

MINUTES

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

May 9, 2025

The University of Southern Indiana Board of Trustees met on campus on Friday, May 9, 2025, at the Griffin Center. Present were Chair Christine H. Keck and Trustees W. Harold Calloway, John M. Dunn, Fouad L. Hamami '24 M'25, Timothy M. Hollander, C. Wayne Kinney '77, Jeffrey L. Knight, Ronald D. Romain '73, and Christina M. Ryan. Also in attendance were President Steven J. Bridges '89 M'95; Provost Shelly B. Blunt; Vice President for Marketing and Communication Kindra L. Strupp M'22; Vice President for Development Andrea R. Gentry '05; Interim Vice President for Student Affairs Pamela F. Hopson D'23; Vice President and Director of Athletics Jon Mark Hall; Director of Internal Audit Bradley V. Will; Faculty Senate Chair Nicholas D. Rhew M'11; and Student Government Association President Tamia N. Smith '25.

Chair Keck called the meeting to order at 2:00 p.m.

SECTION I – GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF THE MARCH 6, 2025, AND APRIL 2, 2025, MEETINGS

On a motion by Ms. Ryan, seconded by Mr. Dunn, the minutes of the Board of Trustees meetings on March 6, 2025, and April 2, 2025, 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 Thursday, July 10, 2025, on campus and will include both the Annual and Regular meetings.

C. PRESIDENT'S REPORT

Chair Keck called on President Bridges for a report. President Bridges announced USI will be hosting a variety of summer camps during the summer. Camps currently taking registrations include the College of Liberal Arts Summer Academy, Explore USI Summer Series, Summer Robotics and Science Camp, and several athletics-centered camps, including basketball for boys and girls, and volleyball.

The 2025 recipient of the Trustees Distinguished Merit Award is University Honors Scholar Jenna Malone, who will graduate on May 10 summa cum laude with a Bachelor of Science in Social Work. Since 1990, current and former Trustees have generously contributed to building a permanent endowment in the USI Foundation for the Trustees Distinguished Merit Award. The award recognizes outstanding achievement in the student's major and the core curriculum. President Bridges thanked the Trustees for their generous support of this important student award.

Maxwell Stoll who will graduate magna cum laude with a bachelor's degree in Biology and minor in Psychology, has been named the recipient of the prestigious President's Medal, the highest honor bestowed to a graduate in the Class of 2025. A committed leader in the Student Ambassadors Organization, he has fostered a positive and welcoming environment, earning the trust and respect of peers, faculty and staff. Known for his humility and curiosity, Max regularly seeks feedback and demonstrates a desire for continuous self-improvement. He excelled early in his academic career, receiving the Distinguished Sophomore Award in Fall 2022, the Koewler Family Scholarship, and was named the Top 10 Student Leader in 2021-2022. Max was named the 2025 Distinguished Biology Graduate and has been a member of the USI Honors Program, USI Foundation Student Advisory Board, President of the Pre-Professional Health Club, and Co-president of the Pott College Student Advisory Board. Max exemplifies the caliber of graduates who will cross the stage this weekend, and President Bridges expressed that he will be proud to be the one to hand Max his diploma and present him with the medal.

President Bridges called on Vice President Kindra Strupp to review the Commencement schedule. Vice President Strupp expressed appreciation to the Trustees for their presence at all five Spring Commencement Ceremonies and provided logistical reminders regarding parking and arrival.

One thousand six hundred seventeen students (1,617) are eligible to graduate across the five ceremonies, with graduates from 42 states and 14 countries.

Commencement weekend begins on Friday, May 9, with the School of Graduate Studies ceremony beginning at 5 p.m. in Liberty Arena, Home of the Screaming Eagles. The first alumnus to speak is Major Adam W. Balbach '07 M'19, Division Human Resources Officer, Indiana Army National Guard in Indianapolis.

The schedule for Saturday, May 10, begins at 9 a.m. with the ceremony for the Kinney College of Nursing and Health Professions where Dr. Daniel D. King '10, Associate Professor in the Doctor of Nursing Practice Nurse Anesthesia Program at Rosalind Franklin University of Medicine and Science, College of Nursing in North Chicago, is the keynote speaker for this ceremony.

The Pott College of Science, Engineering, and Education ceremony begins at noon with Joel Tshite '19, Senior Data Center Build Engineer for Oracle Cloud Infra, in Chicago, Illinois, delivering the Commencement address.

The College of Liberal Arts ceremony begins at 3 p.m. with Heather M. Vaught '10, Owner of Memo and River City Coffee + Goods in Evansville, Indiana, delivering the address.

Lastly, the Romain College of Business ceremony begins at 6 p.m., with the final speaker being Nikki Roser '94 M'98, President and CEO of First Bank in Carmi, Illinois. No tickets are required for guests, and a streaming option is available for those who need to view the ceremony from afar. Vice President Strupp concluded the commencement report by directing the Trustees to a copy of this year's newly updated Commencement program, provided in their handouts, for more details.

Vice President Kindra Strupp continued by providing a Marketing and Communication report. About a year ago, University Strategic Communication (USC), John Farless and his team, including Trista Lutgring and Kaylee Johnson, reimagined its Graduate Assistant position to focus on data analytics. USI already had a wide variety of data available through internal channels, surveys, third-party applications, and other sources, but there was not the time or expertise to mine that data.

Vice President Strupp introduced graduate student Evan Dekker, an MBA student who previously worked as a Graduate Assistant (GA) in the Kinney College on the Geriatrics Workforce Enhancement Program (GWEP) project. Mr. Dekker, as University Strategic Communication GA, has been able to study the data available, allowing USI to begin to use it to drive decision-making across all areas of our work, from internal communications and magazines to social media and media relations.

Mr. Dekker began by explaining that to create a plan and processes for data-driven decision making, USI first needed to understand its foundation, including understanding our why, knowing where we currently are, what we currently have in place, who we are in essence, and how we want to be perceived. USI conducted benchmarking against peer institutions regionally, statewide, and nationally with similar demographic profiles. Identifiable categories included state and city locations, population, enrollment, athletic division, public or private status, and distance.

Using third-party platforms, USI optimized reporting features, providing reflective analysis and proactive planning. By supporting our internal communications with various sources such as Google Analytics and Constant Contact, USI has refined our approach to delivering content. We have prioritized quality over quantity of our content by refining the content to specific platforms and balancing the shared content to promote increased engagement. USI has also implemented new concepts and narratives across various platforms. Once we used the data to understand our internal constituents, USC developed targeted formats for USI Today and future engagement strategies.

Mr. Dekker concluded by reflecting on how this role prepared him for future opportunities and reaffirmed his commitment to data-driven decision-making.

Vice President Strupp added that this work was a good example of what our students are accomplishing in real time, as Evan has created a plan and processes that will be used going forward. Starting May 20, Robin Johnson, a new student on USI's MBA Data Analytics track, will be taking over the GA position and continuing the work that Evan started, as well as expanding into other areas.

Vice President Strupp concluded by introducing two special guests present, Henri and Elizabeth Dekker, Evan's parents, visiting from Toronto, Canada, to see Evan cross the stage later in the evening to receive his degree.

President Bridges called on Provost Blunt for a report from Academic Affairs. She announced that two University of Southern Indiana students from the Romain College of Business were recently selected as

scholarship recipients for the Benjamin A. Gilman International Scholarship, a prestigious grant program designed to assist undergraduate students in the United States with financial need for studying or interning abroad. Natalia Duron of Huntingburg, Indiana, and Ivy Ke of Mt. Carmel, Illinois, both junior economics majors, were chosen as recipients of the scholarship and will be participating in study abroad opportunities this summer.

The scholarship is nationally competitive and offers up to \$5,000 with additional funding available for students studying critical need languages or conducting STEM-related research abroad. Applications are reviewed holistically, considering factors such as academic preparedness, the impact of the program on the student's academic and career trajectory, and the potential community impact, both abroad and upon return. USI's Center for International Programs offers assistance, such as workshops and essay feedback, to help USI applicants have the strongest applications.

Natalia will be traveling to Europe this summer to study in a program led by USI's Dr. Nick Rhew, and Ivy will participate this summer in the Council on International Educational Exchange study abroad program for critical languages. Both students believe their classes in the Romain College of Business have prepared them for these study abroad opportunities. The students will also gain real-world international business experience and develop valuable professional skills. They are excited to be able to share what they have learned in the classroom with peers thousands of miles away. Dr. Blunt concluded her report, noting that these are examples of how USI students, with the guidance of faculty and staff, showcase the quality educational experience they receive, raising the visibility and reputation of our institution through this very prestigious scholarship award.

President Bridges called on Vice President and Director of Athletics Jon Mark Hall for an Athletics report. Mr. Hall provided an update on where USI stands in the transition process to Division I Athletics. As previously reported, the NCAA shortened the transition length from four to three years for institutions transitioning from Division II to Division I. USI met the financial and academic benchmarks established to shorten this transition by one year. Once that was established, the various reports and reviews scheduled for year four were moved up to this winter and spring in year three. The academic performance data review process began the first week in March, and we received our preliminary report on May 7. USI now has two weeks to respond to the report, and Mr. Hall reported the University is tracking positively and anticipates affirmatively completing the process by the deadline.

USI's NCAA self-study deadline was pushed from June 1 to March 15, and the campus community responded in an unbelievable fashion. The report was submitted before the deadline, and the NCAA sent a peer review team to campus April 13-15. This review team met with Trustees, coaches, faculty, staff, self-study contributors, and many others on campus. Mr. Hall reported that the peer review team's April 22 submission to President Bridges contained no findings—only recommendations for enhancement—an outcome he described as highly favorable. Mr. Hall expressed his gratitude to campus colleagues for their active participation in the NCAA site visit, which contributed significantly to the successful outcome. The last step is the submission of our annual report by June 1, 2025. The report is currently complete in draft form, being reviewed for final edits before submitting to the NCAA. The NCAA Strategic Planning Committee will review the report in June and make their recommendations to the NCAA Board of Governors on our status as a full-fledged Division I member. We are hopeful the NCAA Board will meet in July, before its regularly scheduled meeting in August, to determine if our status has advanced. We anticipate good news from them, and when received, USI will be ready to be eligible for NCAA championship participation, as well as the NCAA revenue sharing model. Mr. Hall concluded his report by recognizing Alex Eaton, Senior Associate Athletic Director and Senior Women Administrator, for all her exemplary work during this three-year process, spending countless hours preparing reports and documents for everything required by the NCAA. Alex has kept the entire campus community on track throughout this process and has been our go-to person for everything. USI deeply appreciates her dedication and the contributions of so many on campus to support this accelerated process and advancement of Athletics for our students.

President Bridges called on Vice President Andrea Gentry for a Development report. On April 11, a portrait unveiling took place on campus to honor the generosity of Dr. Philip Hagemann and Dr. Murray Rosenthal. President Bridges attended the event and shared remarks underscoring the University's appreciation of their investment. Dr. Hagemann and Dr. Rosenthal saw the potential in USI to expand its music offerings and join a larger stage, literally and figuratively. Dr. Hagemann grew up just 12 miles from the University in Mount Vernon, Indiana, where he took his first piano lessons at age seven. With their love of music and expertise, Dr. Hagemann and Dr. Rosenthal own a production company that has won multiple Tony Awards. In 2021, Dr. Hagemann made a \$2 million leadership gift to USI for the support and development of music programs. To honor Dr. Hagemann, the University named its Performing Arts Department for him. Even though it bears the Hagemann name, Dr. Rosenthal has been involved every step of the way, and we are fortunate to

call him a friend. He also has a gift committed to USI through his estate that will benefit music.

This investment continues to fund the Hagemann Award for Musical Performance, an annual competition for high school students in Posey County, Indiana, which has been a part of developing a stronger connection with the Evansville Philharmonic Orchestra. The fund also initiated an inaugural opera performance on campus and has charted a path to offering a musical theatre concentration within the theatre major.

President Bridges asked Interim Vice President Hopson for a report from Student Affairs. Dr. Hopson introduced Tamia Smith '25, President of the Student Government Association, and Jacob Smith '26, President of the Activity Programming Board, to deliver the 2024–2025 End-of-Year Report. Mr. Smith began by providing an overview of APB's strategic plan. Their plan includes four goals of 1) Understanding Officer Structure and Responsibilities, 2) General Member Involvement, 3) Garner Feedback and Analyze, and 4) Develop APB Brand. Intentional programming and events were developed to support each of these goals. Collaborative events included Archie's Army and Book Brewers, while new events such as APB Field Day, Block Party, and Back to the 2000s Party attracted many students, and even faculty and staff joined in the fun. Dr. Hopson demonstrated her enthusiastic support for student engagement by participating in the APBlock Party's zipline event. Over 3,800 students attended or participated in events and activities, with 980 of those being unique. APB collaborated or sponsored events averaged 70 attendees per event, with 13 events having over 100 attendees. APB used several social media platforms to promote events and on/off-campus involvement this year.

Ms. Smith began the annual report of SGA by reviewing the initiative changes for SGA this year of 1) Freshmen involvement in SGA, 2) Extending outreach to student athletes, 3) Recruitment and Retention of members, and 4) Community Outreach. To advance its strategic objectives, SGA introduced several new initiatives and events throughout the year. The voter registration event garnered participation of 143 students, either registering to vote or showing proof of registration. Over 170 students participated in the volleyball tailgate against the University of Evansville, and 120 students in the Basketball tailgate against Indiana State. A co-sponsorship with APB, the Halloween Bash was very well attended, especially the Haus of Terror haunted house at the Grimes Haus on campus. SGA hosted its traditional events of Welcome Week, Alcohol Awareness Week, Rice Day, and Environmental Week. SGA celebrated its 55th birthday this year. SGA's General Assembly college reps also held unique events this year, including Meet the Dean, Pi Day, Bee the Change, Ghostly Grab and Go, Self-Defense classes, and more. SGA provided \$32,600 in grants this year, including travel grants to 15 student organizations, two start-up grants for new organizations, and ten organizations received SOS grants. Three letters were released to the campus community by SGA in 2024-2025. The first was to address the importance of voting and encourage students to register and vote in the elections. The second to announce a listening session that was conducted to address student concerns surrounding the uncertainty of potential changes to policy driven by the new state and federal administration. Lastly, SGA gave an official statement regarding an incident that occurred on the USI-Burdette Trail. Ms. Smith concluded her report by reviewing the slate of SGA member representatives for the 2024-2025 academic year.

For the report from Faculty Senate, President Bridges called on Dr. Nick Rhew. With this being the last day of the spring semester, faculty members are turning their attention away from administering final exams and toward grading them, while taking a brief break to participate in this weekend's commencement ceremonies. It is a busy time for faculty, especially those gearing up to start their summer teaching in the next two weeks.

Since the last Trustees' meeting, Faculty Senate held productive meetings in March and April, wrapping up the work on an overhaul of our academic standing policies and kickstarting the work to update academic integrity and student evaluations policies. The April meeting was the last regular meeting of the year for Senate; therefore, there are no further opportunities to join in on a Friday afternoon meeting this semester.

Dr. Rhew reported the April meeting was also his last regular meeting as Faculty Senate Chair. Kyle Mara will begin his term in July. Dr. Rhew expressed his appreciation to the Board, President Bridges, and Provost Blunt for their continued support of the faculty and their work through Faculty Senate.

President Bridges called on Tamia Smith for her final report from SGA. Ms. Smith provided remarks from incoming SGA President, Alicia Cotton, who was unable to attend due to a medical emergency. Ms. Cotton is expected to recover fully and is prepared to serve as the 2025-2026 SGA President. President Bridges presented Ms. Smith with a certificate of appreciation in recognition of her outstanding leadership in 2024-2025.

President Bridges concluded his report by directing the Trustees to the 2025-2026 Schedule of Board meetings and Events in their handout materials.

D. APPOINTMENT OF THE NOMINATING COMMITTEE

Chair Keck announced according to Article V, Section 3, Subsection (a) of the bylaws, the Nominating Committee is appointed annually by the Chair of the Board at the May meeting of the Board of Trustees. The Committee prepares a slate of officers at the Annual meeting. Chair Keck appointed the following Trustees:

Trustee John Dunn (Chair)
Trustee Tim Hollander
Trustee Jeff Knight

E. REPORT ON THE INDIANA GENERAL ASSEMBLY

Chair Keck called on President Bridges for a report on the 2025 session of the Indiana General Assembly. Government Affairs, along with the President's Office and Finance and Administration, have been diligently working on USI's biennial budget process since last summer. USI has now moved through the entire legislative process, and the General Assembly adjourned on April 24th.

The budget bill, HB1001, as passed out of the House, did make improvements to the Governor's version of the Budget. The Governor's version had zero capital projects and zero Repair and Rehabilitation (R&R) dollars for all higher education institutions. The House version kept the budgets flat, had zero capital projects, but did add back into the bill increased R&R funding, as well as placing the performance-based funding back in.

After the release of the April 16th revenue forecast, legislators were up against a \$2.4B forecasted shortfall. The Senate/House revised the Higher Education budget to have a 5% cut on all appropriated state dollars from the Senate-passed version. This means a 5% cut to operating, R&R, and line items. They also imposed a 5% holdback on appropriations. The final budget did not hold any capital projects for the state's six higher education institutions.

During this budget session, the House introduced 708 bills, and 140 of those were sent to the Governor for Signature (a 20% pass rate). The Senate introduced 521 bills, and 104 made it through the process and were sent to the Governor for signature into law (20% pass rate). These bills include the biennial budget, filed as House Bill 1001, and others.

In addition to the 5% appropriations cut and 5% holdback, HEA 1001, the passed \$42.3B biennial budget bill, and other enacted legislation held other elements impacting higher education, including:

- Space Utilization – Beginning July 1, 2026, the Indiana Commission for Higher Education shall prepare and submit a report that examines the use of physical facilities to the legislative council and the budget committee. In addition to the number of instructional spaces, including classrooms and laboratory spaces, in each physical facility and how/when each space is utilized, the Commission shall consider the characteristics of the student body (part-time students, commuter students, and working adults) and the types of programs provided in those spaces.
- Program Review – For each state educational institution degree program, if the average number of students who graduate over the immediately preceding three (3) years is fewer than:
 - ten (10) students for an associate degree program;
 - fifteen (15) students for a bachelor's degree program;
 - seven (7) students for a master's degree program;
 - three (3) students for an education specialist program; or
 - three (3) students for a doctoral degree program; andthe state educational institution would like to continue the degree program, the institution must request approval from the Commission to continue the degree program. If not approved by the Commission, the institution must eliminate the degree program and any costs associated with it.
- Degree Program Review – Each State educational higher ed institution will plan and conduct a degree program review that includes an analysis of enrollment and both quantitative and qualitative data. Then develop procedures to evaluate the effectiveness of the institution's degree programs to address the quality, viability, and productivity of efforts in teaching and learning, scholarship, and service, as appropriate to the institution's mission. The institution must use the findings and recommendations from the degree program review for the progressive improvement and adjustment of degree programs in the context of the institution's strategic plan.

- Tenured Faculty Reviews – The Board of Trustees shall establish a review process for department-level promotions and tenure expectations and a post-tenure review process for tenured faculty members. Much of this work is already in place from SEA 202 in 2024, and the Promotion and Tenure process reform is currently in practice.
- Faculty Organization – State educational institutions must have a faculty governance organization. Faculty representatives must be employed by the institution. Meetings with actionable items must be open to the public. (Already in place at USI but will work with Faculty Senate to examine every aspect of the enacted law, to ensure compliance.)
- Frank O'Bannon – The balance in the Freedom of Choice Grant Fund and the Higher Education Award Fund that is not needed for the payment of scholarship awards in the state fiscal year ending June 30, 2025, will be transferred by the budget agency to the state general fund.
- Dual Credit – The Secretary of Education shall provide a report and recommendation to the General Assembly by December 1, 2026, aligning State funding for dual credit and the advanced placement program with the new high school diploma. This should expand access to dual credit coursework to all Indiana students.

Other watch items included:

- Ivy Tech programs – The commission shall review the programs offered by Ivy Tech Community College that have low graduation rates. The Commission may require the restructuring of a program, eliminate a program, or take no action concerning a program.
- Postsecondary Career and Technical Education - The Commission may consult with and make recommendations to the State Board of Education on all postsecondary career and technical education programs. Biennially, the Commission shall prepare a plan for the implementation of postsecondary career and technical education programming after considering the long-range state plan. The commission shall specifically report on how the plan addresses preparation for employment.
- IU Trustees – All trustees for Indiana University will be appointed by the governor – no alumni votes. The governor may remove and replace a trustee or any alumni trustees. Trustees may not serve more than three terms.

F. APPROVAL OF RESOLUTION OF APPRECIATION TO TRUSTEE FOUAD L. HAMAMI '24 M'25

Chair Keck presented the following resolution.

WHEREAS, Fouad L. Hamami was appointed to the University of Southern Indiana Board of Trustees by Indiana Governor Eric Holcomb in July 2023, becoming the nineteenth student to be so appointed in the history of the University; and

WHEREAS, Mr. Hamami has served with distinction as a member of the Board for two years; and

WHEREAS, Mr. Hamami has served the Board of Trustees as a member of the Finance/Audit Committee, Academic Affairs and Enrollment Management Committee, Presidential Search Committee, Student Trustee Search Committee, and has represented the Board as a member of the USI Foundation Board of Directors; and

WHEREAS, during his tenure as a Trustee, the University experienced the development of opportunities in academics, student life, and the expansion or renovation of facilities, including the Health Professions Phases III & IV, Recreation, Fitness, and Wellness Center, Wright Administration Renovation, Exterior Signage, Creative and Print Services, and Athletics Facility Improvements; and

WHEREAS, Mr. Hamami and his colleagues on the Board of Trustees approved numerous measures to advance the mission of the University to provide an educated citizenry that can engage civilly within a community with divergent ideas and cultural differences; and

WHEREAS, in May 2024, Mr. Hamami joined his colleagues on the Board of Trustees in approving an interim president providing stability to the University while a national search was conducted; and

WHEREAS, on April 2, 2025, Mr. Hamami and his colleagues on the Board of Trustees unanimously approved the appointment of Mr. Steven J. Bridges '89 M'95 as the University of Southern Indiana's fifth president, the first alumnus to serve in this leadership role; and

WHEREAS, Mr. Hamami has excelled in all areas of student life, including academics and leadership; and

WHEREAS, his term on the Board of Trustees will expire on June 30, 2025.

NOW, THEREFORE, BE IT RESOLVED, that the members of the USI Board of Trustees express to Fouad L. Hamami their sincere appreciation for his involvement and his vision; and

FURTHER RESOLVED, that the Board wishes Fouad Hamami well as he continues his pursuit of his second USI degree, Master of Business Administration; and

FURTHER RESOLVED, that this resolution be adopted by the Board of Trustees and spread upon its minutes for all time as a perpetual recognition of the deep gratitude owed by the University and its trustees, officers, students, and faculty to Fouad Hamami for his devoted service to the University of Southern Indiana.

On a motion by Ms. Ryan, seconded by Mr. Dunn, the Resolution of Appreciation to Trustee Fouad L. Hamami was approved.

President Bridges presented Mr. Hamami with a university chair in recognition of his service to the University. Mr. Hamami expressed appreciation for the opportunity to serve as a Trustee, which has been a pivotal part of his USI experience. He knew when he applied for this position two years ago that he would be learning from some of the greatest minds in Evansville and feels truly blessed to have this opportunity.

G. APPROVAL OF RESOLUTION OF APPRECIATION TO TRUSTEE W. HAROLD CALLOWAY

Chair Keck called on Trustee John Dunn to present the following resolution.

WHEREAS, W. Harold Calloway was appointed to the University of Southern Indiana Board of Trustees by Indiana Governor Mitch E. Daniels Jr. in July 2006; and

WHEREAS, in his capacity as Trustee, Mr. Calloway has been an active partner in broadening access and opportunity for education in the southwest region and advancing higher education in Indiana; and

WHEREAS, Mr. Calloway has served the Board of Trustees and the University as Board chair; chair and member of the Finance/Audit Committee; chair and member of the Academic Affairs and Enrollment Management Committee, chair and member of the Nominating Committee; member of the Long-Range Planning Committee; and member of the Construction Committee; and

WHEREAS, during his tenure as a Trustee, the University experienced the development of opportunities in academics and student life and the expansion of facilities, including the Kenneth P. McCutchan Art Center/Palmina F. and Stephen S. Pace Galleries; Business and Engineering Center; Recreation, Fitness, and Wellness Center; University Center East; Applied Engineering Center; USI Performance Center; Dowhie Ceramics Center; Griffin Center; Physical Activities Center Renovations I & II; Fuquay Welcome Center; the Stone Family Center for Health Sciences; Liberty Arena, Home of the Screaming Eagles; Health Professions Phases III & IV; Aquatics Center; Wright Administration Renovation; Exterior Signage; Creative and Print Services Building; and Athletics Facility Improvements; and

WHEREAS, Mr. Calloway served on the USI Foundation Board of Directors and Historic New Harmony Advisory Board as Trustee representative; and

WHEREAS, in 2008, Mr. Calloway served as a representative of the Board of Trustees on the Presidential Search Committee for the selection of the University's third president; and

WHEREAS, in July 2010, Mr. Calloway joined his colleagues on the Board of Trustees in approving a five-year strategic plan to guide the University from 2010 to 2015; and

WHEREAS, in March 2016, Mr. Calloway joined his colleagues on the Board of Trustees in approving the University's second five-year strategic plan to guide the University from 2016 to 2020; and

WHEREAS, as Chair of the Board of Trustees, Mr. Calloway also served as Chair of the Presidential Search for the selection of the University's fourth president in 2017-2018; and

WHEREAS, in March 2018, Mr. Calloway and his colleagues on the Board of Trustees assisted in the development of the University's second Campus Master Plan; and

WHEREAS, through a special meeting of the Board of Trustees on May 28, 2020, Mr. Calloway joined his colleagues in approving an interim current operating budget for fiscal year 2020-2021, ensuring the University community would remain whole and operational through the global pandemic; and

WHEREAS, in January 2021, Mr. Calloway joined his colleagues on the Board of Trustees in approving the University's third strategic plan, Accelerating Impact: USI's Strategic Plan, 2021-2025; and

WHEREAS, on February 7, 2022, after careful review and consideration, Mr. Calloway joined his colleagues on the Board of Trustees in one of the most transformative moves for the University since gaining its independence in 1985 by voting to approve the University's formal application to the NCAA for reclassification from Division II to Division I athletics; and

WHEREAS, in May 2024, Mr. Calloway joined his colleagues on the Board of Trustees in approving the University's first interim president to provide stability to the University while a national search was conducted; and

WHEREAS, in September 2024, Mr. Calloway served as a representative of the Board of Trustees on the Presidential Search Committee for the selection of the University's fifth president; and

WHEREAS, on April 2, 2025, Mr. Calloway and his colleagues on the Board of Trustees unanimously approved the appointment of Mr. Steven J. Bridges '89 M'95 as the University of Southern Indiana's fifth president, the first alumnus to serve in this leadership role; and

WHEREAS, Trustee Calloway has elected to retire from his term on the Board of Trustees effective June 30, 2025, after 19 dedicated years of service.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees, assembled today on May 9, 2025, commends W. Harold Calloway for his transformational leadership, vision, and dedication to the full development of the University of Southern Indiana and the people it serves; and

FURTHER RESOLVED, that this resolution be adopted by the Board of Trustees and spread upon its minutes for all time as perpetual recognition of the deep gratitude owed by the University and its trustees, officers, students, staff, and faculty to W. Harold Calloway for his devoted service to the University of Southern Indiana.

On a motion by Mr. Romain, seconded by Mr. Knight, the Resolution of Appreciation to Trustee W. Harold Calloway was approved.

Chair Keck extended her gratitude to Mr. Calloway for his service on the Board. President Bridges and Trustee Dunn presented Mr. Calloway with a university chair in recognition of his service. Mr. Calloway expressed his appreciation for receiving this recognition. His longtime service to the University began in 1973 as director of Financial Aid, and it culminates today with this honorable recognition. Mr. Calloway stated, *"The people I've met through serving this University are amongst the best I've ever grown to know and whom I deeply respect and care about. As I was driving onto campus this morning, I realized this was probably my last time to come to campus as a Trustee. I got emotional because of how much this University means to so many people, and to me. As a young child, growing up on a cotton farm in Mississippi, I never dreamed that I would have the opportunity to serve on the Board of Trustees at a university like this one. My faith tells me you never know what God has in store for you if you allow yourself to be placed in a position."* Mr. Calloway concluded his remarks by thanking everyone, including the four governors and three USI presidents he served, for the opportunity to know and love this institution and its people.

SECTION II – FINANCIAL MATTERS

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

Chair Keck called on Mr. Brad Will to present a resolution. Mr. Will reminded the Trustees that each year USI asks for Board approval of the bank depositories and wire transfer authorization resolution, which allows key members of the finance team to conduct business on behalf of the University. The resolution presented contains one change from the version approved on May 3, 2024.

USI has added Wells Fargo Bank as a designated depository in the first THEREFORE paragraph. Wells Fargo is the preferred provider for a new prescription medication management program that the University has engaged to help manage prescription costs for employees.

There were no other changes to the resolution. Mr. Will requested Board approval, which allows USI to transact University business for another year.

On a motion by Mr. Romain, seconded by Mr. Knight, and abstentions by Ms. Keck and Ms. Ryan, 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 Bank of America, Banterra Bank, Fifth Third Bank, Citibank, First Federal Savings Bank, First Financial Bank, German American 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 Director of University Accounting, and the Assistant Director of University Accounting 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.

B. REPORT ON CURRENT CONSTRUCTION PROJECTS

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

C. REPORT OF CONSTRUCTION CHANGE ORDERS AUTHORIZED BY THE PRESIDENT

Chair Keck called on Mr. Brad Will for a report on the construction change orders approved by the President. Mr. Will directed the Trustees to Exhibit II-B, containing change orders related to the Health Professions and Wellness Center projects. There were two change orders for Phase III of the Health Professions Renovation, two for Health Professions Phase IV, and one for the Wellness Center.

The Health Professions Phase III changes included the addition of temperature controls, HVAC valves, and a color change to sound-absorbing wall pads, all of which were offset by an allowance credit. Phase IV changes included the addition of door controls, a change to sensor faucets and flush valves for product consistency, and modifications to steel required for structural integrity and functional design.

The Wellness Center change involved the extension of the locker room floor covering beyond the initial design and a small credit for the use of existing door hardware.

All the changes were under the \$50,000 amount requiring Board approval; therefore, this report is for informational purposes only.

SECTION III - PERSONNEL MATTERS

A. APPROVAL OF PERSONNEL ACTIONS

Chair Keck called on Provost Blunt, who reviewed recommendations for promotion and tenure. Dr. Blunt began by noting the larger number of faculty members present for promotion this year. The University has been fortunate to employ high-quality full-time teaching faculty who are not tenured or eligible for promotion, or what USI terms as rank-eligible. Through work in conjunction with the Faculty Senate, USI has converted these positions to rank-eligible positions and created pathways for promotion for these dedicated faculty. This is the first group of faculty who are being promoted.

On a motion by Mr. Dunn, seconded by Mr. Knight, the following recommendations for promotion and continuous appointment were approved.

1. Promotion and Tenure

Recommendation for continuous appointment and promotion from assistant professor to associate professor, effective August 12, 2025:

Mr. Charles Armstrong, Assistant Professor of Graphic Design
College of Liberal Arts

Dr. Laura Bernhardt, Assistant Professor of Library Science
David L. Rice Library

Dr. Xue Han, Assistant Professor of Computer Science
Romain College of Business

Dr. Kristin LaFollette, Assistant Professor of English
College of Liberal Arts

Dr. Laura Lutgen-Nieves, Assistant Professor of Criminal Justice
College of Liberal Arts

Dr. Jessica Mason, Assistant Professor of Occupational Therapy
Kinney College of Nursing and Health Professions

Dr. Quentin Maynard, Assistant Professor of Social Work
College of Liberal Arts

Mrs. Rosalie Moffett, Assistant Professor of English
College of Liberal Arts

Dr. Zachary Pilot, Assistant Professor of Psychology
College of Liberal Arts

Dr. Laura Soderberg, Assistant Professor of English
College of Liberal Arts

Dr. Laurel Standiford Reyes, Assistant Professor of Psychology
College of Liberal Arts

Dr. Cody Strom, Assistant Professor of Kinesiology and Sport
Pott College of Science, Engineering, and Education

Dr. Zachary Ward, Assistant Professor of Health Administration
Kinney College of Nursing and Health Professions

2. Promotion

Recommendation for promotion from associate professor to professor, effective August 12, 2025:

Dr. Tori Colson, Associate Professor of Education
Pott College of Science, Engineering, and Education

Dr. Julian Davis, Associate Professor of Engineering
Pott College of Science, Engineering, and Education

Dr. Jennifer Evans, Associate Professor of Nursing
Kinney College of Nursing and Health Professions

Dr. Jason Fertig, Associate Professor of Management
Romain College of Business

Dr. Amie McKibban, Associate Professor of Psychology
College of Liberal Arts

Dr. Jill Oeding, Associate Professor of Business Law
Romain College of Business

Dr. Kenneth Purcell, Associate Professor of Physics
Pott College of Science, Engineering, and Education

Dr. Kenneth Shemroske, Associate Professor of Computer Information Systems
Romain College of Business

Dr. Kenneth Walsh, Associate Professor of Chemistry
Pott College of Science, Engineering, and Education

Dr. Stephanie Young, Associate Professor of Communication Studies
College of Liberal Arts

Recommendation for promotion from clinical associate professor to clinical professor, effective August 12, 2025:

Dr. Heather Schmuck, Clinical Associate Professor of Radiologic and Imaging Sciences
Kinney College of Nursing and Health Professions

Recommendation for promotion from teaching associate professor to teaching professor, effective August 12, 2025:

Ms. Mona Meyer, Teaching Associate Professor of Library Science
David L. Rice Library

Recommendation for promotion from teaching assistant professor to teaching associate professor, effective August 12, 2025:

Dr. Kevin Allton, Teaching Assistant Professor in English
College of Liberal Arts

Dr. Gurkirat Baath, Teaching Assistant Professor of Biology
Pott College of Science, Engineering, and Education

Dr. Jason Langley, Teaching Assistant Professor of Kinesiology and Sport
Pott College of Science, Engineering, and Education

Dr. Greg Mendel, Teaching Assistant Professor of Biology
Pott College of Science, Engineering, and Education

Dr. Matthew Merlo, Teaching Assistant Professor of Physics
Pott College of Science, Engineering, and Education

Dr. Susan Seibert, Teaching Assistant Professor of Nursing
Kinney College of Nursing and Health Professions

Dr. Darrin Sorrells, Teaching Assistant Professor of Kinesiology and Sport
Pott College of Science, Engineering, and Education

Dr. Jennifer Talbert, Teaching Assistant Professor of Biology
Pott College of Science, Engineering, and Education

Dr. Joshua Wildeman, Teaching Assistant Professor of Kinesiology and Sport
Pott College of Science, Engineering, and Education

Recommendation for promotion from instructor to advanced instructor, effective August 12, 2025:

Ms. Kathryn Allen, Instructor in Mathematics
Pott College of Science, Engineering, and Education

Ms. Carrie Andersen, Instructor in Mathematics
Pott College of Science, Engineering, and Education

Ms. Lisa Bartley, Instructor in Teacher Education
Pott College of Science, Engineering, and Education

Ms. Stephanie Bush, Instructor in Biology
Pott College of Science, Engineering, and Education

Mr. Keith Carter, Instructor in Mathematics
Pott College of Science, Engineering, and Education

Ms. Cindi Clayton, Instructor in Business Communication
Romain College of Business

Mr. Larry Cook, Instructor in Mathematics
Pott College of Science, Engineering, and Education

Ms. Olga Donnelly, Instructor in Mathematics
Pott College of Science, Engineering, and Education

Mr. Thomas Drury, Instructor in Music
College of Liberal Arts

Ms. Kathleen Elliott, Instructor in Mathematics
Pott College of Science, Engineering, and Education

Mr. Stephen Glueckert, Instructor in Chemistry
Pott College of Science, Engineering, and Education

Ms. George Ann Griffin, Instructor in Mathematics
Pott College of Science, Engineering, and Education

Ms. Jennifer Horn, Instructor in English
College of Liberal Arts

Mr. James Hunter, Instructor in English
College of Liberal Arts

Ms. Jill Kinkade, Instructor in English
College of Liberal Arts

Ms. Mary Knust, Instructor in Mathematics
Pott College of Science, Engineering, and Education

Ms. Jeanette Maier-Lytle, Instructor in Accounting
Romain College of Business

Ms. Patricia Marcum, Instructor in Kinesiology and Sport
Pott College of Science, Engineering, and Education

Mr. Ronald Mitchell, Instructor in English
College of Liberal Arts

Ms. Jean Moore, Instructor in Education
College of Liberal Arts

Mr. John Morris, Instructor in Communication
College of Liberal Arts

Mr. Andrew Ostergaard, Instructor in Mathematics
Pott College of Science, Engineering, and Education

Ms. Amy Pierce, Instructor in Nursing
Kinney College of Nursing and Health Professions

Ms. Mary Reese, Instructor in Communication
College of Liberal Arts

Mr. Anthony Rintala, Instructor in English
College of Liberal Arts

Mr. David Ritterskamp, Instructor in Mathematics
Pott College of Science, Engineering, and Education

Mr. Christopher Robinson, Instructor in Mathematics
Pott College of Science, Engineering, and Education

Ms. Amanda Scott, Instructor in Mathematics
Pott College of Science, Engineering, and Education

Ms. Yu-Li Alice Shen, Instructor in English
College of Liberal Arts

Ms. Judith Williams, Instructor in Mathematics
Pott College of Science, Engineering, and Education

Ms. Carrie Wright, Instructor in Geology
Pott College of Science, Engineering, and Education

B. REPORT ON FACULTY, ADMINISTRATIVE, AND STAFF RETIREMENTS

Chair Keck called on Provost Blunt, who reviewed the following faculty, administrative, and staff retirements.

Associate Professor of Dental Hygiene, Lorinda L. Coan in accordance with the regular retirement policy, will retire effective May 31, 2025, after 12 years of service.

Editor/Senior Writer, Connie L. Stambush in accordance with the regular retirement policy, will retire effective June 1, 2025, after 12 years of service.

C. APPROVAL OF EMERITUS STATUS

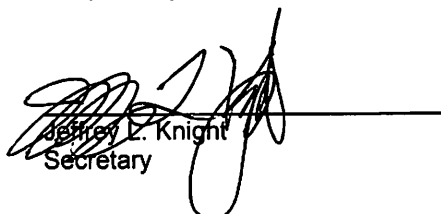
Chair Keck called on Provost Blunt, who recommended the following emeritus titles. On a motion by Mr. Calloway, seconded by Mr. Knight, the following titles were approved.

Associate Professor Emerita of Dental Hygiene Lorinda L. Coan

Editor/Senior Writer Emerita Connie L. Stambush

There being no further business, the meeting was adjourned at 3:26 p.m.

Respectfully submitted,


Jeffrey L. Knight
Secretary

Summary
Construction Projects

May 9, 2025

Recently Completed

Health Professions Renovation/Addition Phase III

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

Funding Source: Legislative Appropriation - 2019

Projects Under Construction

Health Professions Renovation/Addition Phase IV

Project Cost **\$ 50,000,000**

Funding Source: Legislative Appropriation - 2023

Recreation Fitness & Wellness Center Storage and Bike Shop Addition

Project Cost **\$ 2,500,000**

Funding Source: Legislative Appropriation - 2019

University Creative and Print New Building

Project Cost **\$ 2,500,000**

Funding Source: Legislative Appropriation - 2019

Atheneum HVAC Improvements

Project Cost **\$ 750,000**

Funding Sources:

FY24 State Repair and Rehabilitation \$ 500,000

Special Projects \$ 250,000

STEM Innovation Lab, Rice Library

Project Cost **\$ 730,000**

Funding Source: USI Foundation

Career and Intern Services Renovation/Relocation

Project Cost \$ 420,000

Funding Source: Special Projects

Rice Library New Paint and Flooring

Project Cost \$ 245,000

Funding Source: FY24 State Repair and Rehabilitation

Projects In Design

Wright Administration Renovation/Addition

Project Cost \$ 32,000,000

Funding Source: Legislative Appropriation - 2023

Center for Applied Technologies, Romain College of Business (Design)

Project Cost \$ 674,000

Funding Source: USI Foundation

Athletics Academic Center, Rice Library

Project Cost \$ 150,000

Funding Source: Special Projects

**Summary of Construction Change Orders
Authorized by the President**

HEALTH PROFESSIONS RENOVATION PHASE III – LL AND FIRST FLOOR

Empire Contractors – General Contractor

| | | |
|---------------|---------------------------------------|-------------------|
| CO 016 | | (\$ 7,808) |
| | Added Penthouse Temperature Controls | |
| | Added HVAC Isolation Valves | |
| | Deduct Allowance Credit (\$ 63,244) | |
| CO 017 | | \$ 4,212 |
| | MDC Sound Absorbing Pads Color Change | |

HEALTH PROFESSIONS RENOVATION PHASE IV – 2024 Addition and Renovation

Empire Contractors – General Contractor

| | | |
|---------------|--|------------------|
| CO 002 | | \$ 24,830 |
| | Added Access Control to One Door | |
| | Credit for Basement Structural Alterations (\$4,844) | |
| | Changed Sensor Faucets and Flush Valves Manufacturer (Sloan) | |
| CO 003 | | \$ 17,404 |
| | Additional Steel for North Stair Wing Wall | |
| | Shifted Steel Columns to Avoid Conflict with Existing Overhang | |

WELLNESS CENTER ADDITION, BIKE SHOP AND STORAGE

ARC Construction – General Contractor

| | | |
|---------------|--|-----------------|
| CO 001 | | \$ 1,089 |
| | Additional Locker Room Flooring | |
| | Credit for Use of Existing Door Hardware (\$215) | |