AGENDA

ACADEMIC AFFAIRS AND ENROLLMENT MANAGEMENT COMMITTEE

UNIVERSITY OF SOUTHERN INDIANA
BOARD OF TRUSTEES

November 5, 2026

1. APPROVAL OF NEW CERTIFICATE AND MICROCREDENTIALS

Approval of a recommendation to the Board of Trustees to approve the certificates and microcredentials in Attachment A is recommended.

The University proposes the following new credentials:

- **a.** Graduate Certificates:
  - **i)** Artificial Intelligence
  - **ii)** Data Analytics
  - **iii)** Early Childhood Leadership
- **b.** Graduate Microcredential: Editing and Publishing
- **c.** Undergraduate Microcredential: Automation

2. RECOMMENDATION FOR DELEGATION OF AUTHORITY

Article V, Section 2(a), of the Trustee bylaws prescribes the responsibilities of the Academic Affairs and Enrollment Management Committee, including "reviewing and making recommendations to the Board of Trustees regarding the institution's academic mission, as well as policies and resources needed to realize that mission, and to ensure the quality and integrity of each of the University of Southern Indiana's academic programs."… "The Committee shall provide governance oversight on such matters as academic program development, review, accreditation and discontinuance; faculty tenure; major academic initiatives; maintain an appropriate balance among teaching, research/scholarship and service; and recruitment and retention programs and plans."

In the committee's prescription to provide governance oversight for academic program development, to ensure the quality and integrity of certificate and microcredential programs and timely development and implementation of certificate and microcredential programs, a recommendation to the Board of Trustees for delegation of authority for approval of certificate and microcredential programs to the Provost's Office is recommended.

3. REVIEW OF THE ACADEMIC PROGRAM DEVELOPMENT PLAN

The Academic Development Plan will be reviewed (Attachment B).

4. ENROLLMENT UPDATES

Mr. Rashad Smith, Assistant Vice President of Undergraduate Admissions; Dr. Michael Dixon, Dean of the School of Graduate Studies; and Dr. Shelly Blunt, Provost, will provide enrollment updates to include Undergraduate Admissions census data, Graduate Studies enrollment census and second-census data, and continuing student enrollment data.

PROGRAM SUMMARIES
Certificates and Microcredentials to be offered
by the University of Southern Indiana

Graduate Certificate in Artificial Intelligence

Program Award Level: Graduate
CIP Code: 11.0102
Mode of Delivery: Fully Online
Academic Units: Master of Business Administration, Romain College of Business
Credit Hours: 9
Proposed Implementation Term: Fall 2027

Program Description

The USI Graduate Artificial Intelligence Certificate equips business leaders to harness the transformative potential of AI in strategy, decision-making, and organizational innovation. Through coursework in AI-driven business transformation, applied generative AI, and business analytics, students will develop the expertise to leverage advanced technologies for growth, efficiency, and competitive advantage. Graduates of the concentration will be prepared to integrate AI into core business functions—optimizing marketing, streamlining operations, driving product innovation, and enhancing customer experiences—while navigating the ethical and strategic challenges of responsible AI deployment. This concentration empowers leaders to not only adopt AI solutions but to strategically guide organizations through an era of rapid technological disruption

Coursework

- **BAN 601 – Applied Business Analytics** (3 Credit Hours)
- **MBA 601 – AI-driven Business Transformation: Strategies, Solutions, and Implications** (3 Credit Hours)
- **MBA 606 – Generative AI in Applied Business Contexts** (3 Credit Hours)

Program Objectives

Upon completion of the graduate certificate in Artificial Intelligence, students will be able to:

1. Evaluate AI opportunities and recommend applications that align with organizational goals and create business value.
2. Develop and evaluate AI-enabled business solutions using generative AI, predictive models, and AI agents.
3. Design responsible AI implementation plans that address governance, risk, and human oversight.

Rationale for the Program

The proposed certificates align with USI's mission to provide affordable, flexible, and high-quality graduate education that supports regional workforce and economic development. By creating short-term, stackable credentials from existing MBA concentrations, USI strengthens its responsiveness to professional learners who may not be ready to commit to a full MBA but want targeted skills for career advancement. The certificate programs offer accelerated, affordable pathways for working professionals in southern Indiana and beyond to enhance management and leadership skills in high-demand fields, contributing to regional competitiveness.

Instructional Resources and Program Needs

This microcredential will be supported by existing faculty and staff within the Romain College of Business. As such, no additional faculty, facilities, or resources are required to implement the program.

Career Relevance

The Graduate Certificate in Artificial Intelligence prepares professionals to apply AI strategically and responsibly within their organizations. Through coursework in AI-driven business transformation, generative AI applications, predictive modeling, and AI agent management, students develop practical skills to improve decision-making, automate workflows, enhance customer experiences, and support innovation. These capabilities are relevant to professionals across industries who are responsible for leading organizational improvement. Applied projects provide opportunities to demonstrate the ability to develop AI solutions, evaluate their performance and risks, and communicate their business value. The certificate supports expanded responsibilities in AI adoption and business transformation to develop technology-enabled leaders.

Graduate Certificate in Data Analytics

Program Award Level: Graduate
CIP Code: 30.7102
Mode of Delivery: Fully Online
Academic Units: Master of Business Administration, Romain College of Business
Credit Hours: 9
Proposed Implementation Term: Fall 2027

Program Description

The USI Graduate Data Analytics Certificate develops vital quantitative problem-solving skills for business operations. Open doors to rewarding career opportunities with in-demand skills in collecting, processing, and displaying actionable data to drive informed decisions in innovative ways.

Coursework

- **BAN 601 – Applied Business Analytics** (3 Credit Hours)
- **BAN 602 – Data-Driven Decision Making** (3 Credit Hours)
- **BAN 603 – Information Visualization & Dashboarding** (3 Credit Hours)

Program Objectives

Upon completion of the Graduate Certificate in Data Analytics, students will be able to:

1. Apply quantitative analytical methods to examine business data and address organizational problems.
2. Interpret analytical results to recommend and justify business decisions.
3. Communicate data-driven insights through effective reports, visualizations, and dashboards.

Rationale for the Program

The proposed certificates align with USI's mission to provide affordable, flexible, and high-quality graduate education that supports regional workforce and economic development. By creating short-term, stackable credentials from existing MBA concentrations, USI strengthens its responsiveness to professional learners who may not be ready to commit to a full MBA but want targeted skills for career advancement.

The certificate programs offer accelerated, affordable pathways for working professionals in southern Indiana and beyond to enhance management and leadership skills in high-demand fields, contributing to regional competitiveness.

Instructional Resources and Program Needs

This microcredential will be supported by existing faculty and staff within the Romain College of Business. As such, no additional faculty, facilities, or resources are required to implement the program.

Career Relevance

The Graduate Certificate in Data Analytics prepares professionals to transform business data into insights that support organizational decision-making. Through coursework in applied business analytics, data-driven decision-making, and information visualization and dashboarding, students gain applied experience with tools at the leading edge of business practice that strengthen their ability to examine business questions, communicate findings to diverse audiences, and recommend informed actions. The certificate complements existing professional expertise and supports expanded responsibilities in analytical and managerial work.

Graduate Certificate in Early Childhood Leadership

Program Award Level: Graduate
CIP Code: 13.0414 Early Childhood Program Administration
Mode of Delivery: Fully Online
Academic Units: Teacher Education, Pott College of Science, Engineering, and Education
Credit Hours: 9
Proposed Implementation Term: Fall 2027

Program Description

Tailored for professionals in early childhood settings aspiring to leadership roles, this 3-course, 9-credit graduate certificate combines coursework in early childhood program leadership, program administration, and quality improvement. Embedded AIM4Excellence modules lead to the AIM4Excellence National Director Credential, preparing graduates to lead and sustain high-quality early childhood programs.

Coursework

- **EDUC 625 – AIM4Excellence 1-3** (3 Credit Hours)
- **EDUC 626 – AIM4Excellence 4-6** (3 Credit Hours)
- **EDUC 627 – AIM4Excellence 7-9** (3 Credit Hours)

Program Objectives

Graduates of the Early Childhood Leadership Graduate Certificate will:

1. Apply effective leadership and personnel management practices to guide early childhood programs and support the professional growth and performance of staff.
2. Apply strategic, operational, and financial management practices to support effective, ethical, and sustainable early childhood programs.
3. Design and support high-quality early childhood environments, curriculum, and instructional practices that promote children's development and learning.
4. Develop collaborative partnerships with families and communities that support children, families, and early childhood programs.
5. Use data, reflection, and continuous quality improvement processes to evaluate and strengthen early childhood program effectiveness.

Rationale for the Program

The Early Childhood Director Credential certificate is designed to meet a critical need for leadership preparation among current and aspiring early childhood professionals by equipping them with practical skills in program administration, staff development, operations, and family engagement to support high-quality early learning environments across diverse settings. USI already offers the courses, and most students take them as non-degree seeking students. At the institutional level, the program aligns with the University of Southern Indiana's mission and strategic priorities by strengthening program quality, enhancing community partnerships, elevating the university's role as a regional leader in early childhood education, and providing an accessible, workforce-focused credential that supports enrollment growth among working professionals. At the state level, the credential directly supports Indiana's priorities outlined in *Reaching Higher in a State of Change* by promoting timely completion through a flexible, streamlined structure and advancing workforce talent by preparing early childhood leaders who can improve program quality, stability, and outcomes for young children and families. The 3 courses in this certificate are included in the MSE Curriculum & Instruction: Early Childhood Leadership program, and

some students may continue with the coursework after this certificate to earn the full degree.

Instructional Resources and Program Needs

There are no additional needs for this program. The courses already exist and are a combination of modules from an outside organization and content from the USI instructor. They are just being organized into a certificate option.

Career Relevance

The proposed Early Childhood Education Certificate is well positioned within the competitive landscape by offering a targeted, low-credit, workforce-responsive pathway that complements existing degree programs. Unlike full degree options, this certificate provides immediate value for working professionals who must meet Indiana licensing and Paths to Quality (PTQ) requirements while balancing cost and time constraints. The Aim4Excellence National Director Credential, embedded within the proposed pathway, is recognized in Indiana as equivalent to nine early childhood credit hours for licensing and quality rating purposes and is eligible for T.E.A.C.H. Early Childhood Indiana scholarships, significantly reducing out-of-pocket costs for students. As of February 2026, we have a total of 15 graduate and 3 undergraduate students enrolled in the courses for this credential. Of those, all 18 are utilizing the TEACH scholarship that covers all of their costs, regardless of whether they are taking only the three Aim4Excellence courses (as non-degree) or the entire MSE Early Childhood Leadership program (Note: a full degree program is not an option at this time for the undergraduate students). Given that median annual earnings for early childhood administrators in Indiana ($49,655) slightly trail the national median ($55,148), this credentialed leadership preparation supports career advancement, program stability, and potential wage growth without incurring the debt burden associated with full graduate degrees. Collectively, the data indicate strong workforce demand, limited short-term credential competition, and a favorable return on investment for both students and regional early childhood employers.

Graduate Microcredential in Editing & Publishing

Program Award Level: Graduate
CIP Code: 23.1301
Mode of Delivery: Online Only
Academic Units: English, College of Liberal Arts
Credit Hours: 6
Proposed Implementation Term: Fall 2027

Program Description

The proposed six-credit-hour, online Micro-Certificate in Editing & Publishing will provide students with practical, career-focused training in editing, book production, publishing, marketing, and literary arts event management through hands-on practica with the University of Southern Indiana's *Southern Indiana Review* and SIR Press. Embedded in the existing Master of Arts in Applied English Studies program, the certificate will expand access to graduate-level credentials, strengthen enrollment, support workforce development and talent retention in Indiana, and offer a flexible pathway for students who may later pursue the master's degree, with minimal additional institutional costs.

Coursework

- **ENG 523 – Fundamentals of Publishing** (3 Credit Hours)
- **ENG 699 – Internship in Editing & Publishing** (3 Credit Hours)

Program Objectives

1. Apply principles and practices of professional editing and publishing to the evaluation, development, production, and distribution of print and digital publications.
2. Demonstrate professional competencies in publishing through the creation, marketing, promotion, and management of publications and literary arts events.
3. Demonstrate professional communication, project management, and collaborative skills necessary to navigate evolving roles and technologies in the publishing industry.

Rationale for the Program

The introduction of a graduate microcredential program in Editing & Publishing will strengthen the current Master of Arts in Applied English Studies (MAES) program by increasing enrollment. Micro-credentials offer a manageable, low-risk way to upgrade qualifications or test out graduate-level coursework before deciding to pursue a complete 30-hour master's degree.

Instructional Resources and Program Needs

There are minimal managerial and administrative costs associated with the program. The faculty and staff who will teach in and support the microcredential program are the same faculty who teach in and support the MAES program.

Career Relevance

This microcredential is consistent with job market trends. According to the US Bureau of Labor Statistics, the median annual salary for editors in the US was $75,020 in 2023, with the top 10 percent of earners surpassing $100,000 annually. https://www.bls.gov/ooh/media-and-communication/editors.htm . According to recent data from Zippia, copyeditor salaries have seen a significant 11 percent increase over the past five years, reflecting growing demand and evolving opportunities within the industry. https://www.zippia.com/copy-editor-jobs/trends/

Microcredential in Automation

Program Award Level: Undergraduate
CIP Code: 15.0613
Mode of Delivery: In-Person only
Academic Units: Engineering, Pott College of Science, Engineering, and Education
Credit Hours: 8
Proposed Implementation Term: Fall 2027

Program Description

The Microcredential in Automation prepares students with the hands-on experience and knowledge needed in industrial automation. Students will learn robust programming techniques for personal computers, single-board computers, programmable logic controllers (PLCs), and human-machine interfaces (HMIs). Various types of sensors and actuators are introduced and used in the labs along with industrial networking and the Industrial Internet of Things (IIoT).

Coursework

- **ENGR 131 – Programming for Automation** (2 Credit Hours)
- **ENGR 382 – SCADA Systems Design** (3 Credit Hours)
- **ENGR 383 – Advanced Automation** (3 Credit Hours)

Program Objectives

PO 1 — Understand Automation Technologies
Demonstrate foundational knowledge of industrial automation technologies, including sensors, actuators, PLCs, and automated control systems.
PO 2 — Operate and Program Automated Systems
Apply fundamental programming, configuration, and operational skills to perform basic tasks using industrial automation equipment and control systems.
PO 3 — Troubleshoot and Improve Processes
Use systematic troubleshooting, diagnostic tools, and process data to identify problems and support improvements in the performance, quality, and efficiency of automated systems.
PO 4 — Apply Safe and Professional Practices
Apply appropriate safety procedures, technical communication practices, and industry standards when operating, maintaining, and working with automated systems.

Rationale for the Program

Manufacturing Engineering and Manufacturing Engineering Technology's governing society, the Society of Manufacturing Engineering (SME), has identified automated systems as a major component of their revised Four Pillars of Manufacturing Knowledge. The Automation Micro credential would benefit students entering manufacturing as a means of identifying themselves as possessing this knowledge. Potential students outside of USI could complete the required courses if they already have a basic knowledge of electricity. This would allow individuals currently employed to get the microcredential without having to be in the engineering department.

Instructional Resources and Program Needs

This microcredential will be supported by existing faculty and staff within the Department of Engineering. As such, no additional faculty, facilities, or resources are required to implement the program.

Career Relevance

The proposed Automation Microcredential will address regional workforce needs by equipping students with practical, industry-relevant skills in automation, programmable logic controllers (PLCs), and automated systems troubleshooting. Given the strong manufacturing and industrial presence in southwestern Indiana, the microcredential will support employers' efforts to modernize operations, improve productivity, and address technical skills gaps. This will strengthen the institution's role in regional economic development by providing an accessible, flexible pathway that aligns educational offerings with current and emerging workforce demands.

UNIVERSITY OF SOUTHERN INDIANA
New Program Development Plan

Revised by Academic Planning Council
19-Oct-2026

2025-2027 Biennium

BACCALAUREATE DEGREE	MASTER DEGREE	DOCTORATE DEGREE	CERTIFICATE
• Business Economics			• Artificial Intelligence (G) • Data Analytics (G) • Sport Communication (G)

MICROCREDENTIAL
• Editing & Publishing (G)
• Automation (UG)

2027-2029 Biennium

BACCALAUREATE DEGREE	MASTER DEGREE	DOCTORATE DEGREE	CERTIFICATE
• Medical Humanities	• Nutrition • Mental Health Counseling • Artificial Intelligence for Business		• Healthcare Quality & Safety (G) • Geographic Information Science (UG) • Lean Six Sigma (UG)

MICROCREDENTIAL
• Native and Sustainable Landscape Architecture (UG)

UG - Undergraduate Level Certificate
G - Graduate Level Certificate