

## MINUTES

### UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

July 11, 2024

The University of Southern Indiana Board of Trustees met on Thursday, July 11, 2024, in the Griffin Center on campus. Present were Chair Christine H. Keck and Trustees W. Harold Calloway; John M. Dunn; Fouad L. Hamami '25; C. Wayne Kinney '77; Ronald D. Romain '73 and Christina M. Ryan. Trustees Timothy M. Hollander and Jeffrey L. Knight 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 Andrea R. Gentry '05; Vice President for Student Affairs Khalilah T. Doss; Vice President for Strategic Enrollment Management Troy A. Miller; Vice President for Government Affairs and General Counsel Aaron C. Trump; Vice President and Director of Athletics Jon Mark Hall; Faculty Senate Chair Nicholas D. Rhew and Student Government Association President Tamia N. Smith '25.

Ms. Keck called the meeting to order at 1:08 p.m.

#### SECTION I – GENERAL AND ACADEMIC MATTERS

##### A. APPROVAL OF MINUTES OF MAY 3, 2024, AND MAY 31, 2024, MEETINGS

On a motion by Ms. Ryan, seconded by Mr. Calloway, the minutes of the meetings on May 3, 2024, and May 31, 2024, 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, September 5, 2024, on campus in the Griffin Center.

##### C. APPROVAL OF POLICY REVISIONS AND DELEGATION OF AUTHORITY

Chair Keck called on Vice President Trump to review the resolution in Exhibit I-A. Senate Enrolled Act 202, regarding state educational institution personnel matters, and House Enrolled Act 1179, regarding certain foreign gifts and contracts, were passed during the 2024 legislative session by the Indiana General Assembly and signed into law by Governor Holcomb. These acts went into effect on July 1.

Vice President Trump requested approval of the resolution, which adopts policy amendments required by SEA 202 and HEA 1179 as passed by the 123rd Indiana General Assembly. The resolution further delegates certain additional authority and responsibilities for compliance with the Acts and implementation of policy amendments with the President and Provost, in line with current personnel practices. Ultimate authority regarding the granting of tenure and future amendment of the policy provisions within the resolution shall remain with the Trustees.

On a motion by Ms. Ryan, seconded by Mr. Kinney, the resolution in Exhibit I-A was approved.

##### D. APPOINTMENT OF PRESIDENTIAL SEARCH COMMITTEE CHAIR AND DELEGATION OF AUTHORITY

Chair Keck requested a motion to name Trustee Ryan as chair of the Presidential Search Committee and charge her with the responsibility of identifying a list of final candidates for presentation to the full board; and further requested a motion for the Board to exercise its power to delegate to Trustee Ryan the authority to convene a search committee, direct the search process, and narrow the candidate pool to finalists.

The Board of Trustees shall retain its sole authority to select a final candidate to be the fifth president of the University.

On motions by Mr. Calloway, seconded by Mr. Romain, the appointment of Trustee Ryan as chair of the Presidential Search Committee; and the delegation of authority to Trustee Ryan to act on behalf of the Board to conduct the business required for the search was approved.

## E. PRESIDENT'S REPORT

Chair Keck called on President Rochon for a report. President Rochon welcomed new Trustee C. Wayne Kinney '77. Mr. Kinney is the owner of JWK Management Group in Evansville. He serves on the board of Liberty Federal Credit Union as Chair. He is a member of the USI Foundation Board of Directors. He received his bachelor's in accounting from USI in 1977 and holds an MBA from the University of Evansville and an Executive MBA from Wharton School of Business. He and his wife Beth, reside in Evansville and have two children and four grandchildren. Dr. Rochon expressed his appreciation to Governor Holcomb for providing USI with two exemplary appointments to our Board, Mr. C. Wayne Kinney and Mr. Timothy Hollander.

Dr. Rochon called on Dr. Nicholas Rhew for a report from Faculty Senate. This summer, USI faculty are still hard at work conducting research, engaging in service, and teaching summer courses. In Summer I, faculty taught 3,044 students enrolled in 13,024 credit hours, reflecting a four percent increase in Summer I credit hour production over last year. Faculty are dedicated to student success, even in the summer months, and we are appreciative of their continued work.

USI also has been blessed to have dedicated representatives and leadership in Faculty Senate and its standing committees. Dr. Rhew acknowledged specifically the work of the outgoing Faculty Senate Chair, Dr. Kyle Mara. Dr. Mara served the faculty and USI more broadly, faithfully, and adeptly. Dr. Rhew expressed his appreciation for Dr. Mara's help in making his transition to this role a smooth one. Most of the Faculty Senate work reported today was accomplished through Dr. Mara's leadership.

Since the May Trustee meeting, Faculty Senate's work has focused on two areas: completing the academic program review process, which is an important aspect of USI's HLC accreditation efforts and implementing Senate Enrolled Act 202 (SEA 202). The Academic Program Review process was led by Dr. Mara and included more than a dozen faculty working for three weeks after the spring semester concluded to evaluate and provide feedback for existing academic programs.

For SEA 202, Dr. Mara and Dr. Rhew worked closely with Interim Provost Blunt, Vice President Trump, and Interim Assistant Provost Hardgrave to propose the policy changes needed to comply with the new law. Faculty deeply appreciated the collaborative nature of this work, which was unanimously endorsed by Faculty Senate in a special meeting on June 21st.

Between wrestling with this impactful legislation and senior leadership transitions, the coming year will be an active one, full of change. Amidst that change, Faculty Senate will continue to advocate for and work toward the academic mission of the university, recognizing that strong academics impact not only our students' success but also their communities—our community—more broadly. Senate looks forward to supporting this academic foundation through our work in senior leadership searches, implementing SEA 202, and the more routine committee work of Senate, and, certainly, through our ongoing dedication to teaching, research, and service.

Dr. Rhew concluded his report by extending gratitude on behalf of the faculty to Dr. Rochon for his service to the institution as Provost and President. More specifically, Dr. Rhew acknowledged the President's dedication to, and care for, the people of this University. Dr. Rochon consistently and loudly professes that apart from the **people**, USI only exists as a figment of legal imagination.

President Rochon called on Tamia Smith for her first report as Student Government Association President. SGA Vice President Alicia Cotton and Chief Financial Officer Emily Campbell recently tabled at Freshmen Orientation, and many indicated their interest in joining SGA. President Smith will follow up with each of these students to encourage and facilitate their involvement. SGA is currently planning its sponsored Welcome Week events, which will include an inflatable obstacle course and free lollipops, SGA will also provide different giveaways this year. Ms. Smith concluded her report by indicating she is excited to work with her executive team, as they have already begun planning other events for fall including a meet and greet for students with Mr. Bridges.

Dr. Rochon acknowledged Dr. Khalilah Doss, Vice President for Student Affairs, as this was her last Board of

Trustees meeting, and her last day at USI before she began her service as Vice President at Middle Tennessee State University. He expressed his appreciation for her professional level of care provided to students both on and off campus.

President Rochon concluded his last President's Report to the Board of Trustees with heartfelt remarks to the campus community. As he spoke, a slide show played depicting moments of his service over 14 years.

*"I want to first, just say thank you to the entire Cabinet. The Cabinet that I've come to work and grow with has been phenomenal. Hard-working, always present, and always asking the hard questions about how we serve this campus with integrity, honesty, and clarity, making sure we take care of people first and foremost.*

*I want to thank the Trustees of the University of Southern Indiana. Trustees, as you're going to find out, are the governing body of this institution. They are the reason I was able to be provided an opportunity to serve as President, and I want to thank each Trustee not only for the opportunity, but also for believing in me, and giving me the room and autonomy to lead and be a part of this institution with the faculty, staff, student body, alumni, and the larger community.*

*I also want to thank the entire campus community. When you have been blessed to work at many universities, you get the chance to see faculty and staff at their best – and at their worst. USI's faculty and staff, are some of the best people I have ever worked with. I'm not just saying that because I am President and I am leaving, it's just the truth. This place is special. As I leave this place, I ask that you all do not let that go! Don't let the intimacy go, don't let the intentionality go, don't let the purpose go, and the driving force of serving each other. I want to ask you to continue no matter what happens in our nation as we find ourselves in a kind of polarizing space at times. Please find ways to maintain civility, kindness, and openness to listen to one another. It's important that we find ways to understand that every voice matters, and all voices regardless of if we agree with them or not, have weight and merit. I believe we should respect that. This is one thing I love about USI; it is this practice and I have been blessed to be a part of it.*

*I also want to thank state officials. The Trustees charge me with getting to Indianapolis and being present at the Statehouse. Because of the relationships we have developed, USI continues to see brick-and-mortar change, evolve, and be erected. Because of state officials investing in us! Finding us as worthy individuals and a campus worthy of investment dollars because of how we serve and who we serve. If it weren't for the stories, you all provided me and the team with to go and convey on your behalf about your work, we wouldn't continue to have this amazing respect and support.*

*I want to thank two people in particular. If you have people in your life who know you well, they are the reason you keep a job. I've been with Carey (Beury) since 2010. She and I have been together for 14 years. Some marriages don't last that long. I am so thankful for Carey's kindness over the years. My wife Lynn would call Carey on many occasions to find out where I was. She is just an amazing person who has always been at the forefront of this institution serving it, and I am just very thankful for her. Dr. Bennett hired Nita (Musich), and I inherited her when I became president. I wasn't sure about this relationship at the start. I knew going into that office that Nita knew quite a bit, but I didn't know if we could work together. Not only did we work together, but she became my partner. Became my confidant. She became someone who operates within my brain and within my heart. These two women are the reason that I come to work smiling. They are the reason that I leave each day challenged on what can we do to serve more effectively. These two women are amazing courageous people that I love dearly.*

*Last but not least, I want to thank my wife Lynn and my two children Ayinde and Nia, for all the sacrifices made to support me. You all know Lynn very well, as my wife is on this campus all the time mentoring students, primarily young women. She has sacrificed and volunteered many days and hours on my behalf. Just recently, we lost a student to cancer, and I was unable to get to the service to support and pay respect to this USI family, due to my schedule. My wife was traveling to Chicago on this day, and she got off the road and drove out of the way to this remote town in Illinois to go pay respect on my behalf. This is my wife. This is what she has done since I've been president and even when I was serving as provost. I am incredibly and humbly thankful for her belief in me and the life partnership that we have developed. She has been an awesome first lady, and I hope you agree with me.*

*I will close with this slide on the screen with two photos that are important to me – one taken on the day of my inauguration at USI. A day I will never forget as a very special day in my life. The other depicts another special day when I visited Dr. David L. Rice. My wife Lynn and I traveled to his home in Pennsylvania, and at this time*

*Dr. Rice was not very cognizant of my presence but was still responsive to my being. This man gave life to this institution and this community. He was an amazing humble human being. Lynn and I spent a great deal of time with him and his wife Betty Rice that day, we went and had a meal together, and she shared many USI memories with us. I asked her why USI was so special to her. She said, "The people." She made it very simple, she said "You do not forget the people." So, this photo tells you a great deal about the legacy of this human being, that I believe in, and that I fell in love with because of what Dr. Bennett told me about Dr. Rice, what I've read about Dr. Rice, and the recorded speeches I've heard him make. I've been very fortunate to inherit those reins from the first president to the second, to the third, becoming the fourth.*

*I close by telling you all thank you again. Thank you for allowing me to serve. Presidents mean nothing without people working with them. You all have allowed me to serve and be a part of this community. You have allowed me to be your president and your provost, so thank you very much."*

Following applause from all, Chair Keck thanked Dr. Rochon for serving the University with such authenticity, integrity, excellence, and passion.

#### **F. RESOLUTION OF APPRECIATION TO TRUSTEE KENNETH L. SENDELWECK '76**

Chair Keck presented the following resolution.

**WHEREAS**, Kenneth L. Sendelweck was appointed to the University of Southern Indiana Board of Trustees by Indiana Governor Mitch Daniels on July 1, 2012; and

**WHEREAS**, in his capacity as Trustee, Mr. Sendelweck has been an active partner in broadening educational opportunity and advancing higher education in Indiana; and

**WHEREAS**, Mr. Sendelweck has served the Board and the University as Board Chair; First Vice Chair; Second Vice Chair; Chair and member of the Finance/Audit Committee and Chair and member of the Academic Affairs and Enrollment Management Committee; Nominating Committee; Presidential Compensation and Evaluation Committee; and

**WHEREAS**, during his tenure as a Trustee, the University experienced the development of opportunities in academics and student life and the expansion of facilities, including the Applied Engineering Center, USI Performance Center, Griffin Center, Physical Activities Center Renovation Phase I, Fuquay Welcome Center, the Multi-Institutional Academic Health Science/Research Center (Stone Family Center for Health Sciences), Physical Activities Center Renovation Phase II (Screaming Eagles Complex), Aquatic Center, Infrastructure Improvements, Health Professions Center Renovation, Recreation, Fitness and Wellness Center, and USI's Exterior Signage Replacement; and

**WHEREAS**, in March 2016, Mr. Sendelweck joined his colleagues on the Board of Trustees in approving the University's second five-year strategic plan to guide the University from 2016 to 2020; and

**WHEREAS**, Mr. Sendelweck and his colleagues called a special meeting on April 19, 2018, to appoint Dr. Ronald S. Rochon as the fourth president of the University of Southern Indiana; and

**WHEREAS**, in January 2021, Mr. Sendelweck joined his colleagues on the Board of Trustees in approving the University's third strategic plan, Accelerating Impact: USI's Strategic Plan, 2021-2025; and

**WHEREAS**, through a special meeting of the Board of Trustees on May 28, 2020, Mr. Sendelweck joined his colleagues in approving an interim current operating budget for fiscal year 2020-2021, ensuring the University community would remain whole and operational through the global pandemic; and

**WHEREAS**, Mr. Sendelweck and his colleagues on the Board of Trustees approved numerous measures to advance the mission of the University to provide an educated citizenry that can engage civilly within a community with divergent ideas and cultural differences; and

**WHEREAS**, on February 7, 2022, after careful review and consideration, Mr. Sendelweck joined his colleagues on the Board of Trustees in one of the most transformative moves for the University since gaining its independence in 1985 by voting to approve the University's formal application to the NCAA for

reclassification from Division II to Division I athletics; and

**WHEREAS**, Mr. Sendelweck's term on the Board of Trustees ended on June 30, 2024;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees, assembled today on July 11, 2024, commends Kenneth L. Sendelweck for his transformational leadership, vision, and dedication to the full development of the University of Southern Indiana and the people it serves; and

**FURTHER RESOLVED**, that this resolution be adopted by the Board of Trustees and spread upon its minutes for all time as a perpetual recognition of the deep gratitude owed by the University and its trustees, officers, students, staff, and faculty, to Mr. Sendelweck for his devoted service to the University of Southern Indiana.

On a motion by Ms. Ryan, seconded by Mr. Romain, the Resolution of Appreciation to Trustee Kenneth L. Sendelweck '76 was approved.

## **SECTION II – FINANCIAL MATTERS**

### **A. APPROVAL OF MISCELLANEOUS FEES FOR 2024-2025**

Chair Keck called on Vice President Bridges for the approval of Miscellaneous Fees. Before moving to the business of Miscellaneous Fees, Mr. Bridges noted the quarterly financial statements (March 31, 2024) included in the Board handouts. He also noted Assistant Treasurer Jeff Sickman will begin serving in this role at the next Trustees meeting, as Mr. Bridges transitions to serve as Interim President.

Mr. Bridges directed the Trustees to Exhibit II-A, a list of miscellaneous fees recommended for approval for the 2024-2025 academic year. These fees are non-mandatory meaning they are paid by some, but not all students based on the program, course, or activity they undertake. There are three fee changes for review this year. USI is requesting approval to increase the Athletics Fee from \$120 per semester to \$180 per semester as part of its move to Division I. This was presented to the Board in the reclassification proposal plan. USI is also requesting an increase in the counseling fee from \$65 to \$75 as the need to provide and fund these services to students continues to increase. Lastly, USI requests a \$10 increase in the transportation fee from \$150 to \$160 as costs to provide bus service on campus for students by METS has increased.

On a motion by Ms. Ryan, seconded by Mr. Calloway, the Miscellaneous Fees for 2024-2025 were approved.

### **B. REVIEW OF SCHEDULE OF STUDENT FEES AND OTHER MANDATORY FEES FOR 2024-2025**

Chair Keck called on Vice President Bridges for a review of the fees. Mr. Bridges directed the Trustees to Exhibit II-B for a reminder of the student fees and other mandatory fees that were approved by the Board of Trustees at the June 5, 2023, special meeting. The 2024-2025 total hourly rate was approved at the special meeting, but the specific allocations to the mandatory fee categories such as contingent, academic facilities, student services and technology fees were developed as part of the basis for this year's budgeting process. This information is provided for reference purposes only and no approval is required for this meeting.

### **C. APPROVAL OF ANNUAL OPERATING BUDGET**

Chair Keck called on Vice President Bridges for a report. Mr. Bridges stated the 2024-2025 Current Operating Budget, summarized in Exhibit II-C, will be presented for your approval by Mary Hupfer the Associate Vice President for Finance and Administration. He thanked Mary who worked many long hours to develop the proposed budget for not only this year, but for 34 others during her career at USI. Today marks her last budget for USI as she moves toward her sabbatical in January and her official retirement in July 2025. USI is deeply grateful to Mary for her top-notch work and off-the-charts caring spirit. USI has been very lucky to have her talents all these years, her presence will be felt for many years to come, and even more so will just be missed.

Ms. Hupfer began by reviewing the 2024-2025 current operating budget summary included in Exhibit II-C. Effectively and responsibly allocating University resources, continues to be a top priority for USI. Historically, USI has utilized a conservative budgeting process and does not budget more than we have. Income is derived from State Appropriations (\$67,263,719), Student Fees (\$50,126,665), Other Income (\$11,964,723), and Fund Balance (\$920,000), totaling \$130,276,107 for 2024-2025.

Ms. Hupfer reviewed the major revenue classifications, including state appropriation (51.6%); student fees (38.5%); other income (9.9%); and noted the historical comparison by percentage shows a continuing increase in the reliance on other income, and is outpacing the increase in state appropriations and student fees. The percentage of allocation for State Appropriations and Student Fees has declined for 2024-2025. The uses of funding for 2024-2025 are primarily faculty and staff compensation increases including:

- Salary increase (across the board and merit increase)
- Promotions
- Reclassifications
- Market adjustments
- Equity adjustments

Other funding needs included software licenses, property and liability insurance, Disability Resources interpreter services, and academic program support.

Major expense classifications included Personal Services (67.9%), Supplies and Expense (28.8%), Repairs

and Maintenance (1.8%), and Capital Outlay (1.5%) noting the two classifications encompass most expenses for the current operating budget.

Expenditures by function include:

- Instruction (45.7%)
- Administration and General (15.3%)
- Operation and Maintenance (13.1%)
- Student Services (10.2%)
- Institutional Student Aid (10.9%)
- Academic Support (4.8%)

Ms. Hupfer concluded her report by recommending approval of the Current Operating Budget for 2024-2025 of \$130,275,107.

On a motion by Mr. Hamami, seconded by Ms. Ryan, the annual operating budget for 2024-2025 was approved.

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

Ms. Keck called on Vice President for Strategic Enrollment Management Troy Miller for approval of the Authorization for Financial Aid Awards. Mr. Miller stated pursuant to Indiana Code 21-15-2-1 which provides for awarding financial aid to students from existing resources, the University of Southern Indiana Board of Trustees delegates to the President of the University of Southern Indiana the responsibility to approve financial aid recommendations for students within the 2024-2025 budgetary capabilities.

On a motion by Mr. Calloway, seconded by Mr. Romain, the Authorization of Financial Aid Awards was approved.

#### **E. 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-D for a list of projects and a summary of the cost and funding sources for each project.

**SECTION III - PERSONNEL MATTERS**

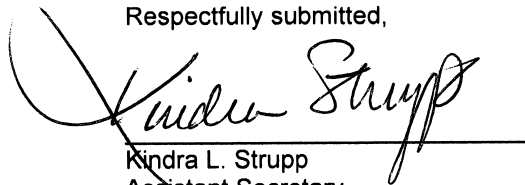
**A. REPORT ON FACULTY, ADMINISTRATIVE, AND STAFF RETIREMENTS**

Chair Keck called on Vice President Bridges who reviewed the following retirement.

Help Desk Assistant, Sheila J. Smith retired on June 29, 2024, after 25 years of service.

There being no further business, the meeting was adjourned at 1:57 p.m.

Respectfully submitted,



Kindra L. Strupp  
Assistant Secretary



**RESOLUTION OF THE  
BOARD OF TRUSTEES OF THE  
UNIVERSITY OF SOUTHERN INDIANA**

**(1) ADOPTION OF POLICY AMENDMENTS REQUIRED BY SENATE ENROLLED  
ACT 202 AND HOUSE ENROLLED ACT 1179**

**(2) DELEGATING AUTHORITY RELATED TO IMPLEMENTATION OF SENATE  
ENROLLED ACT 202 AND HOUSE ENROLLED ACT 1179**

---

**WHEREAS**, the Indiana Code established the University of Southern Indiana ("USI") as a State Educational Institution which serves as a body corporate and politic of the State of Indiana.<sup>1</sup> USI may exercise all powers, rights, privileges, and duties conferred upon the University or its Board of Trustees by any statute enacted by the Indiana General Assembly.<sup>2</sup> The authority to manage the University is vested in the Board of Trustees.<sup>3</sup> USI and its Board of Trustees may exercise all powers necessary to conduct efficiently the affairs of the University;<sup>4</sup> and

**WHEREAS**, in order to further aid in the formulation and implementation of the University's policies and to execute the will of the Board of Trustees, the Board may delegate to persons employed by the Board of Trustees and others the authority that the Board of Trustees possesses; while recognizing that no manner of delegation is irrevocable;<sup>5</sup> and

**WHEREAS**, in the Second Regular Session of the 123<sup>rd</sup> Indiana General Assembly (2024), the House and Senate enacted, and the Governor of Indiana has now signed into law, Senate Enrolled Act 202 and House Enrolled Act 1179; and

**WHEREAS**, Senate Enrolled Act 202 and House Enrolled Act 1179 require that the Board of Trustees at the University of Southern Indiana shall establish certain policies, and

**WHEREAS**, as enacted in Senate Enrolled Act 202, and consistent with IC 21-38-3-2 referenced above, Section 6 of new Indiana Code chapter IC 21-39.5-2 recognizes the ability of Board to delegate responsibility to take various actions required by the Act; and

**WHEREAS**, the Board now desires to implement the required policy amendments and further delegate additional authority and responsibilities for complying with Senate Enrolled Act 202 and House Enrolled Act 1179;

**NOW, THEREFORE, BE IT RESOLVED**, the President and the Provost are hereby delegated authority, in consultation with the Officers of the USI Faculty Senate in the spirit of shared governance, to oversee the implementation and administration of policies outlined below as required by Senate Enrolled Act 202; and

---

<sup>1</sup> IC 21-24-2-1

<sup>2</sup> IC 21-27-8-3

<sup>3</sup> IC 21-24-3-1

<sup>4</sup> IC 21-27-8-5

<sup>5</sup> IC 21-38-3-2

**RESOLVED FURTHER**, the President and the Vice President for Finance and Administration are hereby delegated authority to oversee the implementation and administration of policies outlined below as required by House Enrolled Act 1179; and

**RESOLVED FURTHER**, the following policy language shall be incorporated into the University Handbook:

### **Promotion and Tenure**

A faculty member may not be granted tenure or a promotion if the faculty member is:

- 1) unlikely to foster a culture of free inquiry, free expression, and intellectual diversity within the institution;
- 2) unlikely to expose students to scholarly works from a variety of political and ideological frameworks that may exist within and are applicable to the faculty member's academic discipline; or
- 3) unlikely, while performing teaching duties within the scope of the faculty member's employment, to refrain from subjecting students to political or ideological views and opinions that are not related to the faculty member's discipline or assigned course of instruction.

A library faculty member may not be granted tenure or a promotion if the library faculty member is:

- 1) unlikely to foster a culture of free inquiry, free expression, and intellectual diversity within the institution;
- 2) unlikely to expose students to scholarly works from a variety of political and ideological frameworks that may exist within and are applicable to the faculty member's academic discipline; or
- 3) unlikely, while performing teaching duties within the scope of the faculty member's employment, to refrain from subjecting students to political or ideological views and opinions that are not related to the faculty member's discipline or assigned course of instruction.

Recommendations regarding a faculty member's tenure or promotion may not consider:

- 1) A faculty member's expression of dissent or engagements in research or public commentary on subjects;
- 2) Criticism of the institution's leadership; or
- 3) Engagement in any political activity conducted outside the faculty member's teaching or mentoring duties at the institution.

### **Criteria for Faculty Annual Evaluations**

All faculty are evaluated on an annual basis through the Faculty Annual Report. Faculty are evaluated on 1) teaching/professional performance, 2) scholarship and professional activity, and 3) service.

Additionally, faculty must meet the following criteria:

- 1) helped the institution foster a culture of free inquiry, free expression, and intellectual diversity within the institution;
- 2) introduced students to scholarly works from a variety of political or ideological frameworks that may exist within the curricula by the faculty of the institution under authority delegated by the Board of Trustees of the institution;
- 3) while performing teaching duties within the scope of the faculty member's employment, refrained from subjecting students to views and opinions concerning matters not related to the faculty member's academic discipline or assigned course of instruction;
- 4) adequately performed academic duties and obligations; and met any other criteria established by the board of trustees.
- 5) If a complaint has been received and is substantiated regarding any of the above items 1-4, the complaint must be addressed in the faculty annual report and evaluation.

Faculty Annual Reports are evaluated by the faculty member's department chair or academic unit head and college dean or library director. The faculty member's annual evaluation will be shared with the faculty member.

Evaluations regarding a faculty member's annual report may not consider:

- 1) A faculty member's expression of dissent or engagements in research or public commentary on subjects;
- 2) Criticism of the institution's leadership; or
- 3) Engagement in any political activity conducted outside the faculty member's teaching or mentoring duties at the institution.

Counseling or disciplinary action may result if the faculty member does not meet the criteria outlined above and is the responsibility of the department chair or academic unit head and in consultation with the college dean or library director. Disciplinary actions may include professional development, a performance improvement plan, counseling, salary reduction, demotion, termination, or other disciplinary action as determined by the institution.

### **Restrictions on Foreign Contracting and Licensing**

University employees are prohibited from transferring, licensing, or sublicensing any University-owned intellectual property created or developed using the state educational institution's resources to 1) a business entity organized under the laws of a foreign adversary, 2) a business entity headquartered in a foreign adversary, or 3) a business entity or other entity, including a governmental entity, that is owned or controlled by citizens of, or is directly controlled by the government of, a foreign adversary.

University employees are prohibited from utilizing any state funds or resources to 1) engage or contract with an individual associated with a foreign terrorist organization or a state sponsor of terror or 2) support the activities of a foreign terrorist organization or a state sponsor of terror.

A "foreign adversary" includes a foreign government listed in 15 CFR 7.4 or a country designated as a threat to critical infrastructure by the Governor of Indiana under IC 1-1-16-8.

A "foreign terrorist organization" refers to an organization designated by the Secretary of State of the United States under 8 U.S.C. 1189.

A "state sponsor of terror" means a country determined by the Secretary of State of the United States to have repeatedly provided support for acts of international terrorism.

**Official Positions and Statements on Behalf of the University**

All University employees and contractors may exercise their protected right to expressive activity as citizens, may affiliate with and be active in the political party of their choice, and as individuals may support candidates, parties, viewpoints, ideals, or governmental measures as they desire.

The University, as a public educational institution, must necessarily be nonpartisan in all of its political and governmental relationships and does not support any political party or candidate for public office. Members of the staff who participate in political activities, support candidates, or become candidates for public office do so as individuals and, as such, must not use University facilities or the University name or involve the University in any way in connection with such activities. Political parties or organizations may use University facilities for meeting purposes on a rental basis the same as other civic and social organizations or groups. Such use, however, may not in any way imply the University sponsors or supports the organizations, their purposes or their programs.

University employees and contractors must endeavor to clarify when participating in expressive activity or making public statements, that they are doing so in their individual capacity and not in their official capacity on behalf of the University. The official position of the University, if it has one, shall be conveyed only when authority is granted by the Board of Trustees or President of the University.

**IN WITNESS WHEREOF**, I have executed this Resolution as of the 11th day of July, 2024.

**UNIVERSITY OF SOUTHERN INDIANA**

By: \_\_\_\_\_

Christine H. Keck  
Chair, USI Board of Trustees

**MISCELLANEOUS FEES FOR 2024-2025**

**1. Laboratory and Miscellaneous Fees**

| <u>Fee Name</u>   | <u>2024-2025<br/>Fee</u> | <u>2023-2024<br/>Fee</u> | <u>Effective<br/>Date</u> | <u>Last<br/>Changed</u> |
|---|--------------------------|--------------------------|---------------------------|-------------------------|
| Application Fee   | 40.00                    | 40.00                    | 08/19/24                  | 08/20/12                |
| Assessment Fee  | 150.00                   | 150.00                   | 08/19/24                  | 08/24/15                |
| Athletics Fee**   | 180.00                   | 120.00                   | 08/19/24                  | 08/21/23                |
| Audit Fee (plus applicable lab fee)                         | 50.00                    | 50.00                    | 08/19/24                  | 08/22/16                |
| Computer Science Program Fee*                               | 75.00                    | 75.00                    | 08/19/24                  | 08/21/17                |
| Counseling Services Fee**                                   | 75.00                    | 65.00                    | 08/19/24                  | 08/21/23                |
| Departmental Challenge Exam Fee*                            | 50.00                    | 50.00                    | 08/19/24                  | 08/24/20                |
| Departmental Exams Fee                                      | 25.00                    | 25.00                    | 08/19/24                  | 08/22/16                |
| Engineering Undergraduate Program Fee*                      | 75.00                    | 75.00                    | 08/19/24                  | 08/24/15                |
| Enrollment Fee  | 150.00                   | 150.00                   | 08/19/24                  | 08/22/16                |
| Health Informatics Program Fee*                             | 50.00                    | 50.00                    | 08/19/24                  | 08/21/17                |
| Health Professions Insurance                                | 20.00                    | 20.00                    | 08/19/24                  | 08/20/12                |
| Housing Living Learning Community Fee                       | 15.00                    | 15.00                    | 08/19/24                  | 08/20/12                |
| Housing Student Activity Fee                                | 25.00                    | 25.00                    | 08/19/24                  | 08/20/12                |
| International Student Fee                                   | 200.00                   | 200.00                   | 08/19/24                  | 08/20/18                |
| Laboratory Fee (College of Science, Engineering, Education) | 75.00                    | 75.00                    | 08/19/24                  | 08/24/15                |
| Laboratory Fee (all other colleges)                         | 50.00                    | 50.00                    | 08/19/24                  | 08/20/12                |
| Matriculation Fee (all new and transfer students)           | 175.00                   | 175.00                   | 08/19/24                  | 08/22/16                |
| Nursing Program Fee (BSN)*                                  | 40.00                    | 40.00                    | 08/19/24                  | 07/01/14                |
| Nursing Program Fee (DNP)*                                  | 150.00                   | 150.00                   | 08/19/24                  | 07/01/14                |
| Nursing Program Fee (MSN)*                                  | 100.00                   | 100.00                   | 08/19/24                  | 07/01/14                |
| Occupational Therapy Clinical Fee                           | 75.00                    | 75.00                    | 08/19/24                  | 08/20/12                |
| Occupational Therapy Program Fee (MSOT)*                    | 100.00                   | 100.00                   | 08/19/24                  | 07/01/14                |
| Online Learning Fee   | 50.00                    | 50.00                    | 08/19/24                  | 08/30/99                |
| Online Learning Non-Resident Delivery Fee*                  | 50.00                    | 50.00                    | 08/19/24                  | 08/24/15                |
| Payment Plan - Late Fee                                     | 50.00                    | 50.00                    | 08/19/24                  | 08/20/18                |
| Payment Plan - Special Arrangement Fee                      | 25.00                    | 25.00                    | 08/19/24                  | 08/23/21                |
| Prior Learning Assessment Fee                               | 250.00                   | 250.00                   | 08/19/24                  | 08/24/20                |
| Respiratory Therapy Advanced Life Support Fee               | 100.00                   | 100.00                   | 08/19/24                  | 09/02/97                |
| Respiratory Therapy Program Fee*                            | 50.00                    | 50.00                    | 08/19/24                  | 08/19/19                |
| Social Work Program Fee*                                    | 50.00                    | 50.00                    | 08/19/24                  | 08/21/17                |
| Special Course Fee (varies by course; maximum amount)       | 350.00                   | 350.00                   | 08/19/24                  | 08/21/17                |
| Student Activity Fee**                                      | 100.00                   | 100.00                   | 08/19/24                  | 08/22/16                |
| Study Abroad Fee  | 300.00                   | 300.00                   | 08/19/24                  | 08/22/16                |
| Transcript Fee (maximum amount)                             | 50.00                    | 50.00                    | 08/19/24                  | 08/22/16                |
| Transportation Fee**  | 160.00                   | 150.00                   | 08/19/24                  | 08/22/23                |

\* per credit hour

\*\* per semester

**SCHEDULE OF STUDENT FEES AND OTHER MANDATORY FEES**  
**2024-25**

---

**STUDENT FEES 2024-25**  
**(per semester credit hour)**

|                     | <b><u>UNDERGRADUATE</u></b> |                            | <b><u>GRADUATE</u></b> |                            |
|---------------------|-----------------------------|----------------------------|------------------------|----------------------------|
|                     | <b><u>Resident</u></b>      | <b><u>Non-Resident</u></b> | <b><u>Resident</u></b> | <b><u>Non-Resident</u></b> |
| Contingent          | \$182.70                    | \$182.70                   | \$330.45               | \$330.45                   |
| Academic Facilities | 76.54                       | 76.54                      | 76.54                  | 76.54                      |
| Student Services    | 29.95                       | 29.95                      | 29.95                  | 29.95                      |
| Technology          | 10.00                       | 10.00                      | 10.00                  | 10.00                      |
| Non-Resident        |                             | 428.04                     |                        | 428.39                     |
|                     | <hr/>                       | <hr/>                      | <hr/>                  | <hr/>                      |
| Total               | \$299.19                    | \$727.23                   | \$446.94               | \$875.33                   |

---

Prior Year Student Fees for Comparison

**STUDENT FEES 2023-24**  
**(per semester credit hour)**

|                     | <b><u>UNDERGRADUATE</u></b> |                            | <b><u>GRADUATE</u></b> |                            |
|---------------------|-----------------------------|----------------------------|------------------------|----------------------------|
|                     | <b><u>Resident</u></b>      | <b><u>Non-Resident</u></b> | <b><u>Resident</u></b> | <b><u>Non-Resident</u></b> |
| Contingent          | \$173.95                    | \$173.95                   | \$317.03               | \$317.03                   |
| Academic Facilities | 75.80                       | 75.80                      | 75.80                  | 75.80                      |
| Student Services    | 29.95                       | 29.95                      | 29.95                  | 29.95                      |
| Technology          | 10.00                       | 10.00                      | 10.00                  | 10.00                      |
| Non-Resident        |                             | 414.55                     |                        | 414.88                     |
|                     | <hr/>                       | <hr/>                      | <hr/>                  | <hr/>                      |
| Total               | \$289.70                    | \$704.25                   | \$432.78               | \$847.66                   |

---

**OTHER MANDATORY FEES**

**University Services Fee**

|  |         |
|--|---------|
| 8 or more credit hours per semester                    | \$30.00 |
| More than 3 and fewer than 8 credit hours per semester | \$22.75 |
| 3 or fewer hours per semester                          | \$10.00 |

The University Services Fee amounts shown above are for 2024-25

## CURRENT OPERATING BUDGET SUMMARY

|                                       | <u>Approved<br/>Budget<br/>2023-24</u> | <u>Budget<br/>Change</u> | <u>Proposed<br/>Budget<br/>2024-25</u> |
|---------------------------------------|--|--------------------------|--|
| <b>INCOME</b>                         |  |                          |  |
| State Appropriation - Operating       | 53,128,324                             | 703,285                  | 53,831,609                             |
| State Appropriation - Line Items      | 1,110,900                              | 0                        | 1,110,900                              |
| State Appropriation - Fee Replacement | 12,321,600                             | (390)                    | 12,321,210                             |
| Student Fees                          | 49,549,297                             | 577,368                  | 50,126,665                             |
| Other Income                          | 10,248,005                             | 1,716,718                | 11,964,723                             |
| Fund Balance                          | <u>920,000</u>                         | <u>0</u>                 | <u>920,000</u>                         |
| <b>TOTAL</b>                          | <b>127,278,126</b>                     | <b>2,996,981</b>         | <b>130,275,107</b>                     |

### MAJOR EXPENSE CLASSIFICATION

|                         |                    |                  |                    |
|-------------------------|--------------------|------------------|--------------------|
| Personal Services       | 86,129,576         | 2,367,092        | 88,496,668         |
| Supplies and Expense    | 36,807,572         | 713,524          | 37,521,096         |
| Repairs and Maintenance | 2,290,351          | 7,070            | 2,297,421          |
| Capital Outlay          | <u>2,050,627</u>   | <u>(90,705)</u>  | <u>1,959,922</u>   |
| <b>TOTAL</b>            | <b>127,278,126</b> | <b>2,996,981</b> | <b>130,275,107</b> |

### FUNCTIONAL EXPENDITURE CLASSIFICATION

|                                    |                    |                  |                    |
|------------------------------------|--------------------|------------------|--------------------|
| Instruction                        | 58,439,197         | 1,057,270        | 59,496,467         |
| Academic Support                   | 6,002,877          | 272,771          | 6,275,648          |
| Student Services                   | 12,580,048         | 696,441          | 13,276,489         |
| Operation and Maintenance of Plant | 16,728,472         | 359,518          | 17,087,990         |
| Administration and General         | 19,063,888         | 824,146          | 19,888,034         |
| Institutional Student Aid          | <u>14,463,644</u>  | <u>(213,165)</u> | <u>14,250,479</u>  |
| <b>TOTAL</b>                       | <b>127,278,126</b> | <b>2,996,981</b> | <b>130,275,107</b> |

|   | <u>Approved<br/>Budget<br/>2023-24</u> | <u>Budget<br/>Change</u> | <u>Proposed<br/>Budget<br/>2024-25</u> |
|---|--|--------------------------|--|
| <b>FUNCTION BY MAJOR EXPENSE CLASSIFICATION</b> |  |                          |  |
| <b>INSTRUCTION</b>                              |  |                          |  |
| Personal Services                               | 52,596,883                             | 808,158                  | 53,405,041                             |
| Supplies and Expense                            | 4,681,121                              | 247,912                  | 4,929,033                              |
| Repairs and Maintenance                         | 515,461                                | 1,200                    | 516,661                                |
| Capital Outlay                                  | 645,732                                | 0                        | 645,732                                |
| <b>TOTAL INSTRUCTION</b>                        | <b>58,439,197</b>                      | <b>1,057,270</b>         | <b>59,496,467</b>                      |
| <b>ACADEMIC SUPPORT</b>                         |  |                          |  |
| Personal Services                               | 3,047,715                              | (27,610)                 | 3,020,105                              |
| Supplies and Expense                            | 1,620,551                              | 300,381                  | 1,920,932                              |
| Repairs and Maintenance                         | 419,982                                | 0                        | 419,982                                |
| Capital Outlay                                  | 914,629                                | 0                        | 914,629                                |
| <b>TOTAL ACADEMIC SUPPORT</b>                   | <b>6,002,877</b>                       | <b>272,771</b>           | <b>6,275,648</b>                       |
| <b>STUDENT SERVICES</b>                         |  |                          |  |
| Personal Services                               | 10,285,188                             | 633,337                  | 10,918,525                             |
| Supplies and Expense                            | 2,185,985                              | 61,104                   | 2,247,089                              |
| Repairs and Maintenance                         | 79,513                                 | 4,000                    | 83,513                                 |
| Capital Outlay                                  | 29,362                                 | (2,000)                  | 27,362                                 |
| <b>TOTAL STUDENT SERVICES</b>                   | <b>12,580,048</b>                      | <b>696,441</b>           | <b>13,276,489</b>                      |
| <b>OPERATION AND MAINTENANCE OF PLANT</b>       |  |                          |  |
| Personal Services                               | 6,449,747                              | 252,691                  | 6,702,438                              |
| Supplies and Expense                            | 8,828,872                              | 195,532                  | 9,024,404                              |
| Repairs and Maintenance                         | 1,114,286                              | 0                        | 1,114,286                              |
| Capital Outlay                                  | 335,567                                | (88,705)                 | 246,862                                |
| <b>TOTAL OPERATION AND MAINTENANCE OF PLANT</b> | <b>16,728,472</b>                      | <b>359,518</b>           | <b>17,087,990</b>                      |
| <b>ADMINISTRATION AND GENERAL</b>               |  |                          |  |
| Personal Services                               | 13,750,043                             | 700,516                  | 14,450,559                             |
| Supplies and Expense                            | 5,027,399                              | 121,760                  | 5,149,159                              |
| Repairs and Maintenance                         | 161,109                                | 1,870                    | 162,979                                |
| Capital Outlay                                  | 125,337                                | 0                        | 125,337                                |
| <b>TOTAL ADMINISTRATION AND GENERAL</b>         | <b>19,063,888</b>                      | <b>824,146</b>           | <b>19,888,034</b>                      |
| <b>INSTITUTIONAL STUDENT AID</b>                |  |                          |  |
| Supplies and Expense                            | 14,463,644                             | (213,165)                | 14,250,479                             |
| <b>TOTAL INSTITUTIONAL STUDENT AID</b>          | <b>14,463,644</b>                      | <b>(213,165)</b>         | <b>14,250,479</b>                      |
| <b>TOTAL BUDGET</b>                             | <b>127,278,126</b>                     | <b>2,996,981</b>         | <b>130,275,107</b>                     |



**Summary  
Construction Projects**

**July 11, 2024**

**Recently Completed Construction Projects**

**Orr Center Accounting Department New Offices**

**Project Cost** \$ 252,000

Funding Source: Special Projects

**Athletic Facilities Improvements**

**Project Cost** \$ 240,000

Funding Source: Special Projects

**Education Building Rm. 1101 Roof and Masonry Repairs**

**Project Cost** \$ 235,000

Funding Source: FY23 State Repair and Rehabilitation

**Projects Under Construction**

**Health Professions Renovation/Addition Phase III**

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

Funding Source: Legislative Appropriation - 2019

**Wellness Center**

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

Funding Source: Legislative Appropriation - 2019

**Student Housing Apartments Fire Alarm System Replacement**

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

Funding Source: Student Housing Reserves

**Housing C-Store Refurbishment**

**Project Cost** \$ 1,300,000

Funding Sources:

Sodexo \$ 800,000

Housing Reserves \$ 500,000

**Atheneum HVAC Improvements**

**Project Cost** \$ 750,000

Funding Sources:

|                                      |    |         |
|--------------------------------------|----|---------|
| FY24 State Repair and Rehabilitation | \$ | 500,000 |
| Special Projects                     | \$ | 250,000 |

**Cooling Tower 3 Replacement**

**Project Cost** \$ 550,000

Funding Source: FY24 State Repair and Rehabilitation

**Exterior Signage Replacement**

**Project Cost** \$ 500,000

Funding Sources:

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

**Projects In Design**

**Health Professions Renovation/Addition Phase IV**

**Project Cost** \$ 50,000,000

Funding Source: Legislative Appropriation - 2023

**Wright Administration Renovation/Addition**

**Project Cost** \$ 32,000,000

Funding Source: Legislative Appropriation - 2023

**New Creative and Print Services Building**

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

Funding Source: Legislative Appropriation - 2019

**Recreation Fitness & Wellness Center Storage and Bike Shop Addition**

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

Funding Source: Legislative Appropriation - 2019