

Matthew John Featsent

Michel Feghali

Megan Andrea Filby

*Cum Laude*

Emily Flaherty

Benjamin Andrew French

Fayme Gandhi

*Summa Cum Laude*

Armin Eli Gasser

Richard James Geib

*Summa Cum Laude*

Jeremy Raymond Getson

*Summa Cum Laude*

Brayden Avery Gibbs

*Magna Cum Laude*

Elizabeth Grace Graff

*Magna Cum Laude*

Benjamin Jacob Harpen

*Magna Cum Laude*

Derick Ray Harrah

Lydia Fairchild Haskins

Natalie Rose Hoffman

*Cum Laude*

Amelia Martina Hritz

*Cum Laude*

Evan Thomas Humpert

Oluwaseun T. Isaiah

Colby Kalp

*Summa Cum Laude*

Chidinma Britney Kelechi Kanu

*Magna Cum Laude*

Adam Mahmoud Kassem

*Magna Cum Laude*

Sanika Vijay Khatri

*Cum Laude*

Lily Polk Kiefer

Bryan Patrick Koch

*Magna Cum Laude*

Nickolas Aleksandr Korzhiletsky

*Summa Cum Laude*

Jiye Kwon

Peter Kehnde Lawal

Seth Andrew Rupp Lawhon

Riley Alexandra Lewis

*Magna Cum Laude*

Kaitlyn Ann Margaret Linder

Evangeline Thanh Price

*Summa Cum Laude  
with Honors in Engineering*

Sarah Grace Pruzan

*Magna Cum Laude*

Kasi Sarah Puri

Nicolas Edward Raffaele

*Magna Cum Laude*

Zachary Joseph Ravagnani

Christopher Edwin Read

John Patrick Reardon

*Summa Cum Laude*

Jacob Paul Richards

*Cum Laude*

Brandon Michael Roach

Daniel Moshe Saffar

Paige Elizabeth Lan Schneider

*Cum Laude*

Brody Tate Shields

*Magna Cum Laude*

Zachary Francis Simonitis

*Cum Laude*

Cassidy Smith

*Cum Laude*

Lauren Sidney Smith

John Michael Smithberger

Yeeun Song

Joseph Anthony Spinelli

*Cum Laude*

Kayla Jade Stevens

*Cum Laude*

Parker Hudson Stuebs

*Cum Laude*

Nicole Grace Summerfield

*Cum Laude*

Gavin Matthew Tallal

Alexandria Yvonne Thomas

Kamilah Thomas

Collin Isaac Lamar Thompson

Kathleen Sandra Tippenhauer

*Magna Cum Laude*

Benjamin Juinyo Tsai

*Magna Cum Laude*

Matthew Parker Vanone

*Cum Laude*

Rachel Varughese

*Magna Cum Laude*

with Honors in Engineering

David Alexander Villegas

*Magna Cum Laude*

Jacob Nicholas Welter

Connor William Whiteman

Dylan Patrick Whitson

Max Douglas Wilkinson

Robert Travis Wise

Jonas Woelk

*Cum Laude*

Jacob Michael Wolfe

Donald Murphy Woodward

Jiaen Xiao

*Magna Cum Laude*

with Honors in Engineering

Hanna Yakoob

*Cum Laude*

with Honors in Engineering

Mark Barakat Yaseen

*Summa Cum Laude*

with Honors Research Distinction in

Chemistry

**Bachelor of Science in City and Regional Planning (Austin E. Knowlton School of Architecture)**

Natalie Brennan Birchak

*Magna Cum Laude*

Evon Pierce Bronner

Morgan Fuller

*Cum Laude*

Jared Gabriel Godwin

*Cum Laude*

Riky Amado Jimenez Cuduco

*Magna Cum Laude*

with Honors in City and Regional

Planning

Nicholas Kehl

Seth Kenneth Marquis

Bryan Markhys Miller

*Cum Laude*

Evan J. Mitchell

*Summa Cum Laude*

Drew Leslie Oliver

*Cum Laude*

Cameron John Rogers

*Summa Cum Laude*

with Honors in City and Regional

Planning

Josie Gail Stiver

*Magna Cum Laude*

with Honors in City and Regional

Planning

**Bachelor of Science in Civil Engineering**

Murad Abdulrahman

Ola Alyafi

*Cum Laude*

Charlesdavid Wakaza Balina

Jacob Ailyen Banks

*Summa Cum Laude*

Jacob Michael Battaglioli

*Summa Cum Laude*

Lauren Elizabeth Bernard

*Cum Laude*

Thomas Robert Bernard

Drew Michael Biglow

Ian Thomas Binder

Jonathan Bradley Black

Brenden Bosh

Jack Henry Bowman

*Magna Cum Laude*

Jeffrey Allen Bryden

*Cum Laude*

Sean Buchanan

Aaron Bumgarner

*Magna Cum Laude*

Cameron Amir Burgess

Sadie Nicole Carducci

Raman Jayanth Van Chakravarthy

*Cum Laude*

Ethan Charles Chiovarelli

George Gregory Clark

Luke William Covol

Patrick James Cullen

Sydney Katherine Davis

*Cum Laude*

Muhamed Diallo

Calvin Matthew Feulner

Shayla Ann Fisher

*Magna Cum Laude*

Benjamin Joseph Garcia

*Magna Cum Laude*

Mason Bradley Geowets

Adriana Rose Giordano

*Cum Laude*

Alexandria Leann Glover

*Magna Cum Laude*

Connor David Gott

JiaRong Gu

*Cum Laude*

Angela Gail Gugliotta

Jacob Vincent Guzzo

Victoria Elizabeth Hacker

*Cum Laude*

Cameron Thomas Hagely

*Magna Cum Laude*

Nickolaus Wade Hopper

Zajdi Hoxha

Charles Huland

Jacob Michael Jagodzinski

Didas Kato

Samuel Reese Kirschman

Nicholaissen

*Magna Cum Laude*

Peter Edward Koenig

*Summa Cum Laude*

Alejandra Edith Kohler

Taylor James Kraus

Timothy James Lacagnina

*Summa Cum Laude*

Samuel Max Lepley

Zachary Xavier Loudenslager

*Cum Laude*

Luke James Lundberg

*Magna Cum Laude*

Priscilla Isamar Machin-Resto

Charles Joseph Massaro

Parker McClure

Samuel James McFadden

*Magna Cum Laude*

Devon McLean

Michael Jason Charles Mead

Natalie Chunju Merrill

*Summa Cum Laude*

Brock Anthony Merritt

Nate Anthony Miller

Jocelyn Marie Morrisey

*Cum Laude*

Jane Elizabeth Murray

Justin Bernard Puthoff

*Cum Laude*

Alexander Marcus Rader

*Magna Cum Laude*

William Register

Demetrios Michael Rousos

Jared W. Severance

Nathaniel Zachary Shields

*Cum Laude*

Colin Gerard Sistrunk

*Magna Cum Laude*

Molly Nicole Smith

*Magna Cum Laude*

Alayna Rose Sturgill

*Magna Cum Laude*

Joseph Allen Styborski

Alexandria Jesse Summers

*Cum Laude*

Alyssa Marie Tantillo

*Cum Laude*

Huy Le Duc Tran

Herrick Tsoo

Jose Adan Villeda-Sanabria

Tharshane Vimalathevan

Nicholas James Wachtel

Gabriel Benjamin Wherley

*Cum Laude*

Luke Nathaniel Whitman

*Magna Cum Laude*

Shane Matthew Williams

*Magna Cum Laude*

Jacob Leonard Wood

*Summa Cum Laude*

Joseph Andrew Wyler

Mackenzie Alyse Yoke

Rachel Yi Zhan

*Summa Cum Laude*

with Honors Research Distinction in

Civil Engineering

Cole Bryan Zimmerman

Addyson Leigh Zugaro

*Cum Laude*

**Bachelor of Science in Computer Science and Engineering**

Yonis Adam Abdi

Bibek Adhikari

*Summa Cum Laude*

Aditya Aery

*Cum Laude*

Sade Salah Ahmed

Isselmou Aininia

Ali Raed Al-abbasi

Azward Alam

Shafin Alam

Emily Maria Allegretti

*Magna Cum Laude*

Michael James Allen

Ashley Abigail Allison

Dhairya Hemantbhai Amin

Keyvn Ahmed Angueira Irizarry

*Cum Laude*

with Honors Research Distinction in

Computer Science and Engineering

Namith Anil

*Summa Cum Laude*

Maguire Alpert Arman

*Cum Laude*

Andrew Arocha

Aarushi Arora

Hunter Allen Ashburn

Jeremiah James Ayres

*Cum Laude*

Nelly Azar

Christopher Sean Barlas

*Summa Cum Laude*

Allison Pro Battaglia

*Magna Cum Laude*

Mara Jhade Beam

*Cum Laude*

Brian Robert Becker

*Magna Cum Laude*

with Honors in Engineering

Camden Reid Bettencourt

*Cum Laude*

with Honors in Engineering

William Richard Blanton

*Magna Cum Laude*

Kate Elizabeth Bleichrodt

Matthew James Bodnark

*Cum Laude*

Jeremy Hunter Bogen

Clayton Douglas Boggs

*Magna Cum Laude*

Diyesh Bommana

*Cum Laude*

Jashnavi Bommana

*Cum Laude*

Ryan Born

Benjamin Matthew Borszcz

Marshall Nathaniel Bott

*Cum Laude*

Nathan Thipada Bourgeois

Abigail Grace Brinkman

Jason Patrick Burghart

*Magna Cum Laude*

Deklin Reid Caban

Arnaud Francois Cabello

Anthony Gia Luat Cao

*Cum Laude*

William Edward Franke

*Magna Cum Laude*

Michael Frediani

*Magna Cum Laude*

Colin James Fung

*Cum Laude*

Amanda Kate Futterman

Moses Gabriel Gaines

*Magna Cum Laude*

Garret Blake Gallion

Brendan Michael Gass

*Summa Cum Laude*

Anne Elizabeth Getts

*Summa Cum Laude*

Jake Hunter Giglio

*Cum Laude*

Christopher Anthony Gordon

Varsha Govardhanam

Hayden Thomas Keller Gray

*Cum Laude*

Michael Herbert Grentzer

Lauren Nicole Griffith

*Magna Cum Laude*

Kenneth Harley Gules

Abdikani Mohamed Gued

Nikhil Gupta

Nicholas Habeth

Lisa Ann Hall

Kevin Laurens Haller

*Cum Laude*

Ethan Christopher Halverson

Ryan Mykal Harris

Angus Jack Harrop

*Magna Cum Laude*

Suber Hassan

Ryan Heng

*Summa Cum Laude*

Owen Michael Hennessey

Quinnan Mary Hetrick

*Cum Laude*

Anna Claire Hjerpyn

Derek Stephen Hoffmann

Benjamin Gabriel Horrigan

Mark Richard Howard

Yanchen Huang

Ross Allen Imbrock

Remy Jhane Irvine

Tyler David Jachimski

*Magna Cum Laude*

Trent Darrian Jackson

Aadya Jain

Arushi Jain

Amanda Marie Jason

*Cum Laude*

Zhongxu Ji

Brittaney Zhimei Jin

*Summa Cum Laude*

with Honors in Engineering

Nicholas Robert Johnson

Matthew Ryan K'Meyer

*Cum Laude*

Lucien Richard Kallai

Seyyedfarid Kamizi

Nickolas Kanel

*Cum Laude*

Samridhi Kaushik

*Magna Cum Laude*

Xiaoyu Ke

*Summa Cum Laude*

Derrek Austin Kemper

*Magna Cum Laude*

Ryder Douglas Kemper

*Summa Cum Laude*

David Sunjae Kim

*Cum Laude*

Eugene Hyun Kim

*Summa Cum Laude*

Kenneth Suhyoung Kim

Cameron Michael Klotter

*Cum Laude*

Charles Cassius Kluznik

*Magna Cum Laude*

with Honors in Engineering

Graham Joseph Knott

Pranav Koduri

*Cum Laude*

with Honors in Engineering

Athanasios James Kolocouris

*Cum Laude*

Jessie Lin Kong

*Summa Cum Laude*

Edward Jude Kubit

*Magna Cum Laude*

Durge Kumar

Vishal Kumar

*Magna Cum Laude*

Nathan David LaMothe

*Magna Cum Laude*

Nicolas David Landis-Ashbaugh

*Cum Laude*

Da Wei Lau

Sangeun Lee

*Cum Laude*

Matthew Jacob LeHoty

*Summa Cum Laude*

Grace Hanh-Marie Lemming

*Cum Laude*

Colin Ryan Lewis

*Magna Cum Laude*

Madeline Emily Lewis

*Cum Laude*

Thomas Haoliang Li

*Summa Cum Laude*

Kong Bin Lin

*Magna Cum Laude*

Elijah John Lind

*Magna Cum Laude*

Alexander David Lindberg

*Cum Laude*

Jian Rong Liu

*Summa Cum Laude*

Jun Liu

William Liu

*Magna Cum Laude*

Ryan James Loney

*Magna Cum Laude*

Joshua Scott Long

*Summa Cum Laude*

Yao Lu

Venkata Sai Harshitha Malasani

*Summa Cum Laude*

with Honors in Integrated Business and

Engineering

Tyler Anthony Mante

Alexander Hunter Marcaly

*Cum Laude*

Alexis Uriel Martinez

Hunter Jacob Mastin

Ishita Mathur

Toby F. McGuire

*Magna Cum Laude*

Evan Michael McHugh

*Magna Cum Laude*

Robert Anthony McIvenna

Shannon Alexandra McKinney

Matthew William McLain

Maheder Berihun Melakie

Alexandria Floro Mercado

Xinnan Miao

*Magna Cum Laude*

Lang Min

Abdelrahman Hashem

Mohammad

Ayub Abdikadir Mohamad

Ethan Mitchell Moore

Daizo Mori

Tyler Thomas Mox

Eve Mwuese Myadze-Pike

*Magna Cum Laude*

with Honors Research Distinction in

Civil Engineering

Ethan Michael Mylett

*Magna Cum Laude*

Michael Matthew Nagy

Abhinav Narayan

*Cum Laude*

Thomas Allan Nemcek

*Magna Cum Laude*

Mathew J. Nie

*Summa Cum Laude*

Christian Michael Nill

Alexander Robert Noonan

Brennan Nicholas Norton

Chase Andrew Oberg

*Summa Cum Laude*

Nicholas Michael Ospelt

Nathaniel Norman Overbey

Ahmet Berk Ozer

Yuyang Pan

*Magna Cum Laude*

David Joseph Paquin

*Summa Cum Laude*

with Honors in Engineering

Naishal Patel

Rishi Patel

*Cum Laude*

Sagar Rakesh Patel

Tuhin Pradip Patel

Kyle Allen Ivan Paul

*Magna Cum Laude*

Kevin Daniel Penrose

*Magna Cum Laude*

with Honors in Integrated Business and

Engineering

Nhan Thanh Phan

Amber Marie Phillips

*Cum Laude*

Breece Allen Pingle

*Cum Laude*

Nicolas Daniel Poggio

Jacob Anthony Pohlabe

*Summa Cum Laude*

Noah William Polak

*Summa Cum Laude*

Avi Gyan Popat

*Summa Cum Laude*

Canaan Matthew Porter

*Summa Cum Laude*

Ethan Douglas Powers

Kishore Prakash Sailaja

*Summa Cum Laude*

Joseph Randall Preston

*Cum Laude*

Joshua James Prileson

Joseph Padraig Quinn

*Cum Laude*

Ali Raouidah

Alexander James Reed

*Magna Cum Laude*

Joshua Patrick Richards

Walker T. Riley

Christopher James Rockich

Dylan Watson Roig

*Magna Cum Laude*

Landen Rutkowski

Adam Ryan

*Cum Laude*

Benjamin Francis Ryan

*Cum Laude*

Emma Kathleen Ryan

*Cum Laude*

Henry Leo Saltzman

*Summa Cum Laude*

Braden Dean Saneholtz

Riya Haresh Sangani

Nicholas Anthony Sansoterra

*Cum Laude*

Carter Andrew Scheatzle

*Magna Cum Laude*

Joie Ann Sebel

*Magna Cum Laude*

with Honors in Engineering

Kyle Edward Seely

*Cum Laude*

Jaehyeong Shin

Benjamin Lloyd Slagell

*Cum Laude*

Madeline Kathleen Smidt

Andrew James Smith

*Magna Cum Laude*

Evan G. Smith

Patrick Thomas Snider

Sung woo Son

*Cum Laude*

Nathan Douglas Sprott

Samantha Stenger

*Summa Cum Laude*

with Honors in Engineering

Jacob Eric Strasburg

Kavya Savithri Subramanian

Ritika Chowdary Sunkara

Dylan Sussman

*Magna Cum Laude*

with Honors in Integrated Business and

Engineering

Jacob Alan Sutter

Kevin Tan

*Summa Cum Laude*

David-Benoit Tano

Zachary David Tates

Nia Amani Terrell

Erik Steven Thompson

*Cum Laude*

Brennan Thomas Tibbetts

Noah Braley Tillis

Bryson Tipton

*Magna Cum Laude*

Jonathan Varughese

Anish Nagabhushana Venkat

*Magna Cum Laude*

Huy Nhat Vu

*Cum Laude*

Charles Adam Vukovic

*Cum Laude*

Benjamin Moritz Ware

*Summa Cum Laude*

Rae Hope Waters

*Magna Cum Laude*

Seth Alan Welch

*Magna Cum Laude*

Benjamin Paul Wenger

Zoumal Bagoudou  
 Thomas Benjamin Bair  
 William Michael Barrett  
*Magna Cum Laude*  
 Liam Beith  
*Magna Cum Laude*  
 Joseph Barnabas Bill  
*Cum Laude*  
*with Honors in Engineering*  
 Nicholas Boenau  
 Jacob Andrew Borto  
*Magna Cum Laude*  
 Zachary Richard Boyd  
 Brock John Bulger  
*Cum Laude*  
 Owen Michael Burgess  
 Aidan Brendon Buschmann  
 Rylee Nicole Butler  
*Cum Laude*  
 Qian Cao  
*Summa Cum Laude*  
 Austin Jeffrey Casey  
*Magna Cum Laude*  
*with Honors Research Distinction in*  
*Electrical and Computer Engineering*  
 Rohit Kishore Chabria  
 Sudarshan Chakravarthy  
*Magna Cum Laude*  
 Matthew Yichuan Chang  
*Magna Cum Laude*  
 Aaron Chen  
*Summa Cum Laude*  
*with Honors in Engineering*  
 Dian Chen  
*Magna Cum Laude*  
 Junhua Chen  
*Cum Laude*  
 Junhui Liu Chen  
 Shijing Chen  
*Magna Cum Laude*  
 Yiyang Chen  
*Cum Laude*  
 Chelson Cherestal  
 Jun Ho Choi  
 Clarke Paul Clemmons  
 Samuel James Coogle  
*Summa Cum Laude*  
*with Honors Research Distinction in*  
*Electrical and Computer Engineering*  
 Tyler Riggs Crawford  
*Magna Cum Laude*  
 Octavio Andre Cuautele  
 Mathias Theodore Dawit  
 Kalpak Duddella  
*Summa Cum Laude*  
 Lauren Dudgeon  
 Orianna Ahametula Ekechi  
*Cum Laude*  
 Renee Lynne Erb  
*Magna Cum Laude*  
 Cristian Javier Esparza  
 Adam Michael Exley  
*Summa Cum Laude*  
 Zhixing Fan  
*Summa Cum Laude*  
 Michael Anthony Fortman  
*Magna Cum Laude*

Nathaniel Joseph Frey  
*Cum Laude*  
 Brandon Christopher Garcia  
 John Getachew  
 Caden Ethan Shawn Goins  
 Joshua T. Golonka  
 Robert Patrick Gruber  
*Magna Cum Laude*  
 Shreya Gundavarpu  
 Ishika Gupta  
*Cum Laude*  
 Peter William Hall  
 Isaiah Nkosi Hamilton  
*Cum Laude*  
 Ethan Michael Hartman  
 Kazuki Altmann Hayashi  
 Puyu He  
*Summa Cum Laude*  
 Courtney Ariel Hernandez Paz  
 Harlan James Hoegner  
 Aaron Craig Hoskinson  
 Sarah Marie Huettler  
 Mohamed Ibrahim Hussein  
*Summa Cum Laude*  
 Alexa Dee Ippolito  
 Wafeeq Ahamed Jaleel  
*Magna Cum Laude*  
 Anthony Jerdack  
 Ryan Lewis Kaltreider  
 Mitchell Joseph Kaminski  
 Abigail Marie Kapcar  
 Kyle Kasper  
 Josip Michael Katic  
 Justin Tyler Kingman  
*Summa Cum Laude*  
 Mitchell John Kluchar  
 Case William Koerner  
 Vasilios Konstantacos  
 Ekta Sameer Kulkarni  
 Jaewook Kwon  
 Michael Vincent Lamar  
 Harry Frank Landwehr  
 Asa Jay Lanning  
*Summa Cum Laude*  
 Alexander Dennis Lansberry  
 Pietro Alessandro Lavezzo  
*Cum Laude*  
 Cedric Le Denmat  
*Cum Laude*  
 Nicholas Kah Kit Lee  
 John Carlos Lemus  
 Matthew Alan Levenson  
 Zecheng Li  
*Cum Laude*  
 Yuantian Liao  
 Wuyunghun Lim  
 Hao Tong Lin  
*Cum Laude*  
 Lucas Lin  
*Summa Cum Laude*  
 Vincent J. Lin  
*Cum Laude*  
 Joseph Lippus  
 Joseph Dominic Lombardo  
*Summa Cum Laude*  
 Montgomery Maginn  
 Kritika Mahajan

Michael Manning  
*Cum Laude*  
 Katherine McCormick  
 Connor Dean McGee  
*Cum Laude*  
 Kaiden Riley McGraw  
 Chinyere C. McLean  
*Cum Laude*  
 Alexander Michael Miller  
*Cum Laude*  
 Mior Danial Hakeem Bin Mior Md  
 salleh  
 Jackson Alexander Morris  
*Cum Laude*  
 Jakob Murray  
 Lokesh Nanthakumar  
 Justin Uy Nguyen  
 Eriberto Nurce  
 Collin Robert Ohm  
*Cum Laude*  
 Michael Andrew Otterman  
 Luqman Oyelami  
 Robert Joseph Pafford V  
*Summa Cum Laude*  
 Nicholas Anthony-Flores  
 Pascarelle  
 Akash Patel  
 Suvan M. Patel  
 William Piccin  
*Cum Laude*  
 Akshay Karthikeyan Pillai  
 Andrew James Plummer  
 Eric Thomas Prack  
 Ashley Pratt-Blahay  
 Sean N. Price  
 Fernando Ramirez Ornelas  
 Alec David Robertson  
 Cristian Robinson  
 Kailey Michelle Robinson  
*Cum Laude*  
 Phillip Rodrigues  
*Magna Cum Laude*  
 Annie Roo  
*Magna Cum Laude*  
 John Henry Rozich  
 Jack Robert Rudolph  
*Cum Laude*  
 Charles James Savill  
 Derek Douglas Schmidt  
*Magna Cum Laude*  
 Eric Stanley Schwegler  
 Ryan Federico Scott  
 Freddie Jerome Sellers, Jr.  
 Aafreen Shajahan  
 Jeremiah Shemar Sharp  
 Ethan Gerard Shaw  
*Magna Cum Laude*  
 Aiden Thomas Short  
*Cum Laude*  
 Vishwajeet Singh  
 Victoria Margarita Smith  
*Summa Cum Laude*  
 Chanwoo Sohn  
*Summa Cum Laude*  
 Robert Paul Straveler III  
 Jonathan William Stroyk  
*Magna Cum Laude*

Camden Jacob Sullivan  
*Cum Laude*  
 Tyler Stephen Sullivan  
 Mini Sun  
*Magna Cum Laude*  
 Zacharias Emmanuel Tebben  
*Cum Laude*  
 Aaron C. Topp  
 Jack Torrence  
 Leo Viljami Uusimaeki  
 Charles Nicholas Van Cleve  
 Jack Scot Venhuizen  
 Siddharth Venkatesan  
*Cum Laude*  
 Arya Vilaysane  
 Zachary Joseph von der Embse  
*Magna Cum Laude*  
 Simon Franklin Vozar  
*Summa Cum Laude*  
 Levi Eric Waldron  
 Jessica Leigh Walker  
*Cum Laude*  
 Joseph Paul Walters  
 Yifei Wang  
*Magna Cum Laude*  
 Dhruv Karanth Weaver  
 Nicholas Weber  
 Aaron Joseph Whisler  
 Matthew Francis Williams  
 Jason Howard Wilson  
 Danen Frank Wuthrick  
*Magna Cum Laude*  
 Andrew Ye  
 Jingyi Yen  
*Magna Cum Laude*  
 Shenzhou Zhao  
*Cum Laude*  
 Raymond Zheng  
 Jeremy John Ziegler  
*Magna Cum Laude*  
 Robert Andrew Zust

**Bachelor of Science in Engineering Physics**

Abdullah Mohammed S Alamri  
 Aaron Edward Appel  
 Rakhi Kirit Bawa  
*Summa Cum Laude*  
*with Honors in Engineering*  
 Ethan Cole Bowersock  
 Aaron Cincione  
 Thomas Everett DeFoor  
*Magna Cum Laude*  
 David Wilson Freeman  
*Cum Laude*  
 Aiden Jeffrey Hennerfeind  
 Aaliyah Donnette Julius  
*Cum Laude*  
 Michael John Paul Kuban  
*Magna Cum Laude*  
 Tejas Madhu Poolu  
 Jannan Mylupillai Sivaruban  
 Jack L. Tillman  
 Dylan Andrew Van Tassel  
*Cum Laude*

**Bachelor of Science in Engineering Technology**

Kurtis Jerald Baker  
 Amanda Marie Becker  
*Cum Laude*  
 Alejandro Romeo Panaligan  
 Cabungcal  
*Magna Cum Laude*  
 Zachary Ernest  
*Cum Laude*  
 Travis Fisher  
*Summa Cum Laude*  
 Justin Timothy Hix  
*Summa Cum Laude*  
 Joel Daniel Howard  
*Cum Laude*  
 Chase Brian Kennedy  
 Jerrod Neal Kiser  
*Summa Cum Laude*  
 Owen Wesley Peters  
 Michael Ray Schafer, Jr.  
 Jay Alan Swainhart  
 Nicholas Paul Vulgamott  
 Kendrea Rae Ward

**Bachelor of Science in Environmental Engineering**

Isse Abdi Ahmed  
 Samuel Anthony William Amurgis  
*Summa Cum Laude*  
 Leon Gregory Anufriyenko  
*Cum Laude*  
 Taylor F. Bautista  
*Magna Cum Laude*  
 Lilian Marie Bogin  
 Payton Tucker Breedlove  
*Cum Laude*  
 Donald Evan Burton  
 Kenneth Cuyler Cornell  
 Lillian Clare Des Rosiers  
 Bryan Desjardins  
 Charles Hugo Farmer  
*with Honors in Integrated Business and Engineering*  
 Amanda Stewart Follmer  
*Magna Cum Laude*  
 Abigail Marie Glover  
*Magna Cum Laude*  
 Jayne MoLing Griffith  
*Cum Laude*  
 Stefanie Brooke Gronlund  
*Magna Cum Laude*  
 Lilian Nicole Holstein  
 Joseph Owen King  
*Magna Cum Laude*  
 Brayden Aaron Klein  
 Roma Jane Maloney  
*Magna Cum Laude*  
*with Honors in Engineering*  
 Isaac Franklin Martin  
*Cum Laude*  
 Jonah Matthew Miller  
*Magna Cum Laude*  
 Ethan Thomas Miner  
 Megan Riley Nicholson  
 Branden Jeffrey Perelka  
 Olivia Lauren Reed  
*Magna Cum Laude*  
 Samuel Roper  
*Magna Cum Laude*

Zachary Karl Smith  
*Magna Cum Laude*  
Jacob Charles Stout  
*Cum Laude*  
Kiara Thurler Rondon Moller  
*Cum Laude*  
Lauren Taylor Wagner  
*with Research Distinction in  
Environmental Engineering*  
Riley Marie Wilson

**Bachelor of Science in Food,  
Agricultural, and Biological  
Engineering**

Robert David Bench  
Ashley Marie Bergman  
*Magna Cum Laude*  
Jaret Steven Boettcher  
*Cum Laude*  
Matthew Bouic  
Baelyn Eleanor Carey  
*Cum Laude*  
Valentino Anthony Carriero  
*Magna Cum Laude*  
Madison Chandler  
Brianna Michelle Cochill  
Addison Grace DeJesus  
Hriday Dutt  
Gunnar Paul Eberhart  
Sydney Claire Golden  
Katelyn Hartman  
*Summa Cum Laude*  
Kathryne Hope Humphrey  
Kayla Mackenzie Jones  
Ethan Michael Kaper  
*Magna Cum Laude*  
*with Honors Research Distinction in  
Food, Agricultural, and Biological  
Engineering*  
Jasmine Karmilowicz  
*Cum Laude*  
Ava Norene Lacy  
*Cum Laude*  
Kallian Linnae Latham  
*Magna Cum Laude*  
Logan Lynn Nethers  
*Magna Cum Laude*  
*with Honors in Engineering*  
Alexander Stephen Parsio  
Aayush P. Patel  
Jay Hetal Patel  
Gabriela Nicole Pirinelli  
*Cum Laude*  
Julianna Marie Potavin  
Elijah Aaron Rex  
Alyssa Ruby Smith  
Angela Marisse Szilvas  
*Summa Cum Laude*

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

Lily Annabelle Aaberg  
*Magna Cum Laude*  
*with Honors in Integrated Business and  
Engineering*  
Faisal Ahmed  
*Magna Cum Laude*  
Husam Faris Ahmed

Krish Tejas Amin  
Carinna Dung Anderskow  
Lillian Banke  
*Summa Cum Laude*  
Joshua Christopher Bell  
*Cum Laude*  
Tyler James Berry  
Nathaniel John Broelmann  
*Magna Cum Laude*  
Costan Cable  
Justin Elliott Callion  
Alex Tae Young Chin  
Leslie Joojo Cobbold  
Michael Theodore Cougras  
*Cum Laude*  
Tomasina Marie DeLong  
*Cum Laude*  
Taylor Michelle DeWitt  
*Magna Cum Laude*  
Alexander David DiRossi  
*Cum Laude*  
Ben Dushnitzky  
*Cum Laude*  
Andrew Harrison Ebenstein  
*Cum Laude*  
Kelsey Ehrlich  
*Cum Laude*  
Noah Benjamin Grant Field  
Zachary Shamus Folds  
Lawrence Dominic Gonzales  
Keshav Prasad Gopal  
Brynn Ann Haas  
*Cum Laude*  
Luke Braden Helline  
*Cum Laude*  
Brendan Perry Hensley  
Abigail Marie Hermann  
*Cum Laude*  
Leah Mary Horan  
*Summa Cum Laude*  
Johnson Hsieh  
*Magna Cum Laude*  
Zakaria Ihiri  
*Magna Cum Laude*  
Danny Zayd Jafa  
Emily Barbara Jensen  
Jeffrey Anton Johnston  
Mason Andrew Kaut  
*Cum Laude*  
Leah Elizabeth Kepp  
*Magna Cum Laude*  
Nehemiah Key  
Owen Steven Limberg  
William Michael McGonagle  
*Summa Cum Laude*  
Kathleen Mary Meath  
Leroy Jason Michael  
Anne Marie Moses  
Madison Eden Muell  
*Summa Cum Laude*  
Alvin Nash  
Bruce Octavius Noble  
Karina Nikola Oen  
*Magna Cum Laude*  
Priyanshi Parmar  
Luke Zachary Pellot

Zachary Lee Petty  
*Magna Cum Laude*  
Drew Alexander Pitstick  
*Cum Laude*  
Mckenna Ryann Podracky  
*Summa Cum Laude*  
Yash Rajesh Prahladka  
Tyler Joseph Pulsford  
Kathlyn Ann Reilley  
*Magna Cum Laude*  
Michelle Marie Reitz  
James Braden Richards, Jr.  
*Cum Laude*  
Jacqueline Taylor Steinkerchner  
Roberts  
Kelli Jo Ross  
*Magna Cum Laude*  
Jake Anthony Rowland  
Philip Theodore Savastano  
Sophia Scardon  
*Cum Laude*  
*with Honors in Integrated Business and  
Engineering*  
Samuel Schwartz  
*Magna Cum Laude*  
Mukund Anand Seshadri  
Isabel Rae Slaven  
*Cum Laude*  
Grant Smith  
Ryan Stacey  
*Cum Laude*  
Austin Robert Stewart  
*Magna Cum Laude*  
William Gehrig Stiefbold  
*Cum Laude*  
Sean Sullivan  
*Cum Laude*  
Siyan Tao  
*Magna Cum Laude*  
Elijah Thomas  
Rocco Vincent Tomasetti  
*Cum Laude*  
Lily Louise Turski  
*Magna Cum Laude*  
Kassidy Briann Warner  
*Cum Laude*  
Connor Allen Wing  
*Cum Laude*  
Elizabeth Nicole Wolf  
*Cum Laude*  
Matthew Ryan Wong  
*Magna Cum Laude*  
Jack Anthony Zerante  
*Cum Laude*

**Bachelor of Science in  
Landscape Architecture  
(Austin E. Knowlton School of  
Architecture)**

Mayra Barrera  
Kaya Sierra Boone  
Benjamin Matthew Brinck  
*Magna Cum Laude*

Victoria Adele Carlson  
*Summa Cum Laude*  
*with Honors in Landscape Architecture*  
Adrian Eduardo Cedillo  
Ethan Elliott Cundiff  
*Magna Cum Laude*  
Olivia Diane Gillig  
Lauren Emily Haines  
*Cum Laude*  
*with Honors in Landscape Architecture*  
Diego Armando Hernandez  
Allison Kaiya Hervey  
*with Honors in Landscape Architecture*  
James Christopher Hubbard  
*Magna Cum Laude*  
Nicholas William Jilek  
Parker W. Jones  
Ryan William Koenig  
*Magna Cum Laude*  
Kaitlyn Marie Krayzel  
*Summa Cum Laude*  
Na Lin  
Yifan Liu  
*Magna Cum Laude*  
Daria May Martz  
Mark Michalke  
*Cum Laude*  
Michalene Virginia Mlakar  
*Magna Cum Laude*  
*with Honors in Landscape Architecture*  
Emily Sofia Moon  
*Summa Cum Laude*  
Anthony Patrick Periandri II  
*Magna Cum Laude*  
Mikaela Briane Schlotzhauer  
Rachel Elizabeth Sheets  
*Cum Laude*  
*with Honors in Landscape Architecture*  
Hannah Lynn Slivka  
Miguel Alejandro Soto  
Judah Emmanuel Spears  
*Cum Laude*  
Brianna Michelle Sylvester  
Ramon Tomas Torres  
*Cum Laude*  
Yurika Yamada  
*Cum Laude*

**Bachelor of Science in  
Materials Science and  
Engineering**

Stephanie Arthur  
*Cum Laude*  
Hayden James Beatty  
*Magna Cum Laude*  
Kiersten Mei Carew  
*Magna Cum Laude*  
Hanna Jo Fenstermaker  
*Summa Cum Laude*  
Evan L. Freeland  
*Magna Cum Laude*  
Margaret Diane Gottfried  
Nicole Marie Hudak  
Emmaline Parker Hutchison  
Rachel Elizabeth Kolarits  
*Cum Laude*

Samantha Elizabeth Ann McARDLE  
Regan Alyssa Morton  
*Summa Cum Laude*  
Ashley Ohmstede  
*Cum Laude*  
Daniel Popovich  
Loukas Costandinos Sarris  
Kiara Alexandria Schmidt  
*Cum Laude*  
Muhammad Adli Aiman Bin Shah  
Bana  
*Magna Cum Laude*  
Jacob Elden Shell  
*Summa Cum Laude*  
Filipe Silveira Marinho Teixeira  
Justin Gregory Smith  
Sterling Brent Thompson  
Karun Winstein  
*Summa Cum Laude*

**Bachelor of Science in  
Mechanical Engineering**

Caleb Matthew Abel  
Colin Michael Abel  
Vanessa Michelle Adkins  
Jack Stuart Ahonen  
Kyler Isaac Altier  
*Cum Laude*  
Bethany Lynn Baker  
*Summa Cum Laude*  
Derek Michael Ballinger  
Nathan Matthew Becker  
*Summa Cum Laude*  
Jackson Beeching  
*Magna Cum Laude*  
Abdul Haqem Bin Adong  
*Summa Cum Laude*  
Ethan Gregory Blessing  
Lucy Jade Bodine  
*Cum Laude*  
Daniel Lee Bollenbacher  
*Magna Cum Laude*  
Joshua Evan Braunstein  
Spencer Evan Brehm  
Ethan Alexander Brown  
Todd R. Byrd, Jr.  
*Magna Cum Laude*  
Marion Adams Caine  
*Cum Laude*  
Ian Joseph Campbell  
*with Research Distinction in Mechanical  
Engineering*  
Joshua Gavin Carman  
Theodora Christine Chatzidakis  
*Magna Cum Laude*  
Alexander David Chester  
*Summa Cum Laude*  
*with Honors Research Distinction in  
Mechanical Engineering*  
Thomas Austin Christel  
Kyle Anthony Cmic  
Owen James Cmnt  
Eve Marlene Coe  
Jacob Dean Cooper

Nicholas Crandell <i>Cum Laude</i>	Kelsey Lauren Hartnett <i>Magna Cum Laude</i>	Ethan Edward London <i>Summa Cum Laude</i>	Thomas William Poole Nicholas Potapczak Connor Michael Powell Steven Benjamin Price <i>Cum Laude</i>	Clement WingHo Tom Lance Trares <i>Summa Cum Laude</i>
Emily Nicole Crawley Chase Robert Culp Adam Joseph Czerwinski Liliana Alejandra Dean Amber Nicole Dellacqua Rohan Dhananjay Deshpande <i>Summa Cum Laude</i>	Caleb Timothy Hawley <i>Magna Cum Laude</i>	James Tyler Lucente <i>Cum Laude</i>	Jacob D. Quick Thomas Leon Radabaugh <i>Magna Cum Laude</i>	Austin Tseng Yash Neeshesh Tungar Matthew James Urban Michael John Valcarcel <i>Summa Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i> <i>with Honors Research Distinction in Aerospace Engineering</i>
Alexander Thomas Devine <i>Magna Cum Laude</i> <i>with Honors Research Distinction in Mechanical Engineering</i>	Samuel Richard Heinz <i>Magna Cum Laude</i>	Jonathan Edward Mader <i>Cum Laude</i>	Milan Dimitrije Radonjich <i>Cum Laude</i>	Stephen Anthony VanSuch <i>Cum Laude</i>
Trent Anthony Thomas DiCiccio <i>Summa Cum Laude</i>	Haley Jane Heiserman Dylan Matthew Helms Connor Clifton Hensley Julia Christy Hilmas <i>Magna Cum Laude</i>	Sarah Ann Malaska <i>Magna Cum Laude</i>	Caleb Jordan Rajasuriyar <i>Cum Laude</i> <i>with Honors Research Distinction in Aerospace Engineering</i>	Evan Michael Verekhman Brandon Thomas Verley <i>Cum Laude</i>
Mark Joseph DiFranco Nathaniel Milan Dolinar Justin Lee Downing Melissa Kathleen Driscoll <i>Cum Laude</i>	Ryan Tyler Hobbs Nathaniel Gregory Hochstetler Brian Anthony Horton <i>Summa Cum Laude</i>	Nicholas Ralph Mascolo III Seth Charles Mawer Kristina Audrey May Belquis Yonchai Mbayu <i>Cum Laude</i>	Austin Carlye Inman Reiss <i>Magna Cum Laude</i>	Landon Thomas Waddell Mariah Sharee Walker Nathan Isaac Waltz <i>Summa Cum Laude</i> <i>with Honors Research Distinction in Mechanical Engineering</i>
Kevin George Dunn <i>Magna Cum Laude</i> <i>with Honors in Engineering</i>	Connor James Hundley <i>Magna Cum Laude</i>	Michael Steven McCarty <i>Magna Cum Laude</i>	Xavier Francis Remedios <i>Magna Cum Laude</i>	Boyuan Wang <i>with Honors Research Distinction in Mechanical Engineering</i>
Eric Michael Dye <i>Cum Laude</i>	Isaac Christian Iversen <i>Magna Cum Laude</i> <i>with Honors in Engineering</i>	Nicholas Wilson McCrae <i>Summa Cum Laude</i>	Rami Samaha <i>Cum Laude</i>	Natalia Elizabeth Wargo <i>Cum Laude</i>
Charles Shoemaker East <i>Magna Cum Laude</i>	Augustus Truman Jackson Matthew Evan Jacovsky Zuhaib Jama Vincent Rafael Janolo Robert Paul Jennings Minwoong Jeong <i>Cum Laude</i>	William Jesser McGrew Varun Meyyappan <i>Cum Laude</i>	Cooper Marcus Sautter Anastasia Savchenko <i>Summa Cum Laude</i>	Kyle Allen Watts <i>with Research Distinction in Mechanical Engineering</i>
Eric Stevens Echanove Nathan Evans Luke Trujillo Faherty <i>Cum Laude</i>	Kyle Joe Tyler Rocco Johnson Evan Jones <i>Magna Cum Laude</i>	Carley Jane Miller <i>Magna Cum Laude</i>	Mark Mounir Sawires <i>Cum Laude</i>	Ezekiel Aaron Wessendarp <i>Cum Laude</i>
Michael Joe Farquharson Keegan Michael Frear <i>Cum Laude</i> <i>with Honors Research Distinction in Mechanical Engineering</i>	Frank Cameron Jones <i>Summa Cum Laude</i>	Sean William Miller <i>Cum Laude</i>	Nicholas Joseph Scheimann <i>Magna Cum Laude</i>	Jake Wexler Izaiah David Wiley George James Woods Audrey Joan Wooleedge <i>Cum Laude</i>
Aidan Reese Gallagher <i>Magna Cum Laude</i>	Alexander Francis Kaplan <i>Cum Laude</i>	Siddarth Mohan Nathan Joseph Morgan <i>Cum Laude</i>	Wyatt Arnold Schlaeppi William Brownfield Schneider Lara Schober <i>Summa Cum Laude</i>	Chenyang Yan <i>with Honors Research Distinction in Mechanical Engineering</i>
Aidan James Garabed <i>Cum Laude</i>	Zoe Virginia Kayafas <i>Cum Laude</i>	Steven Anthony Nance Jack Thomas Nebraska Martin Dennis Charles Neuhardt Stephen Wayne Newman <i>Cum Laude</i>	Mitchel Alphonse Schroeder <i>Magna Cum Laude</i>	Zachary Tyler Yates <i>Cum Laude</i>
Konnor Farrell Gay Devin Andrew Gerstner <i>Cum Laude</i>	Justin Andrew Kerber <i>Cum Laude</i>	Andrew Richard McCoy Nosse Jarrett Nowak <i>Cum Laude</i>	Cameron Kamal Shahrooz <i>Cum Laude</i>	Joseph John Zacharyasz <i>Cum Laude</i>
Matthew Elton Glovas Alexandra Elizabeth Gluntz <i>Summa Cum Laude</i>	Autumn Rochelle Kistner <i>Magna Cum Laude</i>	Noble Nnamdi Nwankwo Zachary Michael O'Connor <i>Cum Laude</i>	Eric Blaske Shaw <i>Magna Cum Laude</i>	Telmo Zamarbide Shaowei Zeng <i>Magna Cum Laude</i>
Daniel August Goetz <i>Magna Cum Laude</i> <i>with Honors in Engineering</i> <i>with Honors Research Distinction in Mechanical Engineering</i>	Bradley Patrick Kling Aaron Thomas Koehler <i>Magna Cum Laude</i>	Joshua Luke O'Halla <i>Magna Cum Laude</i>	Leah Kay Sherry <i>Magna Cum Laude</i>	Noah Baruch Zimmerman Luke Peter Zins <i>Magna Cum Laude</i>
Sean Edmund Going Solomon Xavier Goodin Adrian Gorica Brandon Matthew Gorrell <i>Summa Cum Laude</i>	Sai Vamsi Kola Xiangyuan Kong <i>with Research Distinction in Mechanical Engineering</i>	Thomas O'Rourke V Michael Patton O'Toole <i>Summa Cum Laude</i> <i>with Honors Research Distinction in Mechanical Engineering</i>	Owen Parker Shiffett James Adam Shuman Anne Marie Simpson Jacob Dakota Sklebar <i>Cum Laude</i>	<b>Bachelor of Science in Welding Engineering</b>
Jayden Green Ethan Wallace Hach <i>Cum Laude</i>	Jacob Edward Kranz Ethan Robert Kraushar <i>Cum Laude</i>	Chase McCain Oberthaler <i>Cum Laude</i>	Aleksandar Luka Smith <i>Cum Laude</i>	Brandon Reece Allbritton Andrew Young Choe Jonathan Bradley Clark Alexa Grace Detwiler Andrew William Fiorella Jeffrey Lynn Geise Christian Michael Goettemoeller Seth Eric Hixson William Russell McAuley Phillip Martin Niewald John Gabriel Welsh <i>Cum Laude</i>
Connor Matthew Halford <i>Summa Cum Laude</i> <i>with Honors in Integrated Business and Engineering</i>	Esther Yejin Ku Balaji Yathin Kurapati <i>Summa Cum Laude</i> <i>with Honors in Engineering</i>	Mitchell Okuley <i>Magna Cum Laude</i>	Mallory Elizabeth Smith <i>Magna Cum Laude</i>	
Jooyup Han Charles William Harper <i>Cum Laude</i>	Rachel Anne Lapeus <i>Cum Laude</i>	Samuel Wells Oman Joseph Michael Onderko, Jr. <i>Summa Cum Laude</i> <i>with Honors in Engineering</i>	Andrew James Snow Elizabeth Suzanne Stadelmann <i>Cum Laude</i>	
Cole Aylies Harter	Erik Henry Larsen <i>Cum Laude</i>	Bradley Robert Ott Isabela Hitt Cornejo Parish Dev Nilesh Patel Jion Seng Johnson Pau <i>Cum Laude</i>	Andrew Daniel Stadler Ryan Scott Stadler Cade Steele <i>Cum Laude</i>	
	Charles Sylvan Lenk <i>Cum Laude</i> <i>with Honors in Engineering</i> <i>with Honors Research Distinction in Mechanical Engineering</i>	Isaac Cole Perry Braden Victor Phillips Andrew Michael Pile Sreyas Shibui Pillai <i>Magna Cum Laude</i> <i>with Honors in Engineering</i>	Kyle Sebastienne Sugay Nikhil Supanekar Joseph Haydon Sweet <i>Summa Cum Laude</i>	
	Zach Lepkowski <i>Cum Laude</i>	Nicholas William Lesko Timothy Charles Lewis Joshua Timothy Lichtenwalter	Carter Douglas Taylor <i>Summa Cum Laude</i> <i>with Honors Research Distinction in Mechanical Engineering</i>	
	Nicholas William Lesko Timothy Charles Lewis Joshua Timothy Lichtenwalter		William Robert Terrell <i>Magna Cum Laude</i>	

**College of Food, Agricultural, and Environmental Sciences**

Dean: Cathann A. Kress

**Bachelor of Science in Agriculture**

Jordan Lindsay Ackley

Christina Lynn Adams

*Cum Laude*

*with Honors Research Distinction in Animal Sciences*

Lydia Grace Ainsworth

*Summa Cum Laude*

Makenna Adele Anderson

*Magna Cum Laude*

Kaedin David Andrasik

*Magna Cum Laude*

Megan Elizabeth Argabright

*Magna Cum Laude*

Josephine Abigail Armstrong

Autumn Rose Banks

Aliza Lynne Bardo

Anya Lara Barrera

Kathryn Nicole Beale

*Cum Laude*

Taylor Judith Beight

Sarah Elizabeth Belmonte

*Cum Laude*

*with Honors Research Distinction in Animal Sciences*

Kesselyn Taylor Bigley

Jessie Nicole Bouterse

Kayla Dawn Bowers

Emma Grace Bower

Alora Vallee Brown

*Magna Cum Laude*

*with Research Distinction in Animal Sciences*

Edward Justin Butler

Izabelle Clarlyn Cacioppo

Rebekah Joy Carr

*Cum Laude*

Miabella Ruth Centuori

Edison Andrew Cigany

*Cum Laude*

Louis Paul Cira

Carlie Leone Cluxton

Mckayla Aron Clymer

*Cum Laude*

Zheng Cong

Hannah Rose Copley

Jonathon Thomas Crawford

Tara Danielle Creech

Jannetta Lee Davis

Lindsay Nicole Davis

*Magna Cum Laude*

Michael Tristan Davis

Grant Matthew DeBruin

*Summa Cum Laude*

*with Honors Research Distinction in Sustainable Plant Systems*

Maria Hunter DiFrancesco

Alexander Marvin Ellerbrock

*Cum Laude*

Andrea Michelle Esselburn

*Cum Laude*

Raegan Nicole Feldner

*Summa Cum Laude*

Shadiyah Emily Feliciano

*Summa Cum Laude*

Kara Elizabeth Flaherty

*with Research Distinction in Animal Sciences*

Lauren Elizabeth Freilino

Brant Allan Garnes

Anne Amelia Gill

Tyler Jacob Goldman

Darcie Kay Goodman

Sidney Lauren Gossard

*Magna Cum Laude*

Jackson Sheehan Goughan

Sarah Ann Graber

*Magna Cum Laude*

Riley Pennington Groh

Alexis Ann Gwilym

Ash Harmon

Garrett Richard Harsh

Garrett Lee Hastings

*Cum Laude*

Emily Grace Hays

Brayden Hilton

Kiley Sue Holbrook

*Magna Cum Laude*

*with Research Distinction in Agricultural Communication*

Mackenzie Nicole Hoog

*Summa Cum Laude*

Grant Alexander Houck

*Magna Cum Laude*

Sean Michael Hudak

Addie Alison Huffman

*Summa Cum Laude*

Sarah Ann Hughes

Taylor Lynn Hylinski

John David Isler

*Cum Laude*

Sydney Cameron Jacob

Adam Michael Joehlin

*Magna Cum Laude*

Danielle Alexis Jones

*Magna Cum Laude*

Abigail Sarah Juhola

*Cum Laude*

Katrina Michelle Kalfayan

*Cum Laude*

Julianna Nicole Kaminski

*Cum Laude*

Kendra Ellissa Keener

MacKenzie Christina Kidwell

Kyeongjae Kim

*Summa Cum Laude*

Abbie Joelle Korn

Kayla Evelyn Korn

*Cum Laude*

Lydia Jane Krage

*Summa Cum Laude*

Kamryn Lee Kreis

*Summa Cum Laude*

Juliana Jean Lampert

Erica Elizabeth Lang

Hannah Marie Largen

*Summa Cum Laude*

*with Honors Research Distinction in Animal Sciences*

Danielle Nicole Latif

*Magna Cum Laude*

*with Honors Research Distinction in Animal Sciences*

Abigail Dinah Leary

Emma Mae Leggett

*Magna Cum Laude*

Emma Lewis

*Cum Laude*

Mallory Jannette Liles

*Cum Laude*

Brady Lawrence Linker

*Cum Laude*

Abigail Margaret Lowe

*Cum Laude*

Bailey Lowe

*Magna Cum Laude*

Molly Elizabeth Lowe

*Summa Cum Laude*

Sophia Michaud Maddocks

*Summa Cum Laude*

*with Research Distinction in Animal Sciences*

Brooklyn Faith Manning

*Magna Cum Laude*

Madelyn Rose McAfee

*Magna Cum Laude*

Makayla Jean McClees-Tupps

Kyla Cae McCoy

*Cum Laude*

Cameron Pierce McCurdy

*Magna Cum Laude*

Tristan McGuire

Alexie McNutt

Keely Walden McQuain

*Cum Laude*

*with Research Distinction in Plant Pathology*

Lauren Elizabeth Mellott

*Summa Cum Laude*

Olivia Noel Merrin

Elia Kate Metzger

Kaylee Jordan Meyer

*Magna Cum Laude*

Morgan E. Meyer

*Magna Cum Laude*

Sydney Paige Meyer

Alexandra Erica Miakisz

Tyler Lucas Michael

*Cum Laude*

Molly Catherine Mies

Cosettee Lee Mihalik

*Cum Laude*

Halle Jane Miller

*Summa Cum Laude*

Patrick Michael Miller

*Cum Laude*

Shadow Lane Montag

Kendall MacKenzie Moore

*Magna Cum Laude*

Hailey Claire Morgal

Evan Morley

Elizabeth Motter

Cory James Myers

*Magna Cum Laude*

Lexi Neckritz

Lauren Katryna Ng

*Cum Laude*

Shelby Jean Nicholl

*Summa Cum Laude*

Keagan Carl Nicol

*Magna Cum Laude*

Payton Connor Niekamp

Kyle David Northup

*Magna Cum Laude*

Heather Mae Oberlin

Theresa Jane Octaviano

*Cum Laude*

Jenna Lynn Parker

*Cum Laude*

Darren James Peterson

Nicole Hope Pickard

*Cum Laude*

*with Research Distinction in Animal Sciences*

Francesca Plutti

*Cum Laude*

*with Research Distinction in Sustainable Plant Systems*

Lillian Marie Pinkelman

*Cum Laude*

Olivia A. Pizzuro

Kaillie Elise Plotnik

*Magna Cum Laude*

Ella Catherine Poling

Morgan William Price

Johnna Ruth Puckett

*Magna Cum Laude*

Kylie Jean Ramirez

*Cum Laude*

Elena Nicole Rango

*Cum Laude*

Rachel Jenna Reichelderfer

*Cum Laude*

Juliana Marie Reising

Leah Abigail Reman

*Magna Cum Laude*

Aaron Michael Riemann

*Cum Laude*

Gabriella Cristina Rivera

Fernández

*Magna Cum Laude*

*with Research Distinction in Animal Sciences*

Chanler Marie Robinson

Katrina Roccas

Samantha Lee Sanderson

Kaelyn Savinell

Joseph Roy Schemer

Emily Schmitz

*Cum Laude*

Alexandra Erica Schreiber

*Cum Laude*

Corey Evan Schulman

*Magna Cum Laude*

Jaden Elizabeth Serrato

David Henry Shaw

Ellie Marie Shaw

Anna Leigh Shearer

Nicholas Shuler

Jamie Lynn Smith

*Cum Laude*

Logan Smith

Victoria Rose Snyder

*Cum Laude*

Hallie Elizabeth Soltis

Benjamin Christopher Stover

*Magna Cum Laude*

Karianna Lynn Strickhouser

Timothy M. Sullivan

*Cum Laude*

Garrett David Sutliff

Jocelyn Marie Swan

Heather Lee Swartz

*Magna Cum Laude*

Nathan Robert Swartz

*Cum Laude*

Jenna Nicole Swiger

*Cum Laude*

Melva Aracely Tacuri Vera

*Cum Laude*

*with Honors Research Distinction in Animal Sciences*

Alexandra P. Tanner

*Cum Laude*

Caitlyn Marie Tasney

Jaida Teague

Garrett Earl Thomas

*Cum Laude*

Brayden Allen Thompson

*Cum Laude*

*with Research Distinction in Animal Sciences*

Scott W. Thompson

Ryanna Lynn Tietje

*Summa Cum Laude*

*with Honors Research Distinction in Agribusiness and Applied Economics*

Branson David Van Fleet

*Magna Cum Laude*

Jared Isaiah Voelpl

Haley Noel Warren

Christopher Parker Price  
 Timothy Daniel Raber  
 Hudson Gregory Reuter  
 Victor H. Silecky  
 Darrin Joseph Smith  
 Dominick Michael Striano  
 Kole Payton Vollrath  
*Magna Cum Laude*  
 Zechariah Timothy Wilcox  
*Magna Cum Laude*  
 Evan Edward Williams  
*Cum Laude*  
 Tyler Anthony Williams  
 Peter Joseph Znidarsic

**Bachelor of Science in  
 Environment and Natural  
 Resources**  
*(School of Environment and  
 Natural Resources)*

Kennedy Myers Addington  
*Magna Cum Laude*  
 Maryamo Abdinasir Ali  
 Mason Christopher Althouse  
*Magna Cum Laude*  
 Mikayla Elisabeth Anderson  
 Anna Elizabeth Arbogast  
 Elizabeth Kathryn Austing  
*Summa Cum Laude*  
 Rosetta Lynn Batty  
*Magna Cum Laude*  
 Hanna Elaine Bentley  
 Jacques Alexandre Berenger  
*Cum Laude*  
 Madeleine Suzanne Bonfils  
*Magna Cum Laude*  
 Aidan Kathleen Brady  
*Magna Cum Laude*  
 Alexander Bransteter  
*Magna Cum Laude*  
 Abby Anna-Marie Bright  
*Magna Cum Laude*  
 Kristen Brown  
*Magna Cum Laude*  
*with Research Distinction in Evolution  
 and Ecology*  
 Allison Ryan Bunce  
 Josephine Lynn Cacciato  
 Ana Josephine Canning  
*Magna Cum Laude*  
 Jane Evelyn Carson  
 Aaren Lennox Celentano  
 Landon Andrew Chase  
 Nathan Chaykowski  
 Chenghan Chen  
*Cum Laude*  
 Hwiseo Choi  
*Summa Cum Laude*  
 Emily Mae Corbett  
 Devon Danielovich  
 Katie Marie DeCamp  
*Summa Cum Laude*  
 Lydia Marie Derrico  
*Magna Cum Laude*  
 Elizabeth-Anne Detling  
 Molly Rebecca Dougherty  
*Summa Cum Laude*  
*with Honors Research Distinction in  
 Environmental Science*  
 Ryan O. Dowling  
*Summa Cum Laude*

Dylan Stewart Downing  
*Cum Laude*  
 Lydia Faith Dray  
*Cum Laude*  
 Eliza Dudley  
 Mary Jeanne Feldkamp  
*Cum Laude*  
 Noah Kenneth Fletcher  
*Summa Cum Laude*  
*with Honors in Environment and  
 Natural Resources*  
 Madeline French  
*Magna Cum Laude*  
 Kaitlin Gaines  
*Summa Cum Laude*  
 Mya Gabrielle Garrison  
 Maxly Angelica Gasca  
*Magna Cum Laude*  
 Mia Clare Gentile  
*Cum Laude*  
 Ahni Violet Geoggerian  
*Magna Cum Laude*  
 Maya Elizabeth Geringer  
*Summa Cum Laude*  
 Drew Arlin Gilliland  
 Ross Vincent Gilson  
 Megan Olivia Gonos  
*Summa Cum Laude*  
*with Honors Research Distinction in  
 Environmental Science*  
 Keegan Richard Gormley  
 Logan Tyler Gould  
*Summa Cum Laude*  
 Hannah Graf  
 Sudesh Elijah Grafmiller  
 Olivia Erin Green  
*Cum Laude*  
 Xianya Guo  
 Grace Rose Gutierrez  
*Summa Cum Laude*  
*with Honors Research Distinction in  
 Forestry, Fisheries, and Wildlife*  
 Paul Haberman  
 Maya Grace Hammond  
 Jamie Maraea Harris  
 Daniel Hasan  
 Evan Arthur Hayslip  
*Cum Laude*  
 Devin Wesley Headrick  
*Summa Cum Laude*  
 Joseph Raymond Helterbrand  
*Magna Cum Laude*  
 Jaimee Michelle Hoelscher  
*Summa Cum Laude*  
 Delaney Kersten Horton  
*Summa Cum Laude*  
 Nikohl Paige Houser  
 Audrey Huang  
*Summa Cum Laude*  
 Divina Maven Huddleston  
 Noah Edward Huhn  
*Summa Cum Laude*  
 Grace Elizabeth Jaworski  
*Summa Cum Laude*  
 Graham Gordon Johnson  
*Magna Cum Laude*  
 Sydney Taylor Kadlubowski  
 Zoe Serene Keiser  
 Troy Patrick Tyson Keller II  
*Cum Laude*  
 Jack David Kerver  
 Mackenzie Paige King  
 Raygan Lily Kirk  
*Magna Cum Laude*

Tyler Kline  
 Mattison Cleoe Koskela  
*Cum Laude*  
 Chloe Jean Kress  
 Jarod Allen Kurfiss  
 Kaitlyn Rachelle Lambert  
 Kate Nicole Lampert  
*Magna Cum Laude*  
 Tara Colleen Lang  
 Andrew Michael Lauer  
*Magna Cum Laude*  
 Abigail Ora Lawrence  
*Magna Cum Laude*  
 Emily Pauline Link  
*Cum Laude*  
 Regina Loayza  
*Summa Cum Laude*  
 Cy Joseph Marchese  
 Adam Walter Maruna  
*Cum Laude*  
 Benjamin Charles McGinnis  
*Magna Cum Laude*  
 Gillian McNamara  
*Summa Cum Laude*  
*with Honors Research Distinction in  
 Environmental Science*  
 Briana Noelle McNeal  
*Summa Cum Laude*  
*with Honors in Environment and  
 Natural Resources*  
 Margaret Anne McNulty  
*Summa Cum Laude*  
 Lillian Mae McNutt  
 Jaime Messer  
 Gabrielle Elizabeth Miller  
*Magna Cum Laude*  
 Kylie Virginia Miller  
*Magna Cum Laude*  
 Sara Rose Miller  
 Shreya Mishra  
 Braden Motter  
 Robert Patrick Musser  
*Magna Cum Laude*  
 Mabel Louise Neemes  
*Cum Laude*  
 Charles Richard Nemeth  
 Jenna Lynn Novotny  
*Summa Cum Laude*  
 Maura Elizabeth O'Connor  
*Cum Laude*  
 Sarah Grace O'Donnell  
*Cum Laude*  
*with Honors Research Distinction in  
 Forestry, Fisheries, and Wildlife*  
 Rachel Elise Ober  
*Cum Laude*  
 Megan Breanne Pendill  
*Cum Laude*  
 Sawyer Benjamin Perry  
 Darby Lane Pethrick  
*Summa Cum Laude*  
*with Honors in Environment and  
 Natural Resources*  
 Lauren Culla Pierce  
 Jasmine Reina Pigford  
 Kyle John Polack  
*Cum Laude*  
 Alexander Miles Delenn Poling  
 Emma M. Poorman  
*Magna Cum Laude*  
 Joshua Prezenkowski  
 Hannah Faith Pritchard

Darrienne Taylor Purtz  
*Cum Laude*  
*with Honors in Environment and  
 Natural Resources*  
 Jordan Elizabeth Raudins  
*Magna Cum Laude*  
 Megan LeeAnn Richley  
*Magna Cum Laude*  
 Adam Lee Riedinger  
 Anna Elizabeth Rigdon  
*Cum Laude*  
 Emma Rose Robinson  
*with Research Distinction in Forestry,  
 Fisheries, and Wildlife*  
 Benjamin Tucker Russ  
*Magna Cum Laude*  
 Casey Alexandra Schlenker  
*Summa Cum Laude*  
 Elizabeth Jane Secrest  
*Summa Cum Laude*  
 Cara Alexa Sheets  
*Summa Cum Laude*  
 Ella Sheppard  
*Magna Cum Laude*  
 Ethan Harvey Shun  
 Ryan Sineaway  
 Madelyn Ann Sisk  
 Elias Xavier Smith  
 Kylie Mykayla Smith  
*Magna Cum Laude*  
 Kayla Solon  
 Alex Robert Stasinos  
 Shea Stephens  
*Magna Cum Laude*  
 Misty Stephens-Johnson  
 William C. Stevens  
 Adrienne Ann Stewart  
*Magna Cum Laude*  
 Kaitlyn Ann Sturgeon  
*Magna Cum Laude*  
 Kaley Erin Taylor  
*Magna Cum Laude*  
*with Honors Research Distinction in  
 Environmental Science*  
 William Joseph Thornton  
 Natalie Christine Tobin  
*Summa Cum Laude*  
 Kendyl Trem  
 Tessa Marie Trouten  
*Summa Cum Laude*  
*with Honors in Environment and  
 Natural Resources*  
 Daniel Jacob Wainstein  
 Nicholas David Williams  
*Cum Laude*  
 Madeline Aline Wilson  
*Summa Cum Laude*  
*with Honors Research Distinction in  
 Forestry, Fisheries, and Wildlife*  
 Elliot Francois Wilson-Woodrow  
*Magna Cum Laude*  
 Theodore Wilson Wing  
*Magna Cum Laude*  
 Kelsey Mary Wolf  
*Summa Cum Laude*  
*with Honors in Environment and  
 Natural Resources*  
 Micah J. Wolf  
*Summa Cum Laude*  
 Callan Florentino Wood  
 Arrie Juanita Zimmerman  
*Magna Cum Laude*  
*with Honors in Environment and  
 Natural Resources*

**Bachelor of Science in Food  
 Science**

Julianna Eve Andres  
 Eric Sherwin Armstrong  
*with Research Distinction in Food  
 Science and Technology*  
 Rachel Leia Barrett  
*Cum Laude*  
*with Research Distinction in Food  
 Science and Technology*  
 Murphy Michael Carroll  
*with Research Distinction in Food  
 Science and Technology*  
 Noah Christopher Dameron  
*Summa Cum Laude*  
 Nicholas Diamandis Fox  
*Magna Cum Laude*  
*with Research Distinction in Food  
 Science and Technology*  
 Dominick Edhem Goodman  
*Cum Laude*  
 Micah Elisha Graham  
 Talia Michelle Katz  
*Magna Cum Laude*  
*with Research Distinction in Food  
 Science and Technology*  
 Sieun Kim  
 Shana Christine Ling  
 Julia Adelia Marino  
 LeAnn Elizabeth Regula  
 Andrew Jay Sands  
 Sakura Alice Sugiyama  
*Magna Cum Laude*  
*with Honors Research Distinction in  
 Food Science and Technology*

**Bachelor of Science in  
 Nutrition**

Brandon Lynn Zuercher

**Associate in Applied Science  
 (Agricultural Technical Institute  
 – Wooster)**

Colin Joseph Arnold  
 Madison Mae Bailey  
 Jacob Edward Berisford  
 Alenah Countrie Boeshart  
*Summa Cum Laude*  
 Audrey Cannone  
 Nathan Matthew Church  
 Gavin Philip Cottell  
 Sarah Ann Dabulewicz  
 Rylee Gregory Dawson  
 Max Henry Dotterer  
 Cole Michael Frazier  
*Cum Laude*  
 Alex John Gilmor  
 Caroline Grace Hannah  
*Magna Cum Laude*  
 Andrew Lee Hensler  
 Ashley Rebecca Hershberger  
 Conner Allen Keller  
 Hayden Joseph King

Paige Katherine Kromenacker

*Magna Cum Laude*

Andrew David Lyle

Kayla Grace Majors

Mark Levi Masterson

*Cum Laude*

Anna McFarland

Joseph Adam Miller

Margaret Ann Miller

Cody Harrison Mitchell

Derek Joseph Mitchem

Logan Timothy Moore

Elizabeth Mahaley Nemtuda

Josiah Thomas Paul

Camryn Adell Pierson

Molly Lyn Roosa

David Andrew Russell

*Magna Cum Laude*

Raven Shianne Schaffter

Evan Chancey Thomas

Brandon Varner

Denver Joseph Wadian

*Cum Laude*

### Associate of Science

*(Agricultural Technical Institute – Wooster)*

Raegan Mackenzie Isabella Alepset

Stanley Mark Apana

Bryce Steven Bennett

*Magna Cum Laude*

Kesselyn Taylor Bigley

Arianna Elizabeth Borton

Zoe Beth Brant

Carmen Maureen Corcoran

Cora LeeAnn Crlow

*Cum Laude*

Devan Allen Dulin

Bostic H. Eason

Joel Robert Ford

Jaela R. Foster

Kalleigh Nicole Fry

*Magna Cum Laude*

Seth Thomas Gamble

*Summa Cum Laude*

Megan Elizabeth Garrison

Izabella Ranay Gray

*Cum Laude*

Olivia Danielle Haines

Jacob Alan Hall

*Summa Cum Laude*

Tessa Ruth Harrold

McKalyne Elinor Helmke

William Harley Hendrickson

*Magna Cum Laude*

Cherakee Faye Hifinger

Trenton Wayne Horner

Aidan Michael Johnson

Alyssa Marie Kiefer

*Magna Cum Laude*

Julia Analouise Kitchen

*Cum Laude*

Trevor Larson

Allison Kay Lee

Abigail Margaret Lowe

*Cum Laude*

Kelsie Rae Mannasmith

*Magna Cum Laude*

Rebecca Joy Maynard

Makayla Jean McClees-Tupps

Tristan McGuire

Grace Anne Mellott

*Summa Cum Laude*

Lincoln Robert Meredith

Olivia Paige Miller

Joseph A. Morrison

AnnMarie Elizabeth Nietz

Delaney Nicole Niklaus

Tyler Don Novak

Heather Mae Oberlin

Olivia Laine Kurtz Orf

Mallory Ann Pavey

Macy Lauren Perry

*Cum Laude*

Elena Nicole Rango

*Cum Laude*

Caleb James Scott

Anthony Wayne Smith

*Cum Laude*

Lauren Reid Speckert

Layne Cannon Speckert

Rebecca Elaine Staley

Emma Louise Stephens

Jacob Christopher Stiltner

*Magna Cum Laude*

Benjamin Christopher Stover

*Magna Cum Laude*

Riley Stull

Kaitlynn Marie Taylor

Alex Theis

*Summa Cum Laude*

Kent William Thomas

Landen Scott Tull

Lorin Walcher

Hanna Marie Warnecke

*Magna Cum Laude*

Meleah Lynn Woodford

Samuel Richard Woods

*Cum Laude*

Macie Alexis Wrachford

Delaney Madison Young

## Michael E. Moritz College of Law

Acting Dean: L. Camille Hébert

### Juris Doctor

Miriam Aggrey

B.A. (The Ohio State University)

Casey A. Aquinaga

B.A. (The Ohio State University)

Erin J. Ahern

B.S. (John Carroll University)

Khalid Waleed K Albalali

B.S. (King Fahd University of  
Petroleum and Minerals)

Alexander I. Alfonso

B.S. (DePauw University)

Charles K. Allen

B.S. (Miami University)

Patrick Michael Anglin

B.S. (Pennsylvania State  
University)

Lukas A. Bachus

B.A. (Capital University)

Dakota Jameson Ball

B.A. (Nazareth College of  
Rochester)

M.A. (Pennsylvania State  
University)

Timothy M. Barry

B.A. (Kenyon College)

M.B.A. (The Ohio State University)

*Cum Laude*

Joseph Batchelor

B.A. (The Ohio State University)

*Cum Laude*

Alexandria S. Bauer

B.A. (University of Toledo)

Katherine E. Bauman

B.A. (Heidelberg University)

Joseph W. Beaver

B.A. (Ashland University)

Virginia Rose Bethune

B.A. Journal. (University of South  
Carolina)

*Cum Laude*

Isaac Boakye

B.A. (Kwame Nkrumah University  
of Science and Technology)  
B.Laws (University of Ghana)

Alexandra Winters Bond

B.S. (The Ohio State University)

Celina J. Bontigao

B.A. (California State University,  
Fullerton)

M.B.A. (The Ohio State University)

Sydney A. Bradley

B.S. (East Tennessee State  
University)

Alexa Noelle Breitenstine

B.S.Hlth.Reh.Sci. (The Ohio State  
University)

*Summa Cum Laude*

Georgia Carol Byers

B.S.Hsp.Mgt. (The Ohio State  
University)

Julia Anne Caple

B.A. (Ohio Wesleyan University)

M.B.A. (The Ohio State University)

Justin M. Carr

B.S. (Bucknell University)

Brooke Boyd Chambers

B.A. (The Ohio State University)

Ph.D. (University of Minneapolis)

*Cum Laude*

Zachary T. Clark

B.A. (The Ohio State University)

Abigail Marie Counts

B.A. (Butler University)

Caroline Paterson Cox

B.A. (Claremont McKenna  
College)

Bailey A. Cremeans

B.A. (University of Kentucky)

Allyson R. Croxton

B.A. (University of Maryland)

Anna E. Croys

B.A. (University of Cincinnati)

*Magna Cum Laude*

Michel D. Curry

B.S. (Ohio University)

Valenty Louis D'Ambrosi

B.A. (The Ohio State University)

Nathan Ray Dahlstrom

B.A. (Arizona State University)

*Magna Cum Laude*

Shelby Breanne Daniels

B.A. (Michigan State University)

Joan Margaret Darnell

B.S.Bus.Adm. (The Ohio State  
University)

Diego DT De La Vega

B.A. (The Ohio State University)

Emma Grace Dennis

B.A. (The Ohio State University)

Elizabeth Noel Dickson

B.A. (The Ohio State University)

*Cum Laude*

Emily Grace Dietz

B.A. (Capital University)

*Cum Laude*

Andrea R. Dingess

B.A. (Case Western Reserve  
University)

Isaac D. S. Durst

B.A. (The Ohio State University)

Faith M.R. Edwards

B.A. (The Ohio State University)

Andrew Fahmy

B.A. (The Ohio State University)

*Cum Laude*

Taylor Victoria Fairbanks

B.S.Bus.Adm. (The Ohio State  
University)

Sarah E. Fornshell

B.A., M.A. (Columbia University)

*Summa Cum Laude*

Michael N. Fussell

B.S. (American University)

*Cum Laude*

Ellen C. Geyer

B.A. (University of Notre Dame)

*Cum Laude*

Helen M. Gianakopoulos

B.A. (University of Michigan)

Karli J. Gibson

B.A. (The Ohio State University)

Taylor Marie Giordullo

B.A. (The Ohio State University)

*Magna Cum Laude*

Kevin Scott Glomski

B.S.Bus.Adm. (The Ohio State  
University)

*Summa Cum Laude*

Aaron Elias Gonzalez

B.A. (The Ohio State University)

*Cum Laude*

Alexandra L. Goss

B.A. (The Ohio State University)

*Cum Laude*

Jesse A. Green

B.A. (Asbury University)

Tra'Yaysha L. Green

B.A. (Kent State University)

Jordan Petrou Griffith

B.A. (College of Wooster)

Payton Joseph Hall

B.S. (Marietta College)

*Cum Laude*

Lauren Louise Hamlett

B.A. (The Ohio State University)

Juliana Marie Harris

B.A. (University of South Florida)

Margo Lynn Hertzger

B.S. (The Ohio State University)

*Magna Cum Laude*

Griffen Henry Hess

B.S. (The Ohio State University)

*Cum Laude*

Aleah Holley

B.A. (Miami University)

Benjamin C. Hook

B.Laws, M.B.A. (Deakin University)

M.Laws (University of Southern  
California)

Kara Margaret Howard

B.A. (The Ohio State University)

Camryn Elizabeth Hughes

B.A. (Ohio University)

Kurt Macaulay Jacobs

B.S.Chem.Eng. (The Ohio State  
University)

Kyle K. Johnson

B.S. (Eastern Michigan University)

J'Niah Lynn Johnston

B.S. (Case Western Reserve  
University)

Cameron G. Justice

B.S.Soc.Work (The Ohio State  
University)

Cooper Allan Karras

B.S. (Utah State University)

# May 5, 2024, Spring Commencement

Adam G. Kaye B.A. (University of Dayton)	Mario Antony Marini B.Music, D.M.A. (The Ohio State University)	Tyler Anne Morgan Parker B.A. (University of Kentucky) M.A. (American University, Washington, DC)	Paige Terese Ross B.Com. (Ohio Wesleyan University)	Ross D. Stone B.S. (University of Illinois)
Daniel W. Keller B.S. (Ashland University) Ph.D. (Baylor University)	M.Mus. (Belmont University) <i>Cum Laude</i>	Poojan A. Patel B.S. (The Ohio State University)	Jennifer L. Rounte B.A., M.P.A. (The Ohio State University)	Douglas A. Synowka B.A., B.S. (The Ohio State University)
Frank M. Kelley B.A. (Washington and Jefferson College)	Andrew J. Martin B.S. (Gettysburg College)	Rucha M. Patel B.S. (University of Cincinnati)	Jared G. Rowley B.S. (Southern Utah University)	Adam M. Taylor B.A. (Capital University) M.Divinity (Trinity Lutheran Seminary at Capital University) <i>Magna Cum Laude</i>
Brendan P. Kelly B.A. (Mercyhurst University)	Ian B. Martin B.Bus.Adm. (Texas Tech University)	Mackenzie M. Patrick B.A. (The Ohio State University) <i>Magna Cum Laude</i>	Rachel M. Rutan B.S.Env.Nat.Res. (The Ohio State University)	Keira Nicole Thomas B.A. (University of Texas at El Paso)
Justin Noah Kennedy B.A. (The Ohio State University)	Ranjit Singh Mavi B.S. (Youngstown State University) <i>Cum Laude</i>	Mason J. Patrick B.F.A. (Ohio University)	Cameron Thomas Saad B.A. (George Washington University)	Paige Elizabeth Trent B.S. (University of Wyoming) <i>Cum Laude</i>
Theodore Keon Khabiri B.A. (The Ohio State University)	Kathryn Margaret McCarthy B.S. (University of Cincinnati)	Jennifer Nicole Patton B.S. (The Ohio State University)	Alexandria Belinda Samons B.A. (Marian University)	Marissa G. Ulmer B.A. (Bowling Green State University)
Amy Eileen Knickrehm Mildebrath B.S. (Florida State University) <i>Magna Cum Laude</i>	Marisa Renee McGrath B.A. (The Ohio State University) M.S. (Franklin University)	Kaylin Lanae Paul B.S. (Mount Vernon Nazarene University)	Jackson Savage B.F.A. (Ohio University)	David Urbancic B.A. (Thomas Aquinas College)
Lydia M. Kotowski B.S. (Ball State University)	Ryan McMullen B.S.Env.Eng. (The Ohio State University)	Colin Daniel Pender B.A. (The Ohio State University) <i>Magna Cum Laude</i>	Maegan Joi Savarise B.A. (The Ohio State University)	Heather Victoria Van Hull B.A. (Wellesley College) M.Int.Rel. (Australian National University) <i>Magna Cum Laude</i>
Mitchell C. Kramer B.S. (Tiffin University) <i>Cum Laude</i>	Brendan William McNamara B.A. (Miami University) <i>Summa Cum Laude</i>	Katherine Phelps B.S., M.S. (Florida State University)	Katharine Leigh Schaefer B.S. (The Ohio State University)	Cody P. Vandergriff B.A. (Miami University)
Sophie Elisabeth Krueger B.A. (Loyola University Chicago) <i>Cum Laude</i>	Aditya Medicherla B.Tech. (Jawaharalal Nehru Technological University) M.S. (University of Wisconsin – Madison) <i>Magna Cum Laude</i>	Matthew C. Pirwitz B.A. (College of The Holy Cross)	Heath Schintler B.A. (University of Iowa)	Cory H. Ventresca B.A. (Oberlin College)
Daniel Laffin B.A., M.A. (University of Maryland)	Grant T. Mellott B.A. (Boston College) <i>Magna Cum Laude</i>	Derek M. Potts B.A. (The Ohio State University) <i>Cum Laude</i>	Jordan Christopher Schmidt B.S. (The Ohio State University)	Eleanor Adeline Flynn Vorys B.A. (Boston College)
Samantha Isabel Lamka B.A. (Ohio University)	Colton J. Milam B.A. (Washington State University)	Katherine N. Prestridge B.A. (Denison University)	Kylie Ann Scott B.A. (The Ohio State University)	Kyle Richard Walker B.S. (Syracuse University)
Aaron Jacob Larson B.A. (The Ohio State University)	Daniela Regina Milan B.A. (John Carroll University) M.A. (Pennsylvania State University) <i>Summa Cum Laude</i>	Sarah Megan Pribe B.A. (University of Missouri)	Vincent M. Sears B.A. (Miami University)	Zachary T. Walker B.S.Bus.Adm. (The Ohio State University)
Hannah G. Laubach B.A. (The Ohio State University) <i>Cum Laude</i>	Gage Dakota Miller B.S. (The Ohio State University)	Nicholas Provenzano B.A. (University of Maryland)	Spencer W. Seide B.A. (Ohio University)	Madison Elizabeth Weaver B.A. (West Virginia University)
Matthew Nathan Leder B.S. (The Ohio State University)	Hannah Mink B.S. (Bowling Green State University)	Adrian Diaz Radilla B.A. (Miami University)	Jacob Carl Semus B.A. (The Ohio State University) <i>Magna Cum Laude</i>	Madison LeeAnn Weaver B.A. (Miami University)
Adam H. Lefeld B.A. (The Ohio State University) <i>Magna Cum Laude</i>	Alexis Anne Moore B.Bus.Adm. (Marshall University)	Austin M. Rex B.S. (Wright State University)	Louis Maher Shaheen B.A. (The Ohio State University)	Joshua Benjamin Weintraub B.A. (University of Cincinnati)
Olivia Anne LeRoux B.A. (Miami University) <i>Cum Laude</i>	Delali Benjamin Yao Nononene B.A. (University of Dayton)	Nathan M. Rhodes B.S., B.Music (University of Dayton) <i>Cum Laude</i>	William C. Sheffield B.S. (University of Tennessee-Knoxville)	Ian Campbell Welsh B.S. (Michigan State University) M.S.Law (Northwestern University) <i>Cum Laude</i>
Jacob Joseph Lesperance B.A. (The Ohio State University)	Kendal Colleen Niningger B.S. (The Ohio State University) <i>Cum Laude</i>	John E. Robertson B.S.Elec.Cpts.Eng. (The Ohio State University) <i>Cum Laude</i>	Angeline Sibeto B.S.Nurs. (Clarion University of Pennsylvania)	Rachel Ann Wilson B.S. (Xavier University)
Neriah-Shae Lim Licata B.S. (University of Akron)	Grace Lee O'Malley B.A., B.S. (The Ohio State University)	Andrew Marcel Robie B.A. (University of Richmond) <i>Cum Laude</i>	Alexis M. Sikorski B.S. (Fairmont State University)	Eleanor Kelsey Werner B.A. (Fordham University)
Andrea Yuri Lim B.A. (Boston University)	Bree T. O'Neal B.A. (The Ohio State University)	Morgan J. Robinson B.A. (Hobart and William Smith Colleges)	Caitlyn Kai Skavdahl B.A., M.P.A. (University of Wyoming) <i>Cum Laude</i>	Faith Josephine Rhodes Wood B.Bus.Adm. (Colorado Mesa University)
Hillary Livingston B.A. (Mills College) M.A. (Loyola University Chicago)	Peter Olson B.A. (College of Wooster)	Jaе Young Roh B.Com. (University of Toronto)	Caroline R. Smith B.A., M.A. (Youngstown State University)	
Helen G. Lohre B.A. (University of Cincinnati)				
Zachary R. Love B.A. (University of Cincinnati) <i>Cum Laude</i>				

# May 5, 2024, Spring Commencement

## Master of Laws

Amir Ebrahim Mohamed Ebrahim  
Abdel Samad  
B.A. (London South Bank  
University)  
B.Laws (British University of  
Egypt)

Satleen Kaur Birdi  
M.Laws (Northumbria University)

Imogen Grace Bosanko  
M.Laws (Northumbria University)

Richard K. Normano  
B.A. (University of Ghana)  
B.Laws ('Kwame Nkrumah'  
University of Science and  
Technology)

Md Nuruddin  
B.Laws, M.Laws (University of  
Chittagong)

Tinumidun Janelle Okotore  
B.Laws (The University of Kent)

Yilun Peng  
B.Laws (China University of  
Geosciences)  
M.Laws (China University of  
Political Science and Law)

Stella Quansah  
B.A., B.Laws (University of Ghana)

Ana Shiu Luo  
B.Laws (Peking University)  
M.Laws (Tsinghua University)

Krenare Zajmi  
B.Laws (University of Prishtina)

Boqian Zhou  
B.Laws, M.Laws (Beijing Jiaotong  
University)

## College of Medicine

Dean: Carol R. Bradford

## Doctor of Medicine

Daniel Omran Abul-Khoudoud  
B.S. (University of Kentucky)

Stephanie Adame  
B.S. (University of Wisconsin)

Hussam Alkhalailieh  
B.S. (The Ohio State University)  
*Cum Laude*

Amar Alnemer  
B.S. (The Ohio State University)  
*Cum Laude*

Abdullah Hany Aly  
B.S. (University of Virginia)

Kenan Alzouhayli  
B.A. (The Ohio State University)

Thomas Joseph Atchison  
B.Bus.Adm. (Emory University)

Robert Paul Baskin  
B.S. (University of Utah)

Brooke Elizabeth Beeler  
B.S. (The Ohio State University)  
*Magna Cum Laude*

Ann Lowery McGilvery Black  
B.S. (The Ohio State University)

Mark Boulous  
M.S. (Brown University)  
B.S. (University of California)

Daniel Louis Brook  
B.S.Hlth.Reh.Sci., Ph.D. (The Ohio  
State University)

Jacob Robert Brooks  
B.S. (The Ohio State University)  
*Cum Laude*

Serena Noel Brough  
B.S. (The Ohio State University)  
*Cum Laude*

Kristyn Nicole Brundidge  
B.A. (Columbia University)  
M.S. (University of Cincinnati)

Stephen Robert Buma  
B.S. (Brigham Young University)

David Daniel Bushart  
B.S., Ph.D. (University of  
Michigan)

Woo Yul Byun  
B.S.Biomed.Eng. (University of  
Pennsylvania)

Paige Olivia Cackovic  
B.A. (Connecticut College)

Troy Cao  
B.S. (University of Michigan)

David Rodolfo Capote  
B.A., B.S. (Auburn University)  
M.S. (University of South Florida)

Jason William Carlquist  
B.A. (Washington University in  
St. Louis)  
*Cum Laude*

Thomas Michael Cassimatis  
B.S. (University of Missouri-  
Columbia)

Coreena Kate Chan  
B.S. (Penn State University)

Ethan Chan  
B.S. (The Ohio State University)

Mary Grace Charleton  
B.S. (University of Dayton)

Mehak Chawla  
B.S., M.B.A. (University of  
Cincinnati)

Anna Yanwai Chee  
B.S. (Denison University)

Helen Jingfan Chen  
B.A. (Northwestern University)  
M.S., Ph.D. (The Ohio State  
University)

YouJin Cho  
B.S. (Cornell University)  
Ph.D. (The Ohio State University)

Logan Alexander Chrislip  
B.S. (The Ohio State University)

Gabriella Madison Cotter  
B.S. (Baldwin Wallace University)

Garrett Joseph Cotter  
B.A. (Vanderbilt University)

Jamie Christine Cowen  
B.S. (Washington University in  
St. Louis)

Aaron Vincent Craft  
B.S.Nutrition (The Ohio State  
University)  
*Cum Laude*

Kylene Patricia Daily  
B.S. (University of Virginia)  
Ph.D. (The Ohio State University)  
*Cum Laude*

Joshua Daniel Debo  
B.S. (The Ohio State University)

Lucy Dong  
B.S. (University of California, Los  
Angeles)

Anjali Digish Doshi  
B.S.Biomed.Sci. (The Ohio State  
University)

Francisca Karen Douglass  
B.A. (Case Western Reserve  
University)

Joanne Du  
B.S. (The Ohio State University)  
*Magna Cum Laude*

Victoria El-Hayek  
B.A. (Case Western Reserve  
University)

Jacob Neil Farr  
B.S.Biomed.Sci. (The Ohio State  
University)

Anna Lea Farrell  
B.A. (Emory University)

Amanda Lynn Fawcett  
B.S. (University of Dayton)

Anjali Jasmine Theresa  
Fernandes  
B.A. (The Ohio State University)

Stephanie Rose Ferrante  
B.S. (Oklahoma State University)

Gregory Scott Friedberg  
B.S. (The Ohio State University)

Benjamin Thomas Gabanic  
B.A., B.S. (Emory University)  
*Magna Cum Laude*

Matthew August Gallardo  
B.A. (Duke University)  
*Summa Cum Laude*

Amol Gandhi  
B.S. (The Ohio State University)

George Emad Gerges  
B.S.F.A.B.E. (The Ohio State  
University)

Katherine Jean Germann  
B.A., B.S. (Valparaiso University)

Olivia Taylor Gevedon  
B.A. (University of Alabama)

Jordan Isaac Gewirtz  
B.S. (Washington University in  
St. Louis)  
*Magna Cum Laude*

Lea Ghastine  
B.S.Pub.Hlth. (The Ohio State  
University)

David Charles Gibbs IV  
B.S. (Cedarville University)

Erin Ann Gill  
B.S. (Sewanee: The University of  
the South)

Henry Russell Gold  
B.A. (Brigham Young University)

Salvador Gustavo Gomez  
B.S. (Ohio University)

Roberto Carlos Gonzalez  
B.S. (University of Michigan)  
*Cum Laude*

Logan Michael Good  
B.S. (The Ohio State University)  
*Magna Cum Laude*

Evelyn Grace Goodyear  
B.S. (The Ohio State University)  
*Magna Cum Laude*

Ashley Lauren Grimes  
B.S. (Emory University)  
M.S. (Case Western Reserve  
University)

Tiffany Kar Guan  
B.A. (Boston University)  
*Summa Cum Laude*

Maria Jose Guerrero  
B.S.Biomed.Sci. (The Ohio State  
University)  
*Cum Laude*

Alim Habib  
B.S. (University of Michigan)

Samuel Jacob Hansen  
B.A. (Case Western Reserve  
University)

Markus Erik Harrigan  
B.S.Hlth.Reh.Sci., Ph.D. (The Ohio  
State University)

Benjamin Graham Hatief  
B.S. (United States Naval  
Academy)

Lisa Marie Heisterberg  
B.S. (University of Arizona)  
Ph.D. (The Ohio State University)

Katelyn Marie Henderson  
B.Engr. (Vanderbilt University)

Marlene Alejandra Hernandez  
B.S. (California State University)

Houston James Hickey  
B.S. (The Ohio State University)

Helen Jane Hines  
B.S. (Tufts University)  
*Magna Cum Laude*

Cindy Ho  
B.S. (Case Western Reserve  
University)  
*Magna Cum Laude*

Catherine Grace Plan Hobayan  
B.S. (University of Pittsburgh)

Joshua Bailey Hollman  
B.S. (Washington University in  
St. Louis)

Usama Akif Hosain  
B.S. (University of Rochester)

Jared Evan Hoy  
B.S.Hlth.Reh.Sci. (The Ohio State  
University)

Allison Claire Huffman  
B.S. (University of Notre Dame)  
*Magna Cum Laude*

Philip Mark Hurst  
B.S. (Denison University)

Farhan Zaheer Ilyas  
B.S. (University of Cincinnati)

Isaiah Manuel Jacques  
B.A. (Miami University)  
Margaret Ruiming Jia  
B.A. (Cornell University)

Rachel Hruby Sperling Jurcoi  
B.S. (The Ohio State University)

Avani Kabra  
B.S. (University of Cincinnati)

Lauren Fallon Kanzaki  
B.S. (University of California)

Juhi Katta  
B.S., B.Bus.Adm. (University of  
Michigan)

Aaren Elizabeth Kettelhut  
B.A. (Hanover College)  
Ph.D. (The Ohio State University)

Sarah Maria Khan  
B.A. (University of Michigan)

Robert Lewis Kimble  
B.A. (Miami University)

Mensur Koso  
B.A. (St. Louis College of  
Pharmacy)

# May 5, 2024, Spring Commencement

Alexander Ladron de Guevara  
B.S. (Florida International University)

Julian Wayne Lee  
B.S. (The Ohio State University)

Sang Min Lee  
B.S. (Brandeis University)

Caroline Elizabeth Lehman  
B.S. (Eastern Mennonite University)

Paige Rene Christine Lezon  
B.S. (University of Dayton)  
*Summa Cum Laude*

Christina Yi-Tin Liao  
B.A. (Northwestern University)  
*Cum Laude*

Karissa Libson  
B.A. (Hope College)  
*Magna Cum Laude*

Li Lin  
B.S. (The Ohio State University)

Jordan Jeffrey Lukens  
B.S. (The Ohio State University)

Jonathan S. Lun  
B.S. (Cedarville University)

Nathalie Yingya Ly  
B.S. (University of Wisconsin)

Helena Patricia Lysandrou  
B.S. (Purdue University)

Kendra Lee Madaris  
B.S. (The Ohio State University)

Rohan Omprakash Makhijani  
B.S. Biomed. Sci. (The Ohio State University)  
*Magna Cum Laude*

Grace Maurene Mallampalli  
B.S. (University of Pittsburgh)

Noah Thomas Mallory  
B.S. (Vanderbilt University)  
*Magna Cum Laude*

Jack Alexander Mangold  
B.S. (The Ohio State University)

Megan Marie Mansour  
B.S. Biomed. Sci. (The Ohio State University)

Alexia Marie Markowski  
B.S. (The Ohio State University)  
*Magna Cum Laude*

Jennifer Keiko Matsui  
B.S. (University of California, Los Angeles)  
Ph.D. (University of Pennsylvania)

Emily Margaret McCauley  
B.S. (The Ohio State University)

Juan Felipe Mejia  
B.S. (Brigham Young University)

Andrew Max Melchioris  
B.S. (The Ohio State University)  
*Cum Laude*

Megan Anna Melnyk  
B.S. (California Polytechnic State University)

Tyler Dale Metcalf  
B.S. (University of Notre Dame)  
*Cum Laude*

Jaret Carrico Miller  
B.S. (Heidelberg University)  
*Magna Cum Laude*

Amber Ahmed Mirza  
B.S. (University of Tulsa)

Rohan Mital  
B.S. (The Ohio State University)

Bennett Percy Moss  
B.A. (College of Wooster)

Armin Munir  
B.S. (The Ohio State University)

Julia Carolyn Murray  
B.S. (University of Oklahoma)

Paul Nagib  
B.S. (Florida Atlantic University)

Ladan Navari  
B.S. (The Ohio State University)

Gracy Rose Noffert  
B.S. (The Ohio State University)

Benjamin Harold Ormseth  
B.S. (University of Southern California)  
*Magna Cum Laude*

Evans Ekeledirichukwu Osuji  
B.S. (James Madison University)

Reid Anthony Palumbo  
B.S. Pharm. Sci. (The Ohio State University)  
*Cum Laude*

Arjun Ajay Pandya  
B.S. Chem. Eng. (The Ohio State University)

Alexandria DeLeen Pickett  
B.S. Chem. Eng. (The Ohio State University)

Alexandra Powell  
B.A. (The Ohio State University)

Jessica Taylor Reed  
B.A., B.S. (The Ohio State University)  
*Summa Cum Laude*

Michael Ryan Ross  
B.A. (The Ohio State University)  
*Cum Laude*

Andrew Robert Rust  
B.S. (Pennsylvania State University)  
*Summa Cum Laude*

Justice Darryl Sanders  
B.S. (Miami University)

Sonya Sasmal  
B.S. (The Ohio State University)

Andrei Nicu Savu  
B.S. (University of Cincinnati)

Sarah Yumi Schlotter  
B.S., M.P.H. (The Ohio State University)

Justine Grace Schneider  
B.S. (The Ohio State University)  
*Summa Cum Laude*

Jessica Marie Sciuva  
B.S. (The Ohio State University)  
*Magna Cum Laude*

Ryan Patrick Seay  
B.S. (University of Notre Dame)  
M.A. (The Ohio State University)  
*Summa Cum Laude*

Gabriella Ruth Ann Seidler  
B.S. (The Ohio State University)  
*Summa Cum Laude*

Bayan Jubril Shalash  
B.S. (The Ohio State University)

Napiera Symone Shareef  
B.S. (University of Maryland)

Thomas Robert Shelton  
B.A. (DePauw University)

Brendan Anthony Sieber  
B.S. (John Carroll University)

Beau Edward Sitton  
B.S. (Brigham Young University)  
*Magna Cum Laude*

Hanna Helena Sorensen  
B.S. (University of Cincinnati)  
*Cum Laude*

Kelsey Anne Stanton  
B.S. (University of Pittsburgh)  
M.S. (Robert Morris University)

Selena Hind Taha  
B.S., M.S. (University of Toledo)

Varna Thayaparan  
B.S. (University)

Alyssa Kathryn Thompson  
B.S. (The Ohio State University)  
*Magna Cum Laude*

Jacarri Tollette  
B.S. (University of Arkansas)

Samantha Marie Toscano  
B.S. (University of California, Los Angeles)

Esteban Trujillo  
B.S. Biomed. Sci. (The Ohio State University)

Eileen Sung Tsai  
B.S. (University of California)  
*Magna Cum Laude*

Nicholas Franz Turner  
B.S. (The Ohio State University)

Emily Turnquist  
B.A. (Kansas State University)

Arti Ashok Vaishnav  
B.S. (Wayne State University)

Fidel Andre Vazquez  
B.S. (Stetson University)

Michael Joseph Villalonga  
B.S. (Florida State University)

Divya Vinod  
B.S. (University of Cincinnati)

Noah Charles Waldman  
B.S. (University of Michigan)  
*Summa Cum Laude*

Trent David Walker  
B.S. (Brigham Young University)  
*Magna Cum Laude*

Grace Wang  
B.S., B.A. (University of Pittsburgh)

Walter Wang  
B.A. (University of Pennsylvania)  
Ph.D. (The Ohio State University)

Spencer Alexander Ward  
B.S. (Northwestern University)

Margo Frances Waters  
B.S. (University of Notre Dame)

Rachael Emily Williams  
B.A. (Dartmouth College)  
M.S. (Brown University)

Amanda Woo  
B.A. (Wellesley College)  
Masters (Harvard University)

Noah Edward Worobetz  
B.S. Educ. (The Ohio State University)

Mackenzie Leigh Wright  
B.A. (The Ohio State University)

Dennis Ming Yang  
B.S. (The Ohio State University)  
*Cum Laude*

Jenny Xinyue Yang  
B.S. (Indiana University)  
*Summa Cum Laude*

Wenyuan Yin  
B.A. (University of Louisville)  
M.S., Ph.D. (The Ohio State University)  
*Cum Laude*

Tyler James Young  
B.S. Nutrition (The Ohio State University)  
*Cum Laude*

Taborah Zahurah Zaramo  
B.S. (Bowling Green State University)

Anastasia Lendel Zent  
B.A. (Vanderbilt University)  
*Cum Laude*

Joshua Michael Zent  
B.S., M.S. (University of Wisconsin)  
Ph.D. (The Ohio State University)

Kevin Kaiwen Zhang  
B.A. (University of Pennsylvania)  
*Cum Laude*

Madelynn Wei Zhang  
B.S. Biomed. Sci. (The Ohio State University)

Meihui Zhang  
B.S. Elec. Cptr. Eng., M.S. (The Ohio State University)  
*Cum Laude*

Kaeli Marie Zoretich  
B.S. (College of Wooster)

## Bachelor of Science in Biomedical Science

Angelina Jay Atieh  
*Summa Cum Laude*  
*with Honors in Medicine*  
*with Honors Research Distinction in Biomedical Science*

Priya Bandaru  
*Summa Cum Laude*  
*with Honors in Medicine*

Isaiah Kwesi Boateng  
*Summa Cum Laude*  
*with Honors in Medicine*  
*with Honors Research Distinction in Biomedical Science*

Adam Ryan Bouchendouka  
*Summa Cum Laude*  
*with Honors in Medicine*

Mikayla Faith Bull  
*Summa Cum Laude*  
*with Honors in Medicine*  
*with Honors Research Distinction in Biomedical Science*

Aadesh Panna Chordia  
*Magna Cum Laude*  
*with Honors in Medicine*

Siddarth Dasari  
*Summa Cum Laude*  
*with Honors in Medicine*

Maxwell Owen Devine  
*Summa Cum Laude*  
*with Honors in Medicine*  
*with Honors Research Distinction in Biomedical Science*

Andrew Joseph Gotschall  
*Cum Laude*  
*with Honors in Medicine*  
*with Honors Research Distinction in Biomedical Science*

Blake Theodore Holthaus  
*Summa Cum Laude*  
*with Honors in Medicine*  
*with Honors Research Distinction in Biomedical Science*

Owen Andrew Meadows  
*Cum Laude*  
with Honors in Medicine  
with Honors Research Distinction in  
Biomedical Science

Devi Dheekshita Nelakurti  
*Summa Cum Laude*  
with Honors in Medicine  
with Honors Research Distinction in  
Biomedical Science

Priyanka Atul Paradkar  
*Magna Cum Laude*  
with Honors in Medicine

Sherefuddin Hasan Pracha  
*Summa Cum Laude*  
with Honors in Medicine  
with Honors Research Distinction in  
Biomedical Science

Peace Oyindamola Praz  
*Summa Cum Laude*  
with Honors in Medicine

Madeline Grace Riley  
*Summa Cum Laude*  
with Honors in Medicine  
with Honors Research Distinction in  
Biomedical Science

Andrew John Russell  
*Summa Cum Laude*  
with Honors in Medicine

Julia Kieman Tripodo  
*Summa Cum Laude*  
with Honors in Medicine

Charles David Wendt  
*Summa Cum Laude*  
with Honors in Medicine

Evelyn Louise Yoder  
*Summa Cum Laude*  
with Honors in Medicine

## School of Health and Rehabilitation Sciences

### Bachelor of Science in Athletic Training

Samuel David Anzur  
*Magna Cum Laude*

Abbegail Meredith Blocksidge  
*Magna Cum Laude*

Nadia Giselle Briones  
Katherine Sarah Brubaker  
*Cum Laude*

Alex Eugene Bruggeman  
*Cum Laude*

Katlin Nicole Colwell  
*Magna Cum Laude*

Austen Cutarelli  
*Magna Cum Laude*

Lauren Paige Fisher  
*Cum Laude*

Leanna Rene Freund  
*Cum Laude*

Sarah Kathleen Ham  
*Magna Cum Laude*

Noah Douglas Hogrefe  
*Cum Laude*

Elise Marie Hontas  
*Magna Cum Laude*

Seena Brielle Ludwig  
*Summa Cum Laude*

John Michael McArthur  
*Magna Cum Laude*

Amanda Kate Molsberry  
*Cum Laude*

Brianna Jordan Newell  
*Magna Cum Laude*

Abigail Nicole Niebling  
*Magna Cum Laude*

Bailey Marion Rice  
*Magna Cum Laude*

Avery Lee Ronk  
*Magna Cum Laude*

Hannah Scott  
*Cum Laude*

Noelle Jolie Smith  
*Magna Cum Laude*

Tyler Alece love' White  
*Cum Laude*

Jaya Nicole Williams  
*Cum Laude*

Kyla Lanaya Williams  
*Cum Laude*

Elissia Marie Willis  
Tina Xie  
*Magna Cum Laude*

### Bachelor of Science in Health and Rehabilitation Sciences

Basma Mohammed Abdulghafoor  
Stella Aboshahba  
*Cum Laude*

Dania Abu-saleh  
*Cum Laude*

Amal Abdinur Abukar  
*Cum Laude*

Maya Alexandra Acosta  
Melissa Acuna Hidalgo  
Bailey Elizabeth Adkins  
*Magna Cum Laude*

Oluwaseyi Oluchukwu Agboola  
*Cum Laude*

Sumaya Al-Ghazawi  
Anthony Jerrod Alatalo  
*Magna Cum Laude*

Farhia Alidheeg  
Elizabeth Anna Althouse  
Dania Sinan Alyasari  
*Cum Laude*

Mais Sinan Alyasari  
Kylie Lynn Amon  
*Magna Cum Laude*

Zoe Elizabeth Anello  
Emily Marie Arena  
*Magna Cum Laude*

Molly Ann Armentrout  
*Magna Cum Laude*

Emma Grace Armstrong  
*Summa Cum Laude*

Matthew Aubel  
Aleksandr Azarov  
Elaina Lauren Baker  
*Summa Cum Laude*

Jacob Michael Baker

Gabriella Christine Baltes  
*Magna Cum Laude*

Bianca Francesca Banez  
*Summa Cum Laude*

Nicholas Sterling Banks  
Grace Marie Barber  
*Cum Laude*

Emily Faith Barker  
Madison Barker  
Alexandra Delaney Batsch  
*Cum Laude*

Cassandra Evelyn Bechstein  
*Summa Cum Laude*

Annika Adele Behrend  
Caroline Elena Rose Beinlich  
*Cum Laude*

Tatiana Isabel Berestka  
Delaney Catherine Bodziony  
*Cum Laude*

Ryan Christopher Boettcher  
*Magna Cum Laude*

Carson James Bollinger  
*Cum Laude*

Brianna Elizabeth Bors  
*Summa Cum Laude*

Carlos David Botella  
*Magna Cum Laude*

Caroline Anne Bouchard  
*Summa Cum Laude*  
with Honors in Health and  
Rehabilitation Sciences

Nancy Elizabeth Bowman  
*Magna Cum Laude*

Angenetta Ashauntee Boyce  
Jessica Linn Boyd  
*Cum Laude*

Alexandra Renee Boyles  
*Magna Cum Laude*

Lauren Brady  
*Cum Laude*

Evelyn H. Brogan  
*Magna Cum Laude*

Ariel Sabrina Brown  
Jessica Lauren Brown  
*Magna Cum Laude*

Hannah Elizabeth Bruns  
*Magna Cum Laude*

Hannah Lilley Bryan  
*Cum Laude*

Sophia Renee Buda  
*Summa Cum Laude*

Brooklyn Maria Buehler  
Audrey Anne Buffo  
*Magna Cum Laude*

Blake Carter Bumb  
Hope Elizabeth Burford  
*Cum Laude*

Amanda Marie Burgei  
*Summa Cum Laude*

Eva Marie Burke  
Brandon Phillip Camacho  
*Cum Laude*

Sogue Camara  
*Cum Laude*

Evan Campbell  
Patrick Vincent Hechanova  
Caramat  
*Summa Cum Laude*

Tasha Carr  
Katelyn Nicole Carrigan  
Alanna Marie Carter  
Lydia Cassidy  
*Cum Laude*

Thomas Lee Ceculski III  
*Cum Laude*

Lauryl Taylor Chambers  
*Magna Cum Laude*

Makayla Jo Chandler  
*Cum Laude*

Morgan Ann Chans  
*Magna Cum Laude*

Julia Charnas  
*Cum Laude*

Alexandra Rose Chaudry  
Mia Loeve Chellini  
*Summa Cum Laude*

Lynn Chen  
*Magna Cum Laude*  
with Research Distinction in Health  
Information Management and Systems

Ryan Christensen  
*Magna Cum Laude*

Joel Michael Clark  
Lauren MacKenzie Clark  
*Cum Laude*

Anthony James Clary  
Allison Jean Cleveland  
*Cum Laude*

Samantha Joyce Climie  
Lily Noelle Colucci  
*Magna Cum Laude*

Payton M. Compton  
*Summa Cum Laude*

Madelyn Conaway  
Avery Conklin  
*Cum Laude*

Cody Clare Conlan  
Sarah Brenna Elise Connolly  
*Cum Laude*

Madeline Elisabeth Cook  
*Cum Laude*

Lillian Grace Cooper  
*Magna Cum Laude*

Leah Corbett  
Alana Jane Corrigan  
Annie Elizabeth Crafter  
Rebecca R. Crum  
Alexis Cuccinello-Montanez  
CeAnna Lynn Curtis  
*Summa Cum Laude*

Tiffany Davis  
Elizabeth Ann Dawson  
*Summa Cum Laude*

Aldwin Lois Dayan  
*Cum Laude*

Madison Lynn Deam  
Gabriela Del Risco  
Macey Elizabeth Dendorfer  
Abraham Dereje  
*Cum Laude*

Sachi Pritesh Desai  
*Cum Laude*

Holden Xavier DeVassie  
*Magna Cum Laude*

Laine Merrell DeWalt  
*Cum Laude*

Maya Joy Dey  
*Cum Laude*

Ananya Dhati  
*Cum Laude*

Aissata Dia  
*Cum Laude*

Elizabeth Ann Dierkes  
*Summa Cum Laude*

Maria Jean Dildine  
*Cum Laude*

Hanad A. Dirie  
La'Kylah Dawn Dixon  
Gwendolyn Frances Dominak  
*Cum Laude*

Faith Donatelli  
Leah Xia Donelson  
*Summa Cum Laude*

Reilly Gahan Dorn  
*Cum Laude*

Alana Christine Ritter Downin  
Katlyn Nicole Dreyer  
*Summa Cum Laude*

Sydney Bailey Duncan  
*Cum Laude*

Danielle Na'chele Dupler  
Colby Eugene Dutton  
*Summa Cum Laude*

Kamryn Layne Dye  
Gillian Sherry Eberhardt  
*Summa Cum Laude*

Benjamin William Edwards  
*Magna Cum Laude*

Janet Edzie  
Luke Eisenhower  
*Magna Cum Laude*

Ashley Brianna Elvidge  
*Magna Cum Laude*

Anna Eileen Emptage  
*Cum Laude*

Kirsten Margaret Eppel  
*Magna Cum Laude*

Lauren Elizabeth Farella  
*Magna Cum Laude*

Edward James Farrell  
Emily Rose Faustino  
*Cum Laude*

Elizabeth Lauren Fedro  
*Magna Cum Laude*  
with Honors in Health and  
Rehabilitation Sciences

Julia Suzann Finck  
*Magna Cum Laude*

Hannah Fink  
Margaret Corine First  
*Magna Cum Laude*

Rosalia Marie Fisher  
Alexandra Catherine Flanagan  
Olivia Yingxin Flannery  
*Magna Cum Laude*

Pamela Flores Sanchez  
Andrew J. Folino  
Whitney M. Fonzi  
Alice Dorothy Foreman  
Francesca Marie Forte  
*Cum Laude*

Jacob William Freyberg  
*Cum Laude*

Tiana Renee Frierson  
Hope Kathleen Frisbee  
Dillon Gray Fulks  
*Magna Cum Laude*

Sonora Furber  
Cole Tomas Gamber  
Joseph Dennis Garcia  
Nathan Joseph Garman  
Bailey Allen Garren  
*Magna Cum Laude*

Abigail Delaney Garrett  
Alanna Merideth Garver  
Luwan A. Gebreslasie

# May 5, 2024, Spring Commencement

Hunter Landon Gifford <i>Magna Cum Laude</i>	Alexa Rae Howell <i>Cum Laude</i>	Emma Grace Krebs <i>Magna Cum Laude</i>	Olivia Lee Matthews <i>Summa Cum Laude</i>	Emma Catherine Omlor <i>Cum Laude</i>
Amaari Brejje Glass	Irene Inseo Huh <i>Cum Laude</i>	with Honors in Health and Rehabilitation Sciences	Evan Michael Mayhan	Aleks Matejic Orbovich <i>Cum Laude</i>
Burke Allen Glover <i>Cum Laude</i>	Omar Ahmed-Nassir Ibrahim <i>Magna Cum Laude</i>	Shannon Marie Krier <i>Summa Cum Laude</i>	Najma Mayow	Kaia Grace Oshida <i>Cum Laude</i>
Savanna Rose Godfrey <i>Magna Cum Laude</i>	Sadik Ahmed Ibrahim Oluwatorela Ilori <i>Magna Cum Laude</i>	Gabriel Max Kroll <i>Cum Laude</i>	Alexandra Margaret Mazik <i>Cum Laude</i>	Mia Frances Oviatt <i>Summa Cum Laude</i>
Jackson Miller Goldman <i>Magna Cum Laude</i>	Lauren Elizabeth Isaacs <i>Cum Laude</i>	Delaney Angelina Krygier Ian Michael Kuhl <i>Magna Cum Laude</i>	Ethan Corey McClovery <i>Cum Laude</i>	Sarah Ann Pantenburg <i>Magna Cum Laude</i>
Greg Robert Gorscak <i>Magna Cum Laude</i>	Yamaia Tamare Jackson <i>Magna Cum Laude</i>	Shree Kumar <i>Magna Cum Laude</i>	Nathan McColough Kelsi Madison McConnaughy <i>Cum Laude</i>	Tatianna Leyla Pavlidis Lilith Rain Paxton Lillian Janelle Pennywitt <i>Cum Laude</i>
Julie Catherine Granger <i>Cum Laude</i>	Zoe Symone Jackson <i>Cum Laude</i>	Belinda P. Kumi <i>Cum Laude</i>	Ciara Annie McGing <i>Magna Cum Laude</i>	Madeline Anne Perks <i>Summa Cum Laude</i>
Haylee Dawne Grant	Sydney Jane James	Taryn Esther Lackritz	Grace Jesslyn McNeil <i>Cum Laude</i>	Olivia Danette Perry <i>Magna Cum Laude</i>
Emily Gric	Sophie Caroline Janssen <i>Summa Cum Laude</i>	Julia Kathleen Landgraf <i>Magna Cum Laude</i>	Kaitlyn Jordan McStay <i>Summa Cum Laude</i>	Rachel Nikolaevna Peshko Rohan Kumar Pinninti <i>Magna Cum Laude</i>
Ryan Joseph Gundelfinger	Ayah O. Jarabab	Eliza Bryn Larkin <i>Magna Cum Laude</i>	Anushka Mehta <i>Magna Cum Laude</i>	Aidan Charles Pitcock <i>Cum Laude</i>
Patrick Thomas Gurd	Mary Angelina Jaskoviak <i>Cum Laude</i>	Maria Lorraine Law <i>Cum Laude</i>	Lauren Ann Meililo <i>Summa Cum Laude</i>	Lucy Rose Polkinghorn Alden Edward Prohaska <i>Cum Laude</i>
Trevor Haag <i>Magna Cum Laude</i>	Emilie M. Johnson <i>Magna Cum Laude</i>	Summer Nicole Lawson Tyler Leavitt Grace Ellen LeBay <i>Cum Laude</i>	Kaley Lynne Milklich <i>Magna Cum Laude</i>	Emmaline Anushri Purohit Sydney Madison Pyles <i>Summa Cum Laude</i>
Kennedy Payton Haas	Emma Victoria Johnson <i>Magna Cum Laude</i>	Jase Logan Ledyard <i>Summa Cum Laude</i>	Julia Elizabeth Miller <i>Cum Laude</i>	Katelyn Rabe <i>Cum Laude</i>
Brooke Lee Hall	Alexis Diane Jones <i>Cum Laude</i>	Phoenix Naomi Lee <i>Cum Laude</i>	Reid Patrick Miller <i>Magna Cum Laude</i>	Emily Ramos
Jesse David Hall <i>Cum Laude</i>	Braylie Jane Jones <i>Cum Laude</i>	Sydney Marie Lee <i>Summa Cum Laude</i>	Sydney Leigh Miller <i>Cum Laude</i>	Eric Paul Rasmusson <i>Cum Laude</i>
Julia Cristine Hall <i>Summa Cum Laude</i>	Akshat Joshi <i>Cum Laude</i>	Anna Marie LePere <i>Cum Laude</i>	Allison Joy Misel <i>Cum Laude</i>	Chad Harding Wayne Ray Jillian Novak Ray Josephine Veronica Razayeski <i>Summa Cum Laude</i>
Kaylin Michelle Hall <i>Cum Laude</i>	Steven Joyce <i>Cum Laude</i>	Terri'Anna De'Shelle Lewis Regan Elise Lien Clifton Liew Xuan You <i>Summa Cum Laude</i>	Mia Mlynek <i>Magna Cum Laude</i>	Mallory Rose Redetzki <i>Magna Cum Laude</i>
Katelyn Ann Hanchin <i>Cum Laude</i>	Rayne-Anne Jasmine Kahler Anna Kanoski Razan Karzoun Isabella Marie Keeling <i>Magna Cum Laude</i>	Sydney Marie Lee <i>Summa Cum Laude</i>	Sahara Mohamed Mohamoud Bryan Morgan <i>Magna Cum Laude</i>	John Richard Reyna Juliana Garnet Rhodes Mia Rakel Rice Sarah Anna Richards <i>Magna Cum Laude</i>
Raad M. Hardan	Robert Keim <i>Magna Cum Laude</i>	Anna Marie LePere <i>Cum Laude</i>	Maci Alaina Morgan <i>Cum Laude</i>	Isabelle Hope Riegler <i>Cum Laude</i>
Angela Nadine Harper <i>Magna Cum Laude</i>	Nicholas David Kelter <i>Magna Cum Laude</i>	Cameron Nichole Lipp Katelynn Marie Lorenzo Rebecca Grace Loughran <i>Magna Cum Laude</i>	Amanda Anne Moriock Cole V. Morris Mary Megan Moser <i>Magna Cum Laude</i>	Riece Rivera Brandon Robinson Macey Elizabeth Rockwell Luke William Rockwood Madison Rodgers Seth Rodriguez Chloe Martelle Rogers Maria Rossi <i>Magna Cum Laude</i>
with Honors in Health and Rehabilitation Sciences	Jacklyn Shae Kenny <i>Cum Laude</i>	Olivia Noelle Line <i>Cum Laude</i>	Jenna Marie Mrofczak <i>Cum Laude</i>	Michael Thomas Rossman <i>Cum Laude</i>
Senna Kathryn Harrison	Alexis Kern Fatima Dhafar Khairullah <i>Cum Laude</i>	Cameron Nichole Lipp Katelynn Marie Lorenzo Rebecca Grace Loughran <i>Magna Cum Laude</i>	Demna Osama Muheisen Hayley Rose Muhvic Kaitlyn Joann Murcko <i>Magna Cum Laude</i>	Arianna Renee Rowe <i>Magna Cum Laude</i>
Kelli Sue Hatfield <i>Cum Laude</i>	Joon Marie Kim Emilia Grace Kime <i>Cum Laude</i>	Abigail J. Lovdal <i>Magna Cum Laude</i>	Mary Megan Moser <i>Magna Cum Laude</i>	Megan Kathleen Rubsam <i>Magna Cum Laude</i>
Alivia Kay Hatzler <i>Magna Cum Laude</i>	Riley Lynn Kipp <i>Summa Cum Laude</i>	Aleece Marie Lukacsko <i>Cum Laude</i>	Jenna Marie Mrofczak <i>Cum Laude</i>	Sydney Rudolph <i>Magna Cum Laude</i>
Jenna Renee Haynam <i>Summa Cum Laude</i>	Cameron Elle Kircher <i>Summa Cum Laude</i>	Juliana Lundy <i>Magna Cum Laude</i>	Amanda Anne Moriock Cole V. Morris Mary Megan Moser <i>Magna Cum Laude</i>	Emma Shae Rutledge Emily Grace Ryan Sophia Katherine Ryan Thomas Michael Rzymek Madelyn Sophia Salvatore <i>Magna Cum Laude</i>
Hannah Marie Hays <i>Magna Cum Laude</i>	Karlee Sierra Kisaberth <i>Magna Cum Laude</i>	Kyle Justin Macatangay Allison Christie MacClean Danielle Rose Mallcott <i>Magna Cum Laude</i>	Jenna Marie Mrofczak <i>Cum Laude</i>	Mitchell Jordan Sandberg <i>Summa Cum Laude</i>
Zhixian He <i>Summa Cum Laude</i>	Vincent Andrew Kisiday <i>Cum Laude</i>	Divya Mandala <i>Magna Cum Laude</i>	Reid Patrick Miller <i>Magna Cum Laude</i>	
Hannah Rose Heathcote <i>Cum Laude</i>	Alyssa Raquel Kleinman Hope Kruitowski <i>Cum Laude</i>	Dylan Manger <i>Magna Cum Laude</i>	Sydney Leigh Miller <i>Cum Laude</i>	
Chase Anneke Heijnen	Sophie Marie Kooy <i>Summa Cum Laude</i>	Vincent Parker Manning <i>Magna Cum Laude</i>	Allison Joy Misel <i>Cum Laude</i>	
Elizabeth Mackenzie Heilizer <i>Summa Cum Laude</i>	Elise Marie Koshan <i>Cum Laude</i>	Madison Gianna Marciano <i>Magna Cum Laude</i>	Mia Mlynek <i>Magna Cum Laude</i>	
Savannah Ansley Heilman <i>Magna Cum Laude</i>	Jane Emilee Kosowski <i>Cum Laude</i>	Marissa Nichole Marquez <i>Summa Cum Laude</i>	Sahara Mohamed Mohamoud Bryan Morgan <i>Magna Cum Laude</i>	
Kaitlyn Elizabeth Held <i>Summa Cum Laude</i>	Makenna Angelica Kravchuck Jillian Morgan Krawtz <i>Cum Laude</i>	Ava Caroline Marshall <i>Summa Cum Laude</i>	Maci Alaina Morgan <i>Cum Laude</i>	
with Research Distinction in Health Sciences		Alyssa Raquel Kleinman Hope Kruitowski <i>Cum Laude</i>	Amelia Rose Morioco Cole V. Morris Mary Megan Moser <i>Magna Cum Laude</i>	
Kylie Taylor Held <i>Cum Laude</i>		Julia Cameron Kowalski <i>Magna Cum Laude</i>	Jenna Marie Mrofczak <i>Cum Laude</i>	
Zachary Robert Hendy <i>Cum Laude</i>		Makenna Angelica Kravchuck Jillian Morgan Krawtz <i>Cum Laude</i>	Amanda Anne Moriock Cole V. Morris Mary Megan Moser <i>Magna Cum Laude</i>	
Kailyn Henry			Jenna Marie Mrofczak <i>Cum Laude</i>	
Cristina Maria Herb <i>Magna Cum Laude</i>			Amelia Rose Morioco Cole V. Morris Mary Megan Moser <i>Magna Cum Laude</i>	
Kennedy Renee Herberghs <i>Cum Laude</i>			Jenna Marie Mrofczak <i>Cum Laude</i>	
Hayley A. Heston			Amelia Rose Morioco Cole V. Morris Mary Megan Moser <i>Magna Cum Laude</i>	
Darcy Velina Himes			Jenna Marie Mrofczak <i>Cum Laude</i>	
Allison Grace Himrod <i>Summa Cum Laude</i>			Amelia Rose Morioco Cole V. Morris Mary Megan Moser <i>Magna Cum Laude</i>	
Maya Gail Hollander <i>Cum Laude</i>			Jenna Marie Mrofczak <i>Cum Laude</i>	
Emily Susan Hood <i>Magna Cum Laude</i>			Amelia Rose Morioco Cole V. Morris Mary Megan Moser <i>Magna Cum Laude</i>	
Stephanie Howard <i>Magna Cum Laude</i>			Jenna Marie Mrofczak <i>Cum Laude</i>	

Gianna Lee Santangelo  
Samantha Kathleen Sargi

Magna Cum Laude  
Leah Elizabeth Sax  
Summa Cum Laude  
with Honors in Health and  
Rehabilitation Sciences

Victoria Maddalena Schenone  
Magna Cum Laude

Andrea Dolores Schieberl  
Magna Cum Laude

Kasey Nicole Schmidt  
Cum Laude

Jack Gregory Schnelzer  
Magna Cum Laude

Ellen Kristina Schulte  
Magna Cum Laude

Renee Lynn Schulze  
Summa Cum Laude

Joseph Daniel Schwartz  
Magna Cum Laude

Faith Marie Scott  
Allison Kaye Sembach  
Magna Cum Laude

Alina Keeley Serafin  
Magna Cum Laude

Valerie Settersten  
Summa Cum Laude

Morgan Shafner  
Cum Laude

Bhakti Shah  
Cum Laude

Deeya Shah  
Magna Cum Laude

Isabella Marie Shope  
Summer Elizabeth Short  
Cum Laude

with Honors in Health and  
Rehabilitation Sciences

Sydney Marie Siebenbeck  
Anna Siefker  
Magna Cum Laude

Laura Joy Sigworth  
Summa Cum Laude

Marina Ryan Siles  
Cum Laude

Allison Nicole Simmons  
Summa Cum Laude

Valerie Simon  
Tyler Matthew Skiba  
Emma Caroline Skiles  
Jennifer Elaine Slaven  
Magna Cum Laude

Ivan Slyepkan  
Magna Cum Laude

Jadyn Renee Smalley  
Magna Cum Laude

Gavin Perry Smith  
Cum Laude

Taylor Denai Smith  
Zachary Thomas Snelson  
Summa Cum Laude

with Honors in Health and  
Rehabilitation Sciences

Cynthia Florence Snyder  
Magna Cum Laude

Tyler John Sollmann  
Megan Joy Solomon  
Magna Cum Laude

Grace Emily Sommers  
Kyra Ann Sommerstad  
Kameryn Madison Spang  
Magna Cum Laude

Avani Srivastava  
Magna Cum Laude

Sierra Nicole Stahl

Augustus Gabriel Stallman  
Cum Laude

Miranda Elise Stefanik  
Summa Cum Laude

Tessa Brielle Steiginga  
Magna Cum Laude

Rachel Steiner  
Cum Laude

Brittany Stevens  
Heather Lauren Strauss  
Magna Cum Laude

Lauryn Stubbs  
Magna Cum Laude

Cheyenne Cierra Redman Sullivan  
Paige Marie Sutter  
Lindsey A. Swauger  
Cum Laude

Souhaila Taha  
Summa Cum Laude

Evelyn Tawiah  
Jayden Blake Tharp  
Cum Laude

Alexandria Renee Theiss  
Aby Anna Thiw  
Riley Elizabeth Thornton  
Summa Cum Laude

Pavan Venkata Sai Thota  
Emma Marie Tibaldi  
Cum Laude

Emily Grace Tkacz  
Madison Jade Todd  
Magna Cum Laude

Brooke Toman  
Magna Cum Laude

Ryan Elizabeth Tracy  
Summa Cum Laude

with Honors in Health and  
Rehabilitation Sciences

Annabelle Katherine Travers  
Magna Cum Laude

Shayla Nicole Trimmer  
Magna Cum Laude

Michelle Linh Truong  
Cum Laude

Olivia Rae Tullis Sivak  
Magna Cum Laude

Riley J. Turner  
Zoe Jaxen Turner  
Paige M. Ullom  
Alyssa Marie Vaccaro  
Summa Cum Laude

Ava Elizabeth Vernallis  
Elizabeth Madonna Wade  
Summa Cum Laude

Rhonda A. Wali  
Cum Laude

Kennedy Michelle Walker  
Cum Laude

Julisa Wallace  
Pasindu Wanigarathne  
Cum Laude

Mazie Elizabeth Wechter  
Cum Laude

Casey Lane Welker  
Magna Cum Laude

Maya Caroline Wensits  
Cum Laude

Jennifer Paige Wheeler  
Cum Laude

Shayla Nicole Wheeler  
Alyssa Anne White  
Ashlyn Elizabeth White  
Cum Laude

Courtney White  
Cum Laude

Leah Sprague White  
Cum Laude

Ava Louise Whitesel  
Cum Laude

Alivia Rose Wile  
Cum Laude

Maeghan Mary Williams  
Summa Cum Laude

Luke Carter Wilson  
Cum Laude

Karina Meredith Winer  
Summa Cum Laude

Lilly Marie Wynne-Lowther  
Dominic Angelo Young  
Magna Cum Laude

Joseph Scott Yowler  
Alyssa Diane Zeno  
Summa Cum Laude

Charlene Zhang  
Bingyu Zhou  
Rylee Claire Zimmerman  
Magna Cum Laude

Magdalena Zyra

## College of Nursing

Dean: Karen M. Rose

### Bachelor of Science in Health and Wellness

Regan Rose Grygiel  
Cum Laude

Tabitha Hickey  
Makayla Moretti  
Magna Cum Laude

Paige Marie Okuley  
Magna Cum Laude

Shannon Nicole Price  
Magna Cum Laude

Jordanlinn Sanford  
Tiffani Cheri Smallwood

### Bachelor of Science in Nursing

Kowsar Abdille  
Ares Magdalena Abiado  
Cum Laude

Jonna Richel Adelstein  
Magna Cum Laude

Madelyn Renee Adkins  
Magna Cum Laude

Shine W. Adrie  
Helen Nichole Aguilera Acosta  
Cum Laude

Andrea Sharon Ailes  
Summa Cum Laude

Madeline Elizabeth Ailes  
Magna Cum Laude

Isabella Grace Alasti  
Magna Cum Laude

Danielle Lynn Alexander  
Makayla Sierra Allen  
Summa Cum Laude

with Honors Research Distinction in  
Nursing

Cameron Taylor Arroyo  
Cum Laude

Maya Adrienne Assaf  
Summa Cum Laude

Jamil Baako  
Cum Laude

Taylor Marie Bailey  
Chiara Maria Masdea Baker  
Magna Cum Laude

Morgan Nicole Balkovec  
Cum Laude

Haley Elizabeth Banner  
Summa Cum Laude

Lauren Elizabeth Lydia Battin  
Magna Cum Laude

Tiffany Michelle Bayerl  
Elisabeth Audrey Bennett  
Dane Edward Berschig  
Summa Cum Laude

Emma Lynn Bertram  
Cum Laude

Madelyn Anna Bochenek  
Magna Cum Laude

Makenzie Boggs  
Cum Laude

Cecelia Diane Bohm  
Summa Cum Laude

Nichelle Reegan Bowles  
Magna Cum Laude

Amber Khrystine Brown  
Lisa Michelle Brown  
Pamela Ja-ann Butler  
Summa Cum Laude

with Honors Research Distinction in  
Nursing

Jenna Nicole Callahan  
Summa Cum Laude

Madison Nicole Carnes  
Cum Laude

Allison Dillon Carney  
Cum Laude

Megan Jayne Cassata  
Summa Cum Laude

Alexa K. Ceneskie  
Mia Catherine Cervenka  
Magna Cum Laude

Patrick Michael Chalupa  
Mary Michelle Clark  
Sonya Clark  
Summa Cum Laude

Emma Kathleen Clark-Moore  
Summa Cum Laude

Katelyn Grace Couri  
Summa Cum Laude

Rylie Shaye Crawford  
Magna Cum Laude

Jordan Sophia Dallas  
Magna Cum Laude

Erin Rose Danielson  
Anthony Charles Dattilo  
Cum Laude

Alexa Danielle Davenport  
Summa Cum Laude

Jadyn Aaliyah Dawson  
Magna Cum Laude

Amanda Joy Desamito  
Cum Laude

Jennifer Lynn Devolve  
Summa Cum Laude

Thuy Doan  
Riley Nicole Dodsos  
Magna Cum Laude

Christina Dormire

Jack Alexander Erwin  
Cum Laude

Makayla Louise Estes  
Magna Cum Laude

Andrew Joseph Ewald  
Cum Laude

Nicole Marie Fallon  
Casey Shantery Felton  
Summa Cum Laude

Carrie Elaine Fesenmyer  
Summa Cum Laude

Katherine Elizabeth Finn  
Summa Cum Laude

with Honors Research Distinction in  
Nursing

Kali Marie Flora  
Alina Marie Florio  
Summa Cum Laude

Avery Grace Gabbert  
Summa Cum Laude

Grace Goebel Garner  
Magna Cum Laude

Claudia Gibson  
Magna Cum Laude

Rachel Catherine Goetz  
Summa Cum Laude

with Honors Research Distinction in  
Nursing

Margaret Helen Grant  
Cum Laude

Karleigh Green  
Cum Laude

Aliza Janice Greenberg  
Summa Cum Laude

Kayla Marie Gregory  
Summa Cum Laude

Gabriella Katharina Gruber  
Summa Cum Laude

Emilia Marie Guilfoyle  
Summa Cum Laude

Maria Haas  
Summa Cum Laude

Katherine Ann Hadley  
Summa Cum Laude

Abigail Marie Hanson  
Summa Cum Laude

Sarah Frances Harbert  
Summa Cum Laude

Katherine Jansen Harman  
Magna Cum Laude

Zoe Ahshanae Harris  
Cum Laude

Aisha Abdullahi Hashi  
Magna Cum Laude

Olivia Diane Hayes  
Summa Cum Laude

Kayesyn Hemmerly  
Rachel Marie Hoadley  
Matthew Holzapfel  
Magna Cum Laude

Erica Ann Horstman  
Magna Cum Laude

Ainsley Faith Houk  
Magna Cum Laude

Ann Morgan Hufnagle  
Alyssa Ann Hughes  
Cum Laude

Kendell Paige Hughes  
Summa Cum Laude

Abigail Rose Hvizdos  
Cum Laude

Neziah Uche Igwebuike

*Summa Cum Laude*

Makenna Nikol Jenkins

*Magna Cum Laude*

Shannon Prada Jiu

*Magna Cum Laude*

Amberly Marie Jones

Makenna Rae Jones

*Summa Cum Laude*

Lauren Katherine Jump

*Cum Laude*

Lindsay Joy Juranich

*Summa Cum Laude*

Brandon Chase Justice

*Cum Laude*

Emily Hope Kautzer

Taylor Paige Keffer

*Summa Cum Laude*

Morgan Keith

*Magna Cum Laude*

Grace Elizabeth Kenney

*Summa Cum Laude*

Kanika Khatri

*Magna Cum Laude*

Kelsey Ann King

*Summa Cum Laude*

*with Honors Research Distinction in*

*Nursing*

Emma Dawn Kiser

*Magna Cum Laude*

Emma Marie Kociba

*Cum Laude*

Lisa Gates Kovinckh

Baylee Elizabeth Krupp

*Summa Cum Laude*

Frances Rose LaCivita

Amy Lamaj

*Summa Cum Laude*

Allison Nicole Lazor

*Magna Cum Laude*

*with Honors Research Distinction in*

*Nursing*

Amy Le

*Magna Cum Laude*

Taylor Ann Leach

*Magna Cum Laude*

Emily Marie Leipold

*Summa Cum Laude*

*with Honors Research Distinction in*

*Nursing*

Claire Yiran Li

*Summa Cum Laude*

Olivia L. Litvin

*Magna Cum Laude*

Arianna N. Lombardi

Justin Patrick Lough

*Magna Cum Laude*

Yvonne Lukong

Autumn Lundy

*Magna Cum Laude*

Kate Yuan Ma

*Summa Cum Laude*

Ashlyn Christine Magers

*Magna Cum Laude*

Andie Mandel

*Summa Cum Laude*

Jonathan Miles Martinez

*Cum Laude*

Maeghan Marie McCarthy

*Summa Cum Laude*

Catherine McFarlane

Gillian Therese McKenna

*Summa Cum Laude*

*with Distinction in Nursing*

Sofia Medina

Kaitlyn Marie Meincke

*Magna Cum Laude*

Kristin Taylor Metz

*Magna Cum Laude*

Michelle Meza

Chloe Elisabeth Michel

*Summa Cum Laude*

*with Honors Research Distinction in*

*Nursing*

Shana Joy Miller

*Summa Cum Laude*

Jordan James Mocek

Isabella Grace Molloy

*Magna Cum Laude*

Chayla Nicole Morris

*Magna Cum Laude*

Josiah Wilson Morrow

Madysyn Ann Morrow

*Summa Cum Laude*

Isabelle Moser

*Magna Cum Laude*

Tasneem Muftah

*Magna Cum Laude*

Sarah Marie Musto

*Cum Laude*

Jennifer Ochall

*Magna Cum Laude*

*with Honors Research Distinction in*

*Nursing*

Kayla Osei

*Magna Cum Laude*

Alison Yanin Pacheco

Zoe Emilia Pappas

*Summa Cum Laude*

Madison Marie Parker

*Summa Cum Laude*

Abigail Mae Parsons

*Summa Cum Laude*

*with Honors Research Distinction in*

*Nursing*

Lizette Guzman Pedraza

*Summa Cum Laude*

Emily Carol Peterson

*Magna Cum Laude*

Jacob Christopher Phipps

Kriti Pomal

*Magna Cum Laude*

Monica Lea Pope

Hannah Angela Rader

*Summa Cum Laude*

Jillian Ava Randall

*Magna Cum Laude*

Brianna Luz Rangel

*Cum Laude*

Kady Wynne Rasmussen

*Cum Laude*

Emma Kay Rhodes

Tiffany Faith Riffle

*Cum Laude*

Reegyn Ripley

John Paul Robinson

*Magna Cum Laude*

Jillian Marie Rodgers

*Magna Cum Laude*

Jasmin Mia Rodriguez

Emma Grace Romano

*Summa Cum Laude*

Aisha Said

*Magna Cum Laude*

Carly Nicole Sandow

*Magna Cum Laude*

Gina Elizabeth Santangelo

*Magna Cum Laude*

Claire Marie Sapp

*Magna Cum Laude*

Erica Audrey Schaefer

*Magna Cum Laude*

Haley Samantha Schawbel

*Cum Laude*

Heather Renee Schumm

Kendel Grace Seabury

*Summa Cum Laude*

Leah Marie Sharifi

*Cum Laude*

Ellie Rachel Shein

*Cum Laude*

Amy Sharee Shields

Faith Ayomide Shieli

*Magna Cum Laude*

Marta Alexandrovna Shishlo

*Magna Cum Laude*

Elizabeth Shultz

*Magna Cum Laude*

Emma Christine Sigman

*Magna Cum Laude*

Annemarie Elizabeth Silleck

*Summa Cum Laude*

*with Honors Research Distinction in*

*Nursing*

Charles Stuart Small

*Summa Cum Laude*

Eve Marie Smith

*Cum Laude*

Megan Marie Smith

*Summa Cum Laude*

Tessa Brielle Steiganga

*Magna Cum Laude*

Katelyn Strayer

*Magna Cum Laude*

Madison Marie Studdt

*Summa Cum Laude*

Katja Surratt

Ruth Begazon Tesfay

*Cum Laude*

Arthur R. Thomas

Ellemarie Louise Treffert

*Cum Laude*

Hannah Nicole Unkefer

Brock Johnathan Veley

*Summa Cum Laude*

Paige Verfurth

*Cum Laude*

Julija Volfa

Kendall Sue Wells

*Magna Cum Laude*

Rose Marie Widmeyer

*Magna Cum Laude*

*with Honors Research Distinction in*

*Nursing*

Bristyn Michelle Williams

Abigail Hannah Worstell

*Magna Cum Laude*

*with Honors Research Distinction in*

*Nursing*

Riley Joseph Yant

*Cum Laude*

## College of Optometry

**Acting Dean: Jeffrey J. Walline**

### Doctor of Optometry

Kaitlin Ann Ackincklose

B.S. (Saint Vincent College)

*Cum Laude*

Suha Ahmed

B.S. (University of Michigan)

*Magna Cum Laude*

Kirsten Marie Eileen Appel

B.S. (The Ohio State University)

*Summa Cum Laude*

Charles Benjamin Bahr

B.S. (Brigham Young University)

Lincoln Jay Elijah Bangerter

B.S. (Brigham Young University)

John Frederick Baumer II

B.S.Pharm.Sci. (The Ohio State

University)

Adam Jeffrey Bayer

B.S. (Brigham Young University)

M.S. (The Ohio State University)

*Magna Cum Laude*

Emily Louise Benson

B.S. (Lafayette College)

Nicholas Jon Bernhardt

B.S. (Rowan University)

Haley Kathryn Bialas

Alexis Jade Bond

B.A. (North Carolina State

University)

*Magna Cum Laude*

Derek Russell Brady

B.S. (The Ohio State University)

Sarah Elizabeth Burens

B.S. (The Ohio State University)

*Summa Cum Laude*

Rebecca Maureen Campbell

B.S. (Gannon University)

*Cum Laude*

Drew Mason Casey

B.S. (University of Akron)

Kaleb Philip Clemons

B.S. (The Ohio State University)

*Magna Cum Laude*

Dustin Dawson

B.S. (Barry University)

Aaron Deese

B.S. (Florida State University)

*Cum Laude*

Austin James DeGroff

B.S. (Calvin College)

*Cum Laude*

Conner Steven Dewey

Bachelor's (Brigham Young University)

Kara Lynn Dunkle

B.S. (University of North Carolina at Charlotte)

*Cum Laude*

Laurie Beth Erpenbeck

B.S. (Ohio Northern University)

Katelyn Michelle Exline

B.S. (Otterbein University)

Ashley Taylor Fennell

B.S. (Pennsylvania State University)

Samantha Kaye Ford

B.S. (Western Kentucky University)

*Magna Cum Laude*

Chloe Michelle Foster

B.S. (The Ohio State University)

*Magna Cum Laude*

Stephanie Michelle George

B.S. (University of Pittsburgh)

*Summa Cum Laude*

Grant Franklin Gossard

B.A. (Ohio Wesleyan University)

Nicole Claire Ha

Paige Nicole Krebs  
B.S. (Virginia Polytechnic Institute  
and State University)  
*Cum Laude*

Rachael Ann Lux  
B.S. (University of Nebraska-  
Lincoln)  
*Cum Laude*

Molly MacLeod  
B.S. (University of Cincinnati)  
*Magna Cum Laude*

Emily Grace Magas  
B.A. (The Ohio State University)  
*Magna Cum Laude*

Madeline Marie McCue  
B.S. (The Ohio State University)  
*Magna Cum Laude*

Cora Elizabeth McHugh-Morrison  
B.S. (Denison University)  
*Cum Laude*

Abigail Marie McRoberts  
B.S. (The Ohio State University)  
*Magna Cum Laude*

Casey Marie Meyers  
B.S. (Wittenberg University)

Pearson Michel Miller  
B.S. (University of Michigan)  
*Summa Cum Laude*

Marcus Molnar  
B.S. (The Ohio State University)  
*Magna Cum Laude*

Elizabeth Margaret Nickell  
B.S. (University of Kentucky)  
*Cum Laude*

Olivia Paige Novak  
B.S. (University of North Carolina)

Dallin Jay Page  
B.S. (Brigham Young University)  
*Cum Laude*

Sidney Marie Parks  
B.S.F.A.B.E. (The Ohio State  
University)  
*Summa Cum Laude*

Janvi Mukesh Patel  
B.S. (University of Michigan)  
*Magna Cum Laude*

Derek Michael Pierron  
B.S. (Wright State University)  
*Cum Laude*

Teresa Marie Pockl  
B.S. (West Virginia University)  
*Magna Cum Laude*

Aldyn Renee Poston  
B.S. (Pennsylvania State  
University)

Mitchell Scot Pulleo  
B.S. (Gannon University)  
*Magna Cum Laude*

Jelissa Lynn Rozendaal  
*Magna Cum Laude*

Devan Jordith Rybarczyk  
B.S. (The Ohio State University)  
*Magna Cum Laude*

Hayley Elizabeth Samson  
B.Med. (University of Cincinnati)  
*Cum Laude*

Gagandeep Kaur Singh  
B.S. (McMaster University)

Amanda Kim Strnisha  
B.S. (University of Alabama)

Alan Micah Sutter  
B.S. (The Ohio State University)  
*Cum Laude*

Shihji Takoo  
B.S. (The Ohio State University)  
*Summa Cum Laude*

Gabriella Jane Thomsen  
Bachelor's (University of Iowa)

David Verastegui-Olvera  
B.S. (University of North Carolina  
at Charlotte)

Carter John Windoft  
B.S. (State University of New York  
at Fredonia)  
*Cum Laude*

Nora Elizabeth Ziebarth  
B.S. (The Ohio State University)  
*Magna Cum Laude*

## College of Pharmacy

**Dean: Deanna L. Kroetz**

### Doctor of Pharmacy

Mariam Abouelsaad  
B.S. (The Ohio State University)  
*Cum Laude*

Abiola Adesoye  
B.S. (North Carolina Agricultural  
and Technical State University)

Deema Bassam Alhaj  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Magna Cum Laude*

Alexander Mohamed Aly  
B.S.Pharm.Sci. (The Ohio State  
University)

Matthew Alexander Archer  
B.A., B.S. (Arkansas State  
University)

Dakota James Arledge  
Bachelor's (Ohio University)

Samantha Marie Bailey  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Cum Laude*

Shreya Ashutosh Barde  
B.S.Pharm.Sci. (The Ohio State  
University)

Emilie Lauren Barleben  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Cum Laude*

Camryn Elizabeth Barton  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Magna Cum Laude*

Taylor Amanda Baszynski  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Cum Laude*

Haylie Renee Behnke  
B.S.Pharm.Sci. (The Ohio State  
University)

Sydney Reann Bergman  
B.S. (Otterbein University)  
*Magna Cum Laude*

Megan Elizabeth Best  
Bachelor's (Ohio University)

Andrew Thomas Bokal  
B.S. (Ohio University)

Courtney Mariah Brinkman  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Summa Cum Laude*

Abigail Marie Bush  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Magna Cum Laude*

Xiaoling Chen  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Summa Cum Laude*

Jadelyn Cheng  
B.S.Pharm.Sci. (The Ohio State  
University)

Maggie Shu Ting Cheung  
B.S. (California State Polytechnic  
University)  
*Magna Cum Laude*

Isabelle Anne Clairmonte  
B.S.Biomed.Eng. (The Ohio State  
University)  
*Summa Cum Laude*

Bethany Grace Clotz  
B.S.Biomed.Eng. (The Ohio State  
University)  
*Summa Cum Laude*

Jacqueline Ross Conti  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Summa Cum Laude*

Nicolas Paul Conty  
B.S.Pharm.Sci. (The Ohio State  
University)

Jerring Leven Copley  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Magna Cum Laude*

Morgan H. Crawford  
Bachelor's (Kent State University)  
*Cum Laude*

Ghadeer Daas  
B.S.Pharm.Sci. (The Ohio State  
University)

Aabha Adesh Daryapurkar  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Magna Cum Laude*

Sidney Marie Drake  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Summa Cum Laude*

Matthew Joseph Dubil  
B.S. (The Ohio State University)

Michidmaa Enkhbaatar  
B.S. (University of Illinois at  
Urbana-Champaign)

Nia Elise Everett  
B.S. (University of South Alabama)

Morgan Renee Ferrell  
B.S. (Shawnee State University)  
*Summa Cum Laude*

Lauren Flick  
B.S. (University of Cincinnati)  
*Magna Cum Laude*

Jordan Fortunato  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Summa Cum Laude*

Vincent Gao  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Magna Cum Laude*

Nikhita Nakka Garapati  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Cum Laude*

Brienna Morgan Garber  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Summa Cum Laude*

Rachel George  
B.S. (Sacred Heart University)  
*Cum Laude*

Leah Georgiades  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Magna Cum Laude*

Chase Alan Getz  
B.S. (The Ohio State University)  
*Cum Laude*

Alexyss Leia Guy  
B.S. (Cleveland State University)  
*Summa Cum Laude*

Hannah Grace Hagar  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Magna Cum Laude*

Omar Ayman Hajmoussa  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Cum Laude*

Yasmeen Hamza  
B.S.H.D.F.S. (The Ohio State  
University)  
*Summa Cum Laude*

Morgan Elizabeth Hayslip  
B.S.Pharm.Sci. (The Ohio State  
University)

Samantha Paige Heintschel  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Summa Cum Laude*

Ashley Nicole Henderson  
B.S.Pharm.Sci. (The Ohio State  
University)  
*Cum Laude*

Colby Kyler Hillegass  
B.S. (University of Pittsburgh  
Johnstown)

Willie Hynson Houchens III  
B.S. Pharm.Sci., M.Educ. (The Ohio  
State University)  
*Summa Cum Laude*

Bryan Austin Jaski  
B.S. Pharm.Sci. (The Ohio State  
University)  
*Cum Laude*

Jordan Nicole Kalthoff  
B.S. Pharm.Sci. (The Ohio State  
University)  
*Summa Cum Laude*

Nidhi Kanchan  
B.S., M.S. (The Ohio State  
University)  
*Summa Cum Laude*

Cynthia Rumbidzai Kanyongo  
B.S.Pharm.Sci. (The Ohio State University)

Margaret R. Kauffeld  
B.S., M.B.A. (Xavier University)  
*Magna Cum Laude*

Han Bum Kim  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Lauren Alexandra Kobasuk  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Christopher Adam Kolkman  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Mykenzie Lynne Kostka  
B.S. (Indiana State University)  
*Magna Cum Laude*

Christopher Kwok  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Happy Kwok  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Benjamin Patrick LaBaw  
B.S.Pharm.Sci. (The Ohio State University)  
*Cum Laude*

Maria Christina Laudico  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Amelia Le  
B.S.Hlth.Reh.Sci. (The Ohio State University)  
*Summa Cum Laude*

Linh Phuong Thuy Le  
B.A., B.S. (Texas Christian University)  
*Magna Cum Laude*

December Renae Lee  
B.S. (University of Dayton)  
*Magna Cum Laude*

Hyewon Christine Lee  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Sally Lee  
B.S.Pharm.Sci. (The Ohio State University)  
*Cum Laude*

Anthony Li  
B.S.Pharm.Sci. (The Ohio State University)  
*Magna Cum Laude*

Wenjing Lin  
B.S.Pharm.Sci. (The Ohio State University)  
*Cum Laude*

Gavin Christopher MacKenzie  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Michaela Mahnke  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Kara Patricia Marshall  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Cole David Massie  
B.S.Pharm.Sci. (The Ohio State University)  
*Magna Cum Laude*

Katherine Elizabeth Meadows  
B.A. (University of Indianapolis)  
*Summa Cum Laude*

Reilly Christian Mercurio  
B.S.Pharm.Sci. (The Ohio State University)  
*Cum Laude*

Jaylex Nellissa Mills  
B.S.Pharm.Sci. (The Ohio State University)  
*Magna Cum Laude*

Warsan Hashi Mohamed  
B.S. (The Ohio State University)  
*Magna Cum Laude*

Madison Reede Morin  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Kathryn Sparrow Nguyen  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Qianhui Niu  
B.S. (China Pharmaceutical University)

Akosua Owusuaa Owusu  
B.S.Pharm.Sci. (The Ohio State University)  
*Cum Laude*

Daven Patel  
B.S. (University of Central Florida)

Krishna Devang Patel  
B.S. (The Ohio State University)

Meera Vinit Patel  
B.S. (University of Iowa)  
*Magna Cum Laude*

Monali Mukesh Patel  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Niket Nilesh Patel  
B.S.Pharm.Sci. (The Ohio State University)  
*Magna Cum Laude*

Nikhil Shailesh Patel  
B.S. (The Ohio State University)  
*Summa Cum Laude*

Shannon Marie Peck  
B.S.Pharm.Sci. (The Ohio State University)

Rachel Elizabeth Pionke  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Katherine Anne Pollock  
B.S.Pharm.Sci. (The Ohio State University)

Anna Christine Rader  
B.S.Pharm.Sci. (The Ohio State University)

Karam Razoq  
B.S. (Wayne State University)

Chase O'Ryan Reed  
B.S.Pharm.Sci. (The Ohio State University)

Nicole Marie Rivera Rullan  
B.S. (University of Puerto Rico)

Sydney Louise Robbins  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Claire Kathryn Rorick  
B.S.Pharm.Sci. (The Ohio State University)  
*Magna Cum Laude*

Jade Morgan Russell  
Bachelor's (Shawnee State University)

Henna Hashim Sadaqat  
B.S.Pharm.Sci. (The Ohio State University)

Kathryn Imani Sade Samuel  
B.S.Pharm.Sci. (The Ohio State University)

Aashtha Shailesh Shah  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Ruowen Song  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Emily McKenzie Stark  
B.S. (Ohio University)

Samantha Marie Steele  
B.S.Pharm.Sci. (The Ohio State University)  
*Cum Laude*

Trang Phuong Kieu Ta  
B.S. (University of Cincinnati)

Mohammed Tanveer  
B.S.Pharm.Sci. (The Ohio State University)

Noelle Christine Tennant  
B.S.Pharm.Sci. (The Ohio State University)

Katie Thompson  
B.S. (Florida Atlantic University)

Rebecca Claire Volkert  
B.A. (Minnesota State University Moorhead)  
*Cum Laude*

Danielle Vulcano  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Lucy Rose Wentworth  
B.S.Pharm.Sci. (The Ohio State University)

Oliver Wilhelm  
B.S. (The Ohio State University)  
*Cum Laude*

Maddisen Marie Wycoff  
B.S.Pharm.Sci. (The Ohio State University)

Eric Peter Yonchak  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Jack Zhang  
B.S.Pharm.Sci. (The Ohio State University)  
*Summa Cum Laude*

Robert Lee Zimmer  
B.S. (Ohio Northern University)  
*Summa Cum Laude*

**Bachelor of Science in Pharmaceutical Sciences**

Clare Ghassan Abdallah  
*Summa Cum Laude*  
*with Distinction and Honors in Pharmaceutical Sciences*

Anna Mary Absalom  
*Magna Cum Laude*  
Juwayriya Osman Ahmed  
*Summa Cum Laude*

Cecilia Rose Anness  
*Magna Cum Laude*  
Emma Arnold  
Tabitha Lynne Arnold  
*Cum Laude*

Wei Ban  
Angela Leigh Benedict  
*Magna Cum Laude*

Ashley Lyn Blackford  
*Summa Cum Laude*  
Mikaela Indie Bonham  
*Cum Laude*

Priyasha Charlotte Bose  
*Summa Cum Laude*  
Nathaniel Bowman  
*Cum Laude*

Riley McKenna Britt  
*Summa Cum Laude*  
*with Honors in Pharmaceutical Sciences*

David Edward Butt  
*Cum Laude*  
Lindsey Charley  
Sumi Chen

Maelyn Cheng  
Kennedy Lin Coleman  
Gabriela Nicole Covas  
Trapper O'Connor Crain  
*Summa Cum Laude*

Ashley Nicole Demyan  
Michael Thomas DiBisceglie  
*Summa Cum Laude*

Amber Nicole Dowd  
*Summa Cum Laude*  
Trevor J. Drake  
*Magna Cum Laude*

Lauren Elena Dziak  
Haddon Taylor Foley  
*Cum Laude*

Sara P. Freeman  
Mayu Fukuda  
*Summa Cum Laude*  
*with Distinction and Honors in Pharmaceutical Sciences*

Antonio Gay  
Tabitha Michelle Granchay  
Alexis Guciardo  
Brett Alexander Haslem  
*Cum Laude*

Alexander Patrick Hettel  
*Cum Laude*  
Luke Mucheng Hu  
*Magna Cum Laude*

*with Distinction and Honors in Pharmaceutical Sciences*  
Camryn Allison Hughes  
Amir DeVon Johnson-Sammy  
*Cum Laude*

Kathryn Marie Jones  
Kelsey Ann Knudsen  
*Summa Cum Laude*

Andrew Allen Koziol

*Cum Laude*

Julia Anne LaFrankie

*Summa Cum Laude*

Michael Ryan Leibas

Kolleen Michelle Lewis

Angela Liang

Francesca Grace Lio

*Magna Cum Laude*

Crystal Lokyee Lum

Miranda Taylor Luxenburg

*Summa Cum Laude*

Mari Ella Lynn

*Cum Laude*

Fatima Qaif Mahmood

*Cum Laude*

Elena Mae Marchese

*Cum Laude*

Sidney Kathleen Marenkovic

*Summa Cum Laude*

Ciera Catherine McKibben

Elsa Olivia Mendel

*Summa Cum Laude*

Ethan Jacob Moeller

Brooke Lauren Myers

Alex Jason Nash

*Summa Cum Laude*

Nishat Shama Nihah

Brian Patrick O'Rourke

*Cum Laude*

Rivka Tochi Ocho

*Cum Laude*

Emerly Jla Suen Ong

Alexia Marie Ostich

Madeline Joelle Owen

Monica Rani Pannett

*Magna Cum Laude*

Kiana Alexa Perez

*Cum Laude*

Isabell Kathleen Peters

*Magna Cum Laude*

Chase Thomas Picino

*Cum Laude*

Emily Abigail Pope

*Magna Cum Laude*

*with Honors in Pharmaceutical*

*Sciences*

Sydney Kathleen Porter

*Cum Laude*

Jane Protos

*Magna Cum Laude*

Chuhan Qiao

Shivani Rajesh

*Magna Cum Laude*

Nicholas Ryan Rebetje

*Magna Cum Laude*

Andre Joseph Revnew

*Summa Cum Laude*

*with Distinction and Honors in*

*Pharmaceutical Sciences*

Adriana Nicole Ricciardi

*Magna Cum Laude*

Raniya Monee Rodney

Madeline Marie Scarfo

Samantha Elizabeth Schaaf

*Cum Laude*

Rylie Elizabeth Schuller

Emily Marie Seese

Emma Marie Smith

Danika Marie Stone

Ashley Taylor Swisshelm

*Summa Cum Laude*

*with Honors in Pharmaceutical*

*Sciences*

Kelista Tabar

Grace Garnet Taylor

*Magna Cum Laude*

Kelton Zane Thompson

*Cum Laude*

Chinonye Adaihuoma Uwaezuoke

Alexandria Emily Veigush

Claire Caverly Wallace

Olivia Louise Wallace

*Summa Cum Laude*

Mark Karol Wascovich

*Magna Cum Laude*

Madison Ann Watson

*Magna Cum Laude*

Melissa Jean Wilmer

*Summa Cum Laude*

*with Distinction and Honors in*

*Pharmaceutical Sciences*

Megan Alexandra Wong

*Cum Laude*

Logan Michael Young

Noah Richard Zentkovich

*Cum Laude*

Mandi Zhu

*Summa Cum Laude*

*with Distinction and Honors in*

*Pharmaceutical Sciences*

Kaitlyn Ellen Zonka

## John Glenn College of Public Affairs

Dean: Trevor L. Brown

### Bachelor of Arts

Caisha Ahmed Abdullahi

Liberty Marie Acosta

Alejandro Cole Almaguer

Kenneth Anderson III

*Magna Cum Laude*

Crue Parker Romain Bingham

*Cum Laude*

Rebecca Sullivan Boyd

*Magna Cum Laude*

Julia Bray

*Summa Cum Laude*

Thomas Robert Brinkmann

Graham Edmond Clark

*Magna Cum Laude*

Ella Jane Cope

*Summa Cum Laude*

Ciara Donovan

Sydney Marie Dunmire

*Magna Cum Laude*

Madison Belle Earnest

*Magna Cum Laude*

Gavin Enseleit

*with Research Distinction in Public*

*Affairs*

Fiona Patricia Evans

*Summa Cum Laude*

Samuel Lev Fingerhut

*Summa Cum Laude*

Michael Trent Flowers

*Cum Laude*

Michael Fox

Abigail Lillian Geesling

*Summa Cum Laude*

Emily Marie Haar

*Summa Cum Laude*

Hannah Ashley Hills

*Magna Cum Laude*

Kyla Michelle Hurns

*Magna Cum Laude*

*with Honors in Public Affairs*

Emma Claire Hyden

*Summa Cum Laude*

Jillian Naomi Johnson

*Summa Cum Laude*

David Matthew Jordan

*with Honors in Public Affairs*

Kathryn E. Koch

*Magna Cum Laude*

Abigail Jannette Lawlor

*Summa Cum Laude*

Lauren Elizabeth Lewis

*Summa Cum Laude*

Ruby Lobert

*Summa Cum Laude*

*with Honors in Public Affairs*

William Thomas Moddeman

*Summa Cum Laude*

Cassandra Gayle Mohr

*Summa Cum Laude*

Olivia Rose Napolet

*Summa Cum Laude*

Saam Rashidi

Eduardo Reyeros

*Cum Laude*

Jesus Antonio Rodriguez Herrera

Sydney Renee Ireland Schertzer

Noah Matthew Schuler

*Summa Cum Laude*

Morgan Elizabeth Spry

*Summa Cum Laude*

Ava Hadassa Wales

*Summa Cum Laude*

Ethan Edward Walk

*Summa Cum Laude*

Abbey Alexandra Wilson

*Magna Cum Laude*

Eleanor Ye-Eun Yi

### Bachelor of Science

Bethany Skye Baggett

*Summa Cum Laude*

*with Honors in Public Affairs*

Andres Berrios Perez

*Magna Cum Laude*

Sean Thomas Bock

Bryce Dawson

*Cum Laude*

Connor Douglas Flora

*Summa Cum Laude*

Nathaniel James Grant

*Summa Cum Laude*

Caroline Elizabeth Healy

Noelle Ignagni

*Magna Cum Laude*

*with Honors in Public Affairs*

*with Honors Research Distinction in*

*Public Affairs*

Katelyn Elizabeth Jennings

*Magna Cum Laude*

Natanya Koshy

*Summa Cum Laude*

*with Honors in Public Affairs*

Joseph Douglas Laborie

*Summa Cum Laude*

*with Honors in Public Affairs*

Rebecca Janet Martin

*Magna Cum Laude*

Gabriel Vincent-Kemp Nelson

Shelby Louise Rayer

*Magna Cum Laude*

*with Honors in Public Affairs*

Camryn Elise Reitz

*Summa Cum Laude*

*with Honors in Public Affairs*

*with Honors Research Distinction in*

*Public Affairs*

Therese Elizabeth Salomone

*Summa Cum Laude*

*with Honors in Public Affairs*

Zachary Gil Schubert

## College of Public Health

Interim Dean: Karla Zadnik

### Bachelor of Science in Public Health

Iretioluwa Onyinyechukwu

Blessing Adeola

*Magna Cum Laude*

Leslie Elizabeth Aguilar Ramos

*Cum Laude*

Sarah Al-Hashemi

*Magna Cum Laude*

Amal Salad Aliawh

Hannah Marie Bach

Remington Gage Boyd

Aleen Catherine Brennan

*Magna Cum Laude*

Diewo Camara

*Cum Laude*

Angie Fan Chen

Seyan Jonae Coco

*Cum Laude*

*with Honors in Public Health*

Vernon John Crafter

Miguel Lawrence Elijah Del Valle

*Summa Cum Laude*

*with Honors in Public Health*

*with Honors Research Distinction in*

*Public Health*

Camila Digulis

*Magna Cum Laude*

Annabelle Brooke Dolney

Anne Elizabeth Driscoll

*Summa Cum Laude*

Angela Guadalupe Falconi

*Summa Cum Laude*

Olivia Rose Farinas

*Magna Cum Laude*

*with Honors in Public Health*

*with Honors Research Distinction in*

*Public Health*

Bethlehem Ann Fraser

*Summa Cum Laude*

Olivia Elaine Garland

*Magna Cum Laude*

Noah Alexander Garrett

Sarah Noor Ghazi

*Magna Cum Laude*

Grace Eileen Gisewite

*Cum Laude*

*with Honors in Public Health*

Viviana Mia Gomez

Billan Gurreh

*Summa Cum Laude*

Katherine Elizabeth Hagerich

*Cum Laude*

Emma Leggett Hall

*Magna Cum Laude*

*with Honors in Public Health*

*with Honors Research Distinction in*

*Public Health*

Chelsie Bethene Hartman

*M*

Shivani I. Patel  
*Summa Cum Laude*  
*with Distinction in Nursing*

Asia Monique Patterson  
Hailey Perez  
*with Distinction in Nursing*

Priya Meenakshi Periakaruppan  
*Magna Cum Laude*

Kristen Aliya Porter  
*Summa Cum Laude*

June Olivia Postalakis  
*Summa Cum Laude*  
*with Research Distinction in Public Health*

Shalu Ravi  
Lydia Viola Robertson  
*Summa Cum Laude*  
*with Honors in Public Health*

Lucy Madeline Rudnick  
*Magna Cum Laude*

Rachel Erin Ryan  
*Magna Cum Laude*  
*with Honors in Public Health*

Kareena Sarwal  
*Magna Cum Laude*

Sydney Nicole Schwalb  
*Summa Cum Laude*

Abigail Blake Shores  
*Cum Laude*

Grace Elizabeth Simon  
*Cum Laude*

Fateh Singh  
Sage Menesse Smith  
*Summa Cum Laude*  
*with Honors in Public Health*  
*with Honors Research Distinction in Public Health*

Ainsley Grace Snyder  
Christopher Scott Spoerke  
Kyleen Marie Staff  
Melanie Marie Steinberger  
Emma Kathleen Switzer  
*Magna Cum Laude*

James Alexander Wells  
Sydney Williams  
*Summa Cum Laude*

## College of Social Work

Dean: David A. Jenkins

## Bachelor of Science in Social Work

Duraitea Ali  
*Cum Laude*

Marjona Hasan Ashurova  
*Cum Laude*

Kimaya Lanell Barker  
*Summa Cum Laude*

Kade Aron Barnett  
*Cum Laude*

Roxanna Ray Beers  
*Summa Cum Laude*  
*with Honors Research Distinction in Social Work*

Jayden Ray Behnken  
*Summa Cum Laude*

Katherine Ann Biagiotti  
*Cum Laude*  
*with Honors Research Distinction in Social Work*

Amelia Ann Bindofer  
*Magna Cum Laude*

Dominique Renee Bonner  
*Cum Laude*

Noah Robert Brown  
*Summa Cum Laude*

Allison Nicole Browning  
*Magna Cum Laude*

Shilynn Arionna Browning  
*Summa Cum Laude*

Tori Nicole Buggert  
Jessica Lynn Burchinal  
*Magna Cum Laude*

Emily Burton  
Bailey Catherine Camboni  
Brianna Rae Campbell  
Guadalupe Cardenas  
*Magna Cum Laude*

Ryleigh Brehanna Carlin  
Ayanna Chalou Marlene Cash  
Kai May Caudill  
*Cum Laude*

Amiyia Rene Clark  
Brina Nicole Collins  
*Magna Cum Laude*  
*with Honors Research Distinction in Social Work*

Meredith Susan Collins  
*Magna Cum Laude*

Jaden Avery Crowder  
Josephine Rose Dahlinghaus  
*Summa Cum Laude*

Emily Dalton  
*Cum Laude*

Seville Naomi Davis  
*Summa Cum Laude*

Patrice S. DeJesus  
*Cum Laude*

Ashley Nicole Devine  
*Summa Cum Laude*

Madison Lynn Dickson  
Ariyana Renee Dillard  
*Magna Cum Laude*

Christian Michael Dobbins  
*Cum Laude*

Navi Re'Ale Draper  
*Cum Laude*

Eric Joseph Dunn  
*Summa Cum Laude*  
*with Honors Research Distinction in Social Work*

Natalie Eberhard  
*Cum Laude*

Jadyn Sophia Ehrenberg  
*Magna Cum Laude*

Anna Charlotte Ehrsam  
*Magna Cum Laude*

Sophia Ann Elias  
*Magna Cum Laude*

Nina Sylvia Ewing  
Isabel Maria Falbo  
Madison Ann Farler  
Alivia Lynnette Fee  
Annette Monét Fisher  
Taylor Fletcher  
Marlee Kristina Franklin-Calhoun  
*Summa Cum Laude*

Sophia Jo-Laine Fulkerson  
*Cum Laude*

Paige Jordan Fuller  
*Magna Cum Laude*

Alexandra Marissa Gall  
*Magna Cum Laude*

Onaniah Jewel Garrett  
*Summa Cum Laude*

Sophia Loretta Gephardt  
*Summa Cum Laude*  
*with Honors Research Distinction in Social Work*

Vanessa Riane Gilliam  
Stephanie Glass  
Ethan Patrick James Ehara  
Gussler  
Lauren Catherine Hackley  
*Summa Cum Laude*

Paige Nicole Haehn  
*Summa Cum Laude*

Nasro Haji  
*Magna Cum Laude*

Regan Kennedy Hartz  
*Summa Cum Laude*

Dajiona Hedrick  
*Magna Cum Laude*

Maya Callie Jane Hershberger  
Abriena Faith Hike  
Sarah Elizabeth Holland  
Ella Holtzmuller  
Alia Khalif Jama  
Abigail Marie Jarrold  
*Magna Cum Laude*

Chyiah Lex-Nae Johnson  
Gabriella Elyse Johnson  
*Cum Laude*

Kira Johnson  
*Magna Cum Laude*

Areej Salah Mohamed Khalid  
Uroosa Ibrahim Khan  
*Magna Cum Laude*  
*with Honors Research Distinction in Social Work*

Katelyn Marie Kirk  
*Magna Cum Laude*

Chloe Elizabeth Knight  
*Cum Laude*

Alivia S. Knorr-Sullivan  
*Magna Cum Laude*

Stephanie Jack Knotts  
*Summa Cum Laude*

Eshaan Gautham Kumar  
Vivian Ka-Wing Kwong  
Tamera Nicole Lake  
*Summa Cum Laude*

Brice Emmett Lamar  
Kaden Milton LaMarr  
*Magna Cum Laude*

Kaylee Elizabeth Lear  
*Magna Cum Laude*

Lauren T. Lindhout  
*Magna Cum Laude*

De Monté Lindsey  
Gabriella Michelle Longo  
Dara Lee Lovett  
Emma Grace Maier  
*Summa Cum Laude*

Heather Nicole Malo  
*Magna Cum Laude*

Ray Marie Mathew-Santhosham  
*Summa Cum Laude*  
*with Honors Research Distinction in Social Work*

Tori Christine Matthews  
Madelyn Rose McAfee  
*Magna Cum Laude*

James Thomas McBride  
*Cum Laude*

Brianna Kay McCumber  
Samantha May McGee  
*Summa Cum Laude*

Molly Catharine McKinley  
*Magna Cum Laude*

Sumer Leigh McWilliams  
Marlen Mendoza

David Alexander Merchant  
*Cum Laude*

Ava Mae Mercker  
*Magna Cum Laude*

Emily Elise Milligan  
LaRonda Michelle Minto  
*Summa Cum Laude*

Sahra H. Mohamed  
*Magna Cum Laude*

Margaret Olivia Mulligan  
Lauren Marie Myers  
*Summa Cum Laude*

Brandon Alan Nelson  
Charles Oen  
Ivana Osei-Sarpong  
Abigail Owusu Anshah  
*Summa Cum Laude*

Melissa Marie Pedersen  
*Magna Cum Laude*

Emma Jane Pepper  
Tyron James Pickens  
Joy Marie Pitzer  
*Magna Cum Laude*

Victoria De'Anna Pounds  
Sarah K. Presley  
*Cum Laude*

Kira Grace Prince  
*Cum Laude*

Molly Ann Richards  
*Cum Laude*

Greta De Roberts  
*Magna Cum Laude*

Dakota Hunter Roby  
Stella Marie Roche  
*Summa Cum Laude*

Kiersten Nicole Roehm  
Ifrah Saalim  
Luul Abdi Said  
Mikayla Alysa-Mable Salindo  
*Summa Cum Laude*

Yadira Sanchez  
Daniella Noemi Santos  
Shannon T. Savage  
*Cum Laude*

Marisa Anne Shively  
Diana Mary Shunmarah  
*Summa Cum Laude*

Gracyn Aubrey Shupp  
Brigid Mary Simmons  
*Magna Cum Laude*

Shiloh Sipe  
*Cum Laude*

Sophie Elisabeth Sito  
*Cum Laude*  
*with Honors Research Distinction in Social Work*

Jasmine Renee Smith  
Tesla Halen Snook  
Jaylyn Sara Solesmani  
*Summa Cum Laude*

Sarah Elizabeth Stewart  
Maxwell Jay Stoker  
*Magna Cum Laude*

Carlie Ann Swain  
*Magna Cum Laude*

Kate Marie Swigert  
*Cum Laude*

Bethany Irene Tackett  
*Summa Cum Laude*

\*Brooke Lynn Terry  
Savannah Ruth Marie Tobias  
Noah Alexander Ulrey  
Samantha Marie Vaughn  
Megan Olivia Vollmer  
*Summa Cum Laude*

Joseph A. Washburn  
*Magna Cum Laude*

Emily Watson  
*Cum Laude*

Sierra Williams  
Samantha Wint  
*Summa Cum Laude*

Rachel Evelyn Woodruff  
*Summa Cum Laude*

Adam Douglas Wright  
*Magna Cum Laude*

Kymtra Palmera Zahn  
Allison Zimmermann  
*Summa Cum Laude*

## College of Veterinary Medicine

Dean: Rustin M. Moore

## Doctor of Veterinary Medicine

Oluwatimileyin Oluwagbenga Abolarin  
B.S.Agr. (University of Guelph)

Alejandra Maria Alegria  
B.S. (California State Polytechnic University)

Wei Ping Zachary Ang

Courtney Maclay Baker  
B.S.Agr. (The Ohio State University)

Lindsey Marie Baker  
B.S. (West Virginia University)

Madison McKenzie Baker  
B.S.Agr. (The Ohio State University)

Abigail Lee Bamberger  
B.S. (University of Cincinnati)

Taylor Nicole Banc  
B.S. (The Ohio State University)

Wendy Linhong Banta-Long  
B.S. (Denison University)

Haleigh Christine Beachy  
B.S. (Otterbein University)

Abigail Bedell  
B.S. (University of Arizona)

Isabella Cecilia Benitez  
B.S. (California State University, San Bernardino)

Mackenzie Bickley  
B.S. (The University of Findlay)

Arden Claire Bishop  
B.S.Agr. (The Ohio State University)

Toni Angelina Bizzarro  
B.S. (Xavier University)

Natassja Mari Boham  
B.S.Agr., M.P.H. (The Ohio State University)

\*awarded posthumously

# May 5, 2024, Spring Commencement

Katherine Bohl B.A. (College of Wooster)	Samantha Renee Dowell B.S. (Purdue University) <i>Summa Cum Laude</i>	Mary Miller Heitkamp B.S. (University of Toledo)	Becky Li B.S. (City University of New York, Brooklyn College)	Brooke Marie Moore B.S. (Wittenberg University)
Audrey Brooke Busby B.S., M.B.A. (The University of Findlay)	Samantha Jo Edwards B.S. (Ashland University)	Mercedes Hernandez Parreno B.S. (State University of New York at Cobleskill)	M.S. (Icahn School of Medicine at Mount Sinai)	Kelvin Antoine Moore B.S.Agr. (The Ohio State University)
Kavita Marie Bushong B.S. (Virginia Polytechnic Institute and State University)	Sheree Danielle Elgin B.S. (University of Pittsburgh Johnstown)	Sarah Higgins B.S. (Northwest Missouri State University) M.S. (Iowa State University)	Willard Cole Liggett B.S.Agr. (Kansas State University of Agriculture and Applied Science)	McKenzie Susan Moran B.S. (The University of Findlay)
Brandon Matthew Byrd B.A. (Kenyon College)	Shelly Madison Fine B.A. (Northwest University)	Daryll Anne High B.S. (Fairmont State University)	Tyler Nils Lindskoog B.S. (Virginia Polytechnic Institute and State University)	Amanda Navas B.S. (University of Florida)
Juliann Kelly Callan B.S. (University of Delaware)	Emily Grace Fletcher B.S. (University of Vermont)	Natalia Karlene Hofmann B.S. (University of West Florida)	McKenzie Lynn Livengood B.S. (West Virginia University) <i>Summa Cum Laude</i>	Emily Rose Olszewski B.S. (Duke University) <i>Summa Cum Laude</i>
Christian Andres Canabal Merchan B.S. (University of Puerto Rico)	Jona K. Fletcher B.S. (University of Saint Francis Indiana)	Sydney Holt B.S. (Michigan State University)	Sidney Ann Long B.S.Agr. (The Ohio State University) <i>Summa Cum Laude</i>	Natushka Marie Perez Colon B.S. (Universidad Interamericana de Puerto Rico)
Kylee Eugene Capece B.S. (University of Hawaii)	Madelaine Julia Frenberg B.S.Agr. (The Ohio State University)	Hannah Lou Hooker B.S. (Oregon State University) M.S. (Colorado State University)	Bailey Elizabeth Lucas B.S. (The Ohio State University)	Luis Enrique Perez Rodriguez B.S. (University of Puerto Rico)
Theodore Cebular B.S. (University of Florida)	Hunter Autumn Frobese B.S.Agr. (The Ohio State University)	Abby Faith Hunt B.S. (Davidson College) <i>Summa Cum Laude</i>	Katelyn Lundquist B.S. (Stetson University)	Divya Persaud B.S. (Purchase College, State University of New York)
Caitlyn May Citro B.S. (California State Polytechnic University, Pomona)	Jacob Gerard B.S. (Butler University)	Justin Gereal Johnson B.A. (Spring Arbor University)	Crystal Xiaoying Ma B.A. (Case Western Reserve University)	Kristine Marie Pierce B.S. (University of Pittsburgh)
Gabrielle Ann Clapp B.S. (The University of Findlay)	Kelsie Jane Gerber B.S. (Grove City College)	Autumn Paige Joice B.S. (Eastern Michigan University)	Kareliz Maldonado Del Pozo Bachelor's (University of Puerto Rico)	Christian Leigh Powell B.S.Agr. (University of Georgia)
Charlene Daniela Claudio B.S. (Mississippi College)	John Andrew Gilson B.S.Agr. (The Ohio State University)	Kristin Renee Jurgensen	Esther Tafesse Mamo B.S. (University of Waterloo) <i>Summa Cum Laude</i>	Harrison David Ramsey Bachelor's (Kalamazoo College)
DaZané L. Cole B.S. (Sweet Briar College)	Claudia Rose Gomez B.S. (University of Maryland)	Danyue Kang B.S. (Michigan State University)	Jazmine Manzano	Clinton Joseph Recker B.S. (The University of Findlay)
Anna Cote B.S. (The Ohio State University) <i>Summa Cum Laude</i>	Ana D. Gonzalez Colon B.S. (University of Puerto Rico)	Marina Helen Kessler B.S. (State University of New York at Fredonia)	Sarah Maxson B.S. (Otterbein University)	Kyle J. Relyea B.S.Agr. (The Ohio State University)
Fernanda Marie Culichia B.S. (Cedar Crest College)	Olivia Marie Gorman B.S. (University of New Hampshire)	Harun Ahmad Khan B.S. (Saint Mary's University)	Nour Mays B.S. (Salisbury State University)	Austin Rey Rodriguez B.S. (University of Nevada, Reno)
Isamar Curras-Contreras B.A. (University of Puerto Rico)	Jenya Lynn Graham B.S. (University of Florida) <i>Summa Cum Laude</i>	Keiko Marie Kido-Eastman B.S. (California Polytechnic State University) <i>Summa Cum Laude</i>	Andrew Scott McGlynn B.S. (West Liberty University)	Hyun Jong Roh B.A. (Lake Forest College)
Jasmine Josephine Czajka B.S. (Michigan State University) <i>Summa Cum Laude</i>	Denise Allison Grohn B.S. (Marist College)	Jin Sil Kim B.S. (University of California)	Brandon McKenna B.S. (Delaware Valley College of Science and Agriculture)	Victoria Rowley B.A. (Xavier University) M.S. (Tufts University)
Michelle Nicole D'Alessandro B.S. (University of Scranton)	Matthew Isaac Guenoun B.A. (Boston University)	Kennedy Mirella Knapic B.S. (Auburn University)	Abigail R. McManus B.S. (Huntington University)	Meagan Elizabeth Roy B.S. (University of Saint Francis Indiana)
Sarah Marie Danellus B.A. (Drake University) M.P.H. (University of Minnesota)	Mia Gulan B.S. (Cleveland State University)	Corrie Knapp Bachelor's (Wake Forest University)	Valerie Anne Melendez B.S. (Universidad Adventista De Las Antillas)	Courtney Julia Ruelhmann B.S.Agr. (The Ohio State University)
Jonathan James Decker B.S. (Michigan State University)	Lauren Marie Hamer B.S.Agr. (The Ohio State University)	Jack Christian Koreny-Both B.S.Agr. (The Ohio State University)	Rachel Ann Metz B.S. (University of Akron) <i>Summa Cum Laude</i>	Christine Janae Ruffin B.S. (Pennsylvania State University)
Aubrey Anne DeHart B.S. (California Polytechnic State University)	Megan R. Harmon B.S. (The University of Findlay)	Kimberly Jane Kurdziel B.S. (State University of New York at Canton)	Allison Jo Anna Middleton B.S. (Kent State University)	Maria Lynn Rutan B.S.Agr. (The Ohio State University)
Valeria Isabel Dib-Vazquez	Cassidy Harris B.S. (Spelman College)	Austin Daniel Lauf B.S. (The University of Findlay)	Amanda Kathryn Midkiff B.S. (The Ohio State University) <i>Summa Cum Laude</i>	Alexandria Nicole Sadoski B.S. (The University of Findlay)
Robert Luke Dickson B.S., M.S. (Kennesaw State University)	Emma Daoyue Hart B.S. (University of Illinois at Chicago)	Megan Nicole Leclerc B.S. (Otterbein University)	Kaitlyn Jane Mitchell-Gibson B.S. (California Polytechnic State University)	Brittany Nicole Savage B.S. (Baylor University)
Anne Elizabeth Dolan	Kristen A. Haynes B.S. (Baldwin Wallace University)			Sydney Ellen Scharff B.S. (University of Kentucky)

Alexander Zachary Schluntz  
B.S. (Saint Josephs College)

Allison Lynn Schroeder  
B.S.Agr., M.S. (The Ohio State University)

Andrew Albert Schroer  
B.S. (Cedarville University)  
*Summa Cum Laude*

Johanna Rachel Schulz  
B.S. (University of California)

Spencer Michael Seabeck  
B.S. (Indiana Wesleyan University)

Emilia Geraldine Sgambati  
B.S.Agr. (The Ohio State University)

Adam Lewis Shahaltough  
B.S. (Virginia Polytechnic Institute and State University)

Taylor Renee Sharp  
B.S. (Morehead State University)

Lindsea Skye Sharpe  
B.S. (The University of Findlay)

Jared Vincent Shields  
B.S.Agr. (The Ohio State University)

Morgan Michelle Shields  
B.S. (Otterbein University)

Alivia Shuttleworth  
B.S. (Clarion University of Pennsylvania)

Katy Rose Siegel  
B.A. (Kenyon College)

Katy Leigh Sines  
B.S. (West Virginia University)

Mark Anthony Slavens  
B.S. (Youngstown State University)

Summer Leigh Smith  
B.S. (University of Tennessee-Knoxville)

Tyler Dylan Smith  
B.S. (The Ohio State University)  
*Summa Cum Laude*

Hailey Ann Snyder  
B.S.Agr. (The Ohio State University)

Cameron Anja Stewart  
B.S. (State University of New York College of Environmental Science and Forestry)

Charles Christopher Stewart-Bates  
B.A. (DePauw University)

Charles Benjamin Stone, Jr.  
B.S. (Cornell University)

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Taylor Lee Thompson  
B.S. (University of Florida)

Jason Patrick Trainer  
B.S.Agr. (The Ohio State University)

Emory Nicole Triance  
B.S. (Wilmington College)

Luke Douglass Trimble  
B.S. (Pennsylvania State University)

Brittany Lei Truax  
B.S. (Virginia Polytechnic Institute and State University)

Andrew William Vaughn  
B.S. (Alderson Broaddus College)  
M.P.H. (The Ohio State University)

Ashley Kathryn Waldvogel  
B.S. (Michigan State University)

Yuyang Wang  
B.S. (University of California)

Kaci L. Way  
B.S.Agr. (The Ohio State University)

Hannah LianQiong Weaver  
B.S. (Case Western Reserve University)  
*Summa Cum Laude*

Ashley Paige Weiland  
B.S. (Juniata College)

Emma Christine Welker  
B.S. (Otterbein University)

Lisa Wetzel  
B.S. (University of Illinois at Urbana-Champaign)

Hannah Wittorff  
B.S. (Delaware Valley of Science and Agriculture)  
*Summa Cum Laude*

Rachel Marie Woodfint  
B.S.Agr., M.S. (The Ohio State University)

Carrie Lauren Yaussy  
B.S. (The University of Findlay)

Brooke Hunter Zedar  
B.S. (West Virginia University)

## Transition Options in Postsecondary Settings Program

**4-Year Certificate of Completion**  
Jillian Kirkpatrick Turner  
John Danh Wood  
Elizabeth Jewel Griffin

**2-Year Certificate of Completion**  
Casey Terrell Carnegie  
Erik Michael Heathcock  
Mallory Rice

## Candidates to be Commissioned in the Armed Forces

### United States Army

#### Second Lieutenant United States Army

**Air Defense Artillery Corps**  
Michael Church

**Armor**  
Aiden Gillespie\*

**Aviation Corps**  
Sylvia Goldsmith\*

**Cyber Corps**  
Andrew Ye

**Engineer Corps**  
Zachary Feltner\*

**Field Artillery Corps**  
Edward Ferrell\*  
Brian Finley  
Audrey Mossesso\*

**Infantry**  
Phillip Niewald

**Military Intelligence**  
Kooper Clark\*

**Nursing Corps**  
Madelyn Adkins\*  
Caitlin Foley\*  
Eve Smith\*

**Ordnance**  
Devin Kelly

**Signal Corps**  
Trevor Towery

**Second Lieutenant United States Army Reserves**

**Undetermined Branch**  
Natalie Figueroa Leal\*  
Cayden Pomeroy  
Karalyn Volant

**Second Lieutenant United States Army National Guard**

**Air Defense Artillery Corps**  
Trevor Drake\*

**Military Intelligence**  
Dylan Page\*

**Undetermined Branch**  
Garrett Young

\*denotes Distinguished Military Graduate  
\*\*denotes Distinguished Air Force Graduate  
\*\*\*denotes Distinguished Naval Graduate

## United States Air Force

### Second Lieutenant United States Air Force

Aaron E. Appel  
Faris J. Cash  
Alex T.Y. Chin  
Katelyn N. Coy  
Nathan J. Garman  
William E. Green  
Cole A. Harter  
Zachary D. Hyatt  
Zachary D. Johnson  
Gabriel W. Knuth  
Brock A. Merritt  
Blake R. Murray\*\*  
Corbin F. Paulcivic  
Anurag Rathore  
Heath P. Schintler  
Colin G. Sistrunk  
Howard C. Wang  
Santiago Zabala

### Second Lieutenant United States Air Force Reserves

Liam J. Dring

### Second Lieutenant United States Space Force

Daniel R. Jackam  
John S. Jackam  
Dylan A. Van Tassel\*\*  
Jacob M. Vore

## United States Navy

### Ensign United States Navy

Joshua John Ball  
Zane London Combs  
John Frederick Ham Jr.  
Emily Barbara Jensen\*\*\*  
Jocelyn Marie Morrisey  
Micah Ray Music  
Emma Marie Smith  
Kevin Makoto Whittaker

### Second Lieutenant United States Marine Corps

Dominic Luther Dotson  
Andrew Dalton Ess  
Maverick Kevin Gerald Phelan  
William Joseph Strassel

## Graduates with Honors

Criteria for graduating with honors are listed below. Grade-point averages (GPA) are based on the student's penultimate semester.

**Summa Cum Laude** designates those who earned a 3.9 GPA or better.

**Magna Cum Laude** designates those who earned a 3.7 GPA or better.

**Cum Laude** designates those who earned a 3.5 GPA or better.

**With Honors in the Arts and Sciences** requires successful completion of the Arts and Sciences Honors Contract and graduation with a 3.4 GPA or better.

**With Honors in Business/Accounting** requires successful completion of a prescribed honors program of study and graduation with a 3.5 GPA or better.

**With Honors in Education and Human Ecology** requires successful completion of a prescribed honors program of study and graduation with a 3.4 GPA or better.

**With Honors in Engineering** requires successful completion of an honors experience contract and graduation with a 3.4 GPA or better.

**With Honors in Food, Agricultural, and Environmental Sciences** requires successful completion of an honors experience contract and graduation with a 3.4 GPA or better.

**With Honors in Medicine** denotes successful fulfillment of the College of Medicine Honors Program tenets and a 3.4 cumulative GPA or better.

**With Honors in Nursing** requires the successful completion of a prescribed honors program of study, completion of research culminating in a thesis and presentation of findings, and graduation with a 3.4 GPA or better.

**With Honors in Pharmaceutical Sciences** requires successful completion of the BPS Honors Contract and graduation with a 3.5 GPA or better.

**With Honors in Public Affairs** requires successful completion of an honors experience contract and graduation with a 3.4 GPA or better.

**With Honors in Public Health** requires successful completion of a prescribed honors program of study and graduation with a 3.4 GPA or better.

**With Honors in Social Work** requires successful completion of a prescribed honors program of study and graduation with a 3.4 GPA or better.

**With Distinction** requires successful completion of an undergraduate thesis and a 3.4 GPA or better.

# Summary of Degrees and Certificates

Spring Semester Commencement – 2024

College	Degree/Certificate	Degree/Cert. Total	Spring Semester 2024 College Total	Fiscal Year 2023-2024 Total
Graduate School	D.M.A.	4		
	Ph.D.	302		
	Au.D.	8	306	720
	Ed.D.	35		Doctoral
	D.N.P.	39		
	O.T.D.	48		
	D.P.T.	44		
	Ed.S.	6		
	M.Anml.Sci.	1		
	M.Stdy.Law.	10		
	M.Acc.	46		
	M.Ac.Q.R.Mgt.	3		
	M.Appl.Econ.	11		
	M.Appl.Stat.	3	144	162
	M.Arch.	170		Professional
	M.A.	164		
	M.B.A.	15		
	M.C.R.P.	8		
	M.Clin.Res.	25		
	M.Diet.Ntrm.	28		
	M.Educ.	21		
	M.Eng.Mgt.	15		
	M.F.A.	16		
	M.Global.Eng.Ldrshp.	2	1679	2681
	M.H.A.	25		Masters
	M.Hth.Care.Innov.	33		
	M.Hum.Res.Mgt.	4		
	M.Land.Arch.	10		
	M.Learn.Tech.	8		
	M.Mus.	9		
	M.P.H.M.	1		
	M.P.A.	38		
	M.P.A.L.	21		
	M.Public.Hlth.	70		
	M.S.	563		
	M.S.W.	275		
	M.Sprt.Coach	10		
	M.Struct.Eng.	16		
	M.Trans.Data.Analy.	19		
	Spec.M.Bus.	35		
	Cert.Analytcs	32	93	129
Cert.Anti-Racism.Educ.	1		Certificates	
Cert.Assi.Rehab.Tech.	4			
Cert.Bus.Ldrshp.	26			
Cert.Clin.Resrch.Mgt.	2			
Cert.Env.Assmt.	8			
Cert.GIS.Tech.	1			
Cert.Hlth.Wilns.Coach.	3			
Cert.Hlth.Ldrshp.Innov.	8			
Cert.Med.Cod.Hlthc.Anly.	2			
Cert.Publ.Mgt.	6	2222	3692	
Arts and Sciences, College of	B.A.	1797		
	B.A. Journal.	41		
	B.Art Ed.	14		
	B.F.A.	58		
	B.Music	8		
	B.Mus.Educ.	22		
	B.S.Design	50		
	B.S.Altmos.Sci.	12		
	B.S.Geog.Info.Sci.	14		
	B.S.	1508		
	A.A.	298		
	Cert.Div.Eng.Incl.	30	3654	5445
	Cert.Essl.Sklls.Trvl.Bus.Russia	2		
Business, Fisher College of	B.S.Bus.Adm.	1865	1865	2335
Dentistry	D.D.S.	117		
	B.S.	3		
	B.S.Dent.Hyg.	30	150	158
Education and Human Ecology	B.S.H.P.M.E.S.	17		
	B.S.H.D.F.S.	66		
	B.S.Hum.Ecol.	91		
	B.S.Hsp.Mgt.	36		
	B.S.Nutrition	38		
	B.S.Educ.	492		
	Cert.Hosp.Rtl.Ldrshp.	1	741	989
Engineering	B.S.Aero.Eng.	89		
	B.S.Arch.	74		
	B.S.Aviation	20		
	B.S.Biomed.Eng.	79		
	B.S.Chem.Eng.	129		
	B.S.C.R.P.	12		
	B.S.Civ.Eng.	86		
	B.S.Cptr.Sci.Eng.	272		
	B.S.Elec.Cptr.Eng.	175		
	B.S.E.P.	14		
	B.S.Eng.Tech.	14		
	B.S.Env.Eng.	31		
	B.S.F.A.B.E.	28		
	B.S.I.E.	78		
	B.S.Land.Arch.	30		
	B.S.Mat.Sci.Eng.	22		
	B.S.Mech.Eng.	213		
	B.S.Weld.Eng.	11		
	Cert.Manufactur.Fnd.	18	1395	1914
Food, Agricultural, and Environmental Sciences	B.S.Agr.	189		
	B.S.C.S.M.	23		
	B.S.Env.Nat.Res.	151		
	B.S.Food.Sci.	15		
Environment and Agricultural Technical Institute	B.S.Nutrition	1		
	A.A.S.	35		
Law, Michael E. Moritz College of	A.Science	62	476	704
	J.D.	176		
Medicine Health and Rehabilitation Sciences, School of	LL.M.	11	187	195
Medicine	M.D.	185		
	B.S.Biomed.Sc.	20		
	B.S.AiTh.Tmp.	25		
	B.S.Hlth.Reh.Sci.	466		
	Cert.Assi.Rehab.Tech.	27		
	Cert.Med.Coding.Hlth.	1	725	852
Nursing	B.S.Hlth.Wilness	7		
	B.S.Nurs	196	204	252
Optometry	Cert.Reg.Nur.Primary.Care	1		
	Q.D.	67	67	67
Pharmacy	Pharm.D.	116		
	B.S.Pharm.Sci.	96	212	244
Public Affairs, John Glenn College of	B.A.	42		
	B.S.	17	59	80
Public Health	B.S.Pub.Hlth.	75	75	106
Social Work	B.S.Soc.Work	151	151	202
Veterinary Medicine	D.V.M.	165	166	168
<b>Total Degrees and Certificates</b>		<b>12,349</b>	<b>12,349</b>	<b>17,609</b>
	<b>Total Degrees this Semester</b>	(not including certificates)	<b>12,176</b>	
	<b>Total Degrees since 1978</b>	(not including certificates)	<b>879,759</b>	
	<b>Total Degrees during Last Decade</b>	(not including certificates)	<b>157,159</b>	

## The Academic Costume

The colorful ceremonies of The Ohio State University commencements derive from practices originating in the Middle Ages. When European universities were taking form in the 12th and 13th centuries, the scholars were usually clerics, and consequently they adopted costumes similar to those of their monastic orders. Cold halls and drafty buildings called for caps and floor-length capes with attached hoods, and the sobering influence of the church probably resulted in the staid character of the caps and gowns.

As the control of the universities gradually passed from the church,

some aspects of the costumes took on brighter hues. Old prints and engravings, however, reveal a strong similarity between the regalia worn in early universities and that of the present day.

In light of our nation's English heritage, academic costume has been in use in the United States since colonial times. To establish a standard of uniformity in regard to the practice, an intercollegiate commission was formed to prepare a code for caps, gowns and hoods that has since been adopted by all academic institutions.

Originally round, the shape of the cap is now the familiar mortarboard

square — a shape that, according to ballad folklore, resembles a scholar's book. Legend also has it that the privilege of wearing a cap was the initial right of a freed Roman slave; the academic cap, therefore, has become a sign of the freedom of scholarship. The flowing gown has become symbolic of the democracy of scholarship, for it covers any dress that might indicate rank or social status. The hood, reserved at The Ohio State University for those receiving doctoral and master's degrees, not only indicates the type of degree, but also is lined with the official colors of the university.

### The Gown

**Bachelor:** The bachelor gown is black, full-cut with long pointed sleeves.

**Master:** The master gown is black, long or short sleeves, with an arc-shaped panel extended for each sleeve.

**Doctor:** The Ohio State University Doctor of Philosophy, Doctor of Education, and Doctor of Nursing Practice gown is scarlet with gray velvet panels on the front and three velvet bars on each sleeve. Other doctor gowns are black with velvet panels and bars, the color of which is distinctive of the field of study.

### Honors Emblem

The Ohio State University honors emblem is a scarlet and gray tasseled braid (honor cord) worn over the gown. Students eligible for this curricular honor are those graduating *summa cum laude*, *magna cum laude*, and *cum laude*. At the discretion of their college, students graduating with distinction or with honors may also be eligible.

### The Hood

**Bachelor:** Three feet long with a two-inch-wide velvet edging.\*

**Master:** Three and one-half feet long with a three-inch-wide velvet edging.

**Doctor:** Four feet in length with a five-inch-wide velvet edging and panel at the sides.

The lining of all hoods, which is folded out, bears the official colors of the institution granting the degree. The color of the velvet indicates the field of study.

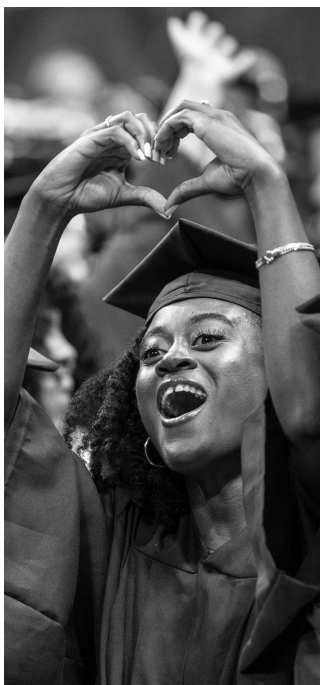
\* Not usually worn by candidates for a degree.

### Cap and Tassel

Candidates for degrees at The Ohio State University wear the black mortarboard with a tassel whose color is distinctive of the degree being received. The tassel colors are as follows:

Graduate School (PhD) .....	Gray
(Others) .....	Black
College of Arts and Sciences	
BA .....	White
BA Journalism .....	Crimson
BAE, BFA .....	Brown
BM, BME .....	Pink
BS, BS Design, BS Atmos.Sci., BS Geog.Info.Sci.	White
Fisher College of Business .....	Drab
College of Dentistry .....	Lilac
College of Education and Human Ecology	
Education .....	Light Blue
Human Ecology .....	Maroon
College of Engineering .....	Orange
Knowlton School of Architecture .....	Blue-Violet
College of Food, Agricultural, and	
Environmental Sciences .....	Maize
School of Environment and	
Natural Resources .....	Blue-Green
Moritz College of Law .....	Purple
College of Medicine .....	Green
School of Health and Rehabilitation Sciences .....	Green
College of Nursing .....	Apricot
College of Optometry .....	Seafoam Green
College of Pharmacy .....	Olive Green
John Glenn College of Public Affairs .....	Peacock Blue
College of Public Health .....	Salmon
College of Social Work .....	Citron
College of Veterinary Medicine .....	Gray

The gold tassel is worn frequently by those holding the doctoral degree and by college and university administrative officers.



## Board of Trustees

(The expiration date of each trustee's term is given in parentheses.)

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## Photography

As a courtesy to those persons receiving degrees today, please remain seated in the stands until the graduates have received their diplomas and moved past the stadium gates. Photographs may be taken from the stands at any time during the ceremony. However, only press photographers are permitted on the field.

A professional photographer will take a photograph of each graduate as the diploma is awarded. A free color print of the photograph will be mailed to the graduate's address within one month after graduation. You may purchase additional photos, but you are not obligated to do so.

## Complimentary Programs

A limited number of programs are available on a first-come, first-served basis. Requests should be sent to the Office of Commencement and Special Events, 1060 Blankenship Hall, 901 Woody Hayes Drive, Columbus, OH 43210-4016.

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## The President's Cabinet

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**Walter E. Carter Jr.**  
President

**JR Blackburn**  
Chief of Staff, Office of the President

**Michael C. Eicher**  
Senior Vice President for Advancement  
President, The Ohio State University  
Foundation

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Secretary of the Board of Trustees

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Senior Vice President and  
Wolfe Foundation Endowed  
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**John J. Warner**  
Chief Executive Officer  
Wexner Medical Center  
Executive Vice President  
The Ohio State University

**Karla Zadnik**  
Interim Executive Vice President  
and Provost  
Interim Dean, College of Public Health

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## Council of Deans

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Interim Dean and Director, Ohio State  
Mansfield

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Dean of University Libraries

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Online Learning

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Dean, Fisher College of Business

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Executive Vice President for Research,  
Innovation and Knowledge

**Rustin M. Moore**  
Dean, College of Veterinary Medicine

**Michael Papadakis**  
Senior Vice President for Business and  
Finance and Chief Financial Officer

**Donald B. Pope-Davis**  
Dean, College of Education and  
Human Ecology

**Gregory S. Rose**  
Dean and Director, Ohio State Marion

**Karen M. Rose**  
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Dean, Graduate School

**Carroll Ann Trotman**  
Dean, College of Dentistry

**Jeffrey J. Walline**  
Acting Dean, College of Optometry

**Margaret M. Young**  
Interim Dean and Director,  
Ohio State Lima

**Karla Zadnik**  
Interim Executive Vice President  
and Provost  
Interim Dean, College of Public Health

## Inclement Weather

*In the case of inclement weather, every effort will be made to hold commencement as planned. Commencement will take place in Ohio Stadium, unless weather conditions are dangerous or severe, in which case the ceremony will be canceled. No indoor facility on campus can accommodate the graduating class and their guests.*

On commencement day, Ohio State officials will be in continuous contact with the National Weather Service to monitor approaching weather. If it is feasible to delay the start of the ceremony and wait for clearing or less severe weather, the start of the ceremony may be delayed up to one hour. Should this happen, any changes will be announced on-site to graduates and guests. Graduates will remain in the assembly locations; guests are asked to remain in protected areas of Ohio Stadium. Your patience and cooperation will help facilitate this plan.

### In case of cancellation

If it is determined that severe weather will not permit us to hold commencement, the ceremony will be canceled. Once cancellation has been announced, graduates should report to the locations below one hour after cancellation to receive their diplomas.

It is strongly advised that graduates and guests prearrange a meeting place in case the ceremony is canceled. Guests should not go to French Field House or RPAC where most diplomas will be distributed to graduates. St. John Arena and various locations on West Lane Avenue are some suggested meeting sites.

Diplomas will remain in the following locations until 4 p.m. on commencement day. Diplomas not picked up by 4 p.m. will be taken to Buckeye Link on the first floor of the Student Academic Services (SAS) building, 281 West Lane Avenue. Diplomas will be available for pickup there between 9 a.m. and 4 p.m., May 6–10. If a graduate's diploma remains unclaimed after 12:00 p.m. on May 10, it will be mailed to the permanent address on record within two to four weeks of commencement. Graduates can verify/change their mailing addresses by navigating to the Buckeye Link website at [buckeyelink.osu.edu](http://buckeyelink.osu.edu). Click on "My Student Center," then scroll down to the "Personal Information" section to view the address. Click on the "Permanent Address" hyperlink if there is a need to edit it.



College	Report to:
Graduate School (Doctorates).....	Independence Hall
Graduate School (Masters).....	French Field House
Arts and Sciences.....	RPAC
Business.....	French Field House
Dentistry.....	French Field House
Education and Human Ecology.....	French Field House
Engineering.....	French Field House
Food, Agricultural and Environmental Sciences.....	French Field House
Law.....	French Field House
Medicine.....	RPAC
Nursing.....	French Field House
Optometry.....	French Field House
Pharmacy.....	French Field House
Public Affairs.....	French Field House
Public Health.....	French Field House
Social Work.....	French Field House
Veterinary Medicine.....	RPAC

## Pomp, circumstance, and other songs of a lifetime

(continued from inside front cover)

I say, rather, the richness of us,  
precious difference, the grand multiplicity  
of selves that balance this globe  
and enable it to spin true. Grandson  
of peasant immigrants, I was given

the opportunity to earn a doctorate  
in English literature from Ohio State—  
because my family labored long nights  
around the kitchen table trying to learn  
this arduous English. I sat where

you're sitting twenty-six years ago.  
Bob Dylan and Smokey Robinson got me  
through. Yes, it took a prophet and Miracles!  
My son earned an OSU Ph.D. in history.  
Now you, graduates, are being honored—

by degrees. We've all come together  
around the kitchen table of Ohio State.  
Ohio, Round on the ends and high  
in the middle. For the years to come  
we'll sing together, Beautiful Ohio,

in dreams again I see, Visions of what  
used to be. These psalms, sacred thoughts  
of our tribes, 78's and 33's, tapes,  
CD's—they take up space in shelves  
of our skulls, our hearts. They remind us

we want a song beyond the run-  
of-the-mill thrill, the moment throbbing  
with pleasure or bathed in the blues.  
We ache for something grander than  
pure selfishness. Songs sung for one

alone are not true music. Arias shared  
are music of the spheres, ways of saying  
to another something from the soul.  
Of course the Buckeye Battle Cry  
is there. Drive, drive on down the field,

Men (and women!) of the Scarlet  
and Gray. Well, you drove on down  
the field, and you drove up and down  
the streets, around and around  
crowded lots, looking for a place to park,

and you searched our dark, ancient library  
for a decent place to study. My wife,  
Mary's, father marched in the first  
"Script Ohio," in 1936. He's here today  
with us, blowing his horn, I can't help

but feel, as is the sweet mother  
I lost last year, the one who gave me  
the stars. Today's music makes us think  
of the debts we owe, and never can repay.  
So many of us would not be here

were it not for the lullabies and songs  
of dear parents, their parents, theirs.  
Some are here today in the flesh.  
Many are not. We mourn them with cadences  
of our hearts. Think how many people

sang before us, gave us a name, a voice,  
taught us the right words. We must  
cherish them by remembering every song.  
When we sing to others, we honor  
our fathers and mothers, thank them

for this day of profound scarlet and gray  
pomp and circumstance. O, come  
let's sing Ohio's praise, And songs  
to Alma Mater raise. Alma mater.  
Ohio State is our sweet, nurturing mother.

We came of age here, with her help.  
Well, Mother, we love you, but, like,  
it's time we moved out, got a place  
of our own. You're standing there,  
Mom, gray hair, eyes scarlet

from crying. We won't forget you.  
Now, even though this ceremony  
means we're being weaned, taken off  
the nipple, let's take care to cherish her  
all our days. Let's remember

the words to the songs she taught us,  
and pass them on. We'll remember  
always, Graduation Day. Summer's heat,  
and winter's cold, The seasons pass,  
the years will roll, Time and change

will surely show How firm thy friendship,  
O-hi-O. We call that little number  
Carmen Ohio. Carmen means song  
in Latin. You've worked hard; she  
is your reward; today is your reward.

You're filled to overflowing with  
the notes, the poems we've written  
together. You know the score.  
Continue to work hard for yourselves,  
and one another. Find the ones who need

you to sing to, for them, in the world.  
Graduates, this joyful litany, this hymn  
our ancestors collaborated on with us,  
the calling of your name today is music  
to our ears. Sing that name proudly

all your days, as if your life depended  
on it. It does, you know. It has been  
an honor for me to speak—and sing—  
to you today. Thank you, graduates,  
and, again, Congratulations.