

MINUTES

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

November 7, 2019

The University of Southern Indiana Board of Trustees met in regular session on Thursday, November 7, 2019, in the Griffin Center on the University campus. Present were Chair Kenneth Sendelweck '76 and Trustees Josi M. Barscz '22; John M. Dunn; Christine H. Keck; Ellis S. Redd; Ronald D. Romain '73; and Christina M. Ryan. Trustees W. Harold Calloway and Jeffrey L. Knight were absent. Also in attendance were President Ronald S. Rochon; Provost Mohammed Khayum; Vice President for Finance and Administration Steven J. Bridges '89 M'95; Vice President for Marketing and Communications Kindra L. Strupp; Vice President for Enrollment Management Andrew W. Wright; Vice President for Development David A. Bower; Vice President for Student Affairs Khalilah T. Doss; Chief Government and Legal Affairs Officer Aaron C. Trump; Faculty Senate Chair Kenneth M. Purcell and Student Government Association President Kelsey L. McCullough '21.

Chair Sendelweck called the meeting to order at 10:32 a.m.

SECTION I – GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF SEPTEMBER 5, 2019, MEETING

On a motion by Mr. Dunn, seconded by Mr. Romain, the minutes of the September 5, 2019, meeting of the Board of Trustees were approved.

B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION

Mr. Sendelweck called on Vice President Strupp, who announced the next regular meeting of the Board of Trustees will be Thursday, January 9, 2020, in Indianapolis.

C. REPORT OF THE ACADEMIC AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEE

The Academic Affairs and Enrollment Management Committee met prior to the Board of Trustees meeting on November 7, 2019. Mr. Sendelweck called on Christine Keck serving in Committee Chair Jeff Knight's absence, for a report. Ms. Keck reported that the Committee heard an Academic Affairs update from Provost Mohammed Khayum and reviewed the Academic Program Development Plan. The Committee recommended approval of a new degree program, the Master of Arts in Criminal Justice. An enrollment update from Vice President for Enrollment Management Andrew Wright, was heard. In addition, Assistant Director of Lifelong Learning, Jaclyn Dumond, gave an overview on the complex state policy that governs USI's dual credit College Achievement Program (CAP), and she reported on the newest recruitment and retention data regarding these students and how it applies to the University.

D. PRESIDENT'S REPORT

Chair Sendelweck called on President Rochon for his report. Dr. Rochon began by reporting in 2018, the National Secretariat of Science and Technology of Panama (SENACYT) approved USI as a recipient of its IFARHU-SENACYT) public schools scholarship program, and the first cohort of degree-seeking students arrived on campus that June. The second cohort of Panamanian degree-seeking students began their program in June 2019. He announced, following a brief, one-day-visit to Panama to establish relationships with the new regime of government officials, USI has secured an additional cohort of 30 Panamanian students to attend next year. USI has been selected as one of only two American institutions entrusted by the Panamanian government to provide programming for their citizens, the other being the University of Arkansas.

During the first week of October, USI hosted 14 German colleagues from the University of Applied Sciences (UAS) Osnabrück (Hochschule Osnabrück in Germany) as part of our first International Staff Exchange program. USI and UAS Osnabrück have had an exchange partnership since 1990. It grew out of the sister city relationship between Evansville and the city of Osnabrück and is one of the University's longest standing and

most dynamic exchange programs. More than 200 American and German students and numerous USI faculty and staff have participated in the exchange program since its inception. Over 60 USI colleagues were involved in the three-day visit. In addition to individual meetings with their USI counterparts, our German colleagues learned more about US higher education, US culture and student life, and trends impacting education in our state and across the country. They also met Evansville Mayor Lloyd Winnecke at the Evansville Pagoda, toured New Harmony and had the opportunity to promote study and internship opportunities available in Osnabrueck. By all accounts, the staff exchange program resulted in a rich exchange of ideas, information and best practices, which will no doubt create even stronger ties between our institutions and our communities. President Rochon will lead a small delegation for a visit to Osnabrueck in spring 2020 to mark the 30th anniversary of our partnership with the University of Osnabrueck. They hosted a similar Professional Staff Exchange Week in 2018, open to all their university partners.

President Rochon announced USI had two consecutive graduating Bachelor of Science in Nursing cohorts (Fall '18 and Spring '19) to achieve 100 percent pass rates on the NCLEX-RN exam, which is the nationwide examination for the licensing of nurses in the United States and Canada.

USI's first Women's Basketball game in the Screaming Eagles Arena is scheduled for next Wednesday, November 13, at 7 p.m. against the University of Central Missouri. The men will play their first home game against Kentucky Wesleyan on Monday, November 18, at 7 p.m. Dr. Rochon invited the Trustees and their guests to attend these historic games.

President Rochon announced Fall Commencement is scheduled for Saturday, December 7, he welcomed the participation of our Trustees and asked Vice President Strupp to review the schedule for Commencement day. Ms. Strupp reported that 700 students are eligible to graduate, in which 67 percent have applied to participate in one of two ceremonies. She noted the first ceremony, held at 10 a.m., will include the Romain College of Business and College of Liberal Arts. Graduates from the College of Nursing and Health Professions and the Pott College of Science, Engineering, and Education will participate in the 1 p.m. ceremony. Ms. Strupp announced the speaker for the morning ceremony is Dr. Ernest H. Hall Jr., professor of Management, and the 2019 Distinguished Professor Award recipient. Dr. Sakina M. Hughes, associate professor of History, director of the Africana Studies Program, assistant dean of the College of Liberal Arts and the 2019 H. Lee Cooper Core Curriculum Teaching Award recipient, is the speaker at the 1 p.m. ceremony. Student reflection speakers are Jack R. Anderson of De Motte Indiana, graduating with a Bachelor of Science in Criminal Justice and Sociology *Magna Cum Laude* and Christina M. Dewig of Evansville, graduating with a Bachelor of Science in Nursing *Summa Cum Laude*.

Dr. Kenneth Purcell was called on by President Rochon to give a report from Faculty Senate. Dr. Purcell discussed Faculty Senate's continuing efforts to more effectively serve its role as communication channel in matters between faculty and administration. University vice presidents have been attending the regularly scheduled Senate meetings. Vice President for Finance and Administration Steve Bridges attended the September 13 meeting and Vice President for Enrollment Management Andrew Wright attended on October 18. Kindra Strupp, vice president for Marketing and Communications will attend on November 15. Dr. Purcell expressed the Senate's appreciation for their attendance as it has allowed Faculty Senate to better represent their constituents and make informed decisions when matters are presented to Senate by the faculty.

President Rochon called on Provost Mohammed Khayum for a report from Academic Affairs. Dr. Khayum introduced a video to provide Trustees with an update on the Unite CubeSat project which continues its orbit today. The CubeSat's mission was to launch into orbit and position itself into the ionosphere to gather data about that layer of the earth's atmosphere. Most other CubeSat's that have been launched by other universities have failed to communicate. Since USI's CubeSat has been such a tremendous success, it has allowed for interdisciplinary collaboration across campus. This was demonstrated in the video by the extreme connection between the STEM based project and a poet from the College of Liberal Arts. USI will continue to explore other interdisciplinary opportunities over the next year. NASA is using USI's student presentation templates as example for other student project proposals. USI is the first public institution in the state to have a spacecraft in orbit.

Vice President for Enrollment Management Andrew Wright was called on by Dr. Rochon for a report. Mr. Wright announced the four-year graduation rate for the 2015 cohort was the second highest in USI history at 33.5 percent, the highest being the 2014 cohort at 35.9 percent. The five- and six-year graduation rates also set new records at 48.9 and 49.6 percent respectively.

President Rochon called on Kindra Strupp for a report from Marketing and Communications. Vice President Strupp introduced Janet Johnson director of Alumni Relations and Volunteer USI for a presentation on alumni engagement. Mrs. Johnson announced there are 43,469 living USI alumni making an impact at home and worldwide. Seventy-one percent of these alumni are Indiana residents and 55 percent of those reside in the southwest region of the state. A new Alumni Association membership plan will be launched to include choices for annual or lifetime membership and exclusive benefits for each plan. Director Johnson concluded her report with a review of the data garnered from the recent alumni survey that coincides with the development of USI's next Strategic Plan.

Dr. Rochon called on Khalilah Doss, vice president for Student Affairs, for a report. Dr. Doss began by giving an overview of the College Mentors for Kids program offered through USI's Multicultural Center. USI students mentor children from the Glenwood Leadership Academy in weekly sessions during the school year. The Multicultural Center has also partnered with Hope of Evansville and local banks to facilitate a financial literacy program called "Eagle Sense" to assist with the retention of USI students, particularly those who have indicated financial issues as a barrier to completing their educational journey.

Dr. Doss gave an overview of the programs offered through the office of Student Development Programs (SDP) including the USI Emerging Leaders Program. Emerging Leaders offers USI freshman students the opportunity to develop new leadership skills, make new friends, and contribute to their university community. Fifty-five students have been selected to make up the spring 2020 cohort. SDP will launch a new program titled "Welcome Back Weeks" as a new opportunity to engage students during the first month of the semester. Welcome Back Weeks focuses on partnering with athletics and other units across campus to make students aware of events and programs occurring on campus that provide opportunities for community engagement and student interactions outside of the classroom. She announced over 200 students were welcomed into the Greek Life community, one of the largest cohorts in recent years.

Vice President Doss emphasized the importance USI places on the care and out of classroom experiences our students receive on campus. Annually, the USI Counseling Center sees approximately 700 students for either individual or group counseling. Additionally, Dr. Hammat and the Dean of Students team have connected with 339 students via referrals since August 16, 2019. Those students were supported through matters concerning mental health, academics, and physical health.

President Rochon called on SGA President, Kelsey McCullough, for an update from SGA. Ms. McCullough reported the General Assembly of SGA has grown to include over 25 members with every college represented. National Collegiate Alcohol Awareness Week was successfully executed October 20-26. This year's event was combined with SGA's annual Crime and Safety Prevention week. Activities reaching over 500 students included "mocktails" tasting, speakers from Boyette Treatment Center and Logan's Promise, drunk goggles testing, active shooter training, and donuts with an officer. Ms. McCullough concluded her report announcing SGA's 50th birthday celebration in which they will partner with APB to host a celebration event on November 22, in the Student Life Lounge. All USI students are invited to attend.

This concluded President Rochon's report.

E. APPROVAL OF CANDIDATES FOR DEGREES

Mr. Sendelweck called on Provost Khayum, who recommended approval of the candidates for degrees listed in Exhibit I-A.

On a motion by Mr. Redd, seconded by Ms. Keck, the award of degrees presented in Exhibit I-A, subject to the completion of all requirements, were approved.

F. APPROVAL OF NEW DEGREE PROGRAM: MASTER OF ARTS IN CRIMINAL JUSTICE

Mr. Sendelweck called on Provost Khayum to review the proposed new degree program to be offered by the College of Liberal Arts described in Exhibit I-B, the Master of Arts in Criminal Justice. The proposed implementation date is fall 2020.

Upon the recommendation of the Academic Affairs and Enrollment Management Committee, the Master of Arts in Criminal Justice, in Exhibit I-B, was approved.

SECTION II – FINANCIAL MATTERS

A. REPORT OF THE FINANCE/AUDIT COMMITTEE

Mr. Sendelweck called on Finance/Audit Committee Chair Ronald D. Romain '73 for a report. Mr. Romain reported the Committee met prior to the Board of Trustees meeting and reviewed the audited financial statements for fiscal year ending June 30, 2019. He commended Controller Jeffrey Sickman and his team, for the exemplary work performed year after year. In addition, the Committee heard a report on construction change orders approved by the Vice President for Finance and Administration Steve Bridges, pertaining to the PAC Phase II Renovation Project.

B. ANNUAL REPORT OF STUDENT FINANCIAL ASSISTANCE

Mr. Sendelweck called on Vice President Wright, who introduced Director of Student Financial Assistance Mary Harper for a summary of the report in Exhibit II-A. Ms. Harper began by reporting the Student Financial Assistance office served 12,934 enrolled and prospective students in 2018-2019. She noted 7,801 or 72 percent of enrolled students received some type of aid. The Student Financial Assistance office awarded aid totaling just over \$82.7 million, which is an increase of over \$2 million from the prior year. She shared information about the sources of aid, including federal, state, institutional, USI Foundation, private and USI Varsity Club.

Ms. Harper reported on the updates to both Federal and State aid programs including the implementation of two new funding programs in summer 2018: Year-Round Summer Pell Grant and State of Indiana Fast Track Program. She explained both funding programs allowed students who exhausted their annual Pell and/or State awards during the academic year to use funding for the summer term. For summer 2019, 481 students were awarded Pell Grants totaling over \$714,000.

Ms. Harper compared the national average undergraduate debt of the class of 2019, which was \$29,200 to USI students' average debt of \$20,158. She shared default rates for 2014, 2015, and 2016, and noted the USI student default rate is well below both state and national rates.

C. REPORT ON INSURANCE RENEWALS

Mr. Sendelweck called on Vice President Bridges, who introduced Executive Director of Human Resources Andrew Lenhardt for a presentation on the 2020 insurance renewal. Mr. Lenhardt reviewed the goals of the renewal, which were to achieve low to moderate health-cost increases; review and optimize medical plan design for improved future cost control while maintaining employee choice and competitive benefits; and to utilize a quote process to obtain a competitive and cost-effective health savings account administrator.

Mr. Lenhardt reviewed the trends of the population with medical coverage noting the number of retirees insured through USI continues to grow due to baby boomer retirements. He reviewed the employee participation by medical plan. Of the 1,016 benefit eligible employees, 138 waive medical coverage through USI. The high deductible health plan is currently the choice of 25.6 percent of active insured employees.

Mr. Lenhardt summarized the outcome of medical renewal noting there were no plan design changes, apart from a new Health Savings Account (HSA) plan deductible. The HSA plan deductible will increase to \$2,800/individual coverage and \$5,600/family coverage due to IRS minimum deductible requirements. As a result of ongoing efforts to control health care costs, a relatively stable claims year in 2019 and a switch to a new prescription drug plan provider, CVS Caremark in 2019, 2020 premiums for Anthem Blue Core-PPO and Anthem Consumer Driven Health Plan with HSA will see no increase for the coming year.

Mr. Lenhardt concluded his report noting the contracts for the vision plan with vendor VSP are in year four of a four-year rate guarantee and the dental plan with vendor HRI will be in year two of a three-year rate guarantee. Basic Life, Voluntary Life, Short-Term Disability, and Long-Term Disability insurance plans with The Standard are rate guaranteed until December 30, 2020. Premiums will vary based on age and coverage elected. The University is now offering voluntary benefits through Aflac including Critical Illness, Accidental, and Hospital Indemnity. Since this is the first time the University is offering these plans, all employees must take action to elect or decline coverage.

D. APPROVAL OF AUTHORIZING RESOLUTION FOR HEALTH PROFESSIONS CLASSROOM RENOVATION AND EXPANSION PROJECT

Chair Sendelweck called on Vice President Bridges to discuss the recommendation of the following resolution. Mr. Bridges explained the resolution will allow the University to move forward with the \$48 million Health Professions Classroom Renovation and Expansion fee replacement project authorized by the 2019 Indiana General Assembly. Specifically, the resolution authorizes the construction committee, which is the Finance/Audit Committee of the Board of Trustees, to approve project specifics regarding both construction and financing. The resolution also authorizes the Treasurer to work with banking firms through a request for proposal process to finance the project. He concluded stating approval of the resolution will authorize the President to request required State approvals.

On a motion by Mr. Dunn, seconded by Ms. Romain, the Authorizing Resolution for Health Professions Classroom Renovation and Expansion Project, was approved.

WHEREAS, the University of Southern Indiana Board of Trustees wishes to proceed with the planning and construction of the Health Professions Classroom Renovation and Expansion Project as authorized by the 2019 Indiana General Assembly; and

WHEREAS, the project, which is eligible for fee replacement, therefore received bonding authorization in the amount of \$48,000,000 from the General Assembly; and

WHEREAS, approvals may be required between the regular meetings of the Board of Trustees;

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

FURTHER RESOLVED that the Treasurer is authorized to issue a Request for Proposal to solicit investment banking firms interested in providing service to the University in financing the Health Professions Classroom Renovation and Expansion Project;

FURTHER RESOLVED that the Finance/Audit Committee is authorized to evaluate the results of investment banking proposals; accept a proposal or reject all proposals; approve all financing plans on behalf of the Board of Trustees; and report its actions to the Board;

FURTHER RESOLVED that the President is authorized to request the Indiana Commission for Higher Education, the Indiana State Budget Committee, and the Governor of the State of Indiana to approve the Health Professions Classroom Renovation and Expansion Project.

E. UPDATE ON CURRENT CONSTRUCTION PROJECTS

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


SECTION III - PERSONNEL MATTERS

A. REPORT ON FACULTY AND ADMINISTRATIVE RETIREMENTS

There were no faculty or administrative retirements to review.

There being no further business, the meeting was adjourned at 11:39 a.m.

Respectfully submitted,



Josi M. Barscz '22
Secretary

**CANDIDATES FOR DEGREES
UNIVERSITY OF SOUTHERN INDIANA
December 7, 2019**

**MASTER OF ARTS IN
COMMUNICATION**

Kramer M. Ahrens
Salome Apkhazishvili
Miyu Kajihara
Benjamin D. Luttrull
Mary E. Reese
Megan A. Williams

**MASTER OF ARTS IN
ENGLISH**

Kathleen R. Bolander
Sarah E. Croce
Haleigh R. Kleine
Stacy B. Waters

**MASTER OF ARTS IN
SECOND LANGUAGE
ACQUISITION, POLICY AND
CULTURE**

Lorena A. Baquerizo Gellibert
Abigail N. Griggs
Ai Ishikawa
Meranda L. Jester
Andrea L. Linberg

**MASTER OF BUSINESS
ADMINISTRATION**

Talal H. Alanaz
Ramiz Albadran
Bryan P. Aldridge
Jacob T. Archibald
Adam W. Balbach
Chantel M. Ballard
Nicholas E. Bebout
Brian Bennett
Angel L. Berger
Ashley Birmingham
Sandipan Biswas
Joy Bowles
Laney Brown
Jarett D. Buck
Erica N. Bunner
Ryan J. Burczyk
Akia M. Byrd
Timothy J. Canner
Steven J. Cocchiarella
Keith J. Conklin
James E. Cooper
Erika R. Denton
Amy C. English
Case Escher
Jeffery Farrough
Michael Finazzo
Christina D. Gailey
Janice Garth
Alison L. Gatton
Maria V. Grishkova
Sarah Groeger
Courtney J. Gullion
John T. Hawkins

Sarah N. Hetherington
Aaron S. Hills
John Hockman
Kelsie E. Horn
Kendra D. Houghland
Tina M. Hunter
Dalton T. Isham
Jacquelyn A. Ivankovic
Samantha Johannsen
Gary S. Johnson
Lauren E. Kane
Matthew G. Kline
Michelle S. Kring
Corey B. Lady
Jennifer Land
Joshua J. Lashuay
Cory B. Like
Catherine M. Lindley
Myndi Love
Mark A. Lush
Carmen M. Lutz
Mark Main
Molly Maley
Chaitanya Mamidala
Rodney D. Mangus
Mariah D. Marcuson
Zachary A. McDermott
Erin E. McNair
Mary K. McNulty
Sean R. Melvin
Clayton Miller
Briget Moen
Zachary Moore
Bailee N. Moser
Kimberly A. Murray
Monikah L. Mwose
Kane A. Myers
Takashi Nakamura
Amber M. Neal
Bradley W. Niehaus
Grant Noakes
Steven J. Noel
Andrew W. Nunn
Sarah D. Olson
Amanda M. Overby
Holly M. Overton
Jarod W. Parker
Kelly Peery
Samantha A. Peters
Vanessa R. Pryor
Robin E. Rahal
Alisa A. Raymond-Knapp
Nayeem Reza
Samantha J. Rickard
Kyle A. Robbins
Ilese M. Sabelhaus
Kelly A. Schlachter
Richard W. Schneider
Andrew M. Schoettle
Tammy J. Scott
John M. Sheringer
Jessica Shuff

Jeffrey S. Skirvin
Obadiah Smith
Jessica A. Smulick
Katrina B. Strange
Sean A. Sullivan
Dana G. Tang
Jenna M. Taylor
Monica Taylor
Lavon Tertocha
Huyen Tran Thai
Brandon W. Thomas
Joshua D. Totten
Ti-Ishia Trimble
Tiffany L. Tscherne
Nadesha Tugwell-Thompson
Krishna Chaitanya Tumuluru
David A. Turpin
Jeremy F. Vaughn
Asaf Vilchik
Ryan J. Vogt
Ashli L. Warren
Fatima Warsame
Kristina L. Washington
Kimberly Watkins
Jason H. Watts
Elizabeth A. Weil
Richard Weinblatt
Carly S. Werner
Courtney L. Wheeler
Emily B. White
Brett A. Williams
Michael A. Williams
Mariah I. Wilson
Heather J. Winkler
Cecilee K. Wright
Nicholas Wujcik
Warren T. Zirkelbach

**MASTER OF HEALTH
ADMINISTRATION**

Rachel L. Brane
Carrie M. Browning
Linda S. Fox
Jessica R. Lilly
Stephanie Thomas

**MASTER OF SCIENCE IN
INDUSTRIAL MANAGEMENT**

Jeffrey S. Brown
Douglas M. Hazel

**MASTER OF SCIENCE IN
NURSING**

Mary Hoffman
Patricia J. Lake
Gayle A. Smith

**MASTER OF SCIENCE IN
OCCUPATIONAL THERAPY**

Gayle B. Golike

**MASTER OF SCIENCE IN
SPORT MANAGEMENT**

James M. Anderson
Kameron O. Harris
LaWan T. Rollins

**ROMAIN COLLEGE OF
BUSINESS
POST-BACCALAUREATE
CERTIFICATE**

Denise R. Allison
Kerri A. Hack
Maria H. Wahl

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Valeria Ivanova
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Lauren Bateman
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Hayley Borst
Robert H. Bourque
Lauren L. Branch
Lauren L. Branch
William R. Brokus
Vanessa R. Bye
Abel E. Carreon Perez
Bailey P. Chatterton
Shannon M. Chesterfield
Katie S. Christy
Cameron J. Cochren
James L. Cockerham
Ava N. Coleman
Sean M. Compall
Andrew R. Cumbee
Ashley M. Curl
Kameron N. Denning
Daniel S. Dills
Jacob S. Downs
Johnathon T. English
Haili R. Estabrook
Donna D. Ewart
Steven J. Fields
Jacob M. Foust
Emma M. Frazee

Elizabeth A. Fromm
Austin Graber
Elizabeth A. Gray
Corbin R. Greathouse
Regan E. Hedinger
Ashley N. Henthorn
Jacob T. Hess
Jacob E. Hodge
Cory E. Jones
Saxon V. Julian
Ilia Karelin
Cole L. Kirchoff
Mollie S. Knight
Katelyn N. Knoll
Brooke L. Kocher
Kelsey I. Lansdown
Taylor D. Leigh
Thomas D. Lewis
Forrest E. Manning
Christopher J. Mata
Casey A. Mathisen
Kelsie S. McWilliams
Jeffrey T. Miller
Gabrielle D. Moreton
Benjamin A. Morris
Aidan L. Muth
Ina Mikchaela G. Nora
Charles E. O'Bryan
Luke C. Otterbein
Rylee N. Page
Andrew M. Palombit
Christian P. Peach
Demetre M. Phipps
Shelby L. Powell
Tanner E. Pruitt
Graham J. Purcell
Courtney R. Record
Liam D. Robinson
Mattie T. Ryder
Gavin M. Schaefer
Nora E. Schindler
Alexis J. Schipp
Madison J. Schuler
Daniel N. Shevchenko
Joshua K. Springer
Erik J. Stuteville
Braden A. Taylor
Emily M. Tedder
Matthew A. Tomlin
Luke X. Wahl
Kaitlin R. Whaley
Joshua D. Winger
Garrett L. Wojtowicz
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Joseph A. Conner
Ashtyn E. Cornett
Ava E. Derk
Mariel J. Elliott
Izzy S. Ferraro
Izzy S. Ferraro
Brooke M. Frederick
Kate R. Grudzinski

Allen J. Harbold
Lauren Harrison
Makenzie B. Hart
Emma R. Hooper
Susannah C. Jackson
Jessica S. LaMar
Gwyndolyn R. Masterson
Emily R. McClusky
Sean M. McDicken
Wade L. McNabb
Zoe J. Meuth
Jerrith D. Morrison
Asianna Peterson
Isaac B. Redman
Karen N. Sandoval Quintero
Angelica H. Stivers
Betzaira J. Suarez Ramos
Olyvia R. Symon
Megan R. Thorne
Jennifer L. Wade
Cheyenne N. Welte

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Dalton Cooper
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Rebecca A. Hickman
Henrietta I. Jenkins
Tammy S. Johnson
Bret P. Lillich
TerriSue Morris
Kailye N. Robbins
Kaitlyn A. Wetekamp
Doran B. Yilla

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Joshua L. Adkins
Brianna L. Akey
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Kala R. Bean
Chandra M. Beck
Jordan S. Bedwell
Sarah A. Bickett
Micalah D. Booher
Shelby M. Boutilier
Meleah N. Brock
Austin J. Brown
Chandler W. Buchanan
Erica R. Buechlein
James Burns
Lukas K. Cameron
Jesse R. Cano
Jennifer Carapia
Kurt Clement
Rachel Cluck
Tiffany Coles
Kayley S. Conway
Erin A. Cooper
Gage J. Courvelle
Jordan V. Creech
Faith X. Crowley
Kayla M. Darrett

Lisa L. Dayvolt
Sarai L. Dinkens
Madison S. Doan
Jake B. Dougan
Brittany N. Edmonson
Emma Kathryn R. Fitzgerald
Jason L. Flickinger
Mallory K. Flynn
Tiffany A. Fortner
Cheyanne T. Garrison
Samuel D. Garrison
Kristen B. Germano
Chante S. Gordon
Kate R. Grudzinski
Taylor N. Hankins
Jay K. Harris
Lijah J. Harris
Jessica A. Higgins
Chloe M. Hinkle
Miranda J. Holbrook
Ashley M. Holley
Kayde B. Hudson
Seth J. Hughes
Amber D. Hutcheson
Kane M. James
Jerry G. Jerrell
Tiffany N. Johnson
Katelyn L. Jones
Larissa Key
Eric J. Klem
Lainie K. Krumenacker
Jaygan M. Lancaster
Breanna J. Lane
Jessica D. Margason
Andrew D. Martin
Colton E. Massie
Chandra L. Maxheimer
Bethany R. Miller
Evan A. Millsaps
Dorian M. Moore
Robert A. Moore
Lee P. Mortis
Taylor M. Nicholson
Aireanna Parrish
Katie E. Patterson
Lauren Petersen
Lauran R. Powell
Madelyn M. Priar
Emily M. Provost
Kristen M. Raffensperger
Brianna N. Ramacciotti
Michael J. Rodriguez
Christian J. Ross-Gonzalez
Ryan T. Rowlett
Vincent M. Santarsiero
Kendra N. Schipp
Lauren M. Schmitt
Jenna F. Sharp
Hannah J. Sibrel
Randa R. Skelton
Samantha R. Smedley
Monica A. Smith
Skye N. Smith
Travis K. Smith
Madison N. Stephens
Angelica H. Stivers
Katrina N. Strickland
Brianna Taylor
Henry W. Treadway
Abigail R. Trent

Sydney J. Tucker
Sierra C. Turi
Dara L. Turner
Jada L. Turpin
Jairus P. Tyree
India S. Vance
Kassandra L. Villines
Mason Ward
Jasmine Washington
Harley V. Wegloski
Ariel Wells
Mark T. Whitaker
Daytona E. Williams
Eric J. Wilson
Samantha M. Wilson

COLLEGE OF LIBERAL ARTS
BACHELOR OF SOCIAL
WORK

Amber M. Burch

COLLEGE OF NURSING AND
HEALTH PROFESSIONS
BACHELOR OF SCIENCE

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Brooke N. Bennett
Lanae N. Brewer
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Miranda K. Farley
Matthew B. Ford
Meshari S. Hassan
Morgan R. Hauser
Dana M. Hunt
Kendyl E. Hunter
Shanice C. Landrum
Leigh A. Loney
John T. Lopez
Ally B. Lopp
Hannah N. Martin
Caitlin I. Mefford
John C. Milligan
Katie Mosier
Brock A. Murphy
Jacob Murphy
Kelly R. Naas
Wale A. Olagbenro
Erika L. ORourke
Elizabeth Pearson
Melissa J. Pharris
Ashlynd R. Pleus
Haley D. Redmond
Jaime R. Riggs
Melissa D. Roales
Erin M. Roth
Jill S. Royer
Abby L. Scully
Ashlyn A. Smith
Isabella N. Smith
Jenna T. Stahl
Kyle R. Thomas
Tyler J. Unfried
Lisa K. Vincent
Skyler K. Wahl
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Lauren K. Zaragoza

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INFORMATION MANAGEMENT

Briana Smith

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Adama B. Ba
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Devin R. Danels
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Aryel Dicharia
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Jessica A. Edgerson
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Storm E. Fahse
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Megan E. Gallatin
Natalie E. Gill
Trisha Gossett
Kayleen M. Grashoff
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Stephanie G. Hironson
Emily L. Holmes
Michael D. Hoskins
Angela L. Howell
Kristin C. Jackson
Kyle T. Jackson
Cassidy L. Jacobs
Julie L. Kelley
Alexandria N. Klueg
Stephanie A. Lee
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Haley N. McMichael
Jennifer L. Morris
Benjamin T. Noffsinger
Olivia R. Oschman
Heather R. Presley
Michele Rankin
Brittney Relleke
Kaylee E. Reynolds
Molly K. Reynolds

Sarah R. Riess
Maria Ripple
Denise Rusler
Lindsey N. Schaeffer
Katie M. Schultz
Lara L. Seibert
Mingyue Shao
Lydia Shepherd
Sierra Sigler
Michael K. Smith
Demi L. Spalding
Autumn Taylor
Casey Tyson
Samantha J. Whitacre
Courtney N. Williams
Donna L. Williams
Lydia R. Woodruff
Dawn B. Wright
Chelsanna Yager
Ashton N. Young
Caroline M. Zenthoefner

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Lindsey N. Barr
Bailey M. Barrett
Clayton A. Boulds
Jacob J. Bowles
Casey L. Branham
Zachary L. Byler
Irvin A. Canas
Caroline R. Canoy
Allison B. Carder
Michael W. Clark
Kurt Clement
Adriana J. Corso
Colten C. Cotner
Jacob D. Curtis
Hannah Czarnecki
Alexandra P. Davidson
Eric M. Deig
Dilean G. Delph
Claire N. Dilger
Shannon N. Donoho
Joshua M. Dudek
Katlyn M. Eagan
Mallory D. Edwards
Ethan T. Elleser
Jessica M. Elward
Katherine L. Ewing
Lindsay N. Fife
Lindsay N. Fife
Andrea N. Floyd
Mykala A. Gahimer
Carlie T. Gee
Israel N. Gordon
Melanie T. Gurney

Samantha S. Halbrader
Ryley M. Hancock
Mikayla L. Hanks
Eric Hannesson
Alexa S. Harris
Madison M. Hays
Mitchell R. Healy
Grant M. Hockgeiger
Theresa R. Holcomb
Emily M. Hollingsworth
Rebekah M. Honious
Carena R. Johnson
Emma J. Johnson
Cameron A. Jones
Evan M. Julian
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Gwenyth N. Raibley
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Alyssa L. Robbeloth
Sarah M. Ryker
Adam J. Seaver
Haylee A. Smith
Lindsey M. Stahl
Taryn M. Sullivan
Kiley D. Swisher
McKenzi A. Taylor
Emily M. Tedder
Hayley A. Torres
Haley J. Turpin
Megan E. Vandeventer
John M. Vieth
Tori R. Vitaniemi
Katelyn M. Wead
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Mollie S. Knight
Kelsey I. Lansdown
Dacie E. Lindner
Joshua K. Springer

ABSTRACT
Master of Arts in Criminal Justice
To be offered online only
By the University of Southern Indiana, Evansville, Indiana

Consistency with Institution's Mission:

A Master of Arts in Criminal Justice (MACJ) degree program is a logical extension and fit for the Criminal Justice Studies department. An undergraduate degree in Criminal Justice studies was first offered at the university in 2008 and has grown to be one of the largest majors in the College of Liberal Arts, which is reflective of a quality program that meets the needs of our community and region. This proposed Master of Arts in Criminal Justice (MACJ) directly supports USI's mission to be "an engaged learning community advancing education and knowledge, enhancing civic and cultural awareness, and fostering partnerships through comprehensive outreach programs," while preparing "individuals to live wisely in a diverse and global community." Through the program, students will graduate with a solid understanding of the criminal justice system, crime-related theories, and research and data analysis techniques which will enable students to apply evidence-based practices and policies within their field.

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

The proposed MACJ degree program fits USI's strategic plan by meeting the needs and goals of the Evansville metropolitan area as well as the region's many employment opportunities in Criminal Justice. The proposed degree will: 1) will support employees in our region's and the state's many criminal justice related fields. Acquiring this degree is often a needed step on the path to leadership positions in their places of employment; 2) help USI further its goal to improve recruitment and retention by providing to the organizations that USI already has ongoing relations with a means to advancement for employees; and 3) this degree represents the logical progression of the Criminal Justice program at USI. It aligns with USI's ongoing efforts to increase the number of graduate level programs offered. The local, state, and regional demand for the degree points towards its sustainability going forward.

Curriculum:

The proposed MA will require 36 credit hours to complete. Classes will be eight weeks in length with six terms per year. Rolling admissions will allow students to begin their studies any term throughout the year. Due to the cyclical scheduling of required courses students will be able to graduate two years after their start date following a standard one-course per term track. Students wishing to graduate faster may choose the accelerated track, taking two courses per term, allowing them to obtain their MACJ degree in only one year.

Employment Possibilities:

The Bureau of Labor Statistics projects average nationwide employment growth from 2018-2028 of five percent for police and detectives, three percent for probation and parole officers, and eight percent for private detectives and investigators, with a decline of seven percent for correctional officers and bailiffs. The Department of Workforce Development for the State of Indiana projects there to be employment growth from 2016-2026 of 7.5 percent for police and sheriff's patrol officers and 7.4 percent for probation officers, with a decline of 7.9 percent for correctional officers and jailers. A variety of criminal justice organizations have provided written support for our current effort. Additionally, graduating students have been surveyed to determine their interest. In Spring 2017, 75 percent stated that they would be interested in enrolling in a MA in Criminal Justice at USI, while in Spring 2018, 69 percent stated their interest.

**2018-2019 Student Financial Aid Programs Final Report
University of Southern Indiana
November 7, 2019**

Executive Summary

The final report of student financial aid activity in 2018-2019 contains summary and program-specific data of all student aid programs administered by Student Financial Assistance. Key indicators contained in the 2018-2019 report are:

Service Profiles

Student Financial Assistance served a total of 12,934 prospective and returning students of which 11,675 filed a Free Application for Federal Student Aid (FAFSA) for need-based assistance. A total of 11,286 students received an award letter detailing all federal, state, USI Foundation and USI Institutional awards. Student Financial Assistance disbursed assistance to 7,801 enrolled students resulting in 19,988 awards totaling just over \$82.7 million. This is a significant increase from prior year, primarily due to increases in the Federal Campus-Based programs of Federal Work Study and Federal Supplemental Opportunity Grant and the Child of Disabled or Deceased Veteran state programs. Institutional scholarships also had a significant increase.

Trends in Funding by Source (compared to 2017-2018)		Percent of Change
• Federal student aid: decreased	\$ 643,516	-1.3%
• State of Indiana aid: decreased	14,483	-0.1%
• University student aid: increased	2,407,915	17.5%
• USI Foundation student aid: decreased	50,215	-2.2%
• USI Varsity Club funding: no change	0	0.0%
• Corporate/private funding increased	317,629	5.5%

Trends in Funding by Type (compared to 2017-2018)		
• Gift aid: grants/scholarships increased	\$ 2,484,520	6.2%
• Self-help: loans decreased	571,672	-1.4%
• Self-help: on-campus employment increased	104,482	50.0%

Distribution of Aid by Source		Percent of Revenue
• Federal aid	\$ 47,337,270	57.2%
• State of Indiana	10,712,112	13.0%
• USI aid	16,144,342	19.5%
• USI Foundation	2,279,964	2.8%
• USI Varsity Club	190,000	0.2%
• Private sources	6,046,208	7.3%

Distribution of Aid by Type		
• Gift aid: grants/scholarships	\$ 42,575,890	51.5%
• Self-help: loans	39,820,567	48.1%
• Self-help: on-campus employment	313,440	0.4%

**2018-2019 Student Financial Aid Programs
University of Southern Indiana
November 7, 2019**

Final Report

Introduction

This report contains both summary and program-specific information for all student financial assistance programs administered by the University. Data used in compiling the report was obtained from the University's administrative system on October 11, 2019. The Student Financial Assistance office assists students in obtaining the types of financial aid included in this report.

Narrative

Returning and prospective students submitted 11,675 Free Applications for Federal Student Aid (FAFSA) for need-based assistance. Of this number, 7,217 enrolled during 2018-2019, with 7,060 of these students receiving assistance from one of the sources below. A total of 7,801 enrolled students were disbursed aid, which includes students that did not file the FAFSA. Total FAFSA applications decreased 3.1 percent over 2017-2018.

The Student Financial Assistance office administered 19,988 awards for a total of just over \$82.7 million in student financial assistance. The distribution of awards by funding source is given below.

<i>Source</i>	<i>Awards</i>	<i>Subtotals</i>	<i>% of Total Dollars</i>	<i>Prior Year Distribution</i>
Federal Government	8,049	\$47,337,270	57.2	59.5
State of Indiana	2,730	10,712,112	13.0	13.3
USI	5,075	16,144,342	19.5	17.0
USI Foundation	1,619	2,279,964	2.8	2.9
USI Varsity Club	60	190,000	0.2	0.2
Private Sources	2,455	6,046,208	7.3	7.1
Totals	19,988	\$82,709,897	100	100

Student financial assistance may be categorized by aid type: grants/scholarships; loans; and employment. In 2018-2019, spending was distributed as follows:

<i>Categories</i>	<i># of Awards</i>	<i>Award Totals</i>	<i>% of Total Dollars</i>	<i>Prior Year Distribution</i>
Grants / Scholarships	14,120	\$42,575,890	51.5	49.7
Loans	5,653	39,820,567	48.1	50.0
Employment	215	313,440	0.4	0.3
Totals	19,988	\$82,709,897	100	100

Federal Pell Grant Program

The Federal Pell Grant Program is the cornerstone of aid packages for exceptionally needy students. The number of Pell Grant recipients decreased 2.5 percent following a 2.7 percent increase in 2017-2018. Total Pell Grant dollars decreased .04 percent following a 10.6 percent increase in the prior year. The substantial increase in 2017-2018 can be attributed mostly to the restoration of the year-round Pell Grant program. This program allows additional Pell Grant funding to students who have exhausted their annual award and are attending at least halftime in the summer. Since 2018-2019 was the second year for the Year-Round Pell Grant program, total recipients and dollars for the program leveled off.

State Funds

Total Indiana funding remained relatively flat for 2018-2019 with decrease of 0.1 percent following a 13.3 percent increase in 2017-2018. The significant increase in 2017-2018 can be attributed to an increased number of students qualifying for the Indiana Higher Education Award as well as the institution of the summer Fast Track program. The Fast Track program, similar to the Year-Round Pell Grant program, allows students who have exhausted their annual state awards during the academic year (fall/spring) and attend at least halftime in the summer, to use some of their future eligibility for their summer courses. Given the fact that we are in the second year of the Fast Track program, total recipients and dollars for the state programs have leveled off.

Changes in funding levels are summarized by source below:

<i>Source</i>	<i>2015-2016</i>	<i>2016-2017</i>	<i>2017-2018</i>	<i>2018-2019</i>
Federal Government	-3.8	+1.8	+4.4	-1.3
State of Indiana	+3.0	+0.5	+20.4	-0.1
USI	+10.4	+33.2	+14.8	+17.5
USI Foundation	+7.9	+16.6	+3.2	-2.2
USI Varsity Club	0.0	0.0	0.0	0.0
Private Sources	+16.7	-1.0	+7.3	+5.5
<i>Aggregate Change</i>	<i>+0.4%</i>	<i>+5.8%</i>	<i>+8.1</i>	<i>+2.5</i>

Federal Direct Loan Program

Aggregate borrowing for Direct Stafford Student Loan recipients among the Class of 2019 baccalaureate graduates averaged \$20,158. Among 2019 masters' and doctoral degree recipients, aggregate borrowing averaged \$31,222, including both graduate and undergraduate borrowing. These figures are based on borrowing while enrolled at USI.

There are on-going efforts nationally, in Indiana and here at USI to reduce the 3-year Cohort Default Rates (CDR). As can be seen in the chart below, our efforts continue to keep USI's 3-year CDR to significantly less than the national and state averages and lower than the average for 4-year public institutions.

A 3-year summary of Federal FY Cohort Default Rates appears below:

<i>Fiscal Year</i>	USI	Indiana	<i>National</i>	4-Year Public
2014	6.8%	14.4%	11.5%	7.5%
2015	6.6%	14.2%	10.8%	7.1%
2016	5.0%	14.2%	10.1%	6.8%

Student Financial Assistance Mission

As part of the Enrollment Management Division, team members in the Student Financial Assistance Office are committed to supporting the University's goals of enrolling and graduating a highly talented and diverse student body.

Our student-focused team works to help students and their families seek, obtain, and make the best use of all resources available to help finance the costs of attending the University of Southern Indiana. We aim to provide efficient and effective access to programs and services through personalized attention and the use of state-of-the-art technology.

In partnership with internal, federal, state, and other organizations, team members coordinate the administration of all student financial assistance awarded to ensure equity and consistency in the delivery of funds to students. We are dedicated to providing the proper stewardship of all University, government, and private funds utilized by our students to finance their education.

We aspire to minimize the procedural barriers that sometimes frustrate financial aid applicants and diligently work to ensure our students learn to handle their financial affairs in a responsible manner. The Student Financial Assistance team provides student advocacy on issues relevant to student success.

**Summary
Construction Projects**

November 7, 2019

Projects Under Construction

Physical Activities Center (PAC) Phase II

Project Cost \$ 38,500,000

Funding Source: Legislative Appropriation - 2017

Campus Heating - Cooling Water Supply Infrastructure Improvements

Project Cost \$ 410,000

Funding Source: General Repair and Rehabilitation Appropriation

UC West Air Handler Replacement

Project Cost \$ 300,000

Funding Source: General Repair and Rehabilitation Appropriation

McCutchan Art Center Roof Replacement

Project Cost \$ 110,000

Funding Source:

General Repair and Rehabilitation Appropriation \$ 86,000

Special Projects \$ 24,000

Projects In Design

Health Professions Renovation/Addition (Design Only)

Project Cost \$ 500,000

Funding Source: Construction Planning

Exterior Signage Replacement

Project Cost \$ 500,000

Funding Source:

Parking Reserve \$ 250,000

Landscape Improvement Reserves \$ 250,000

Projects In Design (continued)

HVAC Infrastructure Improvements (Design Only)

Project Cost \$ **300,000**

Funding Source: Construction Planning

Quadrangle Landscape Improvements

Project Cost \$ **125,000**

Funding Source: Landscape Improvement Reserves