

MINUTES

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

November 2, 2023

The University of Southern Indiana Board of Trustees met on Thursday, November 2, 2023, in the Griffin Center on campus. Present were Chair Christine H. Keck and Trustees W. Harold Calloway; John M. Dunn; Daniel M. Fuquay; Fouad L. Hamami '25; Ronald D. Romain '73; and Kenneth L. Sendelweck '76. Trustees Jeffrey L. Knight and Christina M. Ryan were absent. Also in attendance were President Ronald S. Rochon; Interim Provost Shelly B. Blunt; Vice President for Finance and Administration Steven J. Bridges '89 M'95; Vice President for Marketing and Communication Kindra L. Strupp M'22; Vice President for Development David A. Bower; Vice President for Student Affairs Khalilah T. Doss; Vice President for Strategic Enrollment Management Troy A. Miller; Chief Government and Legal Affairs Officer Aaron C. Trump; Faculty Senate Chair T. Kyle Mara and Student Government Association President Adrianna E. Garcia '24.

Chair Keck called the meeting to order at 10:33 a.m.

SECTION I – GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF SEPTEMBER 7, 2023, MEETING

On a motion by Mr. Dunn, seconded by Mr. Calloway, the minutes of the meeting on September 7, 2023, of the Board of Trustees were approved.

B. ESTABLISHMENT OF NEXT MEETING DATE AND LOCATION

Chair Keck called on Vice President Strupp, who reported the next meeting of the Board of Trustees is scheduled for Thursday, January 11, 2024, on campus in the Griffin Center.

C. PRESIDENT'S REPORT

Chair Keck called on President Rochon for his report. President Rochon provided remarks regarding the Ghana Global Engagement experience in June 2023. Before introducing students Tamia Smith and Elijah Toavs to present on the experience, he read the following email sent through the USI website from Jo Bradley to demonstrate the character of the 12 students who represented USI on this trip: *"On Thursday, my husband and I were on a flight from Atlanta to Evansville with a group of students from USI. They were returning from a trip to Ghana with Dr. Rochon. I would like to let him know how much we enjoyed talking with all of them. I sat next to Claribeth, a young woman from Panama. As she talked about the trip, I admired the bracelets she bought. She insisted that I have one of them. It was such a spontaneous and thoughtful kindness, that I have thought about a lot. I'm sending this email to let Dr. Rochon know what a positive impression all his students made on us."* Dr. Rochon asked Ms. Jada Hogg and the students who were present from the trip (Tamia Smith, Elijah Toavs, Lee Moore, Amare Lash-Patton, Braydon Madison, Mariam Kenu, Uday Lomada, Selina Wang, and Audrey Fox) to introduce themselves. Student Travelers MaKayla White, Claribeth De Leon Gonzales, and Fernando Jaen Palacios were unable to attend.

Tamia Smith and Elijah Toavs provided a pictorial summary of the Ghana Global Engagement trip. Highlights included experiences from the W.E.B. Dubois Centre; cultural foods and dance, the National Museum of Ghana; Arts Centre and Makola market; the University of Ghana; Cape Coast Castle (slave trade); BASIC International School; traditional Ghanaian Naming Ceremony; Akwaaba Canopy walkway; and much more. The students concluded their report by noting the value of lifelong friendships and mentors they gained through this immersive cultural and bonding experience.

President Rochon discussed Riley's "Racing to Respond" premiere on October 10, at Bally's Evansville. A documentary developed by Riley Children's Health follows two Hoosier families who have personally experienced the youth mental health crisis in Indiana and are motivated to help educate other parents and advocate for a more comprehensive youth mental health system of care. The final public showing is scheduled for November 20, in Indianapolis, at the Gainbridge Fieldhouse.

USI hosted an Evansville Mayoral Debate on Wednesday, October 18. The debate was presented by WNIN Public Media, in the USI Performance Center and featured all three mayoral candidates: Republican Natalie Rascher, Democrat Stephanie Terry, and Libertarian Michael Daugherty. John Gibson, WNIN News Manager, Producer, and local Morning Edition Host, moderated the event. Dr. Rochon thanked Dr. Matt Hanka for coordinating the event.

Also on October 18, students, staff, faculty, and fans filled the Screaming Eagles Arena for this year's Screaming Eagle Madness (formerly known as Midnight Madness). The event introduced the 2023-2024 USI Men's and Women's Basketball teams, as well as performances from the USI Cheer and Dance teams. It was a very lively fun event and a great way to begin this year's basketball season. This year:

- USI Men's Basketball has been predicted to place ninth in the Ohio Valley Conference (OVC) for the 2023-24 season. This placement is voted by the league's head coaches and athletic communications directors. The Men's Screaming Eagles also have been picked fifth by Blue Ribbon Magazine.
- USI Women's Basketball has been projected to place sixth in the OVC in a vote submitted by the league's head coaches and communications directors. The 2023-24 USI Women's Basketball squad features eight returning players, including three starters, and six newcomers.

USI Men's and Women's Swimming and Diving continued an Indiana road trip in West Lafayette on Saturday, October 21, competing in the Dan Ross Indiana Intercollegiate Meet at Purdue University. The Screaming Eagles Men finished fourth and the Women sixth among the 10 schools competing. The Eagles next travel to Carbondale, Illinois, November 9-11 to compete in the A3 performance Invitational at Southern Illinois University.

USI Volleyball senior outside/right side hitter Abby Bednar and sophomore libero/defensive specialist Keira Moore each recorded new career highs during USI's away match against Western Illinois University on Saturday, October 21. Bednar racked up 24 kills while Moore totaled 31 digs during the game. The Eagles will host Tennessee Tech University on Friday and Saturday, November 3-4. Saturday's match will be Senior Day where the team will honor this season's four seniors.

Dr. Rochon reported on Hochschule Osnabruck Block Week which occurred from October 21-30. Dr. Rochon, Dr. Silvia Rode, and Heidi Gregori-Gahan were invited by the Osnabruck University of Applied Sciences to teach a one-week seminar on global leadership and cross-cultural communication. Seven USI students both graduate and undergraduate levels traveled and participated in the seminar: Ashley Arauz, Yaw Bredwa-Mensah, Jacob Britt, Omar Elhanafy, Dereth Castillo, Kateryna Saienko, and Nia Rochon. Students from sixteen different countries participated in the session.

USI's Annual Juried Student Art Exhibition is a presentation of selected student artworks from the past academic year, held at the McCutchan Art Center / Pace Galleries in the lower level of the Liberal Arts Center. The show began on Monday, October 30, and runs through December 8. This year's juror is Xinran Hu, a designer, educator and researcher who is currently a tenured Associate Professor and Graphic Design area coordinator at Georgia State University. She has taught design courses for 20 years at various universities, including USI.

Dr. Rochon called on Vice President for Marketing and Communication Kindra Strupp for a report on Fall Commencement. Ms. Strupp announced the 2023 Fall Commencement will take place on Saturday, December 16 in the Screaming Eagles Arena. There will be two Commencement ceremonies held at 10 a.m. and 1 p.m. Over seven hundred students have applied for graduation and approximately 60 percent of the students 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 will participate in the 10 a.m. ceremony. Graduates from the Romain College of Business, College of Liberal Arts and School of Graduate Studies will participate in the ceremony at 1 p.m. The Commencement Speaker for the 10 a.m. ceremony is Dr. Jill M. Raiser '03, Professor of Teacher Education, and the 2023 recipient of the USI Distinguished Professor Award. The student Reflection Speaker is Emily M. Jacobs, of Newburgh, Indiana, who is graduating with a Bachelor of Science in Health Informatics and Information Management. The 1 p.m. Commencement Speaker is Dr. Mark D. Krahling, Associate Professor of Chemistry and the 2023 H. Lee Cooper Core Curriculum Teaching Award recipient. The student reflection speaker is Alice R. Burris of Evansville, graduating with a Bachelor of Science in Criminal Justice. Ms. Strupp directed the Trustees to the reservation form for Commencement in their handouts. USI is asking for attendance of up to three trustees per ceremony.

Dr. Rochon called on Vice President Strupp for a report from Marketing and Communications. She reported on a relatively compressed timeline in late September, over three days, when USI had a third-party crew, BlueLine—out of Bloomington, shoot some amazing footage of the University of Southern Indiana campus and community to produce a 30-second commercial USI calls DARE! They were all over the campus from the first stop at the beautiful cliffs on the east side of campus with Pott College faculty to Rice Plaza, the Aquatic Center, Screaming Eagles Arena, Biking flow trails, Romain College of Business Biometrix lab, brand new CNHP Dental Clinic, Quad/fountain, LA Art and Design classroom and capturing overhead drone footage of the whole campus. The beauty of USI's campus and the educational offerings in our classrooms are undisputed, but what is really impressive about USI is its people. The cast for the 30-second commercial is made up of faculty from each of the Colleges and about 33 students from a variety of disciplines and ages from 18 to adult learners. With so much great content to choose from, USI can't promise that everyone will make the final cut of the 30-second advertisement. All the raw footage will be available to USI and this is invaluable in helping build our video library for future projects and general marketing and communication needs. DARE is a word USI uses to represent an essential part of its DNA. It means we are a proud, determined, resilient, and dedicated group of people across our academic and athletic endeavors and all that we do. (The 30-second video called DARE was previewed.) The first external use will be on ESPN+ on November 3, for the Volleyball match against Tennessee Tech University. Starting November 6, it will also be used regularly on ESPN+ for Men's and Women's basketball games. Also, be on the lookout for social media posts and it will be on the USI website later too.

Vice President Strupp concluded by noting a variety of billboards have been placed in Evansville and locations in the region and Indianapolis. In addition to awareness-building concepts, USI is highlighting the 100% pass rates in nursing, dental hygiene, and respiratory therapy; 130 areas of study—bachelor's, master's and doctoral degrees; the ranking of Top 2% Worldwide, Romain College of Business AACSB Accreditation; Top 5 Nationally, Quality Matters (QM) Online Certified Courses; and more proof points will be rotated in over time. USI has a corresponding website, USI.edu/facts for more information.

President Rochon called on Dr. Kyle Mara for a report from the Faculty Senate. Faculty have been advising our students and have successfully seen them through Priority Registration for the spring semester. They are also busily working in their courses as well as their work across campus in research, service, and student mentoring. Faculty Senate has been working on a variety of charges regarding lactation spaces, micro-credentials, travel per diem, and exploring faculty benefits. Senate has established an ad hoc committee to work with the Provost's Office to update and streamline the faculty handbook to reflect recent changes to the faculty promotion process. Senate is also collaborating with President Rochon to organize a town hall to be held in the spring semester to facilitate communication between faculty and the administration. Lastly, Senators are working intensely to help continue to build and enhance the USI community.

Dr. Rochon called on SGA President Adrianna Garcia for a report. SGA has worked with multiple groups this semester to focus on creating a safe and inclusive atmosphere on campus, including the Sexuality and Gender Alliance, Gender and Sexuality Resources, Hispanic Student Union, and Panamanian Association, and are currently working with different religious groups on campus to plan an event. SGA hopes to bring religious inclusivity to Lighting a Tradition this year which will take place on November 27 from 6-8 p.m. in the University Center. While SGA has worked previously to create a welcoming environment for all students, it has made that one of its main focuses this year. Administrative Vice President of Equity, Diversity and Inclusion Tamia Smith has led this initiative.

Alcohol Awareness Week took place in October. All the programming for this event was a success, including a Mocktails and Game Night event on Monday, promotion of a new student organization called Sobriety in College during our LA Trick or Treat meet and greet on Tuesday, giving of candy and cup covers on Wednesday to promote safe drinking habits, and SGA partnered with Public Safety and the Vanderburgh County Sheriff's office on Thursday to host "Drunk Soccer" (drinking goggles worn during play) on the quad. SGA looks forward to more collaborations coming up and hopes that organizations will continue to apply for grants and ask for help on their events.

President Rochon concluded his report with photos from the 1973 ISUE *Transitions* yearbook of Trustee Romain, noting his membership on the Varsity Baseball team and field of study.

D. APPROVAL OF CANDIDATES FOR DEGREES AND CERTIFICATES

Chair Keck called on Interim Provost Blunt to review the candidates for degrees and certificates. Dr. Blunt referred the Trustees to Exhibit I-A which contained a list of candidates for doctoral, master's, baccalaureate, and associate degrees and certificates to be conferred on December 16, 2023. She recommended approval to award the degrees and certificates, subject to the completion of all requirements.

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

E. APPROVAL OF NEW DEGREE PROGRAM: BACHELOR OF FINE ARTS (B.F.A.) IN ART

Chair Keck called on Interim Provost Blunt to review the proposed new degree program to be offered by the College of Liberal Arts described in Exhibit I-B, the Bachelor of Fine Arts in Art. The proposed implementation date is fall 2024.

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

F. APPROVAL OF CANDIDATES FOR HONORARY DEGREES

Chair Keck called on President Rochon who read from the USI Honorary Degree Policy, "An honorary degree from the University of Southern Indiana is the highest form of recognition granted by the institution. Individuals who have given distinguished and extraordinary service consistent with the mission of the University are eligible for consideration. That service may be to the University itself, and/or to local, statewide, national, or international communities. Individuals selected to receive an honorary degree should exemplify the highest ideals of integrity, service, and dedication to learning."

In accordance with the policy, President Rochon recommended the conferral of the following honorary degrees on Saturday, December 16, 2023, be approved as follows:

DOCTOR OF SCIENCE to Marjorie Olsen Labhart, Instructor Emerita of Mathematics who served the University with distinction from September 15, 1965, the first day the University opened when 415 students began their college education at Centennial School, until her retirement in 2008. She continues to serve the University and community through her active interaction with current professors and students in the mathematics department and through her generous support for scholarships.

DOCTOR OF BUSINESS to Timothy B. Mahoney, Instructor Emeritus in Economics. Instructor Emeritus Mahoney retired in 2020 after 33 years of distinguished service to the University, beginning in 1987 as USI's Coordinator of the Labor Management Forum, and then as a full-time undergraduate teacher in Economics and Finance. He also served as faculty advisor to hundreds of students during his career.

On a motion by Mr. Calloway, seconded by Mr. Sendelweck, the honorary degrees were approved.

SECTION II – FINANCIAL MATTERS

A. REPORT OF THE JOINT FINANCE/AUDIT AND ACADEMIC AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEES

Chair Keck called on Trustee Sendelweck for a report. Mr. Sendelweck motioned to waive the report of the Joint Committee since the full Board was present for the meeting. Mr. Hamami seconded the motion, the request to waive the report was approved.

B. ANNUAL REPORT OF STUDENT FINANCIAL ASSISTANCE

Chair Keck called on Vice President for Strategic Enrollment Management Troy Miller, who introduced 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 11,421 enrolled and prospective students in 2022-2023. Enrolled students who received some type of aid totaled 6,480 or 70 percent. The Student Financial Assistance office awarded aid totaling just over \$67.1 million. Overall program funding levels for the 2022-2023 award year decreased by approximately \$1.2 million from the prior year. She shared information about the sources of aid, including federal, state, institutional, USI Foundation, private, and USI Varsity Club. The majority of the \$1.2 million decrease over the past year, can be attributed to substantial decreases of 5.7% in federal aid and 6.5% in state aid. While there have been slight increases in institutional and USI Foundation aid over the years, those increases cannot offset the decreases in federal and state funding.

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 2% each year to \$4,626 for the 2022-2023 award year. The average amount USI students are borrowing has increased by an average of 2.2% each year and the average amount borrowed for 2022-23 was \$7,464. 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 \$25 over the past five years.

In the past 5 years, the percentage of Pell-eligible students at USI has decreased from 24.8% to 19.1%, while the percentage of students borrowing federal direct student loans has experienced an even larger decline. During the 2022-2023 award year, 31.8% of students borrowed federal direct student loans as compared to 41.2% 5 years ago. The percentage of students receiving state aid such as 21st Century Scholar Awards and Frank O'Bannon Awards has been on a steady decline as well. However, the percentage of students receiving institutional and USI Foundation scholarships has increased dramatically. Over 60% of enrolled students received institutional scholarships and almost 21% received USI Foundation scholarships. The percentage of students receiving aid from private sources has remained steady.

For the USI class of 2023, 53% of undergraduates borrowed an average of \$17,863. Their monthly payment on a standard 10-year repayment plan would be approximately \$194, and 41% of graduate students borrowed an average of \$29,058 which includes their undergraduate borrowing at USI as well. The national data has not been published for the Class of 2023 yet, but for the Class of 2022, undergraduate students borrowed an average of \$29,417, while graduate students borrowed an average of \$62,294. This figure represents the average for master's degree graduates. The national average for graduate-level students ranges from about \$40,000 to a maximum of \$138,000. Due to various levels of postbaccalaureate programs, it is difficult to obtain a true average borrowed. USI is very conscientious when advising students regarding borrowing, advising them to only borrow what they need for expenses while in school. This is evident when looking at our cohort default rate over the years. Two years ago, our default rate was at 3.9%, and last year it was 1.3%. Our rates are consistently below the state, national, and 4-year public rates. This year, USI's default rate is zero. However, so is everyone else's. Since the payment pause on federal direct loans began in March 2020 and was just lifted on October 1, 2023, it was in effect for more than 3 years, which is the timeframe used to calculate the default rate. We may continue to have a bit of a reprieve for yet another year as well due to the 1-year on-ramp to repayment.

There have been several updates regarding federal and state aid this past year. For the 2022-2023 award year, the maximum Pell Grant was increased by \$400 to \$6,895. 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, 19% of enrolled students at USI receive a Pell Grant. The big news currently is the FAFSA simplification for students and parents. USI will be following the state's initiative and require students to file a FAFSA to receive any institutional scholarships.

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

- USI's percentage of Pell-eligible students has declined from 24.8% to 19.1% over the last 5 years.
- On average USI students are conservative borrowers and borrow significantly less than the State and National averages.
- Cohort Default Rate consistently remains well below the National, State, and 4-year Public rates, but we will have to monitor the rate now that repayment has resumed.
- FAFSA Simplification is a major overhaul of the financial aid system, which should be a positive thing overall but may negatively impact on select populations.

C. REPORT ON INSURANCE RENEWALS

Chair Keck called on Vice President Bridges, who introduced Executive Director of Human Resources Sarah Will for a presentation on the 2024 insurance renewal. Ms. Will reviewed the goals of the renewal process, including achieving low to moderate health-cost increases and reviewing and optimizing medical plan design for improved future cost control and compliance while maintaining employee choice and competitive benefits.

In spring 2023, USI partnered with BMI Audit Services, to conduct a dependent audit to keep the University healthcare costs from increasing for all participating members in addition to the University. The audit started on January 6, 2023, and concluded on April 30, 2023. The audit population consisted of 1,014 dependent children and legal spouses. Nine (9) dependents were removed from USI plans due to confirmation of ineligibility, providing incomplete eligibility documentation, or not responding to the audit requests. Without the audit, the plan could have paid an additional \$45,000 this year.

Ms. Will reviewed medical insured population trends and USI's employee participation by medical plan. As of October 2023, USI experienced a 1.54% decrease in the number of employees that are eligible for medical coverage over last year and a 1.56% decrease in the number of active employees over last year. For retirees, there was an increase of 3.55% over last year, leaving the number of total insurance participants slightly lower than last year. The plan participants in the Core PPO remained at 527 employees or 0% change, and participation in the high deductible Health Savings Account (HSA) decreased by 4.98%. The total number of individuals insured decreased by 1.57% overall last year. The number of eligible participants waiving medical coverage decreased by two participants from 123 in 2022 to 121 in 2023.

The medical claims this year continue to be high. In an attempt to control costs, USI partnered with National Financial Partners Corp. (NFP), our benefit consultants, to explore other options for medical coverage. NFP is ranked 7th as the largest US-based privately owned broker with over 80,000 clients. They have 330 offices in the United States and over 7,800 employees globally. As part of the medical review process, our benefit consultants at NFP evaluated insurance providers across the US and identified four top providers for the University to meet with, in addition to meeting with our current provider Anthem. USI has met with each provider and evaluated provider networks, disruption in services, their ability to provide cost savings to our employees and the University while maintaining or elevating the level of medical care, and customer support, and their accuracy and timeliness of processing claims.

Ms. Will discussed the outcome of the medical insurance renewal for active employees. After conducting the review, the decision was made to move USI's medical plan to UnitedHealthcare from Anthem effective January 1, 2024. The decision to leave Anthem BlueCross BlueShield after 35 years was not taken lightly. Over the years, USI has had trouble with Anthem processing claims correctly and despite our long-term relationship, their costs continue to increase year over year. In 2021 USI moved its over 65 retiree plan to UnitedHealthcare. We have received positive feedback from the retirees regarding the UnitedHealthcare network and higher-quality customer service.

UnitedHealthcare's network is the largest proprietary provider network and consists of more than 1.2 million providers, more than 5,400 hospitals, and 2,300 convenient care clinics. Their strategy is to build not only

affordability but quality and connectivity. United Medical Resources (UMR) and Surest are the third-party administrators who will be processing claims and providing customer service for USI's plan. UMR provides service to over 6.5 million members across the country with a 96% retention rate. With this change, there is very little service disruption, mainly chiropractic. Both Deaconess and St. Vincent are both in-network. The PPO deductible, co-pays, coinsurance, and out-of-pocket maximums will remain unchanged. Additionally, the HSA plan will not experience any changes due to the move to UnitedHealthcare. Coinsurance and out-of-pocket maximums will remain unchanged. However, due to IRS requirements, the University must increase the deductible by \$200 to \$3,200 for individual coverage and by \$400 to \$6,400 for family coverage. The University would have to make this change regardless of which medical provider we were with.

With the transition to the UnitedHealthcare network, the University will provide a third medical plan option called Surest. Surest is a no deductible, no coinsurance health plan where members can view costs in advance of seeking care. The Surest health plan is a co-pay-only plan that is based on high-value providers determined by quality, efficiency, and overall effectiveness of care. Subscribers can search the app or website to see what they will owe in advance and compare options with the national UnitedHealthcare provider network. The co-pays are listed as ranges - for example, an office visit costs a range of \$5 - \$40. Members will have access to an app and website to research the costs for different physicians and providers. The co-pay is determined by high-value providers based on quality, efficiency, and overall effectiveness of care. With the Surest plan, the employee continues to always be in control of the providers they select. As members make more informed decisions, it will also decrease the cost incurred by the University. This in turn can help control healthcare costs, which can impact plan premiums for both the employee and the University. By members having the information ahead of time, they can make informed decisions that ultimately could save them money without jeopardizing the quality of care. The Surest plan is estimated to lower a member's healthcare costs by 46% annually. Additionally, employers are estimated to save 14% annually per member enrolled in the Surest plan.

Due to the transition to UnitedHealthcare and the addition of Surest, premiums for all medical plans (including active and retirees under 65) and HSA will remain unchanged for the 2024 plan year. Premiums will also remain unchanged for the over-65 retiree plan that moved to UnitedHealthcare in 2021. For employees whose salary is \$41,000 and above, the core PPO Plan premiums range from \$141.92 a month for single to \$389.40 for family coverage. While for employees whose salary is under \$41,000, premiums range from \$120.62 for single to \$331 for family coverage. The monthly HSA plan premiums range from \$77.20 to \$211.84 for employees whose salary is \$41,000 or above. The employee premium for employees earning less than \$41,000 ranges from \$58.04 for single to \$159.24 for family. The University contributions for the HSA remain the same at \$750 for single and \$1,500 for family. Monthly premiums for the new Surest plan for employees whose salary is \$41,000 and above will range from \$66.76 for single coverage to \$183.20 for family coverage. The range for employees making less than \$41,000 is \$48.56 for single to \$133.22 for family per month.

Ms. Will concluded her report by explaining the status of the other plans offered to USI employees. Vision insurance through Anthem Blue View Vision will be in year three of a four-year price guarantee. USI's percentage-to-loss ratio for vision as of September was 129.1%, which continues to rise year over year, therefore are fortunate to have this rate locked in for one more year. The dental plan was renegotiated with Paramount Dental with a premium increase of 3% (18 cents to 58 cents per month). USI's percentage-to-loss ratio for dental as of September was 95%. USI's EAP provider is changing from SunLife to TimelyCare. TimelyCare provides 24/7 access to mental health providers and six short-term scheduled sessions per year. TimelyCare has been offered to students since 2020 with positive feedback. This allows continuity of care to employees who may transition in and out from also being a student. Additionally, if employees are aware of TimelyCare they are more likely to share the information and resources with students. The health and dependent care flexible spending account provider is changing from Nyhart to Voya. Short-term disability insurance, Long-term disability insurance, Basic Life insurance, Voluntary Life insurance, Voluntary Hospital Indemnity, Voluntary Critical Illness, and Voluntary Accident coverage are in year two of a three-year rate guarantee through Sun Life.

D. UPDATE ON CURRENT CONSTRUCTION PROJECTS

Chair Keck called on Vice President Bridges, who introduced Director of Facility Operations and Planning Jim Wolfe for a report on the status of current construction projects. He referred the Trustees to Exhibit II-B 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

Chair Keck called on Interim Provost Shelly Blunt to review the following retirements.

Clinical Assistant Professor of Nursing, Mary E. Doerner, in accordance with the regular retirement policy, will retire effective June 1, 2024, after 12 years of service.

Property Supervisor and Service Coordinator, Donald E. Fleming, retired on September 8, 2023, after 30 years of service.

Assistant Director of Business Operations, Housing and Residence Life, Cathy L. Goldsborough, in accordance with the regular retirement policy, retired on August 24, 2023, after 14 years of service.

Professor of History, Tamara L. Hunt, in accordance with the revised retirement policy, will retire effective January 1, 2025, after 21.5 years of service, including leave with pay from August 13, 2024, to December 21, 2024.

Director of Alumni Engagement and Volunteer USI, Janet L. Johnson, in accordance with the revised retirement policy, will retire effective July 1, 2024, after 23.5 years of service, including leave with pay from January 1, 2024, to June 30, 2024.

Lifelong Learning Supervisor, Peggy J. Mahrenholz, retired on October 4, 2023, after 16 years of service.

Bursar Assistant, Sally E. Noelle, retired on September 21, 2023, after 16 years of service.

Associate Professor of Social Work, Marie Opatrny Pease, in accordance with the revised retirement policy, will retire effective January 1, 2025, after 20 years of service, including leave with pay from July 1, 2024, to December 31, 2024.

B. APPROVAL OF EMERITUS STATUS

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

Clinical Assistant Professor Emerita of Nursing Mary E. Doerner

Assistant Director Emerita of Business Operations, Housing and Residence Life Cathy L. Goldsborough

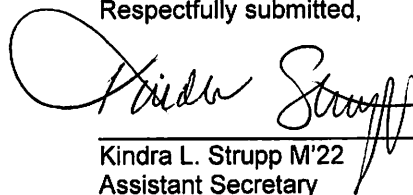
Professor Emerita of History Tamara L. Hunt

Director Emerita of Alumni Engagement and Volunteer USI Janet L. Johnson

Associate Professor Emerita of Social Work Marie Opatrny Pease

There being no further business, the meeting was adjourned at 11:51 a.m.

Respectfully submitted,



Kindra L. Strupp M'22
Assistant Secretary

**CANDIDATES FOR DEGREES
UNIVERSITY OF SOUTHERN INDIANA
December 16, 2023**

DOCTOR OF EDUCATION

Larissa A. Cremeens
Pamela F. Hopson

**DOCTOR OF NURSING
PRACTICE**

Derrick Garletts
Katherine Meyer
Jamyne L. Shelley

**POSTMASTER'S
CERTIFICATES**

Hailee Hunt-Hawkins

**MASTER OF ARTS IN
COMMUNICATION**

Rebecca L. Yates

**MASTER OF ARTS IN
CRIMINAL JUSTICE**

Jonathan R. Clark
Erin B. Hollinger
Micala McHargue

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

Asuka Nakagawa

**MASTER OF BUSINESS
ADMINISTRATION**

Catherine Adams
Jacob Adams
Kevin Aeschliman
Mustafa N. Alhaji
Raciel Amador
Justin M. Amos
Zachary Archer
Venkata Arza
Adam Ashmore
Joseph E. Auer
Katie Aurs
Turner J. Baehl
Ryan Barrett
Jenna Bass
Misty D. Bearden
Jason H. Beisel
Trevor Bell
Lisa Benigno
Jennifer G. Beshears
Michael Biddle
Aboubacar Binata
Olivia G. Bischof
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Elizabeth M. Blanford
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ABSTRACT

Bachelor of Fine Arts, BFA, in ART

To be offered in an in-person format with some online delivery

By the University of Southern Indiana, Evansville, Indiana

Characteristics of the Program: The Art & Design Department at the University of Southern Indiana (USI) is requesting authorization to offer the Bachelor of Fine Arts (BFA) in Art with concentrations in Graphic Design, Illustration, Interactive Media Design, Photography, and Studio Art. The BFA in Art at USI would allow students to explore a depth of artistic endeavors as well as a breadth of historical and theoretical approaches to the discipline. As a professional degree, students can investigate visual and aesthetic discourse in both their own artistic practice as well as in the context of history and contemporary culture. Because a BFA requires a larger percentage of art studio and art history courses, students engage with their disciplines on a professional level, preparing them for careers in the art and design fields as well as graduate studies.

Rationale for the Program: The BFA at USI would provide students a professional-level art degree allowing fuller development in their area(s) of concentration and the creation of stronger portfolios in preparation for either the workforce or graduate school. This proposed degree program is a natural outgrowth of the strong undergraduate B.A./B.S. in Art paired with an active and dynamic faculty and supportive administration.

- **Current Trends:** Data from the U.S. Bureau of Labor Statistics notes that most areas associated with this BFA in Art will see employment growth rates from 4% to 8% (as fast or faster than average) over the next decade.¹ Some of these positions include: Art Directors, Special Effects Artists, Interior Designers, Graphic Designers, and Craft & Fine Artists.
- **Enrollment reports:** Over 2/3 of the art majors at USI are currently following concentrations that are mostly digital. Not having a BFA program has hindered our Studio Art concentration as students gravitate towards BFA programs at nearby institutions such as IU, ISU, or Western Kentucky. The added rigor will not only benefit the students but the department as the quality of student work and post-graduation success in graduate school or in the industry will aid in the department's reputation resulting in more students. While adding the BFA, the BA and BS options will remain in their 54-credit form for students wanting to double major in another subject and/or for those who transfer from another discipline and want to finish on a traditional four-year timeline. Projected headcounts average a cohort of 15 students per year.

Cost of and Support for the Program: The Department currently has 12 full-time faculty, 2 full-time support staff, and 5 part-time faculty. No additional faculty or staff are required to offer the BFA in Art. There are no immediate renovations or capital requests needed to add the BFA in Art. Each art studio and design class has a \$50 Art Fee. The fee covers supplies that can be

¹ <https://www.bls.gov/ooh/arts-and-design/home.htm> Updated September 6, 2023.

bought in bulk, making the course less expensive for the students overall. This fee will remain in place, but no additional fees are required.

Similar and Related Programs: Within Indiana the University of Evansville and Purdue University offer an unaccredited BFA degree in Studio Art. IUPUI Indianapolis and Indiana State University offer accredited BFA degrees in Art. Indiana University offers an accredited BFA in Studio Art. Western Kentucky University and Southern Illinois have accredited BFA programs as does the University of Cincinnati. While this may have the appearance of competition, note that all of the programs (with the exception of UE) are 100 miles distant or more and none offer the full range of concentrations proposed in USI's program. Moreover, the prevalence of BFA programs speaks to it being the standard for the field.

Quality and Other Aspects of the Program:

State of the art facilities paired with qualified instruction form the basis of a high-quality art program at USI. This excellence will be continued into the development of a BFA. Numerous scholarships and fellowships complement the abundant spaces and opportunities for display and review of student work. Artist-in-residence programs and a tradition of successful alumni all attest to the current and future quality of USI's art program. The final marker of excellence for this program is the National Association of Schools of Art and Design (NASAD), which as noted above is not true of all other programs.

**2022-2023 Student Financial Aid Programs Final Report
University of Southern Indiana
November 2, 2023**

Executive Summary

The final student financial aid activity report for 2022-2023 contains summary and program-specific data of all student aid programs administered by Student Financial Assistance. Key indicators contained in the 2022-2023 report are:

Service Profiles

Student Financial Assistance served 11,421 prospective and returning students, of which 9,480 filed a Free Application for Federal Student Aid (FAFSA) for need-based aid. Financial aid was packaged for 10,280 students, each receiving a financial aid offer detailing all federal, state, USI Foundation, and USI Institutional awards. Student Financial Assistance disbursed aid to 6,480 enrolled students, resulting in 16,933 awards totaling just over \$67.1 million. This is a significant decrease in revenue from the previous year, primarily due to decreases in the federal Pell Grant and Direct Loan programs, the state Frank O'Bannon Indiana Higher Education Award and the 21st Century Scholars programs.

Trends in Funding by Source (compared to 2021-2022)		Percent of Change
• Federal student aid: decreased	\$2,061,023	-5.7%
• State of Indiana aid: decreased	518,753	-6.5%
• University student aid: increased	950,520	5.7%
• USI Foundation student aid: increased	323,096	12.8%
• USI Varsity Club funding: no change	0	0.0%
• Corporate/private funding increased	100,731	2.2%

Trends in Funding by Type (compared to 2021-2022)		
• Gift aid: grants/scholarships increased	\$481,319	1.3%
• Self-help: loans decreased	1,659,255	-5.5%
• Self-help: on-campus employment decreased	27,493	-10.7%

Distribution of Aid by Source		Percent of Revenue
• Federal aid	\$34,130,586	50.9%
• State of Indiana	7,464,897	11.1%
• USI aid	17,725,369	26.4%
• USI Foundation	2,837,484	4.2%
• USI Varsity Club	190,000	0.3%
• Private sources	4,770,141	7.1%

Distribution of Aid by Type		
• Gift aid: grants/scholarships	\$38,276,929	57.0%
• Self-help: loans	28,612,368	42.6%
• Self-help: on-campus employment	229,180	0.4%

**2022-2023 Student Financial Aid Programs
University of Southern Indiana
November 2, 2023**

Final Report

Introduction

This report contains both summary and program-specific information for all student financial aid programs administered by the University. Data used in compiling this report was obtained from the University’s administrative system on October 16, 2023. 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 9,480 Free Applications for Federal Student Aid (FAFSA) for need-based aid. Of this number, 5,751 (62%) enrolled during 2022-2023, with 5,628 of these students receiving aid from one of the sources below. Total FAFSA applications decreased 7.6 percent over the 2021-2022 award year.

The Student Financial Assistance office administered 16,933 awards for a total of just over \$67.1 million in student financial aid. 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	5,448	\$34,130,586	50.9	53.0
State of Indiana	1,906	7,464,897	11.1	11.7
USI	5,642	17,725,369	26.4	24.5
USI Foundation	1,949	2,837,484	4.2	3.7
USI Varsity Club	60	190,000	0.3	0.3
Private Sources	1,928	4,770,141	7.1	6.8
Totals	16,933	\$67,118,477	100	100

Student financial aid is categorized by aid type: grants/scholarships, loans, and employment. In 2022-2023, funding 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	13,002	\$38,276,929	57.0	55.3
Loans	3,760	28,612,368	42.6	44.3
Employment	171	229,180	0.4	0.4
Totals	16,933	\$67,118,477	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 2022-2023 award year decreased 8.9 percent, following a 10.2 percent decrease in the 2021-2022 award year. Total Pell Grant dollars in the 2022-2023 award year decreased 5.3 percent following a 7.6 percent decrease in the prior year. The substantial decrease in 2022-2023 Pell Grant funds is due mostly to a decline in overall undergraduate enrollment.

State Funds

Total funding from the state of Indiana declined 11.1 percent for the 2022-2023 award year, following a 9.7 percent decrease in 2021-2022. 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 and incentive grants 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 and/or Reduced Lunch Program when they are in middle school. These students must also meet income eligibility once they begin attending college 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>2019-2020</i>	<i>2020-2021</i>	<i>2021-2022</i>	<i>2022-2023</i>
Federal Government	-4.7	-11.1	-9.8	-5.7
State of Indiana	-8.4	-9.8	-9.7	-6.5
USI	+5.8	-1.4	-0.4	+5.7
USI Foundation	+3.9	+3.1	+2.9	+12.8
USI Varsity Club	0.0	0.0	0.0	0.0
Private Sources	-3.8	-9.8	-11.0	+2.2
<i>Aggregate Change</i>	-2.8	-8.3	-7.3	-1.8

Federal Direct Loan Program

Aggregate borrowing for Direct Student Loan recipients among the Class of 2023 earning their baccalaureate degrees averaged \$17,863. Among 2023 master's and doctoral degree recipients, aggregate borrowing averaged \$29,058, including graduate and undergraduate borrowing while enrolled at USI.

There are ongoing efforts nationally, in Indiana, and here at USI to reduce the 3-year Cohort Default Rates (CDR). As 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 2020 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. Borrowers were not required to make payments and, therefore, were not defaulting on the loans. Since the payment pause lasted over three years, most of the loans that would have been in repayment to determine the FY 2020 CDR have been in forbearance due to the payment pause. Thus no one is considered defaulted during this time. However, loan repayment did resume in October 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
2018	3.9%	7.1%	7.3%	5.4%
2019	1.3%	4.5%	2.3%	1.8%
2020	0.0%	0.0%	0.0%	0.0%

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 aid awarded to ensure equity and consistency in delivering funds to students. We are dedicated to providing for the proper stewardship of all University, government, and private funds our students utilize 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 2, 2023

Projects Under Construction

Health Professions Renovation/Addition Phase III

Project Cost **\$ 25,514,606**

Funding Source: Legislative Appropriation - 2019

Wellness Center

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

Funding Source: Legislative Appropriation - 2019

Student Housing Apartments Fire Alarm System Replacement

Project Cost **\$ 4,400,000**

Funding Source: Student Housing Reserves

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

Exterior Signage Replacement

Project Cost **\$ 500,000**

Funding Sources:

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

Athletic Facilities Improvements

Project Cost **\$ 240,000**

Funding Source: Special Projects

Education Bldg., Rm. 1101 Roof and Masonry Repairs

Project Cost **\$ 235,000**

Funding Source: FY23 State Repair and Rehabilitation

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

Projects In Design

Health Professions Renovation/Addition Phase IV

Project Cost \$ 50,000,000

Funding Source: Legislative Appropriation - 2023

Wright Administration Renovation/Addition

Project Cost \$ 32,000,000

Funding Source: Legislative Appropriation - 2023

Atheneum HVAC Improvements

Project Cost \$ 750,000

Funding Sources:

FY24 State Repair and Rehabilitation \$ 500,000

Special Projects \$ 250,000

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

Cooling Tower 3 Replacement

Project Cost \$ 550,000

Funding Source: FY24 State Repair and Rehabilitation

Fiber to Softball Field and Security Cameras on Broadway Fields

Project Cost \$ 350,000

Funding Source: Special Projects