

## MINUTES

### UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

November 7, 2024

The University of Southern Indiana Board of Trustees met on Thursday, November 7, 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; Timothy M. Hollander; Jeffrey L. Knight; Ronald D. Romain '73; and Christina M. Ryan. Trustee C. Wayne Kinney '77 was absent. Also in attendance were Interim President Steven J. Bridges '89 M'95; Interim Provost Shelly B. Blunt; Assistant Vice President for Finance and Administration Jeffrey M. Sickman '94 M'00; Vice President for Marketing and Communication Kindra L. Strupp M'22; Vice President for Development Andrea R. Gentry '05; Interim Vice President for Student Affairs Pamela F. Hopson D'23; 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.

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

#### SECTION I – GENERAL AND ACADEMIC MATTERS

##### A. APPROVAL OF MINUTES OF SEPTEMBER 5, 2024, MEETING

On a motion by Mr. Dunn, seconded by Mr. Knight, the minutes of the meeting on September 5, 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, January 9, 2025, on campus in the Griffin Center.

##### C. REPORT OF THE ACADEMIC AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEE

Chair Keck called on Trustee Romain for a report. Trustee Romain stated the Academic Affairs and Enrollment Management Committee met before the Board of Trustees meeting on November 7, 2024. The committee recommended approval of two new degree programs, the Master of Science in Education in Elementary Mathematics Leadership and the Master of Science in Education in Special Education. Both will be presented to the Board later in this meeting. Additionally, the Committee recommended approval of two Graduate Certificates and seven Microcredentials (3 undergraduate and 4 Graduate), all of which will also be presented to the Board later on the agenda. The Academic Program Development Plan also was reviewed by the Committee. Lastly, a report was presented by Dawn Stoneking, Executive Director of Outreach and Engagement, on the impactful activities USI is engaged in that complement the University's traditional role by providing and facilitating quality educational, research and technical services for people, groups and organizations in Indiana and the Tri-State. These activities support and promote individual well-being, social and cultural enrichment, economic opportunity and regional development. The report provided a broad overview of USI's community engagement, partnerships, projects and research opportunities with external organizations that align with USI's strategic plan and mission.

##### D. PRESIDENT'S REPORT

Chair Keck called on Interim President Bridges for the President's Report. President Bridges began with a few personnel announcements. First, this is Vice President for Strategic Enrollment Management Troy Miller's last USI Board of Trustees meeting, as he has accepted a Vice President for Enrollment position at the Connecticut State Community College System. President Bridges thanked Mr. Miller for his service to the University. Additionally, this is the last Board meeting for Associate Vice President Mary Hupfer as she officially retires at the end of the year. President Bridges expressed his appreciation for Ms. Hupfer's years of service to the University and her contributions to the work they closely accomplished together over many years. Lastly, Mr.

Jeff Sickman will be leaving the University at the end of December 2024. Mr. Sickman and Mr. Bridges have also worked very closely over many years in their fiduciary roles. Mr. Sickman is following a calling to work at his church both in business affairs and in teaching religious education. Although his absence will be greatly felt by many across campus, President Bridges expressed his support for Mr. Sickman in pursuing this call to serve and thanked him for all his contributions to the University. A round of applause was provided for all three individuals.

USI recently became an affiliate of the Bee Campus USA program, designed to marshal the strengths of educational campuses for the benefit of pollinators. This affiliation journey began with a USI Endeavor Grant of \$2,500 awarded to Nolan Durham, a biology major, who worked to help the University become an affiliate of the Bee Campus USA program. USI will bring the campus and community together starting this Fall Semester in a beekeeping group, with a wider scope of interests including sustainability, native plants and pollinators of all types. A bee yard or apiary is planned for a sunny hillside on the eastern part of campus with hives and bees to be installed in Spring 2025.

On Saturday, November 2, the University held a Pre-Professional Medical Careers Showcase for high school students. This event allowed students to learn more about medical careers including doctors, dentists, pharmacists, physician assistants, physical therapists and chiropractors. Over 300 were in attendance, including 117 high school students and guests. They networked with current medical professionals, discussed career paths with them and USI faculty, attended breakout sessions that assisted in their college preparations and met current students who are pursuing medical careers. Two former Student Trustees were in attendance, Susan Ellsperman '13 and Evan Stieler '17 both of whom are now doctors in specialized fields. Students who attended also learned more about the pre-professional programs offered at USI including pre-medicine, pre-dentistry, pre-chiropractic, pre-optometry, pre-physician assistant, pre-pharmacy and pre-physical therapy.

President Bridges reviewed current or upcoming campus events/activities including:

- o USI's Inaugural Distance Learning week is this week – Nov. 4-8
- o 55th annual Juried Student Art Show in McCutchan Pace Gallery – Opened Nov. 4
- o USI Anthropology Speaker Series to present Dr. Richard Lunnis – Tues. Nov. 12
- o USI will celebrate International Education Week – Nov. 11-15
- o USI Fall Open House for prospective students and families – Sat. Nov. 16
- o Lighting a Tradition holiday celebration for USI families – Thurs. Dec. 5
- o 53rd annual Madrigal Feaste – one performance each day Thurs. Dec. 5 – Sun. Dec. 8

These activities and more are important as we continue to provide programming to bring students, families, and community members to campus, many who have never been and others who haven't for many years.

President Bridges directed the Trustees to their handouts for the 2024-2025 At-a-Glance brochure. This helpful tool provides easily remembered facts about USI and includes highlighted information about USI Athletics, tuition costs, financing sources, and more.

Fall Commencement is scheduled for Saturday, December 14. Later in today's agenda, you will be asked to approve candidates for degrees and certificates to be conferred during the commencement ceremonies. We always welcome the participation of our Trustees. President Bridges called on Vice President Strupp to review the schedule for Commencement Day.

Vice President Strupp announced two ceremonies, one at 10 a.m. and the other at 1 p.m., will be held in Liberty Arena, Home of the Screaming Eagles on Saturday, December 14, 2024. Over 700 students have applied for graduation this fall with 65% signaling their interest in participating in one of the two ceremonies. Graduates from the College of Liberal Arts, Romain College of Business and School of Graduate Studies for programs in those colleges will participate in the 10 a.m. ceremony. Graduates from the Kinney College of Nursing and Health Professions, Pott College of Science, Engineering, and Education, and School of Graduate Studies for those colleges will participate in the 1 p.m. ceremony. The commencement speaker for the 10 a.m. ceremony is Dr. Tamara L. Hunt, Professor Emerita of History and recipient of the 2024 USI Distinguished Professor Award. The 1 p.m. commencement speaker is Dr. Bohan Ye, Assistant Professor of Economics and the 2024 H. Lee Cooper Core Curriculum Teaching Award recipient. Vice President Strupp directed the Trustees to the reservation form in their packets for the participation of up to three Trustees per ceremony to serve as members of the platform party.

President Bridges called on Vice President for Development Andrea Gentry to provide a report. She announced Trustee Wayne Kinney '77, his wife Beth Kinney, and their family made a leadership gift of \$6 million. This gift is unrestricted to the College of Nursing and Health Professions, which is now named the Kinney College of Nursing and Health Professions to honor the Kinney family for their generosity. The gift will be used to address the greatest needs of the Kinney College and will fund scholarships, equipment and technology purchases and upgrades, faculty development opportunities, innovative health initiatives, and more.

During a pep rally/press conference on October 31, USI announced a historic \$10 million gift from Liberty Federal Credit Union to the USI Foundation for Athletics. To honor Liberty's generosity, the arena and arena floor are now named for it. Liberty Arena, Home of the Screaming Eagles – will be proudly displayed on the exterior of the Arena building, and the Liberty Federal Credit Union logo featured prominently on both halves of the Arena floor. This gift, the largest in the Foundation's history, is unrestricted to USI Athletics and can be used for student-athlete scholarships, travel, Division I transition requirements, and other essential needs.

President Bridges stated that fall every other year brings a season of government relations activities that specifically includes budget presentation work. He called on Vice President Trump for a report on those activities. President Bridges presented USI's Capital and Budget request to the Indiana Commission for Higher Education on October 10, 2024, in Indianapolis. USI's presentation was well received, and questions from the Commission members were generally accompanied by positive commentary on USI's efforts and accomplishments. The Commission then held a meeting of its members on November 6, 2024, to approve its recommendation and legislative budget agenda for the upcoming session. Next, President Bridges will present to the State Budget Committee at the Statehouse in the afternoon on November 13. This will be the first of three presentations to State Legislators, followed by House Ways and Means presented in January, and to Senate Appropriations in March.

President Bridges called on Dr. Nicholas Rhew for a report from the Faculty Senate. Since the last Trustee meeting, the Faculty Senate has continued with its monthly meetings in September and October and will convene for its November meeting on Friday, November 15. With most of the work implementing Senate Enrolled Act 202 completed, faculty have enjoyed focusing on more routine work. While the Provost has historically attended Senate meetings—and we certainly appreciate her presence and support—we have been thrilled that Interim President Bridges has joined Senate meetings this year. His attendance facilitates better communication and promotes collaboration—and has also been received as a symbol of support for the work of the Faculty Senate and the broader faculty. Dr. Rhew expressed his appreciation for President Bridges' commitment here and hopes this example is honored by all who serve in the position for years to come.

President Bridges called on Student Government Association (SGA) President Tamia Smith for a report. Ms. Smith reported that SGA now has approximately 40 members, nearly completing full membership status. Most vacancies are for those at large positions. SGA recently hosted a tailgate event for volleyball, with over 170 students in attendance the 100 free shirts on hand were gone within 5 minutes. Additionally, SGA hosted a voter registration drive for the entire month of September, where a total of 143 students registered to vote for the November elections. In October, there was a great turnout for the SGA-sponsored PrideFest Drag Show. There were also three SGA events for Alcohol Awareness Week in October including:

- Mocktail Mania – where members provided free mocktail slushies and information about drinking safety,
- Donuts on Duty – a partnership with the Vanderburgh County Sheriff and USI Public Safety where free donuts and crime prevention tips were provided, and
- Wobblin' Wheels – an event with the Vanderburgh County Sheriff and USI Public Safety where students wore drunk goggles and navigated their way through an obstacle course and were given information about the dangers of drunk driving and alternative options to driving such as Uber, Lyft, etc.

Lastly, SGA hosted its first Screegle SpeakX event, which is a student-led TED Talk. The entire month of October revolved around students gaining confidence and belief in their abilities.

## **E. 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 14, 2024. She recommended approval to

award the degrees and certificates, subject to the completion of all requirements.

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

**F. APPROVAL OF NEW DEGREE PROGRAM: MASTER OF SCIENCE IN EDUCATION IN ELEMENTARY MATHEMATICS LEADERSHIP**

Chair Keck called on Interim Provost Blunt to review the proposed new degree program to be offered by the Pott College of Science, Engineering, and Education described in Exhibit I-B, the Master of Science in Education in Elementary Mathematics Leadership. The proposed implementation date is fall 2025.

Upon the recommendation of the Academic Affairs and Enrollment Management Committee, the Master of Science in Education in Elementary Mathematics Leadership in Exhibit I-B was approved.

**G. APPROVAL OF NEW DEGREE PROGRAM: MASTER OF SCIENCE IN EDUCATION IN SPECIAL EDUCATION**

Chair Keck called on Interim Provost Blunt to review the proposed new degree program to be offered by the Pott College of Science, Engineering, and Education described in Exhibit I-C, the Master of Science in Education in Special Education. The proposed implementation date is fall 2025.

Upon the recommendation of the Academic Affairs and Enrollment Management Committee, the Master of Science in Education in Special Education in Exhibit I-C was approved.

**H. APPROVAL OF NEW CERTIFICATES AND MICROCREDENTIALS**

Chair Keck called on Interim Provost Blunt to review the new certificates and microcredentials described in Exhibit I-D.

Upon the recommendation of the Academic Affairs and Enrollment Management Committee, the new certificates and microcredentials in Exhibit I-D were approved.

## **SECTION II – FINANCIAL MATTERS**

### **A. REPORT OF THE FINANCE/AUDIT COMMITTEE**

Chair Keck called on Trustee Dunn for a report. The Finance/Audit Committee will meet prior to the Board of Trustees meeting on November 7, 2024. The Committee reviewed the audited financial statements for the fiscal year ending June 30, 2024. Mr. Jeff Sickman, Assistant Vice President for Finance and Administration and Assistant Treasurer, presented the audited statements. The 2024 Financial Report demonstrates continued financial stability, and the University is well-positioned financially to embrace new opportunities while supporting its mission for student success.

### **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 11,463 enrolled and prospective students in 2023-2024. Enrolled students who received some type of aid totaled 6,305 or 68 percent. The Student Financial Assistance office awarded aid totaling just over \$71.5 million. Overall program funding levels for the 2023-2024 award year increased by approximately \$4.4 million from the prior year. She shared information about the sources of aid, including federal, state, institutional, USI Foundation, private, and USI Varsity Club. The majority of aid comes from three main sources, federal, state, and institutional aid. Federal aid accounted for almost 50% of the total aid at over \$35.1 million. Institutional aid was the second largest source accounting for 27.3% and totaling just under \$19.6 million, while the third major source was State aid which totaled just under \$9 million and accounted for 12.5% of total aid.

Ms. Riney discussed the changes in funding levels over the past five years, noting the majority of the \$4.4 million increase was primarily attributed to increases in federal, state and institutional aid. The most substantial increases were in state aid with \$1.4 million and institutional aid which increased by \$1.9 million, increases of 19.3% and 10.5% respectively. The increase in state aid was due to the sizable increase in the individual award amounts. The maximum Frank O'Bannon Indiana Higher Education Award was increased from \$4,600 in 2022-23 to \$6,200 for 2023-24, an almost 35% increase. Federal aid experienced almost a \$1 million increase or 2.9%. There was a slight increase in USI Foundation aid, but aid from private sources did decline slightly.

Looking at trends in major programs over the past five-year period, the largest decline has been in the federal Direct Student Loan program. While total dollars and the number of students borrowing are decreasing, the average borrowed per student for the year has been increasing by an average of 2.9% each year. The average amount borrowed for 2023-24 was \$7,912, up \$448 from last year's average. We experienced an uptick in Federal Pell Grant dollars this past year. Not only did our total dollars increase, but the number of recipients also rebounded slightly. The average Pell Grant amount per eligible student also increased by \$535 to \$5,161 for the 2023-24 award year. In-state 21st Century Scholarship awards were on a steady decline but did experience a very small increase this past year, essentially remaining flat. The state's Frank O'Bannon awards experienced a very substantial increase for the 23-24 award year, by over \$1,500 or almost 45%.

Over the past five years, the percentage of federal Pell Grant recipients at USI decreased from 22.9% to 19.1%, with a slight rebound in 23-24 to 19.8%. The percentage of students borrowing Federal Direct student loans experienced an even larger decline, with 29.7% of students borrowing in 23-24 as compared to 39.3% previously. The percentage of students receiving state aid, 21st Century Scholar Awards and Frank O'Bannon Awards, has also been on a steady decline. However, the percentage of students receiving institutional and USI Foundation scholarships has increased substantially. Almost 64% of enrolled students received institutional aid and 21.8% received USI Foundation scholarships. The percentage of students receiving aid from private sources has remained steady.

The decline in the percentage of students borrowing and the amounts they are borrowing is evident when looking at the average debt of USI's graduating classes. For the USI class of 2024, although there was a slight increase in the average amount borrowed, USI graduates are significantly below the national average, with 53% of undergraduates borrowing an average of \$18,454 and 42% of graduate students borrowing an average of \$31,970 which also includes their undergraduate borrowing at USI.

USI is very conscientious when advising students about borrowing and recommends they only borrow what they need for expenses while in school. This is evident when looking at our cohort default rate over the years. USI's rates are consistently below the state, national, and 4-year public rates. Five years ago, USI's default rate was at 5%, and 4 years ago it was 3.9%. For the past 2 years, everyone's default rate has been zero due to the payment pause on Federal Direct Student Loans during the COVID-19 pandemic. Borrowers' loans were automatically placed into forbearance from March 2020 through September 2023, so no one entered repayment and thus did not default on their loan. The payment pause was lifted on October 1, 2023; however, the Department of Education instituted a 1-year on-ramp to repayment. This meant borrowers did not suffer negative consequences for late or missed payments for the first year after loan payments resumed. USI anticipates its default rate will increase next year since borrowers will begin receiving negative consequences for non-payment.

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

- USI's percentage of Pell-eligible students declined steadily from 22.9% in 2019-20 to 19.1% in 2022-23 but had a slight uptick to 19.8% in 2023-24.
- On average USI students borrow less than the National and State averages.
- Cohort default rate consistently remains well below the national, state and 4-year public rates, but will need monitoring now that repayment has resumed.
- Total grant and scholarship aid from all sources is trending upward.

### **C. REPORT ON INSURANCE RENEWALS**

Chair Keck called on Vice President Trump, who introduced Executive Director of Human Resources Sarah Will for a presentation on the 2025 insurance renewal. Ms. Will reviewed the goals of the renewal process, including evaluating the health care costs, along with the plan design to achieve low to moderate increases while maintaining a comprehensive and competitive benefit package for USI employees.

Ms. Will reviewed medical insured population trends and USI's employee participation by medical plan. As of October 2024, USI experienced a 1.48% increase in the number of employees that are eligible for medical coverage over last year and a 2.12% increase in the number of active employees over last year. For retirees, there was an increase of 1.5% over last year, leaving the number of total insurance participants slightly higher than last year by 23 participants or 1.88%. The plan participants in the Core PPO decreased by 32.83% over last year. This is a direct impact of the new Surest plan. Participation in the high deductible health savings account decreased by 21.4% over last year, leaving the total number of individuals insured up by 2.12% over last year. The number of eligible participants waiving medical coverage decreased by 2.48%.

The University has partnered with National Financial Partners (NFP) for benefit consultant services since 2021. In April 2024, NFP was acquired by Aon, a leading global professional services firm. As an Aon company, NFP operates as an "independent and connected" platform. Their entire leadership team and organizational structure remain in place. NFP is an independent and wholly owned subsidiary. The Aon acquisition gives NFP the scale of the second-largest global insurance brokerage, with more than 50,000 employees in 120 countries.

For retirees, the Medicare Advantage Plan is experiencing an increase due to inflation, rising medical costs, increased utilization among the aging population, and a backlog of postponed care still from the COVID-19 pandemic. Additionally, the Inflation Reduction Act of 2022 mandates all Medicare Part D plans are required to set the maximum out-of-pocket to \$2,000 per year. As a result, the Core Plan's out-of-pocket maximum for prescriptions will decrease by \$250, while the Buy-up Plan will increase by \$500. Despite the out-of-pocket maximum for the Buy-up Plan, the change on how the maximum out-of-pocket is calculated will benefit all members. Currently, only the member's cost is counted towards that out-of-pocket maximum, however, beginning January 1, 2025, the full cost of medications will count toward the prescription out-of-pocket maximum allowing members to meet their limits faster. The monthly premium for the Core Plan will go from \$34.64 to \$43.40, an \$8.76 increase per month for retirees. The Buy-up Plan will increase from \$42.81 to \$59.36, an increase of \$16.55 per month for retirees. While this year's premiums are increasing, they remain significantly lower than they were in 2020. Before the University transitioned to the Medicare Advantage Plan, in 2020 an equivalent retiree's contribution to their premium was \$117.12 compared to the 2025 premium of \$43.40.

Ms. Will discussed the total cost per employee per year by medical plan through September 2024, with the Core Plan being the highest percentage of total costs at \$15,328 per employee per year, or 54.2% of total

costs. The Surest Plan, introduced this year, was designed to reduce costs for both the plan and employees while maintaining quality healthcare and providing upfront transparency of healthcare costs. As of September, the Surest plan is \$3,025 less per person per year than the Core Plan. Additionally, a recent survey of employees enrolled in the Surest Plan yielded positive feedback. Of the 99 employees who completed the survey, 99% rated the affordability of the plan as either excellent or good, and 92% rated the level of transparency as either excellent or good. While this plan has successfully reduced costs for the University and employees, and the other plans have been successful as well, overall healthcare costs are higher this year and are expected to continue to rise in 2025.

When determining premium increases for 2025, each medical plan's share of the total cost was considered. The premiums will increase by 5% for employees enrolling in the Core Plan, 2% for active employees enrolling in the Surest Plan, and the high-deductible HSA Plan will remain flat or a 0% increase in premiums. For employees whose salary is \$41,000 and above, the Core Plan premium per month will be \$149 for single coverage, which is a \$7.08 increase over last year, while family coverage will be \$408.88 per month which equates to a \$9.50 per month premium increase. The HSA Plan premiums will remain the same in 2025 ranging from \$77.20 for single coverage to \$211.84 for family coverage. Surest Plan premiums for single coverage will be \$68.10, an increase of \$1.34 per month and \$186.86 for family coverage, an increase of \$3.66 per month. Premiums for employees making less than \$41,000 per year are 3% lower.

In 2025, there are no plan design changes for the Surest or Core Plans. However, due to IRS requirements, the University must increase the HSA deductible by \$100 to \$3,300 for individual coverage and by \$200 to \$6,600 for family coverage.

The prescription benefit provider will remain CVS Caremark, however, in an effort to save on prescription plan costs, effective January 1, 2025, USI will move from IAPPP consortium to the NFP consortium. The NFP consortium has over 102 million members with CVS Caremark allowing the University to take advantage of greater discounts and rebates for medications. Based on the University's actual 2023 claims data, USI can save an estimated \$655,000 annually simply by switching to the NFP consortium.

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 four of a four-year price guarantee. USI's percentage-to-loss ratio for vision as of September was 101.8%. The dental plan through Paramount Dental is in year two of a two-year agreement. USI's percentage-to-loss ratio for dental as of September was an outstanding 138.7%, making it fortunate to have the rate lock for this year. Auxiliary benefits that include short-term and long-term disability, basic and voluntary life insurance, hospital indemnity, critical illness, and accident coverage are in year three of a three-year rate guarantee through Sun Life.

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

Chair Keck called on Assistant Vice President Sickman, 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 OF THE PRESIDENTIAL SEARCH COMMITTEE

Chair Keck called on the chair of the President Search Committee Chris Ryan for an update on the Presidential Search. Trustee Ryan reported in consultation with the team from Academic Search, Inc., the Committee conducted the pre-search work during September and October to prepare for the public launch. This Organizational Phase of the search is near completion. Trustee Ryan thanked all those who participated in the constituent meetings and/or submitted a survey to provide input and valuable feedback.

The Leadership Prospectus has been drafted, and reviewed, and is near completion thanks to Vice President Strupp and her team for their contributions to the institutional description, the largest part of the prospectus. The Leadership Prospectus is meant to help introduce USI to prospective candidates.

The campus community will soon receive a communication regarding the public search launch. A dedicated page on USI's website has been developed for the Presidential Search and will become accessible with the public launch. The Presidential Search website will contain search information such as:

- o Search Committee membership
- o Search Timeline
- o Application Process
- o Search Firm information
- o Leadership Prospectus
- o Campus Communications


Trustee Ryan thanked everyone again for the quality work in preparing for the public launch and expressed her confidence that USI will attract a strong pool of candidates seeking to serve in this important leadership role.

#### B. REPORT ON FACULTY, ADMINISTRATIVE AND STAFF RETIREMENTS

There were no faculty, administrative or staff retirements to review.

There being no further business, the meeting was adjourned at 11:21 a.m.

Respectfully submitted,

  
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Jeffrey L. Knight  
Secretary



**CANDIDATES FOR DEGREES  
UNIVERSITY OF SOUTHERN INDIANA  
December 14, 2024**

**DOCTOR OF EDUCATION**

Douglas Allison  
Elizabeth Casalini  
Larissa Cremens  
Darla Hoover  
Travis Howard  
Tracy Johnson  
Jennifer Lawrence  
Sara Loete  
Diana Lynn  
Mathew J. Medcalf  
Jamorae Purcell  
Janell Pycior  
Jessica J. Reid  
Ryan M. Simmons  
Charles Sutton  
Jack D. Weagley  
Joshua Wildeman

**DOCTOR OF NURSING  
PRACTICE**

Elisabeth Bernal  
Jeanne L. Braun  
Michelle Wakefield

**POSTMASTER'S  
CERTIFICATES**

Frederick L. Greene  
Emily J. Freeman  
Jamie Hill

**MASTER OF ARTS IN  
COMMUNICATION**

Simran K. Singh

**MASTER OF ARTS IN  
CRIMINAL JUSTICE**

Jonathan R. Clark  
Daniel L. Greenwell

**MASTER OF ARTS IN  
ENGLISH**

Aubrey Swart

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

Rosalinda Guardado

**MASTER OF BUSINESS  
ADMINISTRATION**

Douglas Adkins  
Maryam Akbari  
Jordan Allison  
Dana Alnajim  
Justin M. Amos  
Emma A. Anderson  
Cory Anderson

Christopher A. Antonites  
Amir Aria  
Mikaela Ashby  
Ariane Attix  
Brikny E. Ayala  
Breah K. Bailey  
Anthony Baillie  
Kelsey M. Bartok  
Sebastien Basey  
Martins A. Benson  
Kanwal Bibi  
Clara J. Boarman  
Elizabeth A. Bracher  
Tegan M. Breedlove  
Robert K. Brown  
Adam D. Burbrink  
Korin Calkins  
Lily H. Cano  
Dia Carter  
Jacob A. Chafins  
Nohemi Chumacero Mancilla  
Travis F. Clymer  
Charles M. Connelly  
Christopher D. Cooper  
Abbigail Copeland  
Aundreya L. Corwin  
Briar M. Curd  
Jamie R. Curry  
Milan Dahal  
John Dalton  
Krystal Daugherty  
Olivia Daugherty  
Kristen M. Davis  
Christabel Day  
Camden J. Dean  
Evan Dekker  
Myriam Delmy  
Matthew L. DeMott  
Tyler R. Denu  
Sherley Desir  
Amara A. Diomande  
Madison Dischinger  
Mitchel E. Dolletzki  
Michael Doss  
Kayce E. Dozer  
Stella Driscoll  
Chris Drullinger  
John Duggan  
Savarci M. Dumbar  
Sarah E. Dunaway  
Cianna Y. Duncan  
Natasha Duran  
Ryan Duzon  
Karol W. Dywel  
Thomas Edwards  
Salaheddine Elfakir  
Hossam G. ElGhol  
Lindsay Ellis  
Tyler Elsberry  
Asma Engelbrecht  
Marc Engelbrecht

Gibson C. Erlewein  
John S. Esche  
Matthew Evans  
Melissa D. Ewbank  
Carrie Ewing  
Kyle Fahey  
Ryan W. Free  
Anthony S. Galloway  
Joshua R. Garon  
Wesley Gibson  
Gwendolyn Gilman  
Aaron Goad  
Molly Goodwin  
Jill Gould  
Nicholas Graveel  
Christopher Grubs  
Aaron D. Hammond  
Victoria Handley  
Constance Hannigan-Franck  
Bianca Hardiman  
Chelsea Hargan  
Kristin Hauck  
Trae M. Hirt  
Jason Holland  
Tilon Kirby M. Hood  
Kedzie Hopkins  
Kilian W. Horton  
Nathalie E. Howard  
Tierney Hutchison  
Chika Ikeya  
Bryant Jackson  
Carl R. Jackson  
Amberly Jacob  
Robert B. Jennings  
Jocelyn Jimenez  
Burundi Joyner  
Tailor Joyner  
Olufemi Kehinde  
Aminatou Keita  
Emilee Kennedy  
Ryan Kenny  
Sarah Keute  
Kamran Khatri  
Anne Kiboi  
Bryce J. Kirchner  
Roy F. Kirk  
Andrew S. Kirkland  
Lance Kollker  
Kala Kuvinka  
Danielle Lanham  
James Larson  
Simone Lisenbee  
Mikayla M. Lopez  
Michelle Ludwig  
Kaitlyn M. Lunsford  
Bradley C. Lutz  
Evan C. Madden  
Karl J. Mader  
Cameron Mahoney  
Natalia A. Majkut  
Amara Major

Christine O. Martin  
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## ABSTRACT

### **Master of Science in Education in Elementary Mathematics Leadership To be offered in an online format By the University of Southern Indiana, Evansville, Indiana**

**Characteristics of the Program:** The University of Southern Indiana Provost's Office proposes to offer a new program through its Master of Science in Education degree, entitled MSE in Elementary Mathematics Leadership.

Students who complete the program will be prepared to seek licensure as an Elementary Mathematics Specialist (EMS). EMSs take on diverse roles in schools and school districts. EMSs may work as classroom teachers who focus on mathematics instruction, mathematics interventionists, grade-level or school-level mathematics leaders, mathematics coaches, professional development providers, or district-level mathematics coordinators. They may work directly with students, with teachers, or with both populations.

**Rationale for the Program:** The Elementary Mathematics Leadership Track builds on the institutional strengths of the University of Southern Indiana (USI) by leveraging its commitment to exceptional education and engaged learning, along with connecting with the community. The Teacher Education and Mathematical Sciences Departments at USI have a record of preparing high-quality educators and building partnerships with P-12 schools across Indiana. The proposed track will focus on developing the leadership skills of elementary educators, which directly aligns with USI's mission to create an educated citizenry equipped to engage civilly and contribute positively to their communities. By enhancing mathematics instruction and leadership capabilities, the program will nurture the critical thinking and problem-solving skills that are essential for fostering a lifelong learning mindset—key aspects of the university's mission.

**Cost of and Support for the Program:** This program is 30-credit hours. No new faculty will be required to implement this new program. Teacher Education has current capacity in existing MSE courses for individuals in the program. Mathematical Sciences will have two faculty members contributing 25% of their teaching load toward this program. Resources will be monitored with program growth.

**Similar and Related Programs:** Only two institutions have been approved by the Indiana Department of Education (IDOE) to offer an EMS license – Ball State University and the University of Notre Dame.

**Quality and Other Aspects of the Program:** The full MSE degree will require completion of 30 credit hours. Most courses will be offered in an accelerated, 7-week format. Since most students will be working professionals, we anticipate most students will likely enroll part-time. Part-time students who take two classes each semester can complete the program in less than two years. However, students taking an expedited program may complete the degree within a single year if they take more than one course at a time.

## ABSTRACT

### **Master of Science in Education in Special Education To be offered in an online format By the University of Southern Indiana, Evansville, Indiana**

**Characteristics of the Program:** The University of Southern Indiana Provost's Office proposes to offer a new program through its Master of Science in Education degree, entitled MSE in Special Education.

Tailored for current special education teachers or those aspiring to be licensed for such roles, this concentration delves into crucial topics for P-12 students with exceptionalities. Coursework covers assessment, literacy, behavioral supports, collaborative relationships, special education law and evidence-based learning strategies. The concentration incorporates a supervised practicum field experience within their current school of employment. Completion of the program, coupled with the successful passage of the required Indiana content licensure test, may render students eligible for license addition in Mild Interventions P-12.

**Rationale for the Program:** This degree program is designed for students already practicing as educators in classrooms. These students typically hold an elementary or secondary bachelor's degree and want to gain additional skills for working with students who have a wide range of learning, mental, emotional, and physical disabilities. Some students may be working on an alternative license and are required to complete the coursework as part of the licensure requirement as well as pass the Praxis exam. This degree equips current educators with the skills to better navigate the variety of exceptional needs encountered in their classrooms. The degree also allows them to be hired as a special education teacher in a variety of settings, such as public and private schools, specialized centers, and online educational programs.

**Cost of and Support for the Program:** This program does not create an impact on existing facilities. The program currently exists as a focus under our Curriculum and Instruction degree and is not being changed in terms of coursework or spaces. In addition, the program is fully online. There are also no additional capital costs, and no equipment needs to be purchased.

**Similar and Related Programs:** Other Indiana programs that offer this degree include Ball State, Indiana State, Indiana University, Purdue University, and Indiana Wesleyan University. All of these programs are fully online and have the 'Master of Special Education' title.

The University of St. Francis offers a similar program but includes Intense Intervention. Purdue University Northwest also offers a similar program with the option of adding an Intense Intervention license, but it does not appear to be taking students at this time. The University of Indianapolis offers a program with the same licensure addition but is more focused on preparing students for a role as a Director of Exceptional Needs. Butler University offers an alternative special education mild intervention certificate.

**Quality and Other Aspects of the Program:** This program is 30 credit hours consisting of nine 7-week (bi-term) content courses and one 16-week practicum in a Special Education setting. We have two options for program duration. The standard program would take approximately 18 months (5 semesters) to complete. Courses are taken one at a time, with the exception of the practicum course, running concurrently with content courses. The expedited program option could take one year (3 semesters) at its most accelerated, but students are typically advised to take 4 semesters.

## ABSTRACTS

### **Certificates and Microcredentials to be offered By the University of Southern Indiana, Evansville, Indiana**

**Elementary Math Leadership Graduate Certificate:** The Elementary Mathematics Leadership (EML) Certificate is designed to prepare teachers to serve in leadership, instructional support, and professional development roles at the elementary level. The program is open to individuals who have taught mathematics in grades K-12 and wish to impact the mathematics learning of students and teachers at the elementary level. The certificate is housed in USI's Mathematical Sciences Department, and course delivery will be online.

Students who complete the certificate will be prepared to seek licensure as an Elementary Mathematics Specialist (EMS). EMSs take on diverse roles in schools and school districts. EMSs may work as classroom teachers who focus on mathematics instruction, mathematics interventionists, grade-level or school-level mathematics leaders, mathematics coaches, professional development providers, or district-level mathematics coordinators. They may work directly with students, with teachers, or with both populations.

The 18-credit-hour certificate will include five courses designed to expand learners' content knowledge of mathematics needed to teach at the elementary level, including 1) number sense and operations, 2) rational numbers and proportional reasoning, 3) algebraic reasoning, 4) geometry and measurement, and 5) data analysis. Pedagogical themes will be incorporated throughout these five courses, including mathematical process standards, mathematical learners and learning, teaching mathematics, elementary mathematics curriculum, and assessment for learning mathematics. A sixth course will focus on leadership knowledge and skills, including how to facilitate collaborative learning opportunities for teachers, planning professional development programs for teachers, and evaluating structures and policies that impact access to equitable mathematics instruction. This course will include a clinical practice experience under the direction of a school leader responsible for instructional support.

**Teacher License Addition for English Learners Graduate Certificate:** This graduate certificate is an interdisciplinary graduate certificate with contributions from the College of Liberal Arts and the Pott College of Science, Engineering, and Education. This proposed eighteen (18) credit hour standalone or embedded certificate is intended to meet the needs of currently licensed P-12 teachers in Indiana. It consists of online graduate coursework and a practicum field experience that has been carefully aligned with state standards.

In May 2023, the Indiana Department of Education approved a proposal submitted by the M.A. in Second Language Acquisition, Policy and Culture (MASPC) and the M.S. in Education for this certificate. Now that state approval has been secured, the MASPC and the M.S. in Education seek the creation of a university-based certificate to be awarded to licensed teachers upon successful completion of the coursework.

Currently licensed Indiana teachers will have three pathways that lead to one of two master's degrees with this embedded graduate certificate, or this stand-alone graduate certificate. Upon completion of the require coursework and passing the state-approved licensure test, candidates will be eligible to add *Teacher of English Learners P-12* to their current Indiana license.

**Childhood Health & Well-being Microcredential (Undergraduate):** The undergraduate microcredential in Childhood Health & Well-being is composed of three courses (9 credit hours) within the Psychology Department curriculum. These courses include PSY 361 (Childhood & Adolescence), PSY 400 (Parents, Child, & Identity), and PSY 422 (Psychopathology in Childhood & Adolescence). Students who earn the undergraduate microcredential will be qualified to earn entry level jobs in organizations and agencies that serve children and adolescents. It is suitable for those who aspire to work with children and adolescents in careers that do not require an advanced degree as well as those already in the workforce who want to upskill. This may include credentialed Applied Behavioral Analysts, Department of Child Services employees, patient advocates, program organizers in non-profit agencies, and educators.

**Public & Nonprofit Leadership Microcredential (Undergraduate):** The undergraduate microcredential in Public and Nonprofit Leadership includes two courses (six credit hours). Completion of the microcredential will strengthen students' knowledge and leadership skills necessary in diverse organizational and community settings. Students will improve their understanding of how managers can apply theories and concepts of organizational structure, culture, leadership, motivation, and performance toward improved decision making and performance. The microcredential is open to both USI and non-USI students who wish to advance their leadership skills. It provides a good fit for working professionals who pursue careers in public and nonprofit organizations. USI students do not have to be formally enrolled in the microcredential to take the courses. Credit hours for the micro-credential must be earned at USI and may be applied toward another degree program, including the major and minors in Political Science and Public and Nonprofit Administration.

**State and Local Government Microcredential (Undergraduate):** The undergraduate microcredential in State and Local Government consists of two courses (six credit hours). It provides insights into the varying roles of the decision-makers and of the key issues that impact the activities of state and local government, and the political environment that affects the public policy process. It equips students with a policy-oriented approach and new skills that will increase their success in the job market. The micro-credential also supports those who work or aspire to work in state and local government to advance their careers and develop their competencies. The microcredential is open to both USI and non-USI students. USI students do not have to be formally enrolled in the microcredential to take the courses. Credit hours for the microcredential must be earned at USI and may be applied toward another degree program, including the major and minors in Political Science and Public and Nonprofit Administration.

**Nonprofit Professional Microcredential (Graduate):** The Certified Nonprofit Professional Micro-credential will consist of one online course (three credit hours) taught within the graduate public administration curriculum. This course, PA 515, will be a newly created course and will prepare students to sit for and successfully complete the Certified Nonprofit Professional exam offered by the Nonprofit Leadership Alliance. The course will be a survey of skills necessary for leading and managing nonprofit organizations including funding/budgeting, supervision, and other administrative functions. Students who earn the Certified Nonprofit Professional Micro-credential will have a USI Microcredential and if they pass the exam, a nationally recognized credential that will benefit them in finding entry- and advanced-level employment in the nonprofit sector.

**Policy Making Microcredential (Graduate):** The graduate microcredential in policy making is composed of two online courses (six credits) within the graduate public administration curriculum. These courses are PA 615 (Legal Aspects of Public Administration) and PA 644 (Policies and Processes in the Public Sector). Students who earn the graduate microcredential in policy making will understand the political



and legal dynamics of public policy creation and implementation. As a result of the graduate micro-credential, they will be credentialed to be a part of policy making in local, state and federal government.

**Program Evaluation Microcredential (Graduate):** The graduate microcredential in program evaluation is composed of two online courses (6 credit hours) within the graduate public administration curriculum. PA 616 offers an introduction to the tools of quantitative and qualitative research while the second course, PA 645 (program evaluation), focuses on the application of these tools within a professional context. The graduate microcredential prepares students to conduct program evaluations that are increasingly demanded by public and nonprofit organizations as a means of assessing the effectiveness of public service programs to achieve their stated goals.

**Fundraising Microcredential (Graduate):** The graduate microcredential in Fundraising is composed of two online courses (six credit hours) within the graduate public administration curriculum. These courses include PA 684: Grant Writing and PA 631: Fundraising and Volunteer Management. Students who earn the graduate microcredential in fundraising will be qualified to earn entry and mid-career jobs in resource development having gained skills in donor identification, cultivation and solicitation; as well as having the ability to identify, write and manage grants.

**2023-2024 Student Financial Aid Programs Final Report  
University of Southern Indiana  
November 7, 2024**

**Executive Summary**

The final student financial aid activity report for 2023-2024 contains summary and program-specific data of all student aid programs administered by Student Financial Assistance. Key indicators included in the 2023-2024 report are:

**Service Profiles**

Student Financial Assistance served 11,463 prospective and returning students, of which 9,403 filed a Free Application for Federal Student Aid (FAFSA). Financial aid was packaged for 10,170 students, each receiving an offer of financial assistance detailing all federal, state, USI Foundation, and USI Institutional awards. Student Financial Assistance disbursed aid to 6,305 enrolled students, resulting in 16,931 awards totaling just over \$71.5 million. This is a significant increase in funding over the previous year, primarily due to increases in the federal Pell Grant program and several Indiana state aid programs, including the Frank O'Bannon Indiana Higher Education Award, the Next Generation Scholarship, and the Child of Disabled/Deceased Veteran programs.

<b>Trends in Funding by Source (compared to 2022-2023)</b>		<b>Percent of Change</b>
• Federal student aid: increased	\$981,449	2.9%
• State of Indiana aid: increased	1,441,062	19.3%
• University student aid: increased	1,853,120	10.5%
• USI Foundation student aid: increased	244,612	8.6%
• USI Varsity Club funding: no change	0	0.0%
• Corporate/private funding decreased	92,713	-1.9%

<b>Trends in Funding by Type (compared to 2022-2023)</b>		
• Gift aid: grants/scholarships increased	\$4,693,787	12.3%
• Self-help: loans decreased	304,130	-1.1%
• Self-help: on-campus employment increased	37,873	16.5%

<b>Distribution of Aid by Source</b>		<b>Percent of Funding</b>
• Federal aid	\$35,112,035	49.1%
• State of Indiana	8,905,959	12.5%
• USI aid	19,578,489	27.3%
• USI Foundation	3,082,096	4.3%
• USI Varsity Club	190,000	0.3%
• Private sources	4,677,429	6.5%

<b>Distribution of Aid by Type</b>		
• Gift aid: grants/scholarships	\$42,970,716	60.0%
• Self-help: loans	28,308,238	39.6%
• Self-help: on-campus employment	267,052	0.4%

**2023-2024 Student Financial Aid Programs  
University of Southern Indiana  
November 7, 2024**

**Final Report**

**Introduction**

This report summarizes program-specific information on all student financial aid programs the University administers. Data used in compiling this report was obtained from the University's administrative system on October 21, 2024. The Student Financial Assistance office assists students in acquiring the types of financial aid included in this report.

**Narrative: Need Based Applications**

Returning and prospective students submitted 9,403 Free Applications for Federal Student Aid (FAFSA). This is a decrease of 0.8% in FAFSA applications over the 2022-2023 award year. Of the number of students who submitted a FAFSA, 5,551 (60%) enrolled during 2023-2024, and 5,405 received aid from one of the sources below.

The Student Financial Assistance office administered 16,931 awards for a total of just over \$71.5 million in student financial aid. The chart below provides the distribution of awards by funding source.

<i>Source</i>	<i>Awards</i>	<i>Subtotals</i>	<i>% of Total Dollars</i>	<i>Prior Year Distribution</i>
Federal Government	5,296	\$35,112,035	49.1	50.9
State of Indiana	1,854	8,905,959	12.5	11.1
USI	5,902	19,578,489	27.3	26.4
USI Foundation	2,009	3,082,096	4.3	4.2
USI Varsity Club	60	190,000	0.3	0.3
Private Sources	1,810	4,677,429	6.5	7.1
<b>Totals</b>	<b>16,931</b>	<b>\$71,546,007</b>	<b>100</b>	<b>100</b>

Student financial aid is categorized by aid type: grants/scholarships, loans, and employment. In 2023-2024, 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	13,241	\$42,970,716	60.0	57.0
Loans	3,487	28,308,238	39.6	42.6
Employment	203	267,052	0.4	0.4
<b>Totals</b>	<b>16,931</b>	<b>\$71,546,007</b>	<b>100</b>	<b>100</b>

### 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 2023-2024 award year increased by 2.6% to 1828. This follows an 8.9% decrease in recipients (1782) in the 2022-2023 award year. Total Pell Grant dollars received (\$9,434,966) in the 2023-2024 award year increased by 14.4%, following a 5.3% decrease in the prior year (\$8,243,981). The substantial increase in 2023-2024 Pell Grant funds is primarily due to a significant increase of \$500 to the maximum Pell Grant award amount. This is the highest Pell Grant amount increase in over a decade.

### State Funds

Total funding from the state of Indiana (\$8,905,959) experienced a very substantial 19.3% increase for the 2023-2024 award year, following an 11.1% decrease in 2022-2023 (\$7,464,897). The increase in state grant funding is primarily due to the unprecedented increase in the Frank O'Bannon Indiana Higher Education Award amounts. 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 primarily based on family income, household size, and the number of dependents in the household attending college at least half-time.

The 21<sup>st</sup> 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>2020-2021</i>	<i>2021-2022</i>	<i>2022-2023</i>	<i>2023-2024</i>
Federal Government	-11.1	-9.8	-5.7	+2.9
State of Indiana	-9.8	-9.7	-6.5	+19.3
USI	-1.4	-0.4	+5.7	+10.5
USI Foundation	+3.1	+2.9	+12.8	+8.6
USI Varsity Club	0.0	0.0	0.0	0.0
Private Sources	-9.8	-11.0	+2.2	-1.9
<i>Aggregate Change</i>	<i>-8.3</i>	<i>-7.3</i>	<i>-1.8</i>	<i>+6.6</i>

### Federal Direct Loan Program

Aggregate borrowing for Direct Student Loan recipients among the Class of 2024 earning their baccalaureate degrees averaged \$18,454. Among 2024 master's and doctoral degree recipients, aggregate borrowing averaged \$31,970, 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 keep USI's 3-year CDR

significantly lower than the national and state averages and lower than the average for 4-year public institutions. An important fact regarding the FY 2021 CDRs is that due to the Coronavirus pandemic (COVID-19), Direct Loans borrowers have been experiencing a payment pause (automatic 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 included in determining the FY 2021 CDR have been in forbearance due to the payment pause; thus, no one is considered to have defaulted during this time. Even though loan repayment resumed in October 2023, the Department of Education instituted a one-year “on-ramp” to repayment. This means that no borrowers faced critical consequences for delinquency or non-payment. The one-year on-ramp is now over, and borrowers will again face negative consequences if they do not begin making their loan payments.

A 5-year summary of Federal FY Cohort Default Rates (CDRs) appears below:

<i>Fiscal Year</i>	USI	Indiana	<i>National</i>	4-Year Public
2017	5.0%	9.6%	9.7%	7.1%
2018	3.9%	7.1%	7.3%	5.4%
2019*	1.3%	4.5%	2.3%	1.8%
2020*	0.0%	0.0%	0.0%	0.0%
2021*	0.0%	0.0%	0.0%	0.0%

\*CDRs for these years were affected by the 3+ year payment pause (automatic forbearance from March 2020 through September 2023) and the “on-ramp” to repayment (October 2023 to October 2024) on Federal Direct Student Loans. Due to these provisions, students were not considered defaulted during these timeframes.

### **Student Financial Assistance Mission**

As part of the Strategic Enrollment Management Division, the Student Financial Assistance Office team members 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 state-of-the-art technology.

In partnership with internal, federal, state, and other organizations, team members coordinate the administration of all student financial aid awards to ensure equity and consistency in delivering funds to students. We are dedicated to ensuring 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 responsibly. The Student Financial Assistance team advocates for students on issues relevant to student success.

**Summary  
Construction Projects**

**November 7, 2024**

**Projects Recently Completed**

**Arena LED Ribbon Board and Scorer's Table**

**Project Cost** **\$ 870,000**

Funding Sources:

USI Foundation Support \$ 500,000

Special Projects \$ 370,000

**Projects Under Construction**

**Health Professions Renovation/Addition Phase IV**

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

Funding Source: Legislative Appropriation - 2023

**Health Professions Renovation/Addition Phase III**

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

Funding Source: Legislative Appropriation - 2019

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

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

Funding Source: Legislative Appropriation - 2019

**Atheneum HVAC Improvements**

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

Funding Sources:

FY24 State Repair and Rehabilitation \$ 500,000

Special Projects \$ 250,000

**Career and Intern Services Renovation/Relocation**

**Project Cost** \$ 420,000

Funding Source: Special Projects

**Exterior Signage Replacement**

**Project Cost** \$ 500,000

Funding Sources:

Parking Reserves \$ 250,000

Landscape Improvement Reserves \$ 250,000

**Projects In Design**

**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