

In fall 2004 the University of Southern Indiana received \$2,500,000 from the Lilly Endowment to support the "Recruitment and Retention of Intellectual Capital." This report summarizes activity in this grant to date.

National Merit/Distinguished Scholars Scholarship (permanent scholarship endowment)

A scholarship endowment was created to support National Merit Scholars and students in the top five percent of their high school classes. Currently, six students are receiving this scholarship. Three 2008 recipients of the Presidential Scholarship will receive a \$2,000 supplement to their scholarship monies from this endowment.

Honors Recruitment and Retention / Study Abroad Scholarships

New cultivation processes have been implemented in the past year and a part-time staff member has been funded to assist the director in recruitment efforts. A study abroad scholarship was created in 2005-2006 and there has been a sharp increase in students taking advantage of the opportunity for international study abroad. In 2007-2008 at least fourteen students will receive the scholarship and more recipients are expected once summer travel plans are completed.

Graduate Student Research and Travel Support Grants

These grants assist graduate students in research projects and support their travel to professional conferences. This marks the first systematic professional development support for USI graduate students. In 2007-2008 one student received support to present at a professional conference and five graduate students received grants to complete research projects.

Task Force on Enrollment and Retention Management

The President's Task Force on Enrollment and Retention Management completed its report in fall 2007 (available at <http://www.usi.edu/acaffrs/LillyEndowment/TaskForce/FinalReport2007.pdf>). A series of recommendations are being reviewed for implementation including the enhancement of first year programming, developmental course revisions, and attention to campus employment for students. The recommendation that an annual Fact Book be published has been implemented and is available online at www.usi.edu/ir/fact_book.asp.

Faculty Development

The faculty development system at USI has been restructured with these grant monies. A new director of faculty development was hired in January 2008 and a Faculty Development Advisory Board is being created during the spring 2008 semester. These changes are intended to give more attention to faculty development initiatives and to provide more opportunities for faculty voice in those initiatives. The new director will create events to recognize faculty excellence and continue programming in teaching, scholarship, and leadership development on campus. A new award to recognize outstanding academic advisors was implemented in spring 2008. Activities of the new Council of Department Chairs and Program Directors are also supported through this initiative.

Enhanced Sabbatical Opportunities

Opportunities for mid-career and senior faculty to participate in the sabbatical program have been increased through this initiative. The Excellence through Engagement Sabbatical program requires integration of one of Boyer's four domains of scholarship into the proposal and the recipient's college receives monies to provide instruction in the absence of the faculty member. The ten sabbatical requests approved (both in the ETE and regular University sabbatical programs) for 2008-2009 is the highest number in the past five years and all faculty on sabbatical for that year will receive some measure of support from these monies.

Summer Research Fellowship for Junior Faculty

In the first four years of this initiative 34 junior faculty in the first three years of tenure eligibility have received a \$7,000 stipend during the summer to support them in developing scholarship portfolios. Of those 34 faculty, two are no longer at USI. The productivity of these faculty members is impressive and the success of this program led to the creation of a permanent endowment in Academic Affairs to make these fellowships a permanent feature at USI.

Regional Leadership Development Program, “Connect with Southern Indiana”

Bringing together individuals from the nine county region of southwest Indiana, this program uses a critical thinking module to help participants enhance their knowledge of the region and develop leadership skills to address specific issues in their communities. Eight USI faculty and five staff members have been participants since the program began in 2006. Sixty-nine individuals have participated in the first three years and they have developed more than a dozen community-based projects. We have just received notice that Connect with Southern Indiana will receive the Recognition of Excellence Award for Innovations in Outreach and Engagement from the University Continuing Education Association (UCEA). The Award will be presented at the UCEA conference in New Orleans in March 2008.