

MINUTES

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

May 5, 2022

The University of Southern Indiana Board of Trustees met on Thursday, May 5, 2022, in the Griffin Center on campus. Present were Chair Ronald D. Romain '73; and Trustees W. Harold Calloway; John M. Dunn; Daniel M. Fuquay; Christine H. Keck; Jeffrey L. Knight; and Kenneth L. Sendelweck '76. Trustees Liam H. Collins '23 and Christina M. Ryan were absent. Also, in attendance were President Ronald S. Rochon; Provost Mohammed Khayum; Vice President for Finance and Administration Steven J. Bridges '89 M'95; Vice President for Marketing and Communications Kindra L. Strupp; Vice President for Development David A. Bower; Vice President for Student Affairs Khalilah T. Doss; Chief Government and Legal Affairs Officer Aaron C. Trump; Faculty Senate Chair Rex M. Strange '92; and Student Government Association President Anna Ardelean '22.

Chair Romain called the meeting to order at 10:15 a.m.

SECTION I – GENERAL AND ACADEMIC MATTERS

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

On a motion by Mr. Knight, seconded by Mr. Calloway, the minutes of the March 3, 2022, meeting of the Board of Trustees were approved.

B. ESTABLISHMENT OF NEXT MEETING DATE AND LOCATION

Mr. Romain called on Vice President Strupp, who reported the next meeting of the Board of Trustees is scheduled for Thursday, July 14, 2022, on campus in the Griffin Center, and will include both the Annual and Regular meetings.

C. PRESIDENT'S REPORT

Chair Romain called on President Rochon for a report. President Rochon began by announcing since 1990, past and current members of the Board of Trustees have generously contributed to build a permanent endowment in the USI Foundation for the Trustees Distinguished Merit Award. The award recognizes outstanding achievement in the student's major and in the core curriculum. The 2022 recipient of the Trustee Distinguished Merit Award is Elissa Tam who will graduate this weekend summa cum laude with a bachelor's degree in Biology. Elissa is an honors student and has been involved in multiple marketing and communications efforts including a feature in *The College Tour* and COVID-19 vaccine promotions. After receiving her degree from USI, she plans to apply to medical school and work at a hospital as a patient care technician until she accepts a medical school offer. President Rochon thanked the Trustees for their contributions to ensure this award continues in perpetuity.

Anna Ardelean '22, who will graduate summa cum laude with a Bachelor of Science degree in Political Science has been named the recipient of the President's Medal, the highest honor presented to a graduate. Anna is a native of Mooresville, Indiana, and a first-generation college student. Not only has she served as President of the Student Government Association, but she is also a passionate ambassador for diversity, equity, and inclusion at the University and beyond.

Indiana Business Journal's Engage Indiana event was held on April 13. This year, Indiana's C-suite executives, community leaders and business professionals convened in Evansville to hear from Lieutenant Governor Suzanne Crouch, Secretary of Commerce Brad Chambers, and a distinguished panel that included President Rochon, on how companies can take their engagement to the next level to help attract talent and work toward place-making—two key priorities for the state's READI grant program. The event is designed to inspire businesses to a new way of thinking about the importance of community engagement within their organizations and build revenue while simultaneously making communities across our state more vibrant.

On April 19, USI held a campus town hall meeting in Mitchell Auditorium. Administration fielded questions submitted to the three governance group chairs, Rex Strange for Faculty Senate, Jake Hansen for Administrative Senate, and Rhonda Woolsey for Staff Council. The topics discussed were flexible work

schedules, community morale, recruitment & retention of students and employees, financial viability, operations, Division I, compensation, and forward-facing opportunities for this University. The theme for the event was “moving forward” looking at ways in which USI can engage with our next set of opportunities.

President Rochon recently attended and presented at the AERA (American Educational Research Association) annual meeting and conference in San Diego, California. His graduate school mentor, Dr. James D. Anderson, is retiring and President Rochon presented on his life and body of work. Dr. Rochon stated during his time at the conference he often reflected on USI’s faculty and staff, and the impactful ways in which they share their crafts with the student body. Those influences that USI provides today are cultivated and paid forward for generations to come.

On Friday, April 29, USI hosted Dr. Ted Maple and Mr. Johnny Pryor from the Lilly Endowment on campus. Provost Khayum, Dr. Shelly Blunt, and our academic deans were able to provide them with an understanding of how the Lilly Foundation has impacted USI over the last 33 years. We have received over \$20 million in grants that have been the genesis of much of USI’s growth and development.

Indiana Senators Jon Ford and Eric Bassler invited the state university presidents to Indianapolis on Tuesday, April 26 to discuss enrolled Senate Bill 366 regarding higher education funding. Senators Ford and Bassler are interested in hearing the institutions’ perspectives on how our current funding metrics can be reanalyzed. They are looking at more specificity regarding campus missions and how that can impact the funding formula moving forward.

On Monday, May 2, USI hosted Indiana Commission for Higher Education’s newly appointed Commissioner Chris Lowery and Liz Walker for lunch and a campus tour. Commissioner Lowery expressed an interest in partnering with USI to develop ways in which Higher Education’s purpose and mission can be clearly articulated across the state.

During the NCAA transition to Division I, the current rules state that the President, Athletic Director, Faculty Athletic Representative, Senior Woman Administrator and Compliance Director must attend the NCAA Regionals Rules meetings each year. Although USI will not technically be in its first year of Division I classification until August, President Rochon, Jon Mark Hall, Veronica Huggins and Alex Eaton will attend the NCAA Regionals Rules meetings June 7-9, to be proactive and fully prepared for the expectations of this requirement during the transitional process.

President Rochon called on Vice President Strupp to review the Spring 2022 Commencement schedule. Ms. Strupp began by thanking the members of the Board for their participation in the five ceremonies occurring May 6 and 7. Reserved parking for the Platform Party is in Lot C, Bay 4 marked by name with signs. She reminded Trustees to arrive at least one hour before the ceremony for robing and photos in the Varsity Club Room. Each graduate was allowed up to 11 tickets for family and friends to attend. This year, 1,740 students are eligible to graduate. Graduates represent 40 U.S. states and 12 different countries. The Graduate Ceremony takes place on Friday, May 6, at 6 p.m. in the Screaming Eagles Arena with Alumnus Justin Groenert M’16 speaking. On Saturday, May 7, the first ceremony for the College of Nursing and Health Professions begins at 9 a.m., with Dr. Ronald S. Rochon providing the keynote for this ceremony. The Pott College of Science, Engineering, and Education ceremony is at noon. Dr. Kester Phillips ’02 – Board Certified Neuro-oncologist and Medical Director for the Ivy Center for Advanced Brain Tumor Treatment at the Swedish Neuroscience Institute in Seattle Washington, will provide the keynote speech for this ceremony. The College of Liberal Arts ceremony begins at 3 p.m. Mr. James W. Beck ’92, Global Vice President for Communications Alcoa Corporation, will provide the commencement address for this ceremony. Lastly, the Romain College of Business Ceremony begins at 6 p.m. with speaker Janet Heldt-Baas ’86, retired Senior Vice President of Old National Bank Foundation.

President Rochon called on Provost Khayum for a report from Academic Affairs. The provost introduced Dr. Daria Sevastianova, Associate Professor of Economics, Faculty Advisor, and Director for the Center of Economic Education to share some context and background regarding the Econ Games 2022 competition. Dr. Sevastianova explained the problem-solving competition was hosted by the University of Kentucky Gatton College of Business & Economics March 24-25, 2022. The student teams were given a 24-hour data analytics challenge. The problem was provided by a corporate sponsor, Fischer Homes, which is a home building company with approximately \$1 billion in annual revenue. Dr. Sevastianova introduced the members of USI’s team – Parker Collignon ’22, Cole Stephenson ’22, Jailine McElroy ’22, and Elijah Toavs ’24. Mr. Toavs explained the concept of the Econ Games and the training in data cleaning and analytics they obtained prior to participating in the competition. Ms. McElroy provided the prompt or problem statement that was presented by

the competition sponsor. Competitors were to choose three cities amongst 10, that would provide the most

potential growth for Fischer Homes in future investment. Mr. Collignon reviewed the process and methodology the team used in analyzing and cleaning the data sets that were provided. Their research included getting to know the industry, knowing the nature of the problem, and analyzing which factors mattered the most to Fischer Homes to come to their conclusions. They also considered both demand- and supply-side factors and intangibles such as competitiveness in the industry, communities, and the company vision. Mr. Stephenson concluded the presentation by reviewing the key takeaways from the competition. Of the ten universities from across the U.S. competing, USI's team took the win and was awarded the \$1,500 prize.

President Rochon called on Vice President for Development David Bower for a report from the Task Force. Mr. Bower reported since March of 2020, a total of 2,183 USI family members have tested positive for COVID-19 – 1,964 students and 219 employees. The most recent official report shows a total of eight positive cases – two employees and six students. Since January of 2022, the lowest number of positive cases reported was four, the week of April 3 to 9 – one employee and three students, and the highest number of positive cases reported was 15 the week of March 13 to 19 – one employee and 14 students. On March 7, Dr. Rochon sent a letter to the campus community noting face coverings are welcome but no longer required. USI has maintained distancing protocols in classrooms and continues to monitor the status of community levels. The University Health Center continues to offer vaccinations and is open every Tuesday to all age-eligible persons. Mr. Bower concluded his report by noting the Task Force continues to meet on a regular basis.

President Rochon called on Vice President for Student Affairs Khalilah Doss to introduce Activities Programming Board (APB) President Conner Perry and Student Government Association (SGA) President Anna Ardelean for a report on their organizations' activities during the 2021-2022 academic year. Mr. Perry reported on more than 60 on- and off-campus intentional events planned throughout the year to provide students with entertainment and educational activities while focusing on building community. He noted through these events, APB reached nearly 3,000 students allowing the organization to provide a service to the student body allowing them to relax, get involved, and feel safe in participating. Ms. Ardelean began the annual report of SGA by noting SGA's Of, By, For campaign. The "of" was to make SGA more representative of the student body internally and represent students more effectively externally. They achieved this through new positions including the formation of the First-Year Leadership Council, University committee representation, Division I statement, and mental health advocacy. The "by" part of the campaign was to be more transparent with the student body by communicating what SGA is working on. This visibility allowed for greater accountability. Delegation events including the Liberal Arts Trick-or-Treat Meet-and-Greet, Pott College Pi Day Celebration, Romain College Career Services Informational, and Nursing and Health Professions Spill the Tea, allowed for community engagement across all fields of study. Other campus-wide "by" events included Alcohol Awareness and Crime Prevention Week, Advising Informational, Faculty and Staff Giveback, and Environmental Week. Ms. Ardelean concluded her report by noting the "for" part of SGA's focus this year which was to serve the student body by hosting more outreach events, connecting students with campus resources, and making positive changes on campus for students. SGA accomplished this through holding public forums, advocating for policy change on campus buses/parking and mental health, providing COVID resources, registering students to vote, and beginning David L. Rice Day. In summary, SGA held over 35 events, fielded 143 parking appeals, and awarded \$19,300 in grants. She introduced Ms. Taegan Garner '23, SGA's President-elect for 2022-2023.

President Rochon called on Dr. Rex Strange for a report from Faculty Senate. Dr. Strange reported this year, Faculty Senate added a member from the Student Affairs office to be on the Senate's Student Affairs Committee in an effort to continue enhanced communication between faculty and that office. Additionally, Faculty Senate is developing an ad hoc committee to review the procedures and policies in place regarding established merit-based salary increases and salary compression. Dr. Strange concluded his report by noting this would be his last meeting as Faculty Senate Chair and thanked the President and leadership team for their open communication, ease of access, and collaboration through shared governance.

President Rochon concluded his report by directing the Trustees to the 2022-2023 schedule of meetings in their board packets.

D. APPOINTMENT OF THE NOMINATING COMMITTEE

Chair Romain appointed Mr. Dunn, Mr. Fuquay, and Mr. Knight to the Nominating Committee, with Mr. Knight serving as chair. The Nominating Committee will prepare a slate of officers to be presented to the Board of Trustees at its annual meeting on July 14, 2022.

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.

Mr. Romain called on Vice President Doss who introduced Ms. Pamela Hopson for a report from the Equity, Diversity and Inclusion Council (EDIC). Ms. Hopson began by reviewing the committees that make up the Council and reported on the new representation of Outreach and Engagement, Student Government Association, and Pott College of Science Engineering, and Education student group. She reviewed the results of a campus initiative inventory survey that was sent to the college deans, division vice presidents, shared governance bodies, Student Government Association, Center for International Programs, and Outreach & Engagement. The survey used a rubric to evaluate EDIC initiatives based on indicators of access coherence, and practice focus. The areas of interest exposed were curriculum and instruction development, faculty and staff development, and student development – intentional and holistic. The survey results also showed there are areas for improvement at USI such as a need for education and/or training to address existing biases among students, faculty, and staff. Budget constraints and tax code are challenges to offering USI community events related to DEI and understaffing to implement DEI initiatives. USI knows programming takes place in pockets across campus, it is essential that this programming becomes universal. Moving forward, EDIC plans to develop focus groups from the information garnered through the survey, continue to educate faculty and staff on ways to implement initiatives and share data to expand EDIC's footprint while developing metrics to measure the impact of diversity initiatives.

F. APPROVAL OF POSTHUMOUS DEGREE

Chair Romain called on Provost Khayum, who recommended approval of a posthumous degree for Christy Clements Gough. He reported this action is recommended by the former and interim dean of the College of Nursing and Health Professions, in consultation with the undergraduate faculty of the Nursing Department.

On a motion by Mr. Dunn, seconded by Mr. Knight, the following posthumous degree was approved.

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 met in Joint Session prior to the Board of Trustees meeting. Chair Romain called on Trustee Keck for a report. Ms. Keck motioned to waive the report since the full Board was present at the joint meeting.

On a second by Mr. Knight, the motion to waive the report was approved.

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

Mr. Romain called on Vice President Bridges to present a resolution. Mr. Bridges reminded the Trustees that at its meeting on July 15, 2021, the Board of Trustees approved a resolution regarding bank depositories and wire transfer authorizations. He noted this is brought to the Board annually to allow key members of the finance team to conduct business on behalf of the University; however, this year USI is asking for approval at the May meeting so the approvals are in place at the start of the new fiscal year. USI plans to bring this forward in future years during the same timeframe. The resolution presented this year is unchanged, but approval will allow USI to transact University business for another year.

On a motion by Mr. Dunn, seconded by Mr. Sendelweck, and abstentions by Ms. Keck and Mr. Knight, the Resolution Regarding Bank Depositories and Wire Transfer Authorizations was approved.

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

Mr. Romain 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 PERSONNEL ACTIONS

Chair Romain called on Provost Khayum, who reviewed recommendations for promotion and tenure. On a motion by Mr. Knight, seconded by Mr. Calloway, the following recommendations for promotion and continuous appointment were approved.

1. Promotion

Recommendation by the University Promotions Committee and/or the Provost 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. Hostettler, Professor of Library Sciences
David L. Rice Library

B. REPORT ON FACULTY, ADMINISTRATIVE, AND STAFF RETIREMENTS

Chair Romain called on Vice President Bridges who reviewed the following staff retirements.

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

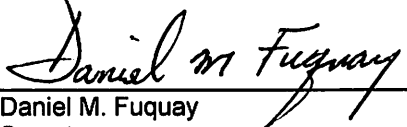
Science and Engineering Lab Technician, Vincent A. Frazier retired on March 14, 2022, after 24 years of service.

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 on March 5, 2022, after 20 years of service.

There being no further business, the meeting was adjourned at 11:31 a.m.

Respectfully submitted,


Daniel M. Fuquay
Secretary

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