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SIGMA PHI EPSILON – INDIANA GAMMA

# Five Year Strategic Plan 1997 to 2001



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# OVERVIEW

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## Belief

The Alumni and Undergraduates of the Indiana Gamma Chapter of Sigma Phi Epsilon Fraternity believe wholeheartedly that our chapter must achieve excellence in academics, brotherhood, financial responsibility and alumni involvement. Along with stating this belief, we realize certain goals must be established and an action plan developed that will achieve the realization of this belief.

## Goals

Goals are an important part of life and business. Consistent with that, we have established the following ongoing goals for the undergraduate chapter and the Alumni Board for Indiana Gamma.

### Undergraduate Goals

- Undergraduate GPA will rank among the top quartile of all fraternities on campus
- Undergraduates will recruit 35 new men per school year. Of these, 95% will complete the Epsilon phase of the Balanced Man Program.
- Undergraduate participation in campus and community activities and philanthropic projects, will be among the top quartile of all fraternities on campus.
- Undergraduates will live in the Fraternity house as provided for in the Membership Agreement.
- Receive the Buchanan Cup award for outstanding chapter in two of the following three years: 1997, 1999 or 2001.

## Alumni Board Goals

- The Alumni Board will provide various tools to promote learning and education. These tools include scholarships and educational programming and material.
- The Alumni Board will provide a physical structure that is both physically safe and conducive to personal growth
- The Alumni Board will provide mentoring and guidance to undergraduates
- The Alumni Board will actively recruit new members for the board in an effort to remain "fresh."
- The Alumni Board will actively recruit new members for the Martin-Riverside Society.

By striving for and achieving these goals, the personal growth and development of alumni and undergraduates is inevitable.

## Alumni Board Members

Name	Position	Occupation
Dan Van Treese 1100 S. Buckingham Rd Yorktown, IN 47396 (317) 288-8802	President (Board member since 1990, named National ΣΦ E Distinguished Alumnus in 1996)	President, First Merchants Insurance
Jim Banta 5295 E. Pleasant Run Pkw Indianapolis, IN 46219 (317) 262-6262	Vice President (Board member since 1992)	Loss Control, American States Insurance

<p>John Skelton 6740 Sundown Dr., S. Indianapolis, IN 46254 (317) 267-7695</p>	<p>Treasurer &amp; Chapter Counselor (Board member since 1988 and named National ΣΦΕ Distinguished Alumnus in 1997)</p>	<p>Fleet Credit Department, Newcourt Credit Group</p>
<p>Steve DeReu 435 W. 65th St. Indianapolis, IN 46260 (317) 259-7217</p>	<p>Secretary (Board member since 1994)</p>	<p>Self-employed</p>
<p>Don L. Park 1112 N. Meadow Lane Muncie, IN 47304 (317) 285-1633</p>	<p>Director &amp; Faculty Advisor (Director since 1992 and named National ΣΦΕ Distinguished Alumnus in 1998)</p>	<p>Vice President for University Advancement, Ball State University</p>

# ACADEMICS

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## National Academic Performance

On a national level, Sig Ep's efforts to improve academic performance are evident in the following chart:

	Spring 1992	Fall 1992	Spring 1993	Fall 1993	Spring 1994	Fall 1994	Spring 1995
Top quartile on campus	29%	26%	24%	30%	32%	38%	37%
#1 among fraternities on campus	10%	13%	14%	11%	14%	19%	17%
Above the all - campus average	28%	22%	22%	17%	23%	24%	28%
Bottom quartile on campus	12%	13%	10%	12%	10%	8%	7%

## Balanced Man Scholarship

Beginning with the Fall '93 semester, Indiana Gamma began using the "Balanced Man Scholarship" program. This program offers a scholarship to an incoming freshman male based upon certain criteria. Although becoming a Sig Ep is not a requirement of the scholarship, the application and approval process exposes Sigma Phi Epsilon to quality freshman. First implemented nationally in 1992 with eight chapters, those chapters report the following:

- The average GPA has improved from 2.53 to 2.86.
- The average chapter size has increased by 8%.

## Other Incentives

Through the Alumni Board and the Martin-Riverside Society, Indiana Gamma makes available financial incentives for various academic achievements. These include monetary rewards for anyone over a 3.5 GPA semesterly, most improved GPA and highest overall GPA.

These awards are given yearly at the Balanced Man banquet. This banquet includes the awarding of the Balanced Man Scholarship and is held as the last recruitment function for the first semester.

## Indiana Gamma's Report Card

The following information demonstrates our academic performance (cumulative).

<b>Term</b>	<b>Average</b>	<b>Initiates</b>	<b>New Members</b>	<b>Rank</b>
Fall, 1993	2.341	2.428	2.105	16/16
Spring, 1994	2.500	2.593	1.840	10/16
Fall, 1994	2.487	2.501	2.465	6/16
Spring, 1995	2.787	2.825	2.717	2/16
Spring, 1996	2.799	2.789	2.917 (#1)	3/18
Fall, 1996	2.744	2.779	2.736 (#1)	3/18

# MANPOWER

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## BSU Historical Performance

The undergraduate manpower of any fraternity is the lifeblood of the organization. The table below illustrates the manpower levels attained by Indiana Gamma.

Year	# of Members
1988/89	76
1989/90	109
1990/91	123
1991/92	111
1992/93	30
1993/94	43
1994/95	73
1995/96	106 (#1)

In March of 1992, approximately 60 men were expelled from Indiana Gamma for various reasons, mostly due to poor character. In addition to these 60 men, another 20 or so dropped out due to the expulsion of their friends. This obviously left a manpower shortage which is only recently been recovered from.

We feel we have reached our "cruising altitude" and do not anticipate this level of membership to increase. Our goal from here on is to replace the men graduating. According to undergraduate executives, we could have accepted approximately 60 new members in the Fall of 1996; however, we chose to accept 29.

For the past two years, we have retained approximately 95%. "Retain" is defined as a member one year returning for a second year.

## Balanced Man Project

Beginning with the Fall 1995 pledge class, Indiana Gamma implemented the "Balanced Man Project."

Most people know, or think they know, that becoming a member in a fraternity often involves physical and mental challenges. Indeed, fraternal history is littered with stories, some true, some not, about outrageous and often injurious acts required of a fraternity pledge.

Sigma Phi Epsilon does not believe these methods are constructive. In fact we believe they are counterproductive. That is why the National Headquarters of Sigma Phi Epsilon developed the "Balanced Man Project."

"The Balanced Man Project is a program based on the concept that life is a continuous journey. The Journey will be marked by many challenges. Sigma Phi Epsilon is striving to better prepare its member to face and surmount these challenges by providing one of the most innovative programs in the fraternity world."

The Balanced Man Project's key components are:

- Mentoring
- Community Involvement
- Experiential Learning
- Brotherhood

This program has been accepted, indeed praised, by university administrators nationwide as the only program designed to enhance a young man's life and build him into a leader.

This program has actually received a grant from the US Department of Education. This is the only grant ever awarded to a fraternity for development of this type. Universities across the country are calling for copies of the materials and reports of our progress. In December, 1994, the Balanced Man Project was recognized by the Association of Fraternity Advisors as the most significant fraternal leadership program today.

It is the goal of Sigma Phi Epsilon nationally and Indiana Gamma locally to rush, pledge, build and retain the highest

quantity and quality of young men of any fraternity in the world. We believe the Balanced Man Project can and will accomplish this goal.

See also the section on the Balanced Man Scholarship program.

# FINANCE

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## Historical Income/Expense Statement

The following table represents a comparison of fiscal years.  
The fiscal year for Indiana Gamma is July 1 through June 30.

Account	6/92	6/93	6/94	6/95	Total
Rent	62,200	22,850	60,675	52,350	197,975
Alumni	1,530	7,340	1,981	16,085	27,036
Other	<u>11,175</u>	<u>2,269</u>	<u>1,876</u>	<u>11,236</u>	<u>26,143</u>
Total Income	74,905	32,459	64,532	79,671	251,154
Accounting	1,200	1,200	1,200	1,200	4,500
Bad Debts	10,000	7,512	2,809	0	20,321
Conferences	0	1,579	2,029	2,868	6,476
Depreciation	0	0	0	11,964	11,964
Disposal	2,217	1,306	1,417	2,077	7,017
Fire/Security	6,164	850	1,354	1,164	9,532
Homecoming	2,038	348	1,639	300	4,325
Maintenance	1,868	7,919	2,629	2,768	15,432
Improvements	0	2,421	3,053	2,945	8,419
Insurance	4,478	4,293	4,048	3,779	16,598
Interest	14,416	21,440	15,048	19,553	70,457
Legal	2,354	908	5,453	0	8,715
Manager	800	800	900	800	3,300
Payroll	3,371	3,622	2,533	0	9,526
Postage	428	653	511	652	2,243
Recruitment	0	4,000	3,000	1,816	8,816
Scholarship	0	250	738	1,185	2,173
House Supplies	1,063	3,441	1,028	1,533	7,065
Office Supplies	2,556	1,654	491	915	5,616

Telephone	1,591	1,413	1,241	792	5,037
Electric	5,030	4,917	7,053	8,629	25,629
Gas	4,087	3,782	4,769	3,597	16,235
Sewage	898	640	126	1,964	3,628
Water	946	1,141	1,171	1,477	4,735
Other	<u>2,190</u>	<u>2,146</u>	<u>2,478</u>	<u>2,134</u>	<u>8,948</u>
Total Expenses	67,695	78,235	66,718	74,359	286,707
Income/(Loss)	7,210	(45,775)	(2,187)	4,899	(35,853)

Some items of interest:

- Rent income for FYE 6/93 is reduced from prior year due to expulsion of approximately 60 members;
- Bad debts have been reduced every year. Beginning September 1995, the Alumni Board began receiving one check from the Undergraduates for the total of each month's rent. If an undergraduate doesn't pay, the money comes from the Undergraduate's general account;
- Security for FYE 6/92 was high due to around-the-clock security during the expulsion process;
- Improvements in FYE 6/92 were zero due to being included in renovation expenses;
- Legal expense in FYE 6/94 due to settlement of lawsuit incurred during renovation;
- Interest Expense increased in 6/96 due to higher average borrowings;
- Maintenance and Improvements increased due to funding prior periods deferred maintenance

## Projected Income/Expense FYE 6/97

The following table represents the quarterly projections for the fiscal year July 1, 1996 through June 30, 1997.

Account	9/96	12/96	3/97	6/97	Year
Rent	14,190	36,570	32,595	12,865	96,220
Parlor	2,400	7,200	7,200	2,400	19,200
Other	<u>480</u>	<u>480</u>	<u>480</u>	<u>480</u>	<u>1,920</u>
Total Income	17,070	44,240	40,275	15,745	117,340
Accounting	300	300	300	300	1,200
Depreciation	0	0	0	11,964	11,964
Conferences	0	0	0	0	0
Disposal	540	540	540	540	2,160
Fire/Security	375	375	375	375	1,500
Homecoming	0	1,000	0	0	1,000
Maintenance	750	750	750	750	3,000
Improvements	5000	0	0	0	5,000
Insurance	875	875	875	875	3,500
Manager	100	300	300	100	8,000
Interest	4,244	12,638	12,489	4,129	33,500
Postage	480	120	120	120	840
House Supplies	750	750	750	750	3,000
Office Supplies	525	525	525	525	2,100
Telephone	300	300	300	300	1,200
Electric	2,460	2,460	2,460	2,460	9,840
Gas	993	993	993	993	3,972
Sewage	540	540	540	540	2,160
Water	405	405	405	405	1,620
Other	<u>1,500</u>	<u>1,500</u>	<u>1,500</u>	<u>1,500</u>	<u>6,000</u>
Total Expenses	20,182	24,416	23,267	26,671	94,536
Income/(Loss)	(3,112)	19,834	17,008	(10,926)	22,804

## Projected Income/Expense 1997-2001

The following table represents full year projections for the FYE 6/97 through 6/01.

Account	6/97	6/98	6/99	6/00	6/01
Rent	96,220	103,180	106,660	110,140	113,620
Parlor	19,200	19,200	24,000	24,000	24,000
Other	<u>1,920</u>	<u>1,920</u>	<u>1,920</u>	<u>2,400</u>	<u>2,400</u>
Total Income	117,340	124,300	132,580	136,540	140,020
Accounting	1,200	1,200	1,200	1,200	1,200
Depreciation	11,964	11,964	11,964	11,964	11,964
Conferences	0	2,500	0	3,500	0
Disposal	2,160	2,220	2,340	2,520	2,700
Fire/Security	1,500	1,560	1,620	1,800	2,100
Homecoming	1,000	1,000	1,000	1,000	1,000
Maintenance	3,000	3,000	3,600	3,600	4,200
Improvements	5,000	5,000	5,000	5,000	5,000
Insurance	3,500	3,600	3,600	3,800	4,000
Manager	800	800	800	800	800
Interest	33,500	32,395	31,170	29,817	28,322
Postage	840	840	1,050	1,050	1,260
House Supplies	3,000	3,000	3,000	3,000	3,000
Office Supplies	2,100	2,160	2,400	2,520	2,700
Telephone	1,200	1,320	1,440	1,560	1,680
Electric	9,840	10,320	10,800	11,340	11,940
Gas	3,972	4,200	4,404	4,620	4,860
Sewage	2,160	2,280	2,400	2,520	2,640
Water	1,620	1,704	1,788	1,920	2,040
Other	<u>6,000</u>	<u>6,000</u>	<u>6,000</u>	<u>6,000</u>	<u>6,600</u>
Total Expenses	94,536	97,243	95,756	99,771	98,246
Income/(Loss)	22,804	27,057	36,824	36,769	41,774

## Balance Sheet Projections

	Actual 6/30/95	Projected 6/30/96	Projected 6/30/97	Projected 6/30/98	Projected 6/30/99	Projected 6/30/00	Projected 6/30/01
<b>Assets</b>							
Cash & Bank Accounts							
Alumni	8,343	2,000	2,000	2,000	2,000	2,000	2,000
Checking	1,145	3,191	6,616	9,601	21,129	31,250	40,882
House Manager	250	250	250	250	250	250	250
CIF	3,023	4,200	5,400	6,600	7,800	9,000	10,200
Mortgage Reserve	7,348	4,368	11,168	16,968	22,768	28,568	34,368
Replacement Reserve	<u>10,603</u>	<u>12,433</u>	<u>18,233</u>	<u>24,023</u>	<u>29,833</u>	<u>35,633</u>	<u>41,433</u>
Total Cash & Bank Accounts	30,712	27,442	43,667	59,452	83,780	106,107	129,133
Other Assets							
A/R - Estes	7,724	3,584	0	0	0	0	0
A/R - UG Loan	2,160	0	0	0	0	0	0
A/R - Utility Deposits	<u>900</u>	<u>900</u>	<u>900</u>	<u>900</u>	<u>900</u>	<u>900</u>	<u>900</u>
Total Other Assets	10,784	4,484	900	900	900	900	900
Building & Property							
Fixed Assets	527,676	527,676	527,676	527,676	527,676	527,676	527,676
(Accumulated Dep)	<u>(23,927)</u>	<u>(35,892)</u>	<u>(47,856)</u>	<u>(59,820)</u>	<u>(71,784)</u>	<u>(83,748)</u>	<u>(95,712)</u>
Total Building & Property	503,748	491,784	479,820	467,856	455,892	443,928	431,964
Total Assets	<u>545,244</u>	<u>523,710</u>	<u>524,387</u>	<u>528,208</u>	<u>540,572</u>	<u>551,529</u>	<u>561,997</u>
<b>Liabilities</b>							
Current							
N/P – Computer	2,871	0	0	0	0	0	0
Security Deposits	<u>2,000</u>	<u>5,000</u>	<u>6,750</u>	<u>6,750</u>	<u>6,750</u>	<u>6,250</u>	<u>6,250</u>
Total Current Liabilities	4,871	5,000	6,750	6,750	6,750	6,750	6,750
Long-Term							
Mortgage Payable	223,881	340,000	329,473	317,837	304,977	290,765	275,059
National	<u>121,191</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Long-Term	345,072	340,000	329,473	317,837	304,977	290,765	275,059
Total Liabilities	349,943	345,000	336,223	324,587	311,727	297,515	291,809
Fund Balance	<u>195,301</u>	<u>178,710</u>	<u>188,164</u>	<u>203,621</u>	<u>228,845</u>	<u>254,014</u>	<u>280,188</u>
Total Liabilities & Fund Balance	<u>545,244</u>	<u>523,710</u>	<u>524,387</u>	<u>528,208</u>	<u>540,572</u>	<u>551,529</u>	<u>561,997</u>

## Cash Flow Projections

	June 1996	June 1997	June 1998	June 1999	June 2000	June 2001
Cash flow provided by operating activities						
Net income	4,288	22,804	27,057	36,824	36,769	41,774
Adjustments to reconcile net earnings to net cash provided by (used in) operating activities						
Add depreciation	11,964	11,964	11,964	11,964	11,964	11,964
Changes in assets and liabilities						
Accounts receivable decrease (increase)	6,300	3,584	0	0	0	0
Accounts payable increase (decrease)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Net cash provided by (used in) operating activities	6,300	3,584	0	0	0	0
Cash flow (used in) provided by investing activities						
Transfer from mortgage reserve	6,300	0	0	0	0	0
Transfer from replacement reserve	3,000	0	0	0	0	0
Transfer from Alumni account	6,343	0	0	0	0	0
Transfer to mortgage reserve	(4,320)	(5,800)	(5,800)	(5,800)	(5,800)	(5,800)
Transfer to replacement reserve	<u>(4,830)</u>	<u>(5,800)</u>	<u>(5,800)</u>	<u>(5,800)</u>	<u>(5,800)</u>	<u>(5,800)</u>
Net cash (used in) provided by investing activities	6,493	(11,600)	(11,600)	(11,600)	(11,600)	(11,600)
Cash flow provided by (used in) financing activities						
Payments to First Merchants	(17,244)	(10,527)	(11,636)	(12,860)	(14,212)	(15,706)
Payments to SPE National	(6,558)	0	0	0	0	0
Payments on computer	(5,490)	0	0	0	0	0
Loan Proceeds	340,000	0	0	0	0	0
Loan Payoff	<u>(340,000)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Net cash used in financing activities	(29,292)	(10,527)	(11,636)	(12,860)	(14,212)	(15,706)
Net increase (decrease) in cash	(247)	16,225	15,785	24,328	22,921	26,432
Cash and equivalents at beginning of year	27,689	27,442	43,667	59,459	83,780	106,701
Cash and equivalents at end of year	27,442	43,667	59,459	83,780	106,701	133,133

## Projected NOI & DSC

	June 1997	June 1998	June 1999	June 2000	June 2001
Gross Revenue	117,340	124,300	132,580	136,540	140,020
(House vacancy - 5%)	<u>(5,867)</u>	<u>(6,215)</u>	<u>(6,629)</u>	<u>(6,827)</u>	<u>(7,001)</u>
EGI	111,473	118,085	125,951	129,713	133,019
Operating Exp	49,022	52,884	52,622	57,990	57,960
Replacement Reserve	5,800	5,800	5,800	5,800	5,800
Mortgage Reserve	<u>5,800</u>	<u>5,800</u>	<u>5,800</u>	<u>5,800</u>	<u>5,800</u>
	60,622	64,484	64,222	69,590	69,560
NOI	50,851	53,601	61,729	60,123	63,459
Debt Service	44,030	44,030	44,030	44,030	44,030
DSC	1.15x	1.22x	1.40x	1.37x	1.44x

Replacement reserve deposit amount is based on \$0.38 per square foot assuming approximately 15,000 square feet.

## Projection Assumptions

Some of the major assumptions used in the projections are as follows:

	<b>June 1997</b>	<b>June 1998</b>	<b>June 1999</b>	<b>June 2000</b>	<b>June 2001</b>
# In House/sem.	46/41	46/41	46/41	46/41	46/41
Rent/Month	265	285	295	305	315
(% increase)	8.16	7.55	3.51	3.39	3.28
# Out of House	60	60	60	60	60
Parlor Fee/Month	40	40	50	50	50

## Rental Comparisons

The following chart illustrates comparable rental data.

Rental #	Location	Unit Size	# of Bedrooms	Monthly Rent	Services Included	Appliances	\$ Per Bed
ΣΦΕ	1515 W. Riverside			\$245	W,S,E,G	R,O,M,G,L	\$245
1	Cardinal Nest	806 sq ft	2	\$600	W,S	R,O,M,G,L	\$300
	1024 W. Bethel	704 sq ft	2	\$600	W,S	R,O,M,G,L	\$300
2	Chesterfield	900 sq ft	2	\$690-	S	R,O,D,M,G	\$345 -
	551 N. Dicks			\$720			\$360
3	Kensington	770 sq ft	2	\$500	none	R,O,D,M,G	\$250
	518 N. Dill						
4	Gilbert Place	767 sq ft	2	\$650	none	R,O,D,M,G	\$325
	220 N. McKinley						
5	University Village Apts	800 sq ft	2	\$630	W,S	R,O,D,G,M	\$315
	1501 W. Univ.						

Services legend: W = water; S = sewer; E = electric; G = gas

Appliances legend: R = refridgerator; O = oven/stove; D = dishwasher; M = microwave; G = garbage disposal; L = laundry room

Rental comparison amounts are from 1993 compared to Sig Ep rent rate for the 1995/1996 school year.

## **Risk Management**

Property and casualty insurance is carried by Westfield Insurance through Insurance & Risk Management (AM Best rating of A++). Replacement insurance in the amount of \$750,000 is carried on the structure.

An umbrella policy covering the actions of members of the Alumni Board is carried through the brokerage firm of Palmer & Cay/Carswell of Georgia.

The position of Alumni Board treasurer and all undergraduate offices are bonded by Westfield in the amount of \$25,000, each.

In addition to this, Indiana Gamma fully endorses and abides by Sigma Phi Epsilon's Risk Management Program. This program emphasizes undergraduate responsibility and includes provisions for yearly risk management speakers.

# ALUMNI

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## Martin-Riverside Society

During the Fall of 1995, Alumnus Don Park, '61, began work on the Martin-Riverside Society. The purpose of this society was to raise money through alumni donations. These moneys would be used for undergraduate scholarships and other educational related expenses of the fraternity. The Society's name is derived from the names of the two streets that Indiana Gamma has been located.

The M-RS is organized through Ball State University's foundation, making donations eligible for federal tax deductions and employer matching programs. Additionally, residents of Indiana can claim these contributions for the Indiana tax credit.

The condition of membership is a donation of \$100 per year for a five year period.

The following table lists the current members of the Martin-Riverside Society:

Alumnus Name	Alumnus Name
Adams, William	Adee, Eugene*
Allen, Doug*	Augsburger, Jerry*
Badger, Jack*	Banta, James*
Bare, Richard	Bayless, Hal
Bennett, Keith	Biennas, Frank*
Bookout, Darl	Botts, Gary
Bradley, James*	Brand, James*
Brown, Tom*	Brunso, John*
Burns, Edmund	Campanella, Peter
Clark, Donald*	Combs, Mark*
Conkright, John*	Constantinou, Michael
Cook, Henry*	Costin, Patrick*
Cougill, Thomas	Crousore, Paul

DeCraene, Dick*	Delladio, Michael*
DeReu, Steve*	Dotson, Hugh*
Dubie, Kenneth*	Eichenauer, Roger
Estep, Lance*	Faust, Richard*
Fields, Donald*	Finn, Mike*
Florin, Wilfried*	Garringer, Charles
Gorsuch, Dean*	Gullion, Alvin*
Gullion, Calvin*	Gullion, Clarence*
Hachet, Richard*	Hamilton, Fred*
Hancock, Frank*	Hassel, Dr. Charles*
Henry, Myron*	Hettwer, John*
Hibschman, Richard*	Hilgendorf, Thomas*
Himelick, Byron*	Hinkle, Ronald*
Hitchcock, Larry	Holder, Roger
Horein, James*	Hutson, Richard*
Ingle, Bob*	Jackson, Terry
Jenkins, John	Jennings, Gerald*
Jones, J. Norman	Keppler, Michael*
Kiefer, Larry	Kinzel, Robert, Jr.
Klee, Jeff*	Kozma, Joseph
Lantz, William*	Lazart, Mark*
Lengyel, Phillip	Linder, Paul*
Logan, John, Jr.	Lower, Terry*
Lynch, Max	Mason, Jeff*
Matthews, Bryant J.*	Mauck, Randall*
Mawbey, Basil	McCarthy, Joseph*
McCay, Frank, Jr.	McGee, William*
McGrew, Scott*	McQuillian, David*
Medland, Richard*	Meilstrup, Thomas*
Mendenhall, Phillip	Midkiff, Steve*
Murr, Tom*	Nash, Stan*
Neat, Dennis*	Neat, Thomas*
Nelson, Kent*	Nephew, Stephen*
Newell, George*	Newlund, Scott*

O'Conner, Donald	Oberlin, Daniel*
Oertel, David*	Otolski, Richard*
Palmer, Rhodes*	Park, David*
Park, Don*	Payne, Kenneth*
Pendleton, J Gordon*	Petit, Ray*
Pferrer, Eric	Phillabaum, Paul*
Pickhardt, David*	Pinkerton, Larry*
Pozdol, Martin*	Prescott, Richard
Quick, Ted*	Rathka, Steve*
Ray, Ralph*	Read, Steven
Redmon, Samuel	Reed, Robert
Roe, Steve*	Roesener, Charles*
Rossiter, Ronald*	Roth, Richard
Scagnolli, Joe*	Schenkel, Greg*
Schurr, K. Terry	Sharpe, Donald
Shelby, Philip	Shiple, Edwin*
Shoemaker, Sam*	Shoppell, Tom*
Silverburg, H A*	Sizelove, Phil*
Skelton, John*	Smith, W. Allen
Snyder, Paul*	Stouffer, Steve*
Strohl, William*	Sutton, J Russell*
Sweet, R Gerald*	Thatcher, James
Throgmartin, Jerry*	Tolman, Harry*
Tribbett, Roy*	Van Treese, Dan*
Walling, Donn*	Weinerman, David*
Weiss, Ron*	Welch, Chris*
Welter, Edward*	Wetnight, Robert
Wheeler, Timothy	Whitlock, Jack*
Whitlock, Bob*	Wolfe, Leland
Wolverton, Stephen*	Wood, Mel "J"*
Woods, Robert C.	Woodworth, Jack*
Yaney, E Ned*	Yazel, Larry*
Yount, John	* = charter member

## Alumni Hall of Fame

In April of 1995, the Alumni Board approved the establishment of an Alumni Hall of Fame for Indiana Gamma. The program was initiated in the Fall of 1995, with the first class inducted at Homecoming '96.

The purpose of the hall of fame is to build pride among undergraduates, remind members of the rich history at Ball State and get Alumni involved.

The charter inductees were:

- Kent "Oz" Nelson, Retired Chairman & CEO of UPS
- Don L. Park, Vice President of University Advancement, Ball State University
- Larry Conrad (deceased), past Secretary of State
- Thomas Shoppell, Business Manager, Mt. Vernon Community School Corporation
- Dr. Charles Slaven, retired dentist