

## MINUTES

### UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

July 10, 2025

The University of Southern Indiana Board of Trustees met on Thursday, July 10, 2025, in the Griffin Center on campus. Present were Chair Christina M. Ryan and Trustees John M. Dunn; Christine H. Keck; C. Wayne Kinney '77; and Jeffrey L. Knight. Trustee Ronald D. Romain '73 was absent. Also in attendance were President Steven J. Bridges '89 M'95; Provost Shelly B. Blunt; Vice President for Marketing and Communication Kindra L. Strupp M'22; Vice President for Development Andrea R. Gentry '05; Vice President for Student Affairs Abeer A. Mustafa; Vice President and Director of Athletics Jon Mark Hall; Director of Internal Audit Bradley V. Will; Faculty Senate Chair T. Kyle Mara and Student Government Association President Alicia C. Cotton '26.

Ms. Ryan called the meeting to order at 10:38 a.m.

#### SECTION I – GENERAL AND ACADEMIC MATTERS

##### A. APPROVAL OF MINUTES OF MAY 9, 2025, AND JUNE 5, 2025, MEETINGS

On a motion by Mr. Kinney, seconded by Mr. Dunn, the minutes of the meetings on May 9, 2025, and June 5, 2025, of the Board of Trustees were approved.

##### 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 4, 2025, on campus in the Griffin Center.

##### C. APPROVAL OF POLICY REVISIONS AND DELEGATION OF AUTHORITY – HEA1001

Chair Ryan called on Provost Blunt to review the resolution in Exhibit I-A. Dr. Blunt explained this resolution responds to and is compliant with recent legislative changes enacted through House Enrolled Act 1001 of the 124th Indiana General Assembly, which mandates the establishment of a post-tenure review process and other policy updates. The resolution also delegates authority to the President and Provost in collaboration with Faculty Senate leadership to implement and administer the changes in accordance with the principles of shared governance.

Dr. Blunt thanked Dr. Nick Rhew and Dr. Kyle Mara for their leadership in the development of the post-tenure review policy and process and asked the Board of Trustees for their formal consideration and approval of the resolution in Exhibit I-A as recommended.

On a motion by Ms. Keck, seconded by Mr. Knight, the resolution in Exhibit I-A was approved.

##### D. PRESIDENT'S REPORT

Chair Ryan called on President Bridges for a report. President Bridges began by welcoming Dr. Abeer Mustafa, Vice President for Student Affairs, to her first Trustees meeting. She brings incredible experience and energy to this position. Dr. Mustafa thanked everyone for the warm welcome and expressed her excitement to be at USI. Throughout her career, she has been passionate about students and the student experience on campus, particularly, what students "feel," and their sense of belonging. She plans to work collaboratively across campus with colleagues to enhance the experience for all students at USI.

The Board Retreat and Executive Session originally planned for today will be rescheduled. With three open Trustee positions and one Trustee unavailable today, past chair Keck and now chair Ryan agreed that postponing was the best option. This is the best approach for the USI campus, with a new President, it is optimal to have the full Board involved and engaged in such important topics. The President's office has been in contact with the Governor's office staff and Governor Braun directly through Trustee Kinney. Governor Braun

is aware of our need for the three appointments. The Trustee appointments for Indiana University are now complete with the Governor's announcement on July 1, appointing three additional Trustees to IU's board. This should signal that the remaining board appointments may follow very soon.

In May, we hosted Tom White, President and CEO of Explore Evansville, on campus for lunch and a campus tour. Mr. White was impressed with USI's campus and has since reached out to see if Explore Evansville could be included in future notifications for events, news, and press releases regarding USI. Mr. White wants to assist in promoting USI as an Evansville point of pride and community asset.

The Vice President for Finance and Administration search is in progress with Dr. Shelly Blunt as search chair. The work is well underway, as the job posting and advertising are complete, and several applications have been submitted, with more coming in daily.

The Inauguration Committee has been appointed and has already conducted several meetings. More work than imaginable has been done in preliminary planning for the actual ceremony. Please save the date of Thursday, October 16, 2025, for this event. Information regarding all corresponding events and activities occurring this fall will be released over the next several weeks.

The search for the Vice President for Government Affairs and General Counsel will be chaired by Vice President Strupp. The job description is near finalization and will be advertised soon.

USI recently was notified that former Trustee Steve Shank, who served from 2008 to 2012, died on July 5. Services will be held today, July 10, in Indianapolis. Mr. Shank was appointed by Governor Mitch Daniels and was a USI alumnus class of 1972.

The first annual Office Olympics presented by Garmong Construction will be held on Friday, August 1, on USI's campus. Registration is at 9:00 a.m. that day, and the games begin at 10:00 a.m. There will be three divisions:

- Division 1: Non-profits – 12 team members
- Division 2: 1–74 employees – 24 team members
- Division 3: 75+ employees – 36 team members

Events include:

- Pickleball: 2 players
- Cornhole: 2 players
- Tug of War: 6 players

All other games ("Good Sports" events) are open to all — no pre-registration required. Games are usually played in teams of 3, and participation is on the honor system.

Extra activities include:

- Hype Hop Dance and Yoga
- 5K Run/Walk

The events will most likely be sponsored afterwards by Icy Hot and ibuprofen!

Historic New Harmony hosted its Firefly Festival on June 27-28. Activities included food trucks, children's art activities, and the Atheneum Museum was open for festival goers. The festival was well attended. President Bridges had the opportunity to enjoy the event with his wife, Rosemary, their son, and their grandchildren.

The University Home renovation plans are with USI Facilities and Planning, along with the architect, to begin the bidding process for construction.

The summer Pathways program began on June 20 and is going well for our student participants. The President welcomed the new cohort and their families at their "Family Dinner" that evening, which culminated the move-in activities that day.

USI has offered many camps on campus this summer including:

- College of Liberal Arts Summer Academy (Grades 9-12) June 2-6
- Explore USI Summer Series, 2-day mini-camps in Pott College (Grades 9-12) June 4-July 22
- Summer Robotics and Science Camp (Grades 6-8) June 3-27

- Aucoin Volleyball Camps (Grades 5-12)
- Rick Stein Basketball Camp (Grades 9-12) June 22
- Stan Gouard Basketball Camps (All ages) Youth Camp, Team Camp and Elite Camp
- Coach Ram Baseball Camps (Ages 5-13) offered throughout summer
- USI Women's Soccer Camp (Ages 7-18) weekly June 4-July 23

All provide great opportunities for potential students and for parents seeking to keep their children engaged, active, and intellectually challenged over the summer break.

President Bridges announced he will attend AASCU's New President Academy July 23-26 in Carlsbad, California. First lady Rosemary Bridges will also participate in AASCU's Presidential Spouses program. He will also be out of the office for a few days during the week of July 14 and two days before the conference begins on July 23.

President Bridges called on Provost Blunt for a report from Academic Affairs. Dr. Blunt began by proudly sharing recent accomplishments of USI faculty and staff who consistently go above and beyond expectations in their work. These successes reflect the strength and dedication of the USI community and raise our visibility and reputation.

Dr. Blunt announced USI has been designated a Collegiate Purple Star of Indiana institution by the Indiana Commission for Higher Education. This designation recognizes USI's commitment to supporting military-affiliated students and helping them translate their military experience into academic success. USI earned a Tier 2 designation meeting 37 standards across eight key areas from admissions and financial aid to student services and career engagement. This significant achievement is a tribute to Joel Matherly and the team in the Veteran, Military, and Family Resource Center for their outstanding work in supporting our student veterans.

Dr. Amy Montz, professor of English, has been awarded a Fulbright U.S. Scholar Award, and is the first USI faculty member in a decade to receive this honor. She will spend six months in Manchester, United Kingdom, conducting research on 19th century author Elizabeth Gaskell. Her project will explore Gaskell's writings, personal papers, and even Victorian fashion while examining modern interpretations of her work, like the BBC's *North and South*. She will be working at the University of Manchester in the John Rylands Library, which houses the Elizabeth Gaskell collection, and will focus on the themes of gender, class, nationalism, and meaningful contributions to literary scholarship. Dr. Montz will also be writing a book at the conclusion of her Fulbright.

On Wednesday, July 9, USI hosted an Adult Learner Expo, a virtual event designed to support adults who are considering returning to school. Organized by USI Online and Adult Learning and the School of Graduate Studies, the event covered a wide range of topics, from earning credit for prior learning to navigating online education and how to pay for school. This is just one of the many ways USI is reaching out to prospective students and helping them take the next step in their educational journey.

President Bridges called on Vice President and Director of Athletics Jon Mark Hall for an Athletics report. On Monday, June 23, USI received the call from the NCAA to inform us of the Division I Board of Governors' decision to officially approve USI as a full-fledged Division I member. Needless to say, we were excited to receive the call, as it was what we worked tirelessly for over a four-year period to receive.

On June 24th, President Bridges led a press conference to let our constituents, and the community know of this wonderful achievement. Now we have more work ahead as the fall athletic seasons are right around the corner.

The men's and women's basketball teams will be on campus for summer workouts which are allowed by the NCAA for Division I institutions. Women's soccer will be the first team to fully report at the end of July.

Basketball season tickets go on sale on Monday, July 14. Mr. Hall encouraged those who can't make all the games, to get a few tickets and give them to family, friends or community members to enjoy USI basketball. The upcoming season, with the chance to make the NCAA men's and women's basketball tournament at the end of the year, will be even more exciting.

The Varsity Club held their golf outing at Cambridge mid-June and raised approximately \$30,000. President Bridges and Trustee Kinney were in attendance. The Varsity Club's next event, the Steak Fry n' Auction will be

held on September 11 at the Discovery Lodge in Burdette Park.

President Bridges welcomed Dr. Kyle Mara back as Faculty Senate chair and asked him to provide a report. Dr. Mara expressed his pleasure in serving the University and faculty in this role again and looks forward to the work Senate will complete this year.

While most faculty are currently away from campus during the summer semesters, many are continuing their work on scholarship, course development, and student recruitment. Faculty continues to help support the mission and strategic plan of USI through research service and their dedication to the education of our students.

With much of the academic work completed in May, Faculty Senate has been relatively quiet, with one notable exception. Senate met in a special session to discuss, edit, and approve the new tenure review policy presented to the Board earlier in this agenda. Faculty recognize the new policy is required by law and appreciate the provost for involving faculty in the creation of the post-tenure review policy.

Lastly, Dr. Mara thanked outgoing Senate Chair, Dr. Nick Rhew, Associate Professor of Management, for his leadership over the last year. Dr. Rhew could not attend the Trustee meeting as he is leading a small group of students in Germany for a study abroad opportunity.

Dr. Mara plans to continue working on Senate reforms during his time as Senate chair and maintaining the productive relationships that have been established and cultivated with both the president and provost. The University is stronger when faculty administrators work together and maintain open and honest communication.

President Bridges called on new Student Government Association (SGA) President Alicia Cotton for a report. Ms. Cotton began by apologizing for her absence from the May meeting and officially introduced herself to the Board.

SGA has finalized their plan for Welcome Week, and will be hosting students on the quad, Saturday, August 16, with Kona Ice, prizes, field games, and tables with information about Student Government. SGA is collaborating with the Dean of Students Office for this event.

SGA has also began planning for other events occurring during the fall semester, such as SGA's birthday and a listening session. Former SGA president, Tamia Smith, introduced the idea of a listening session last year, and SGA wants to continue holding this event, each semester, as it provides students with a safe space and opportunity to present any questions or concerns, they may have. SGA hopes to conduct the first listening session halfway through the semester, allowing time for student government members to be ready to address student questions.

This summer, Ms. Cotton has been using what she learned last year as SGA's executive vice president to further make positive changes within the organization, such as giving freshmen positions less responsibility. This will be done through changes to SGA's constitution and bylaws to make some positions less time-consuming so students may have a chance to serve, represent their groups, and engage in other organizations on campus. After receiving feedback from members of the Student Veterans Association, the presidents of Interfraternity and Panhellenic Councils, and incoming freshmen, SGA's executive board decided to make the changes to ensure all students have a voice and are properly represented. As such, a goal for this academic year is to increase SGA membership and to teach representatives how to properly advocate for their designated groups on campus. As president, Ms. Cotton has begun reaching out to departments on campus to invite them to speak at SGA meetings, to inform members about what it is they do and what they offer.

President Bridges concluded his report noting the information regarding season tickets for USI Men's and Women's Basketball in the Trustee's handouts and announced the next USI golf outing will be in September hosted by the Alumni Association.

## **SECTION II – FINANCIAL MATTERS**

### **A. APPROVAL OF MISCELLANEOUS FEES FOR 2025-2026**

Chair Ryan called on Mr. Brad Will for approval of Miscellaneous Fees for 2025-2026. Mr. Will directed the Trustees to Exhibit II-A. Miscellaneous fees are non-mandatory, meaning they are paid by some, but not all students based on their program, course, or activities they undertake. In addition to the routine miscellaneous fee adjustments that are typically recommended, the Budget, Accounting, and Bursar teams have been working to revise the miscellaneous fee structure. The goals of the revisions are to simplify student billing statements, reduce the volume of billing questions, and improve the ability of students to budget for the cost of their education by spreading fees more evenly over their academic journey.

The revisions will be implemented in two phases, with Phase 1 focusing on undergraduate fees for academic year 2025-2026. Phase 2 will revise the graduate miscellaneous fee structure for academic year 2026-2027. The following are highlights of the fee revisions recommended in Exhibit II-A.

Revisions are presented in three general categories: 1) routine fee adjustments and eliminations, 2) replacement of fees, and 3) changes in program fees.

For routine fee adjustments, USI is requesting an increase to the athletics fee from \$180 to \$240 per semester in accordance with the Division I transition plan. Additionally, we are requesting a \$5 per semester increase in the Counseling Services fee from \$75 to \$80 per semester and the addition of a \$150 per credit hour program fee for the new Doctor of Occupational Therapy program. USI is also requesting approval to eliminate the Health Informatics program fee and the Respiratory Therapy Advanced Life Support fee.

USI is requesting approval to replace the online learning fee of \$50 per course and the transportation fee of \$160 per semester with the comprehensive learning fee of \$200 per semester. The rate presented is the full-time rate. This change is applicable to both undergraduate and graduate students. The part-time rate is half of the amount. It should be noted that most students will realize a slight decrease in these fees of \$10 to \$20 per semester as a result of this change.

USI requests to replace undergraduate laboratory fees and special course fees that have historically been charged per course, with a per-semester fee. The fees vary by college as necessary to support maintenance, repair, and replacement of facilities and equipment specific to those colleges. The rates presented are full-time rates. The part-time rate would be half the amount. A college fee of \$80 per semester for the Romain College of Business, the College of Liberal Arts, and University Division is being requested. For the Kinney College of Nursing and Health Professions and the Pott College of Science, Engineering, and Education, USI is requesting a fee of \$200 per semester and \$150 per semester respectively. The establishment of these fees by semester will help students avoid unanticipated increases in their bills by replacing course-specific fees and spreading them over a longer period of time. When compared to the former method of the fee assessment, the annual impact to students will vary depending upon their course schedule. However, USI anticipates that students will not see a significant increase in the total fees paid versus the former method over the course of their time at the university.

On a motion by Mr. Kinney, seconded by Ms. Keck, the Miscellaneous Fees for 2025-2026 in Exhibit II-A were approved.

### **B. REVIEW OF SCHEDULE OF STUDENT FEES AND OTHER MANDATORY FEES FOR 2025-2026**

Chair Ryan called on Mr. Brad Will for a review of mandatory student fees for 2025-2026. Exhibit II-B provides a reminder of student fees and other mandatory fees approved by the Board of Trustees at the June 5, 2025, special meeting. The 2025-2026 total hourly rate was approved at that meeting but the specific allocations to the fee categories such as contingent, academic facilities, student services and technology fees were developed as part of the basis for this year's budgeting process. This information is provided for reference purposes only and no further approval is required.

### **C. APPROVAL OF ANNUAL OPERATING BUDGET**

Chair Ryan called on Mr. Brad Will, who introduced Amy Fisher, Director of University Budgeting, to present the 2025-2026 Operating Budget in Exhibit II-C for approval.

A top priority of the University is effectively and responsibly allocating university resources. Although this budget cycle has been challenging, the University's historically conservative budgeting approach has allowed changes that accommodate the reduction in funding while continuing to move the University forward.

To begin, USI considered the reduction in state funding and the changes that were needed to balance the budget. The total of the 5% reduction in state appropriation was \$2,747,125. Faculty and staff compensation continues to be a top priority for the University. The need to appropriately compensate and retain our employees and continue to hire qualified employees within the budget continues to be a critical funding need. For 2025-2026, the University has provided a 2% salary increase pool to fund across the board and merit increases for employees. The estimate for the salary increases and corresponding FICA and retirement increase totals just over \$1.4 million.

In reviewing budget versus actual trends over the past several years, it was noted that the percentage of vacant positions in the operating budget has been trending upward, with an average percentage over the past 5 years of 8.3%. To be conservative, a 3.5% vacant position estimate was used toward balancing the budget. The amount in the exhibit includes 3.5% of the total salary budget, as well as FICA and retirement contribution on that amount. Currently, there is no outstanding debt for housing. Housing revenues can be directed to the annual operating budget to help offset the reduction in state funding. Finally, the amount the USI Foundation sends to the University for administrative services has increased by over \$54,000. By making these changes to the budget, the total reduction from the state has been balanced.

Ms. Fisher provided a summary of the budget included in Exhibit II-C, including the sources of funding. The largest source of revenue in the University's operating budget continues to be State Appropriations, followed by Student Fees, Other Income, and Fund Balance. She noted an increase in Student Fee revenue from last year's budget, related to USI's partnership with Risepoint (formerly Academic Partnerships) to deliver online degree programs. Previously, USI only budgeted the net student revenue reduced by associated costs for these programs. A change was made to the 2025-2026 budget to reflect the gross revenues and expenses to match how USI accounts for these programs and to simplify budget analysis efforts. She noted the expense is showing as an increase in the supplies and expense line in the major expense classification and in the administration and general line in the functional expenditure classification. This is only a change in budget methodology; the bottom-line effect of this change is zero. The decrease in personal services reflects the 2% salary increase, along with the 3.5% vacant position savings that was built into the budget.

Ms. Fisher reviewed the major revenue classifications for fiscal year 2025-2026. State appropriations of 48% and student fees of 41% continue to make up the majority of total revenue. USI's reliance on other income sources continues to increase as state appropriations decline. It is clear we are a people driven industry when looking at the major expense classifications of the budget. Personal services, including salary and benefits, constitute the largest expense class at 65.7% of the total budget. The functional classification of the budget shows the largest share is allocated to Instruction at 44.1%. The four classifications that directly serve students -- Instruction, Academic Support, Student Services, and Institutional Student Aid, comprise 69% of the total budget, while Administration and General and Operation and Maintenance of Plant comprise a total of 31%.

#### **D. APPROVAL OF AUTHORIZATION OF FINANCIAL AID AWARDS**

Chair Ryan called on Mr. Brad Will. USI is seeking approval of the following authorization: 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 2025-2026 budgetary capabilities.

On a motion by Mr. Kinney, seconded by Mr. Knight, the Authorization of Financial Aid Awards was approved.

#### **E. UPDATE ON CURRENT CONSTRUCTION PROJECTS**

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

## **F. REPORT OF CONSTRUCTION CHANGE ORDERS AUTHORIZED BY THE PRESIDENT**

Chair Ryan called on Mr. Brad Will for a report of construction change orders. Exhibit II-E contains change orders related to the Wellness Center, Creative and Print Services Building, and the Health Professions projects. Five of the change orders are below the \$50,000 amount that would require Board approval. The changes included additional access controls and hardware for two doors in the Wellness Center and soil remediation, additional automatic door operators, and HVAC and electrical enhancements to support a large format, high speed printer in the Creative and Print Services Building. The changes in Health Professions Phase III included additional data and electric connection lines and additional casework for the Radiology and Simulation Labs, additional wall covering in the Dental lab, and modifications to casework, electrical service, and sliding glass window locks in the Nutrition Lab.

One of the change orders exceeded the \$50,000 approval authority of the President. Change order 007 for \$183,179 for Phase IV of the Health Professions project involved the addition of HVAC equipment and relocation of electrical components to maintain room temperature requirements of the CT scanner. The scanning system USI procured is newer and more powerful than the system the engineers anticipated we could acquire in the original design. The change order was presented to Trustee Keck and the Construction Committee of the Board which is composed of the Finance/Audit Committee on June 25, 2025. Trustees Knight, Kinney, and Keck approved the change order by email, as required by the procedure, and Trustee Dunn provided verbal approval by phone. The last step in the process is to present the change to the Board. This reporting step requires no further action.

## **SECTION III - PERSONNEL MATTERS**

### **A. REPORT ON FACULTY, ADMINISTRATIVE, AND STAFF RETIREMENTS**

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

Professor of Social Work, Thomas D. Bordelon in accordance with the revised retirement policy, will retire effective July 1, 2026, after 24 years of service, including leave with pay from January 2, 2026, to June 30, 2026.

Advanced Instructor in Mathematics, George Ann Griffin in accordance with the revised retirement policy, will retire effective July 1, 2026, after 38 years of service, including leave with pay from January 2, 2026, to June 30, 2026.

Executive Director of Campus and Community Strategy, Pamela F. Hopson in accordance with the revised retirement policy, will retire effective July 1, 2026, after 47 years of service, including leave with pay from January 1, 2026, to June 30, 2026.

Art Workshop Supervisor, David M. Huebner in accordance with the regular retirement policy, retired on June 28, 2025, after 31 years of service.

Associate Director of Facility Operations and Planning, Miles D. Mann in accordance with the early retirement policy, will retire effective January 1, 2026, after 37 years of service, including leave with pay from July 1, 2025, to December 31, 2025.

Senior Administrative Assistant, Terry L. McIntosh in accordance with the regular retirement policy, retired on June 21, 2025, after 12 years of service.

Teacher Education Assessment Manager and Advanced Instructor in Education, Jean C. Moore in accordance with the revised retirement policy, will retire effective July 1, 2026, after 26 years of service, including leave with pay from January 2, 2026, to June 30, 2026.

Computer Applications Training Coordinator, James E. Powers in accordance with the revised retirement policy, will retire effective July 1, 2026, after 24 years of service, including leave with pay from January 1, 2026, to June 30, 2026.

Senior Applications Administrator, Laurel A. Wilson in accordance with the regular retirement policy, will retire effective November 1, 2025, after 18 years of service.

### **B. APPROVAL OF EMERITUS STATUS**

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

Professor Emeritus of Social Work Thomas D. Bordelon

Advanced Instructor Emerita in Mathematics George Ann Griffin

Executive Director Emerita of Campus and Community Strategy Pamela F. Hopson

Associate Director Emeritus of Facility Operations and Planning Miles D. Mann

Teacher Education Assessment Manager Emerita and Advanced Instructor Emerita in Education Jean C. Moore

Computer Applications Training Coordinator Emeritus James E. Powers

Senior Applications Administrator Emerita Laurel A. Wilson



There being no further business, the meeting was adjourned at 11:23 a.m.

Respectfully submitted,

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Jeffrey L. Knight  
Secretary

**RESOLUTION OF THE BOARD OF TRUSTEES OF  
THE UNIVERSITY OF SOUTHERN INDIANA**

**(1) ADOPTION OF POLICY AMENDMENTS REQUIRED BY HOUSE ENROLLED  
ACT 1001**

**(2) DELEGATING AUTHORITY RELATED TO IMPLEMENTATION OF HOUSE  
ENROLLED ACT 1001**

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**WHEREAS**, the Indiana Code established the University of Southern Indiana ("USI") as a State Educational Institution which serves as a body corporate and politic of the State of Indiana.<sup>1</sup> USI may exercise all powers, rights, privileges, and duties conferred upon the University or its Board of Trustees by any statute enacted by the Indiana General Assembly.<sup>2</sup> The authority to manage the University is vested in the Board of Trustees.<sup>3</sup> USI and its Board of Trustees may exercise all powers necessary to conduct efficiently the affairs of the University;<sup>4</sup> and

**WHEREAS**, in the Second Regular Session of the 124<sup>th</sup> Indiana General Assembly (2025), the House and Senate enacted, and the Governor of Indiana has now signed into law, House Enrolled Act 1001; and

**WHEREAS**, House Enrolled Act 1001 requires that the Board of Trustees at the University of Southern Indiana shall establish certain policies, and

**WHEREAS**, as enacted in House Enrolled Act 1001, and consistent with IC 21-38-3.5 referenced above, Section 267 of the new Indiana Code chapter IC 21-38-3.5 requires the Board of Trustees to establish a post-tenure review process for tenured faculty members; and

**WHEREAS**, in order to further aid in the formulation and implementation of the University's policies and to execute the will of the Board of Trustees, the Board may delegate to persons employed by the Board of Trustees and others the authority that the Board of Trustees possesses; while recognizing that no manner of delegation is irrevocable;<sup>5</sup> and

**WHEREAS**, the Board now desires to implement the required policy amendments and further delegate additional authority and responsibilities for complying with House Enrolled Act 1001; and

**NOW, THEREFORE, BE IT RESOLVED**, the President and the Provost are hereby delegated authority, in consultation with the Officers of the USI Faculty Senate in the spirit of shared governance, to oversee the implementation and administration of policies outlined below as required by House Enrolled Act 1001; and

**RESOLVED FURTHER**, the following policy language shall be incorporated into the University Handbook:

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<sup>1</sup> IC 21-24-2-1

<sup>2</sup> IC 21-27-8-3

<sup>3</sup> IC 21-24-3-1

<sup>4</sup> IC 21-27-8-5

<sup>5</sup> IC 21-38-3-2

### **Post-Tenure Review**

C.13.A.8: A faculty member is required to submit a Faculty Annual Report. The faculty member's department or academic unit is responsible for faculty annual evaluations and recommendations regarding salary, reappointment, promotion, tenure, and post-tenure review. Counseling and disciplinary action are the responsibility of the department chair and academic unit head.

### **C.13.G: Post-Tenure Review**

Pursuant to IC 21-38-3.5, tenured faculty members must undergo post-tenure reviews that measure and evaluate productivity. This process is separate from and in addition to any evaluations of a faculty member's promotion of intellectual diversity.

Tenured faculty members must undergo post-tenure review in the spring of their fifth year of service in their current rank and every five years thereafter. If a faculty member applies for promotion in their fifth year in their current rank, the evaluation of their application for promotion will fulfill the post-tenure review requirement. Additionally, if a faculty member applies for and receives promotion within five years of their last promotion or post-tenure review, the faculty member's timeline for post-tenure review resets to the start of the academic year when the appointment at the promoted rank takes effect. A faculty member may request an extension of their post-tenure review timeline due to extenuating circumstances. A request for extension must be approved by the department chair or academic unit head, the dean or library director, and the provost.

Post-tenure review will consider achievements in 1) teaching (professional performance for library faculty), 2) scholarship and professional activity, and 3) service.

### **Teaching (Professional Performance for Library Faculty)**

Post-tenure, teaching performance must remain viewed as satisfactory by students, colleagues, and administrators with respect to supporting learning in alignment with program, college or library, and university goals preparation, relevance to subject matter, and organization of material. Moreover, effective teaching assumes intellectual competence and integrity, innovative and effective pedagogical techniques that stimulate and direct student learning (including experiential and/or service learning opportunities), cooperation with students and colleagues, and scholarly inquiry, which results in constant assessment and improvement of courses and curricula consistent with new knowledge. Additionally, for post-tenure review, evaluation of teaching will include consideration of the faculty member's teaching workload, the total number of students taught at the undergraduate and graduate levels, and time spent on instructional assignments and, if applicable, overseeing graduate students.

Post-tenure, professional performance for librarians must remain viewed as satisfactory by clientele, colleagues, and administrators with respect to professional and intellectual competence; creativity and initiative in the performance of responsibilities; collections; skill in pursuing user needs and in stimulating faculty and student utilization of services and resources through individual or formal instruction; and a willingness to consider, suggest, and apply new ideas and alternative approaches to services. Moreover, being an effective librarian assumes a positive professional image and integrity, creative techniques that stimulate and direct student learning, cooperation with students and colleagues, and scholarly inquiry which results in constant review of products and services consistent with new knowledge. Additionally, while IC 21-38-3.5 requires that information related to teaching workload, the total number of students taught at the undergraduate and graduate levels, and time spent on instructional assignments and, if applicable, overseeing graduate students be included in post-tenure review of all tenured faculty, evaluation of professional performance for librarians will focus on the library faculty member's workload and administrative assignments.

## **Scholarship and Professional Activity**

Post-tenure, faculty members should maintain an active scholarship and professional activity agenda resulting in at least three scholarly or professional products in each post-tenure review cycle. Faculty members receiving six or more hours per semester of teaching release time for administrative appointments must produce at least two scholarly or professional products in each post-tenure review cycle. For the purpose of post-tenure review, scholarly and professional products include: the publication of articles and books; papers published in the proceedings of conferences or professional meetings; presentations at symposia, conferences, or professional meetings; poster sessions or presentations at conferences or professional meetings; creative works of literature, art or invention resulting in publications, exhibits, and patents; documentation of applied research projects and their impact; grant applications; offices held in professional organizations; experience in organizing and assisting in symposia, conferences, workshops, and seminars; professional consultation; referee reports for peer-reviewed publications, conferences, or professional meetings; board service related to teaching discipline; supervising undergraduate or graduate research projects leading to presentations, reports, or publications; discipline-related audio-visual works; Institutional Review Board reviews; external and/or comprehensive internal program assessment or evaluation reports; documentation of reviews of books, databases, software, and other resources; bibliographies, guides, or webpages that significantly enhance access to and use of information resources; the receipt of professional honors, grants, and awards; and/or other scholarly and professional products as determined by the discipline and approved by the dean or library director.

Departments or colleges may require additional scholarly and professional products or may narrow the list of what is an acceptable product to align with specialized accreditation.

## **Service**

Post-tenure, faculty members should maintain active service to the University in line with departmental or college guidelines. Tenured faculty members are expected to be available for service to University faculty, students, and administration. They must show willingness to serve and to demonstrate efficient, impactful performance in capacities such as faculty governance, department/college and University-level committees, administrative assignments, sponsorship of student organizations, and other University-related activities, in addition to community service.

## **Process**

Post-tenure review will run concurrently with the faculty annual evaluation process. Faculty members will submit their Faculty Annual Report for the year in which they are undergoing post-tenure review and for each year since their last promotion or post-tenure review.

The faculty member's department chair or academic unit head will evaluate the materials to determine whether the faculty member exceeds, meets, or does not meet expectations for each area, teaching or professional performance, scholarship and professional activity, and service. The department chair's evaluation will then be forwarded to the dean or library director, who will evaluate the materials and either concur with or disagree with the chair's evaluation. In cases where the faculty member exceeds or meets expectations for each area as evaluated by the department chair and concurred by the dean or library director, the dean or library director will notify the provost of the successful post-tenure review. In cases where a faculty member does not meet expectations in at least one area, as evaluated by the department chair or dean or library director, the faculty member will be evaluated by the college's promotion and tenure committee. Following the college promotion and tenure committee review, all three evaluations (department chair, dean or library director, and college committee) will be forwarded

to the provost for final determination. If the provost determines that the faculty member exceeds or meets expectations for each area, then the provost will notify the faculty member of their successful post-tenure review.

If a faculty member does not meet expectations for one or more areas of post-tenure review, the faculty member will be placed on a performance improvement plan developed by the department chair in consultation with the dean or library director and provost. The performance improvement plan must allow adequate time to rectify the deficiency highlighted through post-tenure review, up to the following post-tenure review for areas such as scholarship that require substantial ramp-up time. If the deficiency is not rectified by the date established in the performance improvement plan, the faculty member will be subject to disciplinary action. Disciplinary actions may include additional professional development, a new performance improvement plan, counseling, salary reduction, demotion, termination, or other disciplinary action as determined by the institution.

### **Implementation Period**

The provost, in consultation with deans or academic unit heads, will develop a calendar specifying when each tenured faculty member must undergo post-tenure review. Approximately 20% of tenured faculty will undergo review per year beginning Spring 2027.

**IN WITNESS WHEREOF**, I have executed this Resolution as of the 10th day of July 2025.

### **UNIVERSITY OF SOUTHERN INDIANA**

By: \_\_\_\_\_

Christina M. Ryan  
Chair, USI Board of Trustees

**MISCELLANEOUS FEES FOR 2025-2026**

**1. Laboratory and Miscellaneous Fees**

Fee Name	2025-26 Fee	2024-25 Fee	Effective Date	Last Changed
Application Fee	40.00 one time	40.00 one time	08/18/25	08/20/12
Assessment Fee	150.00 one time	150.00 one time	08/18/25	08/24/15
Athletics Fee	240.00 per semester	180.00 per semester	08/18/25	08/19/24
Audit Fee (plus applicable lab fee)	50.00	50.00	08/18/25	08/22/16
Comprehensive Learning Fee^	200.00 per semester	0.00 per semester	08/18/25	
Computer Science Program Fee^	400.00 per semester	75.00 per credit hour	08/18/25	08/21/17
Counseling Services Fee	80.00 per semester	75.00 per semester	08/18/25	08/19/24
Departmental Challenge Exam Fee	50.00 per credit hour	50.00 per credit hour	08/18/25	08/24/20
Departmental Exams Fee	25.00	25.00	08/18/25	08/22/16
Engineering Undergraduate Program Fee^	500.00 per semester	75.00 per credit hour	08/18/25	08/24/15
Enrollment Fee	150.00 one time	150.00 one time	08/18/25	08/22/16
Health Informatics Program Fee	0.00	50.00 per credit hour	08/18/25	08/21/17
Health Professions Insurance*	20.00 per applicable course	20.00 per applicable course	08/18/25	08/20/12
Themed Learning Community Fee	15.00 per semester	15.00 per semester	08/18/25	08/20/12
Housing Student Activity Fee	25.00 per semester	25.00 per semester	08/18/25	08/20/12
International Student Fee	200.00	200.00	08/18/25	08/20/18
Laboratory Fee (College of Science, Engineering, Education)*	75.00 per applicable course	75.00 per applicable course	08/18/25	08/24/15
Laboratory Fee (all other colleges) *	50.00 per applicable course	50.00 per applicable course	08/18/25	08/20/12
Matriculation Fee (all new and transfer students)	175.00 one time	175.00 one time	08/18/25	08/22/16
Nursing Program Fee (BSN)^	500.00 per semester	40.00 per credit hour	08/18/25	07/01/14
Nursing Program Fee (DNP)	150.00 per credit hour	150.00 per credit hour	08/18/25	07/01/14
Nursing Program Fee (MSN)	100.00 per credit hour	100.00 per credit hour	08/18/25	07/01/14
Occupational Therapy Clinical Fee*	75.00 per applicable course	75.00 per applicable course	08/18/25	08/20/12
Occupational Therapy Program Fee (MSOT)	100.00 per credit hour	100.00 per credit hour	08/18/25	07/01/14
Occupational Therapy Program Fee (OTD)	150.00 per credit hour	0.00 per credit hour	08/18/25	
Online Learning Fee **	0.00	50.00 per applicable course	08/18/25	08/30/99
Online Learning Non-Resident Delivery Fee	50.00 per credit hour	50.00 per credit hour	08/18/25	08/24/15
Payment Plan - Late Fee	50.00	50.00	08/18/25	08/20/18
Payment Plan - Special Arrangement Fee	25.00	25.00	08/18/25	08/23/21
Prior Learning Assessment Fee	250.00	250.00	08/18/25	08/24/20
Respiratory Therapy Advanced Life Support Fee	0.00	100.00 per applicable course	08/18/25	09/02/97
Respiratory Therapy Program Fee^	500.00 per semester	50.00 per credit hour	08/18/25	08/19/19
Social Work Program Fee - Undergraduate^	200.00 per semester	50.00 per credit hour	08/18/25	08/21/17
Social Work Program Fee - Graduate	50.00 per credit hour	50.00 per credit hour	08/18/25	08/21/17
Special Course Fee (varies by course; maximum amount) *	350.00 per applicable course	350.00 per applicable course	08/18/25	08/21/17
Student Activity Fee	100.00 per semester	100.00 per semester	08/18/25	08/22/16
Study Abroad Fee	300.00	300.00	08/18/25	08/22/16
Transcript Fee (maximum amount)	50.00	50.00	08/18/25	08/22/16
Transportation Fee **	0.00	160.00 per semester	08/18/25	08/19/24

College fees are replacing lab fees and special course fees for undergraduate students:

Romain College of Business Fee^	80.00 per semester	0.00	08/18/25
College of Liberal Arts Fee^	80.00 per semester	0.00	08/18/25
Kinney College of Nursing and Health Professions Fee^	200.00 per semester	0.00	08/18/25
Pott College of Science, Engineering and Education Fee^	150.00 per semester	0.00	08/18/25
University Division College Fee^	80.00 per semester	0.00	08/18/25

\* graduate students only

\*\* Comprehensive learning fee replaces online learning fee and transportation fee

^ full-time rate (part-time rate is half of listed amount)

**SCHEDULE OF STUDENT FEES AND OTHER MANDATORY FEES**  
**2025-26**

**STUDENT FEES 2025-26**  
**(per semester credit hour)**

	<b><u>UNDERGRADUATE</u></b>		<b><u>GRADUATE</u></b>	
	<b><u>Resident</u></b>	<b><u>Non-Resident</u></b>	<b><u>Resident</u></b>	<b><u>Non-Resident</u></b>
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
	<hr/>	<hr/>	<hr/>	<hr/>
Total	\$299.19	\$727.23	\$446.94	\$875.33

Prior Year Student Fees for Comparison

**STUDENT FEES 2024-25**  
**(per semester credit hour)**

	<b><u>UNDERGRADUATE</u></b>		<b><u>GRADUATE</u></b>	
	<b><u>Resident</u></b>	<b><u>Non-Resident</u></b>	<b><u>Resident</u></b>	<b><u>Non-Resident</u></b>
Contingent	\$182.70	\$182.70	\$330.45	\$330.45
Academic Facilities	76.54	76.54	76.54	76.54
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
	<hr/>	<hr/>	<hr/>	<hr/>
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 2025-26

## CURRENT OPERATING BUDGET SUMMARY

	<u>Approved Budget 2024-25</u>	<u>Budget Change</u>	<u>Proposed Budget 2025-26</u>
<b>INCOME</b>			
State Appropriation - Operating	53,831,609	(2,691,581)	51,140,028
State Appropriation - Line Items	1,110,900	(55,545)	1,055,355
State Appropriation - Fee Replacement	12,321,210	(473,480)	11,847,730
Student Fees	50,126,665	4,722,096	54,848,761
Other Income	11,964,723	1,855,492	13,820,215
Fund Balance	<u>920,000</u>	<u>0</u>	<u>920,000</u>
<b>TOTAL</b>	130,275,107	3,356,982	133,632,089

### MAJOR EXPENSE CLASSIFICATION

Personal Services	88,496,668	(754,713)	87,741,955
Supplies and Expense	37,521,096	4,095,052	41,616,148
Repairs and Maintenance	2,297,421	310,901	2,608,322
Capital Outlay	<u>1,959,922</u>	<u>(294,258)</u>	<u>1,665,664</u>
<b>TOTAL</b>	130,275,107	3,356,982	133,632,089

### FUNCTIONAL EXPENDITURE CLASSIFICATION

Instruction	59,496,467	(568,075)	58,928,392
Academic Support	6,275,648	(499,028)	5,776,620
Student Services	13,276,489	(216,063)	13,060,426
Operation and Maintenance of Plant	17,087,990	(75,619)	17,012,371
Administration and General	19,888,034	4,715,767	24,603,801
Institutional Student Aid	<u>14,250,479</u>	<u>0</u>	<u>14,250,479</u>
<b>TOTAL</b>	130,275,107	3,356,982	133,632,089



	<u>Approved Budget 2024-25</u>	<u>Budget Change</u>	<u>Proposed Budget 2025-26</u>
<b>FUNCTION BY MAJOR EXPENSE CLASSIFICATION</b>			
<b>INSTRUCTION</b>			
Personal Services	53,405,041	(600,855)	52,804,186
Supplies and Expense	4,929,033	13,831	4,942,864
Repairs and Maintenance	516,661	(24,652)	492,009
Capital Outlay	<u>645,732</u>	<u>43,601</u>	<u>689,333</u>
<b>TOTAL INSTRUCTION</b>	59,496,467	(568,075)	58,928,392
<b>ACADEMIC SUPPORT</b>			
Personal Services	3,020,105	(200,154)	2,819,951
Supplies and Expense	1,920,932	81,180	2,002,112
Repairs and Maintenance	419,982	(425)	419,557
Capital Outlay	<u>914,629</u>	<u>(379,629)</u>	<u>535,000</u>
<b>TOTAL ACADEMIC SUPPORT</b>	6,275,648	(499,028)	5,776,620
<b>STUDENT SERVICES</b>			
Personal Services	10,918,525	(153,538)	10,764,987
Supplies and Expense	2,247,089	(37,746)	2,209,343
Repairs and Maintenance	83,513	(21,800)	61,713
Capital Outlay	<u>27,362</u>	<u>(2,979)</u>	<u>24,383</u>
<b>TOTAL STUDENT SERVICES</b>	13,276,489	(216,063)	13,060,426
<b>OPERATION AND MAINTENANCE OF PLANT</b>			
Personal Services	6,702,438	(13,579)	6,688,859
Supplies and Expense	9,024,404	(432,718)	8,591,686
Repairs and Maintenance	1,114,286	299,273	1,413,559
Capital Outlay	<u>246,862</u>	<u>71,405</u>	<u>318,267</u>
<b>TOTAL OPERATION AND MAINTENANCE OF PLANT</b>	17,087,990	(75,619)	17,012,371
<b>ADMINISTRATION AND GENERAL</b>			
Personal Services	14,450,559	213,413	14,663,972
Supplies and Expense	5,149,159	4,470,505	9,619,664
Repairs and Maintenance	162,979	58,505	221,484
Capital Outlay	<u>125,337</u>	<u>(26,656)</u>	<u>98,681</u>
<b>TOTAL ADMINISTRATION AND GENERAL</b>	19,888,034	4,715,767	24,603,801
<b>INSTITUTIONAL STUDENT AID</b>			
Supplies and Expense	<u>14,250,479</u>	<u>0</u>	<u>14,250,479</u>
<b>TOTAL INSTITUTIONAL STUDENT AID</b>	14,250,479	0	14,250,479
<b>TOTAL BUDGET</b>	130,275,107	3,356,982	133,632,089

**Summary**  
**Construction Projects**

**July 10, 2025**

**Recently Completed**

**Atheneum HVAC Improvements**

**Project Cost** \$ 750,000

Funding Sources:

FY24 State Repair and Rehabilitation \$ 500,000

Special Projects \$ 250,000

**Projects Under Construction**

**Health Professions Renovation/Addition Phase IV**

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

Funding Source: Legislative Appropriation - 2023

**Recreation Fitness & Wellness Center Storage and Bike Shop Addition**

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

Funding Source: Legislative Appropriation - 2019

**University Creative and Print New Building**

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

Funding Source: Legislative Appropriation - 2019

**STEM Innovation Lab, Rice Library**

**Project Cost** \$ 730,000

Funding Source: USI Foundation

**Career and Intern Services Renovation/Relocation**

**Project Cost** \$ 420,000

Funding Source: Special Projects

**Lower Level New Paint and Flooring, Rice Library**

**Project Cost** \$ 245,000

Funding Source: FY24 State Repair and Rehabilitation

**Athletics Academic Center, Rice Library**

**Project Cost** \$ 150,000

Funding Source: Special Projects

**Projects In Design**

**Wright Administration Renovation/Addition**

**Project Cost** \$ 32,000,000

Funding Source: Legislative Appropriation - 2023

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

**Project Cost** \$ 674,000

Funding Source: USI Foundation

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

**RECREATION FITNESS AND WELLNESS CENTER BIKE SHOP**

**Danco Construction – General Contractor**

CO 002	\$ 8,471
Added access control electronics and hardware to two doors.	

**UNIVERSITY CREATIVE AND PRINT NEW BUILDING**

**Danco Construction – General Contractor**

CO 001	\$ 11,373
Soil remediation.	

CO 002	\$ 44,438
Additional auto door operators and added electrical and HVAC for a large-format, high-speed printer.	

**HEALTH PROFESSIONS RENOVATION PHASE III**

**Empire Contractors – General Contractor**

CO 014	\$ 49,950
Added extra data, larger bulkhead, extra wallcovering, and equipment installation for SIM Lab software.	

CO 018	\$ 8,992
Deductions for changing the scope of control room, eliminating wiring and mounting for monitors, and painting column wraps in place of Laminam panels. Additions for casework alterations, additional electrical, and sliding window locks.	

**HEALTH PROFESSIONS RENOVATION PHASE IV**

**Empire Contractors – General Contractor**

CO 007	\$ 183,179
Addition of HVAC equipment and relocation of electrical components to maintain the room temperature requirements of CT scanner.	