

AGENDA

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

May 5, 2022

SECTION I – GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF MARCH 3, 2022, MEETING

B. ESTABLISHMENT OF NEXT MEETING DATE AND LOCATION

C. PRESIDENT’S REPORT

D. APPOINTMENT OF THE NOMINATING COMMITTEE

E. REPORT OF EQUITY, DIVERSITY AND INCLUSION COUNCIL

The Diversity Committee of the University of Southern Indiana was created in 2007 and reorganized to include Equity and Inclusion in 2018. The committee’s creation was in response to a requirement in House Enrolled Act 1256, authorized by the 2007 Indiana General Assembly (IC-21-27-8-7). The Act requires that each Indiana public institution of higher education create a committee to:

1. Review and recommend faculty employment policies;
2. Review faculty and staff complaints concerning diversity among faculty;
3. Make recommendations to promote and maintain cultural diversity among faculty members;
4. Make recommendations to promote recruitment and retention of minority students; and
5. Issue an annual report to the University’s Board of Trustees stating the committee’s findings, conclusions, and recommendations in these matters.

Additionally, the council is charged with monitoring and reporting on initiatives that address equity, diversity, and inclusion across the University.

The Equity, Diversity, and Inclusion Council 2021-2022 annual report is presented in Exhibit I-A.

F. APPROVAL OF 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 former and interim deans of the College of Nursing and Health Professions, in consultation with the undergraduate faculty of the Nursing Department, approval of the following posthumous degree is recommended.

BACHELOR OF SCIENCE in Nursing

Christy Clements Gough

SECTION II – FINANCIAL MATTERS

A. REPORT OF THE JOINT FINANCE/AUDIT AND ACADEMIC AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEES

The Finance/Audit Committee and the Academic Affairs and Enrollment Management Committee will meet in Joint Session prior to the Board of Trustees meeting on May 5, 2022. A report will be presented.

B. APPROVAL OF RESOLUTION REGARDING BANK DEPOSITORIES AND WIRE TRANSFER AUTHORIZATIONS

At its meeting on July 15, 2021, the Board of Trustees approved a resolution regarding bank depositories and wire transfer authorizations.

Approval of the following resolution to update the procedure is recommended:

WHEREAS the University wishes to update the list of banks designated as depositories in which funds may be deposited and to update the authorizations required for transactions with the depositories; and

THEREFORE, BE IT RESOLVED Banterra Bank, Boonville Federal Savings Bank, Fifth Third Bank, First Federal Savings Bank, First Financial Bank, German American Bank, Indiana Members Credit Union, JP Morgan Chase Bank, Legence Bank, LNB Community Bank, Old National Bank, PNC Bank, Regions Bank, United Fidelity Bank and Wells Fargo Bank be and hereby are designated as depositories in which funds of this Corporation may be deposited by its officers, agents, and employees; and

FURTHER RESOLVED that the Treasurer or Assistant Treasurer is authorized to sign (including using electronic and facsimile signatures) any and all checks, drafts, and orders, including orders or directions in informal or letter form, against any funds at any time standing to the credit of this Corporation with said Bank, and that the said Bank hereby is authorized to honor any and all checks, drafts and orders so signed, including those drawn to the individual order of such officer without further inquiry or regard to the authority of said officer or the use of said checks, drafts, and orders, or proceeds thereof; and

FURTHER RESOLVED that the Treasurer or Assistant Treasurer of the University of Southern Indiana is authorized to enter into a Funds Transfer Agreement with the aforementioned Banks; and

FURTHER RESOLVED that the Treasurer, the Assistant Treasurer, the Controller, the Assistant Controller, and the Manager of Accounting Operations be designated as the officers of the University authorized to make wire transfers; and

FURTHER RESOLVED that each of the foregoing resolutions shall continue in force until express written notice of its rescission or modification has been received by the said Bank, but if the authority contained in them should be revoked or terminated by operation of law without such notice, it is resolved and hereby agreed for the purpose of inducing the said Bank to act thereunder, that the said Bank shall be saved harmless from any loss suffered or liability incurred without such notice.

C. 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 by the University Promotions Committee for promotion from associate professor to professor effective August 16, 2022:

Dr. Mikel W. Hand, Associate Professor of Nursing
College of Nursing and Health Professions

Dr. Priyadarshine Hewavitharanage, Associate Professor of Chemistry
Pott College of Science, Engineering, and Education

Dr. Susanna M. Hoeness-Krupsaw, Associate Professor of English
College of Liberal Arts

Dr. Rick A. Hudson, Associate Professor of Mathematics
Pott College of Science, Engineering, and Education

Dr. Thomas N. McDonald, Associate Professor of Engineering
Pott College of Science, Engineering, and Education

Dr. Mark A. McKnight, Associate Professor of Accounting
Romain College of Business

Dr. Anton H. Maria, Associate Professor of Geology
Pott College of Science, Engineering, and Education

Dr. Norma Rosas Mayén, Associate Professor of Spanish
College of Liberal Arts

Dr. Constance F. Swenty, Associate Professor of Nursing
College of Nursing and Health Professions

Recommendation for promotion from assistant professor to associate professor effective August 16, 2022:

Dr. David N. Black, Assistant Professor of Radio and Television
College of Liberal Arts

Recommendation for promotion from clinical assistant professor to clinical associate professor effective August 16, 2022:

Mrs. Amanda R. Reddington, Clinical Assistant Professor of Dental Hygiene and Dental Assisting
College of Nursing and Health Professions

2. Promotion and Tenure

Recommendation for continuous appointment and promotion from assistant professor to associate professor, effective August 16, 2022:

Dr. Bartell M Berg, Assistant Professor of German
College of Liberal Arts

Dr. Ryan M. Butler, Assistant Professor of Nursing
College of Nursing and Health Professions

Dr. Arthur L. Chlebowski, Assistant Professor of Engineering
Pott College of Science, Engineering, and Education

Dr. Charlotte S. Connerton, Assistant Professor of Nursing
College of Nursing and Health Professions

Dr. Mark A. Creager, Assistant Professor of Mathematics
Pott College of Science, Engineering, and Education

Dr. Urska Dobersek, Assistant Professor of Psychology
College of Liberal Arts

Dr. Misty D. Ostergaard, Assistant Professor of Mathematics
Pott College of Science, Engineering, and Education

Dr. Chase M. Smith, Assistant Professor of Kinesiology and Sport
Pott College of Science, Engineering, and Education

Dr. Adam G. Tennant, Assistant Professor of Engineering
Pott College of Science, Engineering, and Education

Dr. Alyssa M. Weatherholt, Assistant Professor of Exercise Science
Pott College of Science, Engineering, and Education

Dr. Uditha A. Wijesuriya, Assistant Professor of Mathematics
Pott College of Science, Engineering, and Education

3. Tenure

Recommendation for continuous appointment effective August 16, 2022:

Ms. Marna M. Hostetler, Professor of Library Sciences
David L. Rice Library

B. REPORT ON FACULTY, ADMINISTRATIVE, AND STAFF RETIREMENTS

The following staff retirements will be reviewed.

Administrative Associate, Public Safety, Carol A. Burgdorf retired on March 26, 2022, after 21 years of service.

Science and Engineering Lab Technician, Vincent A. Frazier retired on March 14, 2022, after 24 years of service.

Custodian Services Shift Supervisor, Rhonda G. Moore retired on March 18, 2022, after 10 years of service.

Administrative Associate, Pott College of Science, Engineering, and Education, Kim E. Schauss retired after 20 years of service.

Equity, Diversity and Inclusion Council

Annual Report

May 5, 2022

I. Diversity Committee Formation

The Diversity Committee of the University of Southern Indiana was created in response to Indiana Code § 21-27-8-7 was implemented by Public Law 167-2007 after the passage of House Enrolled Act 1256. The Indiana Code requires the establishment of a Diversity Committee, which shall do the following:

- Review and recommend faculty employment policies concerning diversity issues.
- Review faculty and administration personnel complaints concerning diversity issues.
- Make recommendations to promote and maintain cultural diversity among faculty members.
- Make recommendations to promote recruitment and retention of minority students.
- Issue an annual report stating the findings, conclusions, and recommendations of the committee to the board.

The Equity, Diversity, and Inclusion Committee (EDIC) was formed in 2018 and replaced the Diversity Committee. The Council is an educative and advisory group composed of faculty, staff, and students from different racial/ethnic, social statuses, genders, sexual orientations, abilities, veteran status, and religions that reflect the diversity within the university community, as well as advocates for those groups.

II. Equity, Diversity and Inclusion Council (EDIC)

The mission and vision of the EDIC council align with the core value of the "Inclusive and Diverse Community" of the University of Southern Indiana's Strategic Plan.

Mission Statement: The mission of the Equity, Diversity and Inclusion Council (EDIC) of USI is to identify, understand, act upon, and evaluate initiatives and opportunities to promote inclusion for representation, involvement, and empowerment of diverse communities across campus.

Vision Statement: The vision of EDIC is to create an equitable environment where all can challenge thought and practice while embracing each other in our unique individualities to produce representation, involvement, and empowerment of all communities across campus.

Goals:

- Create and sustain a welcoming campus community that strives for structural diversity based on principles of equity and inclusion through leadership and action at all levels of the institution.
- Strengthen and improve the structural diversity of the University of Southern Indiana campus community.
- Cultivate mutually beneficial community-university partnerships that further the mission of the University with an emphasis on historically and currently underserved communities.

The Council uses the following definitions for its work.

Equity: Creating opportunities for equal access and success for historically underrepresented populations, such as racial and ethnic minority and low-income students, in three main areas:

- Representational equity, the proportional participation at all levels of an institution;
- Resource equity, the distribution of educational resources to close equity gaps; and
- Equity-mindedness, the demonstration of an awareness of and willingness to address equity issues among institutional leaders and staff.

Diversity: Individual differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, physical or cognitive abilities, as well as cultural, political, religious, or other affiliations) that can be engaged in the service of learning.

Inclusion: The active, intentional, and ongoing engagement with diversity—in people, in the curriculum, in the co-curriculum, and communities (intellectual, social, cultural, geographical). This engagement with diversity has the potential to increase one's awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions.

Accomplishments 2021-2022

- EDIC committees
- Campus Climate Survey findings shared campus-wide
- Established indicators
- Data collection method

EDIC Committees

In May 2021, we reported that five EDIC committees were formed in all colleges and Student Affairs, focusing on equity, diversity, and inclusion. This year Outreach and Engagement announced the establishment of an EDIC committee. The Pott College of Science, Engineering, and Education has expanded its reach and now has a student group focused on this work. The

Student Government Association (SGA) has a dedicated position responsible for chairing the SGA Equity, Diversity and Inclusion Committee. The responsibility for developing action plans continues to lie with members of the USI community.

Campus Climate Survey Presentations

This year USI hosted two-hybrid campus-wide presentations to the USI campus community to share the data from the Campus Climate survey and address attendees' questions. The first presentation, held on March 24, 2022, focused on how USI compared to other institutions on key indicators such as overall campus climate and how often members of the USI community experienced discrimination. The second presentation, held on April 7, 2022, focused on comparing the experiences of people with different identities within the USI community on these same indicators and, for example, examining how the experiences of men and women or White people and Black people within the USI community differ. Dr. Charles Blaich and Ms. Kathy Wise of the [Higher Education Data Sharing Consortium](#) (HEDS) were presenters. The presentations were recorded and are available for [viewing](#) on the University's dedicated web page for Equity, Diversity and Inclusion. You will also see the survey findings from USI's survey.

Indicators

On February 18, 2022, a Qualtrics survey and a rubric that included target performance indicators went out to the Student Government Association, all colleges, divisions, and governing bodies. The purpose of using the survey is to capture meaningful data that can serve as a benchmark and ensure uniformity. This year access, coherence, and practice-focused are the performance indicators. Areas of interest are curriculum and instruction development, student development (both intentional and holistic), and faculty and staff development. The results are critical as we continue to develop a roadmap of sustainability that all community members can use to execute strategies around the University's core value of an 'Inclusive and Diverse' community.

Data Collection

Data was received, coded, and analyzed. The following themes emerged, areas for improvement, budget constraints, lack of diverse faculty and staff, programming, and current faculty and staff. The first theme, areas of improvement, included training, education, scholarships, and accessibility. Budget constraints ranged from little to no funding for initiatives to tax code challenges. The lack of diversity included faculty, staff, and students. Reported comments consist of challenges with recruiting and retaining diverse populations in all segments of the University community. Respondents acknowledged that programming took place but in pockets and needed

materials and resources for course development. Regarding current faculty and staff, there were concerns about limited resources, lack of time, and that it is not a requirement.

Next Steps

First, continue to educate people about discrimination, harassment, and disparaging remarks that people from historically marginalized groups at USI experience. Second, researchers from Higher Education Data Sharing Consortium (HEDS) will conduct in-person focus groups with students and employees in the fall of 2022. It is critical to gather information on why some populations within our community experience discrimination and harassment. Focus groups will allow us to take a deeper dive into the findings. Last, continue to expand the reach through committees doing the work of equity, diversity, and inclusion.

**Summary
Construction Projects**

May 5, 2022

Projects Under Construction

HVAC Building Controls Replacement and Programming Upgrades

Project Cost **\$ 1,819,000**

Funding Sources:

HEERF	\$	1,400,000
FY22 State Repair and Rehabilitation	\$	419,000

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

HVAC Various Equipment and Energy Improvements

Project Cost **\$ 723,000**

Funding Sources:

Energy Management Controls Reserve	\$	300,000
Special Projects	\$	253,000
FY22 State Repair and Rehabilitation	\$	170,000

Projects In Design

Health Professions Renovation/Addition

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

Funding Source: Legislative Appropriation - 2019

Wellness Center

Project Cost **\$ 11,000,000**

Funding Source: Legislative Appropriation - 2019

Exterior Signage Replacement

Project Cost **\$ 500,000**

Funding Sources:

Parking Reserves	\$	250,000
Landscape Improvement Reserves	\$	250,000

Atheneum Tile Roof Replacement

Project Cost **\$ 320,000**

Funding Sources:

DW Vaughn Endowment	\$	100,000
Atheneum Upgrades and Maintenance	\$	153,871
New Harmony Project Reserves	\$	66,129

LEDs for Campus

Project Cost **\$ 122,000**

Funding Sources:

Special Projects	\$	50,000
FY23 State Repair and Rehabilitation	\$	50,000
FY22 State Repair and Rehabilitation	\$	22,000