

## MINUTES

### UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

May 3, 2024

The University of Southern Indiana Board of Trustees met on Friday, May 3, 2024, in the Griffin Center on campus. Present were Chair Christine H. Keck and Trustees W. Harold Calloway; John M. Dunn; Daniel M. Fuquay; Fouad L. Hamami '25; Jeffrey L. Knight; Christina M. Ryan; Ronald D. Romain '73; and Kenneth L. Sendelweck '76. Also in attendance were President Ronald S. Rochon; Interim Provost Shelly B. Blunt; Vice President for Finance and Administration Steven J. Bridges '89 M'95; Vice President for Marketing and Communication 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; Vice President for Government Affairs and General Counsel Aaron C. Trump; Faculty Senate Chair T. Kyle Mara and Student Government Association President Adrianna E. Garcia '24.

Chair Keck called the meeting to order at 2:33 p.m.

#### SECTION I – GENERAL AND ACADEMIC MATTERS

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

On a motion by Mr. Sendelweck, seconded by Ms. Ryan, the minutes of the Board of Trustees meeting on March 7, 2024, were approved.

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

Chair Keck called on Vice President Strupp, who reported the next meeting of the Board of Trustees is scheduled for Thursday, July 11, 2024, on campus and will include both the Annual and Regular meetings.

##### C. PRESIDENT'S REPORT

Chair Keck called on President Rochon for a report. Dr. Rochon began by recognizing and requesting a moment of silence for the late Dr. Zane Mitchell, former Dean of the Pott College of Science, Engineering, and Education.

Since 1990, past and current members of the Board of Trustees have generously contributed to building 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 2024 recipient of the Trustee Distinguished Merit Award is Omar Elhanafy who will graduate this weekend *summa cum laude* with two degrees – a Bachelor of Science in Biochemistry and a Bachelor of Arts in World Languages and Cultures. Dr. Rochon thanked the Trustees for their generous support of this important student award.

Shelby L. Clark who will graduate *summa cum laude* with a bachelor's degree in Marketing and minors in Management, Public Relations, and Advertising, has been named the recipient of the President's Medal, the highest honor bestowed to a graduate in the Class of 2024. A committed member of the USI Honors Program and Beta Gamma Sigma, Shelby is dedicated to advancing the University's continuous improvement. During her time at USI, she served as Editor-in-Chief of The Shield student newspaper leading a staff of over 40 students while enhancing their writing, editing, journalism, social media, business, sales, and marketing skills. Notably, as the third two-term Editor-in-Chief for The Shield since its founding in 1968, Clark and her student team produced a 56-page special edition magazine, "Unmasked," to tell the stories of how COVID-19 affected the USI community. As the Publicity Chair of the Asian Student Union, she immersed herself into a culture where she had no biological membership. In this capacity, she assists ASU with event planning, hosting and promotion, as well as assisting officers in leading members and providing education about Asian culture. She is a recipient of the Presidential Scholarship and was named a Top 10 Student Leader during the 2021-22 academic year. Upon graduation, she will begin her professional career as Heritage Federal Credit Union's Digital Marketing Specialist.

Ms. Andrea Gentry has been named Vice President for Development and President, USI Foundation effective July 1. As Vice President for Development, she will provide innovative and strategic leadership for the

Development team in planning, implementation and administration of the University's comprehensive fund-raising efforts. She will also oversee Alumni Engagement and Volunteer USI. Through her work in higher education fundraising for nearly two decades, she is dedicated to building long-term relationships with alumni and friends and is committed to fulfilling the needs of USI students, programs, and colleagues while fostering a positive culture of philanthropy. She served as campaign manager for Campaign USI: Elevating Excellence, which exceeded its \$50 million goal.

Dr. Rochon called on Vice President Strupp to review the Commencement schedule. Vice President Strupp began by thanking the Trustees for representing the Board at each of the five Spring Commencement Ceremonies and provided details for parking, arrival, and robing for the platform party.

For Spring 2024 Commencement, 1,579 students are eligible to graduate across the five ceremonies. Graduates are from 37 different states and 9 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. USI's first alumna to speak will be Dr. Kimberly McElroy-Jones, Master's Class of 2013, Director of Community Partnerships for Community Health at Eskenazi Health in Indianapolis.

On Saturday, May 4, the schedule begins at 9 a.m. with the ceremony for the Pott College of Science, Engineering, and Education. Dr. Robin Verble, Class of 2006, Director for the Ozark Research Field Station and Associate Professor in the Department of Biological Sciences at Missouri University of Science and Technology in Rolla, Missouri, will provide the keynote for this ceremony.

The College of Liberal Arts ceremony begins at noon, Shane Dearing, Class of 2007, Chief Executive Officer of SAIVA AI based in Palo Alto, California will deliver the Commencement address.

The Romain College of Business ceremony begins at 3 p.m. with Shan Sherwan Hussein, Class of 2014 and Master's Class of 2015, Women's Protection and Empowerment Coordinator – Emergency Roster for the International Rescue Committee, delivering the address.

Lastly, the College of Nursing and Health Professions ceremony begins at 6 p.m. and USI's final speaker is Dr. Sandra Hall, Class of 2005, Director of Clinical Excellence at Children's Hospital Los Angeles.

Tickets will not be required for guests and a streaming option is available for those who need to view the ceremony from afar. She directed the Trustees to a copy of this year's Commencement program in their packets for more details. USI looks forward to this joyous time of the year and celebrating our graduates' achievements and welcoming their friends and families to campus for the 2024 Spring Commencement Ceremonies in the Screaming Eagles Arena.

President Rochon called on Vice President for Student Affairs Dr. Khalilah Doss to introduce Activities Programming Board (APB) President Audrey Fox and Student Government Association (SGA) President Adrianna Garcia for a report on their organizations' activities during the 2023-2024 academic year. Ms. Fox reported on 73 on- and off-campus intentional events planned throughout the year to provide students with entertainment and educational activities while focusing on building community. She noted through these events, APB reached 1,364 students allowing the organization to provide a service to the student body allowing them to relax, get involved, and feel safe in participating. Intentional programming included collaborative events with Student Government Association, Black Student Union, Panamanian Association, and the Panhellenic Council. In addition, APB provided celebration month events such as Women's History, Hispanic Heritage, and Black History Month, and educational events. APB used several social media platforms to promote events and the organization this year.

Ms. Garcia began the annual report of SGA by reviewing the three main focus areas for SGA this year: 1) to collaborate with organizations and departments across campus; 2) to provide engaging events and event support; and 3) to provide grants and transparent reporting. SGA collaborated with over 20 student organizations and campus departments to provide over 25 events this year. SGA provided \$52,750 in grants this year including travel grants to 16 student organizations, two start-up grants for new organizations, and nine organizations that received SOS grants. Two administrative issues were addressed by SGA in 2023-2024 including USI's decision to remove the blue emergency phones on campus, and overall campus safety regarding personal car and student housing. Ms. Garcia concluded her report by reviewing the slate of SGA member representatives for the 2023-2024 academic year.

President Rochon called on Dr. Kyle Mara for a report from Faculty Senate. Faculty members are currently wrapping up their final exams and completing end-of-semester grading. It has been a productive academic year, and many faculty are looking forward to the summer break to catch up on research projects, summer teaching, and other areas where they can serve USI and our students. Senate is currently collaborating with the Provost's office on several important initiatives, including developing a promotion pathway for our full-time, non-tenure track colleagues; updating the faculty handbook; and implementing Indiana Senate Enrolled Act 202. Additionally, they will begin the review process for the remaining academic program reviews on May 13th. This process will take approximately two to three weeks to complete and will end with every program offered at USI receiving feedback on their program review documents.

Lastly, Dr. Mara thanked fellow Faculty Senators for their hard work this academic year. Faculty Senate had a dedicated and thoughtful group of Senators this year who brought various perspectives to bear on the charges that were received. Dr. Mara looks forward to continuing to serve with his colleagues on Faculty Senate next year as a regular senator.

President Rochon called on Adrianna Garcia for her final report from SGA. Ms. Garcia introduced SGA's newly elected president for 2024-2025, Tamia Smith '25. Ms. Smith provided introductory remarks regarding her outlook and goals as a Senior and SGA president for the next academic year. Dr. Rochon presented Adrianna Garcia with a certificate of appreciation and gift for her service as SGA president.

President Rochon concluded his report by recognizing David A. Bower, as this is his last Trustees meeting as Vice President for Development and Alumni Engagement before his retirement. President Rochon noted Mr. Bower's 30 years of service to USI (1994 – 2024), serving under all four University Presidents. David is rarely seen without a suit and tie, his casual wear is a tracksuit – still a "suit". Words used to describe David are patient, kind, self-effacing, and empathetic. David is a thoughtful true gentleman. He is our USI historian, a mentor, a true servant leader, and a USI legend. Dr. Rochon congratulated Mr. Bower on his retirement and asked him for remarks.

David A. Bower remarks: *" I must say It is difficult for me to retire from this valued place of higher learning which has nourished me in body, mind and spirit for 30 years. If we are fortunate in life there are many people who help us along the journey, and today I want to acknowledge and express my profound gratitude to those who made possible my career at USI.*

*First, there was my friend Paul Gabonay who in 1993 introduced me to Marilyn Schmidt, who told me from her office in the Orr Center to "go talk to Susie Nicholson about a new position opening in the Foundation." Susie introduced me to Sherrienne Standley who led the search and recommended me to Dr. Rice who hired me. Dr. Rice was succeeded by Dr. Hoops who chose me to lead the Development Department and Foundation, who was followed by Dr. Bennett who promoted me to Vice President and to Dr. Rochon who has given me so many new and varied opportunities to serve, including Alumni Engagement. I also am grateful to the current and past members of the President's Cabinet who have been patient with me in so many ways, and I am especially grateful to my successor Andrea Gentry who has put up with me for 19 years! She will be a bright light to my shadow but please do not listen to her stories about me since all of them are true. And of course, to my beloved wife Mary, who is a true and loving partner in all things USI.*

*After faith in God and love of family, there is nothing more important to me than education. That is why I make one last public appeal to those who work here who do not make gifts to the USI Foundation, to please begin to do so. There is never a good time to give, and no gift is ever too large or too small. I challenge you to call to mind the sacrifices of all those workers with our local labor unions who six decades ago, offered part of their paychecks every month for five years to help establish this University so their sons and daughters and grandchildren could afford a college education.*

*Every time we hear or sing those poignant lines from our alma mater, On these grounds by the people, For the people endowed, we are reminded that without their financial support, we would not be here today. Only with our collective private gifts can we ensure the continued vibrancy of the noble work we do as educators on this campus, and in so doing fulfill the goal of all education, captured so perfectly in the following poem.*

*How empty learning, How vain is art, Unless it guides the mind, And mends the heart.  
Nothing but what is solid and refined, Should dare ask audience of humankind. Author unknown.*

*Thank you."*

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

Chair Keck 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 11, 2024.

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

Chair Keck 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 2023-2024 annual report in Exhibit I-A.

EDIC operates on four pillars for retention: (1) Intentional & Holistic Student Engagement; (2) Faculty & Staff Development; (3) Curriculum & Instruction Development; and (4) Recruitment, Hiring, & Promotion. EDIC continued the work of the Higher Education Data Sharing Consortium (HEDS) in surveying various focus groups and reporting the findings. People report that their sense of community is strongest when they have the opportunity to collaborate with other community members to make USI better for students. Some challenges were also discovered through this work. EDIC initiatives were evaluated based on indicators of access coherence, and practice focus. Goals towards excellence were developed based on the areas of interest exposed in the survey. Those were curriculum and instruction development, faculty and staff development, and student development – intentional and holistic. Evidence that USI is advancing toward these goals of excellence includes accredited programs through national organizations; collaboration with local businesses; programming for student-athletes; Center for Social Justice Education; ADA training; Foundation matching investment program; participation in national networks supporting BIPOC STEM students; and PhD projects.

Ms. Hopson reviewed the committees that make up the Council and reminded the Trustees that an additional committee was added in 2023 for Athletics. Moving forward, EDIC plans to conduct the 2024 USI HEDS Diversity & Equity Campus Climate Survey, identify focus groups and survey participants (summer 2024), share survey results and conduct focus group interviews (fall 2024), and provide campus-wide data sharing (spring 2025). Information garnered from the focus groups surveyed will be used to educate faculty and staff on the various resources available to promote DEI initiatives, celebrate USI's accomplishments and achievements in DEI, and measure the impact of diversity initiatives.

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

Chair Keck called on Vice President Trump for a report on the 2024 session of the Indiana General Assembly. The General Assembly concluded the 2024 Legislative Session on March 8, 2024. This was a non-budget year commonly referred to as the short session.

House and Senate members introduced 739 pieces of legislation, and USI tracked 110 bills on various topics relevant to the University. Thirty-two of those bills passed, with six having the most significant impact on institutional operations, including:

- House Bill 1001 – which provides clarification on how career scholarship account funds may be utilized.
- House Bill 1042 – which will allow remaining Next-generation Hoosier Educator Scholarship funds to create additional transition teaching scholarships.
- House Bill 1179 – which will require public universities to adopt policies that prohibit the transfer or licensing of intellectual property to entities headquartered or owned by a foreign adversary as defined by federal code. Requires a policy that employees or contractors only make official statements in their capacity related to the business or operation of the institution. Requires the institution to disclose any gift or contract of any value from or with a foreign source located in a foreign adversary, and for the Commission to make the disclosure of those publicly available. This is a change to some current code language which USI has already been compliant with over the last two years.
- Senate Bill 8 – Launches a formal statewide process for reverse transfer. USI has a Memo of Understanding (MOU) with IvyTech that codifies the MOU. It will require 4-year institutions to submit a study on the feasibility and advisability of offering associate degrees to students in limited circumstances. This will most likely mirror the reverse transfer program, allowing students who don't

qualify for reverse transfer back to IvyTech for their associate degree, USI would then be in a position to award the associate degree. Will also require institutions to offer at least one 3-year degree program, and review all programs to determine if this pathway is feasible.

- Senate Bill 48 – Requires institutions to display on their homepage hyperlinks to certain college scorecard information on the state educational institution's website and degree web pages.
- Senate Bill 202 – Adds cultural and intellectual diversity to the focus of the institution's statutorily required diversity initiatives, which Dr. Hopson presented on earlier in this agenda. Requires institutions to create a five-year tenure review process, that verifies adequate performance of job duties. Requires institutions to establish a process for complaints against faculty who violate the provisions of that code section, and provides each institution shall include programming on free speech in new student orientation.

Vice President Trump thanked Dr. Kyle Mara for his collaboration while this piece of legislation was moving and the administration was working through the amendment process, and also when the final version passed. Vice President Trump also met with the Faculty Senate and Council of Chairs to begin working on the policy adjustments for compliance with this code section. Looking at current USI policies, significant changes are not anticipated since we already have practices in place that comply with the majority of this legislation. USI anticipates a July 2024 implementation date for all new or revised policies resulting from the passed laws.

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

Chair Keck presented the following resolution.

**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.

On a motion by Mr. Dunn, seconded by Ms. Knight, the Resolution of Appreciation to Trustee Daniel M. Fuquay was approved.

President Rochon presented Mr. Fuquay with a University chair in recognition of his service to the University. Mr. Fuquay expressed appreciation for the opportunity to serve as a Trustee and emphasized his dedication to the University and intent to continue supporting USI in any way needed.

## **SECTION II – FINANCIAL MATTERS**

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

Chair Keck called on Vice President Bridges to present a resolution. Mr. Bridges reminded the Trustees that each year USI asks for approval of the bank depositories and wire transfer authorization resolution which allows key members of the finance team to conduct business on behalf of the University. Mr. Bridges outlined the changes in the resolution presented.

The resolution adds the Bank of America and Citibank relationships needed for USI's healthcare plan custodial accounts in the first THEREFORE paragraph. USI has removed Indiana Members Credit Union from its depository list as we no longer have any investments with them as part of our plan to utilize the managed investment funds. In the fifth paragraph, titles were changed that related to a department reorganization that occurred last year. We have removed Controller and inserted Director of University Accounting and changed what was Assistant Controller to be the Assistant Director of University Accounting, and removed the position of Manager of Accounting Operations which is not utilized at this time.

Mr. Bridges requested Trustee approval which will allow USI to transact University business for another year.

On a motion by Mr. Dunn, seconded by Mr. Hamami, and abstention by Mr. Sendelweck, 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 Bank of America, 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**

Chair Keck 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. A report on the status of current construction projects was presented.

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

Chair Keck called on Vice President Bridges for a report. The construction change orders approved by the vice president for Finance and Administration in Exhibit II-B were reviewed. Mr. Bridges noted four of the change orders related to the Wellness Center and one for the Health Professions Phase III project. All are under the \$50,000 amount and, therefore do not require Board approval.

The Wellness Center changes included wall-related adjustments as some of the exposed structural beams were not to USI's liking. Improvements were needed for the lighting and the ceiling in the game room area and another decorative wall plan was substituted due to a sourcing issue.

The Health Professions Center Phase III change order was to widen a door in a classroom and the addition of drain pans in a radiation lab.

Since the amounts are such that Board approval is not required, Vice President Bridges approved these changes making them informational only.



## SECTION III - PERSONNEL MATTERS

### A. APPROVAL OF PERSONNEL ACTIONS

Chair Keck called on Interim Provost Blunt, who reviewed recommendations for promotion and tenure. On a motion by Mr. Hamami, seconded by Mr. Sendelweck, the following recommendations for promotion and continuous appointment were approved.

#### 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, Assistant 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**

Chair Keck called on Interim Provost Blunt who reviewed the following faculty, administrative, and staff retirements.

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**

Chair Keck called on Interim Provost Blunt, who recommended the following emeritus titles. On a motion by Mr. Knight, seconded by Mr. Dunn, the following titles were approved.

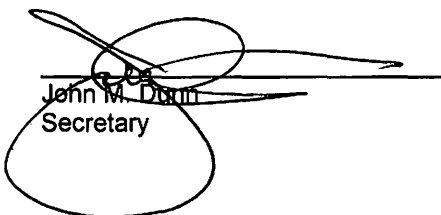
Associate Professor Emeritus of Decision Science Gary W. Black

Clinical Assistant Professor Emeritus of Engineering Technology M. Kevin Nelson

Associate Professor Emerita of Nursing Kathy B. Riedford

There being no further business, the meeting was adjourned at 3:33 p.m.

Respectfully submitted,

  
John M. Dunn  
Secretary

# 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.	