

MINUTES

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

March 4, 2010

The University of Southern Indiana Board of Trustees met in regular session on Thursday, March 4, 2010, in Carter Hall in the University Center. In attendance were Trustees Ira G. Boots; W. Harold Calloway; Jeffrey L. Knight; Lauren K. Raikes '11; Ronald D. Romain '73; Steven J. Schenck '72; and Ted C. Ziemer, Jr. Chair John M. Dunn and Secretary Amy MacDonell were absent. Also attending were President Linda L. M. Bennett; Interim Provost and Vice President for Academic Affairs Nadine A. Coudret; Vice President for Government and University Relations Cynthia S. Brinker; Vice President for Student Affairs Robert W. Parrent; Vice President for Business Affairs Mark Rozewski; Faculty Senate Chair Lesa Cagle; and Student Government Association President Robert Wolfley '10.

In the absence of Chair John Dunn, Vice Chair Jeff Knight called the meeting to order at 1 p.m.

SECTION I - GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF JANUARY 14, 2010, MEETING

On a motion by Mr. Ziemer, seconded by Mr. Calloway, the minutes of the January 14, 2010, meeting were approved.

B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION

Mr. Knight called on Vice President Brinker, who announced the next meeting of the Board of Trustees is scheduled for Saturday, May 8, 2010, on campus. Ms. Brinker referred the Trustees to their meeting packets for a schedule of meetings through January 2011.

C. REPORT OF THE LONG-RANGE PLANNING COMMITTEE

The Long-Range Planning Committee met prior to the Board of Trustees meeting on March 4, 2010. Mr. Knight called on committee chair Harold Calloway, who asked Dr. Katherine Draughon, executive director of the Office of Planning, Research, and Assessment, to review the strategic plan update she presented to the Committee. Dr. Draughon reported the committee reviewed drafts of the vision and mission statements and a preliminary list of strategic goals. She reported campus-wide participation in the strategic planning process, including a SWOT (strengths, weaknesses, opportunities, and threats) analysis and a series of campus-wide meetings to report progress and clarify strategic goals. Visits to two universities, Truman State (Missouri) and the University of Central Florida, are planned to review those institutions' approaches to marketing, branding, student success, technology, and diversity. She noted the strategic plan will be presented to the Board of Trustees at its July 2010 meeting.

D. PRESIDENT'S REPORT

Dr. Bennett noted that in today's agenda, the Trustees will be asked to approve degree candidates qualified to participate in the spring Commencement. She announced USI expects nearly 1,500 students to be eligible, and asked Vice President Brinker to share the schedule of activities for Commencement weekend. Vice President Brinker highlighted the activities planned for Commencement weekend, May 8 and 9, 2010, and noted more detailed information will be provided soon by mail and on Director's Desk. On the evening of Saturday, May 8, the Graduation Celebration reception and dinner will be held in Carter Hall of the University Center. The Commencement Luncheon begins at 11:30 a.m. on Sunday, May 9, also in Carter Hall. The platform party, which includes the Trustees, will meet at Roberts Stadium at 2 p.m. to prepare for the Commencement ceremony at 3 p.m.

Before requesting a report about recent USI graduates, Dr. Bennett commented on the importance and value of the annual survey compiled by the Office of Career Services and Placement. Continued emphasis on accountability, in Indiana and nationally, requires USI to carefully document information about its graduates. She noted USI does an excellent job of tracking its graduates and the result is a powerful part of the USI story.

President Bennett called on Vice President Parrent, who introduced Philip Parker, director of the Office of Career Services and Placement, to review results of the survey completed by 2009 graduates. Mr. Parker reported the survey was a six-month follow-up sent to graduates from fall 2008 through summer 2009, to which 46 percent responded. He reported that among all employed graduates, 91.5 percent are working in their field or in a field in which they express satisfaction. He noted 85.2 percent of 2009 graduates remain in the tri-state and Indiana. He discussed average salaries of recent graduates, provided information about degree recipients who are enrolled in continued education, and shared the following conclusions drawn from the survey:

- Graduates continue to find positions in their career fields;
- Retention of graduates in Indiana remains high; and
- USI graduates continue to be successful in their pursuit of continued education.

An Executive Summary of the survey results is appended to the file copy of these minutes (see Report 1).

In answer to a question about the number of graduates who remain in Indiana and the tri-state area, Mr. Parker noted he has seen a gradual decrease in the last several years. He suggested that as the University's graduate pool grows, it is likely more graduates will move away from the area, and noted the poor economy may have affected the job market in 2009. Dr. Bennett added that recruitment of students from more states and nations may affect this number as graduates return to their homes following graduation.

Regarding a question about a decrease in salaries for associate degree recipients between 2007 and 2009, Mr. Parker noted both the makeup of the respondent pool and economic issues may have contributed to the change. Provost Coudret commented that the change may be explained because dental hygiene and nursing now offer only baccalaureate degrees, resulting in fewer associate degree recipients reporting in what are typically higher salary positions.

Regarding a question about the percentage of students who come to USI from outside the tri-state area and Indiana, Vice President Parrent reported eight percent of first-time full-time freshmen come from outside Indiana.

President Bennett was pleased to report USI is the recipient of an honor from the Corporation for National and Community Service and placed on the 2009 President's Higher Education Community Service Honor Roll, which annually recognizes institutions of higher education for commitment to and achievement in community service. This continues USI's growing reputation for outreach and engagement, marked in 2008 by the Carnegie Foundation.

Dr. Bennett asked Provost Coudret to share an academic report with the Board. Dr. Coudret introduced Mary Beth Reese, instructor in communications, who reported on a service learning project completed by her Public Relations Strategic Writing class in fall 2009. The project came to Ms. Reese's attention through the USI Center for Applied Research and requested assistance in preparing a public relations plan for the library in Chrisney, Indiana. The first net zero energy library building in Indiana, it features passive heating and ventilation with a thermal slab heat source and a geothermal heat pump for back-up heating and cooling. Renewable energy will offset 100 percent of the energy demand for the building. Ms. Reese introduced USI student Koryn Heeke, who reported on the students' participation in this service learning project, which began with research on geo-thermal energy and solar power. The class then selected deliverables to be provided to Chrisney Library, including a lesson plan for third grade classrooms, media kits, a brochure suitable for convention/visitor bureaus, journal and magazine articles, a social media plan, and media training for the library staff. Their work culminated in a news conference featuring Indiana Lt. Governor Becky Skillman, television interviews with students, and an article published in the Indiana Library Federation Journal. Ms. Heeke reported the collaboration continued after the semester ended as students worked to finalize their plan. She noted she and other students gained useful experience and learned the value of community service. She expressed appreciation to the Trustees for providing opportunities for service learning projects and to the Center for Applied Research for the opportunity to take part in the Chrisney Library project.

The President called on Provost Coudret to report on faculty leaves of absence. Dr. Coudret reported on the following sabbatical leaves approved for 2010-2011: In fall 2010, Mr. Michael Aakhus, associate dean of the College of Liberal Arts and professor of art will complete the body of paintings, prints, and photographs for his work, *100 Views of the Inca Road*. He has completed 75 of the 100 works for this project and plans to return to Peru where he will gather additional photographs of landscapes and cultural sites for use in his art. In Spring 2011, Dr. Tamara Hunt, chair of the Department of History and professor of history will complete the initial draft of a book manuscript which she plans to submit to publishers in September 2011. The book is about women in

the early eighteenth-century London publishing trades, in particular Elizabeth Nutt and Ann Dodd, prominent pamphlet and booksellers of the 1720s and 1730s. President Bennett noted these are the only two faculty members on sabbatical this year, and both leaves are funded through grants instead of from operating funds.

Dr. Bennett asked Robert Wolfley, president of the Student Government Association, to share a report with the Board. Mr. Wolfley reported SGA members attended the University's annual Martin Luther King, Jr. luncheon in January. The Election Committee is preparing for a successful campaign by recruiting students and informing them about the positions available in SGA. The goal is for a minimum of 1,500 students to vote for their SGA representatives. RedZone, SGA's athletics support group, partnered with the Activities Programming Board and the Athletics Department to collect donations for the Jamel Lewis Education Fund in memory of Jeron Lewis; sponsored "themes" at several basketball games; and thanked the cheer team, dance team, and pep band for their support of the men's and women's basketball programs by providing them with cookies and brownies. Mr. Wolfley reported that in February, the Student Government Association collaborated with the deans to present annual college town hall meetings, and SGA assisted the University's Core Curriculum Committee by distributing and collecting surveys that addressed the current core curriculum. Spring General Assembly meetings featured various University administrators as guest speakers.

President Bennett called on Professor Lesa Cagle, chair of the Faculty Senate, who reported the Senate initiated a committee to address challenges in the administrative software system, Banner, and received training to allow better utilization of Banner. She expressed appreciation to the staff of the registrar's office for their assistance in providing training. Professor Cagle reported the Senate reviewed University Handbook policies and recommended revisions. She concluded by reporting a Senate sub-committee is writing job descriptions and preparing an orientation manual for its members.

President Bennett introduced Athletic Director Jon Mark Hall for a report on athletics. Mr. Hall reported that in November, USI hosted the 2009 NCAA Division II Men's and Women's Cross Country Championships. The successful event brought nearly 400 student athletes and 48 teams to Evansville and USI. The University qualified in both programs as the men finished sixth in the nation and the women finished 12th. These performances came after both the men's and women's cross country programs won Great Lakes Valley Conference (GLVC) titles in October. This was the fifth straight conference championship for the men and second straight for the women.

Senior nutrition major Mary Ballinger won the individual cross country championship at the conference meet, finished fifth at the National Championships (the highest finish ever for a USI female runner), and was named GLVC Runner of the Year, GLVC Scholar Athlete of the Year, and GLVC Track Athlete of the Year. Mr. Hall predicted Ms. Ballinger will be a strong contender for the GLVC Paragon Award, presented to the top female scholar in any sport.

Mr. Hall reported the women's basketball team ended a successful regular season with a 22-7 record and is awaiting its first NCAA tournament bid since 2004. The men's basketball team's season ended with a 24-3 record. Coach Rodney Watson was named GLVC Coach of the Year and Jamar Smith was named the league's Player of the Year.

Mr. Hall shared important academic information about USI's student athletes from the fall semester. The 2009 NCAA Federal Graduation Rates indicate USI had the third highest graduation rate within a cohort of GLVC institutions and the highest among public institutions. USI also had the largest difference between graduation rates of the student athletes and student body of any institution in the GLVC.

In fall 2009, the academic performance of USI student athletes indicates that 57 percent earned a GPA of 3.0 or above for the semester while 21 percent of the USI student athlete population earned a GPA of 3.5 or above. Mr. Hall noted these results are well aligned with the NCAA Division II philosophy of "Life in the Balance."

President Bennett called on Vice President Brinker to review the February 9 USI Day at the State House. Ms. Brinker reported that due to inclement weather, most travel from USI to Indianapolis was canceled, but with a few last-minute changes, it was a successful event. She expressed appreciation to USI student Leticia Brooks, an intern during the legislative session, who stepped in and welcomed the guests in the absence of the scheduled speakers. She noted USI Day at the State House is an opportunity for students to talk with legislators about USI and to learn more about the legislative process. The day began with lunch followed by a tour of the State House and the Governor's Office. Ms. Brinker thanked Trustee Amy MacDonell and her husband, Chief Justice Randall Shepherd, for their participation.

President Bennett reviewed other recent opportunities to meet alumni and friends of the University. She reported that she attended alumni events in Cincinnati and Louisville. These events were scheduled around USI basketball games with Northern Kentucky University and Bellarmine University. She also traveled to Florida to meet with University friends who gathered to learn more about the University.

Dr. Bennett invited the Trustees to attend the Kent Weldon Conference sponsored by the Indiana Commission for Higher Education, to be held on April 19, 2010. This annual conference, formerly called the Trustees' Conference, focuses on current issues related to higher education.

President Bennett concluded her report by referring the Trustees to the third in a series of "data dashboards" prepared by Office of Planning, Research, and Assessment. This snapshot is related to *Assessment, Retention, and Recent Successes Across Campus*. Data dashboards were requested by the Board of Trustees at its retreat in July 2009 to provide a quick reference about important University data.

E. REPORT ON THE INDIANA GENERAL ASSEMBLY

Mr. Knight called on Vice President Brinker for a report on the Indiana General Assembly. She reviewed the following bills considered in the 2010 legislative session. These bills have passed, are pending, or may be considered again in future sessions.

HB1001 (Lobbyists; Campaign Contributions) brings the first significant changes to lobbying laws since 1993 and changes the current law for registered lobbyists. The House did not include university employees in the original bill; however, the Senate bill did include universities. The as-passed bill requires "legislative liaisons" of agencies in the executive branch of state government and of state educational institutions to report certain expenditures annually to the lobby registration commission. It defines a legislative liaison as an individual designated by an employer who receives at least 10 percent of his/her annual compensation to engage in lobbying and defines other reporting requirements.

HB1135 (Advanced Placement Exams) requires state educational institutions to grant postsecondary level academic credit to students who receive a satisfactory score (at least a 3) on an advanced placement examination. The bill was recently heard in conference committee to work out a final compromise.

HB1365 (Dual Credit) requires all state educational institutions to accept certain dual credit courses that are successfully completed by a high school student. The bill was voted out of the House, but was not called down in the Senate. The universities recommended that issues included in this bill be considered by the Dual Credit Advisory Committee.

SB84 (General Assembly Access to Research Resources) requires state educational institutions to make research tools used by state educational institutions available to legislators and staff of the Legislative Services Agency. The bill passed out of the House and Senate and has been sent to the Governor for signature.

SB257 (Commission for Higher Education) provides that a full-time employee of an Indiana public or private college or university (except for one faculty member) may not be a member of the Commission for Higher Education (CHE). It allows a member of the CHE to attend a Commission meeting by means of a communication device if a quorum of members is physically in attendance at the meeting. When reviewing a proposed building project for a state education institution, the CHE must complete the review no later than 90 days after the proposal was submitted. The bill was amended to provide that a state educational institution or campus that offers dual credit must either be accredited by the National Alliance of Concurrent Enrollment Partnerships or approved by the CHE. The amended bill was passed by the House and the Senate and has been sent to the Governor for signature.

During the session university representatives met with members of the House and Senate Education and Appropriations Committees to begin planning for the 2011 budget session. A major concern is the state's revenues, which continue to fall below projections.

Vice President Brinker reviewed the recent and future changes in the southwest Indiana legislative delegation following Senator Evan Bayh's announcement he will not seek reelection:

- Long-time legislator Representative Dennis Avery, who served on the House Ways and Means Committee and the Budget Committee, announced his retirement;
- Representative Trent VanHaften resigned his position in the Indiana House to run for Congress; and
- Senator Bob Deig announced he will step down from his seat in the Senate to run for the House seat vacated by Representative VanHaften.

F. APPROVAL OF CANDIDATES FOR DEGREES

Mr. Knight called on Provost Coudret, who presented the candidates for master, baccalaureate, and associate degrees to be conferred May 9, 2010, listed in Exhibit I-A.

On a motion by Mr. Ziemer, seconded by Mr. Romain, a recommendation to award the degrees presented in Exhibit I-A, subject to the completion of all requirements, was approved.

G. APPROVAL OF CANDIDATES FOR HONORARY DEGREES

Mr. Knight asked President Bennett to review the recommendation for approval to confer honorary degrees during the Commencement ceremony on May 9, 2010. Dr. Bennett recommended the University bestow honorary degrees on three individuals, each of whom is a friend of the University and has an impressive record of community involvement.

On a motion by Mr. Ziemer, seconded by Mr. Schenck, the conferral of the following honorary degrees during the Commencement ceremony on May 9, 2010, was approved:

DOCTOR OF LAWS to Sarah and J. David Huber, long-time friends, supporters, and volunteer leaders of the University; and

DOCTOR OF LAWS to Robert C. Roeder '71, member of the University's first graduating class, alumni leader, and long-time friend, supporter, and volunteer, who will bring the Commencement address.

H. APPROVAL OF POSTHUMOUS CERTIFICATE OF RECOGNITION

Mr. Knight called on Provost Coudret to present a recommendation for a posthumous certificate. Dr. Coudret reported that in accordance with the Policy on Posthumous Recognition of Students (Exhibit I-B) and on the recommendation of the dean of the Bower-Suhrheinrich College of Education and Human Services, approval to grant a Posthumous Certificate of Recognition to Rachel Reed was recommended.

On a motion by Mr. Calloway, seconded by Mr. Romain, the conferral of a Posthumous Certificate of Recognition for Rachel Reed was approved.

I. REPORT OF DIVERSITY COMMITTEE

Mr. Knight called on Vice President Rozewski to report on the Diversity Committee. Mr. Rozewski reported the Diversity Committee of the University of Southern Indiana was created in response to a requirement in House Enrolled Act 1256, authorized by the 2007 Indiana General Assembly (IC-21-27-8-7). The Act requires that each Indiana public institution of higher education create a diversity committee to:

1. Review and recommend faculty employment policies;
2. Review faculty and staff complaints concerning diversity among faculty;
3. Make recommendations to promote and maintain cultural diversity among faculty members;
4. Make recommendations to promote recruitment and retention of minority students; and
5. Issue an annual report to the University's Board of Trustees stating the committee's findings, conclusions and recommendations in these matters.

Mr. Rozewski introduced Director of Human Resources Donna Evinger, who serves as chair of the Diversity Committee, for a report. Ms. Evinger reminded the Trustees that prior to the legislation requiring formation of the Diversity Committee, the University had in place an Affirmative Action Committee. The membership of the Affirmative Action Committee was renamed and adapted to meet the requirements of the law.

Ms. Evinger reported on the Committee's membership, objectives, activities, accomplishments, and plans for next steps. She told the Trustees the Committee looks forward to continued achievement of its objectives as it works toward an increasingly diverse and inclusive University faculty, administrative staff, support staff, and student body. Mr. Knight expressed appreciation to Ms. Evinger and the Diversity Committee for its work. The complete Diversity Committee Annual Report is appended to the file copy of these minutes (see Report 2).

SECTION II – FINANCIAL MATTERS

A. REPORT ON THE FINANCE/AUDIT COMMITTEE

The Finance/Audit Committee met prior to the Board of Trustees meeting on March 4, 2010. Mr. Knight reported Diana Biggs, director of Internal Audit, reviewed the executive summary of audits and activities conducted by the Internal Audit Department for fiscal year 2008-2009 and the proposed 2010 Annual Audit Plan. The revised Internal Audit Charter, which was originally approved by the Board of Trustees in 2003, and the Annual Audit Plan for Calendar Year 2010 were approved by the Committee.

Mr. Knight reported the Committee also reviewed and approved change orders on current construction projects.

B. UPDATE ON CURRENT CONSTRUCTION PROJECTS

Mr. Knight called on Vice President Rozewski, who introduced Director of Facilities Operations and Planning Steve Helfrich for a report on current construction projects. Mr. Helfrich began by reporting the Business and Engineering Center is in the final stage of construction and is on schedule to open for fall 2010 classes. Interior finish items are being completed by contractors. Selection of office, classroom, and lobby furnishings is complete and requests for quotes have been sent to suppliers. Plans call for furnishings to be installed and faculty and staff to move into the building in July.

Mr. Helfrich reported the University Center Expansion project is on schedule despite inclement weather conditions. Excavation and construction of a new utility tunnel, setting of the Orr Iron door archway, and installation of the stairs will begin soon. Work will continue on the exterior masonry as the weather improves.

Most of the Central Heating and Cooling Plant Expansion project is complete inside and the exterior site work continues. Mr. Helfrich reported the building is scheduled to be finished in April if weather permits.

The campus entrance and loop road project has been slowed substantially by the cold weather. Masonry work has begun on the brick and limestone sign faces on the entrance fountain, and the project is expected to be complete by mid April.

Mr. Helfrich reported on other projects under construction including the water tower, the Science Center and Physical Activities Center roof replacements, varsity soccer and baseball field improvements, Children's Center storage building construction, O'Daniel South housing office renovation, and construction of recycling and waste enclosures in housing.

Mr. Helfrich closed by reporting projects in design include the teaching theatre project, bicycle and walk path construction, practice soccer field construction, and campus road repairs and resurfacing. Planning has just begun for the Advanced Manufacturing teaching facility and for 200 additional parking spaces. A summary of all current projects, including costs and funding sources, was provided in Exhibit II-A

SECTION III – PERSONNEL MATTERS

A. APPROVAL OF ANNUAL AUTHORIZATION FOR EMPLOYMENT OF FACULTY AND STAFF

The University of Southern Indiana Board of Trustees, pursuant to Indiana Code 21-38-3-9, annually authorizes the President of the University of Southern Indiana to employ faculty and staff and to establish salaries and wages within budgetary capabilities. The last authorization was on March 5, 2009.

Mr. Knight called on Vice President Rozewski, who recommended the Trustees authorize the President of the University to employ qualified faculty and staff, to grant leaves of absence, and to establish salaries, wages, and benefits for employees within the capabilities of the budget. He further recommended that the Chair of the Board of Trustees be authorized to convey to the President, on behalf of the Board, her employment contract, including salary and benefits.

On a motion by Mr. Romain, seconded by Mr. Calloway, the annual authorization for employment of faculty and staff was approved.

B. APPROVAL OF PERSONNEL ACTIONS

Mr. Knight called on Provost Coudret, who reviewed the recommended personnel actions outlined below.

On a motion by Mr. Boots, second by Mr. Ziemer, the following personnel actions were approved.

1. Tenure and Promotion

The following faculty members are recommended for continuous appointment and promotion from assistant professor to associate professor effective August 23, 2010:

Ms. Patricia L. Aakhus, Assistant Professor of English
College of Liberal Arts

Dr. Glenna G. Bower, Assistant Professor of Physical Education
Bower-Suhrheinrich College of Education and Human Services

Dr. Manfen W. Chen, Assistant Professor of Finance
College of Business

Dr. Wesley T. Durham, Assistant Professor of Communication Studies
College of Liberal Arts

Dr. Khaled Elkhal, Assistant Professor of Finance
College of Business

Dr. Jason D. Hardgrave, Assistant Professor of History
College of Liberal Arts

Dr. A. David Hitchcock, Assistant Professor of Spanish
College of Liberal Arts

Dr. Glen J. Kissel, Assistant Professor of Engineering
Pott College of Science and Engineering

Dr. Evan L. Millam, Assistant Professor of Chemistry
Pott College of Science and Engineering

Dr. Doris J. Mohr, Assistant Professor of Mathematics
Pott College of Science and Engineering

Dr. Marie A. Opatrny, Assistant Professor of Social Work
Bower-Suhrheinrich College of Education and Human Services

Dr. Paul T. Parkison, Assistant Professor of Education
Bower-Suhrheinrich College of Education and Human Services

Dr. R. Brent Summers, Assistant Professor of Biology
Pott College of Science and Engineering

Dr. Barbara J. Williams, Assistant Professor of Occupational Therapy
College of Nursing and Health Professions

The following faculty members are recommended for promotion from associate professor to professor effective August 23, 2010:

Dr. Sangwoo Heo, Associate Professor of Mathematics
Pott College of Science and Engineering

Dr. Jane A. Johansen, Associate Professor of Business Education
College of Business

Dr. Leslie E. Nunn, Associate Professor of Business Law
College of Business

2. Retirements

Director of Internal Audit Diana M. Biggs, in accordance with the early retirement policy, has requested retirement effective July 1, 2011, including leave with pay for the period of January 1, 2011, through June 30, 2011. Retirement service pay based on 24.5 years of service to the University will be paid as of June 30, 2011.

Children's Learning Center Coordinator Pamela S. Buschkill, in accordance with the early retirement policy, has requested retirement effective July 1, 2011, including leave with pay for the period January 1, 2011, through June 30, 2011. Retirement service pay based on 17.75 years of service to the University will be paid as of June 30, 2011.

Professor of Art Leonard E. Dowhie, in accordance with the early retirement policy, has requested retirement effective July 1, 2011, including leave with pay for the period January 3, 2011, through May 8, 2011. Retirement service pay based on 33 years of service to the University will be paid as of June 30, 2011.

3. Emeritus Status

It is recommended that the following administrators and faculty member be retired officially with the effective dates shown and that the appropriate emeritus titles, as indicated, be conferred:

Director Emerita of Internal Audit Diana M. Biggs, 24.5 years at USI, effective July 1, 2011.

Coordinator Emerita of Children's Learning Center Pamela S. Buschkill, 17.75 years at USI, effective July 1, 2011.

Professor Emeritus of Art Leonard E. Dowhie, 33 years at USI, effective July 1, 2011.

There being no further business, the meeting adjourned at 2:16 p.m.

Respectfully submitted,

Cynthia S. Brinker
Assistant Secretary

**UNIVERSITY OF SOUTHERN INDIANA
New Program Development Plan**

**Revised by Academic Planning Council
April 5, 2010**

Baccalaureate Degree

Master Degree

Doctorate Degree

2009-2011 Biennium

Anthropology
Arts and Heritage Management
Business Economics
Environmental Science
Health Informatics
International Business
Mechanical Engineering
Respiratory Therapy

2011-2013 Biennium

Business/Engineering
Entrepreneurship
Industrial Engineering

History (MA)
Human Performance
Imaging Sciences
MSW in Administration
Medical Records and Health Informatics
Special Education/Exceptional Needs

Physical Therapy
Occupational Therapy

2013-2015 Biennium

Civil Engineering
Electrical and Computer Engineering
Forensic Science
Geography

Environmental Science
Food and Nutrition (Dietetics)

Pharmacy

Approved by the USI Board of Trustees on 07-07-03

Policy on Posthumous Recognition of Students

Posthumous Degree

A degree may be awarded posthumously to a student who was enrolled at the time of death and had substantially completed the work for a degree, upon recommendation of the appropriate faculty and dean.

The University of Southern Indiana has established the following guidelines for awarding a posthumous degree:

Undergraduate

The posthumous degree can justifiably be awarded when a student had substantially completed the work for the undergraduate degree. This determination rests with the dean of the school, in consultation with the undergraduate faculty of the department of the student's major.

Graduate

A graduate degree may be awarded posthumously when the student had substantially completed the work for the degree. This determination shall be the responsibility of the dean of the school, in consultation with the graduate faculty of the student's program.

Certificate of Recognition

A Certificate of Recognition may be awarded posthumously to a student who was enrolled at the time of death but who did not qualify for a posthumous degree.

**Summary
Current Construction Projects
March 4, 2010**

Projects Under Construction

Business and Engineering Center

Project Cost **\$ 31,946,069**
Funding Source: Bond Issue (Repaid with Fee Replacement Appropriation)

University Center Expansion

Project Cost **\$ 18,400,000**
Funding Sources:
 Bond Issue (Repaid with Student Fees) \$ 13,750,000
 Academic Funding Series I 800,000
 Academic Funding Reserve 650,000
 Bookstore Reserve 1,000,000
 University Center Reserve 2,200,000

Central Heating and Cooling Plant Expansion

Construction Cost **\$ 4,854,905**
Funding Sources:
 Business and Engineering Center Bond Issue \$ 3,150,000
 General Repair and Rehabilitation Appropriation 340,000
 Transportation System Reserve 278,600
 Energy Management Reserve 1,000,000
 Special Projects Reserve 86,305

Campus Entrance and Loop Road Landscape Improvements

Construction Cost **\$ 484,900**
Funding Source: Special Projects Reserve

Science Center and Physical Activities Center Roof Replacement

Project Cost **\$ 404,000**
Funding Source: General Repair and Rehabilitation Appropriation

Varsity Soccer and Baseball Field Improvements

Project Cost **\$ 1,250,000**
Funding Source: Special Projects Reserve

Children's Center Storage Building Construction

Project Cost **\$ 131,765**
Funding Source: Special Projects Reserve

O'Daniel South Housing Office Renovation

Project Cost **\$ 320,230**
Funding Source: Student Housing Reserve

Recycling and Waste Enclosures - Student Housing

Construction Cost **\$ 294,280**
Funding Source: Student Housing Reserve

Emergency Power Generator for Community Center and Support Services Building

Construction Cost **\$ 206,851**
Funding Source: Special Project Reserve \$ 106,851
Student Housing Reserve \$ 100,000

Projects in Design

Teaching Theatre Construction

Project Cost **\$ 16,500,000**
Funding Source: Bond Issue (Repaid with Student Fees) \$ 13,000,000
Special Projects Reserve \$ 1,500,000
USI Foundation \$ 2,000,000

Bicycle/ Walk Path Construction

Project Cost **\$ 350,000**
Funding Source: Transportation System Reserve

Practice Soccer Field Construction

Project Cost **\$ 750,000**
Funding Source: Special Projects Reserve

Campus Road Repairs and Resurfacing

Project Cost **\$ 475,000**
Funding Source: Transportation System Reserve

Advanced Manufacturing Teaching Facility

Project Cost **\$ 1,850,000**
Funding Source: Special Projects Reserve

Parking Lot Construction and Expansion

Project Cost **\$ 700,000**
Funding Source: Student Housing Reserve \$ 350,000
Transportation System Reserve \$ 350,000

The Class of 2009

**This report was compiled by Career Services & Placement
University of Southern Indiana
Evansville, Indiana**

February 2010

This report is made possible through the efforts of the following:

- **Janet Johnson, Assistant Director of Career Services and coordinator of this annual survey and report**
- **Career Services staff who worked numerous evening hours making follow-up calls to graduates**
- **Gretchen Keller, student worker who inputted data for this report**
- **Institutional Research staff who assisted in compiling data for this report**
- **John Baburnich, Data Manager in the Office of the Registrar**

**For more detailed information on this report,
contact Janet Johnson,
assistant director of Career Services and Placement,
at jjohnson@usi.edu.**

THE CLASS OF 2009

PROFILE FROM THE OFFICE OF THE REGISTRAR

The Office of the Registrar reports the following demographic information regarding the Class of 2009. This information is included to provide a useful background for other data contained in this report.

- Between December 2008 and August 2009, 1,633 degrees and certificates were awarded to 1,569 individuals.
- Baccalaureate degrees were awarded to 1237 graduates. A total of 1254 baccalaureate degrees were awarded as follows: 926 Bachelor of Science; 152 Bachelor of Arts; 31 Bachelor of Social Work; 110 Bachelor of Science in Nursing; 8 Bachelor of General Studies; and 27 Bachelor of Science in Engineering.
- Among the graduates, 94.8 percent identified themselves as white, non-Hispanic; 4.5 percent of the graduates classified themselves as minorities; and .7 percent did not specify.
- Among the graduates, 67 percent were female, down from 68 percent in 2007.
- 48.3 percent of the graduates were from Gibson, Posey, Vanderburgh, or Warrick counties, while 14.4 percent of degree recipients were from other area counties. Graduates from all other counties in Indiana represented 22.7 percent of the graduating class; 13.1 percent of the degree recipients were from other states; and 1.2 percent were from other countries .3 unknown.
- Baccalaureate degrees were awarded by the College of Liberal Arts (29 percent); College of Business (23.8 percent); Bower-Suhrheinrich College of Education and Human Services (14.9 percent); College of Nursing and Health Professions (25 percent); Pott College of Science and Engineering (7 percent); and Extended Services (.6 percent).

EXECUTIVE SUMMARY / FOLLOW-UP SURVEY

This report is a six-month follow-up of the 2008-2009 graduating class; responses were received from 46 percent of the graduates.

EMPLOYMENT RATES

- 74.9 percent of respondents are employed; 77.9 percent of employed respondents are full-time, 22.1 percent of employed respondents are part-time. 26.7 percent of employed respondents are still seeking; 47.8 of those still seeking are full-time, 52.2 of those still seeking are part-time.
- There were only 46 unemployed bachelor graduates not working and not enrolled in additional coursework or attending graduate school that were actively seeking employment (6.37 percent of the total respondents).
- 73.2 percent of unemployed respondents are either enrolled in additional academic coursework or have chosen not to seek employment at this time. 26.8 percent of unemployed respondents are actively seeking employment. 25 percent of respondents are unemployed.
- Of the graduates who are employed, 59.9 percent have secured new positions with a new employer, 12.6 percent have secured new positions with the same employer and 27.5 percent are employed in the same position they held prior to graduation.

- Among bachelor degree recipients who are employed, 89.5 percent are working "in their field or in a field in which they expressed satisfaction", a slight decrease from 90.6 percent in 2008. (Education majors employed as substitute teachers are coded as working "in their field".) Among ALL graduates employed, 91.5 percent are working in their field of study (2008 figure = 91.3 percent) which is a slight increase.
- Among bachelor degree recipients who are employed, the total number of underemployed bachelor graduates is 18.24 percent.

CONTINUED EDUCATION

- Among bachelor degree recipients who completed the questionnaire, 16.1 percent were attending graduate school within a year of graduation, down 4 percent from 2008 (20.1 percent).
- Among associate degree recipients, 43.5 percent are currently completing requirements for a baccalaureate degree, up 7.3 percent from 2008 (36.2 percent).
- Among bachelor degree recipients, 6.9 percent are enrolled in additional undergraduate coursework. This rose 3.2 percent from 2008.

GEOGRAPHIC LOCATION

- Among all employed graduates, 66.7 percent accepted employment within the tri-state (a 60-mile radius of the University), a decrease of 3.8 percent from 2008 (70.5 percent). Twenty-six of these individuals reside in Kentucky or Illinois.
 - 32.7 percent of the employed bachelor degree recipients left the tri-state area in 2009, a 10.5 percent increase from 2008 (22.2 percent).
 - 39.7 percent of the employed master degree recipients left the tri-state area in 2009, an increase of 5.6 percent from 2008 (34.1 percent).
 - 29.0 percent of the employed associate degree recipients left the tri-state in 2009, a 5 percent decrease from 2008 (34.0 percent).
- Among all 2009 graduates, 18.5 percent left the tri-state to accept employment elsewhere in Indiana (13.5 percent in 2008), bringing the total number of 2009 graduates who work and utilize services in Indiana to 85.2 percent. If the 26 Illinois and Kentucky residents are subtracted from the tri-state figure, the state retention rate for 2009 employed USI graduates is 80.4 percent, an increase of .3 percent from 2008.

SALARY STATISTICS

- The average starting salary for baccalaureate degree graduates securing NEW, FULL-TIME POSITIONS was \$34,269, a 6.36 percent decrease from the average starting salary of \$36,598 in 2008.
- The average starting salary for associate degree graduates securing NEW, FULL-TIME POSITIONS was \$36,049, a decrease of 5.82 percent from the average starting salary of \$38,276 in 2008.

USI Board of Trustees

Diversity Committee Annual Report

March 4, 2010

Diversity Committee Formation and Objectives

The Diversity Committee of the University of Southern Indiana was created in response to House Enrolled Act 1256, authorized by the 2007 Indiana General Assembly (IC-21-27-8-7) which requires that each public institution of higher education create a diversity committee to:

1. Review and recommend faculty employment policies;
2. Review faculty and administration personnel complaints concerning diversity among faculty;
3. Make recommendations to promote and maintain cultural diversity among faculty members;
4. Make recommendations to promote recruitment and retention of minority students; and
5. Issue an annual report stating findings, conclusions, and recommendations of the committee to the board.

The University already had an Affirmative Action Committee in place which has been adapted to meet the requirements of IC 21-27-8-7. The Affirmative Action Committee was renamed the Diversity Committee and currently consists of the following members:

Karen Altstadt-Administrative Associate, Publishing Services
Kirat Baath-Contract Assistant Professor of Biology, Pott College of Science and Engineering
Cynthia Brinker-Vice President for Government and University Relations
Deborah Carl-Interim Assistant Dean, College of Nursing and Health Professions
Nadine Coudret-Interim Provost and Vice President for Academic Affairs
Katherine Draughon-Executive Director, Office of Planning, Research, and Assessment
Donna Evinger-Director, Human Resources and Committee Chair
Douglas Goepfner-ADA Coordinator, Human Resources
Pamela Hopson-Director, Multicultural Center
Maria Jalilpour-Student, Student Government Association Representative
Timothy Jones-Manager, Foundation Accounting
Robert Parrent-Vice President for Student Affairs
Rose Scruggs-Electronic Services Coordinator, Library Services
Joseph Uduehi-Associate Professor of Art Education, College of Liberal Arts

Incorporating and expanding upon the legislative mandate, the Diversity Committee has established the following objectives:

1. Define the University's vision of diversity and recommend methods to integrate that vision with existing University policies and procedures;
2. Collect information on University programs and initiatives and community resources;
3. Review University employment policies and processes and recommend improvements intended to increase hiring of diverse candidates;
4. Review University complaint policies and processes concerning diversity issues and recommend improvements;
5. Review University programs and processes, developing recommendations as appropriate for improvements to existing programs and processes and for new programs and initiatives that promote recruitment and retention of diverse students, faculty, and staff;
6. Recommend methods that increase awareness of the University's commitment to diversity;
7. Assess University diversity training and communication need and make recommendations;
8. Develop methods to assess the University's diversity efforts; and
9. Provide Annual Reports to the University's Board of Trustees.

The work of the Committee during 2009 focused primarily on the first three objectives, with some activities also facilitating objectives 6 and 7.

Diversity Committee Activities and Accomplishments

- Defined the University's vision of diversity and communicated the Diversity Committee's role and the vision of diversity throughout the University community

The Committee drafted a vision statement, refined it, and communicated it throughout the University community. The vision of diversity statement is:

At the University of Southern Indiana, diversity means embracing and celebrating the many differences that exist among the members of a dynamic, intellectual, and inclusive community that welcomes the full spectrum of human characteristics, ideas, and world views. We strive to create an exciting, energetic living and learning community in which people with different experiences can learn through intellectual engagement, both within and beyond the classroom. Diversity stimulates learning, encourages imagination, and benefits everyone—students, employees, and the community. We believe that intellectual and personal developments are best supported in a climate that respects differences and provides a sense of belonging and inclusion.

As members of the University community, we are committed to cultural competency and meaningful intercultural relationships within the University and with our community partners. We seek to develop these capacities in the classroom and through recruitment, orientation, open forums, programming, and partnerships. We encourage every member

of our University community to embrace this vision and exhibit a strong commitment to attracting, recruiting, developing, and retaining students, faculty, administrators, and support staff who mirror the diversity of our global society.

Various committee members, from August through November 2009, communicated the Diversity Committee's role and the vision of diversity to all institutional entities through meetings with:

- Administrative Council
 - Faculty, Administrators, and Support Staff
 - Deans and Department Chairs
 - Staff Council
 - Faculty Senate
 - Student Government Association
- Conducted research to gather information about existing University programs and initiatives that support diversity, as well as ideas for new programs and initiatives
 - In August 2009, Katherine Draughon provided a presentation about the newly formed Diversity Committee at the Deans and Department Chairs retreat. Deans and department chairs were asked to provide a short summary of the programs, activities, and courses offered within their departments and colleges – the starting point for our inventory of diversity-related programs at the University.
 - Also in August 2009, a web-based survey called The USI Faculty & Staff Experience Survey gathered opinions from faculty and staff regarding:
 - diversity issues at the University;
 - knowledge of University programs and activities related to diversity;
 - participation in University programs and activities related to diversity;
 - interest level in potential new diversity programs and activities at the University;
 - identification of the types of programs and activities that faculty and staff feel would be beneficial to enhancing diversity on the University's campus; and
 - identification of local organizations that offer programs and activities related to diversity that may be of use to University faculty, staff, and students.
 - In September 2009, to assist with the Committee's research activities, a graduate assistant position was approved to work within the Office of Planning, Research, and Assessment (OPRA). OPRA began a comprehensive assessment of the diversity programs and activities already in place at the University.
 - From the above sources, combined with direct outreach to each University department and college, graduate assistant Toni Brink compiled a preliminary database of over 200 existing University classes, programs, and initiatives with diversity-related content or goals.

- Gathered information on University and other institutions' employment policies and processes and initiatives in order to identify opportunities to increase hiring of diverse candidates:
 - Identified current policies and processes for employment of faculty and administrators, support staff, and students at the University;
 - Researched and identified 16 aspirational peer institutions and three local organizations; and
 - Began gathering information on the 19 institutions' employment policies, processes, and employment-related diversity activities.

Diversity Committee Next Steps

During 2010 and 2011, the Committee will focus on:

- Continued gathering and refining of information on existing University programs and initiatives
- Outreach to local organizations to gather information about diversity-related activities in the community and to identify partnership opportunities
- Continued research on employment policies, processes and initiatives of aspirational peer institutions
- Development of a comparative summary of University and peer institutions employment practices
- Solicitation of ideas from the University community regarding employment-related improvement opportunities and development of recommendations
- Development of a University-wide action plan for diversity initiatives
- Review of complaint policies and processes concerning diversity issues and recommendations for improvements
- Further communication within the University community of existing diversity activities and new initiatives
- Identification of measurement methods for selected initiatives

The Committee looks forward to continued achievement of our objectives as we work toward an increasingly diverse and inclusive University faculty, administrative staff, support staff, and student body.