

REVISED AGENDA

**UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES**

November 1, 2012

SECTION I – GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF SEPTEMBER 6, 2012, MEETING

B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION

C. REPORT OF THE LONG-RANGE PLANNING COMMITTEE

The Long-Range Planning Committee will meet prior to the Board of Trustees meeting on November 1, 2012. A report will be presented.

D. PRESIDENT'S REPORT

E. APPROVAL OF AMENDMENT TO THE CONSTITUTION OF THE FACULTY

The Constitution of the USI Faculty states it "shall be considered ratified upon approval by a majority of the members of the faculty and by the Board of Trustees of the University of Southern Indiana". In September 2012, a faculty vote on a *Referendum to Amend the Constitution of the Faculty* passed upon approval of a majority of the members of the faculty. The referendum outlined proposed changes required to reorganize the Faculty Senate as a result of the reorganization of USI's academic colleges.

Approval of the proposed amendment to the Constitution of the Faculty in Exhibit I-A is recommended.

F. APPROVAL OF CANDIDATES FOR DEGREES

Candidates for master, baccalaureate, and associate degrees to be conferred December 8, 2012, are listed in Exhibit I-B.

Approval to award the degrees presented in Exhibit I-B, subject to the completion of all requirements, is recommended.

SECTION II – FINANCIAL MATTERS

A. REPORT OF THE FINANCE/AUDIT COMMITTEE

The Finance/Audit Committee will meet prior to the Board of Trustees meeting on November 1, 2012. A report will be presented.

B. ANNUAL REPORT OF STUDENT FINANCIAL ASSISTANCE

A report will be presented on student financial assistance administered by the University during 2011-2012 (Exhibit II-A).

C. REPORT OF HEALTH INSURANCE RENEWAL

A report will be presented on insurance changes and renewals effective January 1, 2013 (Exhibit II-B).

D. APPROVAL OF REVISED SCHEDULE OF STUDENT FEES FOR SUMMER SESSION 2012-2013

At its meeting on July 14, 2011, the Board of Trustees approved student fees for 2011-2012 and 2012-2013. At a subsequent meeting on November 18, 2011, the Board of Trustees approved a reduction of summer undergraduate resident fees in summer 2012 and summer 2013. Approval is recommended for the summer session student fees approved on July 14, 2011, to be reinstated in summer 2013, as follows:

STUDENT FEES 2012-2013 (including summer)
(per semester credit hour)

UNDERGRADUATE

Resident

\$202.83

Additional approval is recommended for the following proposed distance learning course fee reduction for resident undergraduate students in summer 2013:

SUMMER STUDENT FEES 2012-2013
DISTANCE LEARNING COURSE FEE
(per semester credit hour)

UNDERGRADUATE

Resident

\$101.42*

* To qualify for this summer distance learning course fee rate, a student must complete and pass a summer site-based course for each distance learning course attempted.

Approval of the proposed undergraduate resident student fee for summer 2013 and the proposed undergraduate resident student distance learning course fee for summer 2013 is recommended.

E. UPDATE ON CURRENT CONSTRUCTION PROJECTS

A report on the status of current construction projects will be presented. Exhibit II-C includes a summary of the costs and funding sources for each project.

SECTION III - PERSONNEL MATTERS

There are no personnel matters for Board discussion or approval on November 1, 2012.

Proposed Amended Language to the Constitution of the Faculty

The Faculty Senate proposes the following changes to the *Constitution of the Faculty* to provide for the representation of the faculty following the reorganization of the colleges.

ARTICLE III: Organization of the Faculty Senate

Section 1. Membership

Each academic college will be represented by three members, the elected representatives or the alternates. Two members and their alternates will be elected from the faculty at large. In the absence of any representative, the elected alternate will be a voting member. Ex-officio, non-voting members will include the president and any other persons as designated by the president.

Section 2. Terms of Membership

Not less than one-third of the elected members of the Faculty Senate will be chosen by the faculty each year for two-year terms. No member who has served two consecutive terms of two-year duration, or served for five consecutive years, will be eligible for re-election until one academic year has elapsed. Terms of elected members will begin the first day of the fall semester.

Section 3. Formula for Representation

The elected members of the Faculty Senate will be chosen as follows:

- A. College Representatives.** Before the regular spring faculty meeting, the deans of the colleges with forthcoming vacancies on the Faculty Senate will conduct an election to fill the vacancies of representatives and their alternates and will report the result of the election at the spring faculty meeting. Each year, two of the colleges will have two Senators complete their terms and the other two Colleges will have one Senator complete his or her term. In this way, six of the twelve college representative seats will be replaced every year. If a seat filled by a college representative becomes vacant during the regular academic year, the college alternate will fill the seat. The alternate shall serve out the unexpired term of the person being replaced. The alternate shall then be eligible for election to a regular two-year term.

As soon as this article is approved, immediate elections should be made for the additional senators from each of the four colleges. Two senators should be elected for two-year terms and the other two senators should be elected for one-year terms. The determination of whose initial election is for two years and whose is for one year should be done in a fair and equitable manner, and the senators elected to one-year terms will be eligible to subsequently be elected to senate service for a total of not more than five consecutive years.

- B. At-Large Representatives.** At the spring faculty meeting, the chair of the Faculty Senate will call for nominations to fill the forthcoming vacancies for the faculty-at-large representatives and alternates to the Faculty Senate. The two At-Large representatives will serve alternating two year terms so that one seat is vacated each year.

The chair of the Faculty Senate will prepare ballots of those nominated and distribute them to the voting members of the faculty. Each voting member will be entitled to one vote for each vacancy to be filled. The ballots will be returned within one week to the place designated by the Faculty Senate. The nominee who receives the highest number of votes will be elected representative. The runner-up will be elected alternate. If two or more candidates are tied, the tie will be broken by the tied candidates' drawing lots.

A memorandum will be distributed by the chair of the Faculty Senate to each of the faculty members stating the names of those elected.

If a seat filled by an at-large representative becomes vacant, the seat will be filled by the alternate until the spring election. The alternate will serve the unexpired term if one exists. The alternate will then be eligible for election to a regular two-year term.

Section 4. Officers

The Faculty Senate will select its own officers to include a chair, a chair-elect, and a secretary. Only the elected members of the Senate will be eligible to hold office. The chair of the Senate will be elected as chair-elect the year before taking office by the existing Faculty Senate. The chair will take office at the first meeting of the fall semester. The secretary and chair elect of the Faculty Senate will be elected at the first meeting of the Senate in the fall semester and will take office immediately. While the chair is serving as such, the chair-elect will assume the duties of a vice-chair for one year. In the following year the chair-elect will assume the duties of chair for the next academic year. At such time a new chair-elect will be elected to fill the vacancy. In the event of a vacancy in the office of chair, the current chair-elect will assume the office. In the event of an extended vacancy, the office of chair-elect will remain vacant.

Approved by the USI Faculty
September 2012

**CANDIDATES FOR DEGREES
UNIVERSITY OF SOUTHERN INDIANA
December 8, 2012**

**MASTER OF ARTS
IN COMMUNICATION**

Samantha A. Fentress

**MASTER OF ARTS
IN LIBERAL STUDIES**

Kyle W. Kraft
Wynn E. Mitchell
Lauren A. Van Hook

**MASTER OF BUSINESS
ADMINISTRATION**

Ashley M. Babcock
Andrea A. Buescher
John F. Bush
Andrew S. Danhauer
Joshua Y. Ellard
Abhimanyu B. Kumbara
Erin M. Laur
Laura J. Schmitt
Rebecca S. Deeg
Michael J. Duckworth

**MASTER OF SCIENCE
IN EDUCATION**

Hallie E. Denstorf
Stacie L. Devine
Amy M. Freeman
Hannah I. Jines
Laura J. Kohlmeyer
Michael C. Motta
Susan R. Pylant
Annette M. Scott
Paula E. Viner
Matthew J. Wagner
Amanda K. Woods

**MASTER OF SCIENCE
IN NURSING**

Tina R. Adams
Kirsten M. Emmons
Kelly R. Kramer

**COLLEGE OF BUSINESS
POST-BACCALAUREATE CERTIFICATE**

John F. Bush

**COLLEGE OF BUSINESS
BACHELOR OF ARTS**

Joshua L. Beach
Nathaniel A. Burnett
Carrie L. Grochowski
Jeffrey M. Hughes
Duong H. Nguyen
Francis J. Ortiz
Jordan E. Reese
Jennifer L. Tempel

**COLLEGE OF BUSINESS
BACHELOR OF SCIENCE**

Makenzie L. Adler
Kevin L. Aeschliman
Tabatha K. Alford
Sarah M. Allen
Hussain A. Alyami
Mohammed H. Alyami
Kent L. Anderson
Austin A. Andrekus
Jaclyn A. Blackford
Connie J. Brasel
Matthew J. Buckman
Brittany M. Bunnell
Corey M. Callis
Wesley W. Camp
William D. Cannon
Joseph R. Cobb
Chelsea L. Connell
Matthew D. Cooper
Mark A. Creighton
Andrew A. Crowell
Taylor R. Dennis
Celeste K. Drew
Jared T. Ell
Hadley E. Finn
Jared G. Flake
Matthew J. Fleck
Jonathon M. Fox
Cyril J. Fraker
Charles G. Garrison
Trace W. Gilbert
Matthew T. Gore
Dwight D. Graper
Matthew Q. Gray
Reid Grossman
Helen T. Haycraft
Angela R. Head
Drew T. Helfert

Caleb J. Holtz
Katie E. Houghland
Mervin R. Ice
Michelle E. Jobe
Benjamin M. Johnson
Alexandria M. Jones
Launora Jusufi
Cody A. Keith
Sara M. Khaja
Kyle L. Kiefer
Sunkyoung Kim
Alex C. Kingston
Brooke E. Kinkade
Kathleen M. Kissel
Kevin S. Knepp
Jessica J. LaFoe
Natasha L. Landes
Melissa J. Lauderdale
Cory B. Like
Stephen L. Lubbehusen
Margaret R. Lueken
Daniel M. Marshall
Quentin C. Masterson
Diana K. McConnell
Joseph D. McElroy
Robert J. McMillan
Stacey L. Meredith
Josh A. Meyer
Taylor A. Miller
Jonathon A. Mitchell
Michael L. Mitchell
Robert C. Moog
Sara A. Nelson-Grubb
Martin A. Niswonger
Mohammed A. Omayrah
Matthew C. Otten
Spenser J. Parkes
Nathon J. Parsons
Pretesh A. Patel
Emmily A. Patterson
Tamara R. Payne
Caleb A. Perry
Danny R. Pratte
Vivian R. Purnell
Kelli D. Rainey
Adam J. Rasche
Emily B. Rastl
David J. Rees
Benjamin M. Roberts
Zachary T. Rogier

Jacob C. Rosman
Adrienne N. Ruder
Brittany R. Ruffin
Nathan L. Sansing
Mary B. Schwambach
Zachary C. Scott
Cody S. Sharkey
James B. Shaw
Xiaomo Shi
Jennie M. Simpson
Patrick M. Stone
Thomas O. Strange
Ryan A. Strouse
Louis M. Tennis
Elizabeth R. Thomas
Brenna M. Tobin
Evan M. Tomes
James A. Trapp
Brandon W. Underhill
Katharyn D. Underhill
Luke A. Voegel
Ashley D. Ward
Evan M. Watts
Beth A. Wead
Joe A. Wehr
Joshua A. Weis
Christopher R. Whitman
Alex D. Wiley
Zachary L. Williams
Robert J. Wright
Kendra M. Zirkelbach

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Tara L. Creighton
Catherine A. Decker-Ryan
Annette N. Delaney
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Jennifer N. Pitt
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Lacy G. Rhea
Camille J. Ruckriegel
Emily L. Schkeryantz
Aryn L. Schutzius
Robyn P. Scott
Veronica A. Shelton
Antoinette M. Small
Marissa L. Smith
Hollan A. Staker
Melissa A. Wagner
Zachary G. Watson
Taylor B. Weiss
Alexandrea C. Wells

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Kristen L. Wilhelmus-Burns

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Christine E. Tooloose
Sarah K. Wallis

**POTT COLLEGE OF SCIENCE,
ENGINEERING, AND EDUCATION
ASSOCIATE OF SCIENCE**

Madolyn M. Murphy

2011-2012 Student Financial Aid Programs Final Report University of Southern Indiana November 1, 2012

Executive Summary

This final report of student financial aid activity in 2011-2012 contains summary and program-specific data of all student aid programs administered by the offices of Student Financial Assistance, Veterans' Affairs, and Career Services and Placement. Key indicators contained in the 2011-2012 report are:

Service Profiles

Student Financial Assistance served 13,412 students, which includes processing 13,332 Free Applications for Federal Student Aid (FAFSA) for need-based assistance. Of the 13,412 students, 9,175 enrolled. Student Financial Assistance provided some type of aid to 8,867 enrolled students, and 22,325 awards totaling \$80,548,149 were administered by various offices of the University, down \$565,258 (0.7 percent) from 2010-2011.

		Percent of Change
Trends in Funding by Source (compared to 2010-2011)		
• Federal student aid: decreased	\$ (1,900,879)	-3.2%
• Indiana student aid: increased	578,534	7.6%
• University student aid: increased	317,391	3.5%
• USI Foundation student aid: increased	23,858	1.7%
• USI Varsity Club funding: decreased	(20,000)	-10.3%
• Corporate/private funding increased	435,837	10.6%
Distribution of Aid by Source		
• Federal aid	\$ 56,778,164	70.5%
• State of Indiana	8,162,856	10.1%
• USI aid	9,488,372	11.8%
• USI Foundation	1,398,753	1.7%
• USI Varsity Club	175,000	.2%
• Private sources	4,545,004	5.7%
Trends in Funding by Type (compared to 2010-2011)		
• Gift aid: grants/scholarships decreased	\$ (365,435)	-1.1%
• Self-help: loans decreased	(32,051)	-0.1%
• Self-help: on-campus employment decreased	(167,772)	-7.8%
Distribution of Aid by Type		
• Gift aid: grants/scholarships	\$ 32,803,587	40.7%
• Self-help: loans	45,758,589	56.8%
• Self-help: on-campus employment	1,985,973	2.5 %

2011-2012 Student Financial Aid Programs Final Report University of Southern Indiana

November 1, 2012

Introduction

This report contains both summary and program-specific information for all student financial assistance programs administered by the University. Data used in compiling this report was obtained from the University's Banner administrative system on October 10, 2012. Student employment data was provided by Human Resources, Varsity Club expenditures were provided by the Business Office, and veterans' educational benefit information was provided by the Registrar's Office/Veterans' Affairs Office.

The Student Financial Assistance Office, the Veterans' Affairs Office, and the Career Services and Placement Office provide assistance to students in obtaining the types of financial aid included in this report.

Narrative

Students and prospective students submitted 13,332 Free Applications for Federal Student Aid (FAFSA) for "need-based" assistance. Of this number, 8,668 enrolled in 2011-2012 and 8,360 students received Title IV aid. Total FAFSA applications increased 1.1 percent over the prior year.

The University administered 22,325 awards for a total of \$80,548,149 in student financial assistance. The distribution of awards by funding source is given below.

<i>Source</i>	<i>Awards</i>	<i>Subtotals</i>	<i>% of Total Dollars</i>	<i>Prior Year Distribution</i>
Federal Government	10,598	\$56,778,164	70.5	72.3
State of Indiana	3,208	8,162,856	10.1	9.4
USI	5,129	9,488,372	11.8	11.3
USI Foundation	1,074	1,398,753	1.7	1.7
USI Varsity Club	100	175,000	.2	.2
Private Sources	2216	4,545,004	5.7	5.1
Totals	22,325	\$80,548,149	100	100

Student financial assistance may be categorized by aid type: grants/scholarships; loans; and employment. In 2011-2012, spending was distributed as follows:

<i>Categories</i>	<i># of Awards</i>	<i>Award Totals</i>	<i>% of Total Dollars</i>	<i>Prior Year Distribution</i>
Grants / Scholarships	13,349	\$32,803,587	40.7	40.9
Loans	7,846	45,758,589	56.8	56.4
Employment	1,130	1,985,973	2.5	2.7
Totals	22,325	\$80,548,149	100	100

Federal Pell Grant Program

The Federal Pell Grant Program is the cornerstone of aid packages for exceptionally needy students. To assist students with early graduation, the Department of Education expanded upon the existing Pell Grant Program to include summer awards beginning in the 2009-2010 award year. The program proved to be too costly. The end result was a transition back to the original structure of the program beginning in the 2011-2012 award years. Pell Grant revenue experienced significant inflated funding levels for two years.

The number of Pell Grant recipients decreased 1.3 percent following a 22.5 percent increase in 2010-2011. Total Pell dollars decreased 4.7 percent following a 20.6 percent increase in the prior year.

State Funds

Total Indiana funding was up 7.6 percent in 2011-2012 following a 7.6 percent increase in 2010-2011. Indiana Higher Education Award funding was up 0.3 percent compared to a 1.6 percent increase in the prior year.

Changes in funding levels are summarized by source below

<i>Source</i>	<i>2008-2009</i>	<i>2009-2010</i>	<i>2010-2011</i>	<i>2011-2012</i>
Federal Government	+21.0	+22.2	+6.2	-3.2
State of Indiana	+10.5	+10.9	+7.6	+7.6
USI	+23.7	+13.7	+16.5	+3.5
USI Foundation	+14.2	+4.9	+5.4	+1.7
USI Varsity Club	+10.8	-7.3	-1.0	-10.3
Private Sources	+16.4	-22.9	-7.0	+10.6
<i>Aggregate Change</i>	<i>+15.5%</i>	<i>+15.9%</i>	<i>+6.6%</i>	<i>-0.7%</i>

Federal Stafford Loan Program

Aggregate borrowing for Stafford Student Loan recipients among the Class of 2012 baccalaureate graduates averaged \$20,546. Among 2012 masters' degree recipients, aggregate borrowing averaged \$30,793, including both graduate and undergraduate borrowing. These figures are based on total borrowing while enrolled at USI.

For FY 2010, the national student loan cohort default rate increased to 9.1 percent, up from the FY 2009 rate of 8.8 percent primarily due to the economic downturn. The state of Indiana rate is 8.6 percent, up 0.2 percent over the prior year.

A three-year summary of USI's Stafford Loan default rates appears below.

<i>Fiscal Year</i>	<i>Stafford Loan Default Rate</i>
2008	5.2%
2009	6.0%
2010	6.2%

Student Financial Assistance Mission

As part of the Division of Business Affairs, team members in the Student Financial Assistance Office are committed to supporting the University's goals of enrolling and graduating a highly talented and diverse student body.

Our student-focused team works to help students and their families seek, obtain, and make the best use of all resources available to help finance the costs of attending the University of Southern Indiana. We aim to provide efficient and effective access to programs and services through personalized attention and the use of state-of-the-art technology.

In partnership with internal, federal, state, and other organizations, team members coordinate the administration of all student financial assistance awarded to ensure equity and consistency in the delivery of funds to students. We are dedicated to providing for the proper stewardship of all University, government, and private funds that are utilized by our students to finance their education.

We aspire to minimize the procedural barriers that sometimes frustrate financial aid applicants and work to ensure that our students learn to handle their financial affairs in a responsible manner. The Student Financial Assistance team provides student advocacy on issues relevant to student success.

REPORT ON INSURANCE CHANGES AND RENEWALS EFFECTIVE JANUARY 1, 2013

1. ANTHEM BLUE CROSS/BLUE SHIELD GROUP HEALTH INSURANCE PLAN AND PREMIUM RATES

The University of Southern Indiana currently offers three health insurance plans through Anthem Blue Cross/Blue Shield: Blue Access Buy Up Plan (Preferred Provider Organization – PPO); Blue Access Core Plan (Preferred Provider Organization – PPO); and Lumenos Consumer-Driven Health Plan with Health Savings Account (CDHP/HSA).

A comprehensive review of claims from Anthem health plans indicates

- Medical and drug claims totaled 102.9 percent of paid premiums from August 2011 through July 2012.
- No claims exceeded the specific stop loss during the experience period.
- Welborn, a current provider of an HMO benefit plan to some University employees, has decided to exit the healthcare market as of January 1, 2013. Therefore, Anthem's projected plan enrollment and claims have been adjusted to account for this additional membership.
- Anthem projects an increase of almost \$3.17 million in claims in 2013 compared to projections for total claims (Anthem plus Welborn) for 2012 and after adjusting for enrollment increases in the plan beyond the increase due to Welborn participants. Primary cause of the Anthem claims increase is the high claims experience of the year ending June 30, 2012, which exceeded premium funding by about \$1.3 million. Other expense and claims increase factors include a trend factor of 13 percent for medical and prescription drug costs, a small increase due to health care reform changes, and changes in various demographic factors.

A review of the insured population from September 2011, to September 2012, indicates

- An increase in active employees with health insurance of +1.3 percent.
- About 16 percent of eligible employees waiving health insurance, unchanged from one year ago.
- An increase in retired employees with health insurance of +11.4 percent.

For 2013, the University will continue its same funding arrangements with Anthem including

- Cost Plus financial arrangement in which Anthem pays claims, the University is billed for actual claims paid plus administrative services, and the University determines the level of reserves and holds the reserves.
- Specific Stop Loss coverage of \$225,000 with a \$100,000 aggregating corridor.

Because of the significant increase to health costs for 2013, the University will modify several aspects of its health program including

- Making several plan design changes to the Blue Access Core Plan and modest changes to the Blue Access Buy Up Plan as described below.
- Continuing the flat contribution method for the University's employer contribution for active employees, but adjusting the basis for the employer contribution from the current level of 75 percent of the Buy Up Plan premium to 80 percent of the Core Plan premium.
- Introducing a higher level of employer contribution to employees with salaries below \$38,000 per year, equal to 83 percent of the Core Plan premium.
- Ending the portion of the medical premium attributable to post-retirement benefit funding.
- "Unbundling" medical from dental coverage. To date, employees and retirees electing health coverage received medical and dental coverage. Beginning in 2013, employees and retirees will make separate elections of medical coverage and dental coverage.
- Beginning in 2013, increasing the University contribution to the dental plan for active employees from 75 percent to 80 percent of the premium.

In 2013, the University will continue with other changes previously incorporated due to health care reform and to take advantage of available subsidies including

- Continued incorporation of previously required changes due to health care reform under the Patient Protection and Affordable Care Act ("Affordable Care Act") including coverage of dependents to age 26, no pre-existing conditions for children up to age 19, and no lifetime maximum.
- Continued offering of 100 percent coverage of preventative services as defined by the Affordable Care Act.
- Through its Blue Access Buy Up Plan, continued provision of creditable prescription drug coverage to

retirees under Medicare Part D based on an actuarial attestation and receiving a Retiree Drug Subsidy (RDS) from Medicare. In addition, beginning in 2013, the Blue Access Core Plan also will be attested and receive a Retiree Drug Subsidy (RDS) from Medicare.

The following items include 2013 plan renewal design information and monthly medical premium rates effective for a 12-month period beginning January 1, 2013.

BLUE ACCESS CORE PLAN – (PREFERRED PROVIDER ORGANIZATION: PPO)

Effective in 2013, plan design changes for the Core Plan include

- Annual deductible increase to \$600 individual/\$1,200 family.
- Office visit copayment increase to \$30.
- Urgent care and emergency room copayment increase to \$75 and \$150 respectively.
- Annual out-of-pocket maximum increase to \$3,000 individual/ \$6,000 family.

Medical premium rates for the Blue Access Core Plan for 2013 reflect the most modest increases, and the greatest number of plan design changes, available to both active employees and retirees. Currently, this plan covers 388 active employees and 12 retirees. Effective January 1, 2013, the University contribution to the Blue Access Core Plan for medical coverage for active employees will be 80 percent of the total premium.

BLUE ACCESS BUY UP PLAN – (PREFERRED PROVIDER ORGANIZATION: PPO)

Effective in 2013, the plan design change for the Buy Up Plan includes

- Urgent care and emergency room copayment increase to \$50 and \$100 respectively.

Medical premium rates for the Blue Access 300 Buy Up Plan for 2013 reflect the highest increases of the three plans and offers the highest benefits, available to both active employees and retirees. Currently, this plan covers 243 active employees and 242 retirees. Effective January 1, 2013, the University contribution for medical coverage for active employees will be equal to the amount contributed to the Blue Access Core Plan.

LUMENOS CONSUMER-DRIVEN HEALTH PLAN WITH HEALTH SAVINGS ACCOUNT (CDHP/HSA)

This plan has no plan design changes in 2013. Medical premium rates for the Lumenos Consumer-Driven Health Plan with Health Savings Account (CDHP/HSA) for 2013 reflect a high percent increase; however, this plan remains the most affordable plan for active employees. Due to IRS limitations on Health Savings Accounts, once retirement age is reached, the CDHP/HSA Plan is not available to retirees. This plan, which began in January 2011 now covers 153 active employees. Effective January 1, 2013, the University contribution to the Lumenos CDHP/HSA Plan for medical coverage for active employees will be equal to the amount contributed to the Blue Access Core Plan.

In 2013, the University will continue to provide employer contributions to the Health Savings Accounts (HSA) of the Lumenos CDHP/HSA participants as follows: for single members, annual funding of \$700, with \$250 on the first paycheck after plan enrollment and the balance paid in equal amounts over the plan year; for all levels of family membership, annual funding of \$1,400, with \$450 on the first paycheck after plan enrollment and the balance paid in equal amounts over the plan year.

**2013 MONTHLY PREMIUM RATES
ANTHEM BLUE CROSS/BLUE SHIELD**

	BUY UP 2013	BUY UP 2012	CORE 2013	CORE 2012	CDHP/HSA 2013	CDHP/HSA 2012
Single	\$705.00	\$553.42	\$621.06	\$499.32	\$587.52	\$458.94
Employee + Child(ren)	\$1,169.56	\$918.10	\$1,030.58	\$828.58	\$979.16	\$764.88
Employee + Spouse	\$1,552.60	\$1,218.80	\$1,368.20	\$1,100.02	\$1,302.10	\$1,017.14
Family	\$1,933.84	\$1,518.06	\$1,704.20	\$1,370.16	\$1,623.50	\$1,268.20
Over 65 (Retired)	\$520.11	\$408.29	\$458.17	\$368.36	N/A	N/A

The University has renewed the master policies effective January 1, 2013, with Anthem Blue Cross/Blue Shield – Blue Access Buy Up Plan, Core Plan, and Lumenos Consumer-Driven Health Plan with Health Savings Account with the above rate schedules.

2. ANTHEM WELLNESS PROGRAMS AND RATES

In 2013, the University will continue with its wellness programs through Anthem including: Future Moms; Condition Care; 24/7 NurseLine; and MyHealthAdvantage and, for the Lumenos CDHP/HSA Plan only, ComplexCare; MyHealthCoach; Tobacco-Free program; and Healthy Weight program. The University continues to pay the total monthly cost for wellness initiatives. The administrative fee for these programs will remain the same in 2013 as in 2012 except for the Lumenos-only programs as follows:

- For the Blue Access Buy Up and Core Plans, per-employee per month fee of \$3.14 for the first three programs and \$1.63 for MyHealthAdvantage.
- For the Lumenos CDHP/HSA plan, additional per employee per month fees are \$7.33 for wellness and HSA administration and \$3.70 for bank fees.

3. WELBORN HMO GROUP HEALTH INSURANCE

The University currently offers Welborn HMO as an alternative health plan option. This contract and plan will cease on December 31, 2012, due to Welborn's decision to exit the group health insurance market.

4. HEALTH RESOURCES, INC. – HRI DENTAL PLAN

Effective January 1, 2013, dental will be unbundled from medical, allowing employees and retirees to make a separate election decision for dental coverage. For experience year July 2011 through June 2012, dental claims totaled 70.1 percent of paid premiums. Dental premium rates for 2013 for Health Resources, Inc. dental insurance reflect a rate decrease of approximately four percent based on a two-year contract extending through December 31, 2014.

The University has renewed the master policy for two years effective January 1, 2013, with Health Resources, Inc., with the following rate schedule.

2013 MONTHLY PREMIUM RATES HEALTH RESOURCES, INC. – HRI

	<u>2013</u>	<u>2012</u>
Single	\$23.90	\$24.94
Employee + Child(ren)	\$58.50	\$60.90
Employee + Spouse	\$49.60	\$51.64
Family	\$85.50	\$89.10

5. ANTHEM VOLUNTARY VISION PLAN AND SHORT-TERM DISABILITY PLAN

Premiums for the Anthem Blue Vision Plan and the Standard Short-Term Disability Plan are voluntary benefits paid in full by employees. Currently, 42 or 42 percent of eligible employees participate in the vision plan. 157 employees are currently enrolled in the short-term disability benefit. The rates for both plans were fixed for a three-year term effective January 1, 2011, and will remain the same in 2013.

6. RENEWAL OF SECTION 125 FLEXIBLE BENEFIT PLAN ADMINISTRATION ARRANGEMENT

The Section 125 Flexible Benefit Plan allows enrolled employees to pay medical insurance premiums, dependent care expenses, and uninsured medical expenses with pre-tax dollars. Beginning in 2011, this plan also provides for the Health Savings Account option for those enrolled in the Lumenos CDHP/HSA plan.

Approximately 27.1 percent of eligible employees participate in the medical and dependent care flexible spending accounts, 18.3 percent of eligible insured employees participate in the health savings accounts, and 99.5 percent of employees with medical insurance are enrolled in the premium-only portion of the plan. During the 2011 plan year, University savings were \$197,526 due to reduced FICA tax (Social Security and Medicare).

The University has renewed the contract with Nyhart for 2013 for administration of the Section 125 Flexible Benefit Plans with no increase to its administrative fee of \$5.00 per participant per month.

7. LIFE INSURANCE

The University offers two group-term life insurance programs through Prudential Insurance Company of America. There are 22 employees and 81 retirees enrolled in the original program and 965 employees and 123 retirees enrolled in the revised program in effect since 1988. The University also offers supplemental life insurance through Prudential to eligible employees with 382 employees currently enrolled. Effective January 1, 2011, the University renewed the Prudential life contract with a 36-month rate guarantee. Therefore, for 2013, the basic life rate remains at \$.17/\$1,000 and Accidental Death and Dismemberment (AD&D) rate remains at \$.02/\$1,000.

**Summary
Current Construction Projects
November 1, 2012**

Projects Recently Completed

Health Professions Center Third Floor Painting and Floor Covering Replacement

Project Cost \$ 100,000

Funding Sources:

IU School of Medicine \$ 35,000

Special Projects Reserve \$ 65,000

Projects Under Construction

Applied Engineering Center Construction

Project Cost \$ 3,300,000

Funding Source: Special Projects Reserve

Teaching Theatre Construction

Project Cost \$ 17,250,000

Funding Sources:

Bond Issue (Repaid with Student Fees) \$ 13,000,000

Special Projects Reserve \$ 2,250,000

USI Foundation \$ 2,000,000

Orr Center Renovation Phase II

Project Cost \$ 400,000

Funding Source: Special Projects Reserve

Health Professions and Education Advising Centers Construction

Project Cost \$ 400,000

Funding Source: Special Projects Reserve

Varsity Athletic Field Area Parking Lot Improvement

Project Cost \$ 350,000

Funding Source: Transportation Reserve

Wright Administration Building Office Suite 103 and 104 Renovation

Project Cost \$ 400,000

Funding Source: Special Projects Reserve

Liberal Arts Center Room 2031 and Recreation and Fitness

Center Computer Lab Construction

Project Cost \$ 225,000

Funding Source: Special Projects Reserve

Projects in Design

Campus Loop Road Construction - Phase III

Project Cost \$ 760,000

Funding Sources:

Transportation Reserve \$ 271,000

Federal Direct Appropriation FY 2009 \$ 489,000

University Center Bookstore Renovation - Phase II

Project Cost \$ 725,000

Funding Source: Bookstore Reserve

Technology Center Air Handling Unit Replacement

Project Cost \$ 250,000

Funding Source: Special Projects Reserve

Science Center - Lower Level Renovation

Project Cost \$ 750,000

Funding Source: General Repair and Rehabilitation Appropriation

Atheneum Building - New Harmony Exterior Metal Painting

Project Cost \$ 250,000

Funding Source: Special Projects Reserve

University Center Roof Replacement

Project Cost \$ 125,000

Funding Source: University Center Reserve

Student Housing Apartment Buildings Renovation - 2013

Project Cost

\$ 1,300,000

Funding Source: Housing Reserve

Starbuck's Renovation

Project Cost

\$ 110,000

Funding Source: Dining Reserve