

MINUTES

ACADEMIC AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEE

UNIVERSITY OF SOUTHERN INDIANA BOARD OF TRUSTEES

March 5, 2026

The Academic Affairs and Enrollment Management Committee of the University of Southern Indiana Board of Trustees met on Thursday, March 5, 2026, in the Griffin Center on campus. Present were Committee Chair, John M. Dunn and Trustees Christine H. Keck; Glen J. Kissel; and Ronald D. Romain '73. Also in attendance were President Steven J. Bridges '89 M'95; Provost Shelly Blunt; Vice President for Government Affairs and General Counsel Zachary A. LaGrange; Vice President for Student Affairs Abeer A. Mustafa; and Vice President for Marketing and Communication Kindra L. Strupp M'22.

Trustee Dunn called the meeting to order at 8:30 a.m.

1. ON THE AIR: STUDENT SUCCESS AT 95.7 THE SPIN

Mr. Dunn called on Provost Blunt to introduce Dr. Del Doughty, Dean of College of Liberal Arts. The campus radio station is frequently highlighted by Dean Doughty during prospective student tours due to its visible record of excellence and strong student culture. The station's many awards and active student engagement proves how program success and culture reinforce one another. Dr. Doughty introduced John Morris, Advanced Instructor in Radio and Television, to provide added context.

Mr. Morris explained his role as faculty advisor for students and general manager of 95.7 The Spin, overseeing the students, and ensuring the station's compliance with FCC regulations and USI policy, while also making sure the station offers the best broadcasting it can for the listening communities. Mr. Morris introduced students Brianna St. Myers, Promotions Director, and Matthew Kolb, Sports Director, to present their work.

Mr. Kolb and Ms. St. Myers began by explaining the radio station is a fully student-run organization, providing leadership and management experience in sports, news, and on-air programming for 30-40 students each semester. The station has been on the air since 1981 and currently operates as 95.7 The Spin, serving as Evansville's alternative music station.

Student DJs have flexibility in providing programming, including scheduled segment shows and hourly shows that accommodate students' academic commitments. The station features a local music program in which the music director promotes regional artists by connecting with local bands from across the region and featuring their music on air. The station's news team reports on local events happening in the Tri-state area, as well as promoting USI events. The Spin's sports program covers USI sports in several ways, from doing weekday sports update daily to covering live games throughout each sport season. The station also reached out to involve community sports this year, and for the first time partnered with a local high school to broadcast their football games.

Since 2008, the radio station has earned 241 awards from state, national, and international competitions, often competing against larger institutions. Recent 2025 achievements include awards from the Indiana Association of School Broadcasters; the Indiana Society of Professional Journalists; and the College Broadcasters Incorporated. The station reported strong performances in the Broadcast Education Association Festival of Media Arts, where The Spin ranked sixth nationally in audio programming, 27th in sports programming, and 22nd overall among approximately 300 institutions over a five-year period, proving sustained excellence by current students and recent graduates.

The students concluded by describing the reasons they chose to be affiliated with The Spin. Ms. St. Myers chose to attend USI because of the strength of its radio and television programs and their national rankings. Serving as Promotions Director has provided valuable professional experience, including campaign planning, team communication, and audience engagement, and has supported her career development through networking with peers and industry professionals. Mr. Kolb admitted that although he had limited knowledge of the program prior to enrolling at USI, the station provided training and leadership opportunities

that led to valuable management experience. He emphasized taking part in the sports department has significantly strengthened his communication and professionalism, particularly through coordinating with coaches and athletic staff. Skills he is confident will support his future career prospects.

2. APPROVAL OF NEW CERTIFICATE AND MICROCREDENTIALS

Trustee Dunn called on Provost Blunt to review the new certificate and microcredentials in Attachment A, having a complete abstract describing the certificate and microcredentials proposed for implementation Fall 2026. Provost Blunt explained the review and approval process for new programs, before and after they are submitted to the USI Board of Trustees for approval. Dr. Tori Colson, Associate Dean of Pott College of Science, Engineering, and Education, was introduced to provide introductory details for the eleven-credit-hour undergraduate certificate in Coaching, and Dr. Darrin Sorrells, Teaching Associate Professor of Kinesiology and Sport provided an overview of the certificate's key components and curriculum.

A committee recommendation to the Board of Trustees for approval of the undergraduate certificate in Coaching in Attachment A was approved unanimously.

Provost Blunt called on Dr. Julie McCullough, Dean of Kinney College of Nursing and Health Professions, to introduce Dr. Erin Reynolds, Chair of Health Administration and Community Health, and Dr. Zach Ward, Associate Professor of Health Services Administration, to provide details on the nine-credit hour microcredentials in Rural Health, Healthcare Leadership, and Environmental Health.

Following an extensive discussion around the questions raised by Trustee Kissel regarding syllabus requirements, course prerequisites, and policy compliance, a committee recommendation to the Board of Trustees for approval of the microcredentials in Attachment A in Rural Health, Healthcare Leadership, and Environmental Health was approved by a (3-1) majority ruling.

3. WILLIAMS ARTS AND TECHNOLOGY ACADEMY

Trustee Dunn called on Provost Blunt to provide information about an item on the Board of Trustees agenda related to charter school authorization. The University of Southern Indiana, as a charter school authorizer, currently authorizes two schools: 1) Indiana Agriculture and Technology School, and 2) Springville Community School. Oversight of charter schools is managed through USI's charter school office within Outreach and Engagement (O&E), led by an Associate Director, currently Douglas Mills, who reports through O&E leadership.

The established charter school approval process includes an extensive application review and evaluation by a committee, followed by a recommendation forwarded to the Board of Trustees for approval. Authorization for the Board to delegate approval authority to the Office of the Provost for the Williams Arts and Technology Academy will be presented on the Board agenda, due to a condensed timeline for approval in advance of the next academic year. Dr. Blunt concluded by noting this item was informational only and no action was required by the committee.

There being no further business, Trustee Dunn called the Academic Affairs and Enrollment Management Committee adjourned at 9:30 a.m.

Program Summaries
Certificates and Microcredentials to be offered
By the University of Southern Indiana, Evansville, Indiana

Certificate in Coaching

Program Award Level: Undergraduate

CIP Code: 13.1314

Mode of Delivery: Online or Hybrid (online and in-person)

Academic Units: Kinesiology & Sport, Pott College of Science, Engineering, and Education

Credit Hours: 11

Proposed Implementation Term: Fall 2026

Program Description

The Certificate in Coaching prepares students with foundational knowledge, practical skills, and professional competencies needed to coach athletes across various competitive levels. The program integrates principles of athletic performance, psychology, and injury prevention to develop effective, ethical, and safety-conscious coaches.

Students will examine essential concepts in coaching theory and practice, including leadership, communication, motivation, and the physiological and psychological factors that influence athletic performance. Coursework emphasizes evidence-based strategies for improving performance, promoting athlete well-being, and fostering positive behavior and long-term development.

Coursework

- **SPTM 226 – Principles and Problems of Coaching (3 credit hours)**
- **EXSC 376 – Behavioral Strategies in Exercise & Sport (3 credit hours)**
- **KIN 282 – CPR for the Healthcare Provider & Sport Injury Prevention (2 credit hours)**
- **KIN 390 – Special Topics in Coaching (1–3 credit hours)**

KIN 390 may be offered in 1, 2, or 3 credit-hour formats, providing flexibility for traditional and non-traditional students. The 3-credit option may also be completed fully online through coursework focused on current issues and challenges in coaching. Regardless of format, students must complete a total of 3 credit hours in KIN 390 to earn the certificate.

Program Objectives

Graduates of the Certificate in Coaching will be able to:

- Understand the critical administrative responsibilities involved in coaching (e.g., planning, scheduling, recruiting) and apply effective communication strategies with athletes.
- Utilize evidence-based motivational strategies to foster positive behavior and long-term athlete development.
- Demonstrate preparedness for emergency situations and implement effective injury prevention practices.

Rationale for the Program

The Certificate in Coaching supports the University of Southern Indiana's strategic plan to strengthen community partnerships and broaden institutional impact. Students who complete this program will be well-prepared to serve as coaches in youth leagues, middle schools, and high schools throughout southern Indiana—playing a vital role in the development of future student-athletes.

The certificate also aligns with the HOPE Agenda established by the Indiana Commission for Higher Education, which emphasizes building human capital to support future state leadership.

This certificate will replace the current Coaching minor and Strength & Conditioning minor. It will be marketed to both current students and K–12 educators seeking continuing education credits required for teaching license renewal.

Instructional Resources and Program Needs

All courses included in the certificate are currently offered on a regular basis; therefore, no additional instructional resources are required.

Career Relevance

Upon earning their Initial Practitioner License, K–12 educators in Indiana must renew their license every 5 or 10 years, depending on the selected renewal pathway. Renewal requires the completion of 6 credit hours of undergraduate or graduate coursework. The Certificate in Coaching provides educators—particularly those teaching physical education or coaching school sports—with meaningful, relevant coursework that leads to a recognized credential upon completion of 11 credit hours.

From a hiring perspective, school corporations often prefer to employ teachers who also possess coaching qualifications. However, newly graduated teachers frequently lack both coaching experience and formal coaching education. A licensed teacher who holds a coaching certificate is significantly more competitive than a candidate without such training, helping address a common staffing challenge in schools.

Microcredential in Rural Health

Program Award Level: Undergraduate

CIP Code: 51.2299

Mode of Delivery: Online or Hybrid (in-person and online)

Academic Units: Health Administration & Community Health,
Kinney College of Nursing & Health Professions

Credit Hours: 9

Proposed Implementation Term: Fall 2026

Program Description

The Microcredential in Rural Health provides undergraduate students—and community members—with foundational knowledge and applied experience related to the unique health challenges of rural communities. Students will explore key concepts including rural health disparities, access to care, rural health policy, community engagement, and the social determinants of health.

The curriculum emphasizes interprofessional collaboration and culturally responsive approaches to care. Through coursework and experiential learning, students will develop skills relevant to rural health practice, advocacy, and policy.

Designed to complement a wide range of majors—including community and public health, health administration, nursing, social work, and disciplines outside KCNHP such as business or environmental sciences—this microcredential prepares students to support the well-being of rural populations in Indiana and beyond. Because all required content is embedded within the three designated courses, the microcredential is also accessible to community learners seeking specialized rural health training.

Coursework

- **PH 284 – Public Health (3 credit hours)**
- **PH 351 – Rural Healthcare (3 credit hours)**
- **PH 352 – Social Dimensions of Healthcare (3 credit hours)**

Program Objectives

Upon completion of the microcredential, students will be able to:

- Examine social, economic, and environmental factors that influence health outcomes in rural communities.
- Identify barriers to healthcare access and analyze the role of health systems in rural settings.
- Understand how rurality impacts health in underserved communities and population health outcomes.
- Participate in interprofessional learning and evaluate collaborative strategies to address rural health needs.
- Apply theoretical knowledge to practical settings through case studies, community-based projects, or service-learning experiences.

Rationale for the Program

The University of Southern Indiana serves a region with significant rural populations who face persistent health disparities. Rural residents frequently encounter limited access to healthcare providers, higher prevalence of chronic diseases, substance use disorders, mental health challenges, and socioeconomic factors that negatively affect health outcomes. At the same time, rural areas often struggle to recruit and retain professionals who understand the complexities of rural health.

This microcredential responds directly to these needs by preparing undergraduate students with specialized training to serve rural populations effectively. It advances USI's mission as a regional leader in health education and community engagement across Southwestern Indiana and surrounding areas.

The program also supports state and national priorities. It aligns with **Healthy People 2030** objectives and U.S. Department of Health and Human Services initiatives aimed at reducing health disparities and improving outcomes in rural regions. By equipping students with rural-specific competencies, the microcredential helps build a pipeline of professionals prepared to serve in underserved communities.

Instructional Resources and Program Needs

The microcredential will be supported by existing faculty within the Department of Health Administration and Community Health. All three courses will be taught by full-time USI faculty.

One course is already required for both the Health Administration and Community & Public Health majors, while the two remaining courses—previously offered as special topics—will transition to permanent courses with their own numbers.

Since all instructional resources are in place, no additional faculty, facilities, or resources are needed.

Career Relevance

The Rural Health microcredential enhances student employability by providing specialized competencies in rural health systems, health disparities, community outreach, and interprofessional collaboration. Graduates will be well-prepared for positions in:

- Rural hospitals
- Public health departments
- Community health centers
- Nonprofit and community-based organizations
- Behavioral health agencies

By building a workforce with rural-specific expertise, the microcredential strengthens regional capacity to address healthcare access challenges and improve population health outcomes in underserved communities.

Microcredential in Healthcare Leadership

Program Award Level: Undergraduate

CIP Code: 51.0701

Mode of Delivery: Online or Hybrid (in-person and online)

Academic Units: Health Administration & Community Health,
Kinney College of Nursing & Health Professions

Credit Hours: 9

Proposed Implementation Term: Fall 2026

Program Description

The Microcredential in Healthcare Leadership provides undergraduate students with foundational skills necessary to lead people, processes, and organizational change within today's complex healthcare environment. Designed for students in health administration, public health, nursing administration, and related fields, the microcredential emphasizes personal leadership development, ethical decision-making, communication, and team-based problem solving across diverse healthcare settings.

Through integrated coursework and applied learning experiences, students will examine the unique leadership challenges within healthcare organizations, cultivate their personal leadership style, and gain tools for effectively managing interdisciplinary teams and advancing organizational goals.

Coursework

- **HP 211 – The Healthcare Delivery System and Healthcare Policy (3 credit hours)**
- **HA 411 – Healthcare Leadership (3 credit hours)**
- **HA 412 – Leadership by Design (3 credit hours)**

Program Objectives

Students completing the microcredential will be able to:

- Demonstrate self-awareness and reflection in developing a personal leadership style.
- Apply leadership theories and models to real-world healthcare scenarios.
- Communicate effectively with diverse teams and stakeholders.
- Navigate ethical and organizational challenges encountered in healthcare environments.
- Participate in interprofessional learning and evaluate collaborative strategies to address leadership needs at both personal and organizational levels.
- Collaborate to improve outcomes and support organizational change in healthcare systems.

Rationale for the Program

Healthcare organizations are experiencing rapid and ongoing transformation driven by evolving patient needs, regulatory shifts, workforce shortages, technological advancements, and increasing system complexity. In this environment, employers increasingly seek professionals who understand healthcare delivery systems and possess the leadership competencies required to guide teams, manage change, and advance organizational effectiveness.

The Healthcare Leadership microcredential aligns with the University of Southern Indiana's mission to prepare students for leadership and service in a diverse and global society. It offers students—especially those studying health administration, public health, or nursing administration—a valuable opportunity to develop and document essential leadership skills that are highly sought after in the healthcare workforce.

Because the microcredential requires only the three designated courses, it is also accessible to community members seeking professional development or leadership advancement in healthcare settings.

Instructional Resources and Program Needs

The microcredential will be supported entirely by existing faculty and staff within the Department of Health Administration and Community Health. All courses are already part of the department's regular offerings. Consequently, no additional faculty, facilities, or institutional resources are required for implementation.

Career Relevance

The Healthcare Leadership microcredential strengthens students' career readiness by equipping them with practical, evidence-based leadership competencies valued across the healthcare industry. Graduates will be prepared for roles in:

- Hospitals and health systems
- Public health agencies
- Long-term care and assisted living facilities
- Community and nonprofit health organizations
- Ambulatory care and behavioral health settings

Skills gained through the microcredential—such as communication, ethical decision-making, team management, and leading organizational change—support entry-level administrative, supervisory, and project management roles. The credential also signals to employers and graduate programs that the student possesses not only foundational knowledge of healthcare systems but also the leadership capacity needed to guide teams and respond effectively to the evolving demands of the healthcare industry.

Microcredential in Environmental Health

Program Award Level: Undergraduate

CIP Code: 51.2202

Mode of Delivery: Online or Hybrid (in-person and online)

Academic Units: Health Administration & Community Health,
Kinney College of Nursing & Health Professions

Credit Hours: 9

Proposed Implementation Term: Fall 2026

Program Description

The Microcredential in Environmental Health at the University of Southern Indiana introduces undergraduate students to the core concepts, challenges, and practices of environmental health. This program provides foundational knowledge about the relationships between environmental conditions and human health, preparing students to analyze and respond to pressing public health issues such as pollution, climate-related impacts, water and air quality, and occupational health risks.

Students will examine how environmental factors influence disease patterns, policy development, and community health outcomes. The microcredential emphasizes interdisciplinary thinking and the development of practical skills relevant to careers in public health, environmental science, environmental policy, and health advocacy.

Coursework

- **PH 284 – Public Health (3 credit hours)**
- **PH 484 – Environmental Health (3 credit hours)**
- **PH 488 – Advanced Environmental Health (3 credit hours)**

Program Objectives

Students completing the microcredential will be able to:

- Describe key environmental health risks and their impacts on human populations.
- Apply principles of toxicology, epidemiology, and environmental science to assess environmental exposures.
- Analyze regulatory and policy approaches used to protect environmental and population health.
- Interpret environmental health data and communicate findings effectively.
- Identify prevention and mitigation strategies for environmental health hazards.
- Engage with communities and stakeholders to promote environmental health awareness, prevention, and advocacy.

Rationale for the Program

Environmental health is an increasingly critical field, reflecting the growing recognition that environmental factors directly and indirectly influence individual and community well-being. Offering this microcredential provides the University of Southern Indiana with a strategic opportunity to prepare students to address emerging public health challenges and workforce demands across health, science, and policy sectors.

The microcredential aligns with USI's mission to deliver high-quality, accessible, and relevant education. It supports institutional priorities related to academic innovation, student success, and community engagement. By encouraging students to engage meaningfully with environmental health issues—both locally and globally—the program also fosters civic responsibility and prepares graduates to be informed, responsible community members.

Because all content is contained within the three required courses, the microcredential is also accessible to community members seeking professional development in environmental health.

Instructional Resources and Program Needs

This microcredential will be supported by existing faculty and staff within the Department of Health Administration and Community Health. All required courses are taught by full-time faculty, and no additional faculty, facilities, or resources are needed for implementation.

Career Relevance

The Environmental Health microcredential enhances students' career readiness by equipping them with specialized knowledge and applied skills increasingly valued in:

- Public health agencies
- Environmental consulting firms
- Regulatory and governmental bodies
- Healthcare systems and hospital compliance units
- Nonprofit and community organizations

Students will gain competencies in exposure assessment, environmental data interpretation, environmental policy analysis, and risk communication—preparing them for roles in environmental health, occupational safety, sustainability initiatives, and health policy.

The credential also strengthens preparation for graduate study in public health, environmental science, environmental policy, or related fields. It signals to employers a focused commitment to addressing environmental determinants of health and protecting community well-being.