

MINUTES

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

November 3, 2022

The University of Southern Indiana Board of Trustees met on Thursday, November 3, 2022, in the Griffin Center on campus. Present were Chair Ronald D. Romain '73 and Trustees Liam H. Collins '23; Daniel M. Fuquay; Christine H. Keck; Christina M. Ryan; and Kenneth L. Sendelweck '76. Trustees W. Harold Calloway; John M. Dunn; 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 Communication Kindra L. Strupp; Vice President for Development David A. Bower; Vice President for Student Affairs Khalilah Doss; Chief Government and Legal Affairs Officer Aaron C. Trump; Faculty Senate Chair Kimberly J. Delaney and Student Government Association President Taegan B. Garner '23.

Chair Romain called the meeting to order at 11:28 a.m.

SECTION I – GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF SEPTEMBER 1, 2022, MEETING

On a motion by Ms. Keck, seconded by Mr. Collins, the minutes of the September 1, 2022, meeting of the Board of Trustees were approved.

B. ESTABLISHMENT OF NEXT MEETING DATE AND LOCATION

Mr. Romain called on Vice President Strupp, who reported the next meeting of the Board of Trustees is scheduled for Tuesday, January 17, 2023, on campus in the Griffin Center.

C. REPORT OF THE ACADEMIC AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEE

Chair Romain called on Trustee Ryan for a report. Committee Chair Ryan began by noting the Academic Affairs and Enrollment Management Committee met before the Board meeting and heard a report from Dr. Shelly Blunt, Dr. Wes Durham, and Dr. Zane Mitchell on the evaluation of current and new programs at USI. They discussed the current process, along with modifications that are being implemented, along with a new tool through Gray Associates to evaluate potential new degree programs. Dr. Tim Schibik and Ms. Kristina Walker informed the committee of the ways in which the Romain College of Business is using data from the College Student Inventory to advise and retain students. Lastly, the Committee reviewed the Academic Program Development Plan.

D. PRESIDENT'S REPORT

Chair Romain called on President Rochon for his report. President Rochon announced the Vice President for Strategic Enrollment Management Search Committee held its first meeting on Friday, September 16. The committee was provided with its charge and discussed best practices and expectations for the body. Vice President for Student Affairs, Dr. Khalilah Doss, is serving as chair for this search. The official position was posted in mid-October and the review of candidates is underway. President Rochon said he is confident in Dr. Doss' leadership and looks forward to working with her team in procuring an excellent slate of candidates to fulfill this critical position at the University.

USI recently hosted a dinner for students and their parents enrolled in the Indiana Agricultural and Technology School (IATS). IATS is a tuition-free public charter school for students in grades 7-12. The Southern Region school is located on USI's campus. Students who attend this school gain hands-on experience by participating in Project-Based Learning during the weekly Technology Day classes at USI and on Agriculture Class days at the Teaching Farm located 36 miles east of Evansville in Stendal, Indiana. This farm offers students a wide range of exciting agriculture experiences including horticulture, aquaculture, poultry meat and egg production, and goat herd management. This farm is one of the oldest Kiko and Savannah meat goat farms in the U.S.

While on campus students can also purchase their lunch through any of our food venues and take advantage of the Recreation, Fitness, and Wellness Center each day. USI's involvement with the Southern Region school was facilitated through USI's Charter School Authorization.

USI will host the Indiana Commission for Higher Education (ICHE) for its November meeting. Their visit will begin on Wednesday, November 9, with a tour of the Stone Family Medical Center downtown. USI will then bring members to campus to provide them with a few interactive experiences in Health Professions and the Screaming Eagles Complex. The evening will conclude with a reception in the Arena and dinner in the Fuquay Welcome Center. On Thursday, USI will host the ICHE for their regular business meetings in the Griffin Center.

Additionally, on Thursday, November 10, Dr. Dereck Rovaris will be on campus to engage with various groups about diversity, equity, and inclusion. Dr. Rovaris will speak to the Equity Diversity and Inclusion Council (EDIC) about creating a campus culture of DEI with a shared vision among administrators, faculty, staff, and students. Dr. Rovaris will also host a Lunch and Learn that day with Student Affairs administrators in the President's Suite to address their continued DEI efforts as a division. Lastly, Dr. Rovaris' seminar entitled "LEAD: Leading Equity and Diversity" will take place that afternoon at 3 pm in UC 2217.

As a requirement of USI's NCAA transition to Division I, the president must attend the NCAA National convention on January 12, 2023. This is the same date as the scheduled January USI Board of Trustees meeting. Therefore, USI is moving the date of its next Board of Trustees meeting to Tuesday, January 17, 2023. A confirmation of the rescheduled date will be posted on the Trustee website and sent to all Trustees before the winter recess.

Fall Commencement is scheduled for Saturday, December 17. Later in today's agenda, Trustees will be asked to approve candidates for degrees and certificates to be conferred during the Commencement ceremonies. Dr. Rochon asked Vice President Strupp for a Commencement report. Ms. Strupp announced there will be two Commencement ceremonies held, one at 10 a.m. and one at 1 p.m. Nearly seven hundred students have applied for graduation and approximately 56 percent of those have signaled their interest in participating in one of the two December ceremonies. Graduates from the College of Nursing and Health Professions, Pott College of Science, Engineering, and Education and the School of Graduate Studies for programs in both of those colleges will participate in the 10 a.m. ceremony. Graduates from the Romain College of Business, College of Liberal Arts and School of Graduate Studies for both of those colleges will participate in the ceremony at 1 p.m. The Commencement Speaker for the 10 a.m. ceremony is Dr. Stephanie Young, Associate Professor of Communication Studies, Director of Basic Course, and 2022 recipient of the H. Lee Cooper Core Curriculum Teaching Award. The 2022 H. Lee Cooper Core Curriculum Teaching Award was also awarded to Dr. Leigh Anne Howard, Chair of the Communication and Media department and Professor of Communication Studies. The student reflection speaker is Luke L. Lindsay, of Plymouth, Minnesota, graduating with a Bachelor of Science in Environmental Science. The 1 p.m. Commencement Speaker is Dr. Melissa Stacer, Director of the Master of Arts in Criminal Justice program and Professor of Criminal Justice Studies, and the 2022 Distinguished Professor Award recipient. The student reflection speaker is Ryan A. Memmer of Elberfeld, graduating with a Bachelor of Science in Accounting and Professional Services. Ms. Strupp directed the Trustees to a Commencement reservation form included in their packet. USI is asking for the attendance of up to three trustees per ceremony.

President Rochon announced more than 100 people gathered outside of the old courthouse in Mount Vernon on Sunday, October 23, to memorialize the deadliest recorded lynching of Black Hoosiers in state history. The somber ceremony capped off a months-long effort led by 17-year-old Sophie Kloppenburg, a Mount Vernon High School senior, to see a memorial honoring the slain men built on the courthouse lawn. After months of discussions with city and county leaders, and with the help of teachers, USI history professor Kristalyn Shefveld and community members, Sophie succeeded in securing the memorial's place at the old courthouse. She spoke to a packed Hovey House about the lynchings.

Dr. Rochon recognized Trustees John Dunn and Harold Calloway for their recent recognitions by the City-County Observer. Trustee Dunn was selected as the 2022 Person of the Year Award winner and Trustee Calloway received a 2022 Community Service Award. The City-County Observer presents these awards annually to deserving individuals who are well-known highly respected community leaders and volunteers.

President Rochon called on Vice President Doss for a report from Student Affairs. Dr. Doss highlighted a few programs that Student Affairs offers to support USI students in connecting with their campus. The Center for

Campus Life has hosted approximately 40 programs to date, with an average of 55 students participating in each event. Two of the programs that have received tremendous student feedback were Pridefest and All we do is Step, Stroll, and Hop. The Pridefest event was organized by USI's Gender and Sexuality Resources team, with over 18 tabling agencies, organizations, and/or departments. Approximately 170 students stopped by the tables. Students reported that they felt seen and supported by their university. An impromptu drag performance occurred, and USI distributed Screagle Pride t-shirts. This was the first Pridefest event for campus, and our students, faculty and staff's support were top-tier. The "All we do is Step, Stroll, and Hop program was hosted by fraternity and sorority life, with a facilitator from the Harbor Institute, Rasheed Ali Cromwell discussing the history and context to help our students understand the role of National Panhellenic organizations. The time was spent finding Greek unity and inroads to future collaborations.

Housing and Residence Life (HRL) has hosted 14 large-scale programs with an average attendance of 140 students per event. Block Party is a program held by HRL as a part of Welcome Week to bring students together at the close of move in. For fall 2022 there were 876 students in attendance. These students participated in Live Band Karaoke, enjoyed free food and the first 600 received a t-shirt. The Smash Mobile Rage Room program was another highlight this year. The room was set up on the quad and students were encouraged to write down current stressors in their lives on breakable plates that they then threw into the mobile tent to smash. Over 130 students participated in this event.

The Multicultural Center (MCC) has also had a successful semester of programming. Since August 14, 2022, the MCC has held 40 programs/events with an average of 25 people in attendance. The Cultural Diversity Welcome Reception hosted 200 people, the Cultural Connections Week had 240 people attend, and the Latinx Heritage Month speaker had 101 people present, which is the highest attendance to date for this program. The Cultural Diversity Welcome Reception's focus was to reach as many new students as possible and engage them with our faculty and staff on campus. As a strategic way to increase attendance, USI utilized the VZ program by adding the Cultural Diversity Welcome Reception as a registered event during Welcome Week, making personal phone calls, and sending postcard invitations. Additionally, the MCC invited eight offices to table during the event to provide additional information about their respective offices. Cultural Connections Week is centered around the MCC welcoming its new and returning USI students to campus with a list of social events. This week is an opportunity for students to immerse themselves in programming and begin the process of creating a community. The MCC highly values mentoring and supports this mission through our Mentor Monday and College Mentors for Kids (CMFK) Callout Rallies. The students are introduced and recruited into Collegiate Men of Distinction and Women Unlocked, which focuses on academic, social, and emotional growth while learning to develop into their authentic selves by developing leadership and professional skills to enhance their USI footprint and future endeavors. CMFK allows students to share their skills and personalities with elementary school students as mentors. The next part of the week focused on building community within the MCC and the USI campus. USI's ice cream float day, a community cookout, and open house allowed three sororities, two fraternities, a gospel choir, and four student unions to welcome returners, recruit new members, and promote their missions to the campus community.

Recreation, Wellness, and Fitness Center reached 1,483 students with an average participation of 36 students per event. Two program examples from this area are Labor Day at the Lake and Halloween Glo Bowling. Labor Day at the Lake is an annual event that draws hundreds of students. Over 500 students participated in this family-friendly event this year at New Beginnings Lake (formerly Kramer's Lake). Halloween Glo Bowling is a fun bowling night for two-player teams (men, women, or coed). Costume contests, door prizes, giveaways, candy guessing games, and more fun activities are held throughout the night. This event was at capacity this year.

In addition, Student Affairs has been working to ensure that programs actively engage with USI's strategic plan, both internally and externally as it pertains to our community. Recently, Recreation, Fitness and Wellness, partnered with Alumni Engagement to host a disc golf tournament. Students were paired with alumni for 2-person teams, where 34 total participants (17 alumni and 17 students) competed. The two offices plan to make this an annual event.

Dr. Brandi Neal, Post-Doctoral Fellow, continues to work with the Evansville-Vanderburgh School Corporation to connect students with our campus. She is currently working with West Terrace Elementary School to provide engaging programs that focus on exposing students K-5 to college.

Dr. Doss concluded her report by noting this is not an exhausted list of the programming for student engagement, as there are multiple other offices within the division of Student Affairs, student groups and other

offices across campus that collaborate on programming and provide USI students with engagement opportunities, including the Office of the President as was demonstrated by Dr. Rochon at the October 1, swimming and diving meet (video of President Rochon jumping into the pool was shown). Dr. Doss is confident that through many joint efforts and partnerships, USI students are making connections, and embracing a place and spaces that value their belonging, inside and outside of the classroom. USI will continue to do the work that ensures that when our students reflect on their “good ole days,” they do so with fun and fond memories, and the understanding that knowledge for life is embedded in their ethos.

President Rochon called on Vice President Strupp for Marketing and Communications report. Ms. Strupp presented Elevating the Visibility and Reputation of the University of Southern Indiana. To begin, she reminded the Trustees of goal #3 of the University’s Strategic Plan – Accelerating Impact to elevate the visibility and reputation of USI. To accomplish this goal, Marketing and Communications has been intentional, strategic, and focused. USI was in good company with the College Tour which just entered its 7th season. Shot in Fall 2021 then launched on May 10, 2022, USI was in season 4 of the College Tour. They have featured 54 institutions overall, including Tulane, UC Davis, Arizona State University, University of Illinois, UCONN and the University of Southern Indiana. While USI has been unsuccessful in persuading Amazon Prime and the other streaming platforms to provide us with audience view numbers, this is the first nationwide streaming opportunity we have been a part of. From the vantage point of USI’s own measures, we have netted nearly 18,000 interactions with the video in whole or in part through our website, usi.edu.

Vice President Strupp compared the University’s Marketing and Communications organizational chart to the new University Marketing Structure which began in August 2022. She noted positions that have been reclassified or added to enhance and elevate marketing efforts for athletics and content marketing specialists for all four academic colleges, the Center for Adult Learner Success, Online Learning, and Outreach and Engagement. The new structure will ensure USI’s website, and all other means of communication are up to date moving forward and will allow these units to serve as collective conduits for information.

USI is continuing to develop marketing efforts around its brand personalities which were discovered through a process with Carnegie Dartlet in September 2021. From that study, three personality traits emerged: caring supporters; transformative innovators; and determined competitors. The “From Here…” campaign was born from these, and USI focused on the distilled words from those traits of soar– ignite– dare. Since USI is now entering its transition to Division I athletics, we will continue to develop our brand using “Dare” which fits nicely with DI. Ms. Strupp directed the Trustees to three handouts in their packets that included the DI/Dare marketing campaign. USI launched a “Fandom Deal” for the historical opening weekend of Division I Basketball play at USI, which offered fans who purchased one ticket to the Women’s game on Friday, November 11, to receive one ticket free for the Men’s game on Sunday, November 13 (and vice-versa), with no limit on the number of tickets to the deal.

Vice President Strupp concluded her report by noting USI’s ranking by US News and World Report as one of the top 14 public universities in the Midwest Region–USI’s highest-ever ranking by them. Additionally, Forbes has named USI among America’s best in-state employers for the State of Indiana where we came in at #67 for all employers in the entire state.

President Rochon called on Dr. Kim Delaney for a report from Faculty Senate. Faculty have been advising students and have successfully seen them through Priority Registration in preparation for the Spring semester. Additionally, faculty are busily working in their courses as well as work across campus in research, service, and student mentoring.

Faculty Senate has been engaged in data gathering and sharing of information pertaining to USI’s promotion processes. Senate is working with Provost Khayum and President Rochon on reviewing these procedures. The ad hoc committee on merit-based pay raises continues its work to assess the methodology for Faculty Annual Reports and potential merit pay raises. Senate is working with the Assessment Committee to aid in the development of a new process for the Academic Program Review. Senate has met with the President of the Student Government Association, the Executive Director of Enrollment Management, and the Director of the Center for Adult Learners. Senators are working hard to help facilitate communication between faculty, students, and the administration to continue to build and enhance the USI community.

President Rochon called on Student Government Association (SGA) President Taegan Garner for a report. SGA recently had the opportunity to speak to Faculty Senate and plans to also meet with the Administrative Senate later this month. Dr. Rochon and Dr. Doss have also met with SGA to discuss current issues and

SGA's agenda to improve campus culture, encourage diversity, and promote academic success.

To promote campus culture, SGA hosted a soccer tailgate that included both men's and women's soccer teams, the cheer team, and members of the USI community to support and celebrate athletics. October was collegiate alcohol awareness month, to promote SGA provided resources and events to help students create healthy habits. Additionally, SGA plans to conduct a student survey to gauge students' understanding and support of the current alcohol policy. Ms. Garner thanked SGA's AVP of University Affairs, Tommy Kautzman for playing a crucial role in these initiatives.

To encourage diversity, SGA collaborated with Panas, International Club, Hispanic Student Union, Spanish Club, the Multicultural Center, and many other organizations to promote Hispanic culture with its Latinx Heritage Festival and the Liberal Arts Día de Los Muertos celebration. USI also hosted the first annual Pridefest, of which SGA was a proud co-sponsor. SGA plans to host more events like these to ensure everyone feels welcome on campus. Also, with the holiday season quickly approaching, SGA will promote religious inclusivity on campus. Due to USI's location and culture, religious minorities often feel suffocated by mainstream Christmas culture. Therefore, SGA wants to create a space of learning and inclusion.

Finally, SGA has been working on improving advising and providing students with information regarding available resources. Many students have expressed concerns about academic advising, and SGA's new Administrative Vice President of Academic Affairs, Bethany Olsen, is working to address those. SGA is also hosting a Public Forum to inform students about Archie's Book Bundle. The book bundle transition was confusing for many students. SGA hopes to help students better understand how to best utilize this resource. Vice President Bridges and his team will explain the purpose of the bundle, how to use it, and respond to any questions. Additionally, SGA has met with Public Safety to address various issues including frequent parking violations and housing concerns.

E. APPROVAL OF CANDIDATES FOR DEGREES AND CERTIFICATES

Chair Romain called on Provost Khayum to review the candidates for degrees and certificates. Dr. Khayum referred the Trustees to Exhibit I-A which contained a list of candidates for master, baccalaureate, and associate degrees and certificates to be conferred on December 17, 2022. He recommended approval to award the degrees and certificates, subject to the completion of all requirements.

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

SECTION II – FINANCIAL MATTERS

A. REPORT OF THE FINANCE/AUDIT COMMITTEE

Chair Romain called on Trustee Keck for a Finance/Audit Committee report. Ms. Keck reported that the Finance/Audit Committee met prior to the Board of Trustees meeting and reviewed the audited financial statements for the fiscal year ending June 30, 2022. Mr. Jeff Sickman, Controller and Assistant Treasurer, presented the audited statements. The 2022 Financial Report demonstrates that the University is well-positioned financially to embrace new opportunities created by its increased visibility and accomplish its strategic plan goals.

B. ANNUAL REPORT OF STUDENT FINANCIAL ASSISTANCE

Mr. Romain called on Provost Khayum, who introduced Associate Director of Student Financial Assistance Joanna M. Riney for a summary of the report in Exhibit II-A. Ms. Riney began by reporting the Student Financial Assistance office served 11,877 enrolled and prospective students in 2021-2022. She noted 6,863 or 70 percent of enrolled students received some type of aid. The Student Financial Assistance office awarded aid totaling just over \$68.3 million. Overall program funding levels for the 2021-2022 award year decreased by approximately \$5.4 million from the prior year. She shared information about the sources of aid, including federal, state, institutional, USI Foundation, private and USI Varsity Club. The majority of the \$5.4 million dollar decrease over the past year, can be attributed to substantial decreases of almost 10% in both federal and state aid. While there have been slight increases in institutional and USI Foundation aid over the years, funding has been fairly stable.

Ms. Riney discussed the trends in major programs over the past five-year period, noting the largest declines occurring in the federal Pell Grant and Direct Loan programs. While total dollars are decreasing, the average award to students is increasing slightly. The average Pell Grant per eligible student has increased, approximately 1.5% each year to \$4,451 for the 2021-22 award year. The average amount USI students are borrowing has increased by an average of 2.5% each year and the average amount borrowed for 21-22 was \$7,436. The State's 21st Century Scholarship and Frank O'Bannon awards are also declining, but not quite at the rate of the federal programs. The 21st Century Scholarship pays up to 30 hours of tuition per year. Although total awards have decreased, the amount per student increases as tuition increases. On average, Frank O'Bannon grants have increased by \$100 over the past five years.

There have been several updates regarding federal aid this past year. For the 2021-22 award year, the maximum Pell Grant was increased by \$150 to \$6,495. This amount covers just under 30% of the cost of attendance for an Indiana resident student living on campus, where at the inception of the Pell Grant, it covered approximately 75 - 80% of a student's college costs. Though the Pell Grant usually experiences an increase each year, it has not been able to keep pace with the increase in college costs. Approximately, 20% of enrolled students at USI receive a Pell Grant. There is discussion to get the maximum Pell Grant doubled over the next few years to help cover costs for the neediest students. If the Pell Grant maximum doubles, it should cover approximately 50 to 60% of the costs to attend college.

The remainder of the HEERF emergency funds to students has been distributed. Over a two-year period, a total of over \$14.9 million was distributed to 8,576 students. Although there are no more emergency funds, there are still several waivers in place to remove barriers to receiving aid for the neediest students.

On August 24, 2022, President Biden announced his plan for federal loan forgiveness. The plan is set to forgive \$10,000 - \$20,000 of federal Direct loan debt. The application to apply for this forgiveness was made available on Oct. 17, 2022. However, there have been several legal challenges filed to try to block mass forgiveness.

For the USI class of 2022, 54% of undergraduates borrowed and the average amount borrowed was \$20,095. On a standard 10-year repayment plan the monthly payment will be approximately \$258 dollars. Forty-seven percent of graduate students borrowed, and the average amount borrowed, including undergraduate borrowing at USI was \$32,339. On a standard 10-year repayment plan their payments will be approximately \$378 per month. The national data has not been published for the Class of 2022 yet. For the Class of 2021, 54% of undergraduates borrowed on average \$29,100, while graduate students borrowed \$64,800. The national average for graduate students ranges from \$40,000 to a maximum of \$138,000. Due to various levels of postbaccalaureate programs, it is difficult to obtain a true average borrowed.

To conclude her report, Ms. Riney provided the Trustees with four key takeaways:

- USI's percentage of Pell-eligible students has declined from 26.4% in 2017-18 to 20% in 2021-22.
- Over the last few years, changes to institutional aid have not had the enrollment impact anticipated.
- On average USI students borrow less than the National and State averages.
- Cohort Default Rate consistently remains well below the National, State and 4-year public rates.

C. REPORT ON INSURANCE RENEWALS

Mr. Romain called on Vice President Bridges, who introduced Interim Executive Director of Human Resources Sarah Will for a presentation on the 2023 insurance renewal. Ms. Will reviewed the goals of the renewal process, including achieving low to moderate health-cost increases and continuing to adapt to expected changes due to healthcare reform; reviewing and optimizing medical plan design for improved future cost control while maintaining employee choice and competitive benefits; to utilize a quote process to obtain competitive and cost-effective basic life, voluntary life, short term disability, long term disability, voluntary hospital indemnity, voluntary critical illness, and voluntary accident; and to research and select a provider to conduct a dependent audit on health plans in an effort to control healthcare costs.

Ms. Will reviewed medical insured population trends and USI's employee participation by medical plan. As of October 2022, USI experienced a 2.94% decrease in the number of employees that are eligible for medical coverage over last year and a 3.76% decrease in the number of active employees over last year. For retirees, there was an increase of 6.2% over last year, leaving the number of total insurance participants slightly lower than last year. The plan participants in the Core PPO decreased by 4.36%, and participation in the high deductible Health Savings Account (HSA) decreased by 2.43%. The total number of individuals insured decreased by 3.76% overall last year. The number of eligible participants waiving medical coverage increased by three participants from 120 in 2021 to 123 in 2022.

This is the second year USI has partnered with National Financial Partners (NFP) for benefits renewal. NFP was founded in 1998 and has over 260 offices across the United States with over 65,000 clients and more than 5,600 employees.

Ms. Will discussed the outcome of the medical insurance renewal for active employees. She explained that medical claims were unusually high this plan year. USI believes part of this is due to the delayed effects of the COVID pandemic, where more employees are now having elective surgeries. USI anticipates this year will be a better plan year. September 2022 costs were closer to the projected costs, which supports this outlook. For 2023, medical insurance premiums increased by 2.5%. This will equate to a monthly increase of less than \$9.50 for all plans. There were only two plan design changes. The new Health Savings Account limit increased to \$3,000/single and \$6,000/family due to IRS requirements. Additionally, the Health Savings Account broker, currently the HSA Authority through Old National Bank, was bought out by United Missouri Bancshares (UMB).

Additionally, retiree medical plans are also seeing a slight increase. The United Health Care Plan that is available to Medicare-eligible employees will see an increase of 2.04% for the Core plan and a 2.13% increase for the Buy-up plan. USI currently has 74 lives insured on the Core plan and 335 on the Buy-up plan. The Anthem plan for non-Medicare eligible retirees will see a premium increase of 2.5% for both the Core and Buy-up plans. USI currently has 40 lives insured on the Core plan and two on the Buy-up plan.

To try and control the health care costs for both the participating members and the University, USI will be conducting a dependent audit. We have signed an agreement with BMI Audit Services, previously called Benefits Management Inc., to conduct the audit on behalf of the University. The audit is scheduled to start in January and conclude in April 2023.

Ms. Will concluded her report by explaining the status of the other plans offered to USI employees. USI changed carriers for the Basic Life and Voluntary Life to Sun Life with a three-year rate guarantee. The cost of basic life insurance decreased from \$0.21 to \$0.15 per \$1,000 of coverage. The coverage also includes Accidental Death and Dismemberment. The AD&D coverage is equivalent to the life insurance coverage amount. Additionally, the Employee Assistance Program (EAP) coverage is included with the Basic Life premium.

The voluntary life premiums increased slightly, \$.02 per \$1,000 the coverage also includes the AD&D coverage, which was previously not part of the plan. With this change, the voluntary life and AD&D guaranteed coverage amount is \$250,000 – up from the \$200,000. During open enrollment, employees have the option to elect or increase their voluntary life to \$250,000, up to \$50,000 for spouses, and up to \$10,000 for children. These amounts will be a guaranteed issue without having to answer any medical questions. This current option is only available to new hires.

D. APPROVAL OF RECOMMENDATION OF SALE OF UNIVERSITY PROPERTIES

Chair Romain called on Vice President Bridges for a recommendation. Mr. Bridges explained the University with the assistance of Wilson Auction & Realty was able to obtain purchase offers on three properties in New Harmony. Indiana Code requires USI to first request approval from the Board of Trustees to declare property surplus which was provided on November 1, 2018. The sale was placed on hold because of the pandemic but was recently completed at auction on September 21, 2022. The Code requires secondly that USI now bring the results of that sale to Trustees to request your approval to complete the transaction.

Mr. Bridges provided an overview of the results. The following appraisals were completed in February 2019 by Bartlett and Associates and in March 2019 by David Mathews Associates:

<u>Bartlett</u>		<u>Mathews</u>	
Theater Barn	\$42,000	Theater Barn	\$38,000
Keppler House	\$35,000	Keppler House	\$42,000
Bentel Hop House	\$14,000	Bentel Hop House	\$25,000

Appraisals were updated in December 2021 by David Mathews Associates:

Theater Barn	\$40,000
Keppler House	\$42,000
Bentel Hop House	\$25,000

The completed sale raised:

<u>Real Estate</u>	<u>Buyer</u>	<u>Purchase Price</u>
Theater Barn	Michael Guard (or an LLC to be formed)	\$59,890
Keppler House	Historic Landmarks Foundation of Indiana, Inc.	\$48,760
Bentel Hop House	Historic Landmarks Foundation of Indiana, Inc.	\$37,100

All sale prices were above appraisal so waiting was to USI's advantage. Mr. Bridges quoted Andrew Wilson, of William Wilson Auction-Realty, Inc. "This sale proved timely by the University in transitioning these properties to new owners. We believe the process yielded the highest and best result."

Mr. Bridges directed the Trustees to Exhibit II-B containing a resolution summarizing this information and additional required legal language drafted by USI's attorney. Approval by the Board will allow Board Secretary Fuquay to sign the resolution based upon the actions taken today and for the University to move forward with the transfer of the ownership of these properties.

On a motion by Ms. Ryan, seconded by Ms. Keck, the sale of university properties was approved.

E. UPDATE ON CURRENT CONSTRUCTION PROJECTS

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

SECTION III - PERSONNEL MATTERS

A. REPORT ON FACULTY, ADMINISTRATIVE AND STAFF RETIREMENTS

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

Associate Professor of Radio and Television David N. Black, in accordance with the revised retirement policy, will retire effective July 1, 2023, after 25 years of service, including leave with pay from January 1, 2023, to May 10, 2023.

Custodial Worker Richard K. Weaver, retired on October 15, 2022, after 18 years of service.

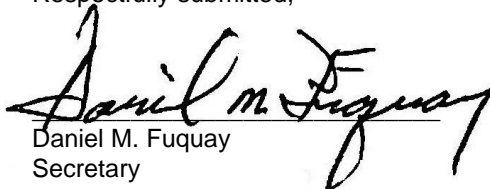
B. APPROVAL OF EMERITUS STATUS

Mr. Romain called on Provost Khayum, who recommended approval of the emeritus title. On a motion by Mr. Sendelweck, seconded by Mr. Collins, the following title was approved.

Associate Professor Emeritus of Radio and Television David N. Black

There being no further business, the meeting was adjourned at 12:45 p.m.

Respectfully submitted,



Daniel M. Fuquay
Secretary

**CANDIDATES FOR DEGREES
UNIVERSITY OF SOUTHERN INDIANA
December 17, 2022**

DOCTOR OF EDUCATION

Beth A. Young

**POST-MASTER'S
CERTIFICATE IN ADDICTION
SCIENCE**

Jennifer A. Barnett

**MASTER OF ARTS IN
COMMUNICATION**

Stephanie J. El Tawil

**MASTER OF ARTS IN
CRIMINAL JUSTICE**

Ashley M. Baum

**MASTER OF ARTS IN
ENGLISH**

Abigail R. Dill
Emily R. Ozee
Rachel E. Sellers

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

Allison N. Adams
Helen A. Bryant
Virginia L. Fields
Jennifer C. Huang

**MASTER OF BUSINESS
ADMINISTRATION**

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**2021-2022 Student Financial Aid Programs Final Report
University of Southern Indiana
November 3, 2022**

Executive Summary

The final report of student financial aid activity in 2021-2022 contains summary and program-specific data of all student aid programs administered by Student Financial Assistance. Key indicators contained in the 2021-2022 report are:

Service Profiles

Student Financial Assistance served 11,877 prospective and returning students of which 10,264 filed a Free Application for Federal Student Aid (FAFSA) for need-based assistance. Financial assistance was packaged for 10,567 students, each of whom received a financial aid offer detailing all federal, state, USI Foundation and USI Institutional awards. Student Financial Assistance disbursed assistance to 6,863 enrolled students resulting in 16,731 awards totaling just over \$68.3 million. This is a significant decrease in revenue from the prior year, primarily due to decreases in the Federal Pell Grant program and Direct Loan programs, the Frank O'Bannon Indiana Higher Education Award and the 21st Century Scholars program.

Trends in Funding by Source (compared to 2020-2021)		Percent of Change
• Federal student aid: decreased	\$3,923,310	-9.8%
• State of Indiana aid: decreased	861,600	-9.7%
• University student aid: decreased	68,589	-0.4%
• USI Foundation student aid: increased	70,802	2.9%
• USI Varsity Club funding: no change	0	0.0%
• Corporate/private funding decreased	575,524	-11.0%

Trends in Funding by Type (compared to 2020-2021)		
• Gift aid: grants/scholarships decreased	\$1,551,369	-3.9%
• Self-help: loans decreased	3,812,566	-11.2%
• Self-help: on-campus employment increased	5,713	2.3%

Distribution of Aid by Source		Percent of Revenue
• Federal aid	\$36,191,609	53.0%
• State of Indiana	7,983,649	11.7%
• USI aid	16,774,849	24.5%
• USI Foundation	2,514,388	3.7%
• USI Varsity Club	190,000	0.3%
• Private sources	4,669,410	6.8%

Distribution of Aid by Type		
• Gift aid: grants/scholarships	\$37,795,611	55.3%
• Self-help: loans	30,271,623	44.3%
• Self-help: on-campus employment	256,673	0.4%

**2021-2022 Student Financial Aid Programs
University of Southern Indiana
November 3, 2022**

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 this report was obtained from the University's administrative system on October 17, 2022. The Student Financial Assistance office assists students in obtaining the types of financial aid included in this report.

Narrative: Need Based Applications

Returning and prospective students submitted 10,264 Free Applications for Federal Student Aid (FAFSA) for need-based assistance. Of this number, 6,301 (61%) enrolled during 2021-2022, with 6,132 of these students receiving assistance from one of the sources below. Total FAFSA applications decreased 6.9 percent over the 2020-2021 award year.

The Student Financial Assistance office administered 16,731 awards for a total of just over \$68.3 million in student financial assistance. The distribution of awards by funding source is provided in the chart below.

<i>Source</i>	<i>Awards</i>	<i>Subtotals</i>	<i>% of Total Dollars</i>	<i>Prior Year Distribution</i>
Federal Government	5,921	\$36,191,609	53.0	54.4
State of Indiana	2,125	7,983,649	11.7	12.0
USI	5,018	16,774,849	24.5	22.9
USI Foundation	1,759	2,514,388	3.7	3.3
USI Varsity Club	60	190,000	0.3	0.3
Private Sources	1,848	4,669,410	6.8	7.1
Totals	16,731	\$68,323,906	100	100

Student financial assistance categorized by aid type: grants/scholarships; loans; and employment. In 2021-2022, 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	12,524	\$37,795,611	55.3	53.4
Loans	3,986	30,271,623	44.3	46.3
Employment	221	256,673	0.4	0.3
Totals	16,731	\$68,323,906	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 in the 2021-2022 award year decreased 10.2 percent following a 10.4 percent decrease in the 2020-2021 award year. Total Pell Grant dollars in the 2021-2022 award year decreased 7.6 percent following an 11.2 percent decrease in the prior year. The substantial decrease in 2021-2022 Pell Grant funds is due mostly to a decline in enrollment. Other factors may include the Department of Education requiring students and parents to use federal tax returns dating back two years as opposed to prior year returns.

State Funds

Total Indiana funding declined 9.7 percent for the 2021-2022 award year, following a 9.8 percent decrease in 2020-2021. The decline in revenue is due mostly to the substantial decrease in the 21st Century Scholars program. The Frank O'Bannon Indiana Higher Education Award also experienced a significant decline. The Indiana Higher Education Award, similar to the Federal Pell Grant program, evaluates a student's eligibility based on the student's Federal Expected Family Contribution which is an index calculated largely based on family income, household size and the number of dependents in the household attending college at least half-time.

The 21st Century Scholars Program is a need-based program whereby eligibility is determined primarily by income and the student's eligibility for the Free Lunch Program when they are in middle school. These students must also meet income eligibility once they begin attending college as well, therefore if the family's financial situation has improved, they may no longer be eligible for the program.

Changes in funding levels, summarized by source below:

<i>Source</i>	<i>2018-2019</i>	<i>2019-2020</i>	<i>2020-2021</i>	<i>2021-2022</i>
Federal Government	-1.3	-4.7	-11.1	-9.8
State of Indiana	-0.1	-8.4	-9.8	-9.7
USI	+17.5	+5.8	-1.4	-0.4
USI Foundation	-2.2	+3.9	+3.1	+2.9
USI Varsity Club	0.0	0.0	0.0	0.0
Private Sources	+5.5	-3.8	-9.8	-11.0
<i>Aggregate Change</i>	<i>+2.5</i>	<i>-2.8</i>	<i>-8.3</i>	<i>-7.3</i>

Federal Direct Loan Program

Aggregate borrowing for Direct Student Loan recipients among the Class of 2022 earning their baccalaureate degrees averaged \$20,095. Among 2022 masters' and doctoral degree recipients, aggregate borrowing averaged \$32,339, which includes both graduate and undergraduate 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. An important fact regarding the FY 2019 CDRs is that due to the Coronavirus pandemic, Direct Loans borrowers have been experiencing a payment pause (forbearance) since the beginning of the pandemic in March 2020. Since they are not required to make payments, they are therefore, not defaulting on the loans. Most borrowers are taking advantage of the pause, however, loan repayment is scheduled to resume in January 2023.

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

<i>Fiscal Year</i>	USI	Indiana	<i>National</i>	4-Year Public
2017	5.0%	9.6%	9.7%	7.1%
2018	3.9%	7.1%	7.3%	5.4%
2019	1.3%	4.5%	2.3%	1.8%

Student Financial Assistance Mission

As part of the Enrollment Services 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 for 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.

**CERTIFIED RESOLUTIONS OF THE
BOARD OF TRUSTEES OF THE
UNIVERSITY OF SOUTHERN INDIANA**

I, Dan Fuquay, the duly qualified and elected Secretary of the Board of Trustees of the University of Southern Indiana, does hereby certify that the following is a true and correct copy of resolutions adopted by the Board of Trustees of the University of Southern Indiana on the 3rd day of November, 2022, and that said resolutions are in full force and effect and have not been revoked:

WHEREAS, the University of Southern Indiana (“USI”) owns three (3) off campus properties commonly known as the Theater Barn, located at 602 Church Street, the Keppler House, located at 526 Tavern Street, and the Bentel Hop House, located at 316 Brewery Street, all in New Harmony, Indiana (collectively, the “Real Estate”), which USI has used for cultural and educational programs as part of its efforts to provide learning and community cultural events in Historic New Harmony, Indiana; and

WHEREAS, the Board of Trustees of USI have previously determined in its November 1, 2018 Resolutions that the Real Estate should be declared surplus to the purposes of USI and that it would be advantageous for USI to sell or dispose of the Real Estate in accordance with applicable statutes and policies; and

WHEREAS, USI has obtained appraisals of the Real Estate dated February 12, 2019 from Bartlett & Associates, Inc., which determined that the fair market value of the Real Estate was as follows:

Theater Barn	\$42,000
Keppler House	\$35,000
Bentel Hop House	\$14,000

WHEREAS, USI has obtained appraisals of the Real Estate dated March 20, 2019 from David Matthews Associates, which determined that the fair market value of the Real Estate was as follows:

Theater Barn	\$38,000
Keppler House	\$42,000
Bentel Hop House	\$25,000

WHEREAS, USI obtained an update of the 2019 appraisals from David Matthews Associates dated December 3, 2021, which determined that the fair market value of the Real Estate was as follows:

Theater Barn	\$40,000
Keppler House	\$42,000
Bentel Hop House	\$25,000

WHEREAS, USI engaged the services of William Wilson Auction & Realty to sell the Real Estate at an online auction on September 21, 2022; and

WHEREAS, the Real Estate was sold at such auction to the following Buyers at the prices indicated:

<u>Real Estate</u>	<u>Buyer</u>	<u>Purchase Price</u>
Theater Barn	Michael Guard (or an LLC to be formed)	\$59,890.00
Keppler House	Historic Landmarks Foundation of Indiana, Inc.	\$48,760.00
Bentel Hop House	Historic Landmarks Foundation of Indiana, Inc.	\$37,100.00

with a 6% buyer’s premium/commission to be paid to William Wilson Auction & Realty; and

WHEREAS, each parcel of the Real Estate sold at auction at a price in excess of the appraised value of each parcel; and

WHEREAS, the Board of Trustees of USI have determined that it is in the best interest of USI to sell the Real Estate to Buyers in the amount of the Purchase Price, and to take such steps as are necessary to complete the sale of the Real Estate; and

WHEREAS, the Board of Trustees of USI have determined that it is in the best interest of USI to execute such documents as are necessary, advisable or appropriate to sell the Real Estate, and to take such steps as are necessary to complete the sale of the Real Estate, including, but not limited to, a Real Estate Purchase Agreement with each Buyer, deeds, affidavits, closing statements, and such other documents and instruments as the Authorized Officers deem appropriate (hereinafter the "Transaction Documents").

NOW, THEREFORE, BE IT RESOLVED, that USI is authorized to sell the Real Estate to the following Buyers for the gross purchase price for each parcel of the Real Estate as follows:

<u>Real Estate</u>	<u>Buyer</u>	<u>Purchase Price</u>
Theater Barn	Michael Guard (or an LLC to be formed)	\$59,890.00
Keppler House	Historic Landmarks Foundation of Indiana, Inc.	\$48,760.00
Bentel Hop House	Historic Landmarks Foundation of Indiana, Inc.	\$37,100.00

with a 6% buyer's premium/commission to be paid to William Wilson Auction & Realty; and

RESOLVED FURTHER, that USI's Vice President for Finance and Administration, Steven J. Bridges, and such other officers as in his sole discretion he deems necessary, advisable or appropriate ("Authorized Officers") be, and they hereby are, authorized and directed to negotiate and consummate the sale of the Real Estate and to negotiate and enter into the Transaction Documents on behalf of USI and such other agreements upon such terms and conditions as the Authorized Officers, in their sole discretion, deem necessary, advisable or appropriate; and

RESOLVED FURTHER, that USI by and through its Authorized Officers may take any and all actions and execute and deliver and file all documents and instruments on behalf of USI, as the Authorized Officers, in their sole discretion, deem necessary, advisable or appropriate to consummate the transaction contemplated hereby; and

RESOLVED FURTHER, that any and all agreements, documents and instruments executed on behalf of USI by any of the Authorized Officers, in connection with the transaction contemplated hereby, be, and they hereby are, ratified and approved; and

RESOLVED FURTHER, that a duly certified copy of these Resolutions shall be delivered to the Governor of the State of Indiana.

IN WITNESS WHEREOF, I have hereunto executed this Certificate as of the 3rd day of November, 2022.

UNIVERSITY OF SOUTHERN INDIANA

By: _____
_____, Secretary

**Summary
Construction Projects**

November 3, 2022

Projects Under Construction

Wellness Center

Project Cost **\$ 16,500,000**

Funding Source: Legislative Appropriation - 2019

UC West Electrical Transformers and Supply Panels Replacement

Project Cost **\$ 1,500,000**

Funding Sources:

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

HVAC Various Equipment and Energy Improvements

Project Cost **\$ 723,000**

Funding Sources:

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

Exterior Signage Replacement

Project Cost **\$ 500,000**

Funding Sources:

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

Atheneum Tile Roof Replacement

Project Cost **\$ 320,000**

Funding Sources:

DW Vaughn Endowment	\$ 100,000
Atheneum Upgrades and Maintenance	\$ 153,871
New Harmony Project Reserves	\$ 66,129

Admissions Office Renovation

Project Cost **\$ 150,000**

Funding Source: Special Projects

Projects In Design

Health Professions Renovation/Addition

Project Cost \$ 25,514,606

Funding Source: Legislative Appropriation - 2019

Campus HVAC Controls Migration

Project Cost \$ 1,100,000

Funding Sources:

Special Projects \$ 500,000

Energy Management Controls \$ 600,000

Athletic Facilities Improvements

Project Cost \$ 240,000

Funding Source: Special Projects

LEDs for Campus

Project Cost \$ 122,000

Funding Sources:

Special Projects \$ 50,000

FY23 State Repair and Rehabilitation \$ 50,000

FY22 State Repair and Rehabilitation \$ 22,000