MINUTES

UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES

July 9, 2026

The University of Southern Indiana Board of Trustees met on Thursday, July 9, 2026, in the Griffin Center on campus. Present were Chair Christina M. Ryan and Trustees Barry E. Cox; Christine H. Keck; C. Wayne Kinney ’77; Glen J. Kissel; Ronald D. Romain ’73; and Michael J. Solliday ’27. Trustees John M. Dunn and Jeffrey L. Knight were absent. Also in attendance were President Steven J. Bridges ’89 M’95; Provost Shelly B. Blunt; Vice President for Finance and Administration Jeffrey M. Sickman ’94 M’00; Vice President for Marketing and Communication Kindra L. Strupp M’22; Vice President for Development Andrea R. Gentry ’05; Vice President for Student Affairs Abeer A. Mustafa; Vice President and Director of Athletics Jon Mark Hall; Vice President for Government Affairs and General Counsel Zachary A. LaGrange; Faculty Senate Chair Zachary D. Ward; and Student Government Association President Mackenzie J. Hinton ’27.

Chair Ryan called the meeting to order at 10:23 a.m.

SECTION I – GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF THE MAY 8, 2026, MEETING

Chair Ryan called for approval of the minutes. On a motion by Mr. Cox, seconded by Mr. Solliday, the minutes of the May 8, 2026, meeting of the Board of Trustees <u>were approved</u>.

B. ESTABLISHMENT OF NEXT MEETING DATE AND LOCATION

Chair Ryan called on Vice President Strupp, who reported the next meeting of the Board of Trustees is scheduled for Thursday, September 3, 2026, on campus in the Griffin Center.

C. APPROVAL OF DELEGATION OF AUTHORITY

Chair Ryan called on Vice President LaGrange. A State Educational Institution that is registered as an authorizer with the state board for charter authority may establish a charter in accordance with IC 20-24-3-1 I et seq. At its July 15, 2021, meeting, the University of Southern Indiana Board of Trustees approved the University’s Charter School Authorization registration as “Authorizer” by the State Board of Education.

According to IC 20-24-3-14, a separate entity may act on behalf and under the direction of the Board of Trustees with respect to the authorization authority and authorization responsibilities. The Provost’s Office has developed a charter request process and created a Charter Review Committee that will review charter proposals and advise the Provost’s Office regarding approval or denial of the proposals.

With approval of delegation of authority of the Board, the Provost's Office will have authority to approve or deny the authorization of a charter with input from the Charter Review Committee. Approval of Delegation of Authority is recommended.

On a motion by Mr. Cox, seconded by Mr. Solliday, the Delegation of Authority <u>was approved</u>.

D. PRESIDENT’S REPORT

Chair Ryan called on President Bridges to provide a report. USI’s Outreach and Engagement Corporate Partnerships and Customized Training partnered with the Pott College of Science, Engineering, and Education and the SwISTEM Resource Center to participate in the annual Grow Southwest Indiana Teacher Manufacturing Bootcamp. This immersive, two-week program provided educators and school counselors with direct exposure to regional manufacturing facilities and university campuses. Teacher Manufacturing Bootcamp is a powerful way to connect educators directly with the innovation and opportunity happening at USI. By experiencing our labs, facilities and STEM resources firsthand, teachers and counselors gain real-world insight they can bring back to their classrooms.

Coach Stan Gouard announced the additions of Stefan King, Doug Novsek and Dylan Ingram to his 2026-27 coaching staff. Stefan King comes to the Screaming Eagles after spending the previous four seasons at Tennessee Tech University, where he was an assistant coach from 2024-26 after serving as the program's director of operations from 2022-24. Doug Novsek returns to USI after spending the 2025-26 season as the head boys' basketball coach at Mt. Vernon High School in Posey County. Dylan Ingram, who will be a graduate assistant in 2026-27, wrapped up his collegiate career at the University of Indianapolis in 2024-25. He is a native of Chicago, Illinois, and earned Great Lakes Valley Conference Freshman of the Year honors at Maryville University before transferring to UIndy.

Women’s Basketball Coach Rick Stein has added Stephanie Gehlhausen ’12 and Madi Webb ’25 to the program as assistant coaches for this season. Stephanie and Madi are both USI alumnae and former players competing for their final two seasons at USI under Coach Stein. Stephanie Gehlhausen played from 2009-11, while Madi Webb played from 2023-25. Stephanie is making her second stint as an assistant coach for USI, having previously served on the coaching staff from 2011 through 2016 and helping lead the Eagles to 84 total wins and an NCAA II Tournament berth in 2014-15. Madi Webb returns to USI after a year as an assistant coach at her alma mater, Bedford North Lawrence High School, where she helped lead the squad to a winning season in 2025-26. Both are great USI ambassadors and examples for student athletes. They will be excellent additions to the team.

The USI Solar Splash Team brought home an array of honors at the annual solar boating competition in Springfield, Ohio. The team, consisting of seven students, advised by Dr. Paul Kuban, Professor of Engineering, earned first place in the slalom event, second place in the sprint event and took home second place overall. In addition, the team received awards for outstanding drive train design and outstanding workmanship. The competition, often called the "World Championship of Collegiate Solar Boating," challenges students to apply engineering skills in a real-world, hands-on environment.

USI Disability Resources and Optimal ACCESS are offering free community Autism training on July 22, from 2:30 – 4 p.m. on campus in Carter Hall. How we respond in routine, urgent, or crisis situations can make all the difference for individuals on the autism spectrum. This practical training session focuses on improving real-world interactions and community safety is designed for participants to takeaway strategies to promote safety, dignity, and positive outcomes.

President Bridges called on Vice President for Development Andrea Gentry to provide a report from the USI Foundation. Following the Trustees May meeting, President Bridges greeted Dr. Nadine Coudret, who served as dean of the Kinney College of Nursing and Health Professions from 1988 to 2012, and other retirees from the college. Dr. Coudret thought she was there to tour the new Clinical Simulation Center, but what she didn’t know is it was all a guise for President Bridges to announce her son, Dave Coudret, and family made a $1 million gift to Kinney College resulting in naming the Coudret Nursing Program. Trustee Kinney, along with 75 family members and friends of the Coudret family, were present for this special occasion.

In June, University friend, Neal Franklin, made a $200,000 gift to establish the Joseph E. Franklin, Jr. Baccalaureate Doctor of Medicine Scholarship Endowment in loving memory of her late husband, Dr. Jef Franklin. Dr. Franklin practiced obstetrics and gynecology, and it is estimated he delivered over 3,500 babies. The purpose of the B/MD Scholarship at USI is to increase the number of physicians providing medical services to residents of southwestern and southern Indiana. Dr. Franklin’s legacy of exceptional medical education and care will be continued through his scholarship and our students who receive it.

On Monday, July 6, a press conference was held on campus to announce the Path to Professions program. USI is expanding its commitment to regional workforce development through this program, an innovative model connecting students with employers through scholarships, internships and career readiness experiences. The program, which can be named in partnership with participating companies, creates a direct pathway from classroom to career while helping meet workforce needs across southwest Indiana. As part of this effort, the USI Foundation received a $350,000 grant from Old National Bank Foundation to support the Old National Bank Path to Professions.

President Bridges and First Lady Rosemary Bridges will be leading the USI alumni and friends trip to Italy June 1-10, 2027. All travel plans are made for participants so they can just show up with their suitcases. President Bridges has already opted for the Venetian Gondola Cruise but needs others to join him as a minimum of 15 passengers is required. More information about the tour of Italy can be obtained through the Alumni Engagement Office.

President Bridges called on Vice President LaGrange for a report from Government Affairs. The Indiana Commission for Higher Education (ICHE) is reworking the outcomes-based performance funding, which has been in effect for two decades. They have asked for feedback from the University as well as other stakeholders within the General Assembly, administration and the community at large. USI's response was due on July 3. USI's submitted reply outlined performance funding metrics most closely aligned with our mission, vision and value. As we move forward, more details are expected to emerge by the end of the summer regarding ICHE's planned proposal, and then USI will see more formal indications as we move into the budget cycle in late November, early December. In discussion with other state educational institutions, all have responded except for Purdue. Some indicated they think the outcomes-based performance funding should remain as-is. Others said it should be removed entirely. USI would support removal if it were done in good measure and allows for differentiation, alignment and attainable goals for the University.

On May 26, USI sent the Governor a request to release the 5% withheld from our fiscal year 2026 appropriations and additionally requested the 5% not be withheld from its fiscal year 2027 appropriations. This would have provided the immediate release of over $2,557,001 and no ongoing reductions from appropriations for fiscal year 2027. Our request was supported by local legislative delegates Wendy McNamara, Alex Burton, Tim O'Brien, Vanita Becker and Jim Tomes. Unfortunately, the next day, on May 27, we received an email and written correspondence from the Office of Education and Office of Management and Budget denying the 5% release and indicated they will continue to withhold fiscal year 2027 appropriations in the amount of 5%. USI appreciates all the help and support from our local delegates and our Trustees who backed this effort.

President Bridges called on Dr. Zachary Ward for a report from Faculty Senate. Dr. Ward began his report by thanking Dr. Kyle Mara for his leadership as Faculty Senate Chair in 2025-2026. For many faculty, summer is a time to recharge, but it is also a time of preparation. Faculty are attending conferences, revising courses, working on scholarship, and getting ready for the academic year ahead. In early August, Faculty Senate will host a retreat with invited members of the administrative team to discuss the upcoming academic year and identify opportunities for continued collaboration. Faculty Senate stands ready to work with President Bridges, Provost Blunt, and the Board of Trustees to support the ongoing success of the University of Southern Indiana.

President Bridges called on Student Government Association (SGA) President Mackenzie Hinton for a report. Ms. Hinton began by introducing herself, a senior Communication Studies major, with minors in Radio/Television (RTV) and social media. Ms. Hinton currently is also a library assistant at the Evansville Public Library Red Bank and plans to get a master's degree in library science following graduation. Her past leadership experience includes being a Lieutenant Governor for the Key Club's Indiana District Board, which is Kiwiana's version for high schoolers. She has been involved with SGA since sophomore year as the Director of Campus Engagement, before unexpectedly stepping into the VP roll last November.

For the upcoming year, SGA plans to make sure all its governing documents are updated. Ms. Hinton is also making a list of the proposed changes that would restructure SGA and align USI's structure with other like colleges. This would make SGA more accessible to students, while also giving members more responsibility and focus on committee work, where SGA can get the most done.

The Vice President of SGA, Sophia Driver, and Ms. Hinton attended a student government conference this summer to learn from other student governance organizations and get new ideas.

SECTION II – FINANCIAL MATTERS

A. APPROVAL OF MISCELLANEOUS FEES FOR 2026-2027

Chair Ryan called on Vice President Sickman for the approval of miscellaneous fees. Exhibit II-A provides the schedule of proposed Miscellaneous Student Fees for the 2026-2027 academic year. Miscellaneous Fees are those fees charged to some but not all students. The schedule for 2026-2027 includes two changes from last year. First, the recommended fee for Archie's Book Bundle has been increased from $24 to $27. Archie's Book Bundle allows students to obtain required course materials for a fixed cost per credit hour. This proposed increase marks the first to the fee since its inception in 2022. In addition to a modest increase, Archie's Book Bundle will be available to graduate students for 2026-2027 at the same rate of $27 per credit hour. Trustee Solliday requested further explanation for the $3 increase. Vice President Sickman clarified the fee has been held at the lower rate since 2022 even though costs have increased, but as expiring agreements are renewed or renegotiated, adjustments are made as was the case this year with USI's agreement with Barnes and Noble.

The only other proposed change to Miscellaneous Fees is the elimination of the Housing Student Activity Fee. That fee was added to the 2026-2027 Housing Rates that the Board approved in September 2025. No additional changes are recommended to Miscellaneous Fees for 2026-2027. USI student fees remain favorably positioned with regional and flagship institutions across the State of Indiana. Recently, the Resource Optimization Subcommittee formed by President Bridges completed the initial phase of a benchmarking study to identify peer institutions, aspirational peers, and emerging competitors for key academic programs. This research will inform a pricing project in the coming months that will strategically position USI and culminate in recommendations to the Board of Trustees in Spring 2027.

On a motion by Mr. Romain, seconded by Mr. Cox, the Miscellaneous Fees for 2026-2027 <u>were approved</u>.

B. REVIEW OF SCHEDULE OF STUDENT FEES AND OTHER MANDATORY FEES FOR 2026-2027

Chair Ryan called on Vice President Sickman to review the Mandatory Student Fees for 2026-2027. Exhibit II-B provides a summary of Mandatory Student Fees for the 2026-2027 academic year. The Academic Facilities Fee will decrease in 2026-2027 as University debt obligations decline for the coming year. As a result, more dollars will be allocated to the Contingent Fee. Total mandatory fees remain unchanged from 2025-2026 as part of a two-year freeze approved by the Board of Trustees in June 2025. The exhibit is provided for informational purposes and no action is required.

C. APPROVAL OF ANNUAL OPERATING BUDGET

Chair Ryan called on Vice President Sickman, who directed the Trustees to the proposed Unrestricted Operating Budget found in Exhibit II-C. The budget includes the second year of a $2.8 million budget reduction and a $2.6 million holdback by the State of Indiana. The University will continue to advocate for funding with the state and diversify revenue streams to advance forward despite the funding reduction. It took the efforts of the entire university community to identify the savings necessary to achieve a balanced budget. The fruits of those efforts are evident in the budgets for salaries, repairs and maintenance, and capital as savings were identified in all areas.

Additional budget strategies for 2026-2027 include use of targeted zero-based budgeting for the first time and the adoption of a standard computer replacement cycle across campus. Also, USI implemented a new budget monitoring process effective July 1 to ensure all areas adhere to the approved budget. During August, faculty and staff will be invited to propose innovative strategies to increase revenues and identify cost-saving opportunities. Finally, this fall USI will conduct a comprehensive compensation review to ensure our total rewards package, including salary and benefits, remains competitive in attracting and retaining high-quality employees.

Mr. Sickman introduced Jina Platts, Assistant Vice President for Finance and Administration, to present the annual university operating budget for 2026-2027, and recognized both Ms. Platts and Amy Fisher, Director of University Budgeting, for their work.

The 2026-2027 Unrestricted Operating Budget represents a comprehensive plan for the fiscal year and outlines how available resources will be allocated to support students, faculty, staff, and university operations. Included are current unrestricted, designated, and auxiliary funds. Current unrestricted funds are resources available for operating purposes and expendable within the fiscal year. Designated funds are unrestricted resources that are internally designated for specific purposes or activities. Auxiliary enterprises are units that generate their own revenue by providing goods or services to students, faculty, staff or others for a fee. The unrestricted operating budget excludes restricted funds and plant funds. Restricted funds, such as federal and state student financial assistance awards, are not available to support core operations. Plant funds are resources restricted or designated for construction, debt service, and related expenditures. These typically are multi-year activities with budgets that span the duration of a project rather than a specific fiscal year.

The University operates under a fund accounting model. USI has historically focused on the current operating or general fund budget. Over the last year, USI has intentionally shifted the focus away from viewing the institution as a collection of separate budgets and toward viewing it as a single integrated budget with many interconnected components. This approach enhances transparency and provides a broader perspective regarding the financial health of the University as a whole. USI is also better positioned to align resources with strategic priorities and respond effectively to emerging opportunities and challenges going forward.

The proposed budget for fiscal year 2026-2027 totals just over $185.6 million. Student fees, state appropriations, and auxiliary enterprises make up most of the University's unrestricted income. Gift income represents support from the USI Foundation. Other income sources include investment earnings, sales and services. Lastly, fund balance is the amount needed from reserves to balance the budget. The proposed budget is approximately $3.9 million higher than last year's approved budget. Although overall revenues increased, the most notable change is the $5.5 million reduction in state appropriations. Of that amount $2.9 million relates to the fee replacement appropriation, which reimburses the University for student fees used to pay debt service on bond funded facilities. This appropriation decreased following the final payment on USI's Series O bonds in fiscal year 2026. The remaining $2.6 million reflects the state's 5% funding holdback. While fiscal year 2026 budgeted for the 5% state funding cut, the additional 5% holdback was not reflected, in anticipation of the funds being released. For fiscal year 2027 USI has incorporated this reduction into the proposed budget.

Student fee revenue is projected to increase slightly based on current year trends, while auxiliary revenue is expected to grow due to higher housing rates and projected occupancy for the upcoming academic year. USI Foundation gifts increased by $7.5 million. Of this increase $3.5 million is for foundation scholarships that have not historically been included in the university's operating budget. This change has a corresponding increase of $3.5 million in the expense budget. The remaining increase is planned foundation support for university operations. Historically, foundation support has been provided to help advance University priorities, but it has not always been incorporated into the original operating budget. Through closer collaboration with the USI Foundation, we have worked to better utilize available funding and include it in the proposed budget this year. The decrease in other income reflects a change in accounting for intra-university charges. Chargeback activity was previously recorded as revenue in the department providing the services, but that activity will now be shown as a reduction of expense to avoid an overstatement of revenues or expenses, and match how the amounts are reported on USI's annual financial statements. Lastly, the amount of fund balance, $2.5 million, equals the amount of the state holdback for the year.

Salaries and wages continue to be USI's largest expense category. Together, salaries, wages and benefits account for more than half of the university's operating budget, reflecting the University's continued investment in faculty, staff , and student employees. Supplies and other services represent a broad range of expenditures required to support academic programs, student services, utilities, scholarships, business operations, and other institutional activities. Repairs and maintenance support the ongoing upkeep of campus facilities and assets, while capital outlay provides funding for computer, office, and other equipment. Lastly, net transfers primarily support debt obligations and other facility-related expenses. Several changes factor into the year-over-year expense changes. Salaries and wages decreased by nearly $2.2 million. This is the result of several vacant positions that will not be filled in the new fiscal year, as well as reduced budgets for stipends, adjuncts and overload. Benefits increased $4.2 million, with $1.8 million of this attributed to medical insurance increases. Approximately $2.8 million in the increase resulted from reclassifying remitted fees from supplies and other services to employee benefits. This reclassification was made to match current accounting standards and to present these amounts consistently with how they appear in the University's annual financial statements. The increases were offset by a slight decrease in FICA and retirement benefits related to the vacant positions that will not be filled this year. We are a people business. Like most public universities, personnel costs consistently comprise the largest share of the university's operating budget. This remains the case for fiscal year 2027.

Supplies and other services increased by $3.5 million. Again, $3.5 million in scholarships funded by USI Foundation were not historically included in the university's operating budget. In addition, budget increases for software licenses and professional services were offset by the reclassification of remitted fees to employee benefits, an internal service activity as a reduction of expense in the service department budget. The decrease in repairs and maintenance is also the result of internal service activity. The capital outlay decrease is due to various reductions in computer, office, and other equipment budgets across campus. The final component of the annual budget is a slight increase in the net transfers between university funds. The proposed budget reflects a comprehensive financial plan for the coming fiscal year, including unrestricted operating, designated, and auxiliary funds.

In summary, student fees, state appropriations, and auxiliary enterprises remain the key revenue drivers for the University. Despite a reduction in state appropriations, the University has maintained financial stability through increases in other revenue categories. Employee benefits expense, driven primarily by increased medical insurance costs, placed significant pressure on the budget. However, strategic spending adjustments across other categories helped offset the impact from that. The Unrestricted Operating Budget represents a balanced and disciplined financial plan for the upcoming year and outlines how USI intends to allocate available resources to support students, faculty, staff and university operations.

Chair Ryan commented that this is a challenging time for everyone, especially with the holdback from the state and commended the team for putting together a very comprehensive budget package. She also commended Vice President LaGrange and President Bridges for working with our local delegation to be on the forefront of this issue with our state officials.

On a motion by Mr. Cox, seconded by Mr. Solliday, the 2026-2027 annual operating budget was approved.

D. APPROVAL OF AUTHORIZATION OF FINANCIAL AID AWARDS

Chair Ryan called on Vice President Sickman. Pursuant to Indiana Code 21-15-2-1, which provides for awarding financial aid to students from existing resources, the University of Southern Indiana Board of Trustees delegates to the President of the University of Southern Indiana the responsibility to approve financial aid recommendations for students within the 2026-2027 budgetary capabilities. Trustee authorization will allow the University to ensure students receive the resources vital for their academic success.

On a motion by Ms. Keck, seconded by Mr. Kinney, the authorization was approved.

E. REPORT OF CONSTRUCTION CHANGE ORDERS AUTHORIZED BY THE VICE PRESIDENT FOR FINANCE AND ADMINISTRATION

Chair Ryan called on Vice President Sickman for a report. Exhibit II-D contains one change order related to the ongoing renovation of the Health Professions Center exceeding the $50,000 threshold limit requiring approval by the Construction Committee via email according to policy. The contractor found the subfloor was cracked and needed to be replaced when they removed the current flooring. The same circumstance existed in the north restrooms found during the demolition work there. That work was approved with change order number 004 in 2025. The remaining change orders for the University Home and the Wright Administration renovation / addition are below the threshold requiring approval by the Construction Committee. They are provided for informational purposes.

F. REPORT ON CURRENT CONSTRUCTION PROJECTS

Chair Ryan called on Vice President Sickman for a report on the status of current construction projects. Exhibit II-E includes a summary of the costs and funding sources for each project. Several changes to the summary were incorporated since the last report provided by Jim Wolfe in May. Of note, substantial changes to some of the amounts listed resulted from questions posed by Trustee Cox when we were seeking approval of the recent change order mentioned in agenda item E. The amounts in the exhibit have been updated to show the current budget for each project. The previous amounts shown were the original cost estimates for the projects and were not updated when bids were awarded to reflect the actual project budgets. This change can be seen, most notably in the shift of dollars between the Health Professions Renovation/Addition Phase IV and the Wright Administration Renovation/Addition. Dollars between those projects were reallocated based on the contractor bids, but that reality was not reflected by the original cost estimates. Also, USI updated some of the funding sources to distinguish between cash funded appropriations by the state and debt funded projects.

Finally, USI updated some of the planned completion dates to reflect the current state of each project. For future meetings, USI plans to change the format of the summary to provide the original budget, budget adjustments from change orders, and current budget for each project under construction. For projects in design, we will provide the estimated cost for each project. These changes are intended to improve the usefulness and transparency of the information delivered to the Board.

Mr. Sickman introduced John Reis, Construction Project Manager, to provide an update on the current construction projects listed in Exhibit II-E. In addition to providing status summaries for the current projects, Mr. Reis fielded questions from the Trustees regarding the lighting in classroom ED1101.

SECTION III - PERSONNEL MATTERS

A. REPORT OF THE PRESIDENTIAL COMPENSATION AND EVALUATION COMMITTEE

Chair Ryan called on Trustee Kinney for a report from the Presidential Compensation and Evaluation Committee. The Presidential Compensation Evaluation Committee membership includes Trustees Keck, Romain and Ryan, with Trustee Kinney serving as chair. Trustee Kinney thanked his colleagues for assisting with the necessary work to provide President Bridges an assessment of his first year as USI President. Although the Committee was behind the procedural timeline due to the later appointments filling Trustee vacancies in 2025-2026, the Committee followed the updated presidential review policy adopted by the Board in January 2022 and updated in April of 2024. The process includes receiving confidential feedback from campus constituents and external community partners. The Committee has provided its feedback to the rest of the Board and its recommendation for President Bridges' upcoming assessment year. Chair Kinney provided an overview of the questions asked, along with a summary of the feedback received from the survey. This coupled with a self-evaluation from President Bridges served as the inputs for the following comments.

There were 31 surveys sent to:
- 14 staff members, including the seven of the President's direct reports
- Four students
- 11 community members
- Three administrators

The Committee received 22 responses for a 71% response rate. The responses came from 13 staff members, two students, four community members, and three administrators. Trustee Kinney noted that because of the timeline delay, a good sample size of the students was not garnered due to summer break. To rectify this, the Committee plans to send the survey in April 2027 to ensure more student input. The five prompts were:

1. Briefly describe your work and interaction with President Bridges over the past year.
2. In what ways do you think President Bridges was especially effective over the past year?
3. What are the ways President Bridges might have been more effective over the past year?
4. What advice do you have for President Bridges for the upcoming year?
5. What else would you like the Board to consider or be aware of for this initial evaluation of President Bridges' leadership and performance on behalf of USI?

Mr. Kinney addressed President Bridges stating, "based on this report, your performance in the first year as president of the University of Southern Indiana, has been outstanding." Trustee Kinney noted the President's significant community involvement serving on various boards, meeting with regional school leaders, Alumni engagements and connecting with key businesses and local industry in rebuilding trust in USI, an attribute that comes naturally. Two major themes developed from the self-evaluation and the survey feedback–energy and excitement. The Trustees value all that Mr. Bridges brings to the president's role.

Chair Ryan also acknowledged and praised President Bridges for demonstrating exceptional leadership during his first year, especially considering the environment in which he inherited. He has established credibility across the institution through collaboration and transparency. That was evident in the feedback Trustee Kinney provided from the surveys. His thoughtful leadership has fostered confidence throughout the university community. Chair Ryan noted the Board recognizes President Bridges for an outstanding first year. Lastly, regarding the president's compensation, the Board will maintain his compensation at its current level to coincide with what is happening across the campus community and the budgetary adjustments due to the state holdbacks.

B. REPORT ON FACULTY, ADMINISTRATIVE, AND STAFF RETIREMENTS

Chair Ryan called on Provost Blunt to review the following faculty, administrative, and staff retirements.

Professor of Marketing, <u>Sang T. Choe</u> in accordance with the revised retirement policy, will retire effective July 1, 2027, after 42 years of service, including leave with pay from January 1, 2027, to June 30, 2027.

Professor of Computer Information Systems, Abbas Foroughi in accordance with the revised retirement policy, will retire effective July 1, 2027, after 44 years of service, including leave with pay from January 1, 2027, to June 30, 2027.

Professor of Engineering, Paul A. Kuban in accordance with the revised retirement policy, will retire effective July 1, 2027, after 31 years of service, including leave with pay from January 1, 2027, to June 30, 2027.

Administrative Associate, Tina M. McCalment in accordance with the regular retirement policy, retired on June 6, 2026, after 11 years of service.

Professor of German, Director of the Center of Communal Studies, and Associate Dean of the College of Liberal Arts, Silvia A. Rode in accordance with the revised retirement policy, will retire effective July 1, 2027, after 20 years of service, including leave with pay from January 1, 2027, to June 30, 2027.

Professor of Online Journalism, Chad R. Tew in accordance with the revised retirement policy, will retire effective July 1, 2027, after 23 years of service, including leave with pay from January 1, 2027, to June 30, 2027.

Senior Payroll Assistant, Lisa G. Wulff in accordance with the regular retirement policy, retired on July 1, 2026, after 15 years of service.

C. APPROVAL OF EMERITUS STATUS

Chair Ryan called on Provost Blunt for approval of the following emeritus titles. On a motion by Mr. Romain, seconded by Mr. Kinney, the emeritus titles were approved.

Professor Emeritus of Marketing Sang T. Choe

Professor Emeritus of Computer Information Systems Abbas Foroughi

Professor Emeritus of Engineering Paul A. Kuban

Professor Emerita of German, Director Emerita of the Center of Communal Studies, and Associate Dean Emerita of the College of Liberal Arts Silvia A. Rode

Professor Emeritus of Online Journalism Chad R. Tew

There being no further business, the meeting was adjourned at 11:20 a.m.

Respectfully submitted,

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Jeffrey L. Knight
Secretary

MISCELLANEOUS FEES FOR 2026-2027

Fee Name	2026-27 Fee		2025-26 Fee		Last Changed
Application Fee	40.00	one time	40.00	one time	08/20/12
Archie's Book Bundle	27.00	per credit hour	24.00	per credit hour	03/03/22
Assessment Fee	150.00	one time	150.00	one time	08/24/15
Athletics Fee	240.00	per semester	240.00	per semester	08/18/25
Audit Fee (plus applicable lab fee)	50.00		50.00		08/22/16
College of Liberal Arts Fee^	80.00	per semester	80.00	per semester	08/18/25
Comprehensive Learning Fee^	200.00	per semester	200.00	per semester	08/18/25
Computer Science Program Fee^	400.00	per semester	400.00	per semester	08/18/25
Counseling Services Fee	80.00	per semester	80.00	per semester	08/18/25
Departmental Challenge Exam Fee	50.00	per credit hour	50.00	per credit hour	08/24/20
Departmental Exams Fee	25.00		25.00		08/22/16
Engineering Undergraduate Program Fee^	500.00	per semester	500.00	per semester	08/18/25
Enrollment Fee	150.00	one time	150.00	one time	08/22/16
Health Professions Insurance*	20.00	per applicable course	20.00	per applicable course	08/20/12
Housing Student Activity Fee	0.00		25.00	per semester	08/20/12
International Student Fee	200.00		200.00		08/20/18
Kinney College of Nursing and Health Professions Fee^	200.00	per semester	200.00	per semester	08/18/25
Laboratory Fee (College of Science, Engineering, Education)*	75.00	per applicable course	75.00	per applicable course	08/24/15
Laboratory Fee (all other colleges) *	50.00	per applicable course	50.00	per applicable course	08/20/12
Matriculation Fee (all new and transfer students)	175.00	one time	175.00	one time	08/22/16
Nursing Program Fee (BSN)^	500.00	per semester	500.00	per semester	08/18/25
Nursing Program Fee (DNP)	150.00	per credit hour	150.00	per credit hour	07/01/14
Nursing Program Fee (MSN)	100.00	per credit hour	100.00	per credit hour	07/01/14
Occupational Therapy Clinical Fee*	75.00	per applicable course	75.00	per applicable course	08/20/12
Occupational Therapy Program Fee (MSOT)	100.00	per credit hour	100.00	per credit hour	07/01/14
Occupational Therapy Program Fee (OTD)	150.00	per credit hour	150.00	per credit hour	08/18/25
Online Learning Non-Resident Delivery Fee	50.00	per credit hour	50.00	per credit hour	08/24/15
Payment Plan - Late Fee	50.00		50.00		08/20/18
Payment Plan - Special Arrangement Fee	25.00		25.00		08/23/21
Pott College of Science, Engineering and Education Fee^	150.00	per semester	150.00	per semester	08/18/25
Prior Learning Assessment Fee	250.00		250.00		08/24/20
Respiratory Therapy Program Fee^	500.00	per semester	500.00	per semester	08/18/25
Romain College of Business Fee^	80.00	per semester	80.00	per semester	08/18/25
Social Work Program Fee - Undergraduate^	200.00	per semester	200.00	per semester	08/18/25
Social Work Program Fee - Graduate	50.00	per credit hour	50.00	per credit hour	08/21/17
Special Course Fee (varies by course; maximum amount) *	350.00	per applicable course	350.00	per applicable course	08/21/17
Student Activity Fee	100.00	per semester	100.00	per semester	08/22/16
Study Abroad Fee	300.00		300.00		08/22/16
Transcript Fee (maximum amount)	50.00		50.00		08/22/16
Themed Learning Community Fee	15.00	per semester	15.00	per semester	08/20/12
University Division College Fee^	80.00	per semester	80.00	per semester	08/18/25

* graduate students only
^ full-time rate (part-time rate is half of listed amount)

All fees listed above are effective 8/17/26.

SCHEDULE OF STUDENT FEES AND OTHER MANDATORY FEES
2026-27

STUDENT FEES 2026-27
(per semester credit hour)

	UNDERGRADUATE		GRADUATE	
	Resident	Non-Resident	Resident	Non-Resident
Contingent	$205.61	$205.61	$353.36	$353.36
Academic Facilities	53.63	53.63	53.63	53.63
Student Services	29.95	29.95	29.95	29.95
Technology	10.00	10.00	10.00	10.00
Non-Resident		428.04		428.39
Total	$299.19	$727.23	$446.94	$875.33

Prior Year Student Fees for Comparison

STUDENT FEES 2025-26
(per semester credit hour)

	UNDERGRADUATE		GRADUATE	
	Resident	Non-Resident	Resident	Non-Resident
Contingent	$187.83	$187.83	$335.58	$335.58
Academic Facilities	71.41	71.41	71.41	71.41
Student Services	29.95	29.95	29.95	29.95
Technology	10.00	10.00	10.00	10.00
Non-Resident		428.04		428.39
Total	$299.19	$727.23	$446.94	$875.33

OTHER MANDATORY FEES

University Services Fee

8 or more credit hours per semester	$30.00
More than 3 and fewer than 8 credit hours per semester	$22.75
3 or fewer hours per semester	$10.00

The University Services Fee amounts shown above are for 2026-27

UNRESTRICTED OPERATING BUDGET SUMMARY

	Approved Budget 2025-26	Budget Change	Proposed Budget 2026-27
REVENUES			
State Appropriations	64,505,647	(5,505,945)	58,999,702
Student Fees	78,668,902	1,345,009	80,013,911
Auxiliary Enterprises	25,024,717	1,326,933	26,351,650
Gifts	1,389,784	7,474,666	8,864,450
Other Income	9,898,929	(1,072,072)	8,826,857
Fund Balance	2,222,826	334,175	2,557,001
TOTAL	181,710,805	3,902,766	185,613,571

	Approved Budget 2025-26	Budget Change	Proposed Budget 2026-27
EXPENSES			
Salaries and Wages	72,569,093	(2,182,193)	70,386,900
Benefits	24,002,920	4,248,827	28,251,747
Supplies and Other Services	66,885,093	3,453,914	70,339,007
Repairs and Maintenance	4,644,627	(1,495,848)	3,148,779
Capital Outlay	2,583,932	(1,102,494)	1,481,438
Net Transfers Out	11,025,140	980,560	12,005,700
TOTAL	181,710,805	3,902,766	185,613,571

Summary of Construction Change Orders
Authorized by the Vice President for Finance and Administration

HEALTH PROFESSIONS RENOVATION PHASE IV

Empire Contractors – General Contractors

CO 014 **$ 86,671**

South restroom leveling and fixture rework to match existing corridor floor elevation, add blocking for vanities and women’s restroom partition as required to extend walls past new vanity and partition; provide 6” stud above existing wall on vanity and extend above ceiling, re-work plumbing rough ins for new fixtures.

UNIVERSITY HOME IMPROVEMENTS AND UPDATING

Empire Contractors – General Contractors

CO 001 **$ 19,124**

Light fixture replacement, modifications of exterior door, basement plumbing modifications; casework deduction for closet, water main isolation valve replacement; lower-level concrete patio deduction; fur out existing master bathroom wall, move and reinsulate pipe.

WRIGHT ADMINISTRATION RENOVATION/ADDITION

Empire Contractors – General Contractors

CO 003 **$ (505)**

Credits for floor boxes in Forum I and University-requested changes to Communications and Marketing Reception Room 1101 less University-requested changes to Office of Institutional Equity and IT areas.

Summary

Construction Projects

July 9, 2026

Recently Completed

University Creative and Print New Building

Project Cost **$ 3,500,000**

Funding Source: Series N Student Fee Bonds

Planned Completion: March 2026

New Harmony Double Log Cabin Roof Replacement

Project Cost **$ 135,000**

Funding Source: New Harmony Project Reserve

Planned Completion: April 2026

Projects Under Construction

Health Professions Renovation/Addition Phase IV

Project Cost **$ 43,475,000**

Funding Source: Legislative Appropriation - 2023

Planned Completion: November 2027

Wright Administration Renovation/Addition

Project Cost **$ 38,059,000**

Funding Source: Legislative Appropriation - 2023

Planned Completion: December 2027

Physical Plant Boilers 1 & 2 Replacement

Project Cost **$ 1,683,000**

Funding Source: State Repair and Rehabilitation

Planned Completion: December 2026

<u>Center for Applied BusinessTechnologies, Romain College of Business</u>

Project Cost	**$**	**1,300,000**

Funding Source: USI Foundation

Planned Completion: August 2026

<u>University Home Improvements and Updating</u>

Project Cost	**$**	**1,250,000**

Funding Source: Series N Student Fee Bonds

Planned Completion July 2026

<u>David L. Rice Library - Starbucks Renovation</u>

Project Cost	**$**	**875,000**

Funding Source: Sodexo

Planned Completion: August 2026

<u>New Harmony Beal/Dr. Houses Renovation</u>

Project Cost	**$**	**795,000**

Funding Source: Lilly Grant

Planned Completion: January 2027

<u>STEM Discovery Lab, Rice Library</u>

Project Cost	**$**	**730,000**

Funding Source: USI Foundation

Planned Completion: June 2026 (currently in use)

<u>Orr Center Lower Level Partial Renovation for Online and Adult Learning, and Student Financial Success Center</u>

Project Cost		**$**	**625,000**
Funding Source: Special Projects	$379,857		
State Repair and Rehabilitation	$245,143		

Planned Completion: July 2026

Education Center Classroom, ED1101, Renovation

Project Cost	**$**	**625,000**

Funding Source: State Repair and Rehabilitation

Planned Completion: August 2026

Liberty Arena Lighting and Controls Replacement

Project Cost	**$**	**125,000**

Funding Source: State Repair and Rehabilitation

Planned Completion: August 2026

Science Center AHU-01 Cold Deck Drain Pan

Project Cost	**$**	**55,000**

Funding Source: State Repair and Rehabilitation

Planned Completion: July 2026