

MINUTES

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

November 4, 2021

The University of Southern Indiana Board of Trustees met on Thursday, November 4, 2021, in the Griffin Center on campus. Present were Chair Ronald D. Romain '73; and Trustees W. Harold Calloway; Liam H. Collins '23; John M. Dunn; Daniel M. Fuquay; Christine H. Keck; Jeffrey L. Knight; Christina M. Ryan and Kenneth L. Sendelweck '76. 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; 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 11:12 a.m.

SECTION I – GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF SEPTEMBER 2, 2021, MEETING

On a motion by Mr. Dunn, seconded by Ms. Keck, the minutes of the September 2, 2021, 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, January 13, 2022, on campus in the Griffin Center.

C. PRESIDENT'S REPORT

Chair Romain called on President Rochon for his report. Dr. Rochon began by reporting on the inaugural Southern Indiana Conference on Diversity, Equity, and Inclusion hosted by Student Affairs held October 1 and 2 in virtual format. Over 124 individuals participated including some from as far away as Nebraska and California. This year's conference theme, From Moment to Movement: Transforming Diversity, Equity, and Inclusion in Organizational Spaces sought to offer insights into how diversity, equity, and inclusion are transforming organizational spaces to provide holistic practices for students and employees. The conference offered 14 sessions ranging from cultural competency, transgender inclusion and allyship, effective implementation of DEI initiatives, to mental health tips, unconscious bias, and an inclusive hiring panel. Given the university's mission to provide an educated citizenry that can engage in a civil manner within a community with cultural differences, the conference provided a platform to discuss strategies in changing the landscape of diversity, equity, and inclusion.

A posthumous certificate of recognition was issued to the family of Jacob Gwaltney upon a recommendation from University Division and the Center for Exploring Majors. Jacob Gwaltney used his time in University Division to actively explore major and career possibilities. He had returned to USI this semester after a small time away from campus with renewed interest in several majors on campus. Jacob's initiative to return to school and focus on his academic achievement was celebrated through this certificate of recognition.

President Rochon announced that USI has secured a five-year agreement with IFARHU (the Institute for the Formation and Use of Human Resources) in Panama, a government entity charged with the training and development of human capital to improve the quality of life among its diverse population. This agreement extends the partnership we have with the Panamanian government in providing quality education to their citizens while enhancing USI's culturally diverse student body.

The Division I Exploratory Committee held its first meeting on Friday, October 8. The committee was given its charge "To assist with the feasibility study that will explore the possibility of transitioning from Division II to

Division I Athletics at the University of Southern Indiana.” To accomplish the task, the committee is interacting with an outside consultant group to develop an understanding of the current university athletics structure and assess the feasibility of a transition from DII to DI play. The 25-member committee is co-chaired by Athletic Director Jon Mark Hall and University Athletics Council Chair and faculty member, Dr. Nicholas LaRowe. To facilitate an orderly assessment, members are also assigned to subcommittees which are responsible for reviewing and assessing the NCAA strategic planning checklist and applicable data. An opportunity to provide feedback through a brief Qualtrics survey will be sent via email to campus constituents next week. The survey will include one question and an additional field to enter open-ended comments. The feasibility study is scheduled to conclude by the end of the calendar year. Early in the spring semester, after the committee and consultants have disseminated all the data and developed their final reports, USI will provide the Board of Trustees with their findings for Board level review and analysis.

Fall Commencement is scheduled for Saturday, December 18. Later in today's agenda, you will be asked to approve candidates for degrees and certificates to be conferred during the commencement ceremonies. We always welcome the participation of our Trustees. President Rochon called on Vice President Strupp to review the schedule for Commencement Day.

Ms. Strupp reported USI will hold four in-person commencement ceremonies on Saturday, December 18, in the Screaming Eagles Arena. Two additional ceremonies will accommodate an in-person experience for 2020 graduates. While USI's 2020 graduates had the opportunity to participate in a virtual celebration a year ago, USI was unable to hold live Commencement ceremonies due to the pandemic. We are now remedying that situation and enough 2020 graduates expressed interest in walking in December that USI needs two ceremonies to accommodate them. The remaining two ceremonies will celebrate 2021 graduates.

As with the Spring 2021 ceremonies that were conducted this May, COVID protocols will be observed, including a smaller platform party and condensed timeline for each ceremony. On Saturday, December 18, students who earned degrees in either the spring or fall of 2020 will be recognized in one of two ceremonies. The first ceremony at 9 a.m. will include the Romain College of Business and College of Liberal Arts (both graduate level and undergraduates—189 graduates). The second ceremony at noon will celebrate 2020 grads from the College of Nursing and Health Professions and Pott College of Science, Engineering, and Education (graduate and undergraduate—126 graduates). Dr. Rochon will deliver the commencement address for both ceremonies. On Saturday afternoon, 210—2021 graduates from the Romain College of Business and College of Liberal Arts will participate in the ceremony at 3 p.m. and 148—2021 graduates from the College of Nursing and Health Professions and Pott College of Science, Engineering, and Education will participate in the 6 p.m. ceremony. The Commencement Speaker for the 3 p.m. ceremony is Dr. Silvia Rode, professor of German, assistant dean of the College of Liberal Arts, director of the Center for Communal Studies and the 2020 Distinguished Professor Award recipient. The 6 p.m. Commencement Speaker is Jenn Horn, instructor in English, College of Liberal Arts First Year Experience and Living Learning Community Liaison and the 2020 H. Lee Cooper Core Curriculum Teaching Award recipient.

Altogether about 673 students (combined from the Class of 2020 and 2021) will be participating in one of the four December ceremonies. Included in the Trustees packet was a reservation form for Commencement. USI asked that up to two trustees be present at each of the ceremonies.

President Rochon called on Vice President Bower for a Task Force update and Development Report. Mr. Bower stated since March of 2020, a total of 1,153 USI family members tested positive for COVID – 1,035 students and 118 employees. All individuals, whether vaccinated or not, are required to wear a mask when indoors and keep three feet of social distancing. These protocols will remain in place until further notice. USI continues to stress the urgency of being vaccinated and to focus on serving the common good by getting vaccinated. This effort also includes encouraging flu shots. The University Health Center continues to offer vaccinations which are available two days a week. From May 3 to October 28, 2021, there were 957 COVID-19 vaccinations given. The University Health Center will not be offering the vaccine to children under 12 years of age. Deaconess will provide the vaccine to those aged 5 to 11 at pediatric offices and specific locations in the region.

Since the last Trustees meeting, the Task Force has requested all students voluntarily submit their vaccination status to the Dean of Students Office and all employees send theirs to Human Resources. As of November 3, 2021, 551 students and 35.6 percent of all employees have submitted their records. The city-wide weekly COVID-19 teleconference, led by Deaconess hospital, which was reinstated August 18 was suspended on

October 20 until further notice.

In Development, longtime friend and donor Phil Hagemann of New York City made a leadership gift of \$2 million dollars to bolster the Music Department and ultimately lead to a music major. Dr. Hagemann, who was born and raised in Mount Vernon, visited campus October 19 for a dinner and concert in his honor underwritten by the Genevieve Bootz Endowment. Mr. Bower thanked Chair Romain for greeting the concert audience and announcing the naming of the Phillip H. Hagemann Performing Arts Department. Trustees were provided with the concert brochure and a copy of Chairman Romain's remarks.

Mr. Bower announced the late Jim Sanders, founding director of Historic New Harmony and close friend of the University, remembered the Foundation in his estate plan with a leadership gift of \$924,000 to establish two endowed Presidential Scholarships, as well as endowments to benefit Communal Studies, the University Art Collection, and the greatest needs of the University. Mr. Bower encouraged all to become members of Reflections, the Planned Giving Society of the USI Foundation.

President Rochon called on Dr. Rex Strange for a report from Faculty Senate. Dr. Strange began by reporting the Senate has met five times since the last Board of Trustees meeting in September. The Senate has been reviewing reports from last years' subcommittees, including those from the Economic Benefits Committee. Dr. Strange expressed gratitude on behalf of the faculty for the efforts of the administration and Board in providing a salary increase this year. Faculty Senate has asked for information sharing of any reports gleaned from the Division I Exploratory Committee's work. The Senate has prepared a statement in support of the COVID vaccination clinics on campus and is in favor of the University Health Center continuing to provide that service to the community.

President Rochon called on Student Government Association (SGA) President, Anna Ardelean for a report. Ms. Ardelean reported SGA has nineteen new members, ten of which make up the First Year Leadership Council, a group designed to ease new students into SGA as they adjust to college life.

SGA launched its "public forum" series in September with Evansville Mayor Lloyd Winnecke as keynote speaker. The October forum featured President Rochon. The November forum will feature Dean of Students Jennifer Hammat. This initiative provides the opportunity for students to hear from prominent leaders, as well as pose questions and express concerns. SGA's "item for consideration" form has aided in this transparency and accessibility effort as well.

Mental Health is an important topic on campus. In September, SGA handed out 150 flowers with encouraging messages, suicide awareness ribbons, and campus and community resource information. Student leaders participated in a discussion of mental health resources on campus with Dr. Rochon, Dr. Doss, and Dr. Hammat. SGA has been in close contact with the group Active Minds to support their efforts to promote mental health awareness on campus.

In September SGA's Administrative Vice President of Environmental Protection, Chase DeBruyn, worked with Housing and Residence Life to bring back recycling bins to the campus apartments.

In honor of Indigenous People's Day, Student Government passed a resolution acknowledging the tribes whose land USI and Evansville were built upon. The resolution also encouraged students to research these tribes, their past and present, as well as research the history of genocide in America.

October 18 through 22 was SGA's annual Alcohol Awareness and Crime Prevention Week. The AVP of University Affairs, Makenzie Davis, led the programming for this event including: a keynote address about the dangers of drinking and driving; "Donuts with Officers;" a women's self-defense course; and a cookout with a drunk goggle obstacle course to illustrate just how much alcohol can impair motor skills.

On October 20 the AVP of Academic Affairs, Alleigh Dillman, hosted an advising informational geared toward freshman and sophomore students. Advisors from each college answered questions, explained how to navigate Degree Works and Self-Service on MyUSI, and more.

On October 27, SGA's Liberal Arts delegation hosted a "Trick or Treat Meet and Greet" where faculty and staff from different departments came in costume to talk about the programs they offer.

Ms. Ardelean concluded her report noting the “giveback” event that was hosted by SGA on November 2, to show appreciation to faculty and staff. Students wrote cards and SGA handed out 300 goodie bags across all of the colleges as well as in the University Center and the Orr Center. This event highlighted what really makes USI special- our sense of community. Students wrote to their favorite professors, custodial staff, Sodexo workers, Starbucks baristas, bus drivers, Special Events staff, and more.

Dr. Rochon congratulated Trustee John Dunn and his wife Gail as they were honored at the Youth First Breakfast of Champions on November 2. Mr. and Mrs. Dunn are long-time Youth First supporters and advocates.

D. RECOMMENDATION OF AMENDMENT TO BOARD OF TRUSTEES BYLAWS

Chair Romain presented the following recommendation of amendment to the Board of Trustees Bylaws.

Article VI Section 2 of the Bylaws of the University of Southern Indiana Board of Trustees ("Board") states "These bylaws may be altered, amended, or repealed at any meeting of the Board of Trustees by a majority vote of the members of the Board of Trustees, provided that the Amendment was presented in writing at the previous meeting of the Board of Trustees."

The following amendment was brought forward in writing to both expand and formalize the efforts of the Board to research and analyze executive compensation on an annual basis. It will be presented to the Board for approval at the next Regular meeting to take place on January 13, 2022.

BE IT RESOLVED, that it is proposed that Article V Section 3 of the Bylaws of the University of Southern Indiana Board of Trustees be amended to read:

Section 3. Ad Hoc Committees

BE IT FURTHER RESOLVED, that it is proposed that the previous Article V Section 3 of the Bylaws of the University of Southern Indiana Board of Trustees, titled Nominating Committee, be amended to identify as Subsection (a) under Section 3 of Article V:

(a) Nominating Committee. An ad hoc committee, the Nominating Committee is appointed by the Chair at the May meeting of the Board of Trustees. The committee prepares a slate of officers to be elected at the Annual Meeting of the Board. It also reviews and revises the policy statement on Board leadership, which has guided the Nominating Committee since the statement was adopted by the Trustees in 1986:

"It is the sense of the Nominating Committee that the leadership of the officers of the Board of Trustees should be balanced between the elements of continuity and change – continuity to provide a kind of stability in the leadership of the Board; change to take advantage of the talents of the several members of the Board."

"To that end, without establishing maximum terms of office for any officer position of the Board, it is recommended that, at each annual election of officers, the Board consciously consider the values both of continuity and change for each officer position and of the development of new leadership among the Board and the University officers.

BE IT FURTHER RESOLVED, that it is proposed that the Bylaws of the University of Southern Indiana Board of Trustees be amended to include Subsection (b), titled Presidential Compensation and Evaluation Committee, under Section 3 of Article V.

(b) Presidential Compensation and Evaluation Committee. An ad hoc committee, the Presidential Compensation and Evaluation Committee is appointed annually by the Chair of the Board at the March meeting of the Board of Trustees. The Presidential Compensation and Evaluation Committee shall consist of a minimum of three trustees, with the First Vice Chair of the Board serving as Committee Chair. The Committee shall be charged with conducting research and review to provide the information necessary for the Board to evaluate both the President's performance and the University's presidential compensation. The Committee shall complete its review and present any findings no later

than the July meeting of the Board of Trustees. The Committee may present its evaluation to the full Board within Executive Session, as allowed under Indiana Code.

E. APPROVAL OF POSTHUMOUS DEGREE

Chair Romain called on Provost Khayum for a report. Dr. Khayum reminded the Trustees that at their meeting on July 7, 2003, the Board of Trustees approved the Policy on Posthumous Recognition of Students. On the recommendation of the dean of the Pott College of Science, Engineering, and Education, in consultation with the undergraduate faculty of the Biology Department, approval of the following posthumous degree was recommended.

BACHELOR OF SCIENCE in Biology Tyler Hagen

On a motion by Mr. Knight, seconded by Ms. Keck the posthumous degree was approved.

F. APPROVAL OF CANDIDATES FOR DEGREES AND CERTIFICATES

Chair Romain called on Provost Khayum to review the candidates for degrees and certificates. Dr. Khayum referred the Trustees to Exhibit I-A which contained a list of candidates for master, baccalaureate, and associate degrees and certificates to be conferred December 18, 2021. He recommended approval to award the degrees and certificates, subject to the completion of all requirements.

On a motion by Ms. Ryan, seconded by Mr. Knight the degrees and certificates presented in Exhibit I-A, subject to the completion of all requirements, was approved.

SECTION II – FINANCIAL MATTERS

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

Chair Romain called on Trustees Ryan and Keck for a report. Ms. Ryan motioned to waive the report of the Joint Committee since the full Board was present for the meeting. Ms. Keck seconded the motion, the request to waive the report was approved.

B. ANNUAL REPORT OF STUDENT FINANCIAL ASSISTANCE

Mr. Romain called on Provost Khayum, who introduced Director of Student Financial Assistance Mary Harper for a summary of the report in Exhibit II-A. Ms. Harper began by reporting the Student Financial Assistance office served 12,404 enrolled and prospective students in 2020-2021. She noted 7,346 or 70 percent of enrolled students received some type of aid. The Student Financial Assistance office awarded aid totaling just over \$73.6 million. Overall program funding levels for the 2020-2021 award year decreased approximately \$6.7 million from the prior year. She shared information about the sources of aid, including federal, state, institutional, USI Foundation, private and USI Varsity Club.

Ms. Harper reported on the updates to federal aid programs including the Higher Education Emergency Relief Funds to assist needy students impacted by COVID-19. Twenty-three percent of USI undergraduate students received a Pell Grant award in the 2020-2021 year. The maximum Pell award was \$6,345.

Ms. Harper compared the national average undergraduate debt of the class of 2021, which was \$29,076 to USI students' average debt of \$19,200. She shared default rates for 2016, 2017, and 2018, and noted the USI student default rate is well below both state and national rates.

C. REPORT ON INSURANCE RENEWALS

Mr. Romain called on Vice President Bridges, who introduced Executive Director of Human Resources Andrew Lenhardt for a presentation on the 2022 insurance renewal. Mr. Lenhardt reviewed the goals of the renewal process, including: to achieve low to moderate health-cost increases and continue to adapt to expected changes due to healthcare reform; review and optimize medical plan design for improved future cost control while maintaining employee choice and competitive benefits; to utilize a quote process to obtain competitive and cost-effective vision coverage; and to initiate a competitive search for a new provider with a record of providing quality EAP services.

As of July 1, 2021, the University partnered with National Financial Partners (NFP) for benefit consultant services. NFP was founded in 1998, they currently have over 260 offices across the United States. Additionally, they have over 5,600 employees, 65,000 clients, 100,000 individual clients and are headquartered in New York, NY.

Mr. Lenhardt summarized the outcome of medical renewal noting there were no plan design changes for active employees, with the exception of a new Health Savings Account (HSA) annual limit. The HSA annual limit will increase to \$3,650 for individual coverage and \$7,300 for family coverage due to IRS requirements. As a result of ongoing efforts to control health care costs and a switch to a new prescription drug plan provider, CVS Caremark in 2019, the 2022 premiums for Anthem Blue Core-PPO and Anthem CDHP with Health Savings Account for active employees will remain flat and see no increase. Effective January 1, 2021, retirees 65 years of age or older were automatically enrolled into one of two UnitedHealthcare custom Group Medicare Advantage (PPO) plans designed exclusively for USI. The Group Medicare Advantage (PPO) plan is a Medicare Advantage plan that delivers all the benefits of original Medicare (Parts A and B), includes prescription drug coverage (Part D) and offers additional benefits and features. As a result of ongoing efforts to control health care costs as well as the elimination of administrative fees, 2022 premiums for the United Healthcare Buy-up and United Healthcare Core will see a rate decrease.

Mr. Lenhardt concluded his report explaining the status of the other plans offered to USI employees. A change of vision carrier to Anthem Blue Vision provides an expanded network of providers and similar benefits, while premiums will be slightly lower, with a four-year rate guarantee. A change of EAP provider from Deaconess Concern to The Standard will result in a per employee per month (PEPM) decrease in cost to the University of

\$1.12. The dental plan, with vendor HRI (now Paramount Dental), will be in year two of a three-year rate agreement. The Basic Life, Voluntary Life, Short-Term Disability and Long-Term Disability insurance plans were renegotiated with The Standard. Premiums will vary based on age and coverage elected. The University offers several voluntary benefits through Aflac including Critical Illness, Accident and Hospital Indemnity. These lines of coverage will see no premium increase in 2022.

D. APPROVAL OF RECOMMENDATION TO AUTHORIZE SALE OF UNIVERSITY PROPERTY

Trustee Romain called on Vice President Bridges for a recommendation. Mr. Bridges explained the University was able to sell two of three properties owned in the Igleheart and Barker Avenue area. Unfortunately, the pandemic disrupted USI's efforts to finalize a sale of the remaining property. USI does not have a use for this property and work to improve or raze the property would be too costly. USI has reached an agreement with a buyer who has the resources to make changes as they deem necessary. Mr. Bridges referred the Trustees to Exhibit II-B, an updated proposed plan regarding the sale of 3001 Igleheart Avenue to O'Risky Excavating in the amount of \$14,200.

Upon a recommendation of the Finance/Audit Committee to the Board of Trustees, the authorization for the sale of University property was approved.

E. APPROVAL OF RECOMMENDATION TO APPROVE RESOLUTION REGARDING BIKE TRAILS

Chair Romain called on Vice President Bridges for a recommendation. Mr. Bridges explained the University has been approached about taking part in a community enhancement initiative that will elevate USI trails, add to the growing trail system in the area, serve community members of all ages, and provide an amenity that is popular among the younger workforce who USI wants to attract and retain. The University requests the approval of the Board of Trustees to partner with Booster Club Inc., d/b/a Trail Heads-Southwest Indiana to apply for a financial grant to design, build and maintain bike trails on University property. Information about Trail Heads, its current Board Members and a preliminary depiction of the contemplated system on USI property is provided as Exhibit II-C.

Upon a recommendation of the Finance/Audit Committee to the Board of Trustees, the resolution in Exhibit II-C was approved.

F. UPDATE 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-E for a list of projects and a summary of the cost and funding sources for each project.

SECTION III - PERSONNEL MATTERS

A. REPORT ON FACULTY, ADMINISTRATIVE AND STAFF RETIREMENTS

Mr. Romain called on Provost Khayum, who reviewed the following faculty, administrative, and staff retirements.

Associate Professor of Education, Gina G. Berridge, in accordance with the regular retirement policy, will retire effective December 19, 2021, after 14 years of service.

AV Operations and Production Manager Andrew H. Black, in accordance with the revised retirement policy will retire effective December 31, 2022, after 23.5 years of service, including leave with pay for the period of July 1, 2022, through December 31, 2022.

Academic Advisor in the College of Liberal Arts Advising Center, Arlene A. Fortune, in accordance with the revised retirement policy, will retire effective July 1, 2022, after 24 years of service, including leave with pay from January 1, 2022, to June 30, 2022.

Grounds Maintenance Worker Kenneth D. Rice, retired on September 25, 2021, after 20 years of service.

Chief Information Officer Richard J. Toeniskoetter, in accordance with the regular retirement policy retired effective September 10, 2021, after 10 years of service.

B. APPROVAL OF EMERITUS STATUS

Mr. Romain called on Provost Khayum, who recommended approval of emeritus titles. On a motion by Mr. Sendelweck, seconded by Mr. Knight, the following titles were approved.

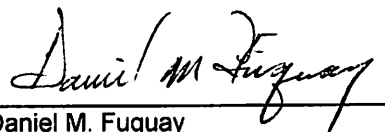
Associate Professor Emerita of Education Gina G. Berridge

AV Operations and Production Manager Emeritus Andrew H. Black

Chief Information Officer Emeritus Richard J. Toeniskoetter

There being no further business, the meeting was adjourned at 12:05 p.m.

Respectfully submitted,



Daniel M. Fuquay
Secretary

**CANDIDATES FOR DEGREES
UNIVERSITY OF SOUTHERN INDIANA
December 18, 2021**

**MASTER OF ARTS IN
SECOND LANGUAGE
ACQUISITION, POLICY AND
CULTURE**

Almaha A. Alwakeel

**MASTER OF ARTS IN
LIBERAL STUDIES**

Alyce F. Anderson

**MASTER OF BUSINESS
ADMINISTRATION**

Shereef T. Abdou
Allan Acker
Hina Ahmed
Peter Albert
Fahd M. Alferjani
Feras M. Alferjani
Jennifer L. Allen
Lyndsey Ambler
Mikaela K. Archuleta
Jessica L. Bailey
Andrew Bales
Robert A. Barcus
Whitney M. Bartley
Charles D. Bean
Justin M. Beard
Patti Bearley
Caleb Z. Bedgood
Wesley W. Bedwell
Adam J. Berendes
Sara A. Berry
Abdulkhaliq Bhonhariya
Gary W. Bilger
Renee R. Black
Alicia M. Blackwell
Charles G. Blevins
Mary K. Boarman
Kelly J. Bombardiere
Travis M. Brooks
Allison R. Buddemeyer
Nicholas Burke
Thomas J. Busche
Erin M. Byrley
Robert V. Campbell Jr
Johannah S. Caress
Rovoyin D. Carson
Ryan D. Carter
Hannah M. Cecil
Brittany L. Chandler
David B. Conrad Snyder
Leah M. Cook
Clinten L. Cox
Alex M. Coyne
Christopher R. Crook
Ebony Cruz
Amanda K. Cullen-Perkinson
Gaurav Datta
Dilean G. Delph
Ian Dhuyvetter
Melissa Dickerson

Michael G. Dilling
Johnny Dotlich
Andrew Drone
Byron K. Dulin
Benjamin M. Eklof
Alice Enochs
Megan L. Epperson
Andrew N. Felger
Susan E. Fetscher
James A. Fickes
Jace K. Foster
Alicia V. Frederick
William E. Fredette
Patricia L. Gagliardi
Emery G. Gaines
Brieyonna M. Gamble
Laurence Gauthier
Alyssa E. Gehring
Lindsey B. Gibson
Candace N. Gillette
Alexandra R. Goebel
Elisa Gonzalez
Chante S. Gordon
Kelsey L. Graman
Brian J. Gramelspacher
Ian M. Graves
Chase Guiffre
Robert J. Gunter
Mary Habimana-Griffin
Dawn M. Hahn
Angela B. Hallow
Keri A. Hammond
Joshua R. Harris
Melissa J. Harrison
Nikia D. Harts
Lauren M. Hayden
Rebekah K. Hefty
Evelt I. Hester
Jacinta L. Hilgeman
Sara N. Holman
Jeffrey G. Hopper
Abby M. Horty
Michael J. Howley
Adam R. Huntington
Amanda E. Hurley
Anthony Ilagan
DeShonne Jackson
Eric James
Joseph R. Johnson Howland
David M. Johnson
Jacob W. Johnston
Jimmy Jolly
Rajesh Joseph
Connor J. Juenker
Sienna Kekelik
Jordan R. Kelly
Steve R. Kelly
Mark H. Kern
Beth L. Kilgore
Mackenzie M. Knass
Lars O. Kopperud
Benjamin J. Lacy
Alicia D. Lashbrook

Jacob P. Lauth
Sarah M. Lawson
Jason A. Leal
Allie Lee
Holly S. Lee
Michael Lesko
Wei Lin
Justin E. Lind
Melody A. Littrell
Chowthrikuppusamy Loganathan
Manuel D. Lopez Rodriguez
Michael D. Lukson
Tyler J. Lynn
Adam C. Macke
Bianca MacNeal
Sean Marren
Sarah Marsh
Jordan M. Mason
Sarah W. Mastison
Courtney J. Mayer
Drew A. Mays
Ellie S. McClung
Audrey M. McLean-Brangman
Richard D. Meadows
Michael Melchior
Lisa R. Miller
Zachary S. Miller
David A. Moore
Jessica L. Moro
Betsy Jo F. Mullins
Tony L. Myers
David R. Nelson
Joshua K. Nelson
Christa L. Newcom
Bryce W. Newman
Morgan B. Newman
Kristy M. Nystrom
Tiffany M. Oaks
Haley M. Oing
Mathew A. Olinger
Evan L. Ouellette
Madeline J. Paganetto
Latonya M. Page
Wendy R. Painter
Anand B. Pandit
Sarah A. Parker
Mikayla L. Patterson
Andrew J. Peistrup
Kourtney Peka
Dakota T. Perry
Ryan S. Pharr
John S. Phillips Jr
Anna M. Phillips
Victoria Pingul
Colten A. Pipenger
Heidi Pollard
Jeremy W. Potter
Samantha Radtke
Deepa Ramachandran
Nabil D. Ramirez
Codi Reuss
Mohammad Ali Riaz
Zackary E. Robinson

Rachael E. Roth
Devan N. Rudd
Anusri Sarkar
Nora E. Schindler
Jennifer L. Scholl
Kyla F. Schroeder
Coreena C. Schroyer
Zachary M. Schuckman
Madison J. Schuler
David Seamon
Samantha Setty
Chandler Shambarger
Behzad Shariati
Maggie Shea
John P. Shorter
Minela Smajlovic
Ursula M. Smith
Nathan Sorensen
Javid R. Stahl
Jessica L. Stahl
Brittany S. Stephenson
Michael Stetzel
Christina C. Stinson
Natallia E. Sullivan
James A. Szymanowski
Valerie L. Teets
Pamela Thomas
Regina R. Thomas
Janett G. Thompson
Christopher E. Tomes
Chandler Tracey
Morgan H. Traylor
Casey Trela
Jonathan Vailes
Katie Warnock
Maureen L. Watson
Phillip N. Werkmeister
Brittney Werner
Tyus C. Wilkerson
Ladriana S. Williams
Krystal S. Wilson
Scott K. Wilson
Christopher S. Winchell
Joshua D. Winger
Ariel E. Wire
Ryan P. Wist
Valerie Zaczyk

**MASTER OF HEALTH
ADMINISTRATION**

Taiwo Agbo
Jillian R. Barnett
Jason M. Berry
Christine M. Book
Bryan K. Bourdeau
Heather Bullington
Destiny C. Cope
Toni Eastridge
Tara Eichmiller
Phillip D. Faulkner
Andrew J. Hagedorn
Jay Hairston
Cameron A. Jones
Kelly J. Mattingly
Alyssa L. Miller
Tyler Nemeth
MaKalah Reed
Ashley K. Riordan-Elpers
Billie J. Sherman
Thomas J. Skelton

Abigail D. Wallace
Shawn T. Warner
Kalyn Williams

**MASTER OF PUBLIC
ADMINISTRATION**

Juan C. Maysner Roca

**MASTER OF SCIENCE
EDUCATION**

Kristin R. Anderson

**MASTER OF SCIENCE IN
INDUSTRIAL MANAGEMENT**

Ryan N. Draper
Samantha M. Turner

**MASTER OF SCIENCE IN
SPORT MANAGEMENT**

Justin M. Brooks
Zachary L. Byler
Andrew Hawkins
Mat Santoro
Kenneth J. Thomas

**ROMAIN COLLEGE OF
BUSINESS**

BACHELOR OF ARTS

Taylor R. Edwards
Benjamin W. Glordan
Kenneth T. Henderson
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**2020-2021 Student Financial Aid Programs Final Report
University of Southern Indiana
November 4, 2021**

Executive Summary

The final report of student financial aid activity in 2020-2021 contains summary and program-specific data of all student aid programs administered by Student Financial Assistance. Key indicators contained in the 2020-2021 report are:

Service Profiles

Student Financial Assistance served 12,404 prospective and returning students of which 11,026 filed a Free Application for Federal Student Aid (FAFSA) for need-based assistance. Financial assistance was packaged for 10,811 students, each of whom received an award letter detailing all federal, state, USI Foundation and USI Institutional awards. Student Financial Assistance disbursed assistance to 7,346 enrolled students resulting in 17,856 awards totaling just under \$73.7 million. This is a significant decrease in revenue from the prior year, primarily due to decreases in the Federal Pell Grant program and Direct Loan programs, the Frank O'Bannon Indiana Higher Education Award and the 21st Century Scholars program.

Trends in Funding by Source (compared to 2019-2020)		Percent of Change
• Federal student aid: decreased	\$4,988,400	-11.1%
• State of Indiana aid: decreased	964,411	-9.8%
• University student aid: decreased	236,117	-1.4%
• USI Foundation student aid: increased	74,120	3.1%
• USI Varsity Club funding: no change	0	0.0%
• Corporate/private funding decreased	569,850	-9.8%

Trends in Funding by Type (compared to 2019-2020)		
• Gift aid: grants/scholarships decreased	\$2,492,377	-6.0%
• Self-help: loans decreased	4,186,928	-10.9%
• Self-help: on-campus employment decreased	5,353	-2.1%

Distribution of Aid by Source		Percent of Revenue
• Federal aid	\$40,114,919	54.4%
• State of Indiana	8,845,250	12.0%
• USI aid	16,843,438	22.9%
• USI Foundation	2,443,587	3.3%
• USI Varsity Club	190,000	0.3%
• Private sources	5,244,934	7.1%

Distribution of Aid by Type		
• Gift aid: grants/scholarships	\$39,346,979	53.4%
• Self-help: loans	34,084,189	46.3%
• Self-help: on-campus employment	250,960	0.3%

**2020-2021 Student Financial Aid Programs
University of Southern Indiana
November 4, 2021**

Final Report

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 administrative system on October 12, 2021. The Student Financial Assistance office assists students in obtaining the types of financial aid included in this report.

Narrative: Need Based Applications

Returning and prospective students submitted 11,026 Free Applications for Federal Student Aid (FAFSA) for need-based assistance. Of this number, 6,804 (62%) enrolled during 2020-2021, with 6,596 of these students receiving assistance from one of the sources below. Total FAFSA applications decreased 2.3 percent over the 2019-2020 award year.

The Student Financial Assistance office administered 17,856 awards for a total of just under \$73.7 million in student financial assistance. The distribution of awards by funding source is provided in the chart below.

<i>Source</i>	<i>Awards</i>	<i>Subtotals</i>	<i>% of Total Dollars</i>	<i>Prior Year Distribution</i>
Federal Government	6,637	\$40,114,919	54.4	56.1
State of Indiana	2,318	8,845,250	12.0	12.2
USI	5,260	16,843,438	22.9	21.3
USI Foundation	1,630	2,443,587	3.3	3.0
USI Varsity Club	60	190,000	0.3	0.2
Private Sources	1,951	5,244,934	7.1	7.2
Totals	17,856	\$73,682,128	100	100

Student financial assistance categorized by aid type: grants/scholarships; loans; and employment. In 2020-2021, 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	13,059	\$39,346,979	53.4	52.1
Loans	4,596	34,084,189	46.3	47.6
Employment	201	250,960	0.3	0.3
Totals	17,856	\$73,682,128	100	100

Federal Pell Grant Program

The Federal Pell Grant Program is the cornerstone of aid packages for exceptionally needy students. The number of Pell Grant recipients in the 2020-2021 award year decreased 10.4 percent following a 9.5 percent decrease in the 2019-2020 award year. Total Pell Grant dollars in the 2020-2021 award year decreased 11.2 percent following an eight percent decrease in the prior year. The substantial decrease in 2020-2021 Pell Grant funds is primarily due to a decline in enrollment. Other factors include the Department of Education's requirement for students and parents to use federal tax returns dating back two years as opposed to prior year returns.

State Funds

Total Indiana funding declined 9.8 percent for the 2020-2021 award year, following an 8.4 percent decrease in 2019-2020. The sharp decline in revenue is due to substantial decreases in both the Frank O'Bannon Indiana Higher Education Award as well as the 21st Century Scholars program. Indiana Higher Education Awards, similar to the Federal Pell Grant program, evaluates a student's eligibility based on the student's Federal expected family contribution which is an index calculated largely based on family income, household size and the number of students attending college at least half-time.

The 21st Century Scholars Program, is a need-based program whereby eligibility is determined primarily by income and the student's eligibility for the Free Lunch Program when they are in middle school. These students must also meet income eligibility once they begin attending college as well, therefore, if the family's financial situation has improved, they may no longer be eligible for the program.

Changes in funding levels, summarized by source below:

<i>Source</i>	<i>2017-2018</i>	<i>2018-2019</i>	<i>2019-2020</i>	<i>2020-2021</i>
Federal Government	+4.4	-1.3	-4.7	-11.1
State of Indiana	+20.4	-0.1	-8.4	-9.8
USI	+14.8	+17.5	+5.8	-1.4
USI Foundation	+3.2	-2.2	+3.9	+3.1
USI Varsity Club	0.0	0.0	0.0	0.0
Private Sources	+7.3	+5.5	-3.8	-9.8
<i>Aggregate Change</i>	+8.1	+2.5	-2.8	-8.3

Federal Direct Loan Program

Aggregate borrowing for Direct Stafford Student Loan recipients among the Class of 2021 baccalaureate graduates averaged \$19,200. Among 2021 masters' and doctoral degree recipients, aggregate borrowing averaged \$29,565, including both graduate and undergraduate borrowing. These figures are based on borrowing while enrolled at USI.

There are on-going efforts nationally, in Indiana and here at USI to reduce the 3-year Cohort Default Rates (CDR). As can be seen in the chart below, our efforts continue to keep USI's 3-year CDR to significantly less than the national and state averages and lower than the average for 4-year public institutions.

A 3-year summary of Federal FY Cohort Default Rates appears below:

<i>Fiscal Year</i>	USI	Indiana	<i>National</i>	4-Year Public
2016	5.0%	14.2%	10.1%	6.8%
2017	5.0%	9.6%	9.7%	7.1%
2018	3.9%	7.1%	7.3%	5.4%

Student Financial Assistance Mission

As part of the Enrollment Services Division, 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 students 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 utilized by our students to finance their education.

We aspire to minimize the procedural barriers that sometimes frustrate financial aid applicants and diligently work to ensure 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.

**CERTIFIED RESOLUTIONS OF THE
BOARD OF TRUSTEES OF THE
UNIVERSITY OF SOUTHERN INDIANA**

I, Kindra L. Strupp, the duly qualified and elected Assistant Secretary of the Board of Trustees of the University of Southern Indiana, do hereby certify that the following is a true and correct copy of resolutions adopted by the Board of Trustees of the University of Southern Indiana on the 4th day of November 2021, and that said resolutions are in full force and effect and have not been revoked:

WHEREAS, the University of Southern Indiana (“USI”) owns certain real property located at 3001 Igleheart Avenue in Evansville, Indiana (the “Real Estate”); and

WHEREAS, the Board of Trustees of USI previously determined that the Real Estate should be declared surplus to the purposes of USI and that it would be advantageous for USI to sell or dispose of the Real Estate in accordance with applicable statutes and policies; and

WHEREAS, the Real Estate was offered for sale at a sealed bid auction conducted by William Wilson Auction & Realty, Inc. on April 19, 2018; and

WHEREAS, there were no offers made to purchase the Real Estate at the auction; and

WHEREAS, USI obtained a quote to demolish the former theatre building located on the Real Estate for Thirty-Four Thousand Dollars (\$34,000); and

WHEREAS, USI has received an unsolicited offer from O’Risky Excavating (“Buyer”) to purchase the Real Estate for a purchase price of Fourteen Thousand Two-Hundred Dollars (\$14,200) provided that the building pass a Phase 1 Environment Inspection and does not contain asbestos (the “Offer Price”); and

WHEREAS, the Board of Trustees of USI have determined that it is in the best interest of USI to sell the Real Estate for less than the appraised value to Buyer in the amount of the Purchase Price, and to take such steps as are necessary to complete the sale of the Real Estate; and

WHEREAS, the Board of Trustees of USI have determined that it is in the best interest of USI to execute such documents as are necessary, advisable or appropriate to sell the Real Estate, including, but not limited to, a Real Estate Purchase Agreement with Buyer, deeds, affidavits, closing statements, and such other documents and instruments as the Authorized Officers deem appropriate (hereinafter the “Transaction Documents”);

NOW, THEREFORE, BE IT RESOLVED, that USI is authorized to sell the Real Estate to Buyer for a gross purchase price of Fourteen Thousand Two-Hundred Dollars (\$14,200); and

RESOLVED FURTHER, that USI’s Vice President for Finance and Administration, Steven J. Bridges, and such other officers as in his sole discretion he deems necessary, advisable or appropriate (“Authorized Officers”) be, and they hereby are, authorized and directed to negotiate and consummate the sale of the Real Estate and to negotiate and enter into the Transaction Documents on behalf of USI and such other agreements upon such terms and conditions as the Authorized Officers, in their sole discretion, deem necessary, advisable or appropriate;

RESOLVED FURTHER, that USI by and through its Authorized Officers may take any and all actions and execute and deliver and file all documents and instruments on behalf of USI, as the Authorized Officers, in their sole discretion, deem necessary, advisable or appropriate to consummate the transaction contemplated hereby.

RESOLVED FURTHER, that any and all agreements, documents and instruments executed on behalf of USI by any of the Authorized Officers, in connection with the transaction contemplated hereby, be, and they hereby are, ratified and approved.

IN WITNESS WHEREOF, I have hereunto executed this Certificate as of the 4th day of November 2021.

UNIVERSITY OF SOUTHERN INDIANA

By: _____
Kindra L. Strupp, Assistant Secretary



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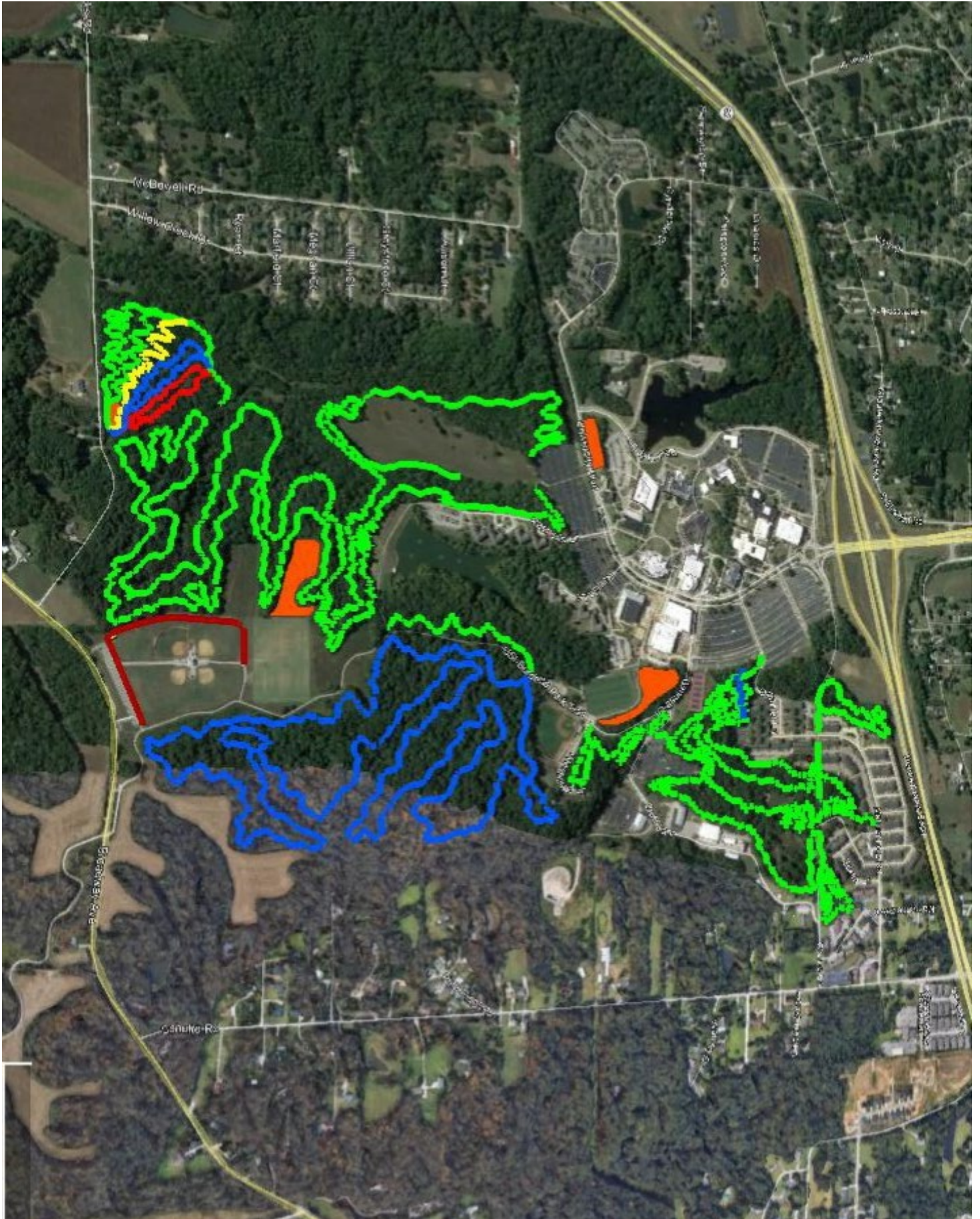
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677 W. Tennyson Rd.
Boonville, IN 47601

Trail Heads began in 2010 as an after-school bike club for students at Boonville Middle School. Trail Heads was formed as an official non-profit organization, with 501(c)(3) charitable status, in 2015. Trail Heads now has bike clubs for students in Boonville, Castle, Heritage Hills, Jasper, Oakland City, and Tecumseh schools. Trail Heads is active in the construction, expansion, and maintenance of various bike trails in Southwest Indiana, including Scales Lake Park, Lynnville Bike Park, Jasper Parklands, Wirth Memorial Park in Oakland City, and is working with DNR regarding development of bike trails at Lincoln State Park. Trails are becoming increasingly popular, and the contemplated bike trails, together with the existing walking/bike paths, would be an asset and an attractive feature for the USI campus. These bike trails could facilitate the development of competitive club cycling teams at USI as well as great potential for service-learning opportunities for students and staff during trail construction as well as after with trail maintenance.



RECOMMENDATION TO APPROVE RESOLUTION REGARDING BIKE TRAILS

The University is requesting approval to partner with Booster Club Inc., d/b/a Trail Heads-Southwest Indiana ("Trail Heads"), to apply for a financial grant from the Indiana Department of Natural Resources ("DNR") to design, build and maintain 15 – 20 miles of bike trails on University property and Southern Indiana Higher Education, Inc. ("SIHE") property north of Broadway Avenue. Trail Heads is a non-profit organization whose mission is to facilitate the development of infrastructure and supporting programs for quality bike trails in Southwest Indiana. Trail Heads would apply to DNR for the financial grant and, if awarded, final plans for the trails would be developed and bids then sought for construction of the trails. Information about Trail Heads, its current Board Members, and a preliminary depiction of the contemplated system on USI property and SIHE property are attached.

**Summary
Construction Projects**

November 4, 2021

Projects Completed

HVAC Infrastructure Improvements

Project Cost **\$ 3,700,000**

Funding Source: Legislative Appropriation - 2019

Projects In Design

Health Professions Renovation/Addition

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

Funding Source: Legislative Appropriation - 2019

Wellness Center

Project Costs **\$ 11,000,000**

Funding Source: Legislative Appropriation - 2019

UC West Electrical Transformers and Supply Panels Replacement

Project Cost **\$ 1,500,000**

FY22 State RR \$ 500,000

FY23 Stae RR \$ 500,000

Special Projects \$ 500,000

Exterior Signage Replacement

Project Cost **\$ 500,000**

Funding Source:

Parking Reserves \$ 250,000

Landscape Improvement Reserves \$ 250,000

Atheneum Tile Roof Replacement

Project Cost **\$ 320,000**

Funding Source:

DW Vaughn Endowment \$ 100,000

Atheneum Upgrades and Maintenance \$ 153,871

New Harmony Project Reserves \$ 66,129

Beale House Repairs and Improvements

Project Cost **\$ 170,000**

Funding Source:

New Harmony Project Reserves \$ 170,000