

# **UNIVERSITY SENATE AGENDA**

## **EBERLY AUDITORIUM**

Oct. 6, 2009  
3:30 – 5:00 p.m.

### **Approval of Order**

- A. Approval of minutes of the meeting of September 15, 2009
- B. Approval of current agenda items and order

### **Reports and Announcements**

- A. President Atwater
- B. Provost Intemann
- C. Chairperson Broad
- D. Vice Chairperson

### **Standing Committee Reports**

	<b>Chairperson</b>	<b>Appendix</b>	<b>Page(s)</b>
A. Rules Committee	Korns	A	2
B. University-Wide Undergraduate Curriculum Committee	Sechrist/Hannibal	B	3-9
C. University-Wide Graduate Curriculum Committee	Piper/Baumer	C	10-11
D. Student Affairs Committee	Rieg		
E. Academic Committee	Dugan/Novels		
F. Awards	Ritchey		
G. Noncredit Committee	O'Neil		
H. Library and Educational Services Committee	Jozefowicz	D	12-13
I. Research Committee	Sciulli	E	14
J. University Development and Finance	Domaracki		

### **Senate Representative Reports**

	<b>Representative</b>
A. University Planning Council	Reilly
B. Presidential Athletic Advisory Council	Domaracki
C. Academic Computing Policy Advisory Committee	Chiarulli

### **New Business**

### **Adjournment**

**APPENDIX A  
Rules Committee  
Chair Korn**

**Proposed Amendment to the Bylaws of the University Senate**

*Add the following language at the end of the indicated section.*

- III.
- G. ... and without a majority of those FACULTY members voting to approve that action.

Current

- III. Procedures
- G. No action on curricular matters can be taken by the University-wide Graduate Committee, the University-wide Undergraduate Curriculum Committee or the IUP Senate without FACULTY members comprising a majority of members voting.

Proposed

- III. Procedures
- G. No action on curricular matters can be taken by the University-wide Graduate Committee, the University-wide Undergraduate Curriculum Committee or the IUP Senate without FACULTY members comprising a majority of members voting **and without a majority of those FACULTY members voting to approve that action.**

Rationale

The purpose of this amendment is to avoid having action on curricular matters approved when a majority of faculty members voting vote against it.

**APPENDIX B**  
**University-Wide Undergraduate Curriculum Committee**  
**Co-Chairs Sechrist and Hannibal**

**FOR INFORMATION:**

The following courses were approved by UWUCC to be offered as distance education courses:

HIST 195 History of the Modern Era  
PHIL 101 Critical Thinking

**FOR ACTION:**

**1. Department of Management Information Systems and Decision Sciences—Catalog Description Changes and Course Number Change**

**a. Catalog Description Change**

**Current Catalog Description:**

**IFMG 230 Introduction to Back-End Business Applications**

**3c-01-3cr**

**Prerequisite:** IFMG 210

Introduces the back-end business programming language as it applies to business organizations and their applications. Structured back-end business concepts and methods are taught as the student learns how to solve business problems using computers. Involves using files, reports, and tables to produce a variety of outputs utilized in operating and managing business activities.

**Proposed Catalog Description:**

**IFMG 230 Introduction to Back-End Business Applications**

**3c-01-3cr**

**Prerequisite:** BTED/COSC/IFMG 101

Introduces the back-end business programming language as it applies to business organizations and their applications. Structured back-end business concepts and methods are taught as the student learns how to solve business problems using computers. Involves using files, reports, and tables to produce a variety outputs utilized in operating and managing business activities.

**Rationale:** Historically IFMG 210 and IFMG 230 used COBOL for teaching programming. Students were introduced to COBOL in IFMG 210 and learned advanced COBOL functionality in IFMG 230. COBOL is a language used in legacy environment and MIS/DS department has moved the focus to modern object oriented languages like JAVA, VB .NET, C++, and C#. The two programming IFMG 210 and IFMG 230 courses introduce students to different languages and cover programming concepts that are self-contained within the each course. As such IFMG 210 is no longer needed as a prerequisite to IFMG 230. In addition relaxing this prerequisite gives more

flexibility to the MIS/DS department in scheduling its courses.

**b. Catalog Description Change**

**Current Catalog Description:**

**IFMG 250 Business Systems Technology** **3c-01-3cr**

**Prerequisite:** IFMG 210 or COSC 110

Presents a functional review of computing equipment and the organization of components and devices into architectural configurations. Also teaches the principles of system software and builds an understanding of combinations of hardware and software within architectural designs.

**Proposed Catalog Description:**

**IFMG 250 Business Systems Technology** **3c-01-3cr**

**Prerequisite:** BTED/COSC/IFMG 101 or COSC 110

Presents a functional review of computing equipment and the organization of components and devices into architectural configurations. Also teaches the principles of system software and builds an understanding of combinations of hardware and software within architectural designs.

**Rationale:** IFMG 210 teaches programming in an object-oriented language. The knowledge of programming is not a requirement for understanding computer architecture. There was some scripting involved in the course before, which is no longer the case. As such IFMG 210 is not needed as a pre-requisite. In addition relaxing this prerequisite gives more flexibility to the MIS/DS department in scheduling its courses.

**c. Catalog Description Change and Course Number Change**

**Current Catalog Description:**

**IFMG 450 Database Theory and Practice** **3c-01-3cr**

**Prerequisites:** IFMG 230 or COSC 220

Reviews database design, data model methodologies, physical data structure, and database development and implementation. The remote data service, transaction server, and database administration are introduced. Emphasizes the practical approach in accessing the database using Internet technology.

**Proposed Catalog Description:**

**IFMG 390 Database Theory and Practice** **3c-01-3cr**

**Prerequisites:** IFMG 210 or IFMG 230 or COSC 220

Reviews database design, data model methodologies, physical data structure, and database development and implementation. The remote data service, transaction server,

and database administration are introduced. Emphasizes the practical approach in accessing the database using Internet technology.

**Rationale:** This course is normally taken by most students in their junior year. The number change better reflects the level at which the course is targeted. IFMG 390 (formerly IFMG 450) covers Structured Query Language (SQL) to students. SQL is a 4th generation language (4GL) which is more intuitive as supposed to 3rd generation programming languages (3GL) like JAVA. Students need to have basic introduction to programming which they can get in either IFMG 210 or IFMG 230 or COSC 220. In addition relaxing this prerequisite gives more flexibility to the MISDS Department in scheduling its courses.

**d. Catalog Description Change**

**Current Catalog Description:**

**IFMG 460 Analysis and Logical Design**

**3c-01-3cr**

**Prerequisites:** IFMG 352 and 450

Involves teaching the tools and techniques required for the analysis and design of a business system. Along with in-class discussions of the principles and techniques for analyzing, designing, and constructing the system, the students also formulate system teams in order to analyze the problems of an existing business information system, to design an improved system, and to control the implementation of the new system.

**Proposed Catalog Description:**

**IFMG 460 Analysis and Logical Design**

**3c-01-3cr**

**Prerequisites:** IFMG 210 and 230 and 352 and 390

Involves teaching the tools and techniques required for the analysis and design of a business system. Along with in-class discussions of the principles and techniques for analyzing, designing, and constructing the system, the students also formulate system teams in order to analyze the problems of an existing business information system, to design an improved system, and to control the implementation of the new system.

**Rationale:** The prerequisite course for IFMG 390 is either IFMG 210 or IFMG 230. However, the knowledge of programming from both IFMG 210 and IFMG 230, networking from IFMG 352, and database management from IFMG 390 are the requirements for IFMG 460 Analysis and Logical Design.

## 2. Department of Journalism—Catalog Description Changes

### a. Current Catalog Description:

**JRNL 102 Basic Journalistic Skills** **3c-01-3cr**

**Prerequisite:** ENGL 101

Required for journalism majors and minors. Emphasizes grammar, punctuation, spelling, AP Stylebook, copyediting, headlines, and accuracy.

### Proposed Catalog Description:

**JRNL 102 Basic Journalistic Skills** **3c-01-3cr**

Required for journalism majors and minors. Emphasizes grammar, punctuation, spelling, AP Stylebook, copyediting, headlines, and accuracy.

### b. Current Catalog Description:

**JRNL 105 Journalism and the Mass Media** **3c-01-3cr**

**Prerequisite:** ENGL 101

A critical examination of roles-goals of newspapers, magazines, radio, books, movies, and television as they affect American society socially, politically, and economically.

### Proposed Catalog Description:

**JRNL 105 Journalism and the Mass Media** **3c-01-3cr**

A critical examination of roles-goals of newspapers, magazines, radio, books, movies, and television as they affect American society socially, politically, and economically.

**Rationale:** The ENGL 101 prerequisite dates back to when the Journalism major was housed in the English Department. ENGL 101 was the prerequisite for all other courses within the English Department. JRNL 102 and 105 are survey courses. With new enrollment caps at 40, the amount of writing required is minimal. These courses are prerequisites for many upper division courses within the Journalism Department. Adding a prerequisite to a prerequisite significantly slows students' progress within the major.

## 3 Department of Hospitality Management—New Course

**HRIM 212 Club Operations Management** **3c-01-3cr**

Provides an in depth understanding of the unique aspects of private club management. The differences as compared to public golf courses, public restaurants, hotel operations, equity (member owned) and non-equity (corporate owned) club settings are explored.

**Rationale:** Club Operations and Management will complement the Department of

Hospitality Management curriculum as a sophomore-level course. This course is not for inclusion in the Liberal Studies Program. This course will be offered as a department elective.

#### 4 Department of Human Development and Environmental Studies—Program Catalog Description Revision and Program Revision

##### a Program Catalog Description Change:

###### Current Catalog Description:

###### Family and Consumer Sciences Education

The Family and Consumer Sciences Education major prepares students for the teaching of family and consumer sciences-related subjects in the public schools. Coursework is required in all areas of family and consumer services, including child development and family relations, consumer economics, clothing, foods, and interior design. Professional education courses are also required.

###### Proposed Catalog Description:

###### Family and Consumer Sciences Education

The K-12 Family and Consumer Sciences Education major prepares students for the teaching of family and consumer sciences-related subjects in the public schools. Coursework is required in all areas of family and consumer services, including child development and family relations, consumer economics, clothing, foods, and interior design. Professional education courses also are required.

##### b. Program Revision:

###### Current Program:

###### Bachelor of Science in Education—Family and Consumer Sciences Education (\*)

**Liberal Studies:** As outlined in Liberal Studies section with the following specifications: **51**  
**Mathematics:** MATH 151  
**Natural Science:** CHEM 101-102  
**Social Science:** PSYC 101, SOC 151  
**Liberal Studies Electives:** 6cr, CNSV 315, MATH 152, no courses with FCSE prefix

###### College:

**Preprofessional Education Sequence:**  
 COMM 103 Digital Instructional Technology  
 EDSP 102 Educational Psychology

###### Proposed Program:

###### Bachelor of Science in Education—K-12 Family and Consumer Sciences Education (\*)

**Liberal Studies:** As outlined in Liberal Studies section with the following specifications: **51**  
**Mathematics:** MATH 151  
**Natural Science:** CHEM 101-102  
**Social Science:** PSYC 101, SOC 151  
**Liberal Studies Electives:** 6cr, CNSV 315, MATH 152, no courses with FCSE prefix

###### College:

**Preprofessional Education Sequence:**  
 COMM 103 Digital Instructional Technology  
 EDSP 102 Educational Psychology

51

34

3cr

3cr

**Professional Education Sequence:**

EDEX 301	Education of Students with Disabilities in Inclusive Secondary Settings	2cr
EDSP 477	Assessment of Student Learning: Design and Interpretation of Educational Measures	3cr
EDUC 242	Pre-Student Teaching Clinical Experience I	1cr
EDUC 342	Pre-Student Teaching Clinical Experience II	1cr
EDUC 431	Student Teaching in Family and Consumer Sciences	6cr
EDUC 441	Student Teaching	6cr
EDUC 442	School Law	1cr
FCSE 350	Teaching Family Life Education	3cr
FCSE 450	Teaching Vocational Family and Consumer Sciences Education	3cr

**Major:****Required Courses:**

CDFR 218	Child Development	3cr
CDFR 224	Marriage and Family Relations	3cr
CDFR 321	Preschool Education: Developmentally Appropriate Practice	3cr
CNSV 101	Personal and Family Management	3cr
FDNT 150	Foods	3cr
FDNT 151	Foods Laboratory	1cr
FDNT 212	Nutrition	3cr
FSMR 112	Fundamentals of Clothing Construction	3cr
FSMR 314	Textiles	3cr
INDS 312	Housing and Culture	3cr

**Controlled Electives:**

One course from the following: CNSV 413, 416, FSMR 434, INDS 213	3cr
One course from the following: CDFR 323, 463, FDNT 213, 245, FSMR 110, 252, HRIM 313 (1), HPED 450, INDS 205	3cr

**Free Electives:****3****(#)Total Degree Requirements:****120**

- (\*) See requirements leading to teacher certification, titled "3-Step Process for Teacher Education," in the College of Education and Educational Technology section of this catalog.
- (1) Must take the prerequisite HRIM 259.
- (#) See advisory paragraph "Timely Completion of Degree Requirements" in the section of Requirements for Graduation.

**Professional Education Sequence:**

EDEX 301	Education of Students with Disabilities in Inclusive Secondary Settings	2cr
EDEX 323	Instruction of English Language to Special Needs Learners	2cr
EDSP 477	Assessment of Student Learning: Design and Interpretation of Educational Measures	3cr
EDUC 242	Pre-Student Teaching Clinical Experience I	1cr
EDUC 342	Pre-Student Teaching Clinical Experience II	1cr
EDUC 441	Student Teaching	12cr
EDUC 442	School Law	1cr
FCSE 350	Teaching Family Life Education	3cr
FCSE 450	Teaching Vocational Family and Consumer Sciences Education	3cr

**Major:****Required Courses:**

CDFR 218	Child Development	3cr
CDFR 224	Marriage and Family Relations	3cr
CDFR 321	Preschool Education: Developmentally Appropriate Practice	3cr
CNSV 101	Personal and Family Management	3cr
FDNT 150	Foods	3cr
FDNT 151	Foods Laboratory	1cr
FDNT 212	Nutrition	3cr
FSMR 112	Fundamentals of Clothing Construction	3cr
FSMR 314	Textiles	3cr
INDS 312	Housing and Culture	3cr

**Controlled Electives:**

Two courses from the following: FSMR 110, 252, 434, CDFR 323, 325, 427, 429, 463, FDNT 213, 245, HRIM 130, HRIM 313 (1), HPED 450, INDS 105, 205	6cr
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**Free Electives:****1****(#)Total Degree Requirements:****120**

- (\*) See requirements leading to teacher certification, titled "3-Step Process for Teacher Education," in the College of Education and Educational Technology section of this catalog.
- (1) Must take the prerequisite HRIM 130.
- (#) See advisory paragraph "Timely Completion of Degree Requirements" in the section of Requirements for Graduation.

**Rationale:** The program title change will align it with the other K-12 certification programs at IUP. The Pennsylvania State Board of Education adopted changes that affect all of Pennsylvania's teacher and educational specialist certification programs by adding nine credits or 270 hours or equivalent combination for adaptations and accommodations for diverse students in an inclusive setting and three credits or 90 hours or equivalent combination to meet the instructional needs of English language learners. The course EDEX 323 Instruction of English Language Learners with Special Needs (2cr) is being added as a required course in order to add the additional number of hours required. All of the other hours currently are included in other coursework and practicum experiences.

In the current program, student teaching is divided into two 6-credit courses. In the past, students went to two different schools. Now that there are more student teachers to place, it is difficult to find that many family and consumer sciences placements so students remain at the same school for the semester. The proposed program would have one 12-credit student teaching course. Students stay at the same site for the entire semester. This change is in alignment with the PDE certification requirements for FCSE.

In the current program, the controlled electives are separated into two separate lists where students chose one course from each list. This ensured that students took a WI course because the first list was comprised of WI courses. Since FCSE 350 was converted to a WI course, it is no longer necessary to have the first list. In the revision, the lists are collapsed to one and students choose two courses from the list. The following controlled electives are removed from the program because they are no longer offered on a regular basis: CNSV 413, 416, and INDS 213. The following controlled electives are added to the program to give students more variety in choices: INDS 105, HRIM 130, CDFR 325, 427 and 429 (see attached letter of support from Jeffrey Miller). Currently FCSE majors do not have the needed prerequisites for CDFR 325 and 429. Over-rides are given to FCSE majors who wish to take the courses. The CDFR Program is working on curriculum changes which will include changing those prerequisites for the FCSE students.

## **5 Department of Management—Catalog Description Change**

### **Current Catalog Description:**

#### **MGMT 459 Seminar in International Management**

**3c-0l-3cr**

**Prerequisites:** MGMT 454, senior standing

An analysis of recent literature and developments related to global business issues such as strategic alliances, human resource management in global environments, global assignments, Japanese business system, multinational corporations in the world economy.

### **Proposed Catalog Description:**

#### **MGMT 459 Seminar in International Management**

**3c-0l-3cr**

**Prerequisites:** MGMT 310, senior standing

An analysis of recent literature and developments related to global business issues such as strategic alliances, human resource management in global environments, global assignments, Japanese business system, multinational corporations in the world economy.

Rationale: The theories taught in MGMT 310 Principles of Management are the basic underlying theories for all other courses. MGMT 310 is thus the more appropriate prerequisite course for MGMT 459; it is the prerequisite for most other upper level management courses.

**APPENDIX C**  
**University-Wide Graduate Curriculum Committee**  
**Chair Piper**

**FOR ACTION**

**PRIOR POLICY SHOWING REVISIONS**

**~~Continuous Registration Credit~~**

**Dissertation/MFA Credit / Extended Credit Registration Policy**  
**(formerly Continuous Registration Credit)**

Beginning with the Fall 2004 term, this policy is binding for all doctoral students; it is binding for all Master of Fine Arts (MFA) students beginning Fall 2007.

Following completion of all course, language, and skill requirements and of the comprehensive examination requirement where applicable, doctoral and MFA students must enroll for at least one credit of dissertation or thesis each semester (fall/spring). Once the student has registered for the number of dissertation credits required by their program of study (typically 9 or 12), or the number of thesis credits required by their program of study (typically 3-6), s/he must register for ~~or one~~ Extended Credit ~~of continuous registration~~ each semester (fall and spring) annually through the graduation of the student or until the time limit is exceeded (See Time Limitation policy for doctoral or masters students). For this period, the student will be considered a full-time doctoral or MFA student. Until the dissertation or thesis is successfully defended, a grade of "R" will be assigned to each registered credit. Upon successful completion of the dissertation or thesis, the grade assigned by the dissertation or thesis director will apply to all registered dissertation or thesis credits, including the extended credits. Students must pay tuition and mandatory university fees for all credits (equal to the part-time mandatory fees) and may choose to pay Student Health and Activity Fees if the associated services will be used.

Grades earned for dissertation and thesis credits will remain part of the cumulative grade calculation; however, grades posted for Extended Credit registration will be excluded from the cumulative grade calculation.

NOTE: The Continuous Dissertation policy has been in place since 1990. There have been minor language changes since that time, but the requirement for doctoral students to be registered has not changed. Further, since this is a university requirement, students failing to register as directed by this policy will be registered by their program coordinator and billed accordingly. If it is the doctoral or MFA student's intent to "quit" the program, he/she should schedule an appointment with the graduate coordinator as soon as possible to avoid any further registration and subsequent assessment.

Policy revised: Fall 2009

## **FOR ACTION**

### **PRIOR POLICY SHOWING REVISIONS**

#### **International Applicants**

In addition to fulfilling the general application procedure, international applicants must present evidence of fluency in English. Applicants whose native language is not English are required to take either the Test of English as a Foreign Language (TOEFL) or the International English Language Testing System (IELTS). The School of Graduate Studies and Research (SGSR) will not process applications from international applicants until official TOEFL or IELTS scores which meet minimum requirements are on file in the School of Graduate Studies and Research.

~~While the~~ The School of Graduate Studies and Research SGSR sets has established a minimum TOEFL (paper-based) score ~~standard~~ requirement of ~~500~~ 540 (equivalent to a computer-based score of ~~173~~ 207); however, it should be noted that some departments have higher requirements. Please consult the department for details. (Students requesting information about the TOEFL should write to TOEFL, Educational Testing Service, Princeton, NJ 08540, U.S.A. or access the website [www.toefl.org](http://www.toefl.org)) The minimum Overall Band Score required by the SGSR for the IELTS test is 6. Again, it should be noted that some departments have higher requirements. (Students requesting information about the IELTS should write to IELTS International, 825 Colorado Boulevard, Suite 112, Los Angeles, CA 90041, U.S.A or access the website [www.ielts.org](http://www.ielts.org) )

International applicants must also complete a Foreign Student Financial Statement, included in the application packet. The applicant must demonstrate sufficient financial resources to meet the cost of living in the United States, the cost of travel to and from the student's native country, and the cost of graduate education at IUP (if living outside the U.S., \$24,000 is needed). Applications will not be processed without an acceptable financial statement and application fee.

International students must submit official English translations of their transcripts. These documents must bear the official seal of the issuing college or university; notarized copies of transcripts are not acceptable.

Upon admission of the international applicant to the university, the staff of the School of Graduate Studies and Research will notify the Office of International Education at IUP. The Office of International Education will mail official acceptance letters, immigration documents, information on housing, arrival dates, and other general information about the university. Questions concerning immigration documents and other legal matters should be addressed directly to the Office of International Education, Indiana University of Pennsylvania, Suite B25, Delaney Hall, 920 Grant Street, Indiana, PA 15705-2295, U.S.A., or sent via e-mail to [intl-affairs@iup.edu](mailto:intl-affairs@iup.edu).

**APPENDIX D**  
**Library and Educational Services Committee**  
**Chair Jozefowicz**

**FOR INFORMATION:**

LESC met on September 22.

For the 2009-2010 academic year, the following individuals were elected to the specified positions for committee leadership and committee liaisons:

- LESG Chair: Stephanie Brewer Jozefowicz
- LESG Vice Chair: Becky Knickelbein
- LESG Secretary: Sharon Franklin-Rahkonen
- LESG Liaison to the Educational Services Fee (ESF) Committee: Phil Zorich
- LESG Liaison to the Distance Education Planning and Work Group: Beverly Chiarulli
- LESG Liaison to the Academic Computing Policy Advisory Committee (ACPAC): Beverly Chiarulli

Subsequent to the April 28, 2009 University Senate approval vote for a revised Acceptable Use Policy recommended by LESG to the Senate, the Acceptable Use Policy was approved by the IUP President's Cabinet and is being implemented.

As part of the September 22 LESG meeting, reports were made by LESG liaisons to ESF, the Distance Education Planning and Work Group, and ACPAC, which had all met during the previous week.

Additionally, Phil Zorich provided a report regarding recent and pending changes affecting the IUP Library with respect to facilities, equipment, revenue streams, and new program initiatives. Construction of a new main entrance to the Stapleton Library is expected to begin in October; during construction, outside access to the library will be through existing emergency exit doors which face Sutton Hall.

The next LESG meeting will be held on Tuesday, October 20, beginning at 3:40 pm in Room 203 of the Stabley Library.

The following report is provided by Beverly Chiarulli as the LESG/University Senate liaison to ACPAC. This report reflects information provided to ACPAC during an ACPAC meeting on Wednesday, September 16.

1. Some discussion focused on the Moodle transition and the fact it is currently the chief effort for IUP IT Services. After June 30, 2010 WebCT will no longer be available.
2. By Friday, September 18, all of the content from the old IUP website will be migrated to the new IUP website. Access will be shut down to the "old" central server at some

point. Some departments may have documents as pdfs on the old server, which will then no longer be accessible, so they should be moved to the new website.

3. The IUP Library is conducting a trial of a streaming video service called “Films on Demand” from the “Films for Humanities and Sciences.” A list of available titles can be viewed by going to the FHS website, which can be found through Google.
4. The “student response system” (“I-click” clickers) should now be able to be used in any classroom with a multimedia station. With ACPAC’s recommendation, IUP has adapted the XR system from Turning Technologies. There is information available on the IUP website about the system at [www.iup.edu/itsupportcenter/iclick](http://www.iup.edu/itsupportcenter/iclick). The clickers are available at the bookstore for \$37.25. Students will have to purchase them and can use any vendor (or even eBay) if they use the correct manufacturer and model number. Faculty who require students to use the I-click should list them with their textbook requests. Once a student has purchased a clicker for one class, the same clicker can be used for all IUP classes. Clickers can be programmed with student ID numbers, so they can be used to record attendance.
5. An increase in faculty email quotas is in process. The necessary equipment is being ordered, so that by the start of the Spring 2010 semester, IUP employees including faculty will have an increase in their email capacity to 2 gigs.

**APPENDIX E**  
**University Senate Research Committee**  
**Chair Sciulli**

The committee met on September 8, 2009.

The committee awarded \$9,022.00 in Small Grants to the following individuals:

- Azad Ali
- Francis Allard
- Charlene Bebko
- Peter Broad
- Theresa Gropelli
- Lorraine Guth
- Crystal Machado
- Robert Major
- Yaya Sissoko
- Jonathan Southard
- Jin Su