

AGENDA

ACADEMIC AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEE

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

November 6, 2025

1. APPROVAL OF NEW CERTIFICATES AND MICROCREDENTIALS

Approval of a recommendation to the Board of Trustees to approve the certificates and microcredentials in Attachment A is recommended.

The University proposes to offer undergraduate certificates in Restaurant Management, Human Lactation, and Financial Management, and microcredentials in Health and Society and Public History.

2. REVIEW OF THE ACADEMIC PROGRAM DEVELOPMENT PLAN

The Academic Development Plan will be reviewed (Attachment B).

3. ENROLLMENT UPDATES

Mrs. Koryn Parsons '11 M'14, Director of Undergraduate Admissions; Dr. Michael Dixon, Dean of the School of Graduate Studies; and Dr. Shelly Blunt, Provost; will provide an update on current enrollment trends, goals, and strategic initiatives at the University of Southern Indiana.

ABSTRACTS

Certificates and Microcredentials to be offered By the University of Southern Indiana, Evansville, Indiana

Certificate in Restaurant Management (Undergraduate)

The Certificate in Restaurant Management is a nine credit -hour certificate that provides individuals with a strong foundation of knowledge in managing a food service operation. The required courses focus on food safety, restaurant management, purchasing, human resource management, and controlling food service costs. In addition to traditional coursework, there is a practicum course that provides students with hands-on experience in a food service establishment. Students must earn a C or better in all courses. Certificate is open to all majors, minors, and individuals in the community. The program does not require new or additional faculty. One faculty is certified as an instructor/proctor through ServSafe and is qualified to proctor all required exams. The certificate program is offered online with the exception of two proctored exams, and no additional classroom space or supplies will be required for this online certificate.

Evidence of Job Market Need: Due to job market demand heavily focusing on certification over a bachelor's degree for employment within the field of restaurant/food service management, we will offer a Certificate in Restaurant Management to allow for a greater number of individuals to complete the required certification at USI and generate credit hours, while simultaneously preparing individuals to enter management positions in food service operations. Individuals will earn the Restaurant Management Professional credential and complete the ServSafe certification.

Certificate in Human Lactation (Undergraduate):

The Certificate in Human Lactation provides a foundation of knowledge necessary to adequately support a breastfeeding dyad. The required courses for a nine credit-hour certificate focus on basic nutrition, anatomy and physiology of lactation, common lactation issues, and lactation support in community and clinical settings. The courses have a dyad-focused approach to lactation management by focusing on both the mother and baby experience. Students must achieve a grade of C or better in all required courses. The certificate is open to all majors and minors at USI and members of the community.

Evidence of Job Market Need: Multiple healthcare providers across Indiana—including inpatient hospitals, health departments, private practice and milk banks, are actively hiring IBCLCs and lactation consultants. Roles include inpatient and outpatient lactation support, program development, and education, with both full-time and part-time positions available. Employers are seeking candidates with IBCLC certification and experience in maternal-child health, indicating a sustained demand for qualified professionals.

Financial Planning Certificate (Undergraduate):

The Financial Planning Certificate is a 12-hour credit-hour undergraduate certificate program that will offer USI students the requisite background for careers in financial planning, advising, and wealth management. This certificate will allow our students to highlight the skills and knowledge they have gained while at USI. One additional lecturer may be required each semester.

Evidence of Job Market Need: As the population ages and individuals seek help with retirement planning the demand for financial advisors will increase. The Bureau of Labor Statistics projected a 17% growth rate nationwide in financial advisor jobs from 2023-2033. On April 8, 2025, the premier source for labor

markets in Indiana predicted a 14.6% increase in financial advisors statewide through 2032 with the Evansville region having a 12.4% increase in financial advisors.

Health and Society Microcredential (Undergraduate): This nine credit-hour undergraduate microcredential is focused on providing a sociological foundation for students preparing to work in medical and health-related fields. Future health care providers would benefit from this micro-credential because understanding the social determinants of health and the social organization of health care is important to their work and patients. For example, pre-med students need a strong foundation in sociology because the entrance exam to medical school (MCAT) tests them on core sociological knowledge. Both USI and non-USI students can complete this micro-credential. USI students do not have to be formally enrolled in the micro-credential program to take the courses. The nine credit hours for the micro-credential must be earned at USI and may be applied toward a major or minor in Sociology.

Evidence of Market Need: The United States currently has a shortage of doctors and faces worsening conditions in the coming years due to demographic changes among doctors and the pool of students in the medical school pipeline. The acceptance rate to medical schools in the United States remains just above 40% indicating the supply of doctors is tightly controlled. For non-pre-med students, according to the Indiana Employment Outlook Projections, Healthcare Support is projected to have the second the greatest number of job openings in Indiana and the most in Southwestern Indiana. In more fine-grained occupational categories, Medical and Health Service Managers and Home Health and Personal Care Aides represent some of the fastest growing fields in Indiana.

Public History Microcredential (Undergraduate):

A public history microcredential will serve the community by providing individuals with a credential that introduces them to the latest research, methods, and tools used in various public history locations including museums, archives, historic sites, or libraries. This micro credential will be the first of its kind in Indiana and thus could elevate the University of Southern Indiana's visibility and produce more credit hour production. The micro credential requirements are 9 credit hours.

A significant portion of history majors pursue careers in public history. This micro credential proposes to give students that are on campus the opportunity to explore careers in different areas and give them work experience that will prepare them for post-graduate studies or careers at public history institutions. This credential will introduce different career pathways for students who are interested in history but do not seek to become teachers.

Evidence of Labor Market Need: This microcredential will place USI students in Indiana institutions to explore work in public history, once there, it will help the students to create a network to assist in their future career goals. It will enable students to complete a professional credential that will allow flexibility for the demands of the labor market

UNIVERSITY OF SOUTHERN INDIANA
New Program Development Plan

Revised by Academic Planning Council
20-Oct-2025

Baccalaureate Degree

Master's Degree

Doctorate Degree

Certificates

2025-2027 Biennium

Business Economics	Food and Nutrition (Dietetics)		Spanish for Health Care Professionals (UG-C)
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Microcredentials

Graduate: Applied Neuroscience in Business
Undergraduate: Public History
Rural Health
Healthcare Leadership
Environmental Health
Health and Society
Applied Neuroscience in Business

2027-2029 Biennium

Medical Laboratory Science			
Mental Health Counseling			

UG-C - Undergraduate Level Certificate
Grad - Graduate Level Certificate