

## Minutes

### UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

January 8, 2015

The Board of Trustees of the University of Southern Indiana met on Thursday, January 8, 2015, at The Conrad in Indianapolis, Indiana. Present were Chair Jeffrey L. Knight; and Trustees Ira G. Boots; W. Harold Calloway; Brenden J. Davidson '15; John M. Dunn; Amy MacDonell; Ronald D. Romain '73; and Kenneth L. Sendelweck '76. Trustee Ted C. Ziemer, Jr. was absent. Also in attendance were President Linda L. M. Bennett; Provost Ronald S. Rochon; Vice President for Finance and Administration Mark Rozewski; Vice President for Government and University Relations Cynthia S. Brinker; Vice President for Enrollment Management Andrew W. Wright; Faculty Senate Chair Jason Fertig; and Student Government Association President Zachary Mathis.

Chair Knight called the meeting to order at 10:10 a.m.

#### **SECTION I – GENERAL AND ACADEMIC MATTERS**

##### **A. APPROVAL OF MINUTES OF NOVEMBER 6, 2014, MEETING**

A motion to approve the minutes of the November 6, 2014, meeting of the Board of Trustees was made and unanimously approved.

##### **B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION**

Mr. Knight called on Vice President Brinker, who reported the next meeting of the Board of Trustees is scheduled for Thursday, March 5, 2015, on campus.

##### **C. PRESIDENT'S REPORT**

Mr. Knight called on President Bennett, who introduced Indiana Commissioner for Higher Education Teresa Lubbers for an update on the state of higher education in Indiana. Commissioner Lubbers began her report by noting that, in recent years, the Commission for Higher Education (Commission) has been given more statutory authority to work with universities and their Boards in new ways to achieve a mutual goal of increasing the education level of all Hoosiers. She emphasized the urgent need to increase the education attainment level in Indiana as the state in recent years has ranked in the bottom ten states nationally. She noted that for decades middle class life in Indiana was almost guaranteed without a college education; however, a high school diploma is no longer adequate for 21<sup>st</sup> century jobs. When she travels the state speaking to Hoosiers, she speaks of the need for a culture shift in how Hoosiers think about higher education. She noted the value of a college degree is especially difficult to express to first-generation college students, of which USI serves many. She stated USI is a good fit for many of the first-generation college students due to its size and low faculty to student ratio.

Commissioner Lubbers thanked the Trustees for their years of service and willingness to engage the Commission by aligning the University's strategic plan with the state's strategic plan. She emphasized that USI's Board of Trustees' goals are consistent with those of the Commission.

Ms. Lubbers reported the Commission is in the process of updating their strategic plan, *Reaching Higher: Achieving More*, which was adopted in 2008. Although the revisions are not final, she shared with the Board what will likely be the three main components of the Commission's new strategic plan: Completion, Competency, and Career Readiness. The Commission wants to explore the relationships between quality education and quality work, and what that means to Indiana residents and the state of Indiana. As an example of such collaboration, she discussed the Indiana Student Financial Aid Reform bill legislation and noted the goal of such legislation is not to save the state money, but to have more students be successful. As another example of collaboration, she discussed the efforts to ease transferability from institution to institution, with the Core Transfer Library. She discussed recent legislation designed to limit "credit creep", degree programs that require more than 120 hours for a bachelor's degree, and the Indiana Network of Knowledge, which links different data sources across the entire education-workforce pipeline.

Commissioner Lubbers recalled that 17 years ago, when she chaired the Senate Education Committee, it was rare for the Senate to receive a bill that impacted higher education. She said that is no longer the case which indicates that Indiana legislators are much more focused on higher education than in previous years. The challenge for the Commission is to educate legislators on the implications of proposed legislation. She spoke to the Trustees about instances where the Commission, Indiana colleges and universities, and the state legislature have worked together to improve higher education in Indiana.

Commissioner Lubbers observed that, other than the budget negotiations, this will not be an especially aggressive legislative session for the Commission. In addition to their budget recommendation, the Commission has asked for approximately \$5 million per year to jump start the *Return and Complete Initiative* which will provide a financial incentive to the 737,000 Indiana residents who have started but not completed a degree. Commissioner Lubbers concluded her report by inviting questions and comments from the Board.

Dr. Bennett commented that later in the meeting the Board would hear a report from a retention consultant the University had partnered with. She stated USI is looking beyond the issue of retention and is examining the key indicators of progression toward degree completion within four years.

Trustee Boots thanked Commissioner Lubbers for her service and her efforts to facilitate the change in dynamics between the Commission and the state university system. He noted something that had not changed was the inequity in funding of the state universities. He expressed his expectation that the Governor and Commissioner Lubbers would work to close that gap. Mr. Boots stated the student who attends USI is as important to the growth of the state of Indiana as a student who attends Indiana University, Purdue University, or any other institution within our state.

Trustee Romain agreed with Mr. Boots and emphasized that he hoped the Commission understood the disparity in funding as an economic development issue for the state and specifically southwest Indiana. He noted that as a business owner in southwest Indiana, he must have a high-quality workforce and seeks to hire from the region, and specifically from the University of Southern Indiana.

President Bennett expressed concern that although USI performed well on every performance funding formula applicable to the University, the net appropriation for USI, according to the Commission's budget request, amounts to less than \$1 million. Dr. Bennett discussed the importance of being funded at a level that would support the high level of academic quality that USI has been achieving and would not only help to sustain the University but would allow for growth.

President Bennett thanked Commissioner Lubbers for providing an update on higher education in Indiana to the Board of Trustees.

Dr. Bennett introduced Dr. Claire Berardini, Executive Consultant with Noel-Levitz, for an update on retention planning. Dr. Berardini began her report by commending USI for the tremendous work being done on recruitment of new students and retention of current students. She emphasized that the leadership at USI has been the most committed, involved, and accessible of any client she had personally worked with to date.

Ms. Berardini discussed the retention goals established in November 2013, when the USI / Noel Levitz partnership was initially formed. She provided the following assessment of the University's initial status with regard to achieving retention goals.

- Retention data are primarily collected for compliance reporting and not being used for internal data analysis
- Purpose/vision of UNIV 101 needs to be more clearly defined
- Orientation is still viewed as a registration event – but needs to be utilized as a retention strategy
- Need to develop an institutional philosophy regarding first-year advising
- High advisor-advisee ratios compromise the impact of freshmen advising
- Commuter students are being retained at higher rates than residential students
- Nursing program is losing high-performing students because of limited capacity
- Retention efforts lacked a strategic and coordinated approach

Ms. Berardini explained that “undecided” students, students who have not declared a major, comprise 30

percent of all freshmen and they retain at one of the lowest rates. She also observed that although high, retention of these students has been improving from 2010 in which the fall-to-fall retention rate was 57.6 percent to 68.6 percent in 2013. She explained that retention rates vary by residential status. Commuter students retain at a higher rate than residential students. Within the residential community, students who live in freshman residence halls retain at a higher rate than those students who live in campus apartments.

Dr. Berardini discussed the following retention priorities with the Board:

- Orientation – Help students identify with USI so they begin to form an identity as a USI student; facilitate relationship building among students; develop intentional parent programming; and create a quality advising and registration experience for students.
- Strengthen UNIV 101 – Include an educational vision; educate faculty on purpose of UNIV 101; and provide consistent course content across UNIV 101 sections.
- Decrease Probation Rate for First-Semester Freshmen – Improve MAP Works integration with UNIV101; utilize early alert system designed to reach at-risk students early in the first semester; and decrease the withdrawal and failure rates in math courses.
- Improve Recovery Rate of Freshmen on Probation – 10 to 12 sections of UNIV 091 (Spring 2015 Academic Recovery Seminar) are planned; sections will be capped at 15 students; will meet twice/week for the first five weeks of the spring term. Content development is underway.
- Retention and Progression Rates of Undecided Students – Exploration of majors integrated into UNIV 101; placement of undecided cohort freshmen in designated sections of UNIV 101; administer *Strong Interest Inventory* to all freshmen; and career advisor meetings with UNIV 101 sections.
- Student-Centered Environment – Identify challenges to retaining students who reside in campus apartments; identify strategies to keep students on campus during the weekends; understand how campus culture needs to change; re-orient University's approach to the University Center and food services (student-centered versus business model); and invite Sodexo to be USI's partner in creating a more student-centered environment.

Dr. Berardini concluded by opening the floor for questions. President Bennett stated that she hoped the presentation emphasized to the Trustees the complex range of issues and detail level the University is examining to change a campus culture to one that understands and tracks how students are progressing.

Ms. MacDonell requested Ms. Berardini's presentation be emailed to the Trustees and President Bennett agreed.

Mr. Boots asked Dr. Berardini a series of questions regarding the University's positioning and ability to meet the stated recruitment and retention goals. He expressed interest in whether administrative and faculty responses were meeting the challenge.

Dr. Berardini concluded her report saying that considerable work had been accomplished, but much remains to be done.

Dr. Bennett called on Dr. Jason Fertig, chair of the Faculty Senate, for a report. Dr. Fertig stated his report would be comprised of his observations on Commissioner Lubber's report. He noted that the average student at the University of Southern Indiana carries a minimal student loan burden and 30 percent of all USI graduates have no debt. He suggested the information could be a good marketing tool for recruitment of new students and helpful information for state legislators. Dr. Bennett stated she included this information in her presentation to the State Budget Committee in December, and will include this information next week in her presentation to the House Ways and Means Committee. Dr. Fertig emphasized that it's important that the value of a four-year degree not be marginalized when that degree doesn't provide a direct path to a career. He noted that such a degree can still open up many doors for a graduate. In conclusion, he reported that Faculty Senate plans to conduct an internal review of Senate processes, and hopes to develop additional opportunities for faculty involvement.

President Bennett called on Zack Mathis, president of the Student Government Association (SGA), for a report. Mr. Mathis observed that many SGA leaders will graduate this spring, leaving many leadership opportunities for USI students in fall 2015. Mr. Mathis advised that SGA's bid to host the 3<sup>rd</sup> annual Indiana Student Government Coalition Conference was successful and USI's SGA chapter will host the conference this fall. The conference allows leaders from student government associations to share resources and ideas across the state. Students from USI and the University of Evansville joined together for the Student Leadership Conference held on the University of Evansville's campus. He advised that USI would be hosting Startup Weekend Evansville 4.0 for the fourth year, February 20-22, in the University's Business and Engineering Center. Startup Weekends provide hands-on experiences where entrepreneurs and aspiring entrepreneurs can find out if startup ideas are viable. Mr. Mathis noted that event is the largest of its kind in Indiana. Mr. Mathis concluded his report by wishing USI a happy 50<sup>th</sup> anniversary.

#### **D. REPORT ON THE NEW PROGRAM DEVELOPMENT PLAN**

Mr. Knight called on Provost Rochon, who reviewed revisions to the New Program Development Plan in Exhibit I-A.

#### **E. REPORT ON THE INDIANA GENERAL ASSEMBLY**

Mr. Knight called on Vice President Brinker for a report on the Indiana General Assembly. Ms. Brinker began by reporting on the 119th Indiana General Assembly's first days of the session. Ms. Brinker proceeded to report on the Governor's budget recommendation, released that morning, instead of her prepared report. She observed that the Governor's budget recommends a 6.1 percent reallocation from the operating base in 2015-2016 resulting in a loss of \$431,000 for USI, and a 6.2 percent reallocation from the base in 2016-2017 resulting in a loss of \$123,000 to in the University's operating funds. If approved, USI's operating appropriation for the biennium would be a decrease from the 2014-2015 appropriation.

The Governor's budget recommended eight new capital projects be cash-funded by the General Assembly, including \$19 million for the Indiana School of Medicine-Evansville (IUSM-E) project, and USI's \$8 million request for renovation of the third floor of the Nursing and Health Professions Center following IUSM-E's relocation to downtown Evansville. Ms. Brinker noted that the Governor's budget recommendation included slightly less repair and rehabilitation (R&R) funds than were recommended by the Commission.

Related to line item initiatives, the Governor's budget recommends no increase in the operating appropriation for Historic New Harmony in 2015-2017. The Governor's budget included a recommendation for a decrease in the dollar amount for dual credit funding from the current \$50 per credit hour to \$29 per credit hour in year one, and \$31 per credit hour in year two of the biennium.

Ms. Brinker concluded her report by noting that the President would be presenting the University's budget request to the House Ways and Means Committee the following week. Ms. Brinker reminded the Trustees that the Governor's budget recommendation is a starting point and the University hopes the budget recommended by the House of Representatives will be more favorable. Chair Knight agreed that USI's position at the starting point, with regards to the funding formula, is not favorable.

#### **F. APPROVAL OF CONFLICT OF INTEREST STATEMENTS**

Mr. Knight called on Vice President Rozewski to review the 2015 Conflict of Interest Statements. Mr. Rozewski reported that each year Trustees and senior staff of the University are required to submit a Conflict of Interest Disclosure Statement which is then submitted to the State Board of Accounts. He recommended approval of the disclosure statements in Exhibit I-C.

On a motion by Ms. MacDonell, seconded by Mr. Davidson, the Conflict of Interest Disclosure Statements described in Exhibit I-C were approved.

## **SECTION II – FINANCIAL MATTERS**

### **A. REPORT ON CURRENT CONSTRUCTION PROJECTS**

Mr. Knight called on Vice President Rozewski for a report on the status of current construction projects. Exhibit II-A is a summary of the cost and funding sources for each project.

### **B. REPORT OF CHANGE ORDERS APPROVED**

Mr. Knight called on Vice President Rozewski, who reviewed the approved construction change orders in Exhibit II-B.

**SECTION III – PERSONNEL MATTERS**

**A. REPORT ON FACULTY AND ADMINISTRATIVE RETIREMENTS**

Mr. Knight called on Provost Rochon, who reviewed the following faculty retirements.

Instructor in Mathematics Betty J. Bleichroth, in accordance with the regular retirement policy, retired effective January 1, 2015.

Assistant Professor of Journalism Patricia Ferrier, in accordance with the regular retirement policy, retired effective December 23, 2014.

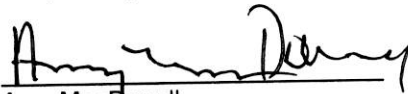
**B. APPROVAL OF EMERITUS STATUS**

Mr. Knight called on Provost Rochon, who recommended approval of the following emeritus title. On a motion by Ms. MacDonell, seconded by Mr. Davidson, the following title was approved.

Instructor Emerita in Mathematics Betty J. Bleichroth.

There being no further business, the meeting was adjourned at 12:14 p.m.

Respectfully submitted,

  
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Amy MacDonell  
Secretary

**UNIVERSITY OF SOUTHERN INDIANA  
New Program Development Plan**

**Revised by Academic Planning Council  
October 27, 2014**

**Baccalaureate Degree**

**Master Degree**

**Doctorate Degree**

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**2013-2015 Biennium**

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Business/Engineering  
Geography  
Respiratory Therapy

Language Acquisition  
Sport Management

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**2015-2017 Biennium**

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Civil Engineering  
Electrical and Computer Engineering  
Industrial Engineering  
Mechanical Engineering  
Physics  
Statistics

Food and Nutrition (Dietetics)  
Health Informatics  
Human Performance  
Imaging Sciences  
Supply Chain Logistics

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**2017-2019 Biennium**

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Chemical and Biomedical Engineering  
Manufacturing Engineering

Environmental Science  
Manufacturing Engineering (MSE)

Occupational Therapy  
Pharmacy  
Physical Therapy

**Possible Conflict of Interest Disclosure Statements  
Filed for 2015**

DATE	NAME/ TITLE	VENDOR/ CONTRACTOR	DESCRIPTION OF FINANCIAL INTEREST
11-11-14	Michael Aakhus Dean – College of Liberal Arts	None	N/A
12-10-14	Linda L.M. Bennett President	Chamber of Commerce of SW IN Deaconess Health Systems Economic Development of SW IN Evansville Celebration of Diversity Board of Governors Welborn Foundation WNIN	Director Director Director Member Director Director, Executive Committee
12-08-14	Mark C. Bernhard Associate Provost for Outreach and Engagement	None	N/A
11-12-14	Shelly B. Blunt Assistant Provost for Academic Affairs	None	N/A
11-12-14	Ira G. Boots Trustee	nFlow, LLC	Owner
11-14-14	David A. Bower Director of Development	None	N/A
11-12-14	Steven J. Bridges Assistant Vice President for Business Affairs / Assistant Treasurer	None	N/A
11-11-14	Cynthia S. Brinker Vice President for Government and University Relations	None	N/A
11-13-14	William Harold Calloway Trustee	None	N/A
12-10-14	Miekka Cox Executive Assistant to the President	None	N/A
12-05-14	Brenden Davidson Trustee	None	N/A
11-11-14	Katherine Draughon Executive Director of Planning, Research and Assessment	None	N/A
12-01-14	John M. Dunn Trustee	Dunn Hospitality Group Evansville Commerce Bank Welborn Foundation WNIN	Majority Stockholder Spouse is Director Director Director



DATE	NAME/ TITLE	VENDOR/ CONTRACTOR	DESCRIPTION OF FINANCIAL INTEREST
12-01-14	Jason Fertig Assistant Professor of Management and Faculty Senate Chair	None	N/A
11-11-14	Scott Gordon Dean – Pott College of Science, Engineering and Education	None	N/A
11-13-14	Jon Mark Hall Director of Athletics	None	N/A
11-11-14	Mary A. Hupfer Assistant Vice President for Business Affairs and Foundation Fiscal Officer	None	N/A
11-11-14	Mohammed Khayum Dean – Romain College of Business	None	N/A
11-11-14	Marcia Kennard Kiessling Associate Provost for Student Affairs	None	N/A
12-01-14	Jeffrey Knight Trustee	Old National Bank	Shareholder & Employee
11-14-14	Megan Linos Assistant Provost for Distance Learning	None	N/A
11-11-14	Amy MacDonell Trustee	JP Morgan Chase Old National Bank	Shareholder Spouse is Board Member
11-12-14	Ronald Rochon Provost	None	N/A
11-12-14	Ronald D. Romain Trustee	None	N/A
11-12-14	Mark Rozewski Vice President for Finance and Administration	Veasey Parrott Durkin & Shoulders	Spouse is employee
11-17-14	Mark A. Rusk Interim Director of Admissions	None	N/A
11-12-14	Kenneth L. Sendelweck Trustee	Merrill Lynch/Bank of America	Employee
11-12-14	Kindra Strupp Assistant Vice President for Marketing and Communications	None	N/A

NAME/ DATE	VENDOR/ TITLE	DESCRIPTION OF CONTRACTOR	FINANCIAL INTEREST
11-11-14	Richard Toeniskoetter Executive Director of Information Technology	None	N/A
11-11-14	Ann H. White Dean - College of Nursing and Health Professions	None	N/A
11-17-14	Andrew Wright Vice President of Enrollment Management	None	N/A
12-08-14	Ted C. Ziemer, Jr. Trustee	None	N/A

**Summary  
Construction Projects  
January 8, 2015**

**Projects Under Construction**

**Teaching Theatre**

**Project Cost** \$ 17,250,000

Funding Sources:

Bond Issue (Repaid with Student Fees)	\$ 13,000,000
Special Projects Reserves	\$ 2,250,000
USI Foundation	\$ 2,000,000

**The Griffin Center**

**Project Cost** \$ 5,750,000

Funding Source

Private Gifts	\$ 5,000,000
Auxiliary Systems Reserves	\$ 750,000

**Technology Center Renovation**

**Project Cost** \$ 750,000

Funding Source: Legislative Appropriation - 2013

**Parking Lot C Landscape Improvements**

**Project Cost** \$ 500,000

Funding Source: Landscape Reserves

**Energy Management System Upgrade:**

**Orr Center, Liberal Arts and Publications**

**Project Cost** \$ 220,000

Funding Source: General Repair and Rehabilitation Appropriation

**Science Center Suite 2206 Renovation for Disability Services**

**Project Cost** \$ 150,000

Funding Source: Special Projects Reserves

**Projects in Design**

**Physical Activities Center (PAC) Renovation**

**Project Cost** \$ 16,000,000

Funding Source: Legislative Appropriation - 2013

**Visitor's Center**

**Project Cost** \$ 2,500,000

Funding Source: Private Gifts

**Energy Management System Upgrade:**

**Health Professions Center, Science and Education Center, and Physical Plant**

**Project Cost** \$ 180,000

Funding Source: General Repair and Rehabilitation Appropriation

**Summary of Construction Change Orders**  
**Authorized by the Vice President for Finance and Administration**  
**January 8, 2015**

**TEACHING THEATRE PROJECT**

**Alva Electric**

CO-E12	Extend mechanical room devices from the wall to allow for insulation installation	\$	1,657
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**Empire Contractors, Inc. - General Contractors**

CO-G58	Build railing assemblies for balconies	\$	17,097
CO-G59	Change Lobby 2272 floor covering to linoleum	\$	3,313
CO-G60	Fill gaps between Zahner Wall and stair rails	\$	2,908
CO-G61	Relocate catwalk hangar	\$	2,489
CO-G62	Seating credit for incorrect pattern alignment	\$	(20,000)