

AGENDA

**UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES**

May 3, 2013

SECTION I – GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF MARCH 7, 2013, MEETING

B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION

C. PRESIDENT’S REPORT

D. REPORT ON THE INDIANA GENERAL ASSEMBLY

A report will be presented on the 2013 session of the Indiana General Assembly (Exhibit I-A).

E. APPOINTMENT OF THE NOMINATING COMMITTEE

F. REVIEW OF ACADEMIC PROGRAM DEVELOPMENT PLAN

The Academic Program Development Plan (Exhibit I-B) will be reviewed.

G. APPROVAL OF RESOLUTION OF APPRECIATION TO TRUSTEE SUSAN E. ELLSPERMAN '13

H. APPROVAL OF PRESIDENTIAL EVALUATION POLICY

At its meetings on January 10, 2013, and March 7, 2013, the Board of Trustees discussed and reviewed drafts of the proposed Presidential Evaluation Policy.

Approval of the Presidential Evaluation Policy in Exhibit I-C is recommended.

SECTION II – FINANCIAL MATTERS

A. REPORT ON CURRENT CONSTRUCTION PROJECTS

A report on the status of current construction projects will be presented. Exhibit II-A is a summary of the cost and funding sources for each project.

SECTION III - PERSONNEL MATTERS

A. APPROVAL OF PERSONNEL ACTIONS

Approval of the following personnel actions is recommended.

1. Promotion

Recommendation for promotion from clinical assistant professor to clinical associate professor effective August 20, 2013:

Emily Holt, Clinical Assistant Professor of Dental Assisting/Hygiene
College of Nursing and Health Professions

Recommendation for promotion from associate professor to professor effective August 20, 2013:

Dr. Roberta Hoebeke, Associate Professor of Nursing
College of Nursing and Health Professions

Dr. Paul Kuban, Associate Professor of Engineering
Pott College of Science, Engineering, and Education

Dr. Jeff Thomas, Associate Professor of Education
Pott College of Science, Engineering, and Education

2. Tenure and Promotion

Recommendation for continuous appointment and promotion from assistant professor to associate professor effective August 20, 2013:

Dr. Manuel Apodaca-Valdez, Assistant Professor of Spanish
College of Liberal Arts

Dr. Oana Armeanu, Assistant Professor of Political Science
College of Liberal Arts

Dr. Niharika Banerjee, Assistant Professor of Sociology
College of Liberal Arts

Dr. Andrew Buck, Assistant Professor of Sociology
College of Liberal Arts

Dr. Charles Conaway, Assistant Professor of English
College of Liberal Arts

Dr. Ronald Diersing, Assistant Professor of Engineering
Pott College of Science, Engineering, and Education

Dr. Vella Goebel, Assistant Professor of Education
Pott College of Science, Engineering, and Education

Dr. Sunny Hawkins, Assistant Professor of English
College of Liberal Arts

Dr. Aimee Mark, Assistant Professor of Psychology
College of Liberal Arts

Dr. Norma Rosas Mayén, Assistant Professor of Spanish
College of Liberal Arts

Dr. Daria Sevastianova, Assistant Professor of Economics
Romain College of Business

B. REPORT ON FACULTY AND ADMINISTRATIVE RETIREMENTS

The following faculty and administrative retirements will be reviewed.

Clinical Assistant Professor of Nursing Linda K. Evinger, in accordance with the early retirement policy, will retire effective July 1, 2014, including one-half assignment during the period January 8, 2014 through May 7, 2014. Retirement service pay based on 23 years of service to the University will be paid as of June 30, 2014.

Clinical Assistant Professor of Nursing Wanda Gale Hoehn, in accordance with the regular retirement policy, will retire effective June 1, 2013.

Associate Professor of Teacher Education Jane E. Meyer, in accordance with the revised retirement policy, will retire effective July 1, 2014, including leave with pay for the period January 8, 2014 through May 7, 2014. Retirement service pay based on 22 years of service to the University will be paid as of June 30, 2014.

Instructor in Teacher Education Beth A. Otto, in accordance with the regular retirement policy, will retire effective May 8, 2013.

Director of Admission Eric Otto, in accordance with the early retirement policy, will retire effective July 1, 2014, including leave with pay for the period January 1, 2014, through June 30, 2014. Retirement service pay based on 15.5 years of service to the University will be paid as of June 30, 2014.

Instructor in English Randall E. Pease, in accordance with the regular retirement policy, will retire effective December 24, 2013.

Associate Professor of Engineering Eric P. Sprouls, in accordance with the revised retirement policy, will retire effective July 1, 2014, including leave with pay for the period January 8, 2014 through May 7, 2014. Retirement service pay based on 37 years of service to the University will be paid as of June 30, 2014.

Assistant Director of Residence Facilities and Operations Gregory Wagoner, in accordance with the regular retirement policy, will retire effective September 4, 2013.

C. APPROVAL OF EMERITUS STATUS

Approval of the following emeritus titles is recommended.

Clinical Assistant Professor Emerita of Nursing Linda K. Evinger

Clinical Assistant Professor Emerita of Nursing Wanda Gale Hoehn

Associate Professor Emerita of Teacher Education Jane E. Meyer

Instructor Emerita in Teacher Education Beth A. Otto

Director Emeritus of Admission Eric Otto

Associate Professor Emeritus of Engineering Eric P. Sprouls

**UNIVERSITY OF SOUTHERN INDIANA
BIENNIAL BUDGET 2013-2015
OPERATING BUDGET SUBMISSION SUMMARY/COMPARISON**

	2013-14						2014-15					
	Budget Submission per Instructions	Commission for Higher Education Recommendation	Governor's Budget Recommendation	House Passed Budget	Senate Passed Budget	General Assembly Passed Budget	Budget Submission per Instructions	Commission for Higher Education Recommendation	Governor's Budget Recommendation	House Passed Budget	Senate Passed Budget	General Assembly Passed Budget
EXPENDITURES												
Expenditure Base	92,805,784	92,805,784	92,805,784	92,805,784	92,805,784	92,805,784	98,318,984	94,843,145	94,004,857	94,843,145	94,813,675	94,843,145
State Operating Appropriation Base Reduction	(2,406,570) a	(882,409) c	(1,720,697) e	(882,409) c	(683,466) g	(882,409) c	(401,095) b	(401,095) d	(401,095) f	(401,095) d	0 h	0 h
Performance Funding Formulas												
A. Overall Degree Completion	1,078,959	1,078,959	1,078,959	1,078,959	989,818	1,078,959	179,824	179,824	179,824	179,824	0	0
B. At Risk Degree Completion	469,612	469,612	469,612	469,612	430,509	469,612	78,269	78,269	78,269	78,269	0	0
C. Student Persistence Incentive	157,335	157,335	157,335	157,335	150,832	157,335	26,223	26,223	26,223	26,223	0	0
D. On-Time Graduation Rate	1,153,700	1,153,700	1,153,700	1,153,700	1,058,385	1,153,700	192,284	192,284	192,284	192,284	0	0
E. Institution-Defined Productivity Metric	60,164	60,164	60,164	60,164	61,813	60,164	10,028	10,028	10,028	10,028	0	0
Total Performance Funding	2,919,770	2,919,770	2,919,770	2,919,770	2,691,357	2,919,770	486,628	486,628	486,628	486,628	0	0
Appropriation Adjustment	5,000,000	0	0	0	0	0	5,000,000	0	0	0	0	0
Debt Service	(1,069,536)	(1,069,536)	(1,069,536)	(1,069,536)	(1,069,536)	(1,069,536)	1,214,725	1,211,185	(326,438)	(326,438)	(326,438)	(326,438)
Reallocation of Student Fees	1,069,536	1,069,536	1,069,536	1,069,536	1,069,536	1,069,536	(1,214,725)	(1,211,185)	326,438	326,438	326,438	326,438
Net Debt Service	0	0	0	0	0	0	0	0	0	0	0	0
Total Budget Increases	5,513,200	2,037,361	1,199,073	2,037,361	2,007,891	2,037,361	5,085,533	85,533	85,533	85,533	0	0
Total Expenditure Base	98,318,984	94,843,145	94,004,857	94,843,145	94,813,675	94,843,145	103,404,517	94,928,678	94,090,390	94,928,678	94,813,675	94,843,145
Percent Change	5.9%	2.2%	1.3%	2.2%	2.2%	2.2%	5.2%	0.1%	0.1%	0.1%	0.0%	0.0%
REVENUE												
Student Fee Base	40,562,175	40,562,175	40,562,175	40,562,175	40,562,175	40,562,175	41,631,711	41,631,711	41,631,711	41,631,711	41,631,711	41,631,711
Fee Increase	0	0	0	0	0	0	0	0	0	0	0	0
Transfer (to) from Debt Service	1,069,536	1,069,536	1,069,536	1,069,536	1,069,536	1,069,536	(1,214,725)	(1,211,185)	326,438	326,438	326,438	326,438
Total Student Fees	41,631,711	41,631,711	41,631,711	41,631,711	41,631,711	41,631,711	40,416,986	40,420,526	41,958,149	41,958,149	41,958,149	41,958,149
Operating Appropriation Base	40,109,493	40,109,493	40,109,493	40,109,493	40,109,493	40,109,493	45,622,693 i	42,146,854 i	41,308,566 i	42,146,854 i	42,117,384 i	42,146,854 i
Appropriation Increase	5,513,200	2,037,361	1,199,073	2,037,361	2,007,891	2,037,361	5,085,533	85,533	85,533	85,533	0	0
Total Operating Appropriation	45,622,693	42,146,854	41,308,566	42,146,854	42,117,384	42,146,854	50,708,226	42,232,387	41,394,099	42,232,387	42,117,384	42,146,854
Percent Change	13.7%	5.1%	3.0%	5.1%	5.0%	5.1%	11.1%	0.2%	0.2%	0.2%	0.0%	0.0%
Fee Replacement Appropriation Base	12,134,116	12,134,116	12,134,116	12,134,116	12,134,116	12,134,116	11,064,580	11,064,580	11,064,580	11,064,580	11,064,580	11,064,580
Fee Replacement Change	(1,069,536)	(1,069,536)	(1,069,536)	(1,069,536)	(1,069,536)	(1,069,536)	1,214,725	1,211,185	(326,438)	(326,438)	(326,438)	(326,438)
Total Fee Replacement Appropriation	11,064,580	11,064,580	11,064,580	11,064,580	11,064,580	11,064,580	12,279,305 j	12,275,765 j	10,738,142 k	10,738,142 l	10,738,142 l	10,738,142 l
Total State Appropriation	56,687,273	53,211,434	52,373,146	53,211,434	53,181,964	53,211,434	62,987,531	54,508,152	52,132,241	52,970,529	52,855,526	52,884,996
Percent Change	8.5%	1.9%	0.2%	1.9%	1.8%	1.9%	11.1%	2.4%	-0.5%	-0.5%	-0.6%	-0.6%
Total Revenue Base	98,318,984	94,843,145	94,004,857	94,843,145	94,813,675	94,843,145	103,404,517	94,928,678	94,090,390	94,928,678	94,813,675	94,843,145

a 6% of FY13 Operating Appropriation Base (\$40,109,493) to fund Performance Funding Formulas in 2013-14
b additional 1% of FY13 Operating Appropriation Base (\$40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 7% over the biennium
c 2.2% of FY13 Operating Appropriation Base (\$40,109,493) plus 3.8% from new funding to fund Performance Funding Formulas in 2013-14
d additional 1% of FY13 Operating Appropriation Base (\$40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 3.2% over the biennium
e 4.29% of FY13 Operating Appropriation Base (\$40,109,493) plus 1.7% from new funding to fund Performance Funding Formulas in 2013-14
f additional 1% of FY13 Operating Appropriation Base (\$40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 5.29% over the biennium

g 1.7% of FY13 Operating Appropriation Base (\$40,109,493) plus 3.8% from new funding to fund Performance Funding Formulas in 2013-14
h additional 0% of FY13 Operating Appropriation Base (\$40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 1.7% over the biennium
i assumes permanent funding of FY14 Operating Appropriation
j includes fee replacement funding for the Special R&R Classroom Renovation/Expansion project
k does not include fee replacement funding for the Special R&R Classroom Renovation/Expansion project
l cash funding recommended for the Special R&R Classroom Renovation/Expansion project rather than fee replacement funding

UNIVERSITY OF SOUTHERN INDIANA
BIENNIAL BUDGET 2013-2015

COMPARISON OF BUDGET SUBMISSION

WITH INDIANA COMMISSION FOR HIGHER EDUCATION, GOVERNOR'S BUDGET, HOUSE PASSED BUDGET, SENATE PASSED BUDGET, AND GENERAL ASSEMBLY PASSED BUDGET

	2013-14						2014-15					
	Budget Submission per Instructions	Commission for Higher Education Recommendation	Governor's Budget Recommendation	House Passed Budget	Senate Passed Budget	General Assembly Passed Budget	Budget Submission per Instructions	Commission for Higher Education Recommendation	Governor's Budget Recommendation	House Passed Budget	Senate Passed Budget	General Assembly Passed Budget
OPERATING BUDGET												
State Operating Appropriation Base Reduction	(2,406,570) a	(882,409) c	(1,720,697) e	(882,409) c	(683,466) g	(882,409) c	(401,095) b	(401,095) d	(401,095) f	(401,095) d	0 h	0 h
Performance Funding Formulas												
Overall Degree Completion	1,078,959	1,078,959	1,078,959	1,078,959	989,818	1,078,959	179,824	179,824	179,824	179,824	0	0
At Risk Degree Completion	469,612	469,612	469,612	469,612	430,509	469,612	78,269	78,269	78,269	78,269	0	0
Student Persistence Incentive	157,335	157,335	157,335	157,335	150,832	157,335	26,223	26,223	26,223	26,223	0	0
On-Time Graduation Rate	1,153,700	1,153,700	1,153,700	1,153,700	1,058,385	1,153,700	192,284	192,284	192,284	192,284	0	0
Institution-Defined Productivity Metric	60,164	60,164	60,164	60,164	61,813	60,164	10,028	10,028	10,028	10,028	0	0
Appropriation Adjustment	5,000,000	0	0	0	0	0	5,000,000	0	0	0	0	0
Total	5,513,200	2,037,361	1,199,073	2,037,361	2,007,891	2,037,361	5,085,533	85,533	85,533	85,533	0	0

a 6% of FY13 Operating Appropriation Base (\$40,109,493) to fund Performance Funding Formulas in 2013-14

b additional 1% of FY13 Operating Appropriation Base (\$40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 7% over the biennium

c 2.2% of FY13 Operating Appropriation Base (\$40,109,493) plus 3.8% from new funding to fund Performance Funding Formulas in 2013-14

d additional 1% of FY13 Operating Appropriation Base (\$40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 3.2% over the biennium

e 4.29% of FY13 Operating Appropriation Base (\$40,109,493) plus 1.7% from new funding to fund Performance Funding Formulas in 2013-14

f additional 1% of FY13 Operating Appropriation Base (\$40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 5.29% over the biennium

g 1.7% of FY13 Operating Appropriation Base (\$40,109,493) plus 3.8% from new funding to fund Performance Funding Formulas in 2013-14

h additional 0% of FY13 Operating Appropriation Base (\$40,109,493) to fund Performance Funding Formulas in 2014-15 for a total of 1.7% over the biennium

**UNIVERSITY OF SOUTHERN INDIANA
BIENNIAL BUDGET 2013-2015**

COMPARISON OF BUDGET SUBMISSION

WITH INDIANA COMMISSION FOR HIGHER EDUCATION, GOVERNOR'S BUDGET, HOUSE PASSED BUDGET, SENATE PASSED BUDGET, AND GENERAL ASSEMBLY PASSED BUDGET

		2013-15						
		<u>Submission</u>	<u>Commission for Higher Education Recommendation</u>	<u>Governor's Budget Recommendation</u>	<u>House Passed Budget</u>	<u>Senate Passed Budget</u>	<u>General Assembly Passed Budget</u>	
CAPITAL BUDGET REPAIR AND REHABILITATION								
General R&R		2,299,932	1,149,966	766,644	1,149,966	1,149,966	1,149,966	
Infrastructure		<u>435,920</u>	<u>217,960</u>	<u>145,306</u>	<u>217,960</u>	<u>217,960</u>	<u>217,960</u>	
Total		2,735,852	1,367,926 *	911,950 **	1,367,926 *	1,367,926 *	1,367,926 *	* 25% of R&R funding formula ** 33.33% of R&R funding formula
CAPITAL BUDGET FACILITIES								
Special R&R Classroom Renovation/Expansion								
State Funding Bonding Authorization		18,000,000	18,000,000	0	18,000,000 *	18,000,000 *	18,000,000 *	* cash funding split over the two years of the biennium
Medical Education Center A&E		0	0	0	2,000,000 *	2,000,000 *	0	
LINE ITEM INITIATIVES								
Historic New Harmony	470,414							
2013-14			519,807	486,878	470,414	486,878	486,878	
2014-15			<u>574,387</u>	<u>486,878</u>	<u>470,414</u>	<u>486,878</u>	<u>486,878</u>	
Total			1,094,194	973,756 *	940,828 **	973,756 *	973,756 *	* 3.5% increase in 2013-14 and 0% increase in 2014-15 ** 0% increase in 2013-14 and 2014-15
Dual Credit Enrollment	0							
2013-14			0	274,100	0	274,100	274,100	
2014-15			<u>0</u>	<u>274,100</u>	<u>0</u>	<u>274,100</u>	<u>274,100</u>	
Total			0	548,200 ***	0	548,200 ***	548,200 ***	*** based on 2011 dual credit enrollment
Full-Time Faculty Support	0							
2013-14			0	0	0	0	2,000,000	
2014-15			<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2,000,000</u>	
Total			0	0	0	0	4,000,000	

UNIVERSITY OF SOUTHERN INDIANA

SUMMARY OF 2013-2015 BIENNIAL BUDGET

The Indiana General Assembly passed a two-year \$30 billion state budget on Friday, April 26, 2013. The House of Representatives approved the new state spending plan in House Bill 1001 for 2013-2015 by a margin of 70-30 while the Senate voted in favor of the plan by a margin of 39-11.

A total of \$66.6 million, six percent of the FY13 operating base, was appropriated through new state dollars and reallocated university operating appropriations to fund the Performance Funding Formulas. Total operating appropriations increased by \$45.9 million per year or 3.8% from FY13 levels.

The state's two-year budget used the six performance funding metrics recommended by the Commission for Higher Education in the appropriations process. Below is the allocation of the funding for the formulas used in the biennial budget process:

• Overall Degree Completion*	\$19,971,440	30.00%
• On-Time Graduation Rate*	\$16,644,610	25.00%
• At Risk Degree Completion*	\$ 9,992,709	15.01%
• Student Persistence Incentive*	\$ 9,984,386	15.00%
• Institution-Defined Productivity Metric*	\$ 3,322,952	4.99%
• High Impact Degree Completion Metric	\$ 6,655,593	10.00%

The University of Southern Indiana was eligible to receive funding through the formulas in five of the six categories. Those formulas are noted with an asterisk. USI was one of only two institutions to receive funding in each of the categories within the metrics.

Other University line items increased by 0% to 3.5% in FY14. The budget provides a new separate appropriation to each institution for funding priority dual credit courses offered in high schools based on a funding level of \$50 per credit hour based on successfully completed credit hours in 2010-2011. The General Assembly added a new line item for USI for full-time faculty support.

Nineteen capital projects were funded by the 2013 Indiana General Assembly. A total of \$215 million in cash for 11 projects and \$14.7 million in fee replacement for eight projects was appropriated in FY14 and FY15. The General Repair and Rehabilitation formula was funded at 25% of the investment target for a total of \$28.5 million.

Funding for the State Student Assistance Program (SSACI) will increase by \$44 million to \$325 million in FY14 and by \$31 million to \$311 million in FY15. Funding was increased for the Statutory Fee Remission Program for Children of Disabled Veterans, the National Guard Program, the Frank O'Bannon Program, and the 21st Century Scholars Program.

The following is a summary of the 2013-2015 Biennial Budget for the University of Southern Indiana.

2013-2015 BIENNIAL BUDGET HIGHLIGHTS

OPERATING APPROPRIATION

Reduction of Operating Base – 2.2%	(\$ 882,409)
<ul style="list-style-type: none"> • 6% of FY13 base to fund Performance Funding Formulas 	
Overall Degree Completion	\$1,078,959
<ul style="list-style-type: none"> • Funds increase in number of degrees granted 	
On-Time Degree Completion	\$1,153,700
<ul style="list-style-type: none"> • Funds increase in number of degrees conferred in four years 	
At Risk Degree Completion	\$ 469,612
<ul style="list-style-type: none"> • Funds increase in number of low income degrees granted 	
Student Persistence Incentive	\$ 157,335
<ul style="list-style-type: none"> • Funds increase in students who complete 30 and 60 credit hours at USI 	
Institution-Defined Productivity Metric	\$ 60,164
<ul style="list-style-type: none"> • Funds initiatives that focus on reducing the cost of attendance to students 	
Total Performance Funding for the University of Southern Indiana	\$2,919,770
Appropriation Increase Net of Base Reductions	\$2,037,361

The University of Southern Indiana received 4.4% of the \$66.6 million allocated to fund the Performance Funding Formulas.

The University was not eligible to receive funding for the High Impact Degree Completion Metric.

The total funding for the Performance Funding Formulas was generated through the 2.2% reduction in each institution's base. New state dollars were allocated to higher education operating budgets in FY14 and FY15.

CAPITAL APPROPRIATION

Facilities

- The Indiana General Assembly authorized \$18 million in cash over the biennium for the USI Classroom Renovation and Expansion Project

General Repair and Rehabilitation

- USI's General Repair and Rehabilitation appropriation for 2013-2015 is \$1,367,926

LINE ITEM APPROPRIATIONS

Dual Credit

- New line item appropriation of \$274,100 in FY14 and FY15 to fund dual credit priority courses taught in high schools

Full-Time Faculty Support

- New line item appropriation of \$2 million in FY14 and FY15 to fund full-time faculty support

Historic New Harmony

- Operating base appropriation for Historic New Harmony increased by 3.5% from \$470,414 in FY13 to \$486,878 for FY14 and FY15

SUMMARY

Operating and Capital Appropriations for 2013-2015

- University's operating appropriation will increase by approximately 5.1% from \$40,109,493 in FY13 to \$42,164,854 in FY14 and will remain flat in FY15
- Two new line items were included in the University's budget with \$274,000 appropriated in FY14 and FY15 for dual credit priority courses and \$2 million appropriated in FY14 and FY15 for full-time faculty support
- \$1,367,926 was appropriated through the General Repair and Rehabilitation formula
- \$18 million in cash was appropriated over the biennium for the USI Classroom Renovation and Expansion project

April 30, 2013

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

**Revised by Academic Planning Council
March 25, 2013**

Baccalaureate Degree

Master Degree

Doctorate Degree

2011-2013 Biennium

Anthropology
Environmental Science

2013-2015 Biennium

Business/Engineering
Civil Engineering
Entrepreneurship
Geography
Global Business
Health Informatics
Industrial Engineering
Mechanical Engineering
Respiratory Therapy

English (MA)
Environmental Science
Food and Nutrition (Dietetics)
Health Informatics
Human Performance
Imaging Sciences
Physician Assistant
Special Education/Exceptional Needs
Sport Administration

Occupational Therapy

2015-2017 Biennium

Electrical and Computer Engineering
Physics
Statistics

Environmental Science

Pharmacy
Physical Therapy

University of Southern Indiana Presidential Evaluation Policy

I. Appointment

The president shall be appointed by and serve at the pleasure of the Board. (IC 21-24-4-1)

II. Duties

The president shall report directly to the Board and shall be the chief executive officer of the University with overall authority and responsibility for the planning and management of all functions and operations of the University; for keeping the Board informed regarding the affairs of the University in a timely and appropriate manner; and for performing such other duties and functions as are assigned and delegated by the Board.

- A. Among other duties, the president shall:
1. Provide strong and visionary leadership to assure a vigorous intellectual community. Develop comprehensive strategic plans to address emerging trends in higher education and successfully advance the University's mission.
 2. Work and coordinate with the Board to enhance the effectiveness of the Board and provide educational excellence at the University;
 3. Serve as a spokesperson and advocate for the University to its external constituencies;
 4. Be responsive in directing the governmental relations activities of the University;
 5. Manage and sustain human and fiscal resources in a way that allows the University to accomplish its mission in the most effective way;
 6. Provide effective leadership in raising external support, both public and private, for University programs;
 7. Be responsible for the preparation and submission of items to the Board on matters requiring formal Board action and on matters requiring informational reports;
 8. Report directly to the Board on all budget items and all budget issues. The president will be directly responsible for the preparation, presentation to the Board, and implementation of the University's budgets; and
 9. Attend all Board meetings, except those for which the Board concurs that an absence is permitted.

III. Evaluation

The Board will evaluate the president annually. The purposes of this process are to:

- A. Ensure that sound institutional goals are being pursued and achieved;
- B. Foster improved institutional as well as individual performance;
- C. Increase the legitimacy of the Office of the President; and
- D. Familiarize the Board with complex functions, obligations, restrictions, and realities that occupy the president.

IV. Evaluation Process

- A. The president, in consultation with the Board, shall develop objectives, annual goals, and metrics consistent with the criteria for evaluation.
- B. The objectives, accomplishment of the prior year's goals with accompanying metrics, as well as proposed goals and metrics, shall be reviewed by the Board.
- C. The president will provide brief updates, when appropriate, on progress toward achievement of annual goals and metrics.
- D. The Board will hold an annual meeting with the president to review its evaluation of his/her performance.
- E. The Board may conduct a more comprehensive evaluation, possibly with the input of an external evaluator, every three years, or more or less frequently as it deems necessary.

V. Evaluation Criteria

The president shall be evaluated by the Board using the following minimum criteria:

- A. Leadership, Planning, Management
 - 1. The ability to articulate coherent and exciting visions and core values of the institution and to inspire others toward their fulfillment.
 - 2. The extent to which the president and the institution's senior administrative staff are sensitive to the needs of students, faculty, and other internal and external constituents of the institution; the quality of administrative appointments; and the effectiveness and efficiency of institutional financial, marketing, and organizational functions.
 - 3. The extent to which progress has been made in achieving ethnic and cultural diversity among students, faculty, staff, and administration.
 - 4. The extent to which both long-term and short-term objectives are accomplished within agreed upon time periods.
- B. Relationships
 - 1. The extent to which positive, supportive relationships have been established with students, faculty, community, business, and the legislative and executive branches of state government.
- C. Fund Raising
 - 1. The extent to which the president has developed and increased significant sources of external support for the institution.

VI. Faculty Input to Presidential Evaluation

The president shall be evaluated by the University faculty using the following minimum criteria:

- A. Relationship with Faculty
 - 1. The extent to which the president communicates effectively with the faculty and faculty governance system and is responsive to faculty policies and concerns, particularly on matters of curricula and academic personnel policies.

B. Academic Leadership

1. Effectiveness of the president in articulating academic values, the academic vision of the University, the centrality of the academic mission within the University and to external constituencies, and the president's knowledge of the University's academic activities.

C. Academic Administration

1. The sense of the administrative culture and atmosphere from the faculty's perspective; the extent to which the president and the vice presidents are responsive to and facilitative of faculty needs. The faculty's evaluation of the president shall be presented to the Board by the faculty representative to the Board.

VII. Student Input to Presidential Evaluation

A. University's Academic Effectiveness

1. The extent to which the president supports and promotes the academic mission, learning environment, and overall quality of students' education

B. Physical Environment of Campus

1. The extent to which the president supports and promotes a safe, aesthetically pleasing, and functional campus.

C. Campus Morale

1. The extent to which the president advocates and supports overall student morale and a meaningful college experience. The students' evaluation of the University president shall be presented to the Board by the student representative to the Board.

VIII. Evaluation Meeting

The Board will ask for input from the student and faculty representatives to the Board prior to meeting with the president to conduct the evaluation.

For the periodic comprehensive evaluation, more extensive input may be sought from campus and community constituencies.

The evaluation meeting shall be a confidential verbal interaction between the Board and the president (an Executive Session as allowed by IC 5-14-1.5-6.1).

**Summary
Current Construction Projects
May 3, 2013**

Projects Recently Completed

Varsity Athletic Field Area Parking Lot Improvement

Project Cost **\$ 350,000**

Funding Source: Transportation Reserve

University Center Roof Replacement

Project Cost **\$ 125,000**

Funding Source: University Center Reserve

Projects Under Construction

Applied Engineering Center Construction

Project Cost **\$ 3,300,000**

Funding Source: Special Projects Reserve

Teaching Theatre Construction

Project Cost **\$ 17,250,000**

Funding Sources:

Bond Issue (Repaid with Student Fees) \$ 13,000,000

Special Projects Reserve \$ 2,250,000

USI Foundation \$ 2,000,000

Campus Loop Road Construction - Phase III

Project Cost **\$ 760,000**

Funding Sources:

Transportation Reserve \$ 271,000

Federal Direct Appropriation FY 2009 \$ 489,000

Student Housing Apartment Buildings Renovation - 2013

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

Funding Source: Housing Reserve

University Center Bookstore Renovation - Phase II

Project Cost **\$ 725,000**

Funding Source: Bookstore Reserve

University Center Eagles Nest Renovation

Project Cost \$ 250,000

Funding Source: University Center Reserve

Liberal Arts Center Room 2031 and Recreation and Fitness Center

Computer Lab Construction

Project Cost \$ 225,000

Funding Source: Special Projects Reserve

Projects in Design

Conference Center Construction

Project Cost \$ 5,000,000

Funding Source: Private Gifts

Visitor's Center Construction

Project Cost \$ 2,000,000

Funding Source: Private Gifts

Technology Center Air Handling Unit Replacement

Project Cost \$ 250,000

Funding Source: Special Projects Reserve

Science Center - Lower Level Renovation

Project Cost \$ 750,000

Funding Source: General Repair and Rehabilitation Appropriation

Atheneum (New Harmony) - Exterior Metal Painting

Project Cost \$ 250,000

Funding Source: Special Projects Reserve

Education Center - Mathematics Laboratory Construction

Project Cost \$ 245,000

Funding Source: Special Projects Reserve

Health Professions Center - Simulation Laboratory Renovation

Project Cost \$ 180,000

Funding Source: Special Projects Reserve