AGENDA
UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES

May 3, 2013

SECTION I – GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF MARCH 7, 2013, 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 2013 session of the Indiana General Assembly (Exhibit I-A).

E. APPOINTMENT OF THE NOMINATING COMMITTEE

F. REVIEW OF ACADEMIC PROGRAM DEVELOPMENT PLAN

The Academic Program Development Plan (Exhibit I-B) will be reviewed.

G. APPROVAL OF RESOLUTION OF APPRECIATION TO TRUSTEE SUSAN E. ELLSPERMAN ’13

H. APPROVAL OF PRESIDENTIAL EVALUATION POLICY

At its meetings on January 10, 2013, and March 7, 2013, the Board of Trustees discussed and reviewed drafts of the proposed Presidential Evaluation Policy.

Approval of the Presidential Evaluation Policy in Exhibit I-C is recommended.
SECTION II – FINANCIAL MATTERS

A. REPORT ON CURRENT CONSTRUCTION PROJECTS

A report on the status of current construction projects will be presented. Exhibit II-A is a summary of the cost and funding sources for each project.
SECTION III - PERSONNEL MATTERS

A. APPROVAL OF PERSONNEL ACTIONS

Approval of the following personnel actions is recommended.

1. Promotion

Recommendation for promotion from clinical assistant professor to clinical associate professor effective August 20, 2013:

Emily Holt, Clinical Assistant Professor of Dental Assisting/Hygiene
College of Nursing and Health Professions

Recommendation for promotion from associate professor to professor effective August 20, 2013:

   - Dr. Roberta Hoebeke, Associate Professor of Nursing
     College of Nursing and Health Professions
   - Dr. Paul Kuban, Associate Professor of Engineering
     Pott College of Science, Engineering, and Education
   - Dr. Jeff Thomas, Associate Professor of Education
     Pott College of Science, Engineering, and Education

2. Tenure and Promotion

Recommendation for continuous appointment and promotion from assistant professor to associate professor effective August 20, 2013:

   - Dr. Manuel Apodaca-Valdez, Assistant Professor of Spanish
     College of Liberal Arts
   - Dr. Oana Armeanu, Assistant Professor of Political Science
     College of Liberal Arts
   - Dr. Niharika Banerjea, Assistant Professor of Sociology
     College of Liberal Arts
   - Dr. Andrew Buck, Assistant Professor of Sociology
     College of Liberal Arts
   - Dr. Charles Conaway, Assistant Professor of English
     College of Liberal Arts
   - Dr. Ronald Diersing, Assistant Professor of Engineering
     Pott College of Science, Engineering, and Education
   - Dr. Vella Goebel, Assistant Professor of Education
     Pott College of Science, Engineering, and Education
   - Dr. Sunny Hawkins, Assistant Professor of English
     College of Liberal Arts
   - Dr. Aimee Mark, Assistant Professor of Psychology
     College of Liberal Arts
Dr. Norma Rosas Mayén, Assistant Professor of Spanish  
College of Liberal Arts

Dr. Daria Sevastianova, Assistant Professor of Economics  
Romain College of Business

B. REPORT ON FACULTY AND ADMINISTRATIVE RETIREMENTS

The following faculty and administrative retirements will be reviewed.

Clinical Assistant Professor of Nursing Linda K. Evinger, in accordance with the early retirement policy, will retire effective July 1, 2014, including one-half assignment during the period January 8, 2014 through May 7, 2014. Retirement service pay based on 23 years of service to the University will be paid as of June 30, 2014.

Clinical Assistant Professor of Nursing Wanda Gale Hoehn, in accordance with the regular retirement policy, will retire effective June 1, 2013.

Associate Professor of Teacher Education Jane E. Meyer, in accordance with the revised retirement policy, will retire effective July 1, 2014, including leave with pay for the period January 8, 2014 through May 7, 2014. Retirement service pay based on 22 years of service to the University will be paid as of June 30, 2014.

Instructor in Teacher Education Beth A. Otto, in accordance with the regular retirement policy, will retire effective May 8, 2013.

Director of Admission Eric Otto, in accordance with the early retirement policy, will retire effective July 1, 2014, including leave with pay for the period January 1, 2014, through June 30, 2014. Retirement service pay based on 15.5 years of service to the University will be paid as of June 30, 2014.

Instructor in English Randall E. Pease, in accordance with the regular retirement policy, will retire effective December 24, 2013.

Associate Professor of Engineering Eric P. Sprouls, in accordance with the revised retirement policy, will retire effective July 1, 2014, including leave with pay for the period January 8, 2014 through May 7, 2014. Retirement service pay based on 37 years of service to the University will be paid as of June 30, 2014.

Assistant Director of Residence Facilities and Operations Gregory Wagoner, in accordance with the regular retirement policy, will retire effective September 4, 2013.

C. APPROVAL OF EMERITUS STATUS

Approval of the following emeritus titles is recommended.

Clinical Assistant Professor Emerita of Nursing Linda K. Evinger  
Clinical Assistant Professor Emerita of Nursing Wanda Gale Hoehn  
Associate Professor Emerita of Teacher Education Jane E. Meyer  
Instructor Emerita in Teacher Education Beth A. Otto  
Director Emeritus of Admission Eric Otto  
Associate Professor Emeritus of Engineering Eric P. Sprouls
**EXHIBIT I-A**

**Board of Trustees**

05-03-13

**UNIVERSITY OF SOUTHERN INDIANA**

Page 1

**BIENNIAL BUDGET 2013-2015**

**OPERATING BUDGET SUBMISSION SUMMARY/COMPARISON**

<table>
<thead>
<tr>
<th>2013-14</th>
<th>2014-15</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EXPENDITURES</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Expenditure Base</strong></td>
<td>92,805,784</td>
</tr>
<tr>
<td><strong>State Operating Appropriation Base Reduction</strong></td>
<td>(2,406,570) a</td>
</tr>
<tr>
<td><strong>Performance Funding Formulas</strong></td>
<td></td>
</tr>
<tr>
<td>A. Overall Degree Completion</td>
<td>1,078,959</td>
</tr>
<tr>
<td>B. At Risk Degree Completion</td>
<td>469,612</td>
</tr>
<tr>
<td>C. Student Persistence Incentive</td>
<td>157,335</td>
</tr>
<tr>
<td>D. On-Time Graduation Rate</td>
<td>1,153,700</td>
</tr>
<tr>
<td>E. Institution-Defined Productivity Metric</td>
<td>60,164</td>
</tr>
<tr>
<td><strong>Total Performance Funding</strong></td>
<td>5,000,000</td>
</tr>
<tr>
<td><strong>Debt Service</strong></td>
<td>(1,069,536)</td>
</tr>
<tr>
<td><strong>Reallocation of Student Fees</strong></td>
<td>1,069,536</td>
</tr>
<tr>
<td><strong>Total Budget Increases</strong></td>
<td>5,513,200</td>
</tr>
<tr>
<td><strong>Total Expenditure Base</strong></td>
<td>98,318,984</td>
</tr>
<tr>
<td><strong>Percent Change</strong></td>
<td>5.9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2013-14</th>
<th>2014-15</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Student Fee Base</strong></td>
<td>40,562,175</td>
</tr>
<tr>
<td><strong>Fee Increase</strong></td>
<td>(1,069,536)</td>
</tr>
<tr>
<td><strong>Total Student Fees</strong></td>
<td>5,513,200</td>
</tr>
<tr>
<td><strong>Net Debt Service</strong></td>
<td>1,069,536</td>
</tr>
<tr>
<td><strong>Total Budget Increases</strong></td>
<td>5,513,200</td>
</tr>
<tr>
<td><strong>Total Revenue Base</strong></td>
<td>98,318,984</td>
</tr>
<tr>
<td><strong>Percent Change</strong></td>
<td>5.9%</td>
</tr>
</tbody>
</table>

---

a 6% of FY13 Operating Appropriation Base ($40,109,493) to fund Performance Funding Formulas in 2013-14
b additional 1% of FY13 Operating Appropriation Base ($40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 7% over the biennium
c 2.2% of FY13 Operating Appropriation Base ($40,109,493) plus 3.8% from new funding to fund Performance Funding Formulas in 2013-14
d additional 1% of FY13 Operating Appropriation Base ($40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 3.2% over the biennium
e 4.29% of FY13 Operating Appropriation Base ($40,109,493) plus 1% from new funding to fund Performance Funding Formulas in 2014-15 for a total of 5.3% over the biennium
f additional 1% of FY13 Operating Appropriation Base ($40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 5.2% over the biennium
g 1.7% of FY13 Operating Appropriation Base ($40,109,493) plus 3.8% from new funding to fund Performance Funding Formulas in 2013-14
h additional 0% of FY13 Operating Appropriation Base ($40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 1.7% over the biennium
i assumes permanent funding of FY14 Operating Appropriation
j includes fee replacement funding for the Special R&R Classroom Renovation/Expansion project
k does not include fee replacement funding for the Special R&R Classroom Renovation/Expansion project
l includes fee replacement funding for the Special R&R Classroom Renovation/Expansion project rather than fee replacement funding
m additional 1% of FY13 Operating Appropriation Base ($40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 3.8% over the biennium
n additional 1% of FY13 Operating Appropriation Base ($40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 4.2% over the biennium

April 26, 2013
### UNIVERSITY OF SOUTHERN INDIANA

**BIENNIAL BUDGET 2013-2015**

**COMPARISON OF BUDGET SUBMISSION**

WITH INDIANA COMMISSION FOR HIGHER EDUCATION, GOVERNOR'S BUDGET, HOUSE PASSED BUDGET, SENATE PASSED BUDGET, AND GENERAL ASSEMBLY PASSED BUDGET

<table>
<thead>
<tr>
<th>OPERATING BUDGET</th>
<th>2013-14</th>
<th>2014-15</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Operating Appropriation Base Reduction</strong></td>
<td>(2,406,570)</td>
<td>1,720,697</td>
</tr>
<tr>
<td><strong>Appropriation Adjustment</strong></td>
<td>5,000,000</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>5,513,200</td>
<td>2,037,361</td>
</tr>
</tbody>
</table>

#### 2013-14
- 4.29% of FY13 Operating Appropriation Base ($40,109,493) plus 1.7% from new funding to fund Performance Funding Formulas in 2013-14
- 6% of FY13 Operating Appropriation Base ($40,109,493) to fund Performance Funding Formulas in 2013-14

#### 2014-15
- 1.7% of FY13 Operating Appropriation Base ($40,109,493) plus 3.8% from new funding to fund Performance Funding Formulas in 2013-14
- 2.2% of FY13 Operating Appropriation Base ($40,109,493) plus 3.8% from new funding to fund Performance Funding Formulas in 2013-14

<table>
<thead>
<tr>
<th>OPERATING BUDGET</th>
<th>2013-14</th>
<th>2014-15</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>At Risk Degree Completion</strong></td>
<td>469,612</td>
<td>1,078,959</td>
</tr>
<tr>
<td><strong>Student Persistence Incentive</strong></td>
<td>157,335</td>
<td>60,164</td>
</tr>
<tr>
<td><strong>On-Time Graduation Rate</strong></td>
<td>1,153,700</td>
<td>60,164</td>
</tr>
<tr>
<td><strong>Institution-Defined Productivity Metric</strong></td>
<td>60,164</td>
<td>60,164</td>
</tr>
<tr>
<td><strong>Appropriation Adjustment</strong></td>
<td>5,000,000</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>5,513,200</td>
<td>2,037,361</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OPERATING BUDGET</th>
<th>2013-14</th>
<th>2014-15</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Performance Funding Formulas</strong></td>
<td>179,824</td>
<td>1,078,959</td>
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<tr>
<td><strong>On-Time Graduation Rate</strong></td>
<td>26,223</td>
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<tr>
<td><strong>Institution-Defined Productivity Metric</strong></td>
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<td>3,822,509</td>
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<td><strong>Appropriation Adjustment</strong></td>
<td>5,000,000</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>5,513,200</td>
<td>2,037,361</td>
</tr>
</tbody>
</table>

#### State Operating Appropriation Base Reduction
- **a** 6% of FY13 Operating Appropriation Base ($40,109,493) to fund Performance Funding Formulas in 2013-14
- **b** additional 1% of FY13 Operating Appropriation Base ($40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 7% over the biennium
- **c** 2.2% of FY13 Operating Appropriation Base ($40,109,493) plus 3.8% from new funding to fund Performance Funding Formulas in 2013-14
- **d** additional 1% of FY13 Operating Appropriation Base ($40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 3.2% over the biennium
- **e** 4.29% of FY13 Operating Appropriation Base ($40,109,493) plus 1.7% from new funding to fund Performance Funding Formulas in 2013-14
- **f** additional 1% of FY13 Operating Appropriation Base ($40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 5.29% over the biennium
- **g** 1.7% of FY13 Operating Appropriation Base ($40,109,493) plus 3.8% from new funding to fund Performance Funding Formulas in 2013-14
- **h** additional 0% of FY13 Operating Appropriation Base ($40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 1.7% over the biennium

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April 26, 2013
### UNIVERSITY OF SOUTHERN INDIANA

#### BIENNIAL BUDGET 2013-2015

#### COMPARISON OF BUDGET SUBMISSION

WITH INDIANA COMMISSION FOR HIGHER EDUCATION, GOVERNR'S BUDGET, HOUSE PASSED BUDGET, SENATE PASSED BUDGET, AND GENERAL ASSEMBLY PASSED BUDGET

<table>
<thead>
<tr>
<th>2013-15</th>
<th>Commission for Higher Education</th>
<th>Governor's Budget</th>
<th>House Passed</th>
<th>Senate Passed</th>
<th>General Assembly</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>General R&amp;R</strong></td>
<td><strong>2,299,932</strong></td>
<td><strong>1,149,966</strong></td>
<td><strong>766,644</strong></td>
<td><strong>1,149,966</strong></td>
<td><strong>1,149,966</strong></td>
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<tr>
<td><strong>Infrastructure</strong></td>
<td><strong>435,920</strong></td>
<td><strong>217,960</strong></td>
<td><strong>145,306</strong></td>
<td><strong>217,960</strong></td>
<td><strong>217,960</strong></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,735,852</strong></td>
<td><strong>1,367,926</strong></td>
<td><strong>911,950</strong></td>
<td><strong>1,367,926</strong></td>
<td><strong>1,367,926</strong></td>
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</tbody>
</table>

* 25% of R&R funding formula
** 33.33% of R&R funding formula
---

<table>
<thead>
<tr>
<th>2013-14</th>
<th>Commission for Higher Education</th>
<th>Governor's Budget</th>
<th>House Passed</th>
<th>Senate Passed</th>
<th>General Assembly</th>
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<tbody>
<tr>
<td><strong>Special R&amp;R Classroom Renovation/Expansion</strong></td>
<td><strong>18,000,000</strong></td>
<td><strong>18,000,000</strong></td>
<td><strong>0</strong></td>
<td><strong>18,000,000</strong></td>
<td><strong>18,000,000</strong></td>
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<td><strong>Medical Education Center A&amp;E</strong></td>
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<td><strong>0</strong></td>
<td><strong>0</strong></td>
<td><strong>2,000,000</strong></td>
<td><strong>2,000,000</strong></td>
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<tr>
<td><strong>Total</strong></td>
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<td><strong>548,200</strong></td>
<td><strong>0</strong></td>
<td><strong>548,200</strong></td>
<td><strong>548,200</strong></td>
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*** Based on 2011 dual credit enrollment
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<table>
<thead>
<tr>
<th>2013-13</th>
<th>Commission for Higher Education</th>
<th>Governor's Budget</th>
<th>House Passed</th>
<th>Senate Passed</th>
<th>General Assembly</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FACILITIES</strong></td>
<td><strong>470,414</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Historic New Harmony</strong></td>
<td><strong>519,807</strong></td>
<td><strong>486,878</strong></td>
<td><strong>470,414</strong></td>
<td><strong>486,878</strong></td>
<td><strong>486,878</strong></td>
</tr>
<tr>
<td></td>
<td><strong>574,387</strong></td>
<td><strong>486,878</strong></td>
<td><strong>470,414</strong></td>
<td><strong>486,878</strong></td>
<td><strong>486,878</strong></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,094,194</strong></td>
<td><strong>973,756</strong></td>
<td><strong>940,828</strong></td>
<td><strong>973,756</strong></td>
<td><strong>973,756</strong></td>
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</tbody>
</table>

* 3% increase in 2013-14 and 0% increase in 2014-15
** 0% increase in 2013-14 and 2014-15
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<table>
<thead>
<tr>
<th>2013-14</th>
<th>Commission for Higher Education</th>
<th>Governor's Budget</th>
<th>House Passed</th>
<th>Senate Passed</th>
<th>General Assembly</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Full-Time Faculty Support</strong></td>
<td><strong>0</strong></td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td></td>
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<td></td>
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<td></td>
</tr>
</tbody>
</table>
| **Total** | **0** | **0** | **0** | **0** | **4,000,000**

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### April 26, 2013

**Exhibit I-A Board of Trustees 05-03-13**

**Page 3**
UNIVERSITY OF SOUTHERN INDIANA  
SUMMARY OF 2013-2015 BIENNIAL BUDGET

The Indiana General Assembly passed a two-year $30 billion state budget on Friday, April 26, 2013. The House of Representatives approved the new state spending plan in House Bill 1001 for 2013-2015 by a margin of 70-30 while the Senate voted in favor of the plan by a margin of 39-11.

A total of $66.6 million, six percent of the FY13 operating base, was appropriated through new state dollars and reallocated university operating appropriations to fund the Performance Funding Formulas. Total operating appropriations increased by $45.9 million per year or 3.8% from FY13 levels.

The state’s two-year budget used the six performance funding metrics recommended by the Commission for Higher Education in the appropriations process. Below is the allocation of the funding for the formulas used in the biennial budget process:

- Overall Degree Completion* $19,971,440 30.00%
- On-Time Graduation Rate* $16,644,610 25.00%
- At Risk Degree Completion* $9,992,709 15.01%
- Student Persistence Incentive* $9,984,386 15.00%
- Institution-Defined Productivity Metric* $3,322,952 4.99%
- High Impact Degree Completion Metric $6,655,593 10.00%

The University of Southern Indiana was eligible to receive funding through the formulas in five of the six categories. Those formulas are noted with an asterisk. USI was one of only two institutions to receive funding in each of the categories within the metrics.

Other University line items increased by 0% to 3.5% in FY14. The budget provides a new separate appropriation to each institution for funding priority dual credit courses offered in high schools based on a funding level of $50 per credit hour based on successfully completed credit hours in 2010-2011. The General Assembly added a new line item for USI for full-time faculty support.

Nineteen capital projects were funded by the 2013 Indiana General Assembly. A total of $215 million in cash for 11 projects and $14.7 million in fee replacement for eight projects was appropriated in FY14 and FY15. The General Repair and Rehabilitation formula was funded at 25% of the investment target for a total of $28.5 million.

Funding for the State Student Assistance Program (SSACI) will increase by $44 million to $325 million in FY14 and by $31 million to $311 million in FY15. Funding was increased for the Statutory Fee Remission Program for Children of Disabled Veterans, the National Guard Program, the Frank O’Bannon Program, and the 21st Century Scholars Program.

The following is a summary of the 2013-2015 Biennial Budget for the University of Southern Indiana.
# 2013-2015 BIENNIAL BUDGET HIGHLIGHTS
## OPERATING APPROPRIATION

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduction of Operating Base – 2.2%</td>
<td>($ 882,409)</td>
</tr>
<tr>
<td>• 6% of FY13 base to fund Performance Funding Formulas</td>
<td></td>
</tr>
<tr>
<td>Overall Degree Completion</td>
<td>$1,078,959</td>
</tr>
<tr>
<td>• Funds increase in number of degrees granted</td>
<td></td>
</tr>
<tr>
<td>On-Time Degree Completion</td>
<td>$1,153,700</td>
</tr>
<tr>
<td>• Funds increase in number of degrees conferred in four years</td>
<td></td>
</tr>
<tr>
<td>At Risk Degree Completion</td>
<td>$469,612</td>
</tr>
<tr>
<td>• Funds increase in number of low income degrees granted</td>
<td></td>
</tr>
<tr>
<td>Student Persistence Incentive</td>
<td>$157,335</td>
</tr>
<tr>
<td>• Funds increase in students who complete 30 and 60 credit hours at USI</td>
<td></td>
</tr>
<tr>
<td>Institution-Defined Productivity Metric</td>
<td>$60,164</td>
</tr>
<tr>
<td>• Funds initiatives that focus on reducing the cost of attendance to students</td>
<td></td>
</tr>
<tr>
<td>Total Performance Funding for the University of Southern Indiana</td>
<td>$2,919,770</td>
</tr>
<tr>
<td>Appropriation Increase Net of Base Reductions</td>
<td>$2,037,361</td>
</tr>
</tbody>
</table>

The University of Southern Indiana received 4.4% of the $66.6 million allocated to fund the Performance Funding Formulas.

The University was not eligible to receive funding for the High Impact Degree Completion Metric.

The total funding for the Performance Funding Formulas was generated through the 2.2% reduction in each institution’s base. New state dollars were allocated to higher education operating budgets in FY14 and FY15.
CAPITAL APPROPRIATION

Facilities

- The Indiana General Assembly authorized $18 million in cash over the biennium for the USI Classroom Renovation and Expansion Project

General Repair and Rehabilitation

- USI’s General Repair and Rehabilitation appropriation for 2013-2015 is $1,367,926

LINE ITEM APPROPRIATIONS

Dual Credit

- New line item appropriation of $274,100 in FY14 and FY15 to fund dual credit priority courses taught in high schools

Full-Time Faculty Support

- New line item appropriation of $2 million in FY14 and FY15 to fund full-time faculty support

Historic New Harmony

- Operating base appropriation for Historic New Harmony increased by 3.5% from $470,414 in FY13 to $486,878 for FY14 and FY15

SUMMARY

Operating and Capital Appropriations for 2013-2015

- University’s operating appropriation will increase by approximately 5.1% from $40,109,493 in FY13 to $42,164,854 in FY14 and will remain flat in FY15
- Two new line items were included in the University’s budget with $274,000 appropriated in FY14 and FY15 for dual credit priority courses and $2 million appropriated in FY14 and FY15 for full-time faculty support
- $1,367,926 was appropriated through the General Repair and Rehabilitation formula
- $18 million in cash was appropriated over the biennium for the USI Classroom Renovation and Expansion project

April 30, 2013
### UNIVERSITY OF SOUTHERN INDIANA
New Program Development Plan

Revised by Academic Planning Council
March 25, 2013

<table>
<thead>
<tr>
<th>Baccalaureate Degree</th>
<th>Master Degree</th>
<th>Doctorate Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2011-2013 Biennium</strong></td>
<td></td>
<td></td>
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<tr>
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<td>Environmental Science</td>
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<td><strong>2013-2015 Biennium</strong></td>
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<tr>
<td>Business/Engineering</td>
<td>English (MA)</td>
<td>Occupational Therapy</td>
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<td>Entrepreneurship</td>
<td>Food and Nutrition (Dietetics)</td>
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<td>Geography</td>
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<td>Mechanical Engineering</td>
<td>Special Education/Exceptional Needs</td>
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<td>Respiratory Therapy</td>
<td>Sport Administration</td>
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<td><strong>2015-2017 Biennium</strong></td>
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<td>Electrical and Computer Engineering</td>
<td>Environmental Science</td>
<td>Pharmacy</td>
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University of Southern Indiana
Presidential Evaluation Policy

I. Appointment

The president shall be appointed by and serve at the pleasure of the Board. (IC 21-24-4-1)

II. Duties

The president shall report directly to the Board and shall be the chief executive officer of the University with overall authority and responsibility for the planning and management of all functions and operations of the University; for keeping the Board informed regarding the affairs of the University in a timely and appropriate manner; and for performing such other duties and functions as are assigned and delegated by the Board.

A. Among other duties, the president shall:
   1. Provide strong and visionary leadership to assure a vigorous intellectual community. Develop comprehensive strategic plans to address emerging trends in higher education and successfully advance the University’s mission.
   2. Work and coordinate with the Board to enhance the effectiveness of the Board and provide educational excellence at the University;
   3. Serve as a spokesperson and advocate for the University to its external constituencies;
   4. Be responsive in directing the governmental relations activities of the University;
   5. Manage and sustain human and fiscal resources in a way that allows the University to accomplish its mission in the most effective way;
   6. Provide effective leadership in raising external support, both public and private, for University programs;
   7. Be responsible for the preparation and submission of items to the Board on matters requiring formal Board action and on matters requiring informational reports;
   8. Report directly to the Board on all budget items and all budget issues. The president will be directly responsible for the preparation, presentation to the Board, and implementation of the University’s budgets; and
   9. Attend all Board meetings, except those for which the Board concurs that an absence is permitted.

III. Evaluation

The Board will evaluate the president annually. The purposes of this process are to:

A. Ensure that sound institutional goals are being pursued and achieved;
B. Foster improved institutional as well as individual performance;
C. Increase the legitimacy of the Office of the President; and
D. Familiarize the Board with complex functions, obligations, restrictions, and realities that occupy the president.
IV. Evaluation Process

A. The president, in consultation with the Board, shall develop objectives, annual goals, and metrics consistent with the criteria for evaluation.
B. The objectives, accomplishment of the prior year’s goals with accompanying metrics, as well as proposed goals and metrics, shall be reviewed by the Board.
C. The president will provide brief updates, when appropriate, on progress toward achievement of annual goals and metrics.
D. The Board will hold an annual meeting with the president to review its evaluation of his/her performance.
E. The Board may conduct a more comprehensive evaluation, possibly with the input of an external evaluator, every three years, or more or less frequently as it deems necessary.

V. Evaluation Criteria

The president shall be evaluated by the Board using the following minimum criteria:

A. Leadership, Planning, Management
   1. The ability to articulate coherent and exciting visions and core values of the institution and to inspire others toward their fulfillment.
   2. The extent to which the president and the institution’s senior administrative staff are sensitive to the needs of students, faculty, and other internal and external constituents of the institution; the quality of administrative appointments; and the effectiveness and efficiency of institutional financial, marketing, and organizational functions.
   3. The extent to which progress has been made in achieving ethnic and cultural diversity among students, faculty, staff, and administration.
   4. The extent to which both long-term and short-term objectives are accomplished within agreed upon time periods.

B. Relationships
   1. The extent to which positive, supportive relationships have been established with students, faculty, community, business, and the legislative and executive branches of state government.

C. Fund Raising
   1. The extent to which the president has developed and increased significant sources of external support for the institution.

VI. Faculty Input to Presidential Evaluation

The president shall be evaluated by the University faculty using the following minimum criteria:

A. Relationship with Faculty
   1. The extent to which the president communicates effectively with the faculty and faculty governance system and is responsive to faculty policies and concerns, particularly on matters of curricula and academic personnel policies.
B. Academic Leadership
   1. Effectiveness of the president in articulating academic values, the academic vision of
      the University, the centrality of the academic mission within the University and to
      external constituencies, and the president’s knowledge of the University’s academic
      activities.

C. Academic Administration
   1. The sense of the administrative culture and atmosphere from the faculty’s
      perspective; the extent to which the president and the vice presidents are responsive
      to and facilitative of faculty needs. The faculty’s evaluation of the president shall be
      presented to the Board by the faculty representative to the Board.

VII. Student Input to Presidential Evaluation

A. University's Academic Effectiveness
   1. The extent to which the president supports and promotes the academic mission,
      learning environment, and overall quality of students' education

B. Physical Environment of Campus
   1. The extent to which the president supports and promotes a safe, aesthetically
      pleasing, and functional campus.

C. Campus Morale
   1. The extent to which the president advocates and supports overall student morale
      and a meaningful college experience. The students’ evaluation of the University
      president shall be presented to the Board by the student representative to the Board.

VIII. Evaluation Meeting

The Board will ask for input from the student and faculty representatives to the Board prior to
meeting with the president to conduct the evaluation.

For the periodic comprehensive evaluation, more extensive input may be sought from campus
and community constituencies.

The evaluation meeting shall be a confidential verbal interaction between the Board and the
president (an Executive Session as allowed by IC 5-14-1.5-6.1).
Summary
Current Construction Projects
May 3, 2013

Projects Recently Completed

Varsity Athletic Field Area Parking Lot Improvement
Project Cost $350,000
Funding Source: Transportation Reserve

University Center Roof Replacement
Project Cost $125,000
Funding Source: University Center Reserve

Projects Under Construction

Applied Engineering Center Construction
Project Cost $3,300,000
Funding Source: Special Projects Reserve

Teaching Theatre Construction
Project Cost $17,250,000
Funding Sources:
- Bond Issue (Repaid with Student Fees) $13,000,000
- Special Projects Reserve $2,250,000
- USI Foundation $2,000,000

Campus Loop Road Construction - Phase III
Project Cost $760,000
Funding Sources:
- Transportation Reserve $271,000
- Federal Direct Appropriation FY 2009 $489,000

Student Housing Apartment Buildings Renovation - 2013
Project Cost $1,300,000
Funding Source: Housing Reserve

University Center Bookstore Renovation - Phase II
Project Cost $725,000
Funding Source: Bookstore Reserve
University Center Eagles Nest Renovation
Project Cost $250,000
Funding Source: University Center Reserve

Liberal Arts Center Room 2031 and Recreation and Fitness Center Computer Lab Construction
Project Cost $225,000
Funding Source: Special Projects Reserve

Projects in Design

Conference Center Construction
Project Cost $5,000,000
Funding Source: Private Gifts

Visitor's Center Construction
Project Cost $2,000,000
Funding Source: Private Gifts

Technology Center Air Handling Unit Replacement
Project Cost $250,000
Funding Source: Special Projects Reserve

Science Center - Lower Level Renovation
Project Cost $750,000
Funding Source: General Repair and Rehabilitation Appropriation

Atheneum (New Harmony) - Exterior Metal Painting
Project Cost $250,000
Funding Source: Special Projects Reserve

Education Center - Mathematics Laboratory Construction
Project Cost $245,000
Funding Source: Special Projects Reserve

Health Professions Center - Simulation Laboratory Renovation
Project Cost $180,000
Funding Source: Special Projects Reserve