

## MINUTES

### UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

July 9, 2015

The University of Southern Indiana Board of Trustees met in regular session on Thursday, July 9, 2015, in the New Harmony Inn and Conference Center in New Harmony, Indiana. Present were Chair Jeffrey L. Knight and Trustees Ira G. Boots; W. Harold Calloway; John M. Dunn; Amy MacDonell; Ronald D. Romain '73; Kenneth L. Sendelweck '76; and Evan K. Stieler '17. Trustee Ted C. Ziemer, Jr. was absent. Also in attendance were President Linda L. M. Bennett; Provost Ronald S. Rochon; Vice President for Finance and Administration Steven J. Bridges '89 M'95; Vice President for Government and University Relations Cynthia S. Brinker; Vice President for Enrollment Management Andrew W. Wright; Faculty Senate Chair Dr. Rex Strange; and Student Government Association President Alexa Bueltel '16.

Mr. Knight called the meeting to order at 1:01 p.m.

#### SECTION I – GENERAL AND ACADEMIC MATTERS

##### A. APPROVAL OF MINUTES OF MAY 1, 2015, MEETING

On a motion by Mr. Calloway, seconded by Mr. Romain, the minutes of the May 1, 2015, meeting of the Board of Trustees were approved.

##### B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION

Mr. Calloway called on Vice President Brinker, who reported the next meeting of the Board of Trustees is scheduled for Thursday, September 3, 2015, on campus, followed by the Performance Center Luncheon and Ribbon Cutting Ceremony.

##### C. PRESIDENT'S REPORT

President Bennett began her report by welcoming everyone to New Harmony. She called on Provost Rochon for the Academic Report, an update on new program developments in Engineering. He advised that the Provost's Office worked very closely with Dean Scott Gordon of the Pott College of Science, Engineering, and Education in identifying named degree programs in engineering for which there is high demand in the region. Caren Whitehouse, with the Indiana Commission for Higher Education, visited campus recently to discuss possible new engineering programs to be offered by the University of Southern Indiana. Additionally, USI has been working with Purdue University to develop a pipeline program for students graduating from USI and preparing for a future doctoral degree at Purdue. Two new degree programs, mechanical engineering and manufacturing engineering, will be presented to the Board at the September 3, 2015, meeting.

Dr. Bennett called on Vice President for Enrollment Management Andrew Wright for a report. Mr. Wright advised the Trustees on several adjustments and additions to the University's scholarship program designed to increase scholarship opportunity for out-of-state domestic applicants, and Indiana residents transferring from a two-year institution to USI. He referred the Trustees to a handout detailing the scholarship program changes. In closing, Mr. Wright provided the Board with an admissions and enrollment update for fall 2015, noting that USI experienced significant declines in recent years, but the increase in new student enrollment for fall 2015 indicates that the enrollment trend is starting to move in a positive direction.

President Bennett welcomed Dr. Rex Strange, Faculty Senate chair. Dr. Strange came to the University in 2006 and is currently associate professor of Biology in the Pott College of Science, Engineering, and Education. He holds a Ph.D. in Biology from the University of Alabama. Dr. Strange began his report by noting since the last Board of Trustees meeting, the Senate voted to extend the terms of faculty senators from two years to three years. He explained that the change allows the terms of the three senators from each of the colleges to have staggered terms. Dr. Strange advised that upon the suggestion of Dr. Bennett, Faculty Senate elected to form an Executive Committee to meet as needed over the summer months. Minimally, the

Executive Committee will include the incoming and outgoing chair of Faculty Senate, and at least one representative from each of the colleges. The Executive Committee met with Dr. Mary Hallock Morris to discuss proposed changes in Core Assessment. He advised that the Senate has endorsed the plans and will be working with Dr. Morris to implement the plans in fall 2015. The Executive Committee will meet in the weeks ahead to discuss new policies with regard to Title IX, receive recommendations from the ad hoc Committee on Promotion and Tenure, and discuss updates and edits to the Faculty Handbook. Dr. Strange was pleased to announce that Faculty Senate has begun discussions with Student Government Association to work on issues of common interest between faculty and the student body. He looks forward to reporting to the Trustees at the September 3, 2015, meeting.

President Bennett called on Alexa Bueltel, President of the Student Government Association for a report. Ms. Bueltel highlighted four projects SGA will be working on in 2015-2016. SGA will host the Student Government Coalition Conference on campus November 13-14, 2015. The conference is designed to allow student governments from across the Midwest to meet with one another, build relationships, and share ideas. She thanked the USI Foundation for their generous financial support in hosting this annual event. Planning is underway for the annual National Collegiate Alcohol Awareness Week to be held October 19-23 on campus. The goal of this event is to educate students about the negative consequences of alcohol. Ms. Bueltel informed the Trustees that SGA will hold an Executive Board Retreat, the Sunday before the start of the fall 2015 semester. The purpose of the retreat is to bring student leaders together to set goals and discuss ways for SGA to best carry out its mission as the voice of the student body. She stated that SGA was looking forward to working with Dr. Strange in 2015-2016 to work on issues of common interest. She closed by noting that the new dean of students, Dr. Bryan Rush, would begin work on July 20, 2015, and SGA was looking forward to working with him in his role as primary advisor to SGA.

This concluded President Bennett's report.

#### **D. REPORT OF DIVERSITY COMMITTEE**

Mr. Knight called on President Bennett for a report of the Diversity Committee. Dr. Bennett began by referring the Trustees to Exhibit I-A, the Diversity Committee's Annual Report. She urged the Trustees to review the report which details the many initiatives across campus designed to address issues of diversity on USI's campus. She advised that the Diversity Committee will be restructured for 2015-2016 and will report three times during the year to the President's Council in an effort to generate more discussion and in anticipation of the work coming this fall on the next phase of USI's Strategic Plan. In closing, she referred the Trustees to an invitation to the Cultural Diversity Welcome Reception, August 20, 2015, in their handouts.

The Diversity Committee of the University of Southern Indiana was created 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 diversity 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.

The Diversity Committee annual report is in Exhibit I-A.

## SECTION II – FINANCIAL MATTERS

### A. APPROVAL OF ANNUAL OPERATING BUDGETS

Mr. Knight called on Vice President Bridges, who introduced Associate Vice President for Budget and Planning Mary Hupfer, for a report on the proposed operating budget for fiscal year 2015-2016. Ms. Hupfer began by describing the fund accounting structure used by the University, and described the four fund types into which annual operating funds are divided:

- The Current Operating Fund supports the core operations of the University. It is a large fund with many components.
- Designated Funds are those designated by the University for specific purposes. Examples of designated funds are student programs such as the Activities Programming Board and the Student Government Association, as well as academic programs (study abroad program) and outreach and engagement programs.
- Auxiliary Funds are intended to operate as self-sustaining enterprises. Auxiliary Funds include the Campus Store, student housing, food services, and athletics.
- Plant Funds include the physical assets of the institution. USI budgets for the retirement of the debt obligations on those assets and for selected budget reserves.

Within each fund type, items are divided into expense classifications, including personal services (salary and benefits); supplies and expense; repairs and maintenance; capital outlay; and transfers to other funds.

Associate Vice President Hupfer continued her report with focus on the Current Operating Fund. She described the functional classifications of: instruction; instruction related; student services; physical plant; administration and general; and institutional student aid.

She reviewed the major revenue classifications, including state appropriation (50.7 percent); student fees (43.9 percent); and other income (5.5 percent). She reported the total 2015-2016 state appropriation is approximately \$54.7 million. Available funding for new initiatives and expenses totals approximately \$3.1 million. Ms. Hupfer reported the following budget priorities established for 2015-2016:

- compensation increases for faculty and staff – cost of living, merit, promotions, and equity;
- non-discretionary cost increases – health insurance;
- tuition-and enrollment-driven institutional student aid increases;
- David L. Rice Merit Scholarship Program adjustments;
- annual software licenses for new software;
- nursing and health services positions funded through program fee revenue and internal reallocation for program expansion;
- counselor positions and services funded through counseling services fee revenue;
- expanded distance learning initiatives funded through distance learning fee revenue;
- building resources for continued excellence in the USI engineering program;
- building resources for proposed expansion of USI engineering program;
- elimination of reliance on Campus Store reserve funds; and
- reduction of reliance on Dining Services reserve funds.

She referred the Trustees to page one of Exhibit II-A, and called attention to the major expense classification of Personal Services noting that Personal Services makes up almost 73 percent of the current operating budget.

Ms. Hupfer concluded her report by recommending approval of the Current Operating Budget for 2015-2016 of \$108,096,044.

On a motion by Mr. Dunn, seconded by Mr. Sendelweck, the annual operating budgets for 2015-2016 were approved.

**B. APPROVAL OF PROPOSED SCHEDULE OF STUDENT FEES AND OTHER MANDATORY FEES FOR 2015-2016 AND 2016-2017**

Mr. Knight called on Vice President Bridges to review the recommendation of student fees and other mandatory fees for 2015-2017. Mr. Bridges reminded the Trustees of the law requiring all of Indiana's state universities to set tuition at the beginning of each legislative biennium for both years of the biennium. He reported the University held the required public hearing to announce the proposed rates on June 3, 2015. Chairman Knight and Trustee Calloway attended that hearing.

It was recommended that the 2015-2016 per-semester credit-hour fee be increased to \$227.92 for Indiana resident undergraduate students and the 2016-2017 per-semester credit-hour fee be set at \$234.82 for Indiana resident undergraduate students. Mr. Bridges noted USI will continue to be the most affordable state university in Indiana following these increases in tuition. He referred the Trustees to Exhibit II-B to view proposed increases for graduate and non-resident rates.

On a motion by Mr. Dunn, seconded by Mr. Boots, the Student Fees and Other Mandatory Fees for 2015-2016 and 2016-2017 in Exhibit II-B were approved.

**C. APPROVAL OF MISCELLANEOUS FEES FOR 2015-2016**

Mr. Knight called on Vice President Bridges to review the recommendation for miscellaneous fees for 2015-2016. Mr. Bridges reported that miscellaneous, non-mandatory fees are paid by some, but not all, students based on the program, course, or activity they undertake. He noted the majority of fees remain unchanged, but five were increased and one added for 2015-2016 year. The fees increased were the distance education non-resident delivery fee; College of Science and Engineering lab fee; engineering undergraduate program fee; matriculation fee; and the transportation fee. The assessment fee is a new fee for 2015-2016.

On a motion by Ms. MacDonell, seconded by Mr. Sendelweck, the Miscellaneous Fees for 2015-2016 in Exhibit II-C were approved.

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

Mr. Knight called on Vice President Bridges to review a Resolution Regarding Bank Depositories and Wire Transfer Authorizations. Mr. Bridges reported that at its meeting on July 10, 2014, the Board of Trustees approved a resolution regarding bank depositories and wire transfer authorizations. The following resolution has been revised to add to the list of banks the University does business with, and provides the necessary Board authorization for the Business Affairs staff to execute transactions for the University.

On a motion by Mr. Sendelweck, seconded by Ms. MacDonell, and abstention by Mr. Knight, the Resolution Regarding Bank Depositories and Wire Transfer Authorizations were approved.

**RESOLUTION REGARDING BANK DEPOSITORIES AND WIRE TRANSFER AUTHORIZATIONS**

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;

THEREFORE BE IT RESOLVED the Banterra Bank, Boonville Federal Savings Bank, Evansville Commerce Bank, Fifth Third Bank, First Federal Savings Bank, First Financial Bank, First Security Bank, German American Bancorp, JP Morgan Chase Bank, Legence Bank, Lynnville National Bank, Old National Bank of Evansville, PNC Bank, Regions Bank, United Fidelity Bank, and U.S. 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 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 are authorized to enter into a Funds Transfer Agreement with the aforementioned Banks; and

FURTHER RESOLVED that the Treasurer, the Assistant Treasurer, the Controller, the Assistant Controller, and the Payroll Manager 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.

#### **E. APPROVAL OF AUTHORIZING RESOLUTION FOR CONSTRUCTION OF A WELCOME CENTER**

Mr. Knight called on Vice President Bridges, who reported the University would like to move forward with one of the flagship projects of the capital campaign, construction of a 6,000 square foot Welcome Center in the spring of 2016 with completion expected in spring of 2017.

Mr. Bridges recommended approval of the following resolution:

WHEREAS, the University has a long-standing and well-documented need for a Welcome Center; and

WHEREAS, the University of Southern Indiana Foundation has secured a commitment in the amount of \$2 million for construction of the facility; and,

WHEREAS, the University is expending \$500,000 from its Special Projects Reserves; and,

WHEREAS, the University proposes a project budget of \$2.5 million; and

WHEREAS, approvals necessary to advance the project in a timely manner may be required between regularly scheduled meetings of the Board of Trustees;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees authorizes the Finance/Audit Committee to approve design plans, cost estimates, and construction schedules; to review construction bids; to award contracts or to reject any or all construction bids for the project; and to report the progress of the project to the Board of Trustees; and

FURTHER RESOLVED, that the University of Southern Indiana Foundation will provide \$2 million to the University of Southern Indiana as university support for this project with the particular timing to be agreed upon by both parties; and

FURTHER RESOLVED, that the president of the University is authorized to request approval of the project from the Indiana Commission for Higher Education, the Indiana State Budget Committee, and the governor of the State of Indiana, as needed to advance the project to completion.

On a motion by Mr. Dunn, seconded by Mr. Calloway, the authorizing resolution for construction of a welcome center was approved.

#### **F. APPROVAL OF AUTHORIZING RESOLUTION FOR MULTI-INSTITUTIONAL ACADEMIC HEALTH SCIENCE AND RESEARCH CENTER**

The 2015 Indiana General Assembly appropriated \$6 million in cash through State appropriation to the University of Southern Indiana for its portion of the Multi-Institutional Academic Health Science and Research Center in downtown Evansville. This facility will be shared by the Indiana University School of Medicine, University of Southern Indiana, and University of Evansville. Each University is committed to creating learning environments which promote academic excellence, foster personal development, and enhance the University experience for diverse student populations. An advisory board will be established to assist the ongoing collaboration between the institutions. Total new space required for these instructional and research activities will be approximately 91,000 assignable square feet to be located in a facility in downtown Evansville. USI's portion of the facility will be approximately 18,000 assignable square feet, with the remainder divided between Indiana University and the University of Evansville. Project completion and opening is scheduled during the 2017-2018 academic year.

Mr. Bridges recommended approval of the following resolution:

WHEREAS, the 2015 Indiana General Assembly appropriated \$6 million in cash to the University of Southern Indiana for its portion of the Multi-Institutional Academic Health Science and Research Center to be built in downtown Evansville, Indiana; and

WHEREAS, the University wishes to proceed with a construction project budget for its portion of the Multi-Institutional Academic Health Science and Research Center; and

WHEREAS, the University proposes a project budget of \$6 million; and

WHEREAS, approvals necessary to advance the project in a timely manner may be required between regularly scheduled meetings of the Board of Trustees;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees authorizes the Finance/Audit Committee to approve design plans, cost estimates, and construction schedules; to review construction bids; to award contracts or to reject any or all construction bids for the project; and to report the progress of the project to the Board of Trustees; and

FURTHER RESOLVED, that the president of the University is authorized to request approval of the project from the Indiana Commission for Higher Education, the Indiana State Budget Committee, and the governor of the State of Indiana, as needed to advance the project to completion.

On a motion by Mr. Boots, seconded by Mr. Romain, the authorizing resolution for construction of the Multi-Institutional Academic Health Science and Research Center was approved.

#### **G. APPROVAL OF AUTHORIZATION OF FINANCIAL AID AWARDS**

Mr. Knight called on Vice President Wright to review the authorization of financial aid awards. Mr. Wright reported the University awarded over \$73 million in financial aid in 2014-2015, and 84 percent of USI students received either merit-based or need-based aid. A full report of USI's financial aid program will be presented at the November 5, 2015, meeting of the Board of Trustees.

On a motion by Ms. MacDonell, seconded by Mr. Romain, the following authorization for financial aid awards was approved.

Pursuant to Indiana Code 21-15-2-1, which provides for awarding financial aid to students from existing resources, the University of Southern Indiana Board of Trustees delegates to the President of the University of Southern Indiana the responsibility to approve financial aid recommendations for students within the 2015-2016 budgetary capabilities.

#### **H. UPDATE ON CURRENT CONSTRUCTION PROJECTS**

Mr. Knight called on Vice President Bridges for a report on current construction projects. Exhibit II-D is a summary of the cost and funding sources for each project.

Mr. Bridges began his report noting that The Griffin Center is on schedule to be completed in June 2016 despite inclement weather. He shared a picture of the Griffin Center taken from a drone airplane.

Two apartment buildings in McDonald East, the Hovey and Willard buildings, and one in O'Daniel South, the Boon building, are being renovated and scheduled to be ready for students in fall 2015. The Matthews Building, in McDonald East, has already been completed.

Mr. Bridges advised that Phase II of the Technology Center renovation project is well underway and on schedule to be ready for fall 2015 classes. The Orr Center 2<sup>nd</sup> and 3<sup>rd</sup> floor renovation project is approximately 50 percent complete. The Energy Management System Upgrade in the Orr Center, Liberal Arts, and Publishing Services buildings is 95 percent complete. Mr. Bridges stated that the Liberal Arts Advising Center project is on schedule and will allow additional natural light through the office space into the corridor.

Mr. Bridges reported on three projects in design. He noted the two meetings held between the Physical Activities Center Design Steering Committee and Canon Design have been very productive. A third meeting is planned for August with a projected start date sometime in 2016. The Welcome Center Steering Committee

has received several interesting and creative designs, and is in the process of selecting an architect. He concluded his report by noting that Phase II of the Energy Management System Upgrade project for Nursing and Health Professions; Science, Engineering, and Education; and the Physical Plant, as well as renovation of parking lot A and B are being rescheduled to a less disruptive time.

### **SECTION III – PERSONNEL MATTERS**

#### **A. REPORT ON FACULTY AND ADMINISTRATIVE RETIREMENTS**

Mr. Knight called on Provost Rochon, who reviewed the following retirements.

Instructor in Business Communication Nancy F. Bizal, in accordance with the revised retirement policy, will retire effective July 1, 2016, after 28 years of service, including leave with pay for the period January 6, 2016 to May 4, 2016.

Coordinator of Continuing Education – Nursing and Health Professions Margaret A. Graul, in accordance with the revised retirement policy, will retire effective January 1, 2017, after 20 years of service, including leave with pay for the period July 1, 2016 to December 31, 2016.

Assistant Director of Development, Information Services Debra S. Laster, in accordance with the early retirement policy, will retire effective July 1, 2016, after 26 years of service, including leave with pay for the period from January 1, 2016, through June 30, 2016.

Professor of Mathematics Kathy V. Rodgers, in accordance with the revised retirement policy, will retire effective July 1, 2016, after 26 years of service, including leave with pay for the period January 6, 2016 to May 4, 2016.

Contract Assistant Professor of Biology Marsha L. Segebarth, in accordance with the regular retirement policy, will retire effective May 4, 2016, after 15 years of service.

Contract Assistant Professor of English Paula M. von Loewenfeldt, in accordance with the regular retirement policy, retired effective May 7, 2015, after 11 years of service

Instructor in Mathematics Judith A. Wells, in accordance with the revised retirement policy, will retire effective July 1, 2016, after 29 years of service, including one-half assignment with full pay from August 18, 2015 to May 9, 2016

#### **B. APPROVAL OF EMERITUS STATUS**

Mr. Knight called on Provost Rochon, who recommended approval of emeritus titles. On a motion by Mr. Romain, seconded by Mr. Stieler, the following titles were approved.

Instructor Emerita in Business Communication Nancy F. Bizal

Coordinator Emerita of Continuing Education – Nursing and Health Professions Margaret A. Graul

Assistant Director Emerita of Development, Information Systems Debra S. Laster

Professor Emerita of Mathematics Kathy V. Rodgers

Contract Assistant Professor Emerita of Biology Marsha L. Segebarth

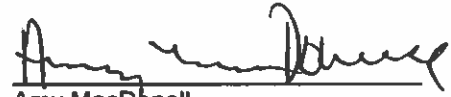
Contract Assistant Professor Emerita of English Paula M. von Loewenfeldt

Instructor Emerita in Mathematics Judith A. Wells



There being no further business, the meeting was adjourned at 1:55 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Amy MacDonell", written over a horizontal line.

Amy MacDonell  
Secretary

# Diversity Committee

## Annual Report

July 9, 2015

### I. Diversity Committee Formation

The Diversity Committee of the University of Southern Indiana was created in response to House Enrolled Act 1256, authorized by the 2007 Indiana General Assembly (IC-21-27-8-7) which requires that each public institution of higher education create a diversity committee to meet this legislative mandate. One of its requirements is an annual report to the Board of Trustees.

The University's existing Affirmative Action Committee was adapted to meet the requirements of IC 21-27-8-7. The Diversity Committee had consisted of the following members:

*Kirat Baath-Contract Assistant Professor of Biology, Pott College of Science, Engineering, and Education*

*Cynthia Brinker-Vice President for Government and University Relations*

*Melissa Chavez-Student, Student Government Association Representative*

*Katherine Draughon-Executive Director, Office of Planning, Research, and Assessment*

*Donna Evinger-Director, Human Resources, and Committee Chair*

*Douglas Goeppner-ADA Coordinator, Human Resources*

*Pamela Hopson-Director, Multicultural Center*

*Ronald Rochon-Provost*

*Marcia Kiessling-Associate Provost for Student Affairs*

*Rose Scruggs-Electronic Services Coordinator, Library Services*

*Joseph Uduehi-Associate Professor of Art Education, College of Liberal Arts*

Looking ahead to the 2015-2016 year, there will be a significant restructuring of the Diversity Committee by connecting it as a direct report to President's Council. This will raise the visibility of diversity efforts and prepare the campus for the discussion of the next phase of USI's Strategic Plan for 2015-2020. Diversity was one of the six key goals for the first phase of USI's Strategic Plan and there is no question that attention to diversity will continue into the next phase. The connection with President's Council will facilitate discussion across all major divisions of the University and encourage collaboration on diversity initiatives.

## II. Diversity Committee Objectives

As previously reported to the Board of Trustees, the Diversity Committee incorporated and expanded upon the legislative mandate by establishing the following objectives:

1. Define the University's vision of diversity and recommend methods to integrate that vision with existing University policies and procedures;
2. Collect information on University programs and initiatives and community resources;
3. Review University employment policies and processes and recommend improvements intended to increase hiring of diverse candidates;
4. Review University complaint policies and processes concerning diversity issues and recommend improvements;
5. Review University programs and processes, developing recommendations as appropriate for improvements to existing programs and processes, and for new programs and initiatives that promote recruitment and retention of diverse students, faculty, and staff;
6. Recommend methods that increase awareness of the University's commitment to diversity;
7. Assess University diversity training and communications needs and make recommendations;
8. Develop methods to assess the University's diversity efforts; and
9. Provide Annual Reports to the University's Board of Trustees.

## III. Update on Affirmative Action Progress

In calendar year 2014 and fiscal year 2015, the Diversity Committee found improved levels of diversity in both student body and in faculty and staff including:

- The percentage of female students is currently 62 percent. This is not a significant increase, as over the past 10 years, the percentage of female students has remained consistently between 60 percent and 62 percent each year since 2003.
- Diversity of among students is also at an all-time high as 12.4 percent of students come from diverse ethnic and cultural backgrounds, up from 8.2 percent in 2003. Interpretation of this increase can be challenging because of the "multiple race" category (required of all educational institutions) USI now offers to incoming students as a possible response when self-identifying race/ethnicity. Also, international students are now asked to self-identify a race/ethnicity; however, they are reported as an "international" category.
- The percentage of female employees (faculty and staff) increased to a record high of 63.2 percent as of December 31, 2014, up from 58.9 percent on the same date in 2009. (*Source: HR Affirmative Action Plan Workforce Analysis Summary*).
- The percentage of minority faculty and staff increased from 7.0 percent (87 individuals) to 9.6 percent between 2009 and 2014 (122 individuals). The increase is not uniform across

campus, and the University continues to focus on significant opportunities for improvement in the hiring of women and minorities in specific job types and in some departments or colleges. (Source: HR Affirmative Action Plan Workforce Analysis Summary).

#### **IV. Review of University Diversity Initiatives and Programs**

In 2014-2015, many departments, colleges, faculty, and staff participated in a wide range of initiatives, programs, and events to promote diversity.

##### Pott College of Science, Engineering, and Education

- The *Girls Only (GO) STEM! (residential) Camp* focuses on helping high school girls overcome barriers and stereotypes faced while preparing for and pursuing STEM-related careers through a five-day summer camp experience.
- Engineering faculties have made multiple recruitment trips to the Indianapolis area and have targeted college fairs and schools with high minority populations.
- The Annual Girl Scouts Chemistry Connection introduces scouts grades 3-6 to science with hands-on activities. The 2015 event was held on April 18 and included faculty lead activities in Biology, Kinesiology, and Chemistry.
- A “Women in Chemistry” panel discussion was held on March 31, 2015 and included professional women from industry and academics to provide employment perspectives for undergraduate students at USI.

##### College of Nursing and Health Professions

- The three USI Community Health Centers provide nurse managed care to underserved populations. Approximately 48 percent of the 2,000 patients seen each year are from diverse populations.
- As part of the national Million Hearts Initiative to prevent heart attacks and strokes, nursing students are providing cholesterol, blood pressure screenings, and education for underserved populations at Hope Hall, the Potter’s Wheel, and the USI Glenwood Community Health Center.
- Nursing students provide health screenings at Potter’s Wheel and local correctional facilities.
- Dental Hygiene students conducted oral cancer screenings of women with addictions housed in the Women’s Addiction Recovery Manor.
- Nursing and Health Professions students are involved in providing health screenings and education to improve the health of the African American community through the Black Barbershop Health Outreach Program.
- Dental Hygiene students provide free dental cleanings, fluoride treatments, and X-rays for military veterans.
- Occupational Therapy graduate students developed accessibility solutions for the Evansville Parks Department.
- The Southwest Indiana-Area Health Education Center (SWI-AHEC) sponsors a summer camp promoting careers in health professions, with a target audience of middle-school-aged children from diverse backgrounds.

### College of Liberal Arts

- USI's World Languages and Cultures academic department sponsored a variety of diversity related programs including:
  - Annual Multilingual Poetry Reading
  - Annual International Holiday Sing-Along
  - After-School Language Programs in Evansville Middle Schools
  - Outreach English Instruction at Methodist Temple for Non-English Speakers
  - Evansville Remembers Lecture
  - Annual Columbus Day Concert
  - Academic High School Foreign Language Bowl
- Despite a relatively small percentage of students who represent diversity in the Theater Program, the program engages strongly in ensuring cultural diversity in its educational experience. Examples include:
  - The program practices color-blind casting unless a racial and ethnic theme determines casting
  - Programming choices (play selections) are made to ensure cultural diversity
  - New Harmony Theatre has introduced more diversity in its casting and in its play selection

### Center for International Programs

- Over the past five years, an average of 140 USI students annually have participated in some type of study abroad program. The variety of destinations has expanded over the past few years to 22 in 2014 from just 16 in 2009.
- Much effort has been put into recruitment of international students, and as a result the diversity among international students has increased significantly. For example, in 2009 only 8 percent of USI's international student population came from Central and South America compared to 17 percent in fall 2014. Students from the Middle East continued to make up nearly half of the international student population at USI, and the number of students from Africa, North America, and the Caribbean has risen since 2009.
- *"Think Globally, Act Locally"* is USI's global engagement initiative for USI international students, designed to enhance the international student experience at USI. The goal is to foster cultural exchange, awareness and understanding between the students and members of the community. USI partners with numerous community organizations, addressing issues such as children's education, homelessness, children and youth disability, special education, housing, and community development. International students learn about possible solutions to community issues with models that can be replicated in their home countries.

### Student Affairs

#### *Multicultural Center (MCC)*

- Currently co-sponsoring a series of focus groups with African American students who are currently enrolled and African American students who chose not to return to USI after attending one or more semesters to help identify factors that affect African American student retention.
- The Multicultural Center completed its first Strategic Plan to assist with setting direction and priorities.

- Implemented a new mentoring program for men of color “Priority 1” with a focus on creating systems, structures, and spaces for success among this population.
- The MCC hosted a special 50th anniversary celebration of its annual Phenomenal Women program. Phenomenal Women of USI and the Community, held during Women's History Month, honored and celebrated women from all walks of life who had made contributions to diversity in the USI and Evansville communities. This year, the University recognized 50 Phenomenal Women who helped shape our campus and the community.
- The annual Martin Luther King Jr. Day celebration continues to be a sell-out event (392 in attendance). This year’s key note speaker was Dr. James D. Anderson, a nationally recognized premier scholar in U.S. education, specifically in the history of African American education in the south, the history of higher education desegregation, public school desegregation, and the history of African American school achievement in the 20<sup>th</sup> century.

### *The Diversity Project*

This student organization creates interactive learning experiences that encourage learning about diversity through peer-to-peer interaction. The group meets regularly to discuss “hot topics” in the news, on social media, and around campus. In addition, the group sponsored various events including:

- Tie-Dye (in conjunction with the Student Housing Association (SHA) – Students tie-dyed t-shirts and learned about Diversity Project events and outreach.
- Real Life Monopoly – Focused around socio-economic status and privileges/advantages that come with the higher levels and the disadvantages that are placed on lower ones.
- Empathy Dinner (in conjunction with Disability Awareness Week) – Students were randomly assigned a simulated disability. For the duration of the dinner, guests were asked to interact with each other and also attempt to eat a meal while portraying their disability.
- “Die In” – An awareness event around the Black Lives Matter and Violence Against Minorities movements.
- Stand Against Racism Rally – This event was collaborative between the Diversity Project, MCC, the Center for Social Justice Education, and the YWCA that was intended to raise awareness about issues related to racism in our community.

### *Student Development Programs*

- Activities Programming Board (APB) sponsored programs:
  - Spoken Word Poet: Ebony Stewart (discussed healthy relationships, sexual education, ethnic diversity, and women’s rights.)
  - Speaker: Ash Beckham (discussed LGBTQ issues, being an advocate, and self-image.)
- Training for students:
  - Emerging Leaders Program had a Diversity and Inclusion session by Dr. Sarah Stevens, CNHP Advising Center Director.
  - Student Leader Retreat included an “Inclusivity” training component.
  - Camp Eagle for new freshmen includes an activity on diversity awareness.
- Eagle Experience: UNIV 101 (required of all entering freshmen) included a presentation on Diversity and Inclusion by T. Leon Williams. This event had over 1,400 students in attendance.

### Human Resources

The USI ADA (American's with Disabilities Act) coordinator continues to provide presentations to USI students preparing for health professions, education, and social work fields, as well as to general audiences in external and internal events, on topics that include:

- A Photographic Journey through an Inaccessible World! – Presentation during “Disability Awareness Week at USI.
- “You Can Ask Your BFF Anything; but Not during a Job Interview” - Presented to multiple classes at USI.
- “A Vampire, a Werewolf, and a Zombie Walk Into an HR Office . . . Presented at the “2014 Open Your Eyes: Employing Individuals with Disabilities” conference and job fair held at the Southern Indiana Career and Technical Center in Evansville, Indiana.

### The University Counseling Center

This center sponsored or co-sponsored 26 campus events and activities (Fall 2014 and Spring 2015) to promote diversity. Topics ranged from general diversity and inclusion, to themes specific to women, African Americans, the LGBT community, and people with disabilities. Events of note include:

- Disability Awareness Week – an annual week-long series of events that began in 2012;
- Sexual Assault Prevention;
- How to Talk about Diversity;
- National Coming Out Day Celebration;
- Mental Health Screenings;
- Developing a Healthy Body-image; and
- Creating and Nourishing Intercultural Friendships

### University Division

*Student Support Services (SSS)*, a unit in University Division, provides comprehensive support services for 140 students who qualify as first generation, low income, or persons with disabilities. Activities and services include: promotion of cultural events, support networks, and international programming.

- 83 percent of SSS students are first generation students
- 70 percent of SSS students are low income
- 11 percent of SSS students have a documented disability
- 33 percent of SSS students are from a minority population (African American, Black, Hispanic, Asian, and/or American Indian)
- SSS Diversity programming activities/promotions 2014-2015 included:
  - Ted Talk Workshops hosted in Spring 2015, discussing topics of adversity and diversity (ex. Making Hard Choices by Ruth Cheng)

- Cultural visit to the Indianapolis Children’s museum while visiting graduate school programs in Indianapolis, Spring Break 2015 exhibits included (but not limited to): *Take Me There: China, Treasures of the Earth* (exhibit regarding Egyptian culture), *All Aboard!* (exhibit regarding 1890’s Madison, Indiana), and *Stories from Our Community*
- Cultural trip to the Evansville Regional Airport for those students who are interested in studying abroad and have never flown or been to an airport before, Spring 2015
- Hosted a weekly Book Club, where students and staff read the *Glass Castle* by Jeannette Walls, which discusses poverty and diversity issues regarding race and class
- Staff presented at the Student Success Week workshop on grit, perseverance, and resiliency
- Promoted and financially supported student’s attendance at all USI theater plays and events (i.e. Picnic, Spring Awakening)
- Promoted and financially supported students attendance at the annual MLK Luncheon and the International Food Expo, Spring 2015

*The Indiana Commission for Higher Education’s Scholar Corps AmeriCorps program* aims to increase 21st Century Scholar retention and success by providing on-campus programming, direct support and connecting students to various on-campus resources, information, and services needed to be successful in college. Housed in University Division, the 21<sup>st</sup> Century Scholar Corp Diversity Initiatives for 2014-2015:

- Supported 21st Century Scholars to attend the 21<sup>st</sup> Century Scholars Next Steps conference in Indianapolis to help all students prepare for the workplace, in which diversity topics were covered.
- Volunteering in the community: Supported scholars in attending and visiting residents of Jacob’s Village in Evansville, whose focus is serving those with mental and physical disabilities.

*Student Success Week* is sponsored by University Division on an annual basis. In 2015, over 70 workshops were presented over a three day period. Topics included: race relations, spiritual climate on campus, LGBT issues, holistic wellness, and international study with 417 students attending in 2015.

#### The Veteran, Military & Family Resource Center

The Veteran, Military & Family Resource Center (VMFRC) is housed in Outreach and Engagement, serves USI’s veteran and dependent community with services in education, job placement, behavioral health, and community outreach. Campus services include assistance with the Department of Veteran Affairs education benefits, peer-to-peer counseling, and referrals for counseling with financial, vocational, and academic issues.



The newly remodeled veteran lounge consists of areas of student community engagement, four computer study work stations with Common Access Card (CAC) access, full-sized refrigerator, microwave, coffee makers, and offers handicapped accessible doors. The lounge also houses the Sergeant Brock Babb American Legion Post 324 and the Student Veterans Association chapter of the Student Veterans of America.

The VMFRC has coordinated many events on the campus and community including, but not limited to:

- Monthly Veteran Dental Program with the USI Dental Clinic;
- VA Counselor placement on campus with the USI Counseling Center;
- Veterans Day Parade and Campus Ceremony;
- Military Appreciation Basketball Game with the USI Athletics Department;
- STAR Behavioral Health Seminars (I and II) with USI Counseling Center;
- NCAA Division II National Basketball Championship and Veteran Tailgate Party; and
- Veteran Inter-professional Team Workshop with USI Health Professions Mental Health Summit, Resource Fair and Workshop with USI Health Professions

#### Procurement – USI Business Office

In 2013, an event for minority and female-owned businesses co-sponsored by USI with the Mid-States Minority Supplier Development Council was held. The event featured a luncheon, group meetings with vendors on how to do business with USI, and opportunities for one-on-one meetings with the participating vendors. A similar event is scheduled for August 11, 2015.

#### Disability Awareness Week – Spring 2015 Event Summary

- *Disability Awareness Panel: Uncovering Hidden Differences.* What is it like to experience discrimination for invisible parts of your identity? How is the experience of discrimination unique for people whose differences are not immediately visible to others? This panel discussion event will work to challenge myths about disability and other types of difference and help us to think about what it is like to be an "invisible minority."
- *Getting the Gadget Edge: Using Technology to Stay on Top of Everything Life Throws at a College Student!* Disability Awareness Guest Speaker: Wade Wingler, Director of Assistive Technology for INDATA (Indiana Assistive Technology Act.)
- *A Photographic Journey through an Inaccessible World!* An interactive presentation by USI's ADA Coordinator, takes the audience on a return trip through a photographic journey that provides the opportunity to identify common examples of inaccessibility in real-world settings.
- *Empathy Dinner* - March 31<sup>st</sup> 6 pm– Traditions Lounge (Described earlier as part of the Diversity Project)

- *One Step at a Time: A Young Marine's Story of Courage, Hope, and a New Life in the NFL* - Keynote Address by Josh Bleill. This presentation follows Josh's journey from his enlistment to active duty in Fallujah, through two years of rehabilitation, and ultimately to his job as the Community Spokesperson for the Indianapolis Colts.

For 2015-2016, the Committee looks forward to working with President's Council to heighten awareness of diversity initiatives and continue the focus for the 2015-2020 USI Strategic Plan.

## CURRENT OPERATING BUDGET SUMMARY

	<u>Approved Budget 2014-15</u>	<u>Budget Change</u>	<u>Approved Budget 2015-16</u>
<b>INCOME</b>			
State Appropriation - Operating	42,146,854	2,246,627	44,393,481
State Appropriation - Line Items	2,274,100	(1,953,650)	320,450
State Appropriation - Fee Replacement	10,738,142	(696,785)	10,041,357
Student Fees	45,476,646	1,991,617	47,468,263
Other Income	5,246,310	626,233	5,872,543
<b>TOTAL</b>	<b>105,882,052</b>	<b>2,214,042</b>	<b>108,096,094</b>

### MAJOR EXPENSE CLASSIFICATION

Personal Services	77,224,888	1,608,987	78,833,875
Supplies and Expense	24,284,767	459,591	24,744,358
Repairs and Maintenance	2,609,490	81,422	2,690,912
Capital Outlay	1,762,907	63,952	1,826,859
<b>TOTAL</b>	<b>105,882,052</b>	<b>2,213,952</b>	<b>108,096,004</b>

### FUNCTIONAL EXPENDITURE CLASSIFICATION

Instruction	54,584,081	957,887	55,541,968
Instruction Related	5,603,011	(14,009)	5,589,002
Student Services	8,069,827	696,994	8,766,821
Physical Plant	14,858,083	391,282	15,249,365
Administration and General	16,167,229	(18,977)	16,148,252
Institutional Student Aid	6,599,821	200,775	6,800,596
<b>TOTAL</b>	<b>105,882,052</b>	<b>2,213,952</b>	<b>108,096,004</b>

	<u>Approved Budget 2014-15</u>	<u>Budget Change</u>	<u>Approved Budget 2015-16</u>
<b>FUNCTION BY MAJOR EXPENSE CLASSIFICATION</b>			
<b>INSTRUCTION</b>			
Personal Services	48,739,903	737,555	49,477,458
Supplies and Expense	4,785,150	160,221	4,945,371
Repairs and Maintenance	499,054	8,369	507,423
Capital Outlay	559,974	51,742	611,716
<b>TOTAL INSTRUCTION</b>	<b>54,584,081</b>	<b>957,887</b>	<b>55,541,968</b>
<b>INSTRUCTION RELATED</b>			
Personal Services	3,295,005	(18,409)	3,276,596
Supplies and Expense	945,190	14,405	959,595
Repairs and Maintenance	443,687	(10,005)	433,682
Capital Outlay	919,129	0	919,129
<b>TOTAL INSTRUCTION RELATED</b>	<b>5,603,011</b>	<b>(14,009)</b>	<b>5,589,002</b>
<b>STUDENT SERVICES</b>			
Personal Services	6,850,342	599,269	7,449,611
Supplies and Expense	1,116,071	16,457	1,132,528
Repairs and Maintenance	76,769	81,268	158,037
Capital Outlay	26,645	0	26,645
<b>TOTAL STUDENT SERVICES</b>	<b>8,069,827</b>	<b>696,994</b>	<b>8,766,821</b>
<b>PHYSICAL PLANT</b>			
Personal Services	6,464,087	326,566	6,790,653
Supplies and Expense	7,382,145	64,466	7,446,611
Repairs and Maintenance	857,826	250	858,076
Capital Outlay	154,025	0	154,025
<b>TOTAL PHYSICAL PLANT</b>	<b>14,858,083</b>	<b>391,282</b>	<b>15,249,365</b>
<b>ADMINISTRATION AND GENERAL</b>			
Personal Services	11,875,551	(35,994)	11,839,557
Supplies and Expense	3,456,390	3,267	3,459,657
Repairs and Maintenance	732,154	1,540	733,694
Capital Outlay	103,134	12,210	115,344
<b>TOTAL ADMINISTRATION AND GENERAL</b>	<b>16,167,229</b>	<b>(18,977)</b>	<b>16,148,252</b>
<b>INSTITUTIONAL STUDENT AID</b>			
Supplies and Expense	6,599,821	200,775	6,800,596
<b>TOTAL INSTITUTIONAL STUDENT AID</b>	<b>6,599,821</b>	<b>200,775</b>	<b>6,800,596</b>
<b>TOTAL BUDGET</b>	<b>105,882,052</b>	<b>2,213,952</b>	<b>108,096,004</b>

**SCHEDULE OF STUDENT FEES AND OTHER MANDATORY FEES**  
**2015-2016 and 2016-2017**

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**STUDENT FEES 2015-2016**  
**(per semester credit hour)**

	<b><u>UNDERGRADUATE</u></b>		<b><u>GRADUATE</u></b>	
	<b><u>Resident</u></b>	<b><u>Non-Resident</u></b>	<b><u>Resident</u></b>	<b><u>Non-Resident</u></b>
Contingent	\$155.62	\$155.62	\$265.62	\$265.62
Academic Facilities	43.80	43.80	43.80	43.80
Student Services	23.50	23.50	23.50	23.50
Technology	5.00	5.00	5.00	5.00
Non-Resident		326.04		328.27
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Total	\$227.92	\$553.96	\$337.92	\$666.19

**STUDENT FEES 2016-2017**  
**(per semester credit hour)**

	<b><u>UNDERGRADUATE</u></b>		<b><u>GRADUATE</u></b>	
	<b><u>Resident</u></b>	<b><u>Non-Resident</u></b>	<b><u>Resident</u></b>	<b><u>Non-Resident</u></b>
Total	\$234.82	\$576.22	\$351.53	\$692.95

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Prior Year Student Fees for Comparison

**STUDENT FEES 2014-2015**  
**(per semester credit hour)**

	<b><u>UNDERGRADUATE</u></b>		<b><u>GRADUATE</u></b>	
	<b><u>Resident</u></b>	<b><u>Non-Resident</u></b>	<b><u>Resident</u></b>	<b><u>Non-Resident</u></b>
Contingent	\$150.42	\$150.42	\$254.04	\$254.04
Academic Facilities	43.20	43.20	43.20	43.20
Student Services	22.60	22.6	21.60	21.60
Technology	5.00	5.00	5.00	5.00
Non-Resident		311.34		315.62
	<hr/>	<hr/>	<hr/>	<hr/>
Total	\$221.22	\$532.56	\$324.84	\$640.46

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**OTHER MANDATORY FEES**

<b>University Services Fee</b>	
8 or more credit hours per semester	\$30.00
More than 3 and fewer than 8 credit hours per semester	\$22.75
3 or fewer hours per semester	\$10.00

The University Services Fee amounts shown above are for 2015-16 and 2016-17

**MISCELLANEOUS FEES FOR 2015-2016**

**1. Laboratory and Miscellaneous Fees**

<u>Fee Name</u>	<u>2014-2015 Fee</u>	<u>2015-2016 Fee</u>	<u>Effective Date</u>	<u>Last Changed</u>
Application Fee	40.00	40.00	08/24/15	08/20/12
Assessment Fee	0.00	125.00	08/24/15	N/A
Audit Fee (plus applicable lab fee)	35.00	35.00	08/24/15	08/30/93
Counseling Service Fee	25.00	25.00	08/24/15	08/25/14
Departmental Exams Fee	15.00	15.00	08/24/15	08/29/95
Distance Learning Fees:				
Learning Center Fee**	25.00	25.00	08/24/15	08/30/99
Delivery Fee**	10.00	10.00	08/24/15	08/30/99
Non-Resident Delivery Fee**	10.00	30.00	08/24/15	08/30/99
Supply Fee	100.00	100.00	08/24/15	07/01/94
Engineering Undergraduate Program Fee **	50.00	75.00	08/24/15	07/01/14
Enrollment Fee	100.00	100.00	08/24/15	08/22/11
Health Professions Insurance	20.00	20.00	08/24/15	08/20/12
Health Services Fee	47.00	47.00	08/24/15	08/31/98
Housing Living Learning Community Fee	10.00	10.00	08/24/15	08/20/12
Housing Student Activity Fee	25.00	25.00	08/24/15	08/20/12
International Student Fee	150.00	150.00	08/24/15	08/25/14
Laboratory Fee (College of Science and Engineering)	60.00	75.00	08/24/15	08/20/12
Laboratory Fee (all other colleges)	50.00	50.00	08/24/15	08/20/12
Late Registration Fee Week 1	35.00	35.00	08/24/15	08/20/12
Late Registration Fee Beginning Week 2	125.00	125.00	08/24/15	07/01/06
Matriculation Fee (all new and transfer students)	100.00	150.00	08/24/15	08/20/12
Nursing DNP Program Fee **	150.00	150.00	08/24/15	07/01/14
Nursing Program Fee (BSN) *	500.00	500.00	08/24/15	07/01/14
Nursing Program Fee (MSN) **	100.00	100.00	08/24/15	07/01/14
Nursing RN Completion Program Fee **	50.00	50.00	08/24/15	07/01/14
Nursing Test Fee	30.00	30.00	08/24/15	08/31/92
Occupational Therapy Clinical Fee	75.00	75.00	08/24/15	08/20/12
Occupational Therapy Program Fee (MSOT) **	100.00	100.00	08/24/15	07/01/14
Payment Plan Fee	30.00	30.00	08/24/15	07/01/95
Payment Plan Late Fee	25.00	25.00	08/24/15	08/30/99
Respiratory Therapy Advanced Life Support Fee	100.00	100.00	08/24/15	09/02/97
Special Course Fee (varies by course; maximum amount)	300.00	300.00	08/24/15	08/07/01
Student Activity Fee (non-mandatory)	50.00	50.00	08/24/15	08/20/12
Studio Fee	50.00	50.00	08/24/15	08/20/12
Study Abroad Fee	100.00	100.00	08/24/15	08/29/05
Transcript Fee	20.00	20.00	08/24/15	08/20/12
Transportation Fee:				
8 or more credit hours per semester	105.00	115.00	08/24/15	08/25/14
>3 and <8 credit hours per semester	84.00	92.00	08/24/15	08/25/14
3 or fewer credit hours	63.00	69.00	08/24/15	08/25/14

\* per semester / semesters three (3) through completion

\*\* per credit hour

**Summary  
Construction Projects  
July 9, 2015**

**Projects Under Construction**

**The Griffin Center**

**Project Cost** \$ 5,750,000

Funding Sources:

Private Gifts \$ 5,000,000

Auxiliary Systems Reserves \$ 750,000

**Student Housing Renovation: Boone, Hovey, and Willard Buildings** \$ 1,165,000

**Project Cost**

Funding Source: Housing Funds

**Technology Center Renovation, Phase II & III**

**Project Cost** \$ 780,000

Funding Source: Legislative Appropriation - 2013

**Renovation Orr Center 2nd and 3rd Floors**

**Project Cost** \$ 617,000

Funding Sources:

General Repair and Rehabilitation Appropriation \$ 300,000

Special Projects Reserves \$ 317,000

**Student Housing Renovations: Matthews Building**

**Project Cost** \$ 340,000

Funding Source: Housing Funds

**Energy Management System Upgrade:  
Orr Center, Liberal Arts and Publications**

**Project Cost** \$ 220,000

Funding Source: General Repair and Rehabilitation Appropriation

**Liberal Arts Advising Center**

**Project Cost** \$ 160,000

Funding Source: Special Projects Reserves

**Projects in Design**

**Physical Activities Center (PAC) Renovation**

**Project Cost** \$ 16,000,000

Funding Source: Legislative Appropriation - 2013

**Welcome Center**

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

Funding Sources:

Private Gifts \$ 2,000,000

Special Projects Reserves \$ 500,000

**Energy Management System Upgrade:**

**Health Professions Center, Science and Education Center, and Physical Plant**

**Project Cost** \$ 180,000

Funding Source: General Repair and Rehabilitation Appropriation

**Parking Lots A & B Landscaping Replacement**

**Project Cost**

Funding Source: Landscape Reserves \$ 600,000