AGENDA

UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES

May 7, 2021

SECTION I – **GENERAL AND ACADEMIC MATTERS**

A. APPROVAL OF MINUTES OF MARCH 4, 2021, MEETING

B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION

C. PRESIDENT'S REPORT

D. APPOINTMENT OF THE NOMINATING COMMITTEE

E. REPORT OF EQUITY, DIVERSITY AND INCLUSION COMMITTEE

The Diversity Committee of the University of Southern Indiana was created in 2007 and reorganized to include Equity and Inclusion in 2018. The committee's creation was 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 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.

Additionally, the committee is charged with monitoring and reporting on initiatives that address equity, diversity, and inclusion across the University.

The Equity, Diversity, and Inclusion Committee 2020-2021 annual report is presented in Exhibit I-A.

F. REPORT ON THE INDIANA GENERAL ASSEMBLY

A report will be presented on the 2021 session of the Indiana General Assembly, including USI's appropriation within the 2021-2023 biennial budget signed into law (Exhibit I-C) as compared to USI's preceding fiscal year 2021 appropriation (Exhibit I-B).

G. APPROVAL OF NEW POST-BACCALAUREATE CERTIFICATE PROGRAM: GRADUATE CERTIFICATE – ADMINISTRATOR IN TRAINING (AIT) RESIDENCY

Approval of a new certificate program, the Post-Baccalaureate Graduate Certificate in Administrator in Training Residency in Exhibit I-D is recommended.

The Master of Health Administration (MHA) program proposes to offer a post-baccalaureate certificate program entitled Graduate Certificate – Administrator in Training (AIT) residency. The certificate will provide candidates with exposure to all nursing home operations, business and regulatory practices and resident issues. Per the Indiana State Board of Health Facility Administrators, candidates are required to complete an AIT in a minimum of six (6) months and a maximum of twelve (12) months. Students who complete the AIT residency (9 credit hours) are eligible to sit for the National and State of Indiana nursing home administration licensure exams.

H. APPROVAL OF RESOLUTION OF APPRECIATION TO TRUSTEE JOSI M. BARSCZ '22

WHEREAS, Josi M. Barscz was appointed to the University of Southern Indiana Board of Trustees by Indiana Governor Eric Holcomb in July 2019, becoming the seventeenth student to be so appointed in the history of the University; and

WHEREAS, Ms. Barscz has served with distinction as a member of the Board for two years; and

WHEREAS, Ms. Barscz has served the Board of Trustees as Secretary, as a member of the Finance/Audit Committee, Academic Affairs and Enrollment Management Committee, Nominating Committee and has represented the Board as a member of the USI Foundation Board of Directors; and

WHEREAS, during her tenure as a Trustee, the University experienced the development of opportunities in academics, student life, and the expansion of facilities, including the Health Professions Renovation, Physical Activities Center Renovation and USI Aquatics Center; and

WHEREAS, during her tenure as a Trustee, she represented USI's student body during the global pandemic, one of the most challenging times in the University's history; and

WHEREAS, in May 2020, Ms. Barscz joined her colleagues on the Board of Trustees in approving an interim budget providing employment to all USI employees at their normal salary rate during this time of great uncertainty; and

WHEREAS, Ms. Barscz and her colleagues on the Board of Trustees approved a measure to eliminate the requirement of standardized testing for admission to the University removing one of the barriers to education allowing the University to become a more inclusive community for students; and

WHEREAS, Ms. Barscz has excelled in all areas of student life, including academics, and leadership; and

WHEREAS, her term on the Board of Trustees will expire on June 30, 2021.

NOW, THEREFORE, BE IT RESOLVED, that the members of the USI Board of Trustees express to Josi Barscz their sincere appreciation for her involvement and her vision; and

FURTHER RESOLVED, that the Board wishes Josi Barscz well as she continues her pursuit of a degree in Biochemistry, Spanish Studies, and Public Health; and

FURTHER RESOLVED, that this resolution be adopted by the Board of Trustees and spread upon its minutes for all time as a perpetual recognition of the deep gratitude owed by the University and its trustees, officers, students, and faculty, to Josi Barscz for her devoted service to the University of Southern Indiana.

SECTION II – FINANCIAL MATTERS

A. REPORT OF CONSTRUCTION CHANGE ORDERS APPROVED BY THE VICE PRESIDENT FOR FINANCE AND ADMINISTRATION

The construction change orders approved by the vice president for Finance and Administration Exhibit II-A will be reviewed.

B. REPORT ON CURRENT CONSTRUCTION PROJECTS

A report on the status of current construction projects will be presented. Exhibit II-B 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 by the University Promotions Committee for promotion from associate professor to professor effective August 17, 2021:

> Dr. Shelly B. Blunt, Associate Professor of Chemistry
> Pott College of Science, Engineering, and Education

> Dr. Denise M. Lynn, Associate Professor of History
> College of Liberal Arts

> Dr. Melissa J. Stacer, Associate Professor of Criminal Justice Studies
> College of Liberal Arts

> Dr. Clarissa A. Willis, Associate Professor of Education
> Pott College of Science, Engineering, and Education

Recommendation for promotion from clinical associate professor to clinical professor effective August 17, 2021:

> Mrs. Emily R. Holt, Clinical Associate Professor of Dental Hygiene/Dental Assisting
> College of Nursing and Health Professions

Recommendation for promotion from clinical assistant professor to clinical associate professor effective August 17, 2021:

> Mrs. Jara L. Dillingham, Clinical Assistant Professor of Social Work
> College of Liberal Arts

2. Promotion and Tenure

Recommendation for continuous appointment and promotion from assistant professor to associate professor, effective August 17, 2021:

> Dr. Alex M. Champagne, Assistant Professor of Biology
> Pott College of Science, Engineering, and Education

> Dr. Christos Deligkaris, Assistant Professor of Physics
> Pott College of Science, Engineering, and Education

> Dr. Erin E. Gilles, Assistant Professor of Advertising
> College of Liberal Arts

> Dr. Cristina M. Gilstrap, Assistant Professor of Business Communication
> Romain College of Business

> Dr. Curt A. Gilstrap, Assistant Professor of Business Communication
> Romain College of Business

> Dr. K. Joy Howard, Assistant Professor of Teacher Education
> Pott College of Science, Engineering, and Education

Dr. Veronica C. Huggins, Assistant Professor of Social Work
College of Liberal Arts

Dr. T. Kyle R. Mara, Assistant Professor of Biology
Pott College of Science, Engineering, and Education

Dr. Elissa T. Mitchell, Assistant Professor of Social Work
College of Liberal Arts

Mr. A. John Paulson, Assistant Professor of Social Work
College of Liberal Arts

Dr. Stella A. Ress, Assistant Professor of History
College of Liberal Arts

Mr. Paul C. Weimer, Assistant Professor of Theatre
College of Liberal Arts

B. REPORT ON FACULTY AND ADMINISTRATIVE RETIREMENTS

The following faculty and administrative retirements will be reviewed.

Advisor and Coordinator of Special Populations, University Division, Patricia K. Beagle, in accordance with the regular retirement policy will retire effective July 1, 2021, after 14 years of service.

C. APPROVAL OF EMERITUS STATUS

Approval of the following emerita title is recommended.

Advisor and Coordinator Emerita of Special Populations Patricia K. Beagle

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Equity, Diversity and Inclusion Council
Annual Report
May 7, 2021

I. Diversity Committee Formation

The Diversity Committee of the University of Southern Indiana was created in response to Indiana Code § 21-27-8-7 that was implemented by Public Law 167-2007 after the passage of House Enrolled Act 1256. The Indiana Code requires the establishment of the Diversity Committee, which shall do the following:

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

The Equity, Diversity and Inclusion Committee (EDIC) was formed in 2018 and replaced the Diversity Committee. The Council is an educative and advisory group composed of faculty, staff and students from different racial/ethnic, social status, genders, sexual orientations, abilities, veteran status and religions that reflect the diversity within the university community, as well as advocates for those groups.

II. Equity, Diversity and Inclusion Council (EDIC)

As previously reported on April 26, 2019, to the Board of Trustees, the EDIC represented one of President Rochon's initiatives.

Mission Statement: The mission of the Equity, Diversity and Inclusion Council (EDIC) of USI is to identify, understand, act upon, and evaluate initiatives and opportunities to promote inclusion for representation, involvement, and empowerment of diverse communities across campus.

Vision Statement: The vision of EDIC is to create an equitable environment where all can challenge thought and practice while embracing each other in our unique individualities to produce representation, involvement, and empowerment of all communities across campus.

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Goals:
- Create and sustain a welcoming campus community that strives for structural diversity based on principles of equity and inclusion through leadership and action at all levels of the institution.
- Strengthen and improve the structural diversity of the University of Southern Indiana campus community.
- Cultivate mutually beneficial community-university partnerships that further the mission of the University with an emphasis on historically and currently underserved communities.

The Council uses the following definitions for its work:

Equity: Creating opportunities for equal access and success for historically underrepresented populations, such as racial and ethnic minority and low-income students, in three main areas:
- Representational equity, the proportional participation at all levels of an institution; and
- Resource equity, the distribution of educational resources in order to close equity gaps; and
- Equity-mindedness, the demonstration of an awareness of and willingness to address equity issues among institutional leaders and staff.

Diversity: Individual differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, physical or cognitive abilities, as well as cultural, political, religious, or other affiliations) that can be engaged in the service of learning.

Inclusion: The active, intentional, and ongoing engagement with diversity—in people, in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical). This engagement with diversity has the potential to increase one's awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions.

Accomplishments 2020-2021

- Campus Climate Survey findings received and shared
- Developed pillars to connect EDIC Council Strategic Plan to USI's Strategic Plan
- Increase in committees working on equity, diversity and inclusion
- New working groups
    - Created committee start-up toolbox
    - Designed reporting template

Campus Climate Survey Findings

Last year we reported the administering of a Campus Climate Survey. Since then, we have received and shared the findings. Our awareness of all community members is vital in creating transformative spaces where all students and employees can flourish. However, fall 2020, as well as spring 2021, did challenge us. It also provided opportunities for us to reimagine our

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future and beyond through expanded collaborative engagement with one another. Having options such as in-person, hybrid, and virtual platforms enabled us to provide programming initiatives such as speakers, training, and workshops to the USI community and beyond.

Pillars

In addition to the USI Strategic Plan and the EDIC Strategic Plan, we now have four strategic pillars. These pillars help to strengthen, support, and connect the two plans. They are Intentional & Holistic Student Engagement, Faculty & Staff Development, Curriculum & Instruction Development and Recruitment, Hiring, & Promotion. Having the "pillars" helps us ensure everyone is on the same page with the goal of increasing the retention of students and employees. Although the "pillars" are new, and it's too early to determine its effectiveness, it encourages imagination and intellectual ownership at the college, division, and individual level. We believe the pillars will have a dramatic effect on recruitment and retention.

Councils and Committees

With an Equity, Diversity and Inclusion Council (EDIC) Strategic Plan, a Council that represents a cross-section of the community, it is critical we continue to move forward. We must explore and implement ways to ensure that all voices are seen and heard throughout campus policies, procedures, initiatives, and plans. We know all too well this work requires a collective effort of our campus and community. Campus activation and mobilization help facilitate strategies, success, and a sense of belonging. Recognizing having representation from students, colleges, divisions, and governing bodies on one council would not equate to institutional change, courageous conversations took place across campus to expand the footprint. Last year we reported one college with a formalized equity, diversity, and inclusion committee. Currently, all colleges and Student Affairs have a committee focused on this work. The responsibility of developing their action plans lies with members of the USI community. Their representative serves as the link between the council, committee, dean, or vice-president.

Working Groups

This year two additional working groups were formed. One to develop a toolkit for the formation of EDIC committees across campus and the other to design a template for reporting purposes. The "toolkit working group" was tasked with providing guidance and common language to be used by committees. The recommendation from this group is that all groups formed use the word "committee" and not "council". The rationale is to alleviate any confusion as it relates to the EDIC Council. Resources in the toolkit contain templates for new groups to use in terms of their language, structure, and implementation, regardless of the college, department, or division in which the group is housed. Samples of invitation letters, mission and vision statements, strategic plans, survey approved by the OPRA office, activity checklists and flyers are also included.

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The "reporting working group" was formed to develop and design a reporting template to be used campus-wide. They are in the final stages of making edits. The purpose of this instrument is to move us beyond a culture of compliance and checklist type of assessment process and instead aim to facilitate data-informed, continuous improvement for USI and its stakeholders. The summation of findings will be compiled into a comprehensive report that is shared. The next step is developing Key Performance Indicators (KPI's) and determining how often we will report out. Having a snapshot is critical in determining if we are meeting our goals.

Next Steps

Moving forward researchers from Higher Education Data Sharing Consortium (HEDS) will conduct focus groups with students and employees this summer and fall 2021 to drill down deeper to supplement the findings of the Campus Climate Survey. We will continue to share data campus-wide in smaller pieces with courageous conversation to implement change. Work to expand the EDIC footprint. Develop metrics to show continuous improvement towards expected outcomes.

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Biennial Legislative Budget Comparison

Fiscal Year 2022 & 2023

Comparison

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USI	Fiscal Year – 2021*	Fiscal Year – 2022	Dollar Increase	%
Total Operating Expense	44,784,826	48,210,149	3,425,323	7.65%
DUAL CREDIT				
Total Operating Expense	236,153	555,480	319,327	135.22%
HISTORIC NEW HARMONY				
Total Operating Expense	486,878	486,878	0	0.00%
Repair and Rehabilitation	1,112,962	1,112,962	0	0.00%
TOTAL APPROPRIATION	$ 46,620,819	$ 50,365,469	$ 3,744,650	8.03%

*Actual operating after reduction by June 2020
directive from the Governor's budget agency.

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Comparison

USI	Fiscal Year – 2021*	Fiscal Year – 2023	Dollar Increase	%
Total Operating Expense	48,210,149	51,038,023	2,827,874	5.87%
DUAL CREDIT				
Total Operating Expense	236,153	555,480	319,327	135.22%
HISTORIC NEW HARMONY				
Total Operating Expense	486,878	486,878	0	0.00%
Repair and Rehabilitation	1,112,962	1,112,962	0	0.00%
TOTAL APPROPRIATION	$ 50,046,142	$ 53,193,343	$ 3,147,201	6.29%

*As-passed appropriation.

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Total State Appropriation

2021   **2022**   **2023**

$46,620,819 > **$50,365,469** > **$53,193,343**

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UNIVERSITY OF SOUTHERN INDIANA
BIENNIAL BUDGET 2021-2023
OPERATING BUDGET SUBMISSION SUMMARY/COMPARISON

	2021-22						2022-23					
	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	**109,293,507**	**109,293,507**	**109,293,507**	**109,293,507**	**109,293,507**	**109,293,507**	**109,293,507**	**109,293,507**	**109,293,507**	**109,293,507**	**109,293,507**	**109,293,507**
State Operating Appropriation Base Reduction	0	(2,478,002) a	(2,926,356) b	0 c	0 c	0 c	0	(2,478,002) a	(2,478,002) d	(2,478,002) d	(19,284) e	(2,478,002) d
Performance Funding Formulas												
A. Overall Degree Completion	395,000	325,006	323,669	0	0	0	395,000	324,295	324,289	324,289	87,927	324,289
B. At Risk Degree Completion	1,100,000	904,992	901,384	0	0	0	1,100,000	903,056	903,056	903,056	244,816	903,056
C. STEM Degree Completion	210,000	164,560	172,094	0	0	0	210,000	164,200	172,390	172,390	46,746	172,390
D. Student Persistence Incentive	333,000	274,059	272,857	0	0	0	333,000	273,393	273,393	273,393	74,129	273,393
E. On-Time Graduation Rate	4,425,000	3,640,713	3,626,022	0	0	0	4,425,000	3,632,925	3,632,748	3,632,748	985,005	3,632,748
Total Performance Funding	6,463,000	5,309,330 f	5,296,026 g	0 h	0 h	0 h	6,463,000	5,297,869 i	5,305,876 j	5,305,876 j	1,438,623 k	5,305,876 j
Debt Service	(680,369)	(680,369)	(680,369)	(680,369)	(680,369)	(680,369)	791,684	(2,740,240)	(2,740,240)	(2,740,240)	(2,740,240)	(2,740,240)
Reallocation of Student Fees	680,369	680,369	680,369	680,369	680,369	680,369	(791,684)	2,740,240	2,740,240	2,740,240	2,740,240	2,740,240
Net Debt Service	0	0	0	0	0	0	0	0	0	0	0	0
Total Budget Increases	**6,463,000**	**2,831,328**	**2,369,670**	**0**	**0**	**0**	**6,463,000**	**2,819,867**	**2,827,874**	**2,827,874**	**1,419,339**	**2,827,874**
Total Expenditure Base	**115,756,507**	**112,124,835**	**111,663,177**	**109,293,507**	**109,293,507**	**109,293,507**	**115,756,507**	**112,113,374**	**112,121,381**	**112,121,381**	**110,712,846**	**112,121,381**
Percent Change	**5.9%**	**2.6%**	**2.2%**	**0.0%**	**0.0%**	**0.0%**	**5.9%**	**2.6%**	**2.6%**	**2.6%**	**1.3%**	**2.6%**
REVENUE												
Student Fee Base	46,025,830	46,025,830	46,025,830	46,025,830	46,025,830	46,025,830	46,025,830	46,025,830	46,025,830	46,025,830	46,025,830	46,025,830
Fee Increase	0	0	0	0	0	0	0	0	0	0	0	0
Transfer (to) from Debt Service	680,369	680,369	680,369	680,369	680,369	680,369	(791,684)	2,740,240	2,740,240	2,740,240	2,740,240	2,740,240
Total Student Fees	**46,706,199**	**46,706,199**	**46,706,199**	**46,706,199**	**46,706,199**	**46,706,199**	**45,234,146**	**48,766,070**	**48,766,070**	**48,766,070**	**48,766,070**	**48,766,070**
Operating Appropriation Base	48,210,149	48,210,149	48,210,149	48,210,149	48,210,149	48,210,149	48,210,149	48,210,149	48,210,149	48,210,149	48,210,149	48,210,149
Appropriation Increase	6,463,000	2,831,328	2,369,670	0	0	0	6,463,000	2,819,867	2,827,874	2,827,874	1,419,339	2,827,874
Total Operating Appropriation	**54,673,149**	**51,041,477**	**50,579,819**	**48,210,149**	**48,210,149**	**48,210,149**	**54,673,149**	**51,030,016**	**51,038,023**	**51,038,023**	**49,629,488**	**51,038,023**
Percent Change	**13.4%**	**5.9%**	**4.9%**	**0.0%**	**0.0%**	**0.0%**	**13.4%**	**5.8%**	**5.9%**	**5.9%**	**2.9%**	**5.9%**
Fee Replacement Appropriation Base	15,057,528	15,057,528	15,057,528	15,057,528	15,057,528	15,057,528	15,057,528	15,057,528	15,057,528	15,057,528	15,057,528	15,057,528
Fee Replacement Change	(680,369) l	(680,369) l	(680,369) l	(680,369) l	(680,369) l	(680,369) l	791,684 m	(2,740,240) n	(2,740,240) n	(2,740,240) n	(2,740,240) n	(2,740,240) n
Total Fee Replacement Appropriation	**14,377,159**	**14,377,159**	**14,377,159**	**14,377,159**	**14,377,159**	**14,377,159**	**15,849,212**	**12,317,288**	**12,317,288**	**12,317,288**	**12,317,288**	**12,317,288**
Total State Appropriation	**69,050,308**	**65,418,636**	**64,956,978**	**62,587,308**	**62,587,308**	**62,587,308**	**70,522,361**	**63,347,304**	**63,355,311**	**63,355,311**	**61,946,776**	**63,355,311**
Percent Change	**9.1%**	**3.4%**	**2.7%**	**-1.1%**	**-1.1%**	**-1.1%**	**11.5%**	**0.1%**	**0.1%**	**0.1%**	**-2.1%**	**0.1%**
Total Revenue Base	**115,756,507**	**112,124,835**	**111,663,177**	**109,293,507**	**109,293,507**	**109,293,507**	**115,756,507**	**112,113,374**	**112,121,381**	**112,121,381**	**110,712,846**	**112,121,381**

April 22, 2021

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UNIVERSITY OF SOUTHERN INDIANA
BIENNIAL BUDGET 2021-2023
OPERATING BUDGET SUBMISSION SUMMARY/COMPARISON

a   5.14% of FY21 Operating Appropriation Base ($48,210,149) plus 2% from new funding to fund Performance Funding Formulas in 2021-22 and 2022-23

b   6.07% of FY21 Operating Appropriation Base ($48,210,149) plus 1% from new funding to fund Performance Funding Formulas in 2021-22

c   0% of FY21 Operating Appropriation Base ($48,210,149) plus 0% from new funding to fund Performance Funding Formulas in 2021-22 - no Performance Funding in 2021-22

d   5.14% of FY21 Operating Appropriation Base ($48,210,149) plus 2% from new funding to fund Performance Funding Formulas in 2022-23

e   0.04% of FY21 Operating Appropriation Base ($48,210,149) plus 2% from new funding to fund Performance Funding Formulas in 2022-23

f   17.724% per unit reduction of the Performance Funding Formula values in 2021-22

g   18.054% per unit reduction of the Performance Funding Formula values in 2021-22

h   100% per unit reduction of the Performance Funding Formula values in 2021-22 - no Performance Funding in 2021-22

i   17.9% per unit reduction of the Performance Funding Formula values in 2022-23

j   17.905% per unit reduction of the Performance Funding Formula values in 2022-23

k   77.74% per unit reduction of the Performance Funding Formula values in 2022-23

l   includes no new fee replacement capital projects in 2021-22

m   includes annual fee replacement funding $3,531,924 for the Wright Building Renovation project beginning 2022-23 (20 year, 5.00% interest rate assumption)

n   includes no new fee replacement capital projects in 2022-23

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UNIVERSITY OF SOUTHERN INDIANA
BIENNIAL BUDGET 2021-2023
COMPARISON OF BUDGET SUBMISSION
WITH INDIANA COMMISSION FOR HIGHER EDUCATION RECOMMENDATION, GOVERNOR'S BUDGET, HOUSE PASSED BUDGET, SENATE PASSED BUDGET, AND GENERAL ASSEMBLY PASSED BUDGET

OPERATING BUDGET	2021-22						2022-23					
	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
State Operating Appropriation Base Reduction	0	(2,478,002) a	(2,926,356) b	0 c	0 c	0 c	0	(2,478,002) a	(2,478,002) d	(2,478,002) d	(19,284) e	(2,478,002) d
Performance Funding Formulas												
Overall Degree Completion	395,000	325,006 f	323,669 g	0 h	0 h	0 h	395,000	324,295 i	324,289 j	324,289 j	87,927 k	324,289 j
At Risk Degree Completion	1,100,000	904,992 f	901,384 g	0 h	0 h	0 h	1,100,000	903,056 i	903,056 j	903,056 j	244,816 k	903,056 j
STEM Degree Completion	210,000	164,560 f	172,094 g	0 h	0 h	0 h	210,000	164,200 i	172,390 j	172,390 j	46,746 k	172,390 j
Student Persistence Incentive	333,000	274,059 f	272,857 g	0 h	0 h	0 h	333,000	273,393 i	273,393 j	273,393 j	74,129 k	273,393 j
On-Time Graduation Rate	4,425,000	3,640,713 f	3,626,022 g	0 h	0 h	0 h	4,425,000	3,632,925 i	3,632,748 j	3,632,748 j	985,005 k	3,632,748 j
Total	6,463,000	2,831,328	2,369,670	0	0	0	6,463,000	2,819,867	2,827,874	2,827,874	1,419,339	2,827,874

a 5.14% of FY21 Operating Appropriation Base ($48,210,149) plus 2% from new funding to fund Performance Funding Formulas in 2021-22 and 2022-23

b 6.07% of FY21 Operating Appropriation Base ($48,210,149) plus 1% from new funding to fund Performance Funding Formulas in 2021-22

c 0% of FY21 Operating Appropriation Base ($48,210,149) plus 0% from new funding to fund Performance Funding Formulas in 2021-22 - no Performance Funding in 2021-22

d 5.14% of FY21 Operating Appropriation Base ($48,210,149) plus 2% from new funding to fund Performance Funding Formulas in 2022-23

e 0.04% of FY21 Operating Appropriation Base ($48,210,149) plus 2% from new funding to fund Performance Funding Formulas in 2022-23

f 17.724% per unit reduction of the Performance Funding Formula values in 2021-22

g 18.054% per unit reduction of the Performance Funding Formula values in 2021-22

h 100% per unit reduction of the Performance Funding Formula values in 2021-22 - no Performance Funding in 2021-22

i 17.9% per unit reduction of the Performance Funding Formula values in 2022-23

j 17.905% per unit reduction of the Performance Funding Formula values in 2022-23

k 77.74% per unit reduction of the Performance Funding Formula values in 2022-23

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UNIVERSITY OF SOUTHERN INDIANA
BIENNIAL BUDGET 2021-2023

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

			2021-23				
CAPITAL BUDGET -- REPAIR AND REHABILITATION	Budget Submission per Instructions	Commission for Higher Education Recommendation	Governor's Budget Recommendation	House Passed Budget	Senate Passed Budget	General Assembly Passed Budget	
General R&R	4,151,504	2,075,752	1,925,186	1,925,186	1,925,186	1,925,186	
Infrastructure	711,868	355,934	300,738	300,738	300,738	300,738	
Total	4,863,372	2,431,686 *	2,225,924 **	2,225,924 **	2,225,924 **	2,225,924 **	* 25% of R&R funding formula in each year of the biennium
							** 2020-21 R&R appropriation amount in each year of the biennium

	Budget Submission per Instructions	Commission for Higher Education Recommendation	Governor's Budget Recommendation	House Passed Budget	Senate Passed Budget	General Assembly Passed Budget	
CAPITAL BUDGET -- FACILITIES							
Wright Building Renovation Project State Funding Bonding Authorization	46,000,000 *	0 **	0 **	0 **	0 **	0 **	* $3,531,924 estimated annual debt service beginning FY23
							** no capital projects recommended

	Line Item Appropriation 2020-21	Budget Submission per Instructions	Commission for Higher Education Recommendation	Governor's Budget Recommendation	House Passed Budget	Senate Passed Budget	General Assembly Passed Budget	
LINE ITEM INITIATIVES								
Historic New Harmony	486,878							
2021-22		535,566	486,878	486,878	486,878	486,878	486,878	* 0% increase on 2020-21 appropriation
2022-23		589,123	486,878	486,878	486,878	486,878	486,878	
Total		1,124,689	973,756 *	973,756 *	973,756 *	973,756 *	973,756 *	
Dual Credit Enrollment	236,153							
2021-22		617,200	617,200	617,200	617,200	555,480	555,480	* based on 2018-19 dual credit enrollment @ $50 per credit hour
2022-23		617,200	617,200	617,200	617,200	555,480	555,480	** based on 2018-19 dual credit enrollment @ $45 per credit hour
Total		1,234,400	1,234,400 *	1,234,400 *	1,234,400 *	1,110,960 **	1,110,960 *	
Nursing Expansion Initiative	0							
2021-22		165,000	0	0	0	0	0	* no new line items recommended
2022-23		570,000	0	0	0	0	0	
Total		735,000	0 *	0 *	0 *	0 *	0 *	
Strong Start to Completion Program	0							
2021-22		236,000	0	0	0	0	0	* no new line items recommended
2022-23		236,000	0	0	0	0	0	
Total		472,000	0 *	0 *	0 *	0 *	0 *	

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UNIVERSITY OF SOUTHERN INDIANA
BIENNIAL BUDGET 2021-2023
COMPARISON OF BUDGET SUBMISSION
WITH INDIANA COMMISSION FOR HIGHER EDUCATION RECOMMENDATION, GOVERNOR'S BUDGET, HOUSE PASSED BUDGET, SENATE PASSED BUDGET, AND GENERAL ASSEMBLY PASSED BUDGET

	Submission	General Assembly Passed Budget		
CAPITAL BUDGET --	2021-23	2021-22	2022-23	Total
REPAIR AND REHABILITATION				
General R&R	4,151,504	962,593	962,593	1,925,186
Infrastructure	711,868	150,369	150,369	300,738
Total	4,863,372	1,112,962 *	1,112,962 *	2,225,924

* 2020-21 R&R appropriation amount in each year of the bier

	Submission	General Assembly Passed Budget	
CAPITAL BUDGET --	2021-23	2021-23	Comments
FACILITIES			
Wright Building Renovation Project			
State Funding Bonding Authorization	46,000,000	0	no new capital projects recommended
($3,531,924 estimated annual debt service beginning FY23)			

	Line Item Appropriation	Submission	General Assembly Passed Budget	
	2020-21	2021-23	2021-23	Comments
LINE ITEM INITIATIVES				
Historic New Harmony	486,878			
2021-22		535,566	486,878	0% increase on 2020-21 appropriation
2022-23		589,123	486,878	
Total		1,124,689	973,756	
Dual Credit Enrollment	236,153			
2021-22		617,200	555,480	based on 2018-19 dual credit enrollment @ $45 per credit hour
2022-23		617,200	555,480	
Total		1,234,400	1,110,960	
Nursing Expansion Initiative	0			
2021-22		165,000	0	no new line items recommended
2022-23		570,000	0	
Total		735,000	0	
Strong Start to Completion Program	0			
2021-22		236,000	0	no new line items recommended
2022-23		236,000	0	
Total		472,000	0	

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Post-Baccalaureate Certificate Program
Graduate Certificate – Administrator in Training (AIT) Residency
Proposal Submission

1. Characteristics of the program

The Master of Health Administration (MHA) program proposes to offer a post-baccalaureate certificate program entitled Graduate Certificate – Administrator in Training (AIT) residency. The AIT residency certificate is comprised of two 520-hour in facility experiences (1040 hours total). In addition to both 520-hour experiences, each candidate will be advised and mentored by a dedicated USI faculty member. In summary, this equates to a 9-credit certificate. The certificate will provide candidates with exposure to all nursing home operations, business and regulatory practices and resident issues. Per the Indiana State Board of Health Facility Administrators, candidates are required to complete an AIT in a minimum of six (6) months and a maximum of twelve (12) months. Students who complete the AIT residency (9 credits) are eligible to sit for the National and State of Indiana nursing home administration licensure exams.

2. Rationale for program

The phrase "graying of America" is appropriate when one considers that baby boomers, the cohort made up of individuals born between 1946 and 1964 turn 65 years of age at a rate of 10,000 each day until 2030. These demographic changes suggest that 20 percent of the population will be 65 or older by the year 2030. The past increase in the number of older Americans and the expected shift in the population as baby boomers reach older ages will alter the economic, social, and political roles occupied by older adults continuing to bring about changes in our society as a whole.

Additionally, the Bureau of Labor statistics predicts that until 2028 there will be an 18 percent increase in the demand for employment for health services managers in this sector.
https://www.bls.gov/ooh/management/medical-and-health-services-managers.htm
In addition, within the State of Indiana, until 2026, there exists an 18 percent increase in the demand for health care practitioners and support workers in this sector.
http://www.hoosierdata.in.gov/FD/landing.aspx.

The increase in older adults nationwide in concert with the increase in demand for health services managers & practitioners in the wider post-acute care sector justify the need for the AIT certificate. The most developed area of employment in this sector is in the long-term care arena where there are 534 Licensed Nursing homes and 200 Licensed Assisted Living Facilities in Indiana (as of December 2019).

USI's AIT Residency Certificate will be the only program of its kind in the State of Indiana.

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3. <u>Cost of and support for the program</u>

The AIT certificate is benefiting from the addition of a full-time grant funded faculty position in Gerontology, who is overseeing the certificate program. The position is funded from 2019-2024 by the HRSA funded GWEP, awarded to USI in July 2019. A faculty member was recruited and began in October 2020. The HRSA grant is renewable (for an additional five years) and USI will pursue renewal.

4. <u>Similar and related programs</u>

No related University facilitated AIT residency certificate programs exist in the State of Indiana. USI's AIT Residency Certificate will be the only program of its kind in the State of Indiana.

5. <u>Quality and other aspects of the program</u>

The AIT certificate is comprised of 9 credit hours of residency experience and mentorship.

All courses in the AIT certificate program will attain Quality Matters certification before being offered.

Unconditional admission for all applicants into the AIT Certificate Program will be contingent on the following factors:
- Application to Graduate Studies
- A Bachelor's degree from an accredited institution
- An undergraduate GPA of 3.0 or higher (2.5 GPA to 3.0 GPA for conditional admission)
- Graduate Studies fee
- A current resume

6. <u>Projected headcount and FTE enrollment and degrees conferred</u>

It can be expected that 2-6 students will complete the AIT certificate annually. Student recruitment will initially come from the CNHP alumni base.

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

PHYSICAL ACTIVITIES CENTER (PAC) RENOVATION PHASE II

<u>**Empire Contractors, Inc. - General Contractor**</u>

CO P036 Add bike racks, open void at stair, and furring at gym wall. $ 8,500

Exhibit II-B
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Summary
Construction Projects

May 7, 2021

Projects Under Construction

Physical Activities Center (PAC) Phase II

Project Cost $ 38,500,000

Funding Source: Legislative Appropriation - 2017

HVAC Infrastructure Improvements

Project Cost $ 3,700,000

Funding Source: Legislative Appropriation - 2019

Projects In Design

Health Professions Renovation/Addition

Project Cost $ 30,000,000

Funding Source: Legislative Appropriation - 2019

Wellness Center

Project Costs $ 11,000,000

Funding Source: Legislative Appropriation - 2019

Exterior Signage Replacement

Project Cost $ 500,000

Funding Source:

Parking Reserves	$	250,000
Landscape Improvement Reserves	$	250,000

Atheneum Tile Roof Replacement

Project Cost $ 320,000

Funding Source:

DW Vaughn Endowment	$	100,000
Atheneum Upgrades and Maintenance	$	153,871
New Harmony Project Reserves	$	66,129

Beale House Repairs and Improvements

Project Cost $ 170,000

Funding Source:

New Harmony Project Reserves	$	170,000