

MINUTES

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

May 7, 2021

The University of Southern Indiana Board of Trustees met on Friday, May 7, 2021, in the University Center on campus. Present were Chair Kenneth L. Sendelweck '76 and Trustees Josi M. Barszcz '22; W. Harold Calloway; John M. Dunn; Daniel M. Fuquay; Christine H. Keck; Jeffrey L. Knight; Ronald D. Romain '73 and Christina M. Ryan. Also in attendance were President Ronald S. Rochon; Provost Mohammed Khayum; Vice President for Finance and Administration Steven J. Bridges '89 M'95; Vice President for Marketing and Communications Kindra L. Strupp; Vice President for Development David A. Bower; Vice President for Student Affairs Khalilah T. Doss; Chief Government and Legal Affairs Officer Aaron C. Trump; Faculty Senate Chair Rex M. Strange '92; and Student Government Association President Kelsey L. McCullough '21.

Chair Sendelweck called the meeting to order at 8:29 a.m.

SECTION I – GENERAL AND ACADEMIC MATTERS

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

On a motion by Mr. Dunn, seconded by Mr. Calloway, the minutes of the March 4, 2021, meeting of the Board of Trustees were approved.

B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION

Mr. Sendelweck called on Vice President Strupp, who reported the next meeting of the Board of Trustees is scheduled for Thursday, July 15, 2021, on campus either in Carter Hall or the Griffin Center depending on the safety protocols for COVID-19 in place at that time.

C. PRESIDENT'S REPORT

Chair Sendelweck called on President Rochon for his report. Dr. Rochon began by announcing since 1990, past and current members of the Board of Trustees have generously contributed to build a permanent endowment in the USI Foundation for the Trustees Distinguished Merit Award. The award recognizes outstanding achievement in the student's major and in the core curriculum. The 2021 recipient of the Trustee Distinguished Merit Award is Sierra Coon who will graduate this weekend magna cum laude with a bachelor's degree in Chemistry. In Ms. Coon's winning essay, she attributes her personal and intellectual growth to our small yet diverse community and strong programs in Japanese and Chemistry, while the Core 39 curriculum academically prepared her for a career in the sciences.

Meghan B. McCrary '21, who will graduate magna cum laude with a Bachelor of Science degree in Biology, has been named the recipient of the President's Medal, the highest honor presented to a graduate. Following her graduation, she plans to enter the Physician Assistant Program at the University of Evansville, which she says she will face with confidence thanks to her time at USI.

Dr. Rochon thanked the Board of Trustees for approving the Posthumous Certificate of Recognition at the March 4 Board of Trustees meeting. USI issued the first certificate to the family of deceased student, Paige Schemanske, this month. Dr. Rochon presented this certificate to the family in Paige's hometown of Carmel, Indiana. Paige was a nursing student, served as a Resident Advisor, and was active with the Students for Life group. She was an avid runner, talented artist, and a dedicated student with a passion for serving others.

"Home of a Screaming Eagle" yard signs were mailed to the home of each Trustee on Friday, April 30.

President Rochon called on Vice President Kindra Strupp to review the Spring 2021 Commencement activities. Vice President Strupp began by noting USI is pleased to provide an in-person experience for 2021 graduates in

the Screaming Eagles Arena. Eight ceremonies, in abbreviated format, over a three-day period will celebrate the over 1,100 candidates participating in Commencement this weekend. Nearly 1,870 students were eligible to graduate, making a 60 percent participation rate. Each graduate was allowed two-ticketed guests with reserved socially-distanced seating. Ms. Strupp reviewed the commencement schedule:

Friday, May 7:

- 11:00 a.m. Graduate Studies (ceremony 1)
- 3:00 p.m. Graduate Studies (ceremony 2)

Saturday, May 8:

- 9:00 a.m. Romain College of Business
- 1:00 p.m. College of Liberal Arts (ceremony 1)
- 5:00 p.m. College of Liberal Arts (ceremony 2)

Sunday, May 9 (Mother's Day):

- 9:00 a.m. Pott College of Science, Engineering, and Education
- 1:00 p.m. College of Nursing and Health Professions (ceremony 1)
- 5:00 p.m. College of Nursing and Health Professions (ceremony 2)

Vice President Strupp explained the Platform Party for each ceremony would consist of only four people, with one Trustee representing the body at each ceremony. She thanked the Trustees for agreeing to serve in this capacity. She also thanked the staff of the Registrar's office, Special Events and Tina McCalment for serving as the core Commencement Committee. Without the collective effort by Information Technology, Public Safety, Custodial and Physical Plant, Sodexo, University Communications, Creative and Print Services, Alumni Relations, Disability Resources, Deans, Director of Graduate Studies, faculty readers, marshals, Provost's Office, and President's Office, this in-person safe experience for graduates and their guests would not have been possible. Ms. Strupp concluded by specially recognizing Ms. Megan Doyle, assistant director of Special Events and Scheduling Services, for serving in two key essential roles for this heavily modified event.

President Rochon called on Vice President for Student Affairs Khalilah Doss for a report. Dr. Doss introduced Activities Programming Board (APB) President Hayley Kaelin and Student Government Association (SGA) President Kelsey McCullough for a report on their organizations' activities during the 2020-2021 academic year. Ms. Kaelin reported on more than 70 virtual and in-person events planned throughout the year to provide students with entertainment and educational activities, while focusing on building community. She noted through these events, APB had over 2,000 students attend the various activities, with an average of 53 attendees at each in-person offering. She concluded her report noting APB did not have one single COVID-19 exposure through their carefully executed events. Kelsey McCullough reviewed SGA's community engagement activities including Welcome Week, voter registration, Alcohol Awareness Week, Mental Health Week, and Environmental Protection Week. She provided an overview of the new SGA initiative entitled First Year Leadership Council. First-year students were mentored by SGA members to develop leadership skills, connect with key offices on campus, and transition into other SGA positions.

President Rochon called on Provost Khayum to give an Academic Affairs report. Dr. Khayum reflected on the past year, stating he was thankful for the ability of USI to adjust and overcome the challenges presented by the pandemic. USI modified the composition of course delivery modalities in response to alternative work arrangements for faculty and the implications of social distancing and safety practices in classrooms. The academic calendar was revised and in recognition of the impact of the pandemic on the scholarly and professional achievements of faculty members, all tenure and clinical track faculty members hired prior to the 2020-2021 academic year were automatically granted a one-year extension to their tenure and promotion timelines. Of the 92 faculty members who received this extension, 45 took the extension and 47 opted to remain on their current timeline. Based on the indications of the adverse impact on the scholarly work of the faculty members during this academic year, an additional one-year extension to the tenure and promotion timeline has been granted, with the option to opt-out again for faculty members who were hired prior to the 2021-2022 academic year.

As USI looks ahead to the next academic year, USI is planning for another phase of adaptation in course delivery modalities, and at the range and scale of in-person activities. USI will continue its focus on developing high-quality experiences for students while preparing graduates for impactful lives in their communities. New

programs scheduled to start in 2021 include: Master's in Criminal Justice, Religious Studies Minor, and a Graduate Certificate in Post-Acute Care.

President Rochon called on Vice President David Bower for a report from the Task Force and USI Foundation. Mr. Bower began by reporting the USI Presidential Task Force members continue to work collaboratively to ensure the safety of the entire campus community. The focus since March has been the coordination of the vaccination clinics and ensuring a smooth transition to the fall semester. The President, his executive assistants, and VPs are now working on campus full-time as well as several others in various departments. Between now and August 2 all employees will gradually work on campus more frequently. By August 2, all employees are to be working in their pre-pandemic capacity. Because there are many specific details of reopening for fall term to be determined, USI added the University Governance Team to the Task Force. This allows a representative from the following areas to be an integral part of the planning process: Administrative Senate, Council of Chairs, Faculty Senate, Staff Council, and Student Government Association.

During the first and last weeks of April, the Task Force sponsored three-day vaccination clinics from morning to evening in the Screaming Eagles Arena. These clinics were tremendously successful, with 2,820 individuals receiving the Pfizer vaccine at the clinics and an additional 74 persons vaccinated at the University Health Center. Another aspect of the success of the clinic was the cooperation and collaboration among faculty, staff, community members and many students who worked tirelessly to serve the common good. The American Association of Colleges of Nurses or AACN is the leading national organization for nursing education. USI's nursing students administering vaccines at the vaccination clinic were featured in the montage on the AACN website celebrating National Nurses Week. The snapshot is being used under the section Advancing Academic Nursing through Information Sharing and Community Engagement.

Since March of 2020, USI had a total of 854 individuals who tested positive - 766 students and 88 employees - out of a total campus census of 11,674.

Mr. Bower reported the Foundation Matching Investment Program (FMIP) was launched during the fall 2020 semester. Students who face difficulty paying their USI balance in full and who enroll in the program work directly with personnel from the Student Financial Success Center to learn about their personal finances and how best to manage them. Students receive one-on-one finance coaching from a Student Financial Success Specialist, including peer mentors. With the financial knowledge students gain through the Student Financial Success Center, they are able to create a personal finance budget that allows them to pay for everyday living expenses and contribute their own monies to their tuition, which are matched up to \$1,500 per student by the USI Foundation. For the fall 2020 semester, 19 students who enrolled in the program completed all requirements. These students contributed a total of \$12,214 towards their USI balance and the USI Foundation matched every dollar (\$12,214 matching funds) for a total of \$24,428 issued to the University. For the 26 students who have enrolled in FMIP for the spring 2021 semester, a total of \$27,613 is expected to be contributed to their USI balances. With the Foundation dollar-for-dollar match (\$27,613 matching funds) a potential total of \$55,226 will be issued to the University. As a result of this program a grand total of \$79,654.08 will reduce outstanding balances for the fiscal year ending June 30, 2021.

For the fiscal year ending June 30, 2021, as of April 30, total gifts, pledges, Lily Endowment grants, and Gifts-In-Kind to the USI Foundation total \$6,896,640. Mr. Bower concluded his report noting several gift annuities also matured this fiscal year allowing for an additional \$2,649,988 to be placed in endowments to benefit the University.

President Rochon called on Dr. Rex Strange for his report from Faculty Senate. Dr. Strange reported that Faculty Senate has concluded its meetings for the 2020-2021 term. The Senate met 18 times and settled 18 separate charges written by various faculty members. He explained most of the charges were related to the disruptions caused by the pandemic on teaching scholarship service, which have been resolved with the extensions outlined in the report provided by Provost Khayum earlier in this President's Report.

President Rochon called on Kelsey McCullough for her final report from the Student Government Association (SGA). Ms. McCullough began her report by thanking the Trustees, administration, Dean of Students Office, and faculty for everything they did to support SGA and the student body during this difficult year of uncertainty. Ms. McCullough concluded her report by introducing Ms. Anna Ardelean, USI's newly elected SGA President. Ms. Ardelean is a Political Science Major from Plainfield Indiana.

President Rochon concluded his report directing the Trustees to the 2021-2022 Schedule of Board meetings and events in their handouts.

D. APPOINTMENT OF THE NOMINATING COMMITTEE

Chair Sendelweck appointed Mr. Dunn, Mr. Knight, and Ms. Ryan to the Nominating Committee, with Ms. Ryan serving as chair. The Nominating Committee will prepare a slate of officers to be presented to the Board of Trustees at its annual meeting on July 15, 2021.

E. REPORT OF EQUITY, DIVERSITY AND INCLUSION COUNCIL

Mr. Sendelweck called on Provost Khayum who introduced Ms. Pamela Hopson for a report from the Equity, Diversity and Inclusion Council. Ms. Hopson began by reviewing the purpose of the Council. 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.

Since the adoption of the enrolled act, USI has embraced a much broader definition that encompasses equity, diversity and inclusion. In 2017, the Diversity Committee became the Equity, Diversity and Inclusion Council (EDIC) and in addition to the guiding principles of enrolled act 1256, EDIC is committed to:

1. 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.
2. Strengthen and improve the structural diversity of the University of Southern Indiana campus community.
3. Cultivate mutually beneficial community-university partnerships that further the mission of the University with an emphasis on historically and currently underserved communities.

Ms. Hopson reviewed the results of a campus climate survey, performed by the Higher Education Data Consortium (HEDS) that was completed September 28, 2020. The survey results showed 89 percent of undergraduate students and 86 percent of graduate students were either satisfied or very satisfied with the overall campus climate. Additionally, 65 percent of faculty and 77 percent of staff were either satisfied or very satisfied overall. EDIC has developed four pillars for retention by building on the foundational values set by USI's 2021-2025 Strategic Plan of Integrity, Exceptional Education, Transformative Learning, Inclusive and Diverse Community, and External Engagement. Moving forward, EDIC plans to develop focus groups from the information garnered through the survey and share data to expand EDIC's footprint while developing metrics to measure the impact of diversity initiatives.

F. REPORT ON THE INDIANA GENERAL ASSEMBLY

Chair Sendelweck called on Chief Government and Legal Affairs Officer Aaron Trump for a report on the 2021 session of the Indiana General Assembly. Mr. Trump reported April 22 marked the unofficial end of the 2021 legislative session of the Indiana General Assembly. The legislature voted to extend the statutory deadline for officially adjourning to November 15, 2021, as the General Assembly is not expected to receive the necessary census data for redistricting until the end of September. This extension also provides the legislature the ability to reconvene to address the three bills that the Governor has vetoed to date. At the outset of this session that began on January 4, 2021, legislators introduced over 1,000 pieces of legislation. USI identified roughly 300 bills, which were tracked throughout the session, that had some aspect of potentially effecting USI operations. Of the over 1,000 bills filed, 316 passed from chamber of origin and moved to the opposite chamber for continued deliberations during the second half of the session. The General Assembly eventually passed a total

of 105 bills by end of session, 10 percent of those originally filed. Those 105 have since moved to the Governor's desk for signature or veto. Significant bills that have passed include SB1 and HB1002 – Civil Immunity related to COVID-19 response and HB 1549 – requires a report from the Commission for Higher Education regarding the operations of public institutions related to the topics of fiscal management, free speech, and foreign malfeasance.

On April 22, both the House and the Senate passed HB 1001, which includes the final version of the higher education budget. This budget includes operating appropriations to USI in the amounts of \$48.2 million in fiscal year 2022 and \$51 million in fiscal year 2023. In year one, this is a restoration of the seven percent cut that occurred in June 2020 by the directive of the Governor's budget agency in response to the COVID-19 pandemic. This restoration will result in an increase of \$3.4 million from the actual fiscal year 2021 appropriation that USI received. While this isn't truly new money, and the University made significant cuts to the budget last year to accommodate this reduction, it is still noteworthy to see this amount returned to the base allocation so quickly. At the time these cuts first occurred during the outset of the pandemic, it was very unlikely the University would have seen these amounts restored so rapidly into the 2022 appropriation. In year two of the biennial budget, USI is slated to receive an operating appropriation increase of \$2.8 million, or 5.9 percent. This is very positive news for the University. While overall funding for the dual credit line item was only slightly increased across all of higher education, performance by the staff in CAP resulted in funding for this line item at \$555,000 in each year, which is a 135 percent increase. Funding for USI's oversight of both New Harmony historical sites, along with repair and rehabilitation appropriation to support USI's maintenance efforts, remain flat in both years. No new line items were funded across all of the higher education budget, which includes USI's request for the Nursing Expansion initiative and the Strong Start to Completion program. Capital Projects also went unfunded for all universities in the state. The budget was signed by the Governor on April 29, and it will go into effect on July 1, 2021.

Mr. Trump noted that despite the disappointment of not being able to move forward with the Nursing or Strong Start initiatives, USI did fare very well in the operating appropriations for this budget. The 5.9 percent budget increase in year two, is more than any university in the state received. He contributed this to USI's collective effort and performance in the metrics utilized by the Commission for Higher Education to determine their budget recommendations. The metrics of student persistence, on-time graduation, and overall graduation have the essential tenets of student retention and success, and USI's performance in these areas directly correlates with the collective effort of all staff and faculty to create an environment that both welcomes students and places them in the best position to succeed.

Mr. Trump concluded his report announcing the next meeting of the Commission for Higher Education is scheduled for May 13, at which the Commission will set the non-binding tuition recommendations for the next two years for public institutions. After the vote by the Commission, state law provides USI with 30 days to hold a public hearing setting tuition and fee rates for the 2021-2022 and 2022-2023 academic years.

Included was 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

Mr. Sendelweck called on Provost Khayum to review the proposed new certificate program to be offered by the College of Nursing and Health Professions described in Exhibit I-D. 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.

On a motion by Mr. Knight, seconded by Mr. Romain, the certificate program in Exhibit I-D, was approved.

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

Mr. Sendelweck called on Trustee Keck who presented the following resolution.

- 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.

On a motion by Ms. Keck, seconded by Ms. Ryan, the Resolution of Appreciation to Trustee Josi M. Barscz '22 was approved.

Ms. Barscz was presented with a University chair in recognition of her service to the University. She expressed appreciation for the opportunity to serve as a Trustee and thanked the Board, faculty, and administration for their support.

SECTION II – FINANCIAL MATTERS

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

Chair Sendelweck called on Vice President Bridges for a report. Mr. Bridges explained Exhibit II-A contains the change orders that fall under the \$25,000 threshold that requires Board of Trustee approval.

B. REPORT ON CURRENT CONSTRUCTION PROJECTS

Chair Sendelweck called on Vice President Bridges, who introduced Director of Facility Operations and Planning, Jim Wolfe and asked for a report on current construction projects and projects in design. Exhibit II-B includes a summary of the cost and funding sources for each project.

SECTION III - PERSONNEL MATTERS

A. APPROVAL OF PERSONNEL ACTIONS

Chair Sendelweck called on Provost Khayum, who reviewed recommendations for promotion and tenure. On a motion by Mr. Knight, seconded by Mr. Calloway, the following recommendations for promotion and continuous appointment were approved.

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

Chair Sendelweck called on Provost Khayum and the following faculty and administrative retirement was 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.

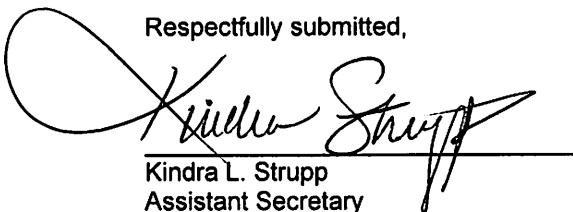
C. APPROVAL OF EMERITUS STATUS

Chair Sendelweck called on Provost Khayum, who recommended approval of the following emerita title. On a motion by Mr. Knight, seconded by Mr. Romain, the following title was approved.

Advisor and Coordinator Emerita of Special Populations Patricia K. Beagle

There being no further business, the meeting was adjourned at 9:45 a.m.

Respectfully submitted,



Kindra L. Strupp
Assistant Secretary

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.

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

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.

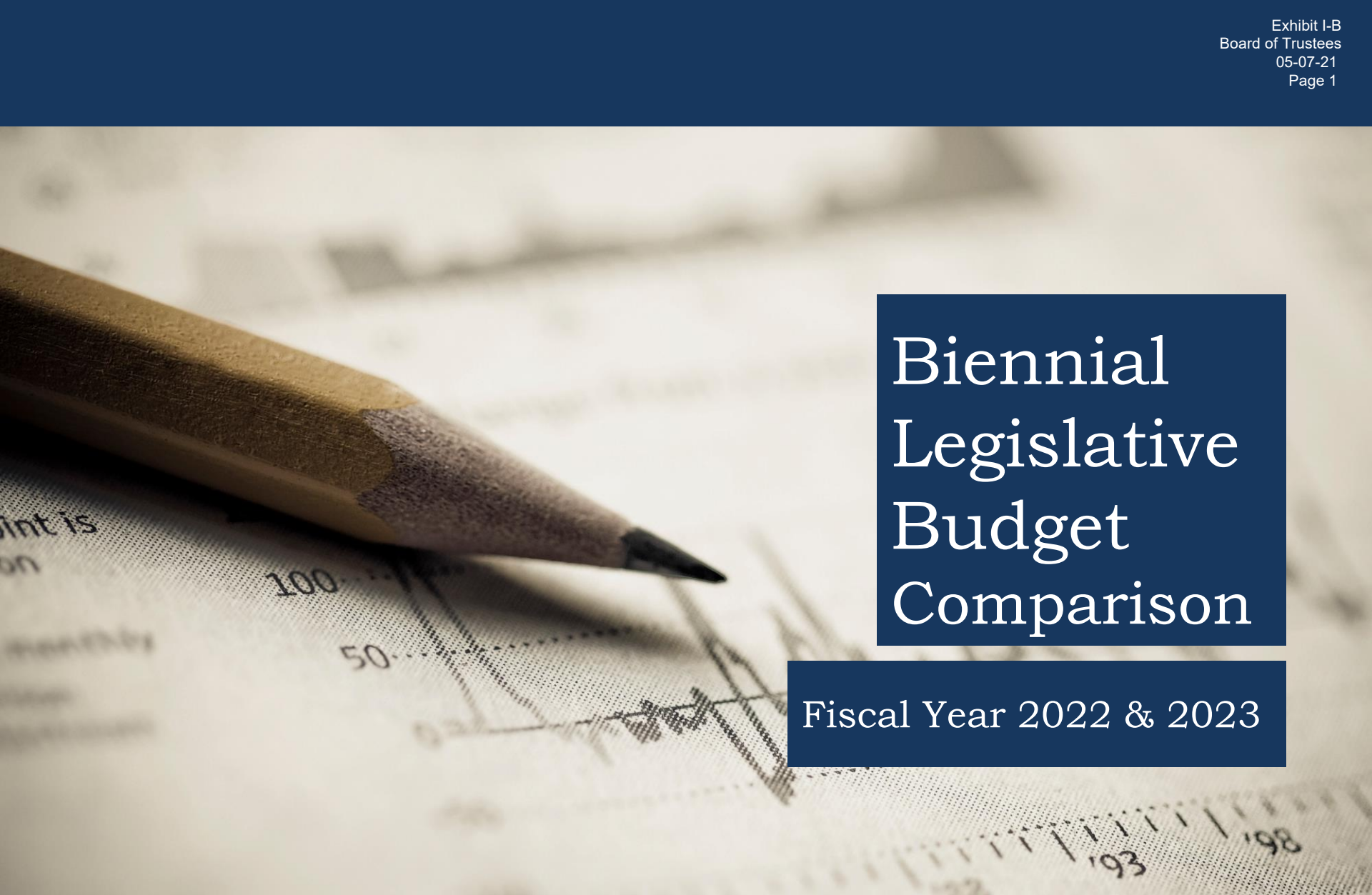
Working Groups

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.

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.



Biennial Legislative Budget Comparison

Fiscal Year 2022 & 2023

Comparison

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.

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.

Total State Appropriation

2021



\$46,620,819

2022



\$50,365,469

2023



\$53,193,343



**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

**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

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

	2021-22						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
OPERATING 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

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						
		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 -- REPAIR AND REHABILITATION								
General R&R		4,151,504	2,075,752	1,925,186	1,925,186	1,925,186	1,925,186	
Infrastructure		<u>711,868</u>	<u>355,934</u>	<u>300,738</u>	<u>300,738</u>	<u>300,738</u>	<u>300,738</u>	
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			<u>589,123</u>	<u>486,878</u>	<u>486,878</u>	<u>486,878</u>	<u>486,878</u>	<u>486,878</u>	
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			<u>617,200</u>	<u>617,200</u>	<u>617,200</u>	<u>617,200</u>	<u>555,480</u>	<u>555,480</u>	** 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			<u>570,000</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
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			<u>236,000</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Total			472,000	0 *	0 *	0 *	0 *	0 *	

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

CAPITAL BUDGET -- REPAIR AND REHABILITATION	Submission	General Assembly Passed Budget		
	2021-23	2021-22	2022-23	Total
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 biennium

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

LINE ITEM INITIATIVES	Line Item Appropriation 2020-21	Submission	General Assembly Passed Budget		
		2021-23	2021-23	Comments	
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	

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.

3. Cost of and support for the program

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. Similar and related programs

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. Quality and other aspects of the program

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. Projected headcount and FTE enrollment and degrees conferred

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

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

PHYSICAL ACTIVITIES CENTER (PAC) RENOVATION PHASE II

Empire Contractors, Inc. - General Contractor

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

\$ 8,500

**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