

MINUTES

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

March 7, 2024

The University of Southern Indiana Board of Trustees met on Thursday, March 7, 2024, in the Griffin Center on campus. Present were Chair Christine H. Keck and Trustees W. Harold Calloway; John M. Dunn; Fouad L. Hamami '25; Jeffrey L. Knight; Christina M. Ryan; and Ronald D. Romain '73. Trustees Daniel M. Fuquay and Kenneth L. Sendelweck '76 were absent. Also in attendance were President Ronald S. Rochon; Interim Provost Shelly B. Blunt; Vice President for Finance and Administration Steven J. Bridges '89 M'95; Vice President for Marketing and Communication Kindra L. Strupp M'22; Vice President for Development David A. Bower; Vice President for Student Affairs Khalilah T. Doss; Vice President for Strategic Enrollment Management Troy A. Miller; and Faculty Senate Chair T. Kyle Mara.

Chair Keck called the meeting to order at 10:32 a.m.

SECTION I – GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF JANUARY 11, 2024, MEETING

On a motion by Mr. Knight, seconded by Mr. Dunn, the minutes of the Board of Trustees meeting on January 11, 2024, were approved.

B. ESTABLISHMENT OF NEXT MEETING DATE AND LOCATION

Chair Keck called on Vice President Strupp, who reported the next meeting of the Board of Trustees is scheduled for Friday, May 3, 2024, on campus.

C. APPOINTMENT OF THE PRESIDENTIAL COMPENSATION AND EVALUATION COMMITTEE

Chair Keck stated that according to Article V, Section 3, Subsection (b) of the bylaws, the Presidential Compensation and Evaluation Committee is appointed annually by the Chair of the Board at the March meeting of the Board of Trustees. Accordingly, she appointed Christina Ryan, Ronald Romain and Kenneth Sendelweck to serve on this committee.

D. REPORT OF THE ACADEMIC AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEE MEETING

Chair Keck called on Trustee Ryan for a report from the Academic Affairs and Enrollment Management Committee. Ms. Ryan reported the committee met prior to the Board of Trustees meeting and reviewed and approved two new certificate programs to be presented to the Board for approval later on in today's agenda for a Financial Institutions Certificate and a Graduate Certificate in Leadership. The committee also heard a report from Interim Dean Dr. William Elliott on the Pott College of Science, Engineering, and Education's academic partnerships that are building enrollment pipelines for the University. EVSC collaborates with the college to offer innovative programs such as the Academy of Science and Medicine, the Partnership for Exercise Science, and the Academy of Future Educators. All three programs result in a notable percentage of students continuing their studies at USI.

E. PRESIDENT'S REPORT

Chair Keck called on President Rochon for a report. Dr. Rochon began by announcing a posthumous certificate of recognition was issued to the family of Hunter C. Myers upon the recommendation from the Biology Department and Pott College of Science, Engineering, and Education. Hunter transferred to USI in fall 2023 from Ivy Tech Community College in Bloomington and was pursuing a Bachelor of Science in Biology. Although he was on campus for just over a semester, he developed significant friendships with several of his peer students and had a very positive presence in the classroom.

Ross Mayfield, an investment strategist at Baird Private Wealth Management, presented "Markets, Building Wealth as a Student and Careers in Investing" in the Romain College of Business last month in front of a full house of students, faculty and administrators. Mayfield's presentation covered a variety of areas such as

different career paths in investing, how to save money while in college, and the difference in stocks and bonds. He also answered more specific questions related to cryptocurrency, the housing market, and the impact of AI and “robo-advisors.”

The University of Southern Indiana Art and Design Department in the College of Liberal Arts announced that six students won *Addys* at the annual Addy Awards on Friday, February 16 at Bally’s Evansville, hosted by the American Advertising Federation (AAF) Greater Evansville Club. Students entered their original artwork into the competition including entries from universities and colleges around the region. The Addy Awards, are the advertising industry’s largest and most representative competition, attracting nearly 35,000 entries every year in local AAF Ad Club competitions. The mission of the American Advertising Awards is to recognize and reward the creative spirit of excellence in the art of advertising. Winners from USI included:

- Molly Durchholz: Gold – graphic design/magazine design
- Zach Winger: Silver – photography/magazine design
- Deanna Hardy: Silver – photography
- Megan Raleigh: Silver – graphic design
- Al Sheets: Silver – illustration
- Sara Griffin: Silver – illustration/graphic design

Please join in congratulating the USI Women's Basketball team as they claimed the Ohio Valley Conference regular season title on Tuesday, February 20 with a win against Morehead State on the road! The victory also gives the Screaming Eagles the No. 1 seed in the OVC Championship Tournament, scheduled this week March 6-9 at the Ford Center in downtown Evansville. The Women have earned a double bye going into the OVC Tournament and will play their first game at 1 p.m. tomorrow, Friday, March 8 in the semifinal at the Ford Center. To celebrate their outstanding performance and provide an opportunity for our USI community to support the women for their first game, USI’s campus will be closed tomorrow, Friday, March 8.

The University of Southern Indiana’s Pott College of Science, Engineering, and Education hosted its second annual “Be a Teacher Day” on Wednesday, February 28, drawing more than 300 aspiring educators from 22 high schools to USI’s campus. The event highlighted the importance of the profession of education, allowing students to meet current teaching professionals and teacher education students, as well as ask questions about the profession. The keynote presentation this year was given by Hal Bowman, a speaker, author and thought leader in revolutionizing classroom and campus culture. He was a former teacher who spent over two decades in the classroom and now works to help teachers and school leaders create the most effective environment for student success and teacher retention.

The newly remodeled USI Dental Clinic is accepting new and returning patients during the month of April, with appointment times available at 8 a.m., 1 p.m. and 5:30 p.m. Monday through Thursday. Community members, faculty, and students can receive assessments, dental hygiene care and radiographs. All services are performed by students who are supervised and evaluated by faculty members. The USI Dental Hygiene Program is accredited by the Commission on Dental Accreditation of the American Dental Association, a specialized accrediting body recognized by the Council on Postsecondary Accreditation and by the United States Department of Education.

USI will honor Disability Awareness Month with a presentation by blind paralympic swimmer Tucker Dupree. He will present from 6-7 p.m. Thursday, March 21 in Carter Hall, followed by a meet and greet from 7-7:30 p.m. The presentation is open to the public at no charge. In addition to the presentation, USI Disability Resources will also host a film screening of *SPELLERS* at 1 p.m. on Monday, March 11 in Carter Hall. Inspired by the book *Underestimated*, the new full-length documentary challenges conventional wisdom regarding a group relegated to society’s margins—non-speakers with autism who most experts believe are cognitively disabled.

The University of Southern Indiana is excited to present Historic New Harmony’s 40th annual Heritage Artisans Days, happening Wednesday through Friday, April 24-26. Artisans will demonstrate their professions and roles as they were in the 19th century. Students from the Tri-state area will hear and see how these artisans lived and worked in the early days of New Harmony. This year’s artisans include a weaver, a candle dipper, an 1800s doctor, live oxen and more.

To kick off USI’s premier event in 2024, Solarpalooza, Joan Higginbotham will take the stage at the Screaming Eagles Arena at 7 p.m. Sunday, April 7, for her presentation, “Breaking Barriers: An Astronaut’s Inspiring & Winding Road to Space,” followed by a moderated Q&A. Doors will open at 6 p.m. Astronaut Higginbotham’s presentation will take the audience aboard her STS-116 space shuttle mission to the International Space Station (ISS) and will explore how preparation, passion and perseverance were key to her successful voyage

into space. She will also reveal lessons learned along her inspiring journey. Higginbotham will be the sixth speaker in the University's Romain College of Business Innovative Speaker Series.

USI Solarpalooza is the place to be during the eclipse on April 8, 2024, offering unobstructed sky views and learning opportunities to educators, students and the community that uniquely position the University as the prime location for viewing (totality to occur around 2 pm)! USI has created free solar eclipse learning resources for educators and events for all ages are scheduled, including the Screegle Showcase and Educational Experience Fair; Mesker Park Zoo will have animals on campus; High School Visit Day; Food Trucks; and more. Everyone in the community is welcome! Eclipse viewing glasses will be provided to the first 10,000 attendees. Dr. Rochon directed the Trustees to their packets for a pair of eclipse glasses of their own and a Solarpalooza sticker.

President Rochon called on Vice President Strupp for a report on Spring 2024 Commencement. Spring Commencement ceremonies will be held in the Screaming Eagles Arena on Friday evening, May 3, and Saturday, May 4. Guest tickets will not be necessary. As of the latest report on March 1, 2024, 1,573 students are eligible to graduate. USI will have notable USI alumni as Commencement speakers across five ceremonies. Vice President Strupp directed the Trustees to the handout in their packet which outlined the schedule of events and form for Trustees to sign up for platform party participation.

On Friday, May 3, the Board of Trustees will meet at noon for lunch in the Griffin Center, followed by an Executive Session and Regular Board meeting. For those who will be serving on the platform at the first Commencement ceremony, USI is asking you to report to the Varsity Club room in the Screaming Eagles Arena by 4 p.m. to robe. USI's Graduate School Ceremony will begin at 5 p.m. The alumnus to deliver this keynote Commencement address will be Dr. Kimberly R. McElroy-Jones M'13, Director of Community Partnerships for Community Health at Eskenazi Health in Indianapolis.

There are four ceremonies on Saturday, May 4 beginning at 9 a.m. with the Pott College of Science, Engineering, and Education where Dr. Robin M. Verble '06, Associate Professor of Biology, Director of the Environmental Science Program and Director of the Ozark Research Field Station at Missouri University of Science & Technology, will deliver the Commencement address.

The College of Liberal Arts ceremony begins at noon with Shane M. Dearing '07, CEO at Saiva AI, Inc., a healthcare technology firm, to deliver the Commencement address.

The Romain College of Business ceremony begins at 3 p.m. with Shan Sherwan Hussein '14 M'15, Women Protection and Empowerment Coordinator – Emergency Roster for the International Rescue Committee and Women Advisor to Germany and Italy, who will deliver the address.

Lastly, the College of Nursing and Health Professions ceremony begins at 6 p.m. with the final speaker of the day Dr. Sandra L. Hall '05, Director of Clinical Excellence at the Children's Hospital of Los Angeles.

USI is requesting three Board members join us for each of the ceremonies. Vice President Strupp asked the Trustees to review the events of Friday and Saturday, May 3 and 4, signal their participation and provide that feedback to Nita Musich in the President's Office.

President Rochon called on Interim Provost Blunt for a report from Academic Affairs. Dr. Blunt introduced Jaclyn Dumond, Director of Lifelong Learning and College Achievement Program (CAP), to present on USI's brand of dual credit CAP and the Indiana College Core (ICC). The state of Indiana has strategically implemented policies to require, encourage, and incentivize dual credit in both K-12 and higher education institutions, with the 30-hour general education Indiana College Core certificate. High schools have long been required to offer two dual credit and two AP courses. State policies abound for higher education as well. In 2006, public institutions were required to stop charging dual credit to students on free/reduced lunch. This was positive in that it opened up access to a population of students who hadn't previously been able to afford the \$80 per credit hour coursework, but unfortunately, it was an unfunded mandate. Around the same time, the state created a robust credit transfer library, called the CTL. In exchange for public institutions charging no more than \$25 per hour, each college/university receives a dual credit line item in the biennial state budget, based on priority and CTE credit hour generation two years before. In Fall 2023, USI moved to offer dual credit for free to remain competitive with Ivy Tech which had always been free, and with IU who recently moved to no charge. State funding for dual credit still comes to USI through the biennial budget allocation, where it funds not only the CAP Office but also the stipends provided to our faculty liaisons and our CAP instructors for the additional work, they take on to make these opportunities available.

At USI, CAP is an academic program, housed in Outreach & Engagement, and reporting to the Provost's Office. USI's program was founded in 1985, the same year we gained independence from Indiana State University. From a relatively small start with three local high schools, USI now partners with 31 high schools and career centers around the state. Census numbers in both Fall 2023 and Spring 2024 are at all-time highs. Students in CAP this academic year are taking 13,300 credit hours.

The National Alliance of Concurrent Enrollment Partnerships (NACEP) is the accreditation body for USI's CAP program. USI has been continuously accredited since 2006 when we became the 13th program in the nation to earn this distinction. USI was reaccruited in 2020 and will undergo review again during the 2027-28 academic year. We are now one of 135 accredited programs across 26 states. NACEP accreditation requires faculty support, as well as evidence of institutional support for the program, and documentation demonstrating that the rigor of the courses offered through CAP are comparable.

Over time an increasing number of former CAP students have matriculated to USI. The class of 2019 was an all-time high with 30% of the FTFT four-year students having participated in CAP at some point in HS. Since 2019, USI has hovered between 25-30% of the FTFT population having USI CAP credit. Just as importantly, we also know these former CAP students retain and graduate on time at higher rates than their peers who did not participate in USI's program.

The Indiana College Core (ICC) developed from the 2012 creation of the Statewide Transfer General Education Core or STGEC, designed to help the matriculated students who wanted to "start here, go there" and bring as many hours as possible with them. There are six competency areas, with spoken and written communication, quantitative reasoning, and three ways of knowing. Each institution mapped its courses into each of the competency areas. If a course at USI is part of Core 39, then it fulfills an area of the ICC, but earning the ICC does not completely complete USI's Core 39. If the STGEC was completed with a cumulative GPA of 2.0 or higher, the others were required to transfer in the entire block of credit. Even though matriculated students were the intended audience, dual credit students began to benefit. The types of courses embedded in the STGEC were the types of courses dual credit students were taking. Immediately, a few students began earning the STGEC certificate alongside their HS diplomas, accidentally. Growth of the ICC in high school was slow until the CHE determined that the ICC certificate would count toward the CHE's strategic plan goal of having 60% of the workforce earn a high-value degree, certificate, or credential. The most recent data is from 2021 when 2,093 high school graduates earned the ICC. About three years ago, the state rebranded the STGEC as the Indiana College Core with the intent of marketing more directly to high school students. In a 2021 publication, using 2018 data, we learned that the students earning the STGEC were showing great success. They matriculated at higher rates, needed less remediation, completed all credit hours attempted, and persisted to the second year at rates higher than non-ICC earners.

Mrs. Dumond concluded her report by noting dual credit is here to stay, both in Indiana as well as nationally. Research shows that dual credit students are more likely to matriculate to and succeed in college, and it's a great opportunity for recruitment. What the growth in dual credit and the growth of the ICC specifically means for USI:

- We may see more first-year students with enough hours to be sophomores.
- A new term for this type of student is "stealth transfer" meaning the student is the age of a first-year student but has enough hours to be registered in courses above that level, like a traditional transfer student would be.
- Some students who have earned the ICC are hoping to decrease time to a degree along with expenses.
- Others are still eager to maximize their time at USI by adding a major or experiential learning like study abroad and internships.

New challenges bring new opportunities to develop support for this population of students and to provide guidance to students on how they can make the most of their time at USI.

Dr. Rochon called on Dr. Kyle Mara for a report from Faculty Senate. Faculty are currently in the middle of advising for the Fall 2024 semester. They look forward to helping our students successfully navigate another semester of registration. The final academic program reviews have begun to be submitted. After this summer's academic program review process, the expanded curriculum committee will have provided review and feedback for all programs on USI's campus. This effort will finalize USI's first 5-year cycle of academic program reviews. Faculty continues to appreciate the support provided by Interim Provost Blunt's office in this project.

Faculty continue to make headway on other initiatives brought to the Senate throughout the academic year. Including modifying and updating the faculty handbook to reflect updated processes for faculty promotion, composition of promotion committees, micro-credentials, and changes to various Faculty Senate standing committees.

Finally, in coordination with the Administrative Senate, Staff Council, and the members of the President's Cabinet, USI held a successful Town Hall on February 27. Questions for the administrative leadership team were submitted by USI employees in advance with topics covering a wide range of concerns. We thank the President and Vice Presidents for their participation in this important event.

President Rochon called on Dr. Khalilah Doss to provide the SGA report on behalf of President Adrianna Garcia who is away from campus for Spring Break. SGA hosted a cooking demonstration on Valentine's Day in the Romain College of Business and an open house event to recruit new members for SGA's upcoming election. SGA also participated in the spring involvement fair. Student Government is currently working on their elections for 2024-2025, and President Garcia looks forward to introducing the incumbent president at the May Board of Trustees meeting.

F. APPROVAL OF NEW UNDERGRADUATE CERTIFICATE: FINANCIAL INSTITUTIONS CERTIFICATE

Chair Keck called on Interim Provost Blunt to review the proposed new certificate program to be offered by the Romain College of Business described in Exhibit I-A, the Financial Institutions Certificate. The proposed implementation date is fall 2024.

Upon the recommendation of the Academic Affairs and Enrollment Management Committee, the Financial Institutions Certificate, in Exhibit I-A, was approved.

G. APPROVAL OF NEW GRADUATE CERTIFICATE: GRADUATE CERTIFICATE IN LEADERSHIP

Chair Keck called on Interim Provost Blunt to review the proposed new certificate program to be offered by the School of Graduate Studies described in Exhibit I-B, the Graduate Certificate in Leadership. The proposed implementation date is fall 2024.

Upon the recommendation of the Academic Affairs and Enrollment Management Committee, the Graduate Certificate in Leadership, in Exhibit I-B, was approved.

H. APPROVAL OF CANDIDATES FOR DEGREES AND CERTIFICATES

Chair Keck called on Interim Provost Blunt to review the candidates for degrees and certificates. Dr. Blunt referred the Trustees to Exhibit I-C which contained a list of candidates for doctoral, master's, baccalaureate, and associate degrees and certificates to be conferred on May 3, 2024, and May 4, 2024. She recommended approval to award the degrees and certificates, subject to the completion of all requirements.

On a motion by Mrs. Ryan, seconded by Mr. Knight the degrees and certificates presented in Exhibit I-C, subject to the completion of all requirements, were approved.

I. APPROVAL OF CANDIDATES FOR HONORARY DEGREES

Chair Keck called on President Rochon who read from the USI Honorary Degree Policy, "An honorary degree from the University of Southern Indiana is the highest form of recognition granted by the institution. Individuals who have given distinguished and extraordinary service consistent with the mission of the University are eligible for consideration. That service may be to the University itself, and/or to local, statewide, national, or international communities. Individuals selected to receive an honorary degree should exemplify the highest ideals of integrity, service, and dedication to learning."

In accordance with the policy, the Honorary Degree Committee and President Rochon recommended that the conferral of the following honorary degrees during the Spring 2024 Commencement Ceremonies on Friday, May 3, 2024, and Saturday, May 4, 2024, be approved as follows:

DOCTOR OF LAWS to Dr. James D. Anderson, Professor of Education at the University of Illinois Urbana-Champaign, for his lifetime commitment to education. Dr. Anderson's scholarly pursuits have significantly shaped the discourse on U.S. education history, particularly in the realm of African American education. His notable contributions earned him several national recognitions and were solidified with his election to the

National Academy of Education.

DOCTOR OF LAWS to Neal A. Franklin for her passion, leadership and profound dedication to advancing higher education at the University of Southern Indiana. With over a decade of service on the USI Foundation Board of Directors, Mrs. Franklin has been a driving force supporting the arts, USI athletics, and USI's mission and values. Beyond her involvement with the University, she has been a prominent figure in the Evansville Philharmonic Orchestra and its Guild, the Public Education Foundation and the Women's Fund of the Vanderburgh County Community Foundation, among other organizations.

DOCTOR OF LAWS to Dr. M. Edward Jones, Vice Provost Emeritus for Outreach and Engagement, and Cynthia S. Brinker, Senior Vice President Emerita for Government and University Relations for their collective 75 years of exemplary service to the University of Southern Indiana. Dr. Jones was the founding Director of Continuing Education reshaping the traditional framework in going beyond skill development and transforming USI into the region's premier University for community and workplace leadership development. Ms. Brinker's dedication was exemplified through her meticulous leadership roles in Human Resources, Business Affairs, and as legislative liaison becoming the most senior liaison in higher education. Her advocacy extended to student internships, civic awareness initiatives, and strategic efforts that bolstered the University's reputation. Through their visionary leadership, they built organizations and forged enduring external relationships that continue to benefit the University community today.

DOCTOR OF BUSINESS to Dr. Mohammed F. Khayum, University of Southern Indiana Provost Emeritus and Professor Emeritus of Economics for his extensive service and unwavering dedication to the University. Dr. Khayum spearheaded a range of transformative initiatives at USI and played a pivotal role in shaping and executing the University's strategic plans through enhancing data integration and collaboration. His contributions as provost, dean, chair, and professor extended beyond the University through his active partnerships and work that benefitted not only USI but a diverse array of businesses and organizations in the tri-state region.

DOCTOR OF ARTS to Bridget Muldoon McDaniel, accomplished flutist and inspirational leader in musical arts who utilized her gifts of music and creativity to positively impact the lives of millions of children around the world. She founded Tales & Scales, a not-for-profit performing arts education organization that toured in over 30 states, becoming the nation's only innovative ensemble dedicated to igniting young imaginations through music telling. Her legacy is one of symphonic leadership, inspiring and enriching the lives of children and communities through the universal language of music.

On a motion by Mr. Knight, seconded by Mr. Calloway, the honorary degrees were approved.

J. APPROVAL OF POSTHUMOUS DEGREE

Chair Keck called on Interim Provost Blunt to review the proposed posthumous degree. At its meeting on July 7, 2003, the Board of Trustees approved the Policy on Posthumous Recognition of Students. On the recommendation of the dean of the College of Liberal Arts, in consultation with the undergraduate faculty of the World Languages and Cultures Department, approval of the following posthumous degree is recommended.

BACHELOR OF ARTS in World Languages and Cultures Teaching Stephanie E. Murphy

On a motion by Mr. Hamami, seconded by Mr. Romain, the posthumous degree was approved.

SECTION II – FINANCIAL MATTERS

A. REPORT OF THE FINANCE/AUDIT COMMITTEE MEETING

Chair Keck called on Trustee Dunn for a report. Mr. Dunn reported the Finance/Audit Committee met prior to the Board of Trustees meeting on March 7, 2024. The committee reviewed the audits completed by the Internal Audit Department in 2023 and approved the 2024 annual audit plan. They reviewed also the construction change orders that were issued by the Vice President for Finance and Administration related to the Wellness Center and Health Professions Phase III. Lastly, the committee received an update on University investments from Neil Heppler of Fourth Street Performance Partners and approved the Investment Policy Statement for the University.

B. REPORT ON CURRENT CONSTRUCTION PROJECTS

Chair Keck called on Vice President Bridges, who introduced Director of Facility Operations and Planning Jim Wolfe for a report on the status of current construction projects. He referred the Trustees to Exhibit II-A for a list of projects and a summary of the cost and funding sources for each project.

SECTION III – PERSONNEL MATTERS

A. APPROVAL OF ANNUAL AUTHORIZATION FOR EMPLOYMENT OF FACULTY AND STAFF

Chair Keck called on Vice President Bridges for the annual authorization for the employment of faculty and staff. The University of Southern Indiana Board of Trustees, pursuant to Indiana Code 21-38-3-2 and 21-38-3-9, annually authorizes the President of the University of Southern Indiana to employ faculty and staff and to establish salaries, and wages within budgetary capabilities. The last authorization was on March 2, 2023, and approval will allow USI to continue this critical function.

On a motion by Mrs. Ryan, seconded by Mr. Knight, the annual authorization was approved.

B. REPORT ON FACULTY, ADMINISTRATIVE AND STAFF RETIREMENTS

Chair Keck called on Vice President Bridges to review the following faculty, administrative, and staff retirements.

Custodial Services Shift Supervisor David A. Adcock, retired on March 1, 2024, after 25 years of service.

Senior Administrative Assistant Carolyn S. Campbell, retired on February 22, 2024, after 27.5 years of service.

Associate Vice President for Finance and Administration, Mary A. Hupfer, in accordance with the early retirement policy, will retire effective July 1, 2025, after 35.5 years of service, including leave with pay from January 1, 2025, to June 30, 2025.

Associate Professor of Sociology Ronda L. Priest, in accordance with the early retirement policy, will retire effective July 1, 2025, after 29 years of service, including leave with pay from January 8, 2025, to May 12, 2025.

Payroll Manager Human Resources, Rita J. Ricketts, in accordance with the revised retirement policy, will retire effective July 1, 2024, after 20 years of service, including leave with pay from January 1, 2024, to June 30, 2024.

Clinical Assistant Professor of Nursing Julie B. St. Clair, in accordance with the revised retirement policy, will retire effective June 1, 2025, after 35 years of service, including leave with pay from January 8, 2025, to May 12, 2025.

C. APPROVAL OF EMERITUS STATUS

Chair Keck called on Vice President Bridges, who recommended approval of the following emeritus titles. On a motion by Mr. Romain, seconded by Mr. Knight, the following titles were approved.

Associate Vice President Emerita for Finance and Administration and Foundation Fiscal Officer Emerita
Mary A. Hupfer

Associate Professor Emerita of Sociology Ronda L. Priest

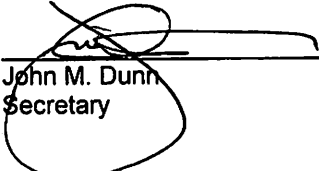
Payroll Manager Emerita Human Resources Rita J. Ricketts

Clinical Assistant Professor Emerita of Nursing Julie B. St. Clair

Payroll Manager Emerita Human Resources Julia A. Yancey

There being no further business, the meeting was adjourned at 11:22 a.m.

Respectfully submitted,



John M. Dunn
Secretary

ABSTRACT

Undergraduate Certificate: Financial Institutions Certificate To be offered through in-person and online formats By the University of Southern Indiana, Evansville, Indiana

- 1. Characteristics of the Program:** The University of Southern Indiana Provost's Office proposes to offer a new certificate, entitled Financial Institutions Certificate. The certificate will be offered through in-person and online formats.

The certificate will offer students the requisite background for careers with banks, credit unions, and agencies responsible for regulatory oversights. Currently, USI offers the individual courses needed for a certificate but does not package the courses in a meaningful way. This certificate will allow students to highlight the skills and knowledge they have gained while studying at USI.

- 2. Rationale for the Program:** In recent years, both area banks and credit unions have hired USI graduates. FDIC and Credit Union data report 26 financial institutions with operations in the Evansville market. Several of the banks are publicly traded with over \$10 billion in assets. Two of the largest credit unions in Indiana have headquarters in the Evansville market. Area bankers have requested that USI develop a Banking & Credit Union Certificate to help fulfill labor needs in the market.

On March 29, 2023, the premier source for labor markets in Indiana reported 14 thousand job openings in Business and Financial Operations. [Employment Outlook Projections: Hoosiers by The Numbers \(in.gov\)](#).

The Indiana State government shows openings for both bank and credit union examiners. <https://www.workforindiana.in.gov/>. The federal government shows openings for both Credit Union and Bank Examiners at the national level [USAJOBS - The Federal Government's official employment site](#).

- 3. Cost of and Support for the Program:** No additional faculty or staff, facilities, capital, or equipment are needed for initial start-up.
- 4. Similar and Related Programs:** Ball State University and Purdue University-Northwest offer 15-hour banking minors but do not require a tax course or allow internships. Purdue University-Fort Wayne offers a banking certificate but also does not require a tax course or allow the internship option.
- 5. Quality and Other Aspects of the Program:** This is a 12-hour (4-course) certificate.

FIN 361 Financial Institutions - The institutional structure of the financial systems. Surveys both the public and private sectors of our money and credit economy. Emphasis is placed on understanding the impact of the commercial banking system, financial intermediaries, and public finance needs upon the conduct of business finance.

ECON 361 Money and Banking - The nature and function of credit in the American economy; operation of commercial banks; purposes and functions of the Federal Reserve System, and the introduction to monetary theory. The course emphasizes the impacts of recent developments in the U.S. monetary system on both individuals and the overall economy.

*ACCT 311: Introduction to Federal Income Taxes ** - An introduction to federal tax theory and practice as applied to individuals. The emphasis is on the examination of the role of taxation in society (legal, social, economic), procedural rules and their application, and tax planning techniques.

*This course is required because small business owners file a Schedule C with their individual income tax return. Lenders often make small business lending decisions based on Schedule C information along with adequate collateral.

Directed Elective (3 hours) (One of the following courses)

- *MKTG 344 Personal Selling*
- *ACCT 422 Financial Report and Analysis* (This course will be getting a new course description and pre-req. change).
- *BUAD 499 Internship (Must be with a bank or credit union)*

The program's learning outcome is to ensure students become familiar with the functions of banks, credit unions, and the regulatory agencies that provide oversight to these industries. The learning outcomes will be assessed by exams, assignments, and projects related to each course. The program is in the Romain College of Business which is AACSB Accredited.
Projected Headcount and FTE enrollment - Year 1: 8, Year 2: 12, Year 3: 15

ABSTRACT

Graduate Certificate: Graduate Certificate in Leadership To be offered in an online format By the University of Southern Indiana, Evansville, Indiana

- 1. Characteristics of the Program:** The Graduate Certificate in Leadership is designed to provide individuals with the essential skills needed to assume positions of leadership and to excel in these roles. Those currently in the workforce, who seek advancement or new positions, will find that the Graduate Certificate in Leadership offers a balanced and multi-disciplinary curriculum that will create effective leaders who communicate and innovate. The program is offered 100% online, with asynchronous delivery, and in an accelerated format that provides working professionals with the convenience and flexibility they need to complete this program on their schedules.

The Graduate Certificate in Leadership is a nine-credit hour certificate focusing on leadership communication and leadership context.

- 2. Rationale for the Program:** For several years, members of the University of Southern Indiana community have been engaged with community stakeholders through a number of partnerships, including Talent EVV (formerly Talent 2025). This specific partnership has led to a number of collaborative efforts, many of which have been made possible through a Lilly Charting the Future Grant (2020). Collaborations with Talent EVV include Talent Development through Educational Opportunities – Preparing the Future Workforce (April 2, 2021) and the follow-up Curriculum Mapping Workshop (September 23, 2021). Both events brought together regional employers, business leaders, and representatives from regional institutions of higher education to discuss collaborative approaches to solving regional problems. Throughout both events, one concern was expressed regularly by regional business leaders. Their mid-level employees currently have a skills gap that will prevent them from advancing to positions of leadership when current leaders retire. Employers and business leaders reported this gap needs to be addressed, as the ability to recruit individuals from outside their companies into positions of leadership is limited. This skills gap and their concerns for the near-term future led to discussions at the University of Southern Indiana to construct a graduate certificate that will address these concerns and will help current employees attain the critical skills they need to advance their careers by promotions to leadership positions.
- 3. Cost of and Support for the Program:** No additional faculty or staff, facilities, capital, or equipment are needed for initial start-up.
- 4. Similar and Related Programs:** Indiana University, Indiana Wesleyan University, Oakland City University, Purdue University, and the University of Evansville all offer Leadership Certificates at the graduate or post-baccalaureate level with various focuses.
- 5. Quality and Other Aspects of the Program:** The Graduate Certificate in Leadership at USI is comprised of courses currently offered in existing graduate programs (Master of Business Administration, Master of Arts in Communication, Master of Arts in English, Master of Public Administration). The Graduate Certificate in Leadership, therefore, will complement any of these degrees and can be earned easily by students enrolled in those master's degree programs. The certificate will also complement any of our graduate offerings in healthcare, and education.

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**Summary
Construction Projects**

March 7, 2024

Recently Completed

UC West Electrical Transformers and Supply Panels Replacement

Project Cost **\$ 1,500,000**

Funding Sources:

FY22 State Repair and Rehabilitation \$ 500,000

FY23 State Repair and Rehabilitation \$ 500,000

Special Projects \$ 500,000

Replace Boilers in O'Bannon Hall

Project Cost **\$ 425,000**

Funding Source: Housing Reserves

Fiber to Softball Field, Security Cameras on Broadway Fields

Project Cost **\$ 350,000**

Funding Source: Special Projects

Projects Under Construction

Health Professions Renovation/Addition Phase III

Project Cost **\$ 25,514,606**

Funding Source: Legislative Appropriation - 2019

Wellness Center

Project Cost **\$ 16,500,000**

Funding Source: Legislative Appropriation - 2019

Student Housing Apartments Fire Alarm System Replacement

Project Cost **\$ 4,400,000**

Funding Source: Student Housing Reserves

Cooling Tower 3 Replacement

Project Cost **\$ 550,000**

Funding Source: FY24 State Repair and Rehabilitation

Exterior Signage Replacement

Project Cost \$ 500,000

Funding Sources:

Parking Reserves \$ 250,000

Landscape Improvement Reserves \$ 250,000

LEDs for Campus

Project Cost \$ 472,000

Funding Sources:

Special Projects \$ 400,000

FY23 State Repair and Rehabilitation \$ 50,000

FY22 State Repair and Rehabilitation \$ 22,000

Orr Center Accounting Department New Offices

Project Cost \$ 252,000

Funding Source: Special Projects

Athletic Facilities Improvements

Project Cost \$ 240,000

Funding Source: Special Projects

Education Bldg., Rm. 1101 Roof and Masonry Repairs

Project Cost \$ 235,000

Funding Source: FY23 State Repair and Rehabilitation

Projects In Design

Health Professions Renovation/Addition Phase IV

Project Cost \$ 50,000,000

Funding Source: Legislative Appropriation - 2023

Wright Administration Renovation/Addition

Project Cost \$ 32,000,000

Funding Source: Legislative Appropriation - 2023

New Creative and Print Services Bldg.

Project Cost \$ 2,500,000

Funding Source: Legislative Appropriation - 2019

Recreation Fitness & Wellness Center Storage and Bike Shop Addition

Project Cost \$ 2,500,000

Funding Source: Legislative Appropriation - 2019

Housing C-Store Refurbishment

Project Cost **\$ 1,300,000**

Funding Sources:

Sodexo \$ 800,000

Housing Reserves \$ 500,000

Atheneum HVAC Improvements

Project Cost **\$ 750,000**

Funding Sources:

FY24 State Repair and Rehabilitation \$ 500,000

Special Projects \$ 250,000