

## AGENDA

### UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

January 14, 2021

#### SECTION I – GENERAL AND ACADEMIC MATTERS

- A. APPROVAL OF MINUTES OF NOVEMBER 5, 2020, MEETING
- B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION
- C. PRESIDENT’S REPORT
- D. REPORT ON THE INDIANA GENERAL ASSEMBLY

A report will be presented on the 2021 session of the Indiana General Assembly.

#### E. APPROVAL OF CONFLICT OF INTEREST STATEMENTS

Indiana Code 35-44.1-1-4 states that a public servant commits conflict of interest, a Level 6 felony, if the public servant knowingly or intentionally has pecuniary [financial] interest in, or derives a profit from, a contract or purchase connected with an action by the governmental entity served by the public servant.

It is not an offense under Indiana Code 35-44.1-1-4 if the public servant makes a full and truthful disclosure, in writing, to the governmental entity of a conflict or potential conflict. A public servant may comply with the disclosure requirement by submitting for approval to the Board of Trustees a statement of pecuniary interest on an annual basis.

To ensure individual compliance with the disclosure requirement, the University requires statements from trustees and senior staff, including those with no potential conflicts of interest to disclose. A list of individuals who have submitted a Possible Conflict of Interest Disclosure Statement for calendar year 2021 is in Exhibit I-A. This list must be approved by the Board of Trustees and then statements will be forwarded to the Indiana State Board of Accounts.

Approval to certify the Board of Trustees has reviewed and accepted the disclosure statements in Exhibit I-A is recommended.

#### F. APPROVAL OF STRATEGIC PLAN 2021-2025

The University's third strategic plan frames the University's goals and objectives through 2025. An outline of the plan in Exhibit I-B will be discussed. If the plan is approved, its implementation will begin immediately.

Approval of the Strategic Plan outlined in Exhibit I-B is recommended.

**SECTION II – FINANCIAL MATTERS**

**A. REPORT OF CONSTRUCTION CHANGE ORDERS APPROVED BY THE VICE PRESIDENT FOR FINANCE AND ADMINISTRATION**

The construction change orders approved by the vice president for Finance and Administration Exhibit II-A will be reviewed.

**B. UPDATE ON CURRENT CONSTRUCTION PROJECTS**

A report will be presented on current construction projects. Exhibit II-B includes a summary of the cost and funding sources for each project.

### **SECTION III - PERSONNEL MATTERS**

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

The following faculty retirement will be reviewed.

Information Technology Operations Manager, Debbie H. Butler, in accordance with the early retirement policy will retire effective January 1, 2022, after 33.5 years of service, including leave with pay for the period of July 1, 2021 through December 31, 2021.

Academic Advisor in Pott College of Science, Engineering, and Education Advising Center, Kristine A. Dedmond, in accordance with the revised retirement policy, will retire effective January 1, 2022, after 27 years of service, including leave with pay for the period through July 1, 2021, through December 31, 2021.

Campus Store Manager, Michael J. Goelzhauser, in accordance with the early retirement policy, will retire effective January 1, 2022, after 33.5 years of service, including leave with pay for the period of July 1, 2021 through December 31, 2021.

ADA Coordinator, Douglas R. Goepfner, in accordance with the regular retirement policy, will retire effective May 7, 2022, after 15 years of service.

#### **B. APPROVAL OF EMERITUS STATUS**

Approval of the following emerita title is recommended.

Information Technology Operations Manager Emerita Debbie H. Butler

Academic Advisor Emerita Kristine A. Dedmond

Campus Store Manager Emeritus Michael J. Goelzhauser

ADA Coordinator Emeritus Douglas R. Goepfner

**Possible Conflict of Interest Disclosure Statements  
Filed for 2021**

DATE	NAME/ TITLE	VENDOR/ CONTRACTOR	DESCRIPTION OF FINANCIAL INTEREST
12-02-20	Terri Alvey Computer Technician, Library; Staff Council Chair	None	N/A
11-30-20	Josi Barszcz Trustee	None	N/A
11-30-20	James Beeby Dean, College of Liberal Arts	None	N/A
11-18-20	Carey Beury Senior Executive Assistant to the President	None	N/A
11-18-20	Shelly B. Blunt Associate Provost for Academic Affairs	None	N/A
11-25-20	David A. Bower Vice President for Development; President USI Foundation	None	N/A
11-18-20	Steven J. Bridges Vice President for Finance and Administration	None	N/A
12-01-20	William Harold Calloway Trustee	None	N/A
11-30-20	Cathy Carey Dean, Romain College of Business; Professor of Economics	None	N/A
11-17-20	Michael Dixon Director of Graduate Studies; Professor of History	None	N/A
11-18-20	Khalilah T. Doss Vice President for Student Affairs	None	N/A
11-30-20	Katherine A. Draughon Chief Data Officer	None	N/A
11-17-20	John M. Dunn Trustee	Dunn Hospitality Group Evansville Commerce Bank	Majority Stockholder Director
11-26-20	Daniel M. Fuquay Trustee	None	N/A
12-02-20	Jon Mark Hall Director of Athletics	Hall Communications	Spouse Employee

DATE	NAME/ TITLE	VENDOR/ CONTRACTOR	DESCRIPTION OF FINANCIAL INTEREST
11-17-20	Jennifer R. Hammat Dean of Students	None	N/A
11-17-20	Mary A. Hupfer Associate Vice President for Finance and Administration; Foundation Fiscal Officer	None	N/A
11-30-20	Christine H. Keck Trustee	None	N/A
11-24-20	Mohammed Khayum Provost	None	N/A
11-17-20	Jeffrey L. Knight Trustee	Old National Bank	Shareholder & Employee
12-09-20	Andrew Lenhardt Executive Director of Human Resources	None	N/A
11-17-20	Zane W. Mitchell Jr. Dean, Pott College of Science, Engineering and Education; Professor of Engineering	None	N/A
11-17-20	Nita Musich Executive Assistant to the President	None	N/A
11-30-20	Britney N. Orth Assistant Director of Student Conduct and Outreach; and Administrative Senate Chair	None	N/A
11-19-20	Kimberly Parsons Associate Professor of Dental Hygiene; Chair of Dental Assisting and Dental Hygiene Programs; Council of Department Chairs/Program Directors Chair	None	N/A
11-19-20	Ronald S. Rochon President	Deaconess Hospital and Deaconess Health System WNIN	Director Director
11-18-20	Ronald D. Romain Trustee	None	N/A
11-30-20	Christina M. Ryan Trustee	None	N/A
11-17-20	Kenneth L. Sendelweck Trustee	Merrill Lynch/Bank of America	Employee
12-03-20	Rashad Smith Executive Director for	None	N/A

NAME/ DATE	Enrollment VENDOR/ TITLE	DESCRIPTION OF CONTRACTOR	FINANCIAL INTEREST
11-18-20	Jeffrey M. Sponn Interim Director of Procurement	None	N/A
11-19-20	Dawn M. Stoneking Director of Lifelong Learning; Interim Associate Provost for Outreach and Engagement	None	N/A
12-03-20	Rex Strange Associate Professor of Biology; and Faculty Senate Chair	None	N/A
11-23-20	Kindra L. Strupp Vice President for Marketing and Communications	None	N/A
11-23-20	Richard J. Toeniskoetter Chief Information Officer	None	N/A
11-20-20	Aaron C. Trump Chief Government and Legal Affairs Officer	None	N/A
11-17-20	Ann H. White Dean, College of Nursing and Health Professions; Professor of Nursing	None	N/A
11-17-20	Emilija Zlatkovska Interim Director for International Programs and Services; Affiliate Assistant Professor of English, Director of Intensive English Program	None	N/A

**Proposed  
USI Strategic Plan 2021-2025**

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[www.usi.edu/strategicplan/](http://www.usi.edu/strategicplan/)

**Vision**

USI will be a recognized leader in higher education boldly shaping the future and transforming the lives of our students through exceptional learning and intentional innovation.

**Mission Statement**

USI is an engaged learning community committed to exceptional education. We exist to provide an educated citizenry that can engage in a civil manner within a community with divergent ideas and cultural differences. We prepare our students to lead and make positive contributions to our state, their communities, and to be lifetime learners in a diverse and global society.

**Core Values**

- **Integrity** – We act with a consistency of character and are accountable for our actions. It manifests in perseverance and grit, principles and kindness, and in our stewardship of resources.
- **Exceptional Education** – Exceptional educational engagements combining disciplinary knowledge with cognitive (e.g. problem solving, adaptive learning), interpersonal (e.g. collaboration, leadership) and intrapersonal (e.g. persistence, initiative) competencies.
- **Transformative Learning** – We pride ourselves, in partnership with our students, on successfully transforming lives. Our students take the education USI offers to evolve themselves, their careers and communities.
- **Inclusive and Diverse Community** – We believe in the value of human diversity. We continue/strive to foster respect and care for one another and welcome everyone to be a part of our institution.
- **External Engagement** – We are an intentionally collaborative place. Our purposeful partnerships make a powerful difference in the broader community.

## Goals

1. **Improve Student Success** – Provide relevant and innovative educational programs, an inclusive intellectual climate, transformative and lifetime learning experiences and outcomes.
2. **Foster Impactful Engagement** – Collaborations focused on contributing to the positive transformation of individuals and communities.
3. **Elevate Visibility and Reputation** – Enhance awareness and reputation of University identity and academic distinctiveness.
4. **Strengthen Financial Viability** – Focus on diversified revenue and funding streams, resource growth and enhanced resource utilization.

## Objectives

### **Goal 1 - Improve Student Success:**

- Objective 1.1: Increase retention rates of first-time, full-time students seeking baccalaureate degrees
  - Increase first year retention to 76% by 2025
  - Increase second year retention to 65% by 2025
  - Increase third year retention to 58% by 2025
- Objective 1.2: Increase graduation rates of first-time, full-time students seeking baccalaureate degrees
  - Increase four-year graduation rate to 40% by 2025
  - Increase six-year graduation rate to 55% by 2025
- Objective 1.3: Increase retention and graduation rates of at-risk and underrepresented students 5% by 2025
- Objective 1.4: Increase the number of transfer students and adult learners (students older than 25 years of age at the time of graduation) completing degrees 5% by 2025
- Objective 1.5: All graduates will have successfully engaged in two or more high-impact experiences by 2025 (high-impact practices include internships, service-learning, field experiences, etc.)



**Goal 2 – Foster Impactful Engagement:**

- Objective 2.1: Increase the number of partnerships with for-profit, non-profit, and government organizations 20% by 2025
- Objective 2.2: Increase the number of USI community members engaged in community-based or service-learning activities 15% by 2025
- Objective 2.3: Increase the number of high-impact engagement activities 10% by 2025
- Objective 2.4: Increase volunteer hours for employees and students 20% by 2025
- Objective 2.5: Increase projects and research opportunities with external organizations 15% by 2025

**Goal 3 – Elevate Visibility and Reputation:**

- Objective 3.1: In each College create or enhance a marquee academic program with a regional or national reputation by 2025 as measured by an annual 3% improvement in a relevant composite index
- Objective 3.2: Increase public awareness of the University and its academic distinctiveness as measured by an annual 3% improvement in a composite brand awareness index
- Objective 3.3: Become a leading regional comprehensive public university by 2030 as measured by an annual 3% improvement in a relevant composite index
- Objective 3.4: Increase students listing USI as their first choice 10% by 2025

**Goal 4 – Strengthen Financial Viability:**

- Objective 4.1: Increase credit hour production to 236,000 by 2025, with an intermediate target of 225,000 by Fall 2022
- Objective 4.2: Increase the number of adult learners 20% by 2025 with a minimum increase of 5% by Fall 2022
- Objective 4.3: Increase fundraising by \$350,000 annually through 2025
- Objective 4.4: Increase USI's Composite Financial Index (which includes measures of revenue, expenses, assets, and debt) by 0.25 points annually
- Objective 4.5: Increase USI's overall performance on Indiana's 3-year averaged funding metrics (degree completion, at-risk completion, high impact completion, persistence, remediation, and on-time graduation) by an average of 5% over each biennium, but update and track annually

**Summary of Construction Change Orders  
Authorized by the Vice President for Finance and Administration**

**PHYSICAL ACTIVITIES CENTER (PAC) RENOVATION AND AQUATICS CENTER PHASE II**

**Empire Contractors, Inc. - General Contractor**

CO N011	Card reader, hardware change, additional conduit, paint change, access panels and baffle straightener	\$ 24,910
CO N012	Water serv room paint for conduit, mop basin, black wrap behind louver	\$ 10,494

**Summary  
Construction Projects**

**January 14, 2021**

**Projects Under Construction**

**Physical Activities Center (PAC) Phase II**

**Project Cost** **\$ 38,500,000**

Funding Source: Legislative Appropriation - 2017

**HVAC Infrastructure Improvements**

**Project Cost** **\$ 3,700,000**

Funding Source: Legislative Appropriation - 2019

**Projects In Design**

**Health Professions Renovation/Addition**

**Project Cost** **\$ 30,000,000**

Funding Source: Legislative Appropriation - 2019

**Wellness Center**

**Project Costs** **\$ 11,000,000**

Funding Source: Legislative Appropriation - 2019

**Exterior Signage Replacement**

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

Funding Source:

Parking Reserves \$ 250,000

Landscape Improvement Reserves \$ 250,000

**Quadrangle Landscape Improvements**

**Project Cost** **\$ 125,000**

Funding Source: Landscape Improvement Reserves