

MINUTES

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

November 4, 2010

The University of Southern Indiana Board of Trustees met in regular session on Thursday, November 4, 2010, in Carter Hall in the University Center. Present were Chair John M. Dunn and Trustees Ira G. Boots, W. Harold Calloway, Jeffrey L. Knight, Lauren K. Raikes '11, Ronald D. Romain '73, and Ted C. Ziemer Jr. Trustees Amy MacDonell and Steven J. Schenck '72 were absent. Also in attendance were President Linda L. M. Bennett; Provost Ronald S. Rochon; Vice President for Finance and Administration and Treasurer Mark Rozewski; Vice President for Government and University Relations Cynthia S. Brinker; Faculty Senate Chair Adrian P. Gentle; and Student Government Association President Hope Fussner '11.

Mr. Dunn called the meeting to order at 1:00 p.m.

SECTION I – GENERAL AND ACADEMIC MATTERS

A. APPROVAL OF MINUTES OF SEPTEMBER 2, 2010, MEETING

On a motion by Mr. Ziemer, seconded by Mr. Calloway, the minutes of the September 2, 2010, meeting of the Board of Trustees were approved.

B. ESTABLISHMENT OF NEXT MEETING DATE, TIME, LOCATION

Mr. Dunn called on Vice President Brinker, who reported the Board will meet in Indianapolis on January 14, 2010. Details regarding the meeting arrangements will be shared with the Trustees in early December.

C. REPORT OF THE LONG-RANGE PLANNING COMMITTEE

The Long-Range Planning Committee met prior to the Board of Trustees meeting on November 4, 2010. Mr. Dunn called on Vice Chair Calloway for a report. Mr. Calloway reported the Long-Range Planning Committee reviewed the Academic Development Plan and heard a report on a partnership between USI and Crane Division Naval Surface Warfare Center, and Mr. Calloway called on Provost Rochon to summarize the Crane report. Dr. Rochon reviewed the report on the USI-Crane partnership, noting its importance for both USI and Crane in the areas of technology transfer and STEM- (Science, Technology, Engineering, and Mathematics) related activities.

D. PRESIDENT'S REPORT

Dr. Bennett reported the fall 2010 semester has been a productive term, and two significant events during Parents and Families weekend in October brought many visitors to the USI campus. The opening of the Business and Engineering Center was a success, with more than 300 people participating in the open house. An indoor picnic for students and their families during the weekend also was well-attended and Dr. Bennett reported she was pleased to meet and talk with many families and students.

President Bennett called on Vice President Brinker to review the schedule for Commencement on Saturday, December 11, 2010. Vice President Brinker shared the Commencement schedule, which includes ceremonies at 10 a.m. and 1 p.m. Between the ceremonies, the Trustees are invited to attend the 2010 Graduation Celebration Luncheon sponsored by the USI Alumni Association, to which graduates and their families are also invited.

Dr. Bennett referred the Trustees to the data dashboard in their packet of materials, a one-page profile of USI students. She noted she continues to bring these snapshots to the Board at each meeting as a result of the Board's request for significant data as they share the USI story with others in the community and the state.

This and other data dashboards are easily accessible from the Trustees' web page, and she encouraged the Board to review and use them as reference materials.

President Bennett thanked the Board of Trustees for its important role in the planning, construction, and expansion of the Recreation, Fitness, and Wellness Center – a very busy facility on campus. She called on Provost Rochon, who introduced Dave Enzler, director of Recreation, Fitness, and Wellness, for a report on this favorite spot for students, faculty, and staff. Mr. Enzler began his report with a review of the history of the Recreation, Fitness, and Wellness Center, which began in the Physical Activities Center (PAC). In 1997, an off-campus location was opened, followed by the completion of Phase 1 of the current center in 2001 and Phase 2 in 2009. He reported on participation at the RFWC, which includes a 128 percent increase from 2008 to 2009; 28,000 visits in September 2010; and more than 1,000 fitness consultations per year. Group exercise classes total 46 sessions per week in addition to 36 sessions per week for academic classes. Mr. Enzler discussed other activities of the RFWC, including outdoor adventure programs, intramurals, and special events. He described three additional recreation venues on campus – the disc golf course, outdoor courts, and the Broadway complex.

President Bennett called on Hope Fussner, president of the Student Government Association, who reported on recent activities of SGA. In September, SGA members attended a retreat and the Leadership USI event. The organization sponsored a successful National Collegiate Alcohol Awareness Week in October, which consisted of four events, including a drunk-driving simulation. SGA's RedZone Athletic Committee helped host Midnight Madness in support of the basketball teams and will sponsor a bus to attend the USI vs. Vanderbilt basketball game. Ms. Fussner reported SGA has welcomed guest speakers this fall, including President Bennett, Provost Rochon, Faculty Senate Chair Adrian Gentle, and others. A Food Services Town Hall invited officials from Food Services who answered questions and concerns of students. SGA is partnering with the USI bookstore to investigate new selections of apparel, and will work with the Bookstore to sell USI merchandise at basketball games. A contest is underway for students to develop a design for a t-shirt to be sold at the games.

As part of its philanthropy commitment, SGA volunteered at the ALS walk this semester, where members served food and painted faces to support Lou Gehrig's Disease research. SGA members attended and assisted with the Business and Engineering Center opening. Ms. Fussner told the Trustees that SGA meetings are recorded and played on the SGA web site and on USI's SETV channel, providing students with an opportunity to be informed about their Student Government Association.

Dr. Bennett asked Professor Adrian Gentle, chair of Faculty Senate, for a report. Dr. Gentle reported the Senate has dealt with issues brought by USI faculty, including an effort to align the practice and policies related to promotion and tenure. He and Provost Rochon facilitated a forum with faculty members involved in the process. The forum provided historical context for the issues and a view to the future. The Senate has sent recommendations to the Provost during the fall semester, including a recommendation to raise the GPA requirement for freshmen as part of an ongoing effort to facilitate the success of USI students. Professor Gentle reported the Senate has sent other issues to subcommittees for further review. He will provide the Trustees with more information on those in the spring semester.

President Bennett reported that a major goal of the USI Strategic Plan, approved by the Board of Trustees, is to enhance experiential learning at USI. International programming is a component of the goal, and to that end, Provost Rochon and Dean Nadine Coudret led a team visit to India in October to develop relationships with nursing and business programs. Dr. Bennett reported there is a possibility USI could welcome nursing students from India as early as January 2011. She reported that she recently visited Beijing, China, to attend a higher education symposium and a student recruitment expo where countries, including the U.S., seek to recruit Chinese students. President Bennett noted she also visited MinZu University in Beijing, where USI hopes to build faculty exchange opportunities in the future.

Dr. Bennett concluded her report by describing Youth First, a successful youth advocacy program whose mission is "to strengthen youth and families through evidence-based programs that prevent substance abuse, promote healthy behaviors, and maximize student success". At its annual Champions Breakfast in October, Youth First honored Trustee Ron Romain for his leadership of and commitment to the organization and its programs. President Bennett asked the Trustees to join her in congratulating Trustee Romain for this honor.

E. APPROVAL OF CANDIDATES FOR DEGREES

Mr. Dunn called on Provost Rochon, who presented the candidates for master, baccalaureate, and associate degrees to be conferred December 11, 2010, listed in Exhibit I-A.

On a motion by Mr. Boots, seconded by Mr. Calloway, a recommendation to award the degrees presented in Exhibit I-A, subject to the completion of all requirements, was approved.

SECTION II – FINANCIAL MATTERS

A. REPORT OF THE FINANCE/AUDIT COMMITTEE

The Finance/Audit Committee met prior to the Board of Trustees meeting on November 4, 2010. Mr. Dunn called on Committee Chair Ted Ziemer, who reported the Committee reviewed the audited financial statements for the year ending June 30, 2010; heard a presentation on the VEBA Trust Fund as of September 2010; and reviewed a report of construction change orders. It also received a report about the search to fill the position of Director of Internal Audit. Because the Director of Internal Audit has a direct reporting line to the Board of Trustees, the committee reviewed the process for filling the vacancy when the current director retires.

B. ANNUAL REPORT OF STUDENT FINANCIAL ASSISTANCE

Mr. Dunn called on Vice President Rozewski, who introduced Mary Harper, director of Student Financial Assistance, for a report on student financial assistance administered by the University during 2009-2010. Ms. Harper referred the Trustees to Exhibit II-A, an Executive Summary of the 2009-2010 Student Financial Aid Programs Final Report.

Ms. Harper reported the Student Financial Assistance office served 12,666 prospective students. Of 8,847 who enrolled, 8,545 received some type of aid. She reviewed the sources and distribution of student aid in 2009-2010. She reviewed borrowing for Stafford Loans and noted the University's fiscal year Stafford Loan default rate of 5.2 percent continues to be below the national average default rate of 7 percent.

C. REPORT ON INSURANCE CHANGES AND RENEWALS EFFECTIVE JANUARY 1, 2011

Mr. Dunn called on Vice President Rozewski, who introduced Director of Human Resources Donna Evinger to report on health insurance changes and renewals effective January 1, 2011, outlined in Exhibit II-B. Ms. Evinger reviewed the goals of the 2011 insurance renewals, including to reduce or control costs; to maintain competitive benefits; to position health offerings for improved future cost control while maintaining employee choice; and to expand wellness options. She reviewed the key outcomes and plan design for the renewals of health and dental plans as well as life insurance, voluntary vision, disability, and flexible benefit plans. Ms. Evinger shared the 2011 Anthem expected liability and funding target for medical and prescription drugs and reviewed the change in costs to employees in 2011, which resulted in a blended increase of 5.3 percent. She reported the University's total 2011 health insurance costs will be \$11,004,668, an increase of \$467,598 over 2010.

D. UPDATE ON CURRENT CONSTRUCTION PROJECTS

Mr. Dunn called on Vice President Rozewski who introduced Director of Facilities Operations and Planning Steve Helfrich for a report of current construction projects. Mr. Helfrich reported recently completed projects include the varsity soccer and baseball field improvements; practice soccer field construction in the Broadway Complex; campus road repairs and resurfacing; and parking lot construction for 300 additional spaces. Projects under construction include the Business and Engineering Center, where the engineering labs are expected to be completed for the spring semester. The University Center Expansion project continues with an expected opening date of January 2011.

Mr. Helfrich reported on other projects under construction, including a section of the bicycle and walk path. The path is expected to be complete in 2011 and will connect the USI campus with Burdette Park. Renovation of a classroom at Innovation Pointe is near completion and renovations to the Third Level East Wing of the Orr Center have just begun. The Orr Center space will become the new home of the English Department.

Projects in design include the Teaching Theatre design, which is near completion. Other projects in the design phase include the bicycle/walk path (the section near the Valley Parking Lot), the Advanced Manufacturing Teaching Facility, and renovation of the lower level of the Science Center.

Exhibit II-C includes a summary of the cost and funding sources for each project.

There being no further business, the meeting adjourned at 1:55 p.m.

Respectfully submitted,

Cynthia S. Brinker
Assistant Secretary

**CANDIDATES FOR DEGREES
UNIVERSITY OF SOUTHERN INDIANA
December 11, 2010**

**MASTER OF ARTS
IN LIBERAL STUDIES**

Harold S. Esty
Lucas Launius
Mervat N. Odeh
Mary C. Platz
Shelby L. Robbins
Tracy A. Sinn

**MASTER OF BUSINESS
ADMINISTRATION**

Ryan C. Bacon
Jeffrey A. Berger
Michael A. Cathro
Jonathan H. Hatfield
Brittany L. Hinderliter
Robert P. Humphrey
Marisa J. Johnson
Angela M. Miller
Matthew J. Reffett
Paul Rocton
Swapnil K. Shah
Jeffrey J. Snow
Brandon J. Thornburg
Faith R. Wells
Lance C. Woods

**MASTER OF HEALTH
ADMINISTRATION**

Meagan E. Broerman
Larry B. Davis
Kimberly A. Knotts
Nyosha L. LeFlore
Emily S. Lynn
Sejalben M. Patel
Craig R. Phifer
Barbara A. Sistelos
David S. Waterman

**MASTER OF PUBLIC
ADMINISTRATION**

Casey Hrvatin
Peter C. Whiting

**MASTER OF SCIENCE
IN EDUCATION**

Allyson N. Gaines
Amanda D. Hirsch
Kathleen Hollenbacher
Tiffany A. Jones
Kary M. Kahle
Nicole E. Mahone

Elizabeth J. Maxheimer
Molly C. Melvin
Tina M. Mosier
Shelley M. Patton
Sarah N. Rader
Stephanie J. Richie
Madelyn S. Russell
Sarah L. Truax Versteeg
Trudi R. Weihrauch
Megan C. Wright

**MASTER OF SCIENCE IN
INDUSTRIAL MANAGEMENT**

Sandra L. Banks

**MASTER OF SCIENCE
IN NURSING**

Marinetta J. Demoss
Lisa J. Hensley
Amy L. Noble
Carlene L. Oliver
Angela R. Shick

MASTER OF SOCIAL WORK

William S. Pekar

**COLLEGE OF BUSINESS
POST-BACCALAUREATE
CERTIFICATE**

Susan E. Dyer
Dawn Whalen Burghard
Brandon M. Woolen

**COLLEGE OF BUSINESS
BACHELOR OF ARTS**

Gul Akyel
Taner Artkin
Bradley C. Cadden
Aaron M. Healy
Tristan E. Macon
Grace E. Maze
Courtney R. Mickel
Heather L. Miles
William D. Reid
Katherine R. Wagoner

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BACHELOR OF SCIENCE**

Jesse L. Adams
Meredith N. Alcorn
Ryan J. Almon
Aaron T. Anderson

Tara Anderson
Janessa L. Arney
Brittany K. Ashby
Matthew B. Bates
Jonathon W. Benefiel
Floyd C. Bishop
Christopher L. Bobbitt
Andrea P. Boyle
Joyce A. Bratton
Alya Brown
Wesley A. Cardin
Baba Ceesay
Emily C. Coole
David L. Cox
Travis J. Cross
Anthony P. Domizio
Craig N. Downey
Laura L. Eichelberg
Jessica L. Elkin
Carissa A. Elpers
Mark E. Evans
Kelsey J. Fitch
Jordan W. Fultz
Tim M. Goebel
Matthew Z. Grisham
Jeremy R. Hall
Ashley M. Hancock
Ashley M. Hancock
Roger A. Harden
Amber M. Hasenour
Kristine N. Hass
Jacob A. Hatton
Drew T. Helfert
Kaycie M. Hibdon
Brandon C. Hirsch
Katie E. Houghland
Lindsey A. Hovermale
Joshua P. Jacob
Amber R. Jones
Tammy R. Jones
Kristi M. Kemper
Paul L. Kempf
Kyle N. Kordes
Alex J. Krystosek
Jacob L. Lawalin
Gary A. Lemon
Ashley R. Lewis
Michelle L. Lewis
Misty M. Lewis
Ry S. Logan
Robert Mabrey
Paul A. Martin

Kasey D. McGuire
Dustin M. McKinley
Joseph P. Metz
Steven M. Muehlbauer
Stacy A. Mundy
Nicole D. Murello
Vanessa L. Neal
Jared D. Neible
Michael C. ODonnell
Justin W. Pace
Shawn M. Parr
April N. Pasco
Melissa T. Pathman
Derrick J. Powell
Meghan R. Price
Stephen C. Pritchett
Allison M. Raben
Andrew S. Rice
Matthew D. Rider
Whitney S. Roberson
Bethanie R. Roberts
Christopher K. Ross
Rachel R. Rubenacker
Lee M. Rudisill
Timothy R. Searcy
Anna C. Shade
Anna C. Shade
Abbey L. Sitzman
Nicholas B. Snyder
Rusty R. Spooner
Lori B. Stallings
Jennifer K. Stallins
Daytwon F. Stitts
Megan M. Tas
Christopher W. Taylor
Lawrence W. Taylor
Laura J. Thompson
Shauna N. Thompson
Brian M. Ulrich
Christina J. Veatch
Drew M. Wagoner
Jason M. Walters
Debra S. Weis
Daryn R. West
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Nicholas J. Wildeman
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Stacie L. Evans
Justin L. Fehn
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Austin L. Fischer
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Kimberly P. Gottwald
Melissa D. Gunter
Jana M. Head
Meghann B. Herrenbruck
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Sallie A. Jung
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Shajuan M. Lindsey
De'Shea J. Lintzenich
Thomas C. Lovvorn
Emily S. Mangold
Virginia L. Marsee
Trent R. Miller
Christopher M. Nalin
Hailey M. Parker
Christine K. Pence
Patrick T. Peyton
Hannah M. Quirey
Audrey L. Reich
Kearstyn L. Ritter
Rosanna M. Sartore
Zachary M. Schilling
Lee D. Schutz
Jessica L. Scott
Kirk M. Smoot
Tara M. Spradley
Ashly B. Steckel
Lindsay M. Taylor
Emily L. Toothman

Jacquelyn A. Wagner
Stacy J. Watson
Meagan L. Weber
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Daniel A. Vogel

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Jana L. Gatewood
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Mallory N. Hollander
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Abigail L. Merkle
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Stephanie B. Miller
Danielle R. Morris
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Kelsey L. Schapker
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Leah N. Vaught
Ruth A. Voegel
Ashley D. Wagler
Whitney R. Wallace
Emily E. Weinzapfel
Jennifer J. Windhaus
Cindra L. York
Leeta C. Zeno

**2009-2010 Student Financial Aid Programs Final Report
University of Southern Indiana
November 4, 2010**

Executive Summary

This is the final report of prior year student financial aid activity. It contains summary and program-specific data of all student aid programs administered by the offices of Student Financial Assistance, Veterans' Affairs, and Career Services and Placement.

Key indicators contained in the 2009-2010 report are:

Service Profiles

- Student Financial Assistance served 12,666 students, which includes processing 12,230 FAFSA applications (for need-based assistance); 8,847 of these students enrolled.
- Student Financial Assistance provided some type of aid to 8,545 enrolled students.
- 21,526 awards totaling \$76,085,436 were administered by various offices of the University; up \$10,430,168 (15.9 percent) from 2008-2009.

Trends in Funding by Source (compared to 2008-2009)

- | | | |
|---|---------------|-----------------|
| • Federal student aid: increased | \$ 10,053,828 | (22.2 percent) |
| • Indiana student aid: increased | 693,946 | (10.9 percent) |
| • University student aid: increased | 951,355 | (13.7 percent) |
| • USI Foundation student aid: increased | 60,849 | (4.9 percent) |
| • USI Varsity Club funding: decreased | 15,575 | (-7.3 percent) |
| • Corporate/private funding: decreased | 1,314,235 | (-22.9 percent) |

Distribution of Aid by Source

- | | | |
|--------------------|---------------|----------------|
| • Federal aid | \$ 55,243,249 | (72.6 percent) |
| • State of Indiana | 7,046,789 | (9.3 percent) |
| • USI aid | 7,872,296 | (10.3 percent) |
| • USI Foundation | 1,304,353 | (1.7 percent) |
| • USI Varsity Club | 197,025 | (.3 percent) |
| • Private sources | 4,421,724 | (5.8 percent) |

Trends in Funding by Type (compared to 2008-2009)

- | | | |
|---|--------------|----------------|
| • Gift aid: grants/scholarships increased | \$ 6,636,033 | (28.7 percent) |
| • Self-help: loans increased | 3,562,482 | (8.7 percent) |
| • Self-help: on-campus employment increased | 253,443 | (15.4 percent) |

Distribution of Aid by Type

- | | | |
|-----------------------------------|---------------|----------------|
| • Gift aid: grants/scholarships | \$ 29,718,386 | (39.1 percent) |
| • Self-help: loans | 44,472,583 | (58.4 percent) |
| • Self-help: on-campus employment | 1,894,569 | (2.5 percent) |

REPORT ON INSURANCE CHANGES AND RENEWALS EFFECTIVE JANUARY 1, 2011

1. ANTHEM BLUE CROSS/BLUE SHIELD GROUP HEALTH INSURANCE AND HEALTH RESOURCES, INC. DENTAL INSURANCE PLANS AND PREMIUM RATES

The University of Southern Indiana currently offers three health insurance programs through Anthem Blue Cross/Blue Shield:

- Blue Access 300 Plan (Preferred Provider Organization – PPO);
- Blue Access 500 Plan (Preferred Provider Organization – PPO); and
- Blue Access 1000 Plan (Preferred Provider Organization – PPO).

A comprehensive review of claims from the three Anthem health plans indicates medical and drug claims totaled 77.5 percent of paid premiums under the Cost Plus funding arrangement from August 2009 through July 2010. Only one claim exceeded the specific stop loss during the experience period. Anthem projects an increase of approximately 24.96 percent in claims in 2011 based on trend factors of 14 percent for medical and 15.5 percent for prescription drugs as well as increases due to health care reform changes and changes in various demographic factors.

In 2010, the University continued the use of the Cost Plus financial arrangement implemented in 2005. Under this arrangement, Anthem pays claims for the University. The University is billed for actual claims paid for covered persons and administrative services which include utilization management and PPO access fees, and Stop Loss coverage. Under this arrangement, the University determines the level of reserves to be held and holds the reserves. The University will continue with the Cost Plus financial arrangement in 2011.

The University used the consulting services of Mercer Health & Benefits for the 2011 renewal. Based on a review of the University's current Stop Loss coverage, a change was recommended for 2011 to the Stop Loss coverage, increasing the Specific Stop Loss coverage level from the current \$200,000 level with a \$75,000 aggregating corridor to a \$225,000 level with a \$100,000 aggregating corridor for 2011. The University will continue to operate this plan in 2011 without Aggregate Stop Loss insurance, a change that was implemented with the 2010 plan year. Because it is well reserved, the University considers these Stop Loss coverage levels to be appropriate for 2011.

For 2011, the University is implementing only a modest plan design change for prescription drug coverage in its Blue Access 300 and Blue Access 500 plans. The Blue Access 1000 plan will be replaced in 2011 with a consumer-driven high deductible health plan (CDHP). All Anthem plans will incorporate required changes due to health reform under the Patient Protection and Affordable Care Act (PPACA) including allowing coverage of dependents to age 26, having no pre-existing conditions for children up to age 19, ending the plan's lifetime maximum, and, if applicable, limiting annual maximums on essential benefits. In addition, the Anthem plans will not be grandfathered, and the University will voluntarily add 100 percent coverage of preventative services as defined under PPACA, in keeping with the University's increased emphasis on wellness.

The University will continue to provide prescription drug coverage to retirees according to the guidelines set forth by the Medicare Prescription Drug Improvement and Modernization Act of 2003 (Medicare Part D). The Blue Access 300 Plan provides creditable prescription drug coverage based on an actuarial attestation of the plan. The University receives a federal subsidy for providing the prescription drug coverage for retirees.

The following items include 2011 plan renewal information for the Anthem Blue Cross/Blue Shield Group Health Insurance and Health Resources, Inc. Dental Plans.

BLUE ACCESS 300 PLAN – (PREFERRED PROVIDER ORGANIZATION: PPO)

The Blue Access 300 Plan is designed with elements of a managed care plan as an incentive to reduce medical costs. The only plan design change for 2011 is to prescription drug co-payments with a reduction of the first tier co-payment for generics to \$10 and the addition of a fourth tier for specialty drugs with a co-payment of \$70. The monthly premium rates for the Blue Access 300 Plan are effective for a 12-month period beginning January 1, 2011.

Medical premium rates for the Blue Access 300 Plan for 2011 reflect a 4.2 percent increase for each membership tier for active employees. Medical premium rates for the Blue Access 300 Plan for 2011 also reflect a 4.2 percent increase for retiree (over 65) memberships.

Anthem Blue Cross/Blue Shield - Blue Access 300 Plan and Health Resources, Inc. provide the primary health/dental insurance for 322 active employees and 184 retirees. The University contribution for medical and dental coverage and for funding the liability for post-retirement benefits for active employees is 75 percent of the total premium.

BLUE ACCESS 500 PLAN – (PREFERRED PROVIDER ORGANIZATION: PPO)

The Blue Access 500 Plan provides employees with a second PPO option in their selection of medical insurance plans. The Blue Access 500 Plan is designed with elements of a managed care plan as an incentive to reduce medical costs. The only plan design changes for 2011 are to prescription drug co-payments with a reduction of the first tier co-payment for generics to \$10 and the addition of a fourth tier for specialty drugs with a co-payment of \$80. The monthly premium rates for the Blue Access 500 Plan are recommended for a 12-month period beginning January 1, 2011.

The proposed medical premium rates for the Blue Access 500 Plan for 2011 reflect a 4.5 percent increase for each membership tier for active employees. The medical premium rates for the Blue Access 500 Plan for 2011 reflect a 4.5 percent increase for retiree (over 65) memberships.

Anthem Blue Cross/Blue Shield – Blue Access 500 Plan and Health Resources, Inc. provide the primary health/dental insurance for 375 active employees and seven retirees. The University contribution to the Blue Access 500 Plan for medical coverage for active employees is equal to the amount contributed to the Blue Access 300 Plan. The University contributes 75 percent of the premium for dental coverage and for funding the liability for post-retirement benefits for active employees.

LUMENOS CONSUMER-DRIVEN HEALTH PLAN WITH HEALTH SAVINGS ACCOUNT (CDHP/HSA)

Effective January 1, 2011, the current Blue Access 1000 High Deductible Health Plan (HDHP) will be replaced by Anthem's Lumenos Consumer-Driven Health Plan with Health Savings Account (CDHP/HSA), a high deductible health plan that provides a consumer-driven approach towards health care coverage and meets the IRS requirements necessary to also offer a Health Savings Account to participating employees. The Lumenos CDHP/HSA Plan includes the following design features:

- 100 percent coverage for nationally recommended preventative services;
- Deductible - \$1,500 for single coverage and \$3,000 for any level of family coverage (employee plus child; employee-spouse or family) in-network and out-of-network combined for this non-embedded deductible;
- Out-of-Pocket Maximum - \$3,000 for single coverage and \$6,000 for any level of family coverage (employee plus child; employee-spouse, or family); \$6,000 for single coverage and \$12,000 for any level of family coverage out-of-network;
- Co-insurance – after deductible, 90%/10% co-insurance in-network or 70%/30% co-insurance non-network, until maximum out-of-pocket is reached;
- Prescription Drugs – subject to deductible and co-insurance;
- Extensive on-line consumer and wellness tools, including comparative prescription drug shopping, health risk assessments, health coaching and healthy lifestyles programs with related rewards; and
- A Health Savings Account that allows both employer and employee tax-free contributions for use toward qualified healthcare expenses in 2011 and beyond.

In 2011, the University will provide employer contributions to the Health Savings Accounts (HSA) of the Lumenos CDHP/HSA participants as follows: for single members, one-time, new participant funding of \$200 and a regular contribution of \$500 over the year, for a total of \$700 in annual funding in 2011; for all levels of family membership, one-time, new participant funding of \$400 and a regular contribution of \$1,000 over the year for a total of \$1,400 in annual funding in 2011. One-time employer contributions are only provided to those participating as of January 1. Newly eligible participants entering after January 1 will receive only pro-rated annual employer contributions. The University will modify its Section 125 Plan effective January 1, 2011,

to incorporate the employer and employee contributions to the Health Savings Accounts.

The University contribution to the Lumenos CDHP/HSA Plan premium for medical coverage for active employees is equal to the amount contributed to the Blue Access 300 Plan. The University contributes 75 percent of the premium for dental coverage and for funding the liability for post-retirement benefits for active employees.

The monthly premium rates for the Lumenos CDHP/HSA Plan and Health Resources, Inc. are effective for a 12-month period beginning January 1, 2011.

HEALTH RESOURCES, INC. - HRI

The 12-month renewal rates effective January 1, 2011, for Health Resources, Inc. dental insurance reflect a 3 percent rate increase for each membership tier. A comprehensive review of claims paid by Health Resources, Inc. indicates dental claims totaled 75.8 percent of paid premiums for the time period of July 2009 through June 2010. The renewal rates effective January 1, 2011, are determined by claims experience by membership group for USI employees and dependents.

The University has renewed the master policies effective January 1, 2011, with Anthem Blue Cross/Blue Shield – Blue Access 300 and 500 Plans and Health Resources, Inc., with the addition of the Lumenos CDHP/HSA Plan and changes to the Stop Loss Coverage with the following rate schedules using the Cost Plus financial arrangement.

2011 MONTHLY PREMIUM RATES
ANTHEM BLUE CROSS/BLUE SHIELD – BLUE ACCESS 300 PLAN

	<u>BC/BS MEDICAL PREMIUM</u>	<u>HRI DENTAL PREMIUM</u>	<u>POST- RETIREMENT CONTRIBUTION</u>	<u>2011 TOTAL MONTHLY PREMIUM</u>	<u>2010 TOTAL MONTHLY PREMIUM</u>
Single	\$533.40	\$24.94	\$8.50	\$566.84	\$544.58
Employee + Child(ren)	\$882.08	\$60.90	\$22.00	\$964.98	\$927.56
Employee + Spouse	\$1,169.50	\$51.64	\$22.00	\$1,243.14	\$1,194.38
Family	\$1,455.60	\$89.10	\$22.00	\$1,566.70	\$1,505.22
Over 65 (Retired)	\$394.72	\$24.94	\$8.50	\$428.16	\$411.48

ANTHEM BLUE CROSS/BLE SHIELD – BLUE ACCESS 500 PLAN

	<u>BC/BS MEDICAL PREMIUM</u>	<u>HRI DENTAL PREMIUM</u>	<u>POST- RETIREMENT CONTRIBUTION</u>	<u>2011 TOTAL MONTHLY PREMIUM</u>	<u>2010 TOTAL MONTHLY PREMIUM</u>
Single	\$471.40	\$24.94	\$8.50	\$504.84	\$483.76
Employee + Child(ren)	\$779.50	\$60.90	\$22.00	\$862.40	\$826.86
Employee + Spouse	\$1,033.52	\$51.64	\$22.00	\$1,107.16	\$1,061.02
Family	\$1,286.34	\$89.10	\$22.00	\$1,397.44	\$1,339.36
Over 65 (Retired)	\$348.82	\$24.94	\$8.50	\$382.26	\$366.48

ANTHEM BLUE CROSS/BLE SHIELD – LUMENOS CDHP/HSA PLAN

	<u>BC/BS MEDICAL PREMIUM</u>	<u>HRI DENTAL PREMIUM</u>	<u>POST- RETIREMENT CONTRIBUTION</u>	<u>2011 TOTAL MONTHLY PREMIUM</u>	<u>2010 TOTAL MONTHLY PREMIUM*</u>
Single	\$438.26	\$24.94	\$8.50	\$471.70	\$458.62
Employee + Child(ren)	\$724.72	\$60.90	\$22.00	\$807.62	\$785.36
Employee + Spouse	\$960.88	\$51.64	\$22.00	\$1,034.52	\$1,005.84
Family	\$1,195.92	\$89.10	\$22.00	\$1,307.02	\$1,270.60

*In 2010, Anthem BCBS Blue Access 1000 Plan

2. ANTHEM WELLNESS INITIATIVES AND PREMIUM RATES

In 2009, the University added several wellness initiatives to the Anthem Blue Access Plans as an additional step toward controlling claims expense and improving the health of participants. The wellness initiatives include:

- Future Moms: support from trained obstetrical nurses to provide maternity management to help expectant parents have a healthy pregnancy and delivery;
- Condition Care: assistance from registered nurses for members to better manage and improve chronic health conditions;
- 24/7 NurseLine: access to a 24/7 NurseLine in which experienced registered nurses provide information concerning general health questions and guidance with critical health issues; and
- MyHealthAdvantage: utilization of integrated systems and data analytics to enhance early detection of potential health issues for participants.

Effective January 1, 2011, the per-employee cost in the Blue Access 300 and Blue Access 500 plans for Future Moms, ConditionCare, and 24/7 Nurse Line will remain at the 2010 level of \$3.14 per month. The per-participant cost for MyHealthAdvantage rate also remains unchanged at \$1.63 per month. Due to the requirements of health reform, the wellness initiatives will now include coverage for both active members and for all retirees, including those age 65 and over.

For the Lumenos CDHP/HSA Plan, wellness initiatives include those listed above plus the following enhanced programs with rewards:

- ComplexCare: support for covered members with multiple, ongoing health conditions;
- MyHealthCoach: a personal nurse who coaches health and lifestyle choices as well as benefits navigation;
- Tobacco-Free program: assistance in development of a personalized quit plan; and
- Healthy Weight program: assistance in development of personalized weight management plan.

The Lumenos combined fee for wellness programs and administration of related rewards will be \$9.75 per employee per month. The University will continue to pay the total monthly cost for wellness initiatives. These programs are recommended based on return-on-investment experienced over a three-year period by users of the programs.

The University has renewed the contract with Anthem to provide the wellness initiatives: Future Mom, ConditionCare, 24/7 NurseLine, and MyHealthAdvantage as well as the expanded wellness initiatives and administration for the Lumenos CDHP/HSA at the quoted per-employee rates for a 12-month period beginning January 1, 2011.

3. WELBORN HMO GROUP HEALTH INSURANCE AND HEALTH RESOURCES, INC. DENTAL INSURANCE PLAN AND PREMIUM RATES

The University of Southern Indiana has offered Welborn HMO/Health Resources, Inc. as an alternative health/dental benefit program since October 1988. In 2007, Welborn added a national network, Multiplan/PHCS, to provide in-network benefits to employees who live outside the local area. The enhanced network is an added benefit for active employees, dependents, and retirees who live outside the local service area.

A comprehensive review of USI claims for the Welborn HMO indicates medical and prescription drug claims totaled 112.8 percent of paid premiums for the time period of July 2009 through June 2010.

There are no plan design changes to the Welborn HMO Plan for 2011, except for incorporation of required changes due to health reform under the Patient Protection and Affordable Care Act. Medical premium rates for the Welborn HMO for 2011 reflect a 15.9 percent rate increase for active employee memberships.

The 12-month renewal rates effective January 1, 2011, for Health Resources, Inc. dental insurance reflect a 3 percent rate increase for each membership tier. A comprehensive review of claims paid by Health Resources, Inc. indicates dental claims totaled 75.8 percent of paid premiums for the time period of July 2009 through June 2010. The renewal rates effective January 1, 2011, are determined by claims experience by membership group for USI employees and dependents.

Welborn HMO and Health Resources, Inc. provide the primary health/dental insurance coverage for 102 active employees and 14 retirees. The University contribution for medical and dental coverage and for funding the liability for post-retirement benefits for active employees is 75 percent of the total premium.

The University has renewed the master policies with Welborn HMO and Health Resources, Inc. with the following rate schedule.

2011 MONTHLY PREMIUM RATES
WELBORN HMO

	<u>WELBORN MEDICAL PREMIUM</u>	<u>HRI DENTAL PREMIUM</u>	<u>POST- RETIREMENT CONTRIBUTION</u>	<u>2011 TOTAL MONTHLY PREMIUM</u>	<u>2010 TOTAL MONTHLY PREMIUM</u>
Single	\$465.08	\$24.94	\$8.50	\$498.52	\$434.02
Employee + Child(ren)	\$897.94	\$60.90	\$22.00	\$980.84	\$855.94
Employee + Spouse	\$997.30	\$51.64	\$22.00	\$1,070.94	\$932.62
Family	\$1,398.96	\$89.10	\$22.00	\$1,510.06	\$1,315.54
Over 65 * (Retired)	\$560.19	\$24.94	\$8.50	\$593.63	\$516.08

* *Estimated 2011 retiree rates for grandfathered participants only*

4. CHANGE IN VOLUNTARY VISION PLAN

From 2006 through 2010, the University has offered voluntary vision coverage through UnitedHealthcare Vision (formerly Spectera) to eligible employees. Premiums for this voluntary benefit are paid in full by employees. Currently, 327 or 33.4 percent of eligible employees participate in the vision plan. Due to an enhanced benefit offering and reduced rates for employees, effective January 1, 2011, the University will enter into a contract with Anthem Vision to replace United Healthcare Vision.

5. RENEWAL OF SECTION 125 FLEXIBLE BENEFIT PLAN ADMINISTRATION ARRANGEMENT

The Section 125 Flexible Benefit Plan, which was implemented in 1990 and expanded in 1992, allows enrolled employees to pay medical insurance premiums, dependent care expenses, and uninsured medical expenses with pre-tax dollars. Participation in the program has been steady since its introduction. Approximately 34 percent of eligible employees participate in the uninsured medical expense and dependent care reimbursement plans, and 99.5 percent of employees with medical insurance are enrolled in the premium-only portion of the plan. In calendar year 2005, the University contracted with The Nyhart Company to administer the Section 125 Flexible Benefit Plan.

During the 2009 plan year, University savings were \$192,718 due to reduced FICA tax (Social Security and Health Insurance).

The University has renewed the contract with Nyhart with a decrease of 4.8 percent to the administrative fee for the Section 125 Flexible Benefit Plan. This fee will decrease from its current \$5.25 to \$5.00 per participant per month for a 12-month guarantee period effective January 1, 2011.

6. LIFE INSURANCE

The University offers two group term life insurance programs through Prudential Insurance Company of America. There are 32 employees and 86 retirees enrolled in the original program and 930 employees and 78 retirees enrolled in the revised program. Employees hired after February 1, 1988, are enrolled in the revised program.

On July 1, 2008, the University renewed the Prudential contract with a 30-month rate guarantee. That guarantee ends January 1, 2011. After a competitive process, the University has renewed its contract with Prudential for a 36-month period with basic life rates that decrease from \$.20/\$1,000 to \$.17/\$1,000. The Accidental Death and Dismemberment (AD&D) rate will remain at \$.02/\$1,000.

The University also offers supplemental life insurance through Prudential to eligible employees. There are 342 employees enrolled in the program. Renewal rates from Prudential reflect a rate hold for the 36-month period beginning January 1, 2011, and the University has renewed the contract for this supplemental life insurance program.

7. INTRODUCTION OF NEW VOLUNTARY SHORT-TERM DISABILITY INSURANCE BENEFIT

Based on requests from Staff Council and from newly hired faculty and administrators, the University reviewed the possibility of offering short-term disability insurance as an optional benefit. Premiums for this voluntary benefit would be paid in full by employees. After a competitive process, the University has identified The Standard, the current provider of long-term disability benefit for the University, as the preferred provider of short-term disability based on its competitive premiums and comprehensive benefits. The University has entered into a contract with The Standard for a voluntary short-term disability insurance benefit for full-time benefits-eligible employees effective January 1, 2011, with fixed rates for a 36-month period.

**Summary
Current Construction Projects
November 4, 2010**

Projects Recently Completed

Varsity Soccer and Baseball Field Improvements

Project Cost **\$ 1,250,000**

Funding Source: Special Projects Reserve

Practice Soccer Field Construction

Project Cost **\$ 750,000**

Funding Source: Special Projects Reserve

Campus Road Repairs and Resurfacing

Project Cost **\$ 475,000**

Funding Source: Transportation System Reserve

Parking Lot Construction and Expansion

Project Cost **\$ 925,000**

Funding Sources:

Student Housing Reserve \$ 350,000

Transportation System Reserve 350,000

Business and Engineering Center Bond Issue 225,000

Projects Under Construction

Business and Engineering Center

Project Cost **\$ 31,946,069**

Funding Source: Bond Issue (Repaid with Fee Replacement Appropriation)

University Center Expansion

Project Cost **\$ 18,400,000**

Funding Sources:

Bond Issue (Repaid with Student Fees) \$ 13,750,000

Academic Funding Series I 800,000

Academic Funding Reserve 650,000

Bookstore Reserve 1,000,000

University Center Reserve 2,200,000

Bicycle and Walk Path Construction

Project Cost \$ 350,000

Funding Source: Transportation System Reserve

Innovation Pointe Renovation

Project Cost \$ 345,000

Funding Source: Extended Services Reserve

Orr Center Renovation - Third Level East Wing

Project Cost \$ 400,000

Funding Source: Special Projects Reserve

Projects in Design

Teaching Theatre Construction

Project Cost \$ 16,500,000

Funding Sources:

Bond Issue (Repaid with Student Fees)	\$ 13,000,000
Special Projects Reserve	1,500,000
USI Foundation	2,000,000

Advanced Manufacturing Teaching Facility

Project Cost \$ 1,850,000

Funding Source: Special Projects Reserve

Bicycle and Walk Path Construction - Valley Parking Lot

Project Cost \$ 350,000

Funding Source: Transportation System Reserve

Science Center Renovation - Lower Level

Project Cost \$ 950,000

Funding Source: General Repair and Rehabilitation Appropriation