

## AGENDA

### UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

May 3, 2024

#### SECTION I – GENERAL AND ACADEMIC MATTERS

##### A. APPROVAL OF MINUTES OF THE MARCH 7, 2024, MEETING

##### B. ESTABLISHMENT OF NEXT MEETING DATE AND LOCATION

##### C. PRESIDENT'S REPORT

##### D. APPOINTMENT OF THE NOMINATING COMMITTEE

##### E. REPORT OF EQUITY, DIVERSITY AND INCLUSION 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.

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

The Equity, Diversity, and Inclusion Council 2023-2024 annual report is presented in Exhibit I-A.

##### F. REPORT ON THE INDIANA GENERAL ASSEMBLY

A report will be presented on the 2024 session of the Indiana General Assembly.

##### G. APPROVAL OF RESOLUTION OF APPRECIATION TO TRUSTEE DANIEL M. FUQUAY

**WHEREAS**, Daniel M. Fuquay was appointed to the University of Southern Indiana Board of Trustees by Indiana Governor Eric J. Holcomb on June 16, 2020; and

**WHEREAS**, in his capacity as Trustee, Mr. Fuquay has been an active partner in broadening educational opportunity and advancing higher education in Indiana; and

**WHEREAS**, Mr. Fuquay has served the Board and the University as Board Secretary and as a member of the Finance/Audit Committee and Nominating Committee; and

**WHEREAS**, during his tenure as a Trustee, the University experienced the development of opportunities in academics and student life and the expansion of facilities, including 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. Fuquay was appointed as Trustee representative to the University of Southern Indiana Foundation Board of Directors and New Harmony Advisory Board serving capably and was also an active and generous donor before and during his tenure as a Trustee; and

**WHEREAS**, Mr. Fuquay 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 civilly within a community with divergent ideas and cultural differences; and

**WHEREAS**, on February 7, 2022, after careful review and consideration, Mr. Fuquay 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. Fuquay's term on the Board of Trustees will end on June 30, 2024;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees, assembled today on May 3, 2024, commends Daniel M. Fuquay for his servant leadership, vision, and dedication to the full development of the University of Southern Indiana and the people it serves; 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, staff, and faculty, to Mr. Fuquay for his devoted service to the University of Southern Indiana.

## **SECTION II – FINANCIAL MATTERS**

### **A. APPROVAL OF RESOLUTION REGARDING BANK DEPOSITORIES AND WIRE TRANSFER AUTHORIZATIONS**

At its meeting on May 5, 2023, the Board of Trustees approved a resolution regarding bank depositories and wire transfer authorizations.

Approval of the following resolution to update the procedure is recommended:

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 Bank of American, Banterra Bank, Fifth Third Bank, Citibank, First Federal Savings Bank, First Financial Bank, German American Bank, 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 Director of University Accounting and, the Assistant Director of University Accounting 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**

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

### **C. REPORT OF CONSTRUCTION CHANGE ORDERS APPROVED BY THE VICE PRESIDENT FOR FINANCE AND ADMINISTRATION**

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

## **SECTION III - PERSONNEL MATTERS**

### **A. APPROVAL OF PERSONNEL ACTIONS**

Approval of the following personnel actions is recommended.

#### 1. Promotion

Recommendation by the University for promotion from associate professor to professor effective August 13, 2024:

Dr. Andrew D. Buck, Associate Professor of Sociology  
College of Liberal Arts

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

Dr. Trent A. Engbers, Associate Professor of Political Science and Public Administration  
College of Liberal Arts

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

Dr. Sukanya Gupta, Associate Professor of English  
College of Liberal Arts

Ms. Alisa I. Holen, Associate Professor of Ceramics  
College of Liberal Arts

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

Dr. Curtis R. Price, Associate Professor of Economics  
Romain College of Business

Dr. Kristalyn M. Shefveland, Associate Professor of History  
College of Liberal Arts

Dr. Michael R. Strezewski, Associate Professor of Anthropology  
College of Liberal Arts

Dr. Serah W. Theuri, Associate Professor of Food and Nutrition  
College of Nursing and Health Professions

#### 2. Promotion and Tenure

Recommendation for continuous appointment and promotion from assistant professor to associate professor, effective August 13, 2024:

Dr. Srikanth Dandotkar, Assistant Professor of Psychology  
College of Liberal Arts

Mr. Robert M. Dickes, Assistant Professor of Photography and Digital Imaging  
College of Liberal Arts

Dr. Daniel T. Elg, Assistant Professor of Engineering  
Pott College of Science, Engineering, and Education

Dr. Jenna L. Kloosterman, Assistant Professor of Engineering  
Pott College of Science, Engineering, and Education

Dr. Stacey R. Murray, Assistant Professor of Education  
Pott College of Science, Engineering, and Education

Mrs. Rebecca L. Neel, Assistant Professor of Library Science  
David L. Rice Library

Dr. Todd G. Nelson, Associate Professor of Engineering  
Pott College of Science, Engineering, and Education

Dr. David O'Neil, Assistant Professor of English  
College of Liberal Arts

Dr. Nicholas D. Rhew, Assistant Professor of Management  
Romain College of Business

## **B. REPORT ON FACULTY, ADMINISTRATIVE, AND STAFF RETIREMENTS**

The following faculty, administrative, and staff retirements will be reviewed.

Associate Professor of Decision Science, Gary W. Black in accordance with the revised retirement policy, will retire effective July 1, 2026, after 22 years of service, including one-half assignment with full pay from August 12, 2025, to May 12, 2026.

Clinical Assistant Professor of Engineering Technology, M. Kevin Nelson in accordance with the regular retirement policy, will retire effective May 2, 2024, after 11 years of service.

Associate Professor of Nursing, Kathy B. Riedford in accordance with the revised retirement policy, will retire effective July 1, 2025, after 20 years of service, including leave with pay from January 2, 2025, to May 13, 2025.

## **C. APPROVAL OF EMERITUS STATUS**

Approval of the following emeritus titles is recommended.

Associate Professor Emeritus of Decision Science Gary W. Black

Clinical Assistant Professor Emeritus of Engineering Technology M. Kevin Nelson

Associate Professor Emerita of Nursing Kathy B. Riedford

# Equity, Diversity, and Inclusion Council

## Annual Report

May 3, 2024

### I. Diversity Committee Formation

The Diversity Committee of the University of Southern Indiana was created in response to Ind. Code § 21-27-8-7 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 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 EDIC 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 (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;
- 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.

### **III. Accomplishments 2023-2024**

- Diversity Inventory Training
- HEDS Workshop
- Focus Group Update
- 2024 Campus Climate Survey
- New Initiatives/Highlights

#### **Diversity Inventory Training**

In September 2023, Dr. Brandi Hendricks and Dr. Pamela Hopson launched in-depth training sessions with the Equity Diversity and Inclusion Council (EDIC) representatives. The council members represent their respective areas and are recommended to the Council by their dean or vice president. They serve as the linkage between the council, deans, and vice presidents.

Sessions included a review of prior reporting documents, suggestions for improvement of the reporting process, and discussions on the importance of data accuracy. January 2024, during the University Meeting and Professional Day, a special workshop was held with representatives to review expectations and share exemplars, which included lessons learned.

### **HEDS Workshop**

March 2024, Dr. Pamela Hopson and Dr. Laurie Berry, members of the EDIC Council, along with faculty member Dr. Sukanya Gupta, had the opportunity to attend the Higher Education Data Sharing Consortium [HEDS workshop on DEI and Student Success](#) in Crawfordsville, Indiana. As a team, they were charged with reflecting on the progress of USI's diversity, equity, inclusion, and student success efforts, focusing on lessons learned from our efforts. One key objective for this team was to develop a toolkit that would guide USI's efforts and serve as a resource for the stakeholders. They were able to learn best practices from representatives from other institutions.

### **Focus Group Update**

In the spirit of transparency, Dr. Charlie Blaich & Kathy Wise from [\(HEDS\)](#) shared their findings from their meetings with the nine focus groups with the entire campus community on December 7, 2023. The groups represented the following:

- African American/Black students
- Latinx students
- Students with disabilities
- Academic support staff
- Hourly support staff
- Minority staff
- Student Affairs staff
- Non-tenured faculty
- Tenured faculty

This rich data will help leverage how we continue to improve our support for members of our USI community. In Fall 2024, representatives of HEDS will return to conduct a second round of focus groups.



## **2024 Campus Climate Survey**

Seven weeks prior to the launch of the survey, on Monday, February 5, 2024, with the assistance of Greg Johnson, Interim Chief Data Officer, and other community partners, we began to prep data, draft communication pieces, and move to the testing phase. Members of our campus community rallied together as we launched USI's second Campus Climate Survey on March 25, 2024. The survey closed on Monday, April 15, 736 students took the survey, 440 employees, and 40 who chose not to identify themselves. Total participants: 1,216.

### **New Initiatives/Highlights**

*Administrative Senate* – although they do not have a DEI committee, they have an outreach committee to welcome new administrative hires and facilitate connections among employees. They see this as a way to show USI culture and acclimate new hires to campus and its people.

*Athletics* – a DEI Review Committee was formed in 2022-23 and is still finalizing everyone. However, the department hopes to create a new DEI committee.

*College of Nursing and Health Professions* – uses a holistic admission criteria that includes interviews. Intentional efforts are made to accommodate students who need clinical experiences in their hometowns.

*College of Liberal Arts* – provides educational opportunities for students, faculty, and staff that raise awareness, knowledge, and skills to support recruiting and retaining diverse students, faculty, and staff.

*Finance and Administration* – Public Safety provides implicit and explicit bias training for officers and serves as a liaison across campus. Archie's Book Bundle program provides access to academic materials on the first day of school to all students. Human Resources provides training. Finance and Administration partners with the Dean of Students Office to implement Swipe Out Hunger, which provides free meals to students suffering from food insecurity.

*Marketing and Communication* – equity, diversity and inclusion are at the forefront of conversations and content, from photographs, stories, and videos to the Illume University magazine.

*Pott College of Science, Engineering, and Education* – multiple initiatives have taken place through curriculum innovation to support the retainment of individuals already in the Pott

College, already increased faculty engagement with DEI initiatives by creating an “EDI Moment” in each college semester kick-off meeting. Created a newsletter highlighting the EDI efforts of students, faculty, and staff to further develop, strengthen, and sustain relationships with diverse constituencies.

*Romain College of Business* – joined the PhD Project to recruit faculty from racially diverse backgrounds. This project helps institutions recruit faculty from underrepresented and diverse populations.

*Student Government Association* – worked to advance inclusivity and collaborative efforts among student organizations.

#### **IV. Opportunities**

Those doing this work continue to express four areas of concern: funding, time, resources, and training.

#### **V. Next Steps**

- Sharing of information
- Focus groups (fall 2024)
- Toolkit
- Celebrate accomplishments

#### **Sharing of Information**

The first campus climate survey was conducted in the spring of 2020. Although more than two years of data are needed to establish a trend, the 2024 survey should indicate whether we are progressing in cultivating an inclusive campus of excellence where everyone can thrive. The target date for the release of data is fall 2024. Sharing the information will enable us to determine gaps and how we can address them.

#### **Focus Groups**

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

## **Toolkit**

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

## **Celebrate Accomplishments**

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

**Summary  
Construction Projects**

**May 3, 2024**

**Projects Under Construction**

**Health Professions Renovation/Addition Phase III**

**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

**Housing C-Store Refurbishment**

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

Funding Sources:

Sodexo	\$	800,000
Housing Reserves	\$	500,000

**Atheneum HVAC Improvements**

**Project Cost** **\$ 750,000**

Funding Sources:

FY24 State Repair and Rehabilitation	\$	500,000
Special Projects	\$	250,000

**Cooling Tower 3 Replacement**

**Project Cost** **\$ 550,000**

Funding Source: FY24 State Repair and Rehabilitation

**Exterior Signage Replacement**

**Project Cost** **\$ 500,000**

Funding Sources:

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

**LEDs for Campus**

**Project Cost** \$ 472,000

Funding Sources:

Special Projects	\$	400,000
FY23 State Repair and Rehabilitation	\$	50,000
FY22 State Repair and Rehabilitation	\$	22,000

**Orr Center Accounting Department New Offices**

**Project Cost** \$ 252,000

Funding Source: Special Projects

**Athletic Facilities Improvements**

**Project Cost** \$ 240,000

Funding Source: Special Projects

**Education Building Rm. 1101 Roof and Masonry Repairs**

**Project Cost** \$ 235,000

Funding Source: FY23 State Repair and Rehabilitation

**Projects In Design**

**Health Professions Renovation/Addition Phase IV**

**Project Cost** \$ 50,000,000

Funding Source: Legislative Appropriation - 2023

**Wright Administration Renovation/Addition**

**Project Cost** \$ 32,000,000

Funding Source: Legislative Appropriation - 2023

**New Creative and Print Services Building**

**Project Cost** \$ 2,500,000

Funding Source: Legislative Appropriation - 2019

**Recreation Fitness & Wellness Center Storage and Bike Shop Addition**

**Project Cost** \$ 2,500,000

Funding Source: Legislative Appropriation - 2019

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

**WELLNESS CENTER**

**Empire Contractors Inc. – General Contractor**

<b>CO 016</b>	\$11,535
Ceiling Adjustment, Corner Guards and Added Lighting Added lowered ceiling in Game Room, corner guards throughout, and a lighting control for a resin panel.	
<b>CO 017</b>	\$45,494
Decorative Wall System Replacement New decorative wall system designed and built locally to replace the planned decorative wall system which is no longer available.	
<b>CO 018</b>	\$17,427
Wall Changes by Owner and Added Drain Added a solid surface, enclosed exposed bracing, and provided a drain for HVAC system on roof.	
<b>CO 019</b>	\$40,536
Added Windowsills and Wall Changes Added walls and window seals in areas with exposed steel.	

**HEALTH PROFESSIONS – PHASE III**

**Empire Contractors Inc. – General Contractor**

<b>CO 010</b>	\$16,001
Added Extensive Drain Pans and a Wider Door Added drain pans under HVAC piping above radiation labs and a wider door to the Lower-Level Nursing classroom.	