

MINUTES

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

May 5, 2023

The University of Southern Indiana Board of Trustees met on Friday, May 5, 2023, in the Griffin Center on campus. Present were Chair Ronald D. Romain '73, and Trustees Liam H. Collins '23; John M. Dunn; Daniel M. Fuquay; Christine H. Keck; Jeffrey L. Knight; and Kenneth L. Sendelweck '76. Trustees W. Harold Calloway and Christina M. Ryan were absent. 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 M'22; Vice President for Development David A. Bower; Vice President for Student Affairs Khalilah T. Doss; Vice President for Strategic Enrollment Management Troy A. Miller; Chief Government and Legal Affairs Officer Aaron C. Trump; Faculty Senate Chair Kimberly J. Delaney and Student Government Association President Taegan B. Garner '23.

Chair Romain called the meeting to order at 2:38 p.m.

SECTION I – GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF THE MARCH 2, 2023, MEETING

On a motion by Mr. Dunn, seconded by Mr. Knight, the minutes of the March 2, 2023, meeting of the Board of Trustees were approved.

B. ESTABLISHMENT OF NEXT MEETING DATE AND LOCATION

Mr. Romain called on Vice President Strupp, who reported the next meeting of the Board of Trustees is scheduled for Thursday, July 13, 2023, on campus in the Griffin Center, and will include both the Annual and Regular meetings.

C. PRESIDENT'S REPORT

Chair Romain called on President Rochon for a report. President Rochon began by announcing the 2023 Trustees Distinguished Merit Award recipient. 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 2023 recipient of the Trustee Distinguished Merit Award is Midori Matsuura who will graduate this weekend with a bachelor's degree in Political Science. Midori came to USI as a transfer student from Japan. He helped establish the Asian Student Union on USI's campus and gives back by teaching at the Southern Indiana Japanese School. After receiving his degree from USI, he plans to go on to law school.

Savannah M. Staples '23, who will graduate summa cum laude with a bachelor's degree in English teaching and minors in secondary education licensure and psychology, has been named the recipient of the President's Medal, the highest honor bestowed to a graduate in the Class of 2023. An avid volunteer, a Sherriane Standley Service Award recipient, and the Indiana Association of Colleges for Teacher Education's Outstanding Future Educator Award winner, Savannah is committed to diversity, equity and inclusion in and beyond the classroom. During her time at USI, she has been extensively involved in the Honors Program and represented USI internationally as one of the first students to study abroad post-pandemic. As a USI Global Engagement Scholar, she studied diversity and representation trends in children's literature in Dublin, Ireland, during the 2022 Summer Semester. Following graduation, she will continue promoting diversity, equity and inclusion in education through her English teaching at a local public high school.

USI's Romain College of Business has received a five-year extension on its accreditation for its business programs from the Association to Advance Collegiate Schools of Business (AACSB) International, the world's largest and longest-serving accrediting body for business schools. AACSB accreditation is considered the "gold standard" for business accreditation, and the Romain College of Business is among only 5.7% of

business schools, globally, to have earned the accreditation. USI achieved initial accreditation for its business programs in 1998. Achieving accreditation is a multi-year process of rigorous internal focus, engagement with an AACSB-assigned mentor and peer-reviewed evaluation. Schools must develop and implement a plan to align with accreditation standards. These standards require excellence in areas relating to strategic management and innovation; student, faculty, and staff as active participants; learning and teaching; and academic and professional engagement.

Dr. Julie McCullough, Interim Associate Provost for Academic Affairs, has been appointed Dean of the College of Nursing and Health Professions (CNHP) at USI, effective July 1, 2023. She has served as Interim Associate Provost for Academic Affairs since January 2023. From 2017 to 2022, she served as Assistant Dean of Health Professions in the CNHP. She also serves as Chair of the Food and Nutrition Department and is an Associate Professor of Nutrition. Indicative of recent national hiring trends in higher education, the CNHP experienced unsuccessful national searches for its dean. Since the position became vacant due to a retirement in 2021, Dr. Connie Swenty, who was serving as Assistant Dean of Nursing, stepped into the role of the College's Interim Dean. Dr. Swenty intends to retire June 30, 2023, after 17 years of service.

Summer camps are back at USI! From robotics and engineering to basketball and swimming, USI is set to welcome students for a fun and enriching learning experience during summer break. Camps are offered to youth as young as 5 years old, all the way through the 12th grade. This is a great opportunity for children of all ages to experience the USI campus in many ways.

President Rochon called on Vice President Strupp to review the Spring 2023 Commencement schedule. Ms. Strupp began by thanking the Trustees for representing the Board at each of the five Spring Commencement Ceremonies and providing brief instructions for parking and arrival.

For Spring 2023 Commencement, 1,542 students are eligible to graduate across the five ceremonies. Graduates are from 36 different states and 17 countries.

She reminded the Trustees that Friday's Commencement ceremony – the College of Graduate Studies ceremony – will begin at 5 p.m. in the Screaming Eagles Arena this year. USI's first alumnus to speak will be Matthew S. Keener '05 M'12, President of Kenner Marketing Solutions LLC.

The Saturday, May 6, schedule begins at 9 a.m. with the ceremony for the College of Liberal Arts with Virgilio E. Paulino '18, Manager of Data Management, Sharing and Privacy for Capital One providing the keynote for this ceremony.

The Romain College of Business ceremony begins at noon, Jared McIntosh '11, Vice President, Business Banking Relationship Manager for Fifth Third Bank will deliver the Commencement address.

The College of Nursing and Health Professions ceremony begins at 3 p.m., with Colonel Connie L. Winik M'08 D'17, Chief Nurse, 959th Medical Group, Brooks Army Medical Center, Joint Base, San Antonio – Fort Sam Houston, Texas delivering the address.

The Pott College of Science, Engineering, and Education ceremony begins at 6 p.m., USI's final speaker is Breasha L. Pruitt '08, owner of Breasha Pruitt Elite Gymnastics.

Tickets will not be required for guests and a streaming option is available for those who need to view the ceremony from afar. USI looks forward to this joyous time of the year and celebrating its graduates' achievements while welcoming their friends and families to campus for the 2023 Spring Commencement Ceremonies in the Screaming Eagles Arena.

President Rochon called on Provost Khayum for an Academic Affairs report. Dr. Khayum reported that two seniors from the Romain College of Business recently placed second in the undergraduate research competition at the 2023 American Marketing Association's International Collegiate Conference. He introduced Courtney Bourne and Jaeden O'Dell-Schultz to provide reflections about their experience.

Ms. Bourne explained the conference held in New Orleans included over 1,300 students from 360 different chapters of universities across the globe, including teams from institutions such as Arizona State University, the University of Florida, the University of Kentucky and Penn State University. USI was the only college from the

state of Indiana to place in the competition. This was the first team from USI to win a competition at the AMA conference, just a little over a year and a half since becoming a full-time member in fall of 2021. It was the chapter's second international conference competition. USI has only been affiliated with AMA for one and a half years. Courtney noted when it was announced that Jaeden and she placed second, it was a dream come true. In addition, she stated it was an honor to represent USI, and she cannot wait to see what this chapter achieves in the future.

Mr. O'Dell-Shultz explained their research presentation focused on the application of neuroscientific techniques, such as eye-tracking, to learn about students' emotional responses and visual attention when viewing different social media accounts. The USI team was selected to present after submitting a research abstract. At the conference, we went through two rounds of judging where we had two minutes to present research and three minutes to answer questions. This took place seven times with seven different judges. Applying his marketing knowledge to a unique project provided insight into the daily responsibilities of professional marketers. Our team's second-place win at an international conference demonstrated the quality of our education and the value of our efforts. Overall, this experience was amazing and helped Mr. O'Dell-Schultz gain a better understanding of his future profession.

Ms. Bourne and Mr. O'Dell-Schultz acknowledged their faculty advisors Dr. Sabinah Wanjugu and Dr. Nicolas Jankuhn and thanked them for the late nights and weekends preparing them for this trip and making the most of the opportunity. They were able to rise to the challenge of fitting work around their class schedules and other activities.

President Rochon called on Vice President for Student Affairs Khalilah Doss to introduce Activities Programming Board (APB) President Kyler Kennett and Student Government Association (SGA) President Taegan Garner for a report on their organizations' activities during the 2022-2023 academic year. Mr. Kennett reported on more than 70 on- and off-campus intentional events planned throughout the year to provide students with entertainment and educational activities while focusing on building community. He noted through these events, APB reached over 3,500 students allowing the organization to provide a service to the student body allowing them to relax, get involved, and feel safe in participating. Many of the activities this year were in collaboration with other student organizations and included the introduction of DEI events including Japanese origami making and a Holi Festival of Colors. Ms. Garner began the annual report of SGA by reviewing the three main focus areas for SGA this year: 1) to educate and inform students; 2) to promote equity, diversity, and inclusion; and 3) to revitalize campus culture and student involvement. SGA collaborated with over 20 student organizations and campus departments to provide 17 events to over 1,500 participants. SGA also provided information about campus resources, safety, programs, and more at each event. Ms. Garner concluded her report by revealing the slate of SGA member representatives for the 2023-2024 academic year.

President Rochon called on Dr. Kimberly Delaney for her report from Faculty Senate. Faculty are currently wrapping up finals and settling in to start grading. Many faculty members are looking forward to the time in the summer for research projects, summer teaching, and other areas in which they can serve USI and its students.

As the term draws to a close, Senate has been working on several initiatives. An ad hoc committee of dedicated faculty has been assembled to explore the possibility of a promotion pathway for full-time, non-tenure track colleagues. USI has an army of exceptional Instructors and Contract Assistant Professors who serve students and the institution admirably. These colleagues have dedicated their careers to the investment of the study body, and the Senate would like to investigate ways in which USI can continue to invest in their professional development.

Faculty Senate is also working with the administration to review some student procedures, such as how students drop courses. We want to make sure all processes are accessible and equitable for students to succeed. As a teacher, I encourage my students to take control of and be responsible for their own education – they should be the drivers of their own careers. Faculty hopes to work with the administration to ensure these processes allow students to do just that – take agency and control of their own student experience. We continue to make headway on other initiatives from throughout the year including processes for documenting merit pay raises and selection of President's Medal award winners. We have had a dedicated and engaged group of Senators that have worked throughout the year to invest in USI and our greatest resource – our students.

President Rochon called on SGA President Taegan Garner for her final report from SGA, after he presented

her with an Official Certificate of Appreciation for her service to the University and campus community. Ms. Garner introduced incoming SGA President Adrianna Garcia and asked her to provide a few remarks. Ms. Garcia expressed her excitement to serve as the next SGA President and vowed to continue the work the body made in advancing DEI initiatives on campus while promoting new ideas and collaborative efforts to support USI's student body.

President Rochon concluded his report by noting this would be Provost Khayum's last Board of Trustees Meeting before his retirement. Chair Romain acknowledged Provost Khayum and thanked him for his many contributions as a faculty member, College Dean, Interim Provost, and Provost in advancing the institution, and congratulated him on his retirement. Provost Khayum received a standing ovation from all in attendance.

Dr. Khayum's remarks: *"Obviously, everyone likes to know that they made some contribution. I would say that none of this would be possible unless the leadership of this institution and the Board of Trustees afforded me that opportunity. Starting with being selected as a faculty member and then being allowed to move through the process and be a dean, but also be appointed in those roles that require the institution's leadership – Trustees, President, Provost – to see something that they felt would be important to the institution and I really appreciate those opportunities. Nothing gets done, unless everyone else in the organization wants to get it done. When I started, I always thought it was very important to set a vision, goals, processes, and structures – they're critical – but I found after many years of doing things, that unless we have the right people in the right places, nothing much gets done. So, I think for this institution, for USI, we do have the good fortune of having great people in the positions that we have. I would say that is something we need to pay attention to and continue to do so. I feel very strongly about how well-positioned we are as an institution. I would say that there is some separation, but my goal is that separation would not be disruptive to me or everybody I care about at USI – students, faculty, the leadership team, and the Board of Trustees. I would like to say that you can count on me to do as much as I can in whatever part of the new world I am in, I will be relocated to the Chicago area, but my heart will remain here as I have spent too long at USI for it to disappear. My goal is to continue to be connected, I've already started to do some things with faculty members that ensure I continue writing, and I want to be sure that I won't lose touch in a way that will not be too disruptive. I want to thank everyone for giving me the chance, and for the support I received across campus to do the things that I really enjoy doing."*

D. APPOINTMENT OF THE NOMINATING COMMITTEE

Chair Romain appointed Mr. Calloway, Mr. Dunn, and Mr. Sendelweck to the Nominating Committee, with Mr. Calloway 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 13, 2023.

E. REPORT OF EQUITY, DIVERSITY AND INCLUSION COUNCIL

Mr. Romain called on Vice President Doss who introduced Ms. Pamela Hopson for a report from the Equity, Diversity and Inclusion Council (EDIC). Ms. Hopson began by reviewing the purpose of the 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 council is charged with monitoring and reporting on initiatives that address equity, diversity, and inclusion across the University. She directed the Trustees to the 2022-2023 annual report in Exhibit I-A.

In December 2022, the Higher Education Data Sharing Consortium (HEDS) reported their findings from their survey work with various focus groups to EDIC. The focus groups included: African American/Black students; Latinx students; students with disabilities; academic support staff; hourly support staff; BIPOC staff; Student Affairs staff; non-tenured faculty; and tenured faculty. The survey used a rubric to evaluate EDIC initiatives based on indicators of access coherence, and practice focus. The areas of interest exposed were curriculum and instruction development, faculty and staff development, and student development – intentional and holistic. The survey results also showed there are areas for improvement at USI such as a lack of diverse staff and students which limits the scope of knowledge and experience, a need for education and/or training to address existing biases among students, faculty, and staff, and a need to educate faculty and staff on what resources are available.

Ms. Hopson reviewed the committees that make up the Council and reported that an additional committee was added in 2023 for Athletics. Moving forward, EDIC plans to continue working with the information garnered

from the focus groups surveyed, to educate faculty and staff on the various resources available to promote DEI initiatives, celebrate USI's accomplishments and achievements in DEI, and conduct its next Campus Climate Survey to measure the impact of diversity initiatives.

F. REPORT ON THE INDIANA GENERAL ASSEMBLY

Chair Romain called on Chief Government and Legal Affairs Officer Aaron Trump for a report. April 28 marked the official end of the 2023 Legislative Session of the Indiana General Assembly. At the outset of the session which began on January 9, legislators introduced 1,150 pieces of legislation in which USI identified 147 of those bills as having some potential effect on USI operations and tracked them throughout the session. The most relevant bills made changes to the following:

The Commission for Higher Education will now automatically enroll eligible low-income students in the state's 21st Century Scholars program. Previously students had to actively sign-up for the program in the 7th grade, some not realizing eligibility until they are in 10th or 11th grade and then missing the deadline to enroll. This population is most at-risk to have parents that aren't even aware of the program or the process to enroll. With this new law, it creates an "opt-out" situation since they are automatically enrolled which should result in the optimization of the program.

Also, an opt-in program which will now be an opt-out program for higher education is the requirement to file a Free Application for Federal Student Aid (FAFSA) as a part of their senior process to graduate high school. This will help USI optimize its financial aid enrollment packages.

Indiana will create a Higher Education Purple Star designation for recognition of institutions that are supportive of veterans and military-connected families.

Lastly, state educational institutions may not refuse to provide a transcript for a current or former student of the institution on the grounds that the student owes a debt to the institution or withhold from a current or former student's transcript any degrees earned on the grounds that the student owes a debt to the institution if the student has made good faith effort to repay the debt owed. President Rochon spoke to this in September 2022, about creating pathways for students to access transcripts after graduation when they are carrying a debt load.

Mr. Trump reminded the Trustees that USI's fiscal year calendar matches that of the state's in that it runs from July 1 – June 30, each year. The number is the year in which it ends, i.e., we are currently ending Fiscal Year 23 and will be discussing FY24 and FY25 funding. When looking at comparisons in the budget appropriations for the biennium, they are made to the last year of the previous biennium. Fiscal Year 24 will be compared to FY23, and FY25 will also be compared to FY23, therefore when percentage increases are discussed, this should be kept in mind.

Overall, the legislative budget process was favorable for USI this year. In year one, of the biennial budget (FY24) USI is slated to receive an operating base increase of \$1.5 million, which is a 3.09% increase. Also available is an additional \$510,000 operating base that USI can earn through a prospective formula the Commission for Higher Education (ICHE) is currently developing. However, we can't rely on these monies as the new funding formula has not been officially finalized. USI is optimistic that we will see strong results through this new model, as we have collaborated with the ICHE to formalize the metrics that USI will be measured upon.

Dual credit funding saw a slight decrease of 8%, however, we had a 135% increase one cycle ago, leaving us well above where we were in historical years.

The Repair and Rehabilitation formula appropriation, which is vital to support our campus maintenance efforts, increased by \$370,000 or 33%. This increase is vital, as it is necessary for the institution to spend beyond this line item in support of facility maintenance.

Despite increased efforts to shine a light on the need for increased support, funding for our oversight of the New Harmony historical sites remained flat in both years.

Mr. Trump summarized the results noting in FY24 USI can expect a 3.09% increase to our operating base, and

a 4.71% increase to the total appropriation which includes the other lines and could potentially increase as we work with the Commission moving forward.

In year two or FY25, USI is slated to receive an operating base increase of \$2.08 million, or 4.08% over FY23. Also available is an additional \$1.02 million in operating base that USI can earn through work with the Commission similar to year one. Again while we cannot count on receiving these dollars that have yet to be determined by the Commission, USI is optimistic we will see a strong result with the new model. Dual Credit, R&R, and New Harmony mirror the year one numbers. In summary, in FY25 USI can expect a minimum 4.08% increase to the operating base and a 5.66% increase in total appropriation. These numbers could also potentially increase after the application of the prospective formula.

Similar to the 2021 session no new line items were funded across all of the higher education budget, with one exception. USI saw funding of \$600,000 in both years of the biennium for its Summer Bridge Program that will service 21st Century Scholars and with capacity for additional students categorized as At-Risk by the Commission. This stands as a further demonstration of our success in relationship building to be the only one of seven public institutions to receive a new line item. How it became a part of the budget also shows that our reputation has expanded across the state. The motion to include this line item was authored by Representative Porter out of Indianapolis, was added to the budget by Ways and Means Chair Thompson from Hendricks County and was publicly supported by Appropriations Chair Mishler from South Bend. We had a bipartisan effort by legislators from the northern half of the state supporting the University of Southern Indiana.

In this biennial request, USI sought funding for the renovation of spaces across two structures. The Wright Administration Building has cycled through a variety of uses since its opening in September 1967 without a major renovation. This renovation focuses on upgrades to classrooms, student study spaces, and technology infrastructure, and will also reorganize offices to better provide student-facing services in a manner that best supports USI's student population. The project also includes the final phase of renovation and expansion of Health Professions to accommodate the strategic expansion of a variety of health-related professions. Renovation of this space will include classroom improvements, technology upgrades, and expanded simulation space.

The legislature appropriated USI \$83 million to complete these projects. This is the largest single capital appropriation for USI on record. It will also be cash funded within FY23, meaning once we present the projects for approval to the State Budget Committee, we can begin drawing funds on a much quicker timeline than is typical.

Generally, the final enacted biennial budget has made significant investments in higher education. Total Appropriation increases of at least 4.71% in FY24 and 5.66% in FY25, coupled with the adoption of a new line item for USI students and capital support of \$83 million to continue the improvement of our campus structures. We also have the possibility to increase those amounts further to 5.67% and 7.58% respectively.

Ultimately, we view this budget as a reflection of our continually improving relationship with legislative leaders on the fiscal committees, a positive view of Dr. Rochon at the statehouse, and recognizing the efforts of our staff and faculty across all departments for the continued improvements to quality outcomes for our students.

G. APPROVAL OF NEW CERTIFICATE: INDIANA COLLEGE CORE CERTIFICATE

Mr. Romain called on Provost Khayum to review the proposed new certificate to be offered by the University described in Exhibit I-D, the Indiana College Core Certificate. The proposed implementation date is fall 2023.

On a motion by Mr. Knight, seconded by Mr. Collins, the Indiana College Core Certificate, in Exhibit I-D, was approved.

H. APPROVAL OF NEW CERTIFICATE: SOCIAL SERVICES DESIGNEE CERTIFICATE

Mr. Romain called on Provost Khayum to review the proposed new certificate to be offered by the College of Nursing and Health Professions described in Exhibit I-E, the Social Services Designee Certificate. The proposed implementation date is fall 2023.

On a motion by Mr. Sendelweck, seconded by Ms. Keck, the Social Services Designee Certificate, in Exhibit I-E, was approved.

I. APPROVAL OF RESOLUTION OF APPRECIATION TO TRUSTEE LIAM H. COLLINS '23

Chair Romain presented the following resolution.

WHEREAS, Liam H. Collins was appointed to the University of Southern Indiana Board of Trustees by Indiana Governor Eric Holcomb in July 2021, becoming the eighteenth student to be so appointed in the history of the University; and

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

WHEREAS, Mr. Collins has served the Board of Trustees as a member of the Finance/Audit Committee, Academic Affairs and Enrollment Management Committee, Presidential Compensation and Evaluation Committee and has represented the Board as a member of the USI Foundation Board of Directors; and

WHEREAS, during his tenure as a Trustee, the University experienced the development of opportunities in academics, student life, and the expansion of facilities including the Physical Activities Center Renovation Phase II (Screaming Eagles Complex), Infrastructure Improvements, Health Professions Renovation, Wellness Center, Admissions Office Renovation and USI's Exterior Signage Replacement; and

WHEREAS, Mr. Collins and his colleagues on the Board of Trustees approved numerous measures to advance the mission of the University to provide an educated citizenry that can engage in a civil manner within a community with divergent ideas and cultural differences; and

WHEREAS, on February 7, 2022, after careful review and consideration, Mr. Collins joined his colleagues on the Board of Trustees in one of the most transformative moves for the University since gaining its independence in 1985 by voting to approve the University's formal application to the NCAA for reclassification from Division II to Division I athletics; and

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

WHEREAS, his term on the Board of Trustees will expire on June 30, 2023.

NOW, THEREFORE, BE IT RESOLVED, that the members of the USI Board of Trustees express to Liam Collins their sincere appreciation for his involvement and his vision; and

FURTHER RESOLVED, that the Board wishes Liam Collins well as he graduates with his Bachelor of Science degree in Nursing; 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 Liam Collins for his devoted service to the University of Southern Indiana.

On a motion by Mr. Fuquay, seconded by Ms. Keck, the Resolution of Appreciation to Trustee Liam Collins '23 was approved.

Mr. Collins was presented with a University chair in recognition of his service to the University. He 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. APPROVAL OF RESOLUTION REGARDING BANK DEPOSITORIES AND WIRE TRANSFER AUTHORIZATIONS

Mr. Romain called on Vice President Bridges to present a resolution. Mr. Bridges reminded the Trustees that at its meeting on May 5, 2022, the Board of Trustees approved a resolution regarding bank depositories and wire transfer authorizations. This resolution allows key members of the finance team to conduct business on behalf of the University. The resolution presented today has been changed to remove Boonville Federal Savings Bank, JP Morgan Chase Bank, Legence Bank, LNB Bank and Wells Fargo as USI moved the investments held at those banks into the managed funds associated with USI's investment advisor Fourth Street Partners. There was also an adjustment position title to add associate and assistant controller authority to better reflect USI's plans for the business office organizational structure. USI requested approval to allow transactional University business for another year.

On a motion by Mr. Collins, seconded by Mr. Fuquay, and abstention by Ms. Keck, the Resolution Regarding Bank Depositories and Wire Transfer Authorizations was approved.

WHEREAS the University wishes to update the list of banks designated as depositories in which funds may be deposited and to update the authorizations required for transactions with the depositories; and

THEREFORE, BE IT RESOLVED Banterra Bank, Fifth Third Bank, First Federal Savings Bank, First Financial Bank, German American Bank, Indiana Members Credit Union, Old National Bank, PNC Bank, Regions Bank, and United Fidelity Bank be and hereby are designated as depositories in which funds of this Corporation may be deposited by its officers, agents and employees; and

FURTHER RESOLVED that the Treasurer or Assistant Treasurer is authorized to sign (including using electronic and facsimile signatures) any and all checks, drafts, and orders, including orders or directions in informal or letter form, against any funds at any time standing to the credit of this Corporation with said Bank, and that the said Bank hereby is authorized to honor any and all checks, drafts and orders so signed, including those drawn to the individual order of such officer without further inquiry or regard to the authority of said officer or the use of said checks, drafts, and orders, or proceeds thereof; and

FURTHER RESOLVED that the Treasurer or Assistant Treasurer of the University of Southern Indiana is authorized to enter into a Funds Transfer Agreement with the aforementioned Banks; and

FURTHER RESOLVED that the Treasurer, the Assistant Treasurer, the Controller, the Associate/Assistant Controller, and the Manager of Accounting Operations be designated as the officers of the University authorized to make wire transfers; and

FURTHER RESOLVED that each of the foregoing resolutions shall continue in force until express written notice of its rescission or modification has been received by the said Bank, but if the authority contained in them should be revoked or terminated by operation of law without such notice, it is resolved and hereby agreed for the purpose of inducing the said Bank to act thereunder, that the said Bank shall be saved harmless from any loss suffered or liability incurred without such notice.

B. REPORT ON CURRENT CONSTRUCTION PROJECTS

Mr. Romain called on Vice President Bridges, who introduced Director of Facility Operations and Planning Jim Wolfe for a report on the status of current construction projects. He referred the Trustees to Exhibit II-A for a list of projects and a summary of the cost and funding sources for each project.

SECTION III - PERSONNEL MATTERS

A. APPROVAL OF PERSONNEL ACTIONS

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

1. Promotion

Recommendation for promotion from associate professor to professor effective August 15, 2023:

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

Mr. Eric Altheide, Associate Professor of Theatre
College of Liberal Arts

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

Dr. Matthew Hanka, Associate Professor of Political Science
College of Liberal Arts

Dr. Marco Lara Gracia, Associate Professor of Engineering
Pott College of Science, Engineering, and Education

Dr. Chad Milewicz, Associate Professor of Marketing
Romain College of Business

Dr. Amy Montz, Associate Professor of English
College of Liberal Arts

Dr. Oana Popescu-Sandu, Associate Professor of English
College of Liberal Arts

Dr. Jill Raisor, Associate Professor of Education
Pott College of Science, Engineering, and Education

Dr. John Smothers, Associate Professor of Management
Romain College of Business

Recommendation for promotion from clinical associate professor to clinical professor effective August 15, 2023:

Ms. Amy Wilson, Clinical Associate Professor of Diagnostic Medical Sonography
College of Nursing and Health Professions

Recommendation for promotion from clinical assistant professor to clinical associate professor effective August 15, 2023:

Mr. Bradley Kicklighter, Clinical Assistant Professor of Engineering Technology
Pott College of Science, Engineering and Education

2. Promotion and Tenure

Recommendation for continuous appointment and promotion from assistant professor to associate professor, effective August 15, 2023:

Dr. Brett Bueltel, Assistant Professor of Accounting
Romain College of Business

Dr. Cacee Hoyer, Assistant Professor of History
College of Liberal Arts

Dr. Casey Pycior, Assistant Professor of English
College of Liberal Arts

Dr. Jessica Rick, Assistant Professor of Communication Studies
College of Liberal Arts

Dr. Joy Santee, Assistant Professor of English
College of Liberal Arts

Dr. Moriah Smothers, Assistant Professor of Education
Pott College of Science, Engineering, and Education

Dr. Srishti Srivastava, Assistant Professor of Computer Science
Romain College of Business

Dr. Jinsuk Yang, Assistant Professor of Finance
Romain College of Business

B. REPORT ON FACULTY, ADMINISTRATIVE, AND STAFF RETIREMENTS

Chair Romain called on Provost Khayum who reviewed the following faculty and staff retirements.

Instructor in Engineering, David J. Ellert, in accordance with the revised retirement policy, will retire effective July 1, 2024, after 20.5 years of service, including leave with pay from January 1, 2024, to May 7, 2024.

Professor of Nursing, Mellisa A. Hall, in accordance with the regular retirement policy, will retire effective May 13, 2023, after 18.5 years of service.

Administrative Assistant in Lifelong Learning, Kay L. Myrick, retired on March 31, 2023, after 23 years of service.

Bursar Assistant, Dee Ann Schneider, retired on March 11, 2023, after 12 years of service.

Interim Dean and Assistant Dean of the College of Nursing and Health Professions and Professor of Nursing, Constance F. Swenty, in accordance with the regular retirement policy, will retire effective July 1, 2023, after 17 years of service.

C. APPROVAL OF EMERITUS STATUS

Mr. Romain called on Provost Khayum, who recommended approval of the following emeritus titles. On a motion by Mr. Sendelweck, seconded by Mr. Fuquay, the following titles were approved.

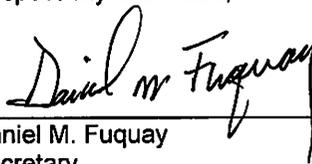
Instructor Emeritus in Engineering David J. Ellert

Professor Emerita of Nursing Mellisa A. Hall

Assistant Dean Emerita of the College of Nursing and Health Professions and Professor Emerita of Nursing
Constance F. Swenty

There being no further business, the meeting was adjourned at 3:54 p.m.

Respectfully submitted,

A handwritten signature in black ink that reads "Daniel M. Fuquay". The signature is written in a cursive style with a long, vertical flourish extending downwards from the end of the name.

Daniel M. Fuquay
Secretary

Equity, Diversity, and Inclusion Council

Annual Report

May 5, 2023

I. Diversity Committee Formation

The Diversity Committee of the University of Southern Indiana was created in response to Ind. Code § 21-27-8-7 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 statuses, 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)

The mission and vision of the EDIC council align with the core value of the "Inclusive and Diverse Community" of the University of Southern Indiana's Strategic Plan.

Mission Statement: The mission of the Equity, Diversity, and Inclusion Council 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;
- Resource equity, the distribution of educational resources 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 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 2022-2023

- Expansion of EDIC committees
- Focus groups
- Onboarding new members
- New initiatives

Expansion of EDIC Committees

The level of progression of DEI efforts to support equity, diversity, inclusion, and a sense of belonging has increased. We have eight areas across campus with nine committees focused on DEI work. Athletics is the most recent area to form a functioning committee. A framework of committees allows USI to have a larger footprint. Student Government Association continues to have a dedicated position responsible for chairing the SGA Equity, Diversity, and Inclusion

Committee. The responsibility for developing action plans continues to lie with members of the USI community. It is through their work belongingness and feeling value flourishes.

Focus Groups

Dr. Charles Blaich and Ms. Kathy Wise of the [Higher Education Data Sharing Consortium](#) (HEDS) continue to provide their expertise. They conducted nine focus groups from October 24 to October 26, 2022. USI intentionally used HEDS as an outside entity so that participants would feel comfortable sharing their personal experiences at USI. HEDS was also used to protect their anonymity. Participants included students, faculty, and staff. On December 2, 2022, HEDS shared the findings with President Rochon and Provost Khayum, and shared with the EDIC Council on March 13, 2023. The goal of conducting focus groups is to develop a deeper understanding of the ways people see themselves in the USI community and to leverage this to establish innovative initiatives and resources that will support members of campus.

Onboarding

With over 50% of the Council members being new members, it was critical to conduct onboarding. The Council chair met with each new dean and connected with all new representatives. Establishing these new relationships took place in addition to reconnecting with returning committee members.

New Initiatives

Areas are revisiting their mission statement to ensure it aligns with the institution's mission, vision, and core beliefs related to DEI work. Aligned core beliefs and mission and vision statements will help guide them in their work, such as curricula development, assessment, implementation, and programming. For example, the Pott College of Science, Engineering, and Education EDIC committee is updating its mission and vision to affirm the desires of Pott College and align with University statements. Likewise, the College of Nursing and Health Professions has strategically assessed its policies and practices by implementing holistic admissions criteria and intentionally developing programs to serve underrepresented student populations. Outside the classroom, Student Affairs continues to offer division-wide diversity, equity, and inclusion training so that employees are prepared to engage with students, staff, and family members of different identities.

Opportunities

There are four areas of concern expressed by those doing this work—funds, time, resources, and training.

Next Steps

- Focus groups
- Resources
- Celebrate accomplishments
- Campus climate survey

Focus Groups

The EDIC Council believes in transparency. Transparency helps us raise institutional awareness and allows us to move toward accountability. Therefore, the Higher Education Data Sharing Consortium (HEDS) will continue to share the findings with the broader campus community.

Resources

Having a bank of resources will aid colleges and divisions in their DEI work—for example, resources on infusing it within the curricula, programming, and workplace.

Celebrate Accomplishments

Through DEI work, the Council will explore ways to celebrate the accomplishments of those working to make our great campus a better institution for all.

Campus Climate Survey

The first campus climate survey occurred spring of 2020. It is now time to administer another survey. The National Association of Diversity Officers in Higher Education (NADOHE) recommends higher education administer campus climate surveys every two to three years. USI contracted with HEDS to conduct the first survey to create a baseline. The next survey should provide insight into whether we have progressed in DEI work.

UNIVERSITY OF SOUTHERN INDIANA®



Operating and Capital Improvement Appropriation Results

2023 Legislative Session

USI Day at the Statehouse



Comparison of FY23 to FY24

USI	Fiscal Year – 2023*	Fiscal Year - 2024	Dollar Increase	%
Total Operating Expense	51,038,023	52,617,944	1,579,921	3.09%
Prospective Funding Model		510,380	510,380	1.00%
DUAL CREDIT				
Total Line-Item Expense	555,480	510,900	-44,580	-8.02%
HISTORIC NEW HARMONY				
Total Line-Item Expense	486,878	486,878	0	0.00%
STRONG START PROGRAM				
Total Line-Item Expense		600,000	600,000	
REPAIR AND REHABILITATION	1,112,962	1,483,291	370,329	33.27%
Total Appropriation	\$ 53,193,343	\$ 55,699,013	\$ 2,505,670	4.71%
Total with Prospective Funding		\$ 56,209,393	\$ 3,016,050	5.67%
	*As-Passed Appropriation			

Comparison of FY23 to FY25

USI	Fiscal Year – 2023*	Fiscal Year - 2025	Dollar Increase	%
Total Operating Expense	51,038,023	53,122,180	2,084,157	4.08%
Prospective Funding Model		1,020,760	1,020,760	2.00%
DUAL CREDIT				
Total Line-Item Expense	555,480	510,900	-44,580	-8.02%
HISTORIC NEW HARMONY				
Total Line-Item Expense	486,878	486,878	0	0.00%
STRONG START PROGRAM				
Total Line-Item Expense		600,000	600,000	
REPAIR AND REHABILITATION	1,112,962	1,483,291	370,329	33.27%
Total Appropriation	\$ 53,193,343	\$ 56,203,249	\$ 3,009,906	5.66%
Total with Prospective Funding		\$ 57,224,009	\$ 4,030,666	7.58%
	*As-Passed Appropriation			

Academic Renovation Capital Project



Wright Building Renovation and Health Professions Renovation Phase IV

Updates Classrooms, Study Spaces, Labs, and Offices

\$83,000,000

2023-2025 Legislative Appropriation



Fiscal Year	As-Passed Appropriation	FY23 Increase Percentage
FY24 Capital	\$83,000,000	
FY24 Total Appropriation	\$55,699,013	4.71%
FY25 Total Appropriation	\$56,203,249	5.66%

**UNIVERSITY OF SOUTHERN INDIANA
BIENNIAL BUDGET 2023-2025
OPERATING BUDGET SUBMISSION SUMMARY/COMPARISON**

	2023-2024						2024-2025					
	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
<u>EXPENDITURES</u>												
Expenditure Base	109,346,557	109,346,557	109,346,557	109,346,557	109,346,557	109,346,557	109,346,557	109,346,557	109,346,557	109,346,557	109,346,557	109,346,557
Operating Appropriation Base Reallocation	0	0 a	0 a	0 a	0 a	0 a	0	0 a	0 a	0 a	0 a	0 a
Legacy Performance Funding Formulas												
A. Overall Degree Completion	669,372	123,699	123,699	253,515	123,699	123,699	669,372	122,340	122,340	251,476	0	122,340
B. At Risk Degree Completion	259,597	48,756	48,756	99,922	48,756	48,756	259,597	48,220	48,220	99,119	0	48,220
C. STEM Degree Completion	93,932	6,942	6,942	14,227	6,942	6,942	93,932	6,865	6,865	14,111	0	6,865
D. Student Persistence Incentive	89,373	16,491	16,491	33,798	16,491	16,491	89,373	16,310	16,310	33,527	0	16,310
E. On-Time Graduation Rate	1,952,325	363,273	363,273	744,510	363,273	363,273	1,952,325	359,281	359,281	738,522	0	359,281
Total Legacy Performance Funding	3,064,599	559,161 b,f	559,161 b,f	1,145,972 c,h	559,161 d,f	559,161 b,f	3,064,599	553,016 b,g	553,016 b,g	1,136,755 c,i	0 e,j	553,016 b,g
Operating Appropriation Base Increase	0	1,020,760 k	1,020,760 k	1,020,760 k	1,020,760 k	1,020,760 k	0	1,531,141 l	1,531,141 l	1,531,141 l	1,020,760 m	1,531,141 l
Prospective Performance Funding	0	1,531,141 n	1,531,141 n	0 o	510,380 p	510,380 p	0	2,041,521 q	2,041,521 q	510,380 r	2,041,521 q	1,020,760 s
Amount Held by Commission for Higher Education	0	(1,531,141)	(1,531,141)	0	(510,380)	(510,380)	0	(2,041,521)	(2,041,521)	(510,380)	(2,041,521)	(1,020,760)
Net Prospective Performance Funding	0	0	0	0	0	0	0	0	0	0	0	0
Debt Service	6,664,447	6,664,447	4,312	4,312	4,312	4,312	4,058,470	4,058,470	(2,601,665)	(2,601,665)	(2,601,665)	(2,601,665)
Reallocation of Student Fees	(6,664,447)	(6,664,447)	(4,312)	(4,312)	(4,312)	(4,312)	(4,058,470)	(4,058,470)	2,601,665	2,601,665	2,601,665	2,601,665
Net Debt Service	0	0	0	0	0	0	0	0	0	0	0	0
Total Budget Increases	3,064,599	1,579,921	1,579,921	2,166,732	1,579,921	1,579,921	3,064,599	2,084,157	2,084,157	2,667,896	1,020,760	2,084,157
Total Expenditure Base	112,411,156	110,926,478	110,926,478	111,513,289	110,926,478	110,926,478	112,411,156	111,430,714	111,430,714	112,014,453	110,367,317	111,430,714
Percent Change	2.8%	1.4%	1.4%	2.0%	1.4%	1.4%	2.8%	1.9%	1.9%	2.4%	0.9%	1.9%
<u>REVENUE</u>												
Student Fee Base	45,991,246	45,991,246	45,991,246	45,991,246	45,991,246	45,991,246	45,991,246	45,991,246	45,991,246	45,991,246	45,991,246	45,991,246
Fee Increase	0	0	0	0	0	0	0	0	0	0	0	0
Transfer (to) from Debt Service	(6,664,447)	(6,664,447)	(4,312)	(4,312)	(4,312)	(4,312)	(4,058,470)	(4,058,470)	2,601,665	2,601,665	2,601,665	2,601,665
Total Student Fees	39,326,799	39,326,799	45,986,934	45,986,934	45,986,934	45,986,934	41,932,776	41,932,776	48,592,911	48,592,911	48,592,911	48,592,911
Operating Appropriation Base	51,038,023	51,038,023	51,038,023	51,038,023	51,038,023	51,038,023	51,038,023	51,038,023	51,038,023	51,038,023	51,038,023	51,038,023
Appropriation Increase	3,064,599	1,579,921	1,579,921	2,166,732	1,579,921	1,579,921	3,064,599	2,084,157	2,084,157	2,667,896	1,020,760	2,084,157
Total Operating Appropriation	54,102,622	52,617,944	52,617,944	53,204,755	52,617,944	52,617,944	54,102,622	53,122,180	53,122,180	53,705,919	52,058,783	53,122,180
Percent Change	6.0%	3.1%	3.1%	4.2%	3.1%	3.1%	6.0%	4.1%	4.1%	5.2%	2.0%	4.1%
Fee Replacement Appropriation Base	12,317,288	12,317,288	12,317,288	12,317,288	12,317,288	12,317,288	12,317,288	12,317,288	12,317,288	12,317,288	12,317,288	12,317,288
Fee Replacement Change	6,664,447 t	6,664,447 t	4,312 u	4,312 v	4,312 v	4,312 v	4,058,470 w	4,058,470 w	(2,601,665) w	(2,601,665) w	(2,601,665) w	(2,601,665) w
Total Fee Replacement Appropriation	18,981,735	18,981,735	12,321,600	12,321,600	12,321,600	12,321,600	16,375,758	16,375,758	9,715,623	9,715,623	9,715,623	9,715,623
Total State Appropriation	73,084,357	71,599,679	64,939,544	65,526,355	64,939,544	64,939,544	70,478,380	69,497,938	62,837,803	63,421,542	61,774,406	62,837,803
Percent Change	15.4%	13.0%	2.5%	3.4%	2.5%	2.5%	11.2%	9.7%	-0.8%	0.1%	-2.5%	-0.8%
Total Revenue Base	112,411,156	110,926,478	110,926,478	111,513,289	110,926,478	110,926,478	112,411,156	111,430,714	111,430,714	112,014,453	110,367,317	111,430,714

**UNIVERSITY OF SOUTHERN INDIANA
BIENNIAL BUDGET 2023-2025
OPERATING BUDGET SUBMISSION SUMMARY/COMPARISON**

- a No Operating Appropriation Base reallocation to fund Legacy Performance Funding Formulas in 2023-2024 and 2024-2025
- b 1% new money to fund Legacy Performance Funding Formulas in 2023-2024 and 2024-2025
- c 2% new money to fund Legacy Performance Funding Formulas in 2023-2024 and 2024-2025
- d 2% new money to fund Legacy Performance Funding Formulas in 2023-2024
- e 0% new money to fund Legacy Performance Funding Formulas in 2024-2025
- f 84.76% per unit reduction of the Legacy Performance Funding Formula values in 2023-2024
- g 84.93% per unit reduction of the Legacy Performance Funding Formula values in 2024-2025
- h 68.76% per unit reduction of the Legacy Performance Funding Formula values in 2023-2024
- i 69.01% per unit reduction of the Legacy Performance Funding Formula values in 2024-2025
- j 100.00% per unit reduction of the Legacy Performance Funding Formula values in 2024-2025
- k 2% Operating Appropriation Base increase in 2023-2024
- l 3% Operating Appropriation Base increase in 2024-2025
- m 2% Operating Appropriation Base increase in 2024-2025
- n 3% Prospective Performance Funding increase held by the Commission for Higher Education until earned by the institution in 2023-2024 in a manner yet to be determined
- o 0% Prospective Performance Funding increase held by the Commission for Higher Education until earned by the institution in 2023-2024 in a manner yet to be determined
- p 1% Prospective Performance Funding increase held by the Commission for Higher Education until earned by the institution in 2023-2024 in a manner yet to be determined
- q 4% Prospective Performance Funding increase held by the Commission for Higher Education until earned by the institution in 2024-2025 in a manner yet to be determined
- r 1% Prospective Performance Funding increase held by the Commission for Higher Education until earned by the institution in 2024-2025 in a manner yet to be determined
- s 2% Prospective Performance Funding increase held by the Commission for Higher Education until earned by the institution in 2024-2025 in a manner yet to be determined
- t includes annual fee replacement funding \$6,660,135 for the Academic Renovation Phase I project beginning 2023-2024 (20 year, 5.00% interest rate assumption)
- u includes no new fee replacement capital projects in 2023-2024
- v \$83,000,000 in cash funding provided for the Academic Renovation Phase I project in 2023-2024
- w includes no new fee replacement capital projects in 2024-2025

UNIVERSITY OF SOUTHERN INDIANA
BIENNIAL BUDGET 2023-2025
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

	2023-2024						2024-2025					
	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												
Operating Appropriation Base Reallocation	0	0 a	0 a	0 a	0 a	0 a	0	0 a	0 a	0 a	0 a	0 a
Legacy Performance Funding Formulas												
Overall Degree Completion	669,372	123,699	123,699	253,515	123,699	123,699	669,372	122,340	122,340	251,476	0	122,340
At Risk Degree Completion	259,597	48,756	48,756	99,922	48,756	48,756	259,597	48,220	48,220	99,119	0	48,220
STEM Degree Completion	93,932	6,942	6,942	14,227	6,942	6,942	93,932	6,865	6,865	14,111	0	6,865
Student Persistence Incentive	89,373	16,491	16,491	33,798	16,491	16,491	89,373	16,310	16,310	33,527	0	16,310
On-Time Graduation Rate	1,952,325	363,273	363,273	744,510	363,273	363,273	1,952,325	359,281	359,281	738,522	0	359,281
Total Legacy Funding Formulas	3,064,599	559,161 b,f	559,161 b,f	1,145,972 c,h	559,161 d,f	559,161 b,f	3,064,599	553,016 b,g	553,016 b,g	1,136,755 c,i	0 e,j	553,016 b,g
Operating Appropriation Base Increase	0	1,020,760 k	1,020,760 k	1,020,760 k	1,020,760 k	1,020,760 k	0	1,531,141 l	1,531,141 l	1,531,141 l	1,020,760 m	1,531,141 l
Prospective Performance Funding	0	1,531,141 n	1,531,141 n	0 o	510,380 p	510,380 p	0	2,041,521 q	2,041,521 q	510,380 r	2,041,521 q	1,020,760 s
Amount Held by Commission for Higher Education	0	(1,531,141)	(1,531,141)	0	(510,380)	(510,380)	0	(2,041,521)	(2,041,521)	(510,380)	(2,041,521)	(1,020,760)
Net Prospective Performance Funding	0	0	0	0	0	0	0	0	0	0	0	0
Total	3,064,599	1,579,921	1,579,921	2,166,732	1,579,921	1,579,921	3,064,599	2,084,157	2,084,157	2,667,896	1,020,760	2,084,157

- a No Operating Appropriation Base reallocation to fund Legacy Performance Funding Formulas in 2023-2024 and 2024-2025
- b 1% new money to fund Legacy Performance Funding Formulas in 2023-2024 and 2024-2025
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- p 1% Prospective Performance Funding increase held by the Commission for Higher Education until earned by the institution in 2023-2024 in a manner yet to be determined
- q 4% Prospective Performance Funding increase held by the Commission for Higher Education until earned by the institution in 2024-2025 in a manner yet to be determined
- r 1% Prospective Performance Funding increase held by the Commission for Higher Education until earned by the institution in 2024-2025 in a manner yet to be determined
- s 2% Prospective Performance Funding increase held by the Commission for Higher Education until earned by the institution in 2024-2025 in a manner yet to be determined

**UNIVERSITY OF SOUTHERN INDIANA
BIENNIAL BUDGET 2023-2025
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

		2023-2025						
		<u>Budget Submission per Instructions</u>	<u>Commission for Higher Education Recommendation</u>	<u>Governor's Budget Recommendation</u>	<u>House Passed Budget</u>	<u>Senate Passed Budget</u>	<u>General Assembly Passed Budget</u>	
CAPITAL BUDGET -- REPAIR AND REHABILITATION								
General R&R		4,255,457	2,514,404	2,514,404	2,514,404	2,514,404	2,514,404	R&R and infrastructure asset totals adjusted after budget submission
Infrastructure		904,355	452,178	452,178	452,178	452,178	452,178	
	Total	5,159,812	2,966,582 *	2,966,582 *	2,966,582 *	2,966,582 *	2,966,582 *	* 25% of R&R funding formula in each year of the biennium

		<u>Budget Submission per Instructions</u>	<u>Commission for Higher Education Recommendation</u>	<u>Governor's Budget Recommendation</u>	<u>House Passed Budget</u>	<u>Senate Passed Budget</u>	<u>General Assembly Passed Budget</u>	
CAPITAL BUDGET -- FACILITIES								
Academic Renovation Phase I Project State Funding Bonding Authorization (\$6,660,135 estimated annual debt service)		83,000,000 *	83,000,000 *	0 **	83,000,000 ***	83,000,000 ***	83,000,000 ***	* \$6,660,135 estimated annual debt service beginning 2023-2024 ** no capital projects recommended *** cash funding in 2023-2024

		<u>Line Item Appropriation 2022-2023</u>	<u>Budget Submission per Instructions</u>	<u>Commission for Higher Education Recommendation</u>	<u>Governor's Budget Recommendation</u>	<u>House Passed Budget</u>	<u>Senate Passed Budget</u>	<u>General Assembly Passed Budget</u>	
LINE ITEM INITIATIVES									
Historic New Harmony		486,878							
2023-2024			535,566	486,878	486,878	486,878	486,878	486,878	* 0% increase on 2022-2023 appropriation
2024-2025			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		555,480							
2023-2024			510,900	510,900	510,900	510,900	459,810	510,900	* based on 2020-2021 dual credit enrollment @ \$50 per credit hour
2024-2025			510,900	510,900	510,900	510,900	459,810	510,900	** based on 2020-2021 dual credit enrollment @ \$45 per credit hour
	Total		1,021,800	1,021,800 *	1,021,800 *	1,021,800 *	919,620 **	1,021,800 *	
Comprehensive Health Professions Initiative		0							
2023-2024			633,696	0	0	0	0	0	* no new line items recommended
2024-2025			633,696	0	0	0	0	0	
	Total		1,267,392	0 *	0 *	0 *	0 *	0 *	
Early College Bridge Program		0							
2023-2024			0	0	0	600,000	600,000	600,000	* no funding requested
2024-2025			0	0	0	600,000	600,000	600,000	
	Total		0 *	0	0	1,200,000	1,200,000	1,200,000	

**UNIVERSITY OF SOUTHERN INDIANA
BIENNIAL BUDGET 2023-2025
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		
	2023-2025	2023-2024	2024-2025	Total
CAPITAL BUDGET -- REPAIR AND REHABILITATION				
General R&R	4,255,457	1,257,202	1,257,202	2,514,404
Infrastructure	904,355	226,089	226,089	452,178
Total	5,159,812	1,483,291 *	1,483,291 *	2,966,582

* 25% of R&R funding formula each year of the biennium - asset totals adjusted after budget submission

	Submission	General Assembly Passed Budget	
	2023-2025	2023-2025	Comments
CAPITAL BUDGET -- FACILITIES			
Academic Renovation Phase I Project State Funding Bonding Authorization (\$6,660,135 estimated annual debt service beginning FY24)	83,000,000	83,000,000	cash funding in 2023-2024

	Line Item Appropriation 2022-2023	Submission	General Assembly Passed Budget	
		2023-2025	2023-2025	Comments
LINE ITEM INITIATIVES				
Historic New Harmony	486,878			
2023-2024		535,566	486,878	0% increase on 2022-2023 appropriation
2024-2025		589,123	486,878	
Total		1,124,689	973,756	
Dual Credit Enrollment	555,480			
2023-2024		510,900	510,900	based on 2020-2021 dual credit enrollment @ \$50 per credit hour
2024-2025		510,900	510,900	
Total		1,021,800	1,021,800	
Comprehensive Health Professions Initiative	0			
2023-2024		633,696	0	no new line items recommended
2024-2025		633,696	0	
Total		1,267,392	0	
Early College Bridge Program	0			
2023-2024		0	600,000	* no funding requested
2024-2025		0	600,000	
Total		0 *	1,200,000	

ABSTRACT

Undergraduate Certificate: Indiana College Core (ICC) To be offered in-person, blended and online formats By the University of Southern Indiana, Evansville, Indiana

1. **Characteristics of the Program:** The University of Southern Indiana Provost Office proposes to offer a new certificate, entitled the Indiana College Core (ICC) certificate. The certificate will be offered in-person, blended, and online formats. This is a 30-hour certificate to completion.

The certificate would be awarded to students who either complete the ICC during high school through any combination of college credit, including dual credit (called CAP-College Achievement Program at USI), transfer credit, and prior learning assessment (PLA) credit (Advanced Placement® (AP), the College-Level Examination Program® (CLEP), International Baccalaureate, and Cambridge International or by enrolling at USI after high school and selecting eligible Core 39 classes available as part of normal course offerings.

2. **Rationale for the Program:** This certificate is in full alignment with the Indiana Department of Education (IDOE) and, importantly, the Indiana Commission for Higher Education (ICHE) goals that all Indiana high school students will have access to complete the Indiana College Core, to increase the availability and strategic use of dual credit, and quadruple the number of high school seniors that earn the Indiana College Core by 2028 (Ashcraft, 2022). Offering a certificate aligns with the University of Southern Indiana's mission and goals of the 2021-2025 strategic plan. Goal #1 focuses on improving student success, and objectives #1 and #2 are related to retention and graduation. About 30% of first-time, full-time freshmen admitted to USI have earned CAP credit, and retention of these students is around 5% higher than typical undergraduate student retention (85.4% vs 89.67%, respectively). Goal #3 of the plan is to elevate visibility and reputation by enhancing awareness and reputation of University identity and academic distinctiveness. Objective #4 of this goal is to increase students listing USI as their first choice by 10% by 2025. By increasing the ability for Indiana high school students to earn 30 hours of college credit and ultimately earning this post-secondary credential through USI, the certificate strengthens USI's reputation as a university committed to proactively supporting the post-secondary education goals of Indiana's high school students. These students receive USI credit which allows for a more seamless transition to attend USI, and ultimately obtaining USI dual credit could increase the number of students listing USI as their first choice to attend.
3. **Cost of and Support for the Program:** No additional faculty or staff, facilities, capital, or equipment is needed for the initial start-up.
4. **Similar and Related Programs:** Ivy Tech, Vincennes University, Purdue University, and Indiana University are offering this same 30-hour certificate. Ball State University and Indiana State University have indicated plans to offer the certificate by summer 2023.
5. **Quality and Other Aspects of the Program:** Students will gain knowledge and understanding of the competencies outlined in the Indiana College Core competencies document (<https://www.in.gov/che/files/Indiana-College-Core-Guidance-02.09.2021.pdf>).

The ICHE requirements and USI's Core 39 assessment processes will serve as assessment tools to ensure competency. The College Achievement Program (CAP) is USI's dual credit program and has been continuously accredited by the National Alliance of Concurrent Enrollment Partnerships (NACEP) since 2006.

ABSTRACT

Social Services Designee Certificate

To be offered in a classroom, blended, and online format
By the University of Southern Indiana, Evansville, Indiana

Consistency with Institution's Missions:

The Social Services Designee Certificate Program aligns with the University of Southern Indiana (USI) mission/strategic plan and USI's federally funded Geriatric Workforce Enhancement Program (GWEP) initiative. By increasing the educational programs to prepare students for a career working with older adults in Indiana nursing homes, this program will assist in meeting GWEP Objective 2.9.6: *to develop and implement a gerontology certificate program to include content from existing state education requirements for Activity Directors and Social Workers.*

Relation to Institution's Strategic and/or Academic Plan:

The proposed certificate enables USI students to acquire certification by successfully completing five classes. The certification increases their knowledge and marketability while supporting the nursing home workforce needs in the state of Indiana. This program is in full alignment with the Social Services Designee certification requirements of the Indiana State Department of Health (ISDH). The state of Indiana requires each skilled nursing facility (SNF) to employ staff persons to provide social services, as cited in the Indiana Administrative Code sections 410 IAC 16.2-3.1-34. This proposed certificate was reviewed and approved by the Indiana State Department of Health as meeting the state requirements.

Curriculum:

This certificate is a 15-credit program. The fifteen credits are currently being offered annually or more than annually and are taught by full-time USI faculty and adjuncts. The current instructional, office, and laboratory spaces will accommodate the initial start-up of the program. Resources will be monitored with program growth.

Employment Possibilities:

There are 527 nursing facilities in the state of Indiana (ISDH, 2022). Since the COVID-19 pandemic in 2020, Indiana nursing facility employment rates have declined by 14.5%, and similar trends are seen across the United States (Zipper, 2022). This indicates a strong need for people to fill positions within nursing facilities. According to the US Bureau of Labor Statistics, the projected growth rate for social workers from 2020-2030 is 12%. This is significantly higher than the projected growth rate of 8% for ALL occupations. The projected numeric change in national social worker positions from 2020 to 2030 is about 78,300 positions annually (U.S Bureau of Labor Statistics, 2022). As cited on hiring agencies' job postings, 261 open social service designee positions are posted on Indeed (August 31, 2022).

References

Bureau of Labor Statistics, August 31, 2022

Indeed, August 31, 2022

Zipper, August 31, 2022- Indiana Business Review Article; Graphs,
<https://www.ibrc.indiana.edu/ibr/2022/summer/article1.html>

**Summary
Construction Projects**

May 5, 2023

Projects Under Construction

Health Professions Renovation/Addition

Project Cost \$ 25,514,606

Funding Source: Legislative Appropriation - 2019

Wellness Center

Project Cost \$ 16,500,000

Funding Source: Legislative Appropriation - 2019

Student Housing Apartments Fire Alarm System Replacement

Project Cost \$ 4,400,000

Funding Source: Student Housing Reserves

HVAC Bldg. Controls and Programs Upgrades

Project Cost \$ 2,919,000

Funding Sources:

HEERF	\$	1,400,000
Energy Management Controls	\$	600,000
Special Projects	\$	500,000
FY22 State Repair and Rehabilitation	\$	419,000

UC West Electrical Transformers and Supply Panels Replacement

Project Cost \$ 1,500,000

Funding Sources:

FY22 State Repair and Rehabilitation	\$	500,000
FY23 State Repair and Rehabilitation	\$	500,000
Special Projects	\$	500,000

Exterior Signage Replacement

Project Cost \$ 500,000

Funding Sources:

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

Projects In Design

HVAC Various Equipment and Energy Improvements

Project Cost \$ 723,000

Funding Sources:

Energy Management Controls Reserve	\$	300,000
Special Projects	\$	253,000
FY22 State Repair and Rehabilitation	\$	170,000

Athletic Facilities Improvements

Project Cost \$ 240,000

Funding Source: Special Projects

UC West Variable Air Volume (VAV) Modernization

Project Cost \$ 170,000

Funding Source: FY23 State Rehabilitation and Repair

LEDs for Campus

Project Cost \$ 122,000

Funding Sources:

Special Projects	\$	50,000
FY23 State Repair and Rehabilitation	\$	50,000
FY22 State Repair and Rehabilitation	\$	22,000