

**VINCENNES UNIVERSITY BOARD OF TRUSTEES**  
**MINUTES OF REGULAR SESSION**  
**Wednesday, June 14, 2023 – 10:30 a.m. (EDT)**  
**Shake Learning Resource Center - Innovation Room # 112**  
**130 E. College Avenue**  
**Vincennes, IN 47591**

**Members Present:**

John Stachura, Chair  
Mike Sievers  
Reggie Henderson  
J.R. Gaylor (Zoom)  
Chuck Johnson, President  
Gayle Baugh, Student Trustee  
Darrel Bobe (Zoom)  
Kelly Clauss (Zoom)  
Tim Grove  
Greg Parsley  
Rick Schach (Zoom)  
Don Villwock (Zoom)

**Others Present:**

Brent Stuckey, Attorney for the Board  
Nancy Irwin, Record Clerk for the Board  
Tim Eaton, Vice President for Financial Services (Zoom)  
Tony Hahn, Vice President for Government and Legal Affairs  
Laura Treanor, Provost  
Dave Tucker, Vice President for Workforce Development/  
Community Services (Zoom)

**CALL TO ORDER**

Chair John Stachura called the meeting to order at 10:30 a.m. (EDT) in the Shake Learning Resource Center Innovation Room #112 in Vincennes, Indiana.

**ROLL CALL**

Nancy Irwin called the roll. A quorum was declared with 12 Trustees present.

**APPROVAL OF MINUTES**

Minutes of the 4-19-23 Regular Session, the 5-24-23 Finance/Revenue Committee, and the 6-6-23 Public Hearing on Tuition meetings had been distributed. With no questions from the Board, Chair Stachura requested a motion be made to approve the minutes. Trustee Tim Grove made a motion to approve the minutes and Trustee Reggie Henderson seconded the motion. A roll call vote was taken, and there were 12 yeas and 0 nays, with the minutes passing unanimously.

**CHAIRMAN'S REMARKS**

Chair Stachura shared a conversation he recently had regarding Vincennes University's Early College program at Center Grove High School in Greenwood, IN. This individual had a granddaughter graduate from Center Grove and he commented how many students also graduated with an Associate's Degree from Vincennes University. Upon further research, Chair Stachura learned that 122 seniors earned college certificates and Associate's Degrees from Vincennes University; which was the first post on the high school's website. Mr. Stachura stated the high school was very proud of that accomplishment, and in turn, he expressed how proud he was of this institution as well for all the great work being done through our Early College program.

**ACTION ITEMS:**

**University Affairs Committee**

Committee Chair Reggie Henderson asked President Johnson to present information regarding the following action items.

**1. Complaint Policy**

President Johnson reported the last time this policy had undergone an internal review was 2015. Mike Gress had initiated this current review, in order to ensure that the institution had an appropriate policy for dealing with and addressing employee concerns that perhaps did not fall under the other University policies. This current version is a multi-year effort and has been reviewed and approved by all the governance groups. President Johnson concluded that he fully recommends this policy be approved by the Board. Bernie Schmitt, President of Faculty Senate, was in agreement with President Johnson and supports this current version of the policy.

## **COMPLAINT POLICY AND PROCEDURES FOR VINCENNES UNIVERSITY FACULTY AND STAFF**

All employees are encouraged to seek and obtain answers to questions or problems through informal day-to-day supervisory contacts and channels. This policy is not intended to limit such informal methods of raising questions and resolving problems. Instead, this policy and procedure provides a formal channel to resolve issues not resolved through the informal process.

The Director of Human Resources office is available to employees for discussion concerning complaints. For example, the Human Resources office can assist employees in how best to address an issue with a co-worker or supervisor. However, the office of Human Resources will not make a determination regarding the complaint, but will try to assist the involved parties in achieving a satisfactory resolution.

This policy shall not include sexual harassment or any other legally prohibited discrimination such as discrimination because of race, color, creed, religion, national or ethnic origin, gender, age, or disability. Issues of this nature will be investigated under the *Discrimination Complaint Procedures* located in the *University Manual*. Any questions about whether or not a complaint is properly addressed through the *Complaint Policy and Procedures for Vincennes University Faculty and Staff* should be brought to the Director of Human Resources for consultation.

Any full-time or part-time employee may file a complaint, and a complaint may be pursued against any other Vincennes University employee. The University will not tolerate any retaliatory action taken against any person who, acting in good faith, participates in the complaint procedures.

### **I. DEFINITIONS AND GENERAL GUIDELINES**

#### **A) Complaint**

As used in the *Complaint Policy and Procedures for Vincennes University Faculty and Staff*, the term “complaint” refers to an issue between any two Vincennes University employees, regardless of job classification, that one attempts to resolve through informal or formal channels. These procedures should not be used for frivolous or vexatious complaints over trivial matters.

#### **B) Complainant**

As used in the *Complaint Policy and Procedures for Vincennes University Faculty and Staff*, the term “complainant” is defined as the person bringing the complaint.

#### **C) Respondent**

As used in the *Complaint Policy and Procedures for Vincennes University Faculty and Staff*, the term “respondent” refers to the person against whom a complaint is made.

#### **D) Business Day**

As used in the *Complaint Policy and Procedures for Vincennes University Faculty and Staff*, the term “business day” refers to a day when all relevant parties are scheduled to be in their assigned location. It does not include days when a party is on vacation, sick, attending conferences or other approved activities, or other circumstances that necessitate their absence from the assigned work location.

#### **E) The DHR**

As used in the *Complaint Policy and Procedures for Vincennes University Faculty and Staff*, the term “the DHR” refers to the Director of Human Resources or to a person designated by the Director of Human Resources or the University to act in the place of the Director of Human Resources. In such cases where the DHR is not able to make a designation, the President of the University will designate a person to act in the place of the DHR.

#### **E) Employee Group**

As used in the *Complaint Policy and Procedures for Vincennes University Faculty and Staff*, the term “employee group” refers to the specific classification of an employee as “faculty,” “professional staff,” or “support staff,” as those classifications are used in the *University Manual*.

#### **F) Complaint Committee Membership**

The Complaint Committee will consist of five VU employees: one academic dean or administrator with title of director or above, one full-time faculty, one full-time professional staff member, one full-time support staff member, and one full-time employee randomly drawn from the pool. The Complaint Committee will be randomly selected from a pool consisting of all academic deans and five individuals from each of the above groups. The members of the pool, except for the academic deans

who serve as ex officio members of the pool, will serve for one fiscal year and be randomly drawn by the DHR from the pool of eligible employees. The Complaint Committee pool will be drawn by the DHR from among all eligible full-time employees, no later than June 25 of each year, and members will be notified prior to July 1 of their selection. The Complaint review process will be chaired by the DHR, who will serve as a non-voting member of the Committee.

### **G) Composition of the Complaint Committee**

No member of the Complaint Committee will be from the same department, college, or area with which either the complainant or the respondent is associated. In establishing the membership of the Complaint Committee, the DHR will advise potential Complaint Committee members of the identities of the involved parties without describing the matter or identifying the complainant or respondent. If a potential Committee member has any personal or professional association with either the complainant or respondent that might interfere with their ability to serve as an impartial arbiter of the matter before the Committee, they are expected to recuse themselves from the complaint process and the DHR will assign an appropriate replacement. To mitigate bias, DHR will remove the identifying information of complainant and respondent from the *Personal Summary of Issues Document* before presenting it to the Complaint Committee.

## **II. COMPLAINT PROCEDURES**

### **A. Resolving a Complaint Informally**

#### **1. Direct Contact with Respondent**

The first informal step in resolving a complaint is to go directly to the respondent to discuss the issue. If the complainant reasonably believes that they will be victimized or harmed by contact with the respondent, the complainant should contact the DHR. If the DHR finds that there is a reasonable fear of such victimization or harm, the DHR may waive this step of the complaint procedure or may advise the complainant of other options, when appropriate. If the DHR waives this step, the DHR shall contact the respondent's immediate supervisor and inform the supervisor of the waiver with permission of the complainant or under appropriate circumstances.

#### **2. Direct Contact with Respondent's Supervisor**

If the action taken in Step A-1 does not resolve the complaint, then the complainant may take the complaint to the immediate supervisor of the respondent. If the complaint is not resolved after taking the complaint to the supervisor of the respondent or to the next higher level in the chain of command, then the complainant may proceed to the formal complaint process.

### **B. Resolving a Complaint Formally**

If the actions above do not resolve the complaint, then the complainant may elect to initiate a formal complaint through the Director of Human Resources, who will serve as the non-voting chair of the Complaint Committee.

#### **1. Initiating a Formal Complaint**

The complainant begins by requesting and submitting the *Personal Summary of Issues Document – Formal Complaint Process*. Once this form is filed with the DHR, via email or submission of printed form, the Director will notify the respondent, provide a detailed summary of the complaint, and then allow the respondent ten business days to provide a written response to the complaint using the *Personal Summary of Issues Document*. The respondent may request an extension of up to five business days if the DHR determines that the particular circumstances warrant it. A response is not necessary in order for the formal complaint to go to the Complaint Committee. The DHR will schedule the Complaint Committee to meet within ten business days after receiving a response from the respondent. At the conclusion of the Complaint Committee meeting, a completed *Complaint Committee's Decision Form* will be submitted to the DHR, which not only indicates the committee's decision but also summarizes their rationale. This summary report must be approved by all voting members of the Complaint Committee.

#### **2. Findings of the Complaint Committee**

The DHR Chair will inform the complainant and the respondent of the Complaint Committee's decision within three business days by providing them a copy of the *Complaint Committee's Decision Form* via email.

#### **3. Appealing the Complaint Committee's Decision**

The Party that was decided against has the right to appeal the decision by filing a *Request for Complaint Appeal* to the DHR within five business days of receiving the decision from DHR. The DHR will forward this request to the University President within three business days. The President (or designee) will review the appeal within five business days after receiving the request form from DHR. The President's appellate decision is final. If the majority decision of the Complaint Committee is reversed on appeal by the University President, then the *President's Appeal of Decision Form* will also be sent to the aforementioned parties.

### III. COMPLIANCE

The DHR will make recommendations for remediation based upon the outcome of the Complaint Committee's final decision. Documentation of the findings and remediation outcome will be shared with each party and maintained in the office of the DHR. If one of the parties does not comply with the remediation requirements, then it is the prerogative of the other party to report the noncompliance with the DHR. Once remediation has been achieved, all parties will be required to maintain confidentiality on all items pertaining to this complaint. Failure on the part of either party to comply with the conditions for remediation set forth by the Committee's findings and the DHR, or to maintain confidentiality, will be considered unprofessional or uncollegial and can be reflected in the annual performance evaluation. In such cases the DHR may report the noncompliance to the noncompliant party's supervisor. The supervisor will be expected to treat the matter as "unacceptable behavior or performance" as described in Disciplinary Policy and Procedures (G17) of the University Manual.

### IV. ADDENDUM FOR OUT-OF-STATE PARTICIPANTS

Vincennes University recognizes that each state has its own laws concerning employer/employee relationships that may impact the *Complaint Policy and Procedures for Vincennes University Faculty and Staff*. If a complainant or respondent resides outside of Indiana and believes their state laws conflict with Indiana state laws, it is that person's responsibility to provide the Office of Human Resources in Vincennes, Indiana, the law code and number in writing so that all parties concerned are operating under the same expectations and guidelines for resolving the dispute.

### V. COMPLAINT DATA STORAGE

All complaint files are confidential and are the property of the University. The DHR is responsible for storing the complaint files and ensuring that confidentiality is maintained. The complaint files are to be kept in a secure location within the DHR's office for five years.

### VI. COMPLAINT POLICY AND PROCEDURES ASSESSMENT

Once each year, the DHR will convene a committee to review and assess the complaint process and to determine if there are patterns in complaints that would be reported to the President for potential intervention or remediation. In the event that there were no complaints in the prior year, the assessment committee will not be required to meet. The Complaint Policy and Procedure Assessment Committee must consist of the following full-time employees: the DHR, one dean, one department chair/supervisor, one member of the Faculty Senate, one member of the Professional Staff Congress, and one member of the Support Staff Council. The Complaint Policy and Procedure Assessment Committee will be randomly selected from a pool consisting of individuals from each of the above groups.

Approved by Support Staff Council 11-17-22 / Professional Staff Congress 2-7-23 / Faculty Senate 3-14-23

#### **MOTION # 23-08**

With no questions from the Board, Committee Chair Henderson made a motion, on behalf of the University Affairs Committee, to approve the Complaint Policy and Trustee Tim Grove seconded the motion. A roll call vote was taken with 12 yeas and 0 nays, with the motion passing unanimously.

### **2. Faculty Emeritus Policy**

Committee Chair Henderson and President Johnson presented the information concerning the procedures outlined and defined in regards to retired faculty receiving a faculty emeritus status. President Johnson reported the Faculty Senate worked to develop the policy, along with help from Provost Treanor and the President.

### **Faculty Emeritus Policy**

#### **Emeritus/a Status**

##### **A. Definition of Emeritus Status:**

- a. The designation of emeritus status is a special honor in recognition of a record of distinguished service to Vincennes University. Emeritus/a title designates an honorary status awarded to retired faculty who have consistently exemplified the mission, vision, and values of Vincennes University through exemplary teaching or distinguished service to students, the University, and the local and/or larger academic community.

##### **B. Eligibility**

Faculty who meet the following criteria are eligible for consideration for emeritus/a status:

- a. Minimum of 10 years of full-time continuous service as faculty at Vincennes University
- b. Significant contributions to the quality of instruction, growth of the department, program or college and to the university and wider community.

- c. Exemplified values of collaboration, cooperation, self-improvement, and good citizenship with respecting cultural enrichment, diversity, and individual freedom for all members of the University community.
- d. Professional rank of assistant, associate or full professor at the time of retirement.
- e. Retired faculty prior to fall 2023 will automatically be granted emeritus/a status.

#### C. Procedures

##### a. Nomination Process

- i. The University President, college deans, or colleagues of the university may nominate a retiree for emeritus status by submitting a nomination form and letter of nomination to the dean of the college. The nomination form and the letter of nomination must be submitted within one year of the nominee's retirement. The documents must be submitted by October 1st.
- ii. The nomination letter should provide evidence that the nominee meets the requirements for emeritus status.
- iii. A nominee will accept the nomination by submitting an updated curriculum vitae to the dean of the college in which they retired.

##### b. Approval Process

- i. During the first semester of the academic year, the nomination forms, nomination letters and updated curricula vitae for emeritus status should be submitted to the dean of the college for review/recommendations.
- ii. The dean will then forward nominations to the faculty senate for further review and recommendations by December 1st.
- iii. Nominations will then go to the Provost and the University President for further review/approval.
- iv. Under special circumstances (less than 10 years of continuous service as faculty at Vincennes University, posthumous, etc.), the process for retirees nominated for emeritus rank may be moved forward to the Board of Trustees for review and approval at the discretion of the University President.
- v. The final approval for emeritus status will be granted by the Board of Trustees.

##### c. Appeal Process

- i. If a nominee receives a denial, the college dean will inform the nominee who may respond in writing within thirty days.
- ii. The nominee may appeal a denial of emeritus status decision to the next higher level.
  - a. The faculty member shall provide the faculty senate, Provost, or the University President a written explanation of the basis of the appeal.
  - b. The next level representative shall approve or reject the appeal and provide a written response to the College Dean and faculty member in a timely manner. At each level, the faculty senate, Provost, or University President, as the case may be, may, but is not required to, appoint an advisory committee to assist in evaluating an appeal.
  - c. If the appeal is approved, the nomination form and application materials shall be sent to the next level to be considered for emeritus status. The appeal response shall be included with the application materials.
  - d. If the appeal is denied, the faculty member's emeritus status application process does not continue.
- iii. The final decision to move the nomination forward to the Board of Trustees is made by the University President.

#### D. Privileges Conferred with Status:

Additional privileges granted to emeritus faculty members:

- a. Emeritus faculty members will be listed as emeritus faculty members of their academic departments in the University directory.
- b. At the discretion of the department chair, college dean, and Provost, emeritus faculty may attend and participate in department, college, and University faculty meetings, without the right to vote.
- c. Emeritus faculty members may also participate in all ceremonial functions of the university and may march in a position of honor in academic processions.
- d. Emeritus faculty members may also have the opportunity to serve as a representative on the faculty senate as a non-voting member.
- e. Emeritus faculty members are allowed the use of appropriate college letterhead with emeritus/a status for letters of recommendation or other academic purposes (e.g., publications).

E. Revocation of Emeritus Status

- a. Emeritus status may be revoked at any time for good cause (e.g., engaging in behavior/acts in conflict with University values.). The final decision to revoke emeritus status will be made by the University President.

**MOTION # 23-09**

With no questions from the Board, Committee Chair Henderson, on behalf of the University Affairs Committee, made a motion to approve the policy and Trustee Mike Sievers seconded the motion. A roll call vote was taken with 12 yeas and 0 nays, with the motion passing unanimously.

**Finance/Revenue Committee**

**VU FY 2024 & FY 2025 General Operations & Housing Budget**

Committee Chair Sievers asked Vice President for Financial Services, Tim Eaton, to review the budget information that had been distributed.

VP Eaton stated that Administration is proposing a General Operating Budget of \$88,487,408 for FY 2023-2024 and \$89,802,035 for FY 2024-2025, and a Housing Operations budget of \$10,549,491 for FY 2023-2024 and \$10,855,401 for FY 2024-2025, with the following major assumptions:

- (1) Tuition increase of 3.5 percent for FY 2023-2024; which is a \$233 annual increase & a tuition increase of 3.5 percent for FY 2024-2025; which is a \$241 annual increase;
- (2) 3 percent increase in room and board rates for both FY 2023-2024 and FY 2024-2025;
- (3) State operating appropriation of \$45,635,762 for FY 2023-2024, and \$46,077,538 for FY 2024-2025;
- (4) Dual Credit appropriation of \$4,882,450 for both FY 2023-2024 and FY 2024-2025;
- (5) Funding of \$3,000,000 for Career Tech Center Early Colleges for both FY 2023-2024 and FY 2024-2025;
- (6) Funding of \$4,500,000 for Aviation Maintenance Training Partnership with AAR at the Aviation Technology Center;
- (7) 4 percent compensation pool for FY 2023-2024, and 3 percent for FY 2024-2025;
- (8) Increase in 5 percent health insurance costs for both FY 2023-2024 and FY 2024-2025;
- (9) A stable enrollment headcount for both FY 2023-2024 & FY 2024-2025;
- (10) Institutional R&R expenses of \$1,189,909 for FY 2023-2024, and \$1,203,868 for FY 2024-2025;
- (11) State R&R of \$1,227,440 for both FY 2023-2024 and FY 2024-2025;
- (12) \$33,900,000 cash for capital project of the Center for Health Sciences and Active Learning building; and
- (13) \$1 million for Housing Repair & Rehab projects for both FY 2023-2024 and FY 2024-2025.

Committee Chair Mike Sievers was very complimentary of the Financial Services team for all their work crafting this budget for the institution. President Johnson also reported that even with the tuition increases, a student who enters Vincennes University this fall, thanks to the Residential Opportunity Scholarship, will be paying less in tuition and housing costs than they would have in 2019.

**MOTION # 23-10**

Committee Chair Sievers made a motion to accept the FY2023-2024 and FY2024-2025 as presented and Trustee Reggie Henderson seconded the motion. A roll call vote was taken with 12 yeas and 0 nays, with the motion passing unanimously.

**REPORTS FROM THE ADMINISTRATIVE LEADERSHIP**

**Enrollment Modeling**

Dr. Dale Pietrzak, Senior Director of Institutional Effectiveness and Research, presented information regarding the institution's Markov Enrollment modeling. Dr. Pietrzak detailed information regarding a Growth/MA Model:

- The idea is to use previous years to see if there is a consistent pattern in growth over a period of time; VU uses the prior 7 years average.
- This model says that, to the extent things are consistent, the growth for the next point can be estimated from historical data. When a range of time points are aggregated from several years this can provide an estimate of the final outcome.
- It is readjusted with each successive time point.
- The model depends on stability of growth over time.

Dr. Pietrzak then further explained the Markov Chain Model:

- It comes from the models used to mathematically represent "pseudo-random" changing systems.
- It represents a sequence of possible events in which the probability of the next event based on the current state.
- "Now" is the key to knowing "what next."
- The precision of the model depends on its stability.

Dr. Pietrzak detailed how Vincennes University is incorporating these models in regards to enrollment, retention, and other outcomes data.

### **Update on Summer Camps**

Laura Carie, Director of University Events and Special Projects, gave a report regarding the wide variety of camps taking place on campus this summer. Ms. Carie first shared the goals that have been set for hosting these camps:

- Expose students to Vincennes University
- Enhance all the excellent programs we offer
- Show the public we are committed to student's academic success
- Offer higher education at an affordable price
- Convert campers to Vincennes University students

Ms. Carie then shared a comparison of attendees from 2022 and 2023 camps:

#### **Pre-College / 2022**

Survey Camp – 12 campers  
Techmester/XMester – 218 campers  
STEM Academy – 45 campers  
JAG Academy – 13 campers

#### **Pre-College / 2023**

17 campers  
388 campers  
69 campers  
59 campers

#### **Third-Party & Athletic camps / 2022**

State Trooper youth camp – 20 campers  
  
2 Boys basketball camps – 60 campers  
3 Harry Meeks basketball camps – 420 campers  
1 Volleyball camp – 15 campers  
Baseball camps – 94 campers

#### **Third-Party & Athletic camps / 2023**

22 campers  
Edgewood Band camp – 120 campers  
Girl Scouts STEM camp – 55 campers  
130 campers  
450 campers  
102 campers

Ms. Carie extended appreciation to the amazing team she works with, across the board from the Physical Plant to faculty, that help make these camps a great experience for the participants. President Johnson extended his appreciation to Ms. Carie for the energy and enthusiasm she has brought to the role in helping the University build a strategic focus. He also extended his appreciation for the generosity of the Lilly Endowment in helping Vincennes University launch several camps this summer. These camps are a wonderful opportunity not only for students to see themselves as future college students here, but also for the parents to experience the campus and the opportunities available to their children.

### **Center for the Advancement of Faculty Excellence (CAFÉ)**

Dr. Sarah Alderfer, Director of the Center for the Advancement of Faculty Excellence (CAFÉ), shared an overview of this important area. Dr. Alderfer has been with the University since 2011, where she served in the Department of English as a Professor and Department Chair. She shared the mission of CAFÉ is to create and promote teaching excellence, community, equity, connection, and collegiality among the faculty at the institution. She also shared the following events that have taken place over this past academic year:

- Trailblazer Teaching Academy
- CAFÉ Notes Newsletter
- Department Chair Book Group
- ChatGPT Workshop
- Advisory Council
- Faculty Fellows
- Thank-a-Prof

Dr. Alderfer also shared initiatives she will put into place for the academic year ahead, some of which include online instructional support, Depart Chair bootcamp, active teaching center, and a commitment to building outreach and support across campus.

### **PRESIDENT'S COMMENTS**

- The President thanked Dr. Pietrzak, Laura Carie, and Dr. Alderfer for their presentations and the great work and value they bring to the University in their respective areas.
- President Johnson expressed his appreciation and thanks to the Financial Services team for their hard work in preparing the institution's budget for the next two years. He also thanked the Board for their continued support in reviewing and approving the budget.

- A focus on operational improvements continues to be a priority, with specific attention to the following areas:
  - Amie Calvert, Compliance Officer and Title IX Coordinator, will be reorganizing and rewriting the University Manual.
  - Jaci Lederman, CIO, continues to work with departments to streamline and digitize processes to be more efficient, some of which includes Ellucian and NeoEd.
  - The compensation consultant continues to analyze internal data, and their next step will be to determine the specific internal groups they should meet with to receive additional feedback.
  - The President reported that Provost Treanor enlisted the help of a consultant to help analyze and determine where the institution needs to pivot in our Distance Education efforts, so that we are prepared to continue to grow not only traditional Distance Education but also to make the necessary investments and changes needed to hybridize some of what is considered traditional on campus offerings
  - Gary Swegan was recently hired as a consultant to work with Sarah McLin, Interim Director of Admissions, and her team to evaluate recruiting strategies in a post-pandemic world.
  - The University has continued to work with the Slate consultant, specifically in the Admissions and Foundation/Alumni areas. Slate is a very useful CRM (Customer Relationship Management) program to help us track and communicate with applicants and prospective students, as well as building out our Alumni and Foundation database to maintain and strengthen those connections.
- The President thanked our partners at ABC (Associated Builders and Contractors) for allowing Vincennes University to co-locate with them at their training facility in Lafayette for our AIM (Advanced Internship in Manufacturing) program. He thanked Caleb Wayman for all of his work in this project.
- The President also thanked SIA (Subaru of Indiana Automotive) and their team for being gracious hosts since 2014 when the AIM program first launched. We are not leaving SIA, rather we have now moved in our Business & Industry training program there.
- Vincennes University has applied for and received a \$250,000 planning grant through the Lilly Endowment for the College and Community Connections Grant. This grant provides an opportunity to partner with other community organizations to address critical needs within our community, such as housing needs for the workforce community, childcare, quality of place initiatives, attracting workforce, and economic development. Proposals are due to the Lilly Endowment in March.
- The Gene Haas Training and Education Center in Lebanon will be hosting a Cobot Showcase on June 28th, geared towards high school career and technical education partners, as well as other industry partners. This will be a great opportunity to expose them to the applications for collaborative robots at our Lebanon facility, as well as at our Vincennes and Jasper locations.
- Since the April Board meeting, Jaci Lederman has accepted the position of Chief Information Officer & Executive Director of Information Technology, as well as becoming a valued member of the Executive Team.
- Dr. Lori Pence was recently hired as the Associate Provost for K-12 Partnerships, a position that was identified by the Executive Team last year at their retreat as a critical need for the institution. With our continued growth and opportunities in K-12 partnerships, particularly with Dual Credit, Early College, and Project Excel, a need was evident to help the institution continue to move forward in these areas throughout the state. Dr. Pence is a VU alumnae and a recent graduate of Purdue University's Ph.D. program. While at the College of Engineering at Purdue, she also helped shepherd many of VU's engineering transfer partnerships.
- President Johnson shared that this would be the final meeting for Trustee Tim Grove. He stated that he has known Tim and his family for a very long time, and has long admired Trustee Grove for his integrity, his desire to truly address challenges in education in our community, and help make this a better place. The President also stated that Mr. Grove truly embodies the spirit of what a true educator is and that it has been an honor to serve with him on this Board. The President concluded his remarks by reading and presenting the following Resolution of Appreciation to Trustee Grove:

**RESOLUTION OF APPRECIATION  
FOR  
TIMOTHY A. GROVE**

***WHEREAS***, Timothy A. Grove of Bicknell, Indiana, was appointed a member of the Board of Trustees for the Vincennes University by the Honorable Governor Mitch Daniels in July, 2012; and

***WHEREAS***, Mr. Grove has provided extraordinary leadership throughout his tenure on the Vincennes University Board of Trustees, and by serving as a member of the External Affairs Committee; and



**WHEREAS**, Mr. Grove has brought invaluable insight to the Board and the University through his decades of extraordinary leadership in the Knox County, Indiana public schools, as a teacher, principal, and superintendent; and

**WHEREAS**, Mr. Grove has brought honor to the Board of Trustees, to Vincennes University, to the Knox County school community, and to himself by his extraordinary service.

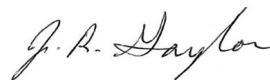
**NOW, THEREFORE, BE IT RESOLVED** that Vincennes University, through its Board of Trustees, expresses appreciation to Timothy A. Grove for his dedicated service as a member of the Board and for his devoted work to the University and its mission.

**BE IT FURTHER RESOLVED** that the Secretary cause to be spread of record on the official minute book of the Board of Trustees for Vincennes University a copy of this Resolution and that an appropriate signed copy be delivered to Mr. Timothy A. Grove.

**DATED** at Vincennes, Indiana this 14<sup>th</sup> day of June, 2023.



John A. Stachura, Chair  
Vincennes University Board of Trustees



J.R. Gaylor, Secretary  
Vincennes University Board of Trustees

**Adjournment**

With no further business to come before the Trustees, the Regular Session adjourned at 11:45 a.m. (EDT).

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J.R. Gaylor, Secretary

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John Stachura, Chair