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Ivy Tech Community College of Indiana
February 5, 2015

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Notice is hereby given that the State Board of Trustees of Ivy Tech Community College of Indiana will be holding the following meetings at the Corporate College and Culinary Center, 2820 N Meridian Street, Indianapolis, IN 46208

Wednesday, February 4, 2015

1:30 pm – 3:30 pm  Executive Session

The State Trustees will meet in Executive Session at the Corporate College and Culinary Center, 2820 N Meridian Street, Indianapolis, IN 46208 and are permitted under IC 5-14-1.5-6.1(b), to discuss the subjects listed below. For each subject, a reference to the applicable subdivision of IC 5-14-1.5-6.1 (b) and a description of that subject are included.

(2) (B) Initiation of litigation that is either pending or has been threatened specifically in writing.

(5) To receive information about and interview prospective employees

(7) For discussion of records classified as confidential by state or federal statute.

(9) To discuss job performance evaluations of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process.

Thursday, February 5, 2015

7:00 am – 8:00am  Executive Session

The State Trustees will meet in Executive Session at the Corporate College and Culinary Center, 2820 N Meridian Street, Indianapolis, IN 46208 and are permitted under IC 5-14-1.5-6.1(b), to discuss the subjects listed below. For each subject, a reference to the applicable subdivision of IC 5-14-1.5-6.1 (b) and a description of that subject are included.

(2) (B) Initiation of litigation that is either pending or has been threatened specifically in writing.

(5) To receive information about and interview prospective employees

(7) For discussion of records classified as confidential by state or federal statute.

(9) To discuss job performance evaluations of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process.

8:00 am – 11:30 am  Board Committee Meetings (open to the public)

The State Trustees will hold the regular committee meetings at Corporate College and Culinary Center, 2820 N Meridian Street, Indianapolis, IN 46208

8:00 – 8:30am  Budget and Finance
8:30 – 9:00 am  Building, Ground, & Capital Committee
9:00 – 9:45 am  Corporate College
9:45 – 10:00 am  BREAK
10:00 – 11:30 am  Planning and Education

1:00 pm – 3:00 pm  Regular State Board of Trustees Meeting (open to the public)

The State Trustees will hold a regular meeting at the Corporate College and Culinary Center, 2820 N Meridian Street, Indianapolis, IN 46208 to consider and take action on such items as may be brought before them.

Secretary
Dated this 26th January 2015
I. Roll Call

II. Report of Secretary on Notice of Meeting

III. Approval of Minutes

Regular Meeting, December 4, 2014

IV. Reports of Board Committees

a. Executive Committee, Richard Halderman, Chair

b. Building, Grounds, and Capital Committee, Steve Schreckengast, Chair

RESOLUTION NUMBER 2015-1, Approval To Purchase 0.750 Acres Of Improved Land At 8211 Highway 331, Sellersburg, Region 13/Southern Indiana

RESOLUTION NUMBER 2015-2, Approval To Purchase 0.095 Acres Of Improved Land at 2851 North Kenwood Avenue, Indianapolis, Region 8/Central Indiana

RESOLUTION NUMBER 2015-3, Approval Of The Assignment Of The Noblesville Roofing Contract To Another Vendor And Accept Additional Alternates, Region 8/Central Indiana

RESOLUTION NUMBER 2015-4, Approval Of A Change Order To The Construction Management Contract For The Addition To The Connie And Steve Ferguson Academic Building On The Bloomington Campus, Region 14/Bloomington

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RESOLUTION NUMBER 2015-6, Approval Of A Change Order To The Masonry Contract For The Addition To The Connie And Steve Ferguson Academic Building On The Bloomington Campus, Region 14/Bloomington

RESOLUTION NUMBER 2015-7, Approval Of A Change Order To The Metal Framing, Drywall, And Ceilings Contract For The Addition To The Connie And Steve Ferguson Academic Building On The Bloomington Campus, Region 14/Bloomington

RESOLUTION NUMBER 2015-8, Approval Of A Change Order To The Aluminum Doors And Windows Contract For The Addition To The Connie And Steve Ferguson Academic Building On The Bloomington Campus, Region 14/Bloomington
RESOLUTION NUMBER 2015-9, Approval Of A Change Order To The Floor Covering Contract For The Addition To The Connie And Steve Ferguson Academic Building On The Bloomington Campus, Region 14/Bloomington

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RESOLUTION NUMBER 2015-13, Approval To Enter Into A Lease, Including Easements, With BlueIndy, LLC In Indianapolis, Region 8/Central Indiana

RESOLUTION NUMBER 2015-15, Approval Of Contract For Advanced Automation & Robotics Technology (AART) Educational Trainers For All Regions Offering AART

RESOLUTION NUMBER 2015-16, Approval Of Contract For A Computer Numerical Control (CNC) Machining Equipment For Kokomo, Evansville And Munice Campuses Offering Machine Tool And Industrial Technology Programs

c. Budget and Finance Committee, Bob Jones, Chair

d. Planning and Education Committee, Kaye Whitehead, Chair
e. Audit Committee, Larry Garatoni, Chair
f. Corporate College Committee, Stewart McMillan, Chair

V. Treasurer’s Report, Chris Ruhl, SVP/Finance and Treasurer

VI. State of the College, Thomas J. Snyder, President

VII. Old Business

VIII. New Business
RESOLUTION NUMBER 2015-15, Appointment of Regional Trustee–Northwest

RESOLUTION NUMBER 2015-16, Appointment of Regional Trustee–Northeast

IX. Adjournment

*Matters may be added to or deleted from the board agenda between the date of the preliminary agenda and the board meeting*
MINUTES OF THE MEETING OF THE STATE
BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE
December 4, 2014

Vice Chair Paula Hughes called the December 4, 2014 regular meeting of the State Board of Trustees to order at 1:00 pm at the Indianapolis Marriott North.

A. ROLL CALL

Secretary Michael Dora called the roll and the presence of a quorum was announced.

The following State Trustees were present:

Ms. Paula Hughes, Vice Chair
Mr. Michael R. Dora, Secretary
Mr. Jesse Brand
Mr. Larry Garatoni
Mr. Bob Jones
Mr. Stewart McMillan
Ms. Lillian Sue Livers
Mr. Lee J. Marchant
Mr. Steve Schreckengast
Ms. Kaye H. Whitehead
Mr. Darrell Zeck

The following State Trustees were unable to attend:

Mr. Richard R. Halderman, Chair
Mr. Michael A. Evans
Ms. Kimra Schleicher

B. EXECUTIVE SESSION MEMORANDA:

Following notice under IC5-14-1.5-4, IC 5-14-1.5-5 and IC5-14-1.5-6.1(d)

The State Board of Trustee met in Executive Session on December 3, 2014 at 1:30 pm at the Indianapolis Marriott North, 3645 River Crossing Parkway, Indianapolis, IN

Members present were: Ms. Paula Hughes, Mr. Michael Dora, Mr. Jesse Brand, Mr. Larry Garatoni, Mr. Bob Jones, Mr. Stewart McMillan, Ms. Lillian Sue Livers, Mr. Lee J. Marchant, Ms. Kimra Schleicher, Mr. Steve Schreckengast, Ms. Kaye H. Whitehead and Mr. Darrell Zeck

Members absent were: Mr. Richard R. Halderman Mr. Michael A. Evans
The Trustees considered the following items as permitted under IC 5-14-1.5-6.1(b). For each subject, a reference to the applicable subdivision of IC 5-14-1.5-6.1 (b) and a description of that subject are included.

(2) (B) Initiation of litigation that is either pending or has been threatened specifically in writing.

(2)(D) The purchase or lease of real property by the governing body up to the time a contract or option to purchase or lease is executed by the parties

(5) To receive information about and interview prospective employees

(6)(A) With respect to any individual over whom the governing body has jurisdiction, to receive information concerning the individual’s alleged misconduct

(7) For discussion of records classified as confidential by state or federal statute.

(9) To discuss job performance evaluations of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process.

With the Approval of these minutes the Trustees present at the meeting certify that no subject matter was discussed in the executive session other than the subject matter specified in the public notice issued for this meeting.

C. NOTICES OF MEETING MAILED AND POSTED:

Secretary Michael Dora confirmed that notices of the December 4, 2014, regular meeting were properly mailed and posted.

D. APPROVAL OF BOARD MINUTES:

Vice Chair Paula Hughes moved for approval of the minutes of the October 2, 2014 regular board meeting. Trustee Whitehead seconded the motion and the motion carried unanimously.

E. COMMITTEE REPORTS:

Item 1 Vice Chair Paula Hughes reported that the Executive Committee did meet on November 18, 2014 from 10 am – Noon.

Item 2 Vice Chair Paula Hughes called upon Trustee Schreckengast to give the Building, Grounds and Capital Committee Report. Trustee Schreckengast moved for approval of:
Resolution Number 2014-91, Request that Ivy Tech Foundation, Inc. or one its Affiliates Receive a gift of the former Autoworld Ford Dealership Property in Anderson for Eventual transfer to the College, Region 6/ East Central

Trustee Whitehead seconded the motion, and the motion passed unanimously.

Trustee Schreckengast moved for approval of

Resolution Number 2014-92, Approval to Purchase 0.964 Acres of Improved Land at 22369 County Road 18 in Elkhart County, Region 2/ North Central

Trustee Whitehead seconded the motion, and the motion passed unanimously.

Trustee Schreckengast moved for approval of

Resolution Number 2014-93, Approval of a Change Order to the Demolition and Asbestos Abatement Contract to Renovate the NMC Building on the North Meridian Campus, Region 8/Central Indiana

Trustee Garatoni seconded the motion, and the motion passed unanimously.

Trustee Schreckengast moved for approval of

Resolution Number 2014-94, Approval of a Change Order to the General Trades Contract to Renovate the NMC Building on the North Meridian Campus, Region 8/Central Indiana

Trustee Livers seconded the motion, and the motion passed unanimously.

Trustee Schreckengast moved for approval of

Resolution Number 2014-95, Approval of a Change Order to the Architectural Contract for the Addition to the Connie and Steve Ferguson Academic Building on the Bloomington Campus, Region 14/Bloomington

Trustee Garatoni seconded the motion, and the motion passed unanimously.

Trustee Schreckengast moved for approval of

Resolution Number 2014-96, Approval of General Trades Construction Contract for the Hamilton County Renovation Project, Region 8/Central Indiana

Trustee Jones seconded the motion, and the motion passed unanimously.
Trustee Schreckengast moved for approval of

**Resolution Number 2014-97,** Approval of a HVAC and Plumbing Construction Contract for the Hamilton County Renovation Project, Region 8/Central Indiana

Trustee Jones seconded the motion, and the motion passed unanimously.

Trustee Schreckengast moved for approval of

**Resolution Number 2014-98,** Approval of an Electrical Construction Contract for the Hamilton County Renovation Project, Region 8/Central Indiana

Trustee Zeck seconded the motion, and the motion carried unanimously.

**Item 3** Vice Chair Paula Hughes called upon Trustee Bob Jones, Chair of the Committee, for a report from the **Budget and Finance Committee.** Trustee Jones reported there are two action items for the board to consider. We received an update on the College’s financial statements, and the quarterly investment review

Trustee Jones moved for approval of

**Resolution 2014-99,** Approval of Accounts Receivable Write-Offs For the Fiscal Year Ending June 30, 2014

Trustee Garatoni seconded the motion, and the motion carried unanimously.

Trustee Jones moved for approval of

**Resolution 2014-100,** Approval of College Life and Disability Insurance Programs

Trustee Garatoni seconded the motion, and the motion carried unanimously.

**Item 4** Vice Chair Hughes called upon Trustee Kaye Whitehead, Chair of the Committee, for a report from the **Planning and Education Committee.** Trustee Whitehead reported there are no action items for the board to consider. The Board heard from Calvin Thomas IV, Vice President Health Division on the Health Division Planning for the Future, Dr. John Newby, Assistant Vice President of Secondary Initiatives, Jonathan Weinzapfel, Chancellor, Southwest & Wabash Valley and Jeff Fanter, Senior Vice President of Student Experience/Marketing/Communication on Dual Credit Quality Standards & Marketing/Recruitment Plan; President Tom Snyder and Dr. Mary Ostrye, Senior Vice President and Provost on the Fall 2015 Regional Visits
Item 5 Vice Chair Hughes called upon Trustee Garatoni, Chair of the Committee, for a report from the Audit Committee. Trustee Garatoni asked committee member Trustee Jesse Brand as he did not attend Audit Committee Meeting to provide the report. Trustee Brand reported there were no action items for the board to consider. The Audit Committee met yesterday and it was an informative meeting with updates regarding pending litigation updates and the Indiana State Board of Accounts Audit Entrance Conference.

Item 6 Vice Chair Hughes called upon Trustee McMillan, Chair of the Committee, for a report from the Corporate College Committee. Trustee McMillan reported there were no action items for the board to consider. Trustee McMillan reported the Committee received updates on Revenue and Expenses/Enrollment, and Sales Reports.

F. TREASURER’S REPORT:

Vice Chair Hughes gave the Treasurer’s report on behalf of Senior Vice President Chris Ruhl. Operating Revenue-through November is down 5% vs. prior year and 10% vs budget; Attributable to decline in tuition fees. Typically have booked about 80% of revenue through Nov; State Appropriation on budget but expect 2% cute to be implemented in June; Investment income slightly above Budget. Operating Expenditures-through November is down 3% vs. prior year and 12% vs. Budget, all categories are under budget. Net through November positive, but below prior year by 8% and below budget by $7 million

Trustee Jones moved for approval of the Treasurer’s Report.

Trustee Garatoni seconded the motion, and the motion carried unanimously

G. STATE OF THE COLLEGE

Vice Chair called upon President Snyder for the President’s report. President Snyder called upon and introduced four new employees, Sandy Howarth, Executive Director of Resource Development, Central Office; Alex Huskey, Marion Campus President, East Central & Richmond Regions; Sara McKee, Executive Director of Human Resources, Central Indiana Region; Kate Mote, Madison Campus President, Columbus & Southeast Regions; Steve Putt, Executive Director of Human Resources, Northwest & North Central Regions; Michelle Simmons, Kokomo Campus President, Kokomo & Lafayette Regions.

President Snyder then called upon Benjamin Young, Ed.D, Vice President for Diversity, Equity, and Inclusion, to give Annual Diversity update.
H. **OLD BUSINESS**

Vice Chair Hughes called for old business, and there was none.

I. **NEW BUSINESS**

Vice Chair Hughes called for new business.

Trustee Marchant moved for approval of

**Resolution Number 2014-101, Appointment of Regional Trustee-Bloomington**

Trustee Whitehead seconded the motion, and motion carried unanimously

Trustee Brand moved for approval of

**Resolution Number 2014-102, Honoring the Leadership of Steve Daily**

Trustee Jones seconded the motion, and the motion carried unanimously

Trustee Garatoni moved for approval of

**Resolution Number 2014-103, Amendment to Regional Board By-Laws to Establish Policy Governing Meetings of the Regional trustees by Electronic Communication**

Trustee Zeck seconded the motion, and the motion carried unanimously

Trustee Garatoni moved for approval of

**Resolution Number 2014-104, Appointment of Regional Trustee-Central Indiana**

Trustee Livers seconded the motion, and the motion carried unanimously

J. **ADJOURNMENT**

With no further business to come before the Board, Vice Chair Hughes called for a motion to adjourn the meeting.

Trustee Schreckengast moved for approval. Trustee Zeck seconded the motion, and the motion carried unanimously.

Vice Chair Hughes adjourned the meeting.
STATE TRUSTEES
IVY TECH COMMUNITY COLLEGE

_______________________________
Richard Halderman, Chairman

_______________________________
Michael Dora, Secretary

Dated December 5, 2014
Prepared by Gretchen L. Keller, Recording Secretary
APPROVAL TO PURCHASE 0.750 ACRES OF IMPROVED LAND AT 8211 HIGHWAY 331, SELLERSBURG, REGION 13/SOUTHERN INDIANA

RESOLUTION NUMBER 2015-1

WHEREAS, the long-range planning for the Sellersburg campus includes the need for additional facilities and parking and therefore the acquisition of properties in the vicinity of the campus, and

WHEREAS, one of the properties within the land acquisition plan for the campus at 8211 Highway 331 is available for purchase from the Estate of Jerry and Judy Watson for $90,000, and

WHEREAS, the Region 13/Southern Indiana Board of Trustees has requested that the State Trustees purchase said improved land;

NOW THEREFORE BE IT RESOLVED, that the State Trustees do hereby approve the acquisition of 8211 Highway 331, Sellersburg for $90,000.

FURTHER BE IT RESOLVED, that the State Trustees do hereby authorize and direct the President and any other appropriate, designated College employee to enter into said purchase of said property, after the documents have been approved by the College General Counsel.

State Trustees
Ivy Tech Community College of Indiana

__________________________________
Richard Halderman, Chairman

__________________________________
Michael Dora, Secretary

Dated February 5, 2015
RESOLUTION NUMBER 2015-2

WHEREAS, the long-range planning for the Indianapolis North Meridian Center campus includes the need for additional facilities and parking and therefore the acquisition of properties in the vicinity of the campus, and

WHEREAS, one of the properties within the land acquisition plan for the campus at 2851 North Kenwood Avenue is available for purchase from A & P Investments for $14,000, and

WHEREAS, the Region 8/Central Indiana Board of Trustees has requested that the State Trustees purchase said improved land;

NOW THEREFORE BE IT RESOLVED, that the State Trustees do hereby approve the acquisition of 2851 North Kenwood Avenue, Indianapolis for $14,000.

FURTHER BE IT RESOLVED, that the State Trustees do hereby authorize and direct the President and any other appropriate, designated College employee to enter into said purchase of said property, after the documents have been approved by the College General Counsel.

State Trustees
Ivy Tech Community College of Indiana

______________________________
Richard Halderman, Chairman

______________________________
Michael Dora, Secretary

Dated February 5, 2015
APPROVAL OF THE ASSIGNMENT OF THE NOBLESVILLE ROOFING CONTRACT
TO ANOTHER VENDOR AND ACCEPT ADDITIONAL ALTERNATES,
REGION 8/CENTRAL INDIANA

RESOLUTION NUMBER 2015-3

WHEREAS, the Noblesville/Hamilton County building is under renovation as part of the $15.0 million renovation project, and

WHEREAS, in August 2014 the Ivy Tech Community College State Board of Trustees approved a roofing contract with Construct Solutions, Inc. for the project for $1,821,000, and,

WHEREAS, Construct Solutions has not been able to obtain Performance and Payment Bonds but has proposed that their contract be assigned to Hagerman, Inc. who would obtain Performance and Payment Bonds, subcontract the work to Construct Solutions, Inc., and take responsibility to see that the work is completed in an acceptable and timely manner, and

WHEREAS, sufficient funds remain in the project to add three alternates not previously accepted so that all the roofs at the project can be replaced for an additional $294,196, and

WHEREAS, assignment of a contract in excess of $500,000 or increasing the value of a State Trustees approved contract by more than 10% requires approval of the State Board of Trustees; and

WHEREAS, the Region 8/Central Indiana Board of Trustees has reviewed the project and made a recommendation on the assignment and change order;

NOW THEREFORE BE IT RESOLVED that the State Trustees of Ivy Tech Community College of Indiana do hereby approve the assignment of the roofing contract from Construct Solutions, Inc. to Hagerman, Inc. and a change order of up to $294,196 be approved.

FURTHER BE IT RESOLVED, that the State Trustees do hereby authorize and direct the President and any other appropriate, designated College employee to negotiate and execute the assignment and change orders with said firms after the documents have been approved by the College General Counsel.

State Trustees
Ivy Tech Community College of Indiana

_______________________________
Richard Halderman, Chairman

_______________________________
Michael Dora, Secretary

Dated February 5, 2015
APPROVAL OF A CHANGE ORDER TO THE CONSTRUCTION MANAGEMENT CONTRACT FOR THE ADDITION TO THE CONNIE AND STEVE FERGUSON ACADEMIC BUILDING ON THE BLOOMINGTON CAMPUS, REGION 14/BLOOMINGTON

RESOLUTION NUMBER 2015-4

WHEREAS, the Connie and Steve Ferguson Academic Building is under construction as part of the $24.3 million Bloomington expansion project, and

WHEREAS, in August 2013, the Ivy Tech Community College State Board of Trustees approved a contract with The Skillman Corporation to manage a $20.0 million construction project for $1,200,000, and,

WHEREAS, there are sufficient funds to add approximately 10,000 square feet to the project, and

WHEREAS, a Change Order needs to be issued to The Skillman Corporation, increasing their contract by $211,999, or 17.7% to manage the expanded project; and

WHEREAS, Change Orders increasing the value of a State Board of Trustees approved contract by more than 10% require approval of the State Board of Trustees; and

NOW THEREFORE BE IT RESOLVED that the State Trustees of Ivy Tech Community College of Indiana do hereby recommend that the Change Order for The Skillman Corporation be approved.

FURTHER BE IT RESOLVED, that the State Trustees do hereby authorize and direct the President and any other appropriate, designated College employee to negotiate and execute the change order with said firm after the documents have been approved by the College General Counsel.

State Trustees
Ivy Tech Community College of Indiana

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Richard Halderman, Chairman

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Michael Dora, Secretary

Dated February 5, 2015
RESOLUTION NUMBER 2015-5

WHEREAS, the Connie and Steve Ferguson Academic Building is under construction as part of the $24.3 million Bloomington expansion project, and

WHEREAS, in April the Ivy Tech Community College State Board of Trustees approved a contract with Bruns-Gutzwiller for the General Trades package for $3,419,000, and,

WHEREAS, there are sufficient funds to add approximately 10,000 square feet to the project, and

WHEREAS, a Change Order needs to be issued to Bruns-Gutzwiller, increasing their contract by $541,830, or 15.8% to build the additional space; and

WHEREAS, Change Orders increasing the value of a State Board of Trustees approved contract by more than 10% require approval of the State Board of Trustees; and

WHEREAS, the Region 14/Bloomington Board of Trustees has reviewed the project and made a recommendation on the Change Order;

NOW THEREFORE BE IT RESOLVED that the State Trustees of Ivy Tech Community College of Indiana do hereby recommend that the Change Order for Bruns-Gutzwiller be approved.

FURTHER BE IT RESOLVED, that the State Trustees do hereby authorize and direct the President and any other appropriate, designated College employee to negotiate and execute the change order with said firm after the documents have been approved by the College General Counsel.

State Trustees
Ivy Tech Community College of Indiana

__________________________________
Richard Halderman, Chairman

__________________________________
Michael Dora, Secretary

Dated February 5, 2015
APPROVAL OF A CHANGE ORDER TO THE MASONRY CONTRACT FOR THE ADDITION TO THE CONNIE AND STEVE FERGUSON ACADEMIC BUILDING ON THE BLOOMINGTON CAMPUS, REGION 14/BLOOMINGTON

RESOLUTION NUMBER 2015-6

WHEREAS, the Connie and Steve Ferguson Academic Building is under construction as part of the $24.3 million Bloomington expansion project, and

WHEREAS, in April the Ivy Tech Community College State Board of Trustees approved a contract with Bruns-Gutzwiller for the Masonry package for $1,026,000, and,

WHEREAS, there are sufficient funds to add approximately 10,000 square feet to the project, and

WHEREAS, a Change Order needs to be issued to Bruns-Gutzwiller, increasing their contract by $109,500, or 10.7% to build the additional space; and

WHEREAS, Change Orders increasing the value of a State Board of Trustees approved contract by more than 10% require approval of the State Board of Trustees; and

WHEREAS, the Region 14/Bloomington Board of Trustees has reviewed the project and made a recommendation on the Change Order;

NOW THEREFORE BE IT RESOLVED that the State Trustees of Ivy Tech Community College of Indiana do hereby recommend that the Change Order for Bruns-Gutzwiller be approved.

FURTHER BE IT RESOLVED, that the State Trustees do hereby authorize and direct the President and any other appropriate, designated College employee to negotiate and execute the change order with said firm after the documents have been approved by the College General Counsel.

State Trustees
Ivy Tech Community College of Indiana

______________________________
Richard Halderman, Chairman

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Michael Dora, Secretary

Dated February 5, 2015
APPROVAL OF A CHANGE ORDER TO THE METAL FRAMING, DRYWALL, AND CEILINGS CONTRACT FOR THE ADDITION TO THE CONNIE AND STEVE FERGUSON ACADEMIC BUILDING ON THE BLOOMINGTON CAMPUS, REGION 14/BLOOMINGTON

RESOLUTION NUMBER 2015-7

WHEREAS, the Connie and Steve Ferguson Academic Building is under construction as part of the $24.3 million Bloomington expansion project, and

WHEREAS, in April the Ivy Tech Community College State Board of Trustees approved a contract with Commercial Interiors for the Metal Framing, Drywall and Ceilings package for $916,348, and,

WHEREAS, there are sufficient funds to add approximately 10,000 square feet to the project, and

WHEREAS, a Change Order needs to be issued to Commercial Interiors, increasing their contract by $209,538, or 22.9% to build the additional space; and

WHEREAS, Change Orders increasing the value of a State Board of Trustees approved contract by more than 10% require approval of the State Board of Trustees; and

WHEREAS, the Region 14/Bloomington Board of Trustees has reviewed the project and made a recommendation on the Change Order;

NOW THEREFORE BE IT RESOLVED that the State Trustees of Ivy Tech Community College of Indiana do hereby recommend that the Change Order for Commercial Interiors be approved.

FURTHER BE IT RESOLVED, that the State Trustees do hereby authorize and direct the President and any other appropriate, designated College employee to negotiate and execute the change order with said firm after the documents have been approved by the College General Counsel.

State Trustees
Ivy Tech Community College of Indiana

Richard Halderman, Chairman

Michael Dora, Secretary

Dated February 5, 2015
RESOLUTION NUMBER 2015-8

WHEREAS, the Connie and Steve Ferguson Academic Building is under construction as part of the $24.3 million Bloomington expansion project, and

WHEREAS, in April the Ivy Tech Community College State Board of Trustees approved a contract with Hoosier Glass for the Aluminum Doors and Windows package for $537,650, and,

WHEREAS, there are sufficient funds to add approximately 10,000 square feet to the project, and

WHEREAS, a Change Order needs to be issued to Hoosier Glass, increasing their contract by $89,430, or 16.6% to build the additional space; and

WHEREAS, Change Orders increasing the value of a State Board of Trustees approved contract by more than 10% require approval of the State Board of Trustees; and

WHEREAS, the Region 14/Bloomington Board of Trustees has reviewed the project and made a recommendation on the Change Order;

NOW THEREFORE BE IT RESOLVED that the State Trustees of Ivy Tech Community College of Indiana do hereby recommend that the Change Order for Hoosier Glass be approved.

FURTHER BE IT RESOLVED, that the State Trustees do hereby authorize and direct the President and any other appropriate, designated College employee to negotiate and execute the change order with said firm after the documents have been approved by the College General Counsel.

State Trustees
Ivy Tech Community College of Indiana

______________________________
Richard Halderman, Chairman

______________________________
Michael Dora, Secretary

Dated February 5, 2015
RESOLUTION NUMBER 2015-9

WHEREAS, the Connie and Steve Ferguson Academic Building is under construction as part of the $24.3 million Bloomington expansion project, and

WHEREAS, in April the Ivy Tech Community College State Board of Trustees approved a contract with The Blakley Corp. for the Floor Covering package for $684,375, and,

WHEREAS, there are sufficient funds to add approximately 10,000 square feet to the project, and

WHEREAS, a Change Order needs to be issued to The Blakley Corp., increasing their contract by $164,128, or 24.0% to build the additional space; and

WHEREAS, Change Orders increasing the value of a State Board of Trustees approved contract by more than 10% require approval of the State Board of Trustees; and

WHEREAS, the Region 14/Bloomington Board of Trustees has reviewed the project and made a recommendation on the Change Order;

NOW THEREFORE BE IT RESOLVED that the State Trustees of Ivy Tech Community College of Indiana do hereby recommend that the Change Order for The Blakley Corp. be approved.

FURTHER BE IT RESOLVED, that the State Trustees do hereby authorize and direct the President and any other appropriate, designated College employee to negotiate and execute the change order with said firm after the documents have been approved by the College General Counsel.

State Trustees
Ivy Tech Community College of Indiana

Richard Halderman, Chairman

Michael Dora, Secretary

Dated February 5, 2015
RESOLUTION NUMBER 2015-10

WHEREAS, the Connie and Steve Ferguson Academic Building is under construction as part of the $24.3 million Bloomington expansion project, and

WHEREAS, in April the Ivy Tech Community College State Board of Trustees approved a contract with Heflin Industries for the Plumbing/HVAC package for $2,902,000, and,

WHEREAS, there are sufficient funds to add approximately 10,000 square feet to the project, and

WHEREAS, a Change Order needs to be issued to Heflin Industries, increasing their contract by $812,021, or 28.0% to build the additional space; and

WHEREAS, Change Orders increasing the value of a State Board of Trustees approved contract by more than 10% require approval of the State Board of Trustees; and

WHEREAS, the Region 14/Bloomington Board of Trustees has reviewed the project and made a recommendation on the Change Order;

NOW THEREFORE BE IT RESOLVED that the State Trustees of Ivy Tech Community College of Indiana do hereby recommend that the Change Order for Heflin Industries be approved.

FURTHER BE IT RESOLVED, that the State Trustees do hereby authorize and direct the President and any other appropriate, designated College employee to negotiate and execute the change order with said firm after the documents have been approved by the College General Counsel.

State Trustees
Ivy Tech Community College of Indiana

Richard Halderman, Chairman

Michael Dora, Secretary

Dated February 5, 2015
RESOLUTION NUMBER 2015-11

WHEREAS, the Connie and Steve Ferguson Academic Building is under construction as part of the $24.3 million Bloomington expansion project, and

WHEREAS, in April the Ivy Tech Community College State Board of Trustees approved a contract with Poynter Sheet Metal for the Mechanical Sheet Metal package for $633,600, and,

WHEREAS, there are sufficient funds to add approximately 10,000 square feet to the project, and

WHEREAS, a Change Order needs to be issued to Poynter Sheet Metal, increasing their contract by $179,782, or 28.4% to build the additional space; and

WHEREAS, Change Orders increasing the value of a State Board of Trustees approved contract by more than 10% require approval of the State Board of Trustees; and

WHEREAS, the Region 14/Bloomington Board of Trustees has reviewed the project and made a recommendation on the Change Order;

NOW THEREFORE BE IT RESOLVED that the State Trustees of Ivy Tech Community College of Indiana do hereby recommend that the Change Order for Poynter Sheet Metal be approved.

FURTHER BE IT RESOLVED, that the State Trustees do hereby authorize and direct the President and any other appropriate, designated College employee to negotiate and execute the change order with said firm after the documents have been approved by the College General Counsel.

State Trustees
Ivy Tech Community College of Indiana

Richard Halderman, Chairman

Michael Dora, Secretary

Dated February 5, 2015
RESOLUTION NUMBER 2015-12

WHEREAS, the Connie and Steve Ferguson Academic Building is under construction as part of the $24.3 million Bloomington expansion project, and

WHEREAS, in April the Ivy Tech Community College State Board of Trustees approved a contract with Crown Electric for the Electrical package for $2,163,600, and,

WHEREAS, there are sufficient funds to add approximately 10,000 square feet to the project, and

WHEREAS, a Change Order needs to be issued to Crown Electric, increasing their contract by $592,543, or 27.4% to build the additional space; and

WHEREAS, Change Orders increasing the value of a State Board of Trustees approved contract by more than 10% require approval of the State Board of Trustees; and

WHEREAS, the Region 14/Bloomington Board of Trustees has reviewed the project and made a recommendation on the Change Order;

NOW THEREFORE BE IT RESOLVED that the State Trustees of Ivy Tech Community College of Indiana do hereby recommend that the Change Order for Crown Electric be approved.

FURTHER BE IT RESOLVED, that the State Trustees do hereby authorize and direct the President and any other appropriate, designated College employee to negotiate and execute the change order with said firm after the documents have been approved by the College General Counsel.

State Trustees
Ivy Tech Community College of Indiana

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Richard Halderman, Chairman

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Michael Dora, Secretary

Dated February 5, 2015
APPROVAL TO ENTER INTO A LEASE, INCLUDING EASEMENTS, WITH BLUEINDY, LLC IN INDIANAPOLIS, REGION 8/CENTRAL INDIANA

RESOLUTION NUMBER 2015-13

WHEREAS, BlueIndy, LLC is an electric self-service car sharing service in Indianapolis and has entered into a fifteen (15) year agreement to provide this service with the City of Indianapolis for the benefit of the City’s residents, and

WHEREAS, BlueIndy has requested to lease space for $1.00 per year in a parking lot at the North Meridian Campus in Indianapolis for the exclusive parking of their vehicles and to install an electric car charging station, and

WHEREAS, BlueIndy has requested their lease with the College be for an initial term of five (5) years, with renewal terms of five (5) years unless either party would choose not to extend the lease, and

WHEREAS, Under the lease proposal the College would need to grant access and utility easements to BlueIndy and/or utility companies as will be necessary for the construction and operation of BlueIndy’s charging station, and

WHEREAS, the lease would be for more than 2 years and includes easements and therefore requires State Trustee approval for each, and

WHEREAS, the Regional Board of Trustees has approved entering into a lease with BlueIndy and granting the necessary easements to carry out the lease;

NOW THEREFORE BE IT RESOLVED, that the State Trustees of Ivy Tech Community College do hereby authorize and direct the President and any other appropriate, designated College employee to negotiate and execute the lease with BlueIndy, including granting easements as needed, for the above stated project after the documents have been approved by the College General Counsel.

State Trustees
Ivy Tech Community College of Indiana

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Richard Halderman, Chairman

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Michael Dora, Secretary

Dated February 5, 2015
APPROVAL OF THE PURCHASE OF MECHATRONICS LEARNING SYSTEMS BY KOKOMO, MUNCIE AND RICHMOND

RESOLUTION NUMBER 2015-14

WHEREAS, at the request of President Snyder, College employees have successfully negotiated pricing and terms with AIDEX, Inc. for Amatrol mechatronics learning systems that meet the College’s specifications, and

WHEREAS, through these purchases, the College’s Kokomo, Muncie and Richmond Regions will have the ability to offer automation and robotics courses that will allow Ivy Tech to expand internationally recognized Siemens Level 1 Mechatronics Certification, and

WHEREAS, based on their evaluation of Amatrol, SMC and Festo system proposals, College employees have determined that AIDEX, Inc. offered the lowest total cost of $698,952 to the College for mechatronics learning systems that will meet the College’s specifications, and

WHEREAS, Fanuc’s robotics is an integral component of the specified mechatronics learning systems being purchased, and AIDEX, Inc. is the only authorized vendor for Fanuc FAST iRVision robot vision system, and

WHEREAS, the Finance Committee of the State Board of Trustees has considered the proposed purchases from AIDEX, Inc. and recommended that the Board authorize the College to execute the proposed purchases:

NOW THEREFORE BE IT RESOLVED, that the State Board of Trustees of the College hereby authorize and direct the President of the College, or any other officer of the College designated by the President, to execute purchase orders with AIDEX for three mechatronics learning systems.

State Trustees
Ivy Tech Community College of Indiana

_______________________________
Richard Halderman, Chairman

_______________________________
Michael Dora, Secretary

Dated: February 5, 2015
APPROVAL OF CONTRACT FOR ADVANCED AUTOMATION & ROBOTICS TECHNOLOGY (AART) EDUCATIONAL TRAINERS FOR ALL REGIONS OFFERING AART

RESOLUTION NUMBER 2015-15

WHEREAS, at the request of President Snyder, College employees are in the process of reviewing vendor responses to a Request for Proposals (RFP) issued by the College and negotiating pricing and terms for the Educational Trainers that meet the College’s specifications, and

WHEREAS, as a result of this process Regions offering AART programs will enhance their automation and robotics courses allowing the College to expand nationally recognized certifications and embed the second internationally recognized Siemens Level 2 Mechatronics Certification, and

WHEREAS, based on the evaluation underway of RFP responses submitted on January 22, 2015, the Evaluation Team has determined the value of the contract(s) will exceed $500,000 per vendor with the final decision and overall dollar amount being determined by February 6, 2015, and

WHEREAS, the Evaluation Team is requesting that the Trustees delegate authority to the President to enter into the contracts on behalf of the College to allow the purchase of the educational trainers on or after February 6, 2015 to assure equipment is installed in Spring of 2015 allowing faculty professional development to take place summer 2015 and ensuring all new statewide curriculum and state-of-the-art laboratories are ready for use in the Fall of 2015, and

WHEREAS, the educational trainers are an integral component of the automation and robotics competencies, and will allow the College to transition to the statewide Blackboard Flip Classroom model, reducing and/or eliminating the need for textbooks in many courses, and

WHEREAS, the amount of the contract(s) with the selected vendors may obligate the College in an amount exceeding $500,000 and therefore approval of the Trustees is required pursuant to Article 9 Sec. 1 Subsection 4 of the Trustee By-Laws, and

WHEREAS, the Finance Committee of the State Board of Trustees has considered the proposed contract(s) and purchases and recommended that the Board authorize the College to execute the contracts and purchases:

NOW THEREFORE BE IT RESOLVED, that the State Board of Trustees of the College do hereby authorize and direct the President of the College, or any other officer of the College designated by the President, to sign contracts that result from the RFP process and execute purchase orders with selected vendor(s) for Educational Trainers
after the contract(s) have been reviewed and approved by the College’s General Counsel, and

FURTHER BE IT RESOLVED, the State Trustees direct the President, or his designee, to provide a report to the Trustees at the April 2015 meeting including the names of the vendors awarded contracts and the amounts of those contracts.

State Trustees  
Ivy Tech Community College of Indiana  

_______________________________  
Richard Halderman, Chairman  

_______________________________  
Michael Dora, Secretary  

Dated: February 5, 2015
RESOLUTION NUMBER 2015-16

WHEREAS, at the request of President Snyder, College employees are in the process of reviewing vendor responses to a Request for Proposals (RFP) issued by the College and will negotiate pricing and terms for the Computer Numerical Control Machining Equipment (CNC Equipment) that meet the College’s specifications, and

WHEREAS, as a result of this process Evansville, Kokomo and Muncie Campuses offering Machine Tool and Industrial Technology programs will enhance their machining courses allowing the College to expand nationally recognized certifications and expand capacity to provide industry with more graduates in the Machine Tool and Industrial Technology programs, and

WHEREAS, based on the evaluation underway of RFP responses submitted on January 26, 2015, the Evaluation Team has determined the value of the contract(s) will exceed $500,000 per vendor with the final decision and overall dollar amount being determined by February 16, 2015, and

WHEREAS, the Evaluation Team is requesting that the Trustees delegate authority to the President to enter into the contracts on behalf of the College to allow the purchase of the CNC Machining Equipment on or after February 16, 2015 to assure equipment is installed in Spring of 2015 allowing faculty professional development to take place in the summer of 2015 and ensuring all new statewide curriculum and state-of-the-art laboratories are ready for use in the Fall of 2015, and

WHEREAS, the CNC Equipment is an integral component of the Machine Tool and Industrial Technology competencies and will allow the College to expand nationally recognized certifications and expand capacity to provide industry with more graduates in the Machine Tool and Industrial Technology Programs, and

WHEREAS, the amount of the contract(s) with the selected vendors may obligate the College in an amount exceeding $500,000 and therefore approval of the Trustees is required pursuant to Article 9 Sec. 1 Subsection 4 of the Trustee By-Laws, and

WHEREAS, the Finance Committee of the State Board of Trustees has considered the proposed contract(s) and purchases and recommended that the Board authorize the College to execute the contracts and purchases.

NOW THEREFORE BE IT RESOLVED, that the State Board of Trustees of the College does hereby authorize and direct the President of the College, or any other officer of the College designated by the President, to sign contracts that result from the RFP
process and execute purchase orders with selected vendor(s) for CNC Machining Equipment after the contract(s) have been reviewed and approved by the College’s General Counsel, and

FURTHER BE IT RESOLVED, the State Trustees direct the President, or his designee, to provide a report to the Trustees at the April 2015 meeting including the names of the vendors awarded contracts and the amounts of those contracts.

State Trustees
Ivy Tech Community College of Indiana

_________________________________________________________________
Richard Halderman, Chairman

_________________________________________________________________
Michael Dora, Secretary

Dated: February 5, 2015
RESOLUTION NUMBER 2014-17

WHEREAS, the Northwest Regional Board would like to appoint one member to the Northwest Regional Trustees, and

WHEREAS, the Northwest Regional Board Nominating Committee has agreed to recommend the individual listed below to serve a three year term on the Northwest Regional Board of Trustees;

<table>
<thead>
<tr>
<th>NAME</th>
<th>CONSTITUENCY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charles W. Weaver</td>
<td>At Large</td>
</tr>
</tbody>
</table>

AND WHEREAS, the recommended candidate meets all of the attributes and expectations delineated in Resolution Number 2008-53;

NOW THEREFORE BE IT RESOLVED, that Charles W. Weaver is hereby appointed as regional trustee for Ivy Tech Community College of Indiana – Northwest, effective immediately,

AND FURTHER BE IT RESOLVED, Charles W. Weaver will serve through June 30, 2018, or the date, on which successors are duly appointed, whichever is later.

STATE TRUSTEES
IVY TECH COMMUNITY COLLEGE

__________________________
Richard Halderman, Chairman

__________________________
Michael Dora, Secretary

Dated February 5, 2015
RESUME: CHARLES W. WEAVER

4810 E 200 S, Knox, IN 46534

Res: (574) 772-5000; Bus: (574) 772-5627; email: execdir@scedf.biz

CHARLES W. WEAVER

Professional Summary

Executive Director of Starke County Economic Development Foundation, Inc. since August 1, 2005. Prior to that time, served as its attorney beginning 1985; served as its Board President and Committee Chairperson.

Current Chairperson, Economic Development Committee, Northwest Indiana Forum 2010

Current Member Board of Managing Directors, NWI Forum

Current Member Executive Committee, NWI Forum

Indiana Economic Development Association
   Member of Board of Directors of Association
   Chairperson of Indiana Economic Development Association Foundation

International Economic Development Council

Mid-America Economic Development Council

Current Member of Board of Directors of Regional Development Authority (504 loan program)
   Chairperson of Governance Committee

Retired Attorney in private practice for 33 years with concentration in real estate, business organization, governmental and municipal law, including the field of government finance.

1972-1975  Associate with Nichols & Nichols, Attorneys

1975-2005  Partner, Nichols, Wallsmith & Weaver, Attorneys

1995-1995  Appointed by the Indiana Supreme Court as Judge of the Knox City Court
Admitted to practice in all area Courts
Admitted to Practice Indiana Supreme and Appellate Courts
Admitted to Practice Southern District of Indiana US District Court
Admitted to Practice Northern District of Indiana US District Court
Admitted to Practice 7th Circuit US Court of Appeals
Member of American, Indiana and Starke County Bar Associations
20 year member of House of Delegates, Indiana State Bar Association
Member, Nominating Committee, Indiana Continuing Legal Education Forum
Charter Member, Indiana Bar Foundation

Community Organizations

2015 Commissioner on the Small Town/Rural Commission for the Thriving Communities, Thriving States Initiative of IU Public Policy Institute
Ancilla College Board of Trustees, 28 years
Chairman, Board of Trustees, Ancilla College, 5 years
Starke County Initiative For Lifelong Learning, Board Member and former President (SCILL provides and brokers workforce development training for Starke County)
Knox Gateway Committee, Board Member
Starke County Chamber of Commerce, former Board Member

Education
Purdue University, BA, with teaching certificate
Commissioned 2nd Lt, US Army Reserves upon Graduation
Admitted to Purdue Order of Military Merit
Indiana University, Bloomington, JD
Member of Phi Alpha Delta Legal Fraternity
**Honors**

- Citizen of the Year—City of Knox
- Starke County’s Henry F. Schricker Award for Service Above Self
- Recipient Ancilla Award
- Sagamore of The Wabash, Honorable Otis R. Bowen, Governor
- Sagamore of The Wabash, Honorable Robert D. Orr, Governor
- Sagamore of The Wabash, Honorable Joe Kernan
- Admitted as member of Society of Innovators of Northwest Indiana both as a Team Member and individual member

**Past Activities**

- WNIT-TV Public Television Board of Trustees
- Vice-President, Finance, Northern Indiana District of Boy Scouts of America
- Cub Scouts, Assistant Cubmaster
- Coached, Tee-Ball, Little League, Soccer
- Kiwanis Club, Member & President
RESOLUTION NUMBER 2014-18

WHEREAS, the Northeast Regional Board would like to appoint one member to the Northeast Regional Trustees, and

WHEREAS, the Northeast Regional Board Nominating Committee has agreed to recommend the individual listed below to serve a three year term on the Northeast Regional Board of Trustees;

<table>
<thead>
<tr>
<th>NAME</th>
<th>CONSTITUENCY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chris Himsel</td>
<td>Education</td>
</tr>
</tbody>
</table>

AND WHEREAS, the recommended candidate meets all of the attributes and expectations delineated in Resolution Number 2008-53;

NOW THEREFORE BE IT RESOLVED, that Chris Himsel is hereby appointed as regional trustee for Ivy Tech Community College of Indiana – Northeast, effective immediately,

AND FURTHER BE IT RESOLVED, Chris Himsel will serve through June 30, 2018, or the date, on which successors are duly appointed, whichever is later.

STATE TRUSTEES
IVY TECH COMMUNITY COLLEGE

__________________________
Richard Halderman, Chairman

__________________________
Michael Dora, Secretary

Dated February 5, 2015
<table>
<thead>
<tr>
<th>Campus</th>
<th>Title or Description</th>
<th>Source</th>
<th>Amount</th>
<th>Effective Date</th>
<th>Expiration Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Southeast</td>
<td>Teaching Aids for Fundamentals of Nursing</td>
<td>East Indiana Area Health Education Center</td>
<td>$ 1,500</td>
<td>11/21/14</td>
<td>05/31/15</td>
</tr>
<tr>
<td>Office of the President</td>
<td>SUB Stanford University - Mindset Interventions</td>
<td>Leland-Stanford Junior University</td>
<td>$ 22,025</td>
<td>09/01/14</td>
<td>08/31/15</td>
</tr>
<tr>
<td>Bloomington</td>
<td>Science Olympiad Tournament</td>
<td>Science Olympiad</td>
<td>$ 3,000</td>
<td>12/17/14</td>
<td>03/31/15</td>
</tr>
<tr>
<td>Southeast</td>
<td>Treatment Administration Training</td>
<td>East Indiana Area Health Education Center</td>
<td>$ 1,375</td>
<td>12/18/14</td>
<td>05/31/15</td>
</tr>
<tr>
<td>Northeast</td>
<td>The Employer Student Connection 2015</td>
<td>Lincoln Financial Foundation</td>
<td>$ 45,000</td>
<td>01/01/15</td>
<td>12/31/15</td>
</tr>
<tr>
<td>Columbus</td>
<td>Portable Dental Unit</td>
<td>East Indiana Area Health Education Center</td>
<td>$ 1,500</td>
<td>12/30/14</td>
<td>05/31/15</td>
</tr>
<tr>
<td>Kokomo</td>
<td>Happy Teeth Sealant Clinic</td>
<td>Pierre Fauchard Academy Foundation</td>
<td>$ 5,000</td>
<td>01/01/15</td>
<td>12/31/15</td>
</tr>
<tr>
<td>Kokomo</td>
<td>Doing the Dream - 2015 Community Foundation</td>
<td>Community Foundation of Howard County, Inc.</td>
<td>$ 5,000</td>
<td>12/01/14</td>
<td>02/28/15</td>
</tr>
<tr>
<td>Northeast</td>
<td>Community Needs Assessment Study</td>
<td>St. Joseph Community Health Foundation</td>
<td>$ 9,500</td>
<td>01/01/15</td>
<td>12/31/15</td>
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<tr>
<td>Northeast</td>
<td>Cable Fund Access Board Equipment 2015</td>
<td>Cable Fund Access Board</td>
<td>$ 10,186</td>
<td>01/01/15</td>
<td>06/30/15</td>
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<tr>
<td>Office of the President</td>
<td>ASPIN Healthcare Grant</td>
<td>Affiliated Service Providers of Indiana</td>
<td>$ 8,320</td>
<td>09/15/14</td>
<td>09/14/15</td>
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<tr>
<td>Northwest</td>
<td>Perkins FY14-15 (November Allocation)</td>
<td>Indiana Department of Workforce Development</td>
<td>$ 430,175</td>
<td>07/01/14</td>
<td>06/30/15</td>
</tr>
<tr>
<td>North Central</td>
<td>Perkins FY14-15 (November Allocation)</td>
<td>Indiana Department of Workforce Development</td>
<td>$ 409,884</td>
<td>07/01/14</td>
<td>06/30/15</td>
</tr>
<tr>
<td>Northeast</td>
<td>Perkins FY14-15 (November Allocation)</td>
<td>Indiana Department of Workforce Development</td>
<td>$ 603,868</td>
<td>07/01/14</td>
<td>06/30/15</td>
</tr>
<tr>
<td>Lafayette</td>
<td>Perkins FY14-15 (November Allocation)</td>
<td>Indiana Department of Workforce Development</td>
<td>$ 213,464</td>
<td>07/01/14</td>
<td>06/30/15</td>
</tr>
<tr>
<td>Kokomo</td>
<td>Perkins FY14-15 (November Allocation)</td>
<td>Indiana Department of Workforce Development</td>
<td>$ 254,047</td>
<td>07/01/14</td>
<td>06/30/15</td>
</tr>
<tr>
<td>East Central</td>
<td>Perkins FY14-15 (November Allocation)</td>
<td>Indiana Department of Workforce Development</td>
<td>$ 508,499</td>
<td>07/01/14</td>
<td>06/30/15</td>
</tr>
<tr>
<td>Wabash Valley</td>
<td>Perkins FY14-15 (November Allocation)</td>
<td>Indiana Department of Workforce Development</td>
<td>$ 265,004</td>
<td>07/01/14</td>
<td>06/30/15</td>
</tr>
<tr>
<td>Central Indiana</td>
<td>Perkins FY14-15 (November Allocation)</td>
<td>Indiana Department of Workforce Development</td>
<td>$ 738,602</td>
<td>07/01/14</td>
<td>06/30/15</td>
</tr>
<tr>
<td>Whitewater</td>
<td>Perkins FY14-15 (November Allocation)</td>
<td>Indiana Department of Workforce Development</td>
<td>$ 188,709</td>
<td>07/01/14</td>
<td>06/30/15</td>
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<tr>
<td>Columbus</td>
<td>Perkins FY14-15 (November Allocation)</td>
<td>Indiana Department of Workforce Development</td>
<td>$ 184,651</td>
<td>07/01/14</td>
<td>06/30/15</td>
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<tr>
<td>Southeast</td>
<td>Perkins FY14-15 (November Allocation)</td>
<td>Indiana Department of Workforce Development</td>
<td>$ 143,256</td>
<td>07/01/14</td>
<td>06/30/15</td>
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<tr>
<td>Southwest</td>
<td>Perkins FY14-15 (November Allocation)</td>
<td>Indiana Department of Workforce Development</td>
<td>$ 287,324</td>
<td>07/01/14</td>
<td>06/30/15</td>
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<td>Sellersburg</td>
<td>Perkins FY14-15 (November Allocation)</td>
<td>Indiana Department of Workforce Development</td>
<td>$ 137,981</td>
<td>07/01/14</td>
<td>06/30/15</td>
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<td>Bloomington</td>
<td>Perkins FY14-15 (November Allocation)</td>
<td>Indiana Department of Workforce Development</td>
<td>$ 179,375</td>
<td>07/01/14</td>
<td>06/30/15</td>
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<td>Central Indiana</td>
<td>DOE Title III SIP</td>
<td>United States Department of Education</td>
<td>$ 359,031</td>
<td>10/01/14</td>
<td>09/30/15</td>
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<td><strong>TOTAL</strong></td>
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<td><strong>$ 5,016,276</strong></td>
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<tr>
<td>Grants &amp; Contracts</td>
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<tr>
<td>Total this Report</td>
<td>$5,016,276</td>
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<tr>
<td>2014-2015 YTD-Total to Date</td>
<td>18,809,442</td>
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<td>2013-2014 Fiscal Year-End Total</td>
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<td>2012-2013 Fiscal Year-End Total</td>
<td>23,049,587</td>
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<td>2011-2012 Fiscal Year-End Total</td>
<td>26,290,960</td>
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<td>2010-2011 Fiscal Year-End Total</td>
<td>24,631,272</td>
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<td>2009-2010 Fiscal Year-End Total</td>
<td>40,659,468</td>
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<td>2008-2009 Fiscal Year-End Total</td>
<td>22,864,309</td>
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<td>2007-2008 Fiscal Year-End Total</td>
<td>15,516,944</td>
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### DISBURSEMENTS OF $100,000.00 AND OVER FOR THE MONTH OF DECEMBER 2014

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Building, Grounds and Capital Committee

February 5, 2015
Buildings Grounds and Capital Discussions

Construction and Land Acquisition Topics (Resolutions)
A. Sellersburg Land Purchase
B. Indianapolis Land Purchase
C. Noblesville Roofing Contract Assignment
D. Bloomington Construction Manager Change Order
E. Bloomington Contractors Change Orders (seven contracts)
F. Indianapolis BlueIndy Lease and Easements

Discussion or Information Items
A. Region 13/Southern Indiana – Request to Purchase 0.750 Acres of Improved Land at 8211 Highway 311 in Sellersburg

- This item will authorize the College to purchase improved property at 8211 Highway 311 in Sellersburg.
- The property is on the west side of the Sellersburg Campus.
- The College has already purchased two properties on the north side of the campus as part of the campus land acquisition plan.
- The property consists of an 851 sf, one-story house on a 0.750 acre lot.
- The owner, the Estate of Jerry and Judy Watson, is willing to sell the property for $90,000. Its appraised value is $85,000 (from a College ordered appraisal).
- After its purchase, the house will be demolished.
- Map on the next slide shows the relationship among the campus and lot.
- Has been recommended for approval by the Facilities and Design Council and Regional Board of Trustees

REQUEST: Approval to purchase the improved property in Sellersburg
Sellersburg Property
B. Region 8/Central Indiana – Request to Purchase 0.095 Acres of Improved Land at 2851 North Kenwood Avenue in Indianapolis

- This item will authorize the College to purchase improved property at 2851 North Kenwood Avenue in Indianapolis.
- The property is on the north side of the North Meridian Center Campus.
- The College has already purchased three properties on Kenwood as part of the campus land acquisition plan.
- The property consists of an 896 sf, one-story house on a 0.095 acre lot.
- The owners, Duane Donavan Hartwell and Lolita Ann Hartwell, are willing to sell the property for $14,000. Its appraised value is $12,000 (from a College ordered appraisal).
- After its purchase, the house will be demolished.
- Map on the next slide shows the relationship among the campus and lot.
- Has been recommended for approval by the Facilities and Design Council and Regional Board of Trustees

REQUEST: Approval to purchase the improved property in Indianapolis
Indianapolis Property

Subject
2651 N Kenwood Ave
Indianapolis, IN 46208
C. Region 8/Central Indiana - Hamilton County/ Noblesville Assignment of Roofing Contract

- In May 2013, funding approved for Hamilton County Renovation Project - $15m
- In August 2014 State Trustees approved a $1,821,000 contract with Construct Solutions, Inc., a 100% Veteran Owned Business, for roof work.
- They met all bidding requirements including a bid bond.
- Subsequently they have not been able to get Performance and Payment Bonds, apparently being over committed for fall and winter.
- College faced with cancelling their contract and going to the second lowest bidder for a $549,980 increase.
- Alternate solution is to assign Construct Solutions contract to Hagerman, Inc. for no additional cost.
- Hagerman would obtain bonds, subcontract work to Construct Solutions, be responsible for scope of work, and backstop Construct Solutions.
- Hagerman has taken assignment of Construct Solutions before, on an IU project.
C. Hamilton County/Noblesville Assignment of Roofing Contract, Continued

- Assignment has been reviewed by external counsel and deemed within the authority of the College.
- With balance of work under budget and approved by State Trustees in December, there are sufficient funds in the project to accept three roof alternates not approved in the original roofing contract.
- With additional funds available in the budget, the balance of the roof can now be replaced with Thermoplastic polyolefin (TPO) single-ply roofing membrane and warranted for 25 years.
- Net increase in cost is $294,196 and is the cost in the original Construct Solutions bid.

REQUEST: Approval to assign the Noblesville roofing contract to Hagerman, Inc. and to increase the contract value by up to $294,196.
D. Region 14/Bloomington Construction Manager
Change Order – The Skillman Corporation

• In August 2013, the State Board of Trustees approved a $1,200,000 Construction Management contract with The Skillman Corporation as part of the $20m Bloomington Addition project.
• Since then, the project has expanded by approximately 10,000 square feet due to very good bids on the base project and fundraising efforts for a new budget of $24.3m.
• Expansion will require an additional three months of Construction Management services.
• Result is a contract value increase of $211,999 or 17.7%
• Increase in contracts greater than 10% require State Board authorization
• Has been approved by the Facilities and Design Council

REQUEST: Approval of a Change Order with a total of $211,999 added to The Skillman Corporation contract.
E. Region 14/Bloomington Contractors Change Orders

- In April 2014, the State Board of Trustees approved construction contracts as part of the $20.0m Bloomington Addition project.
- Since then, the project has expanded (for culinary program and general classrooms) by approximately 10,000 square feet due to very good bids on the base project and fundraising efforts for a new budget of $24.3m.
- Expansion will require Change Orders with the original contractors in excess of 10% to complete the work in a timely and unified manor.
- All contractor change orders for the expansion including those not needing State Trustee approval and the structural steel change order approved in October 2014, add up to $3,139,674.
- Increase in contracts greater than 10% require State Board authorization
- Has been approved by the Facilities and Design Council and Regional Board of Trustees.

REQUEST: Approval of Change Orders as listed on next page.
E. Region 14/Bloomington Contractors COs - continued

- General Trades – Bruns-Gutzwiller original contract $3,419,000 - Change Order increase of $541,830 or 15.8%.
- Masonry – Bruns-Gutzwiller original contract $1,026,000 - Change Order increase of $109,500 or 10.7%.
- Metal Framing, Drywall and Ceilings – Commercial Interiors - original contract $916,348 - Change Order increase of $209,538 or 22.9%.
- Aluminum Doors and Windows – Hoosier Glass - original contract $537,650 - Change Order increase of $89,430 or 16.6%.
- Floor Covering – The Blakley Corp. - original contract $684,375 - Change Order increase of $164,128 or 24.0%.
- Plumbing/HVAC – Heflin Industries - original contract $2,902,000 - Change Order increase of $812,021 or 28.0%.
- Mechanical Sheet Metal – Poynter Sheet Metal - original contract $633,300 - Change Order increase of $179,782 or 28.4%.
- Electrical – Crown Electric - original contract $2,163,600 - Change Order increase of $592,543 or 27.4%.
F. Region 8/Central Indiana – Request to Lease land and provide easements to BlueIndy

- BlueIndy, LLC is an electric, self-service car sharing service in Indianapolis that has entered into a 15 year agreement to provide this service with the City of Indianapolis for the benefit of the City’s residents.
- BlueIndy has approached the College to locate a five or six-car charging station at the North Meridian Campus.
- A driver can rent an electric car at one charging station and drop it off at any of the charging stations located around the city.
- The College would lease a small amount of its land to BlueIndy and provide easements so they can put a charging station on the North Meridian Campus and maintain the station.
- BlueIndy has requested a 15 year lease (roughly matching the lease with the City), five year renewal terms (unless either party chooses not to extend the lease), and any necessary easements to install and operate its charging station.
F. Region 8/Central Indiana – Request to Lease land and provide easements to BlueIndy - continued

- BlueIndy would pay rent of $1.00 per year and would be responsible for all its installation and operating costs and returning the land to its original condition upon termination of the lease
- The Regional Board of Trustees has requested that the State Trustees approve the 15 year BlueIndy lease and easements

REQUEST: Approval of a lease and easements for BlueIndy
Questions?
Budget and Finance Committee

February 5, 2015

I. Action Items:

A. Consideration of a Resolution to Authorize the Purchase of Mechatronics Learning Systems by Kokomo, Muncie and Richmond

- Initiative Goal: Enhance automation and robotics program with equipment that allows expansion of internationally recognized Siemens Level 1 Mechatronics Certification
  - Provides mechanism to allow College to deliver statewide automation and robotics curriculum on consistent basis
  - Robust RFP process including demonstrations, thorough evaluation, and negotiation

- Expected results
  - $21K savings for instructor certification in Fanuc iRVision
  - $231K savings over 12 month period for statewide access to Amatrol eLearning library
  - Allows School of Technology programs to build statewide Blackboard LMS shells with flip classroom technology
    - Savings for students through elimination of need for high cost course materials
    - Savings for College through single course development, which allows FT and adjunct faculty to utilize statewide Blackboard curriculum
  - School of Technology’s first internationally recognized certification
    - Siemens Level 1 Mechatronics Certification
  - $232,984 x 3 purchase orders = $698,952 total cost
    - $473,952 of $698,952 (68%) was funded by Lilly grant (balance covered by College Strategy fund)

II. Information Items:

A. Discussion Concerning Employee Benefits and Risk Management for Fiscal Year 2014-15

General Summary

- As of December 2014, Ivy Tech employed 9,098 employees, 3,358 of which are full-time and eligible for our core benefits programs; health, dental, life, long-term disability, and College-funded retirement plans offered with College contributions. In addition, voluntary benefits (100%) employee paid) include: vision, identity theft protection, accident, whole life, short-term disability, critical illness coverage, and hospital indemnity insurance. Employees also have the opportunity to contribute to the College-sponsored retirement plans, either through the 403(b) or 457(b).
- Adjunct faculty and part-time staff are eligible for voluntary benefits (100% employee paid) which include vision, identity theft protection, accident, whole life, and critical illness coverage. As with the full-time employees, part-time employees also have the opportunity to contribute to the College-sponsored retirement plans, either through the 403(b) or 457(b).
- Contracts for all benefits are negotiated on a statewide basis.

Health Plan Summary

- Medical plans continue to be self-funded with Anthem retained as the Administrative Services Only (ASO) provider. Prescription coverage is through Express Scripts’ Indiana Aggregate Prescription Drug Purchasing Program (IAPPP) contract.
- Two health insurance plans are offered statewide – The Standard Plan and the Choice High Deductible Health Plan (HDHP) with Health Savings Account (HSA). Both plans have access to a broad network of providers through the Anthem Blue Access PPO network, and out-of-state providers through Anthem’s BlueCard program.
- Enrollment in the Choice HDHP has increased to over 50% of enrolled employees.
- The Delta Dental PPO serves 97% of enrolled employees. This plan is self-funded with Delta Dental functioning as the ASO. Humana Comp/Benefits serves the remaining 3% and is a Dental HMO plan.
- Cost containment is extremely important as it allows us to provide quality benefits to our employees at an affordable price. Our strategies include:
  - Reviewing benchmark data regarding plan design changes. The goal is to be aware of the benefits provided by our sister institutions, other employers in the state of Indiana, and national trends
  - Continued education of the Choice HDHP through group meetings, webinars, and side-by-side examples of claims scenarios to further illustrate the cost savings to the employee
  - Implemented in FY 2011-12, the Working Spouse Rule and Dependent Verification continues to be a cost avoidance strategy
  - In FY 2012-13, Ivy Tech (along with other state universities) joined the Indiana Aggregate Prescription Drug Purchasing Program (IAPPP). The state of Indiana is the contract holder and continues to negotiate competitive pricing on a variety of medications which, as members, we are able to take advantage of
  - In September of 2013, the College launched Castlight, a transparency tool that allows employees enrolled in our health plan the opportunity to better understand the quality of care they receive, the cost of such care, and ideally make them better healthcare consumers
    - The most recent data shows 45% of eligible households have registered. 51% of those employees are enrolled in the Choice HDHP. The top 5 searches are Adult Primary Care Physician, Psychological Care, Dermatology, Lab Tests and Obstetrics. In the first part of FY 2014-15 we concentrated communications on the mobile app. As a result, an average of 12% of registered Castlight users have logged in using the mobile app.
- New for FY 2014-15: the College implemented the Member Pays the Difference Program through Express Scripts. The program stipulates that if a participant fills a prescription coded by the doctor as Generic Available, and the participant chooses the Brand medication, the member will pay the difference between the Generic price and the Brand price. The estimated savings is approximately $15,000.

- New for FY 2014-15: The College consolidated the Flexible Spending Account, Health Savings Account and COBRA administrator from three vendors to one. The advantages to the consolidation are rooted in the administrative efficiencies both for the College and employees.

**Retirement Plan Summary**

- Ivy Tech makes a contribution to the 403(b) for those employees who have met the eligibility requirements. Employees may choose to have their contributions invested in approved funds from either AUL/OneAmerica or TIAA-CREF.

- All employees have the opportunity to participate in one or both of the College’s tax-deferred voluntary retirement plans. These tax-deferred plans, the 403(b) and the 457(b), allow employees to contribute money toward their retirement on a pre-tax basis.

- Employees direct where contributions are invested within approved funds from either AUL/OneAmerica or TIAA-CREF.

- In July 2014, newly hired non-exempt staff are now eligible for the College’s 403(b) Retirement Plan. The College also changed the contribution rate for new hires from 15% to 12%.

- Non-exempt benefits eligible staff employed prior to July 1, 2014 remain in PERF. Ivy Tech continues to make a 14.2% contribution to the Public Employees Retirement Fund (PERF) on their behalf. The percentage is variable on an annual basis and is determined by PERF based up on the overall status of the fund.

- In November 2014, The College contracted with ProCourse Fiduciary Advisors as investment advisors to the College’s retirement plan. The benefits of an investment advisor include:
  - Shared fiduciary responsibility
  - Subject matter experts: ProCourse will monitor and help select the funds offered in our plan
  - Negotiation of all revenue sharing and fees with providers
  - Assistance with plan administration

**Risk Management Summary**

- The Central Office Human Resources Department is responsible for maintaining all Risk Management insurance coverage statewide. This includes Property and Casualty coverage, worker’s compensation, student accident, and international student coverage.

- As part of this function, information is gathered and maintained from all regions regarding building projects, College-owned vehicles, authorized drivers, special events sponsored or hosted by each region, international trips, and capital assets on an annual or
semi-annual basis. Updates, acquisitions and deletions are gathered on an on-going basis throughout the year. The total valuation of assets is $1.2 Billion.
- In FY 2014-15 we received an overall premium increase of 5.8% for all lines of coverage. This increase is due to higher valuation of our assets and general inflation.
- Central Office Human Resources works closely with the Regions with regard to policy advisory services and claims management.
Benefit Program

• Ivy Tech offers a comprehensive benefit package to full-time employees that includes voluntary benefits, some of which are offered to part-time staff and adjunct faculty
  – Two Medical Plan options (PPO and HDHP)
  – Two Dental Plan options (PPO and DHMO)
  – Life and Disability
  – Retirement Plan (403(b) and 457)
  – Voluntary Benefits
Cost Containment Strategies

• Benchmarking and Plan Design Changes
• Continued education of the Choice Plan
• Working Spouse Rule/Dependent Verification
• IAPPP Rx Plan
• Castlight
• Member Pays the Difference – New FY 2014-15
• Early renewal of Anthem ASO for FY 2014-15 = $131,000 in savings
• Vendor consolidation – New for FY 2014-15
Castlight Transparency Tool

- 45% of households are registered
  - 51% are enrolled in the Choice HDHP
- Top searches:
  - Adult PCP, Psychological Care, Dermatology, Lab Test and Obstetrics
- Education push to the mobile app
  - An average of 12% of registered users logged in via the mobile app
Health Plan Enrollment

Medical Enrollment by Plan

- Choice HDHP: 48%
- Standard: 52%

Dental Enrollment by Plan

- Delta Dental PPO: 97%
- Humana DHMO: 3%
Health Reserves
Voluntary Benefit Enrollment

<table>
<thead>
<tr>
<th>Voluntary Benefits</th>
<th>Full-Time</th>
<th>Part-Time</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accident</td>
<td>271</td>
<td>15</td>
<td>286</td>
</tr>
<tr>
<td>Critical Illness</td>
<td>317</td>
<td>15</td>
<td>332</td>
</tr>
<tr>
<td>Hospital Indemnity</td>
<td>44</td>
<td>N/A</td>
<td>44</td>
</tr>
<tr>
<td>Short Term Disability</td>
<td>510</td>
<td>N/A</td>
<td>510</td>
</tr>
<tr>
<td>Whole Life</td>
<td>343</td>
<td>31</td>
<td>374</td>
</tr>
<tr>
<td>LegalShield</td>
<td>229</td>
<td>2</td>
<td>231</td>
</tr>
<tr>
<td>Retirement Plan</td>
<td>835</td>
<td>0</td>
<td>835</td>
</tr>
<tr>
<td>Vision</td>
<td>2174</td>
<td>541</td>
<td>2715</td>
</tr>
</tbody>
</table>
## Retirement Plan

<table>
<thead>
<tr>
<th>Contributions</th>
<th>TIAA-CREF</th>
<th>AUL</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>403(b) College Contribution</td>
<td>$ 344,500,279</td>
<td>$ 19,058,128</td>
<td>$ 363,558,407</td>
</tr>
<tr>
<td>403(b) Employee Contribution</td>
<td>$ 57,297,235</td>
<td>$ 5,265,522</td>
<td>$ 62,562,757</td>
</tr>
<tr>
<td>457 Employee Contribution</td>
<td>$ 5,367,179</td>
<td>$ 2,445,561</td>
<td>$ 7,812,740</td>
</tr>
</tbody>
</table>

Data as of 12/31/2014

Total Assets in all Plans: $433,933,904

Total Number of Employees Receiving College Contribution: 2,130
Total Number of Employees Contributing to 403(b) Plan: 700
Total Number of Employees Contributing to 457(b) Plan: 136
Retirement Plan

• July 2014 changes to the retirement plan
  – Newly hired non-exempt staff are now eligible for the 403(b) Plan
  – Changed College contribution rate for new hires to 12%

• ProCourse Fiduciary – Investment Advisor
Risk Management

• Retained all existing lines of coverage and carriers with competitive pricing
• Total valuation of assets covered = $1.02B
• Increase in Risk premium for FY 2014-15 under 6%
1. **Growing the Technology Division**
   Presenter: Sue Smith, Vice President for Technology and Applied Sciences Division

2. **Enrollment Update and Future Plans**
   Presenter: Jeff Fanter, Senior Vice President Student Experience, Communications, Marketing

3. **Strategy 3: College-Wide Process Improvement Update**
   Presenters: Kristen Schunk Moreland, Director of Process Improvement and Operational Performance
State Board of Trustees
Planning and Education Committee agenda
February 2015

Growing the Technology Division
Presenter: Sue Smith, Vice President for Technology and Applied Sciences Division

Enrollment Update and Future Plans
Presenter: Jeff Fanter, Senior Vice President Student Experience, Communications, & Marketing

Strategy 3: College-Wide Process Improvement Update
Presenters: Kristen Schunk Moreland, Director of Process Improvement and Operational Performance
Growing the Technology Division

Sue Smith, Vice President for Technology and Applied Science Division
Overview of the Technology Division

- Total Enrollment 10,881 (fall 2014)
  - 1719 in Industrial Technology
  - 1167 in Automotive Technology
  - 772 in HVAC
  - 614 in Design Technology

- Retention Rates
  - Highest in institute model (75 - 80%)

- Trending Analysis - over past three years for largest programs
  - Downward trend in largest enrollment programs
  - Upward Trend in Demand from Industry – 100%
Growing Enrollment – engaging industry, community, and Ivy Tech campuses

Advanced Automation & Robotics Technology (AART) Regional Progress Update

<table>
<thead>
<tr>
<th>Name of Regions</th>
<th>Number of AART Students for Fall 2014 Cohort</th>
<th>Number of AART Students Committed to Spring 2015</th>
<th>Number of Employers For Intern/Co-op support</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northwest (Valparaiso Campus)</td>
<td>7</td>
<td>9</td>
<td>5</td>
</tr>
<tr>
<td>North Central (South Bend Campus)</td>
<td>6</td>
<td>12</td>
<td>3</td>
</tr>
<tr>
<td>North Central (Warsaw Campus)</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Northeast (Ft Wayne Campus)</td>
<td>17</td>
<td>10</td>
<td>27</td>
</tr>
<tr>
<td>Lafayette (Lafayette Campus)</td>
<td>8</td>
<td>16</td>
<td>18</td>
</tr>
<tr>
<td>Kokomo (Kokomo Campus)</td>
<td>4</td>
<td>3</td>
<td>10</td>
</tr>
<tr>
<td>East Central (Muncie Campus)</td>
<td>6</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Wabash Valley (Terre Haute Campus)</td>
<td>2</td>
<td>2</td>
<td>12</td>
</tr>
<tr>
<td>Central IN (Indianapolis Campus)</td>
<td>5</td>
<td>17</td>
<td>5</td>
</tr>
<tr>
<td>Richmond (Richmond Campus)</td>
<td>3</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Columbus (Columbus Campus)</td>
<td>19</td>
<td>26</td>
<td>8</td>
</tr>
<tr>
<td>Southeast (Madison Campus)</td>
<td>2</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Southeast (Lawrenceburg Campus)</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Southwest (Evansville Campus)</td>
<td>7</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>Southern IN (Sellersburg Campus)</td>
<td>6</td>
<td>0</td>
<td>7</td>
</tr>
<tr>
<td>Bloomington (Bloomington Campus)</td>
<td>NA</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>93</strong></td>
<td><strong>115</strong></td>
<td><strong>116</strong></td>
</tr>
</tbody>
</table>

- AART Program
- 116 companies engaged
- Deans oversee program and engage companies
- Work with Corporate College
Growing Enrollment – engaging industry, community, and Ivy Tech campuses

• Apprenticeship - 4262 union trades apprentices

• Plan to grow trades union and non-union apprenticeships - 652 apprentices currently
  • Alcoa – 31
  • Arcelor Mittal – 35
  • C & A Tool – 26
  • Allison – 34
  • Berry Plastics – 34
  • Cummins - 128

• Apprenticeship team reports to technology deans statewide

• Working with Chrysler to develop model apprenticeship program

• Working with Japanese companies to register programs
Certificate Opportunities & Potential New Offerings

New Certificate and Degree Opportunities

**Machine Tool Technology**
CNC Production – Certificate and Technical Certificate

**Aviation Technology**
Aviation Maintenance – General Certificate
Airframe & Powerplant – Technical Certificates
Aviation Operations – Certificate
Aviation Manufacturing – Assembly Mechanic
Aviation Manufacturing – Electrical Assembly

**Potential new Associate degree & Certificate opportunities**

Precision Agriculture (AAS)
Heavy Diesel Truck (AAS)
Biotechnology – Regulatory Compliance Certificate
Biotechnology – Pharmaceutical Manufacturing Certificate
Ivy Tech Aviation Programs

For many years only Fort Wayne had Aviation Programs – within the last year Indianapolis and Lafayette have added programs.
Machine Tool Technology
Gary, Valparaiso, South Bend, Warsaw, Fort Wayne, Kokomo, Terre Haute, Indianapolis, Richmond *** New Locations ***

Old Degree Structure

New Degree Structure – split CNC and Manual pathways

CHANGING LIVES  MAKING INDIANA GREAT
Accreditation Board for Engineering and Technology (ABET) Accreditation at Ivy Tech

- ABET is recognized as the worldwide leader in assuring quality and stimulating innovation in applied science, computing, engineering, and engineering technology education.
- Ivy Tech has actively been preparing to start the ABET accreditation process in all Regions that hold Electrical Engineering Technology, Mechanical Engineering Technology, and Engineering Technology programs.
- Pre-Engineering will follow the guidelines and processes for ABET accreditation, but cannot be accredited at the 2yr (AS) level at this time.
- Ivy Tech has held ABET accreditation meetings for faculty members in the above mentioned programs for the past two Fall and Spring semesters.
- The Department Head for the School of Engineering Technology at IUPUI has been providing professional development for Ivy Tech faculty.
- The Indianapolis campus will be the first to attempt accreditation this fall in both the Mechanical and Electrical Engineering Technology programs of study.
- 30+ Faculty members have received professional development in the practices and requirements of ABET.
### Ivy Tech Community College
Statewide Enrollments
Engineering/Engineering Technology Programs

<table>
<thead>
<tr>
<th>Major</th>
<th>Major Description</th>
<th>Fall 2010</th>
<th>Fall 2011</th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>Fall 2014</th>
<th>Three Year Enrollment Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>ELET</td>
<td>Electrical Engineering Technology</td>
<td>160</td>
<td>186</td>
<td>226</td>
<td>252</td>
<td>265</td>
<td>66%</td>
</tr>
<tr>
<td>ENGR</td>
<td>Pre-Engineering</td>
<td>92</td>
<td>127</td>
<td>218</td>
<td>328</td>
<td>379</td>
<td>312%</td>
</tr>
<tr>
<td>ENGT</td>
<td>Engineering Technology</td>
<td>68</td>
<td>181</td>
<td>317</td>
<td>367</td>
<td>346</td>
<td>409%</td>
</tr>
<tr>
<td>METC</td>
<td>Mechanical Engineering Technology</td>
<td>197</td>
<td>292</td>
<td>292</td>
<td>359</td>
<td>294</td>
<td>49%</td>
</tr>
</tbody>
</table>

Vision for the Technology Division

To position Ivy Tech Community College as the premiere provider of technical education in the state working closely with industry and corporate partners to close the skills gap and provide graduates to meet industry needs in a global economy.

- 1482 more degrees awarded in technology in year 12/13 over year 11/12
- Engagement with industry and corporate partners
  - Strategic Development Team
  - Growing apprenticeships
  - Adding internships to programs
  - Block scheduling
  - 8 week course scheduling

- Deans completing professional development – ASTD consulting skills
  NSF – technology leadership
UPDATE ON SPRING ENROLLMENT & A SUCCESSFUL PARTNERSHIP
SPRING ENROLLMENT – Total Headcount

2011: 120,574
2012: 120,691
2013: 122,642
2014: 117,769
2015: 111,551
COMPARISON 2011 vs. 2015

Continuing:
- 24,053
- 4,525
+ 19,555

New:
18,771 14,246

High School:
14,796 34,351

2011 2015
### SATISFACTORY ACADEMIC PROGRESS (SAP)

| → | Cumulative GPA great or equal to 2.0 |
| → | Successfully complete 67% of all attempted credit hours |
| → | Credit hours completed within 150% of required hours |
| → | Warning - Termination |
| → | Appeal – Probation or Academic Restriction |
## THE EFFECT OF SAP

<table>
<thead>
<tr>
<th>Action</th>
<th>Count/Label</th>
</tr>
</thead>
<tbody>
<tr>
<td>Terminated</td>
<td>8,290</td>
</tr>
<tr>
<td>Appealed</td>
<td>2,862</td>
</tr>
<tr>
<td>Warning</td>
<td>27,217</td>
</tr>
<tr>
<td>Warning Enrolled</td>
<td>16,415 (-10,802 but improving)</td>
</tr>
<tr>
<td>Good Standing</td>
<td>56%</td>
</tr>
</tbody>
</table>

56% in Good Standing; 3% Increase
## Retention: The Key

- New Math Pathways
- Co-Requisite Remedial Model
- Supplemental Instruction
- Degree Maps/Common First Semester
- Advising
STUDENTS EXPECT A HIGH LEVEL OF CUSTOMER SERVICE

Students as Customers: Dealing w/Expectations

"Students as Customers" is not an either-or proposition. In fact, matriculants to higher education have multiple roles; they are students, AND customers, AND performers, AND products. Dealing with student expectations requires acknowledging the multiple roles of students, as well as the multiple wants and needs of other stakeholders.

Dealing with Student Expectations

What is optimal student satisfaction? At first glance this may seem like an easy question to answer: the more satisfied the students, the better. In reality, however, to some extent there is a fundamental contradiction between maximizing student satisfaction and providing the best possible learning experience. Some of this is due to practical constraints such as limited resources or the law of diminishing returns; it may not be cost-effective or practical to increase student satisfaction from, say, 95% to 98% in some cases. Even more relevant are the various gaps between the wants and needs of the major stakeholders at students, faculty, institution, employers and parents.
BENEFITS OF PARTNERSHIP

- Cost control/savings
- Access to skilled affordable resources that may not always be found locally
- Off-hours staffing
- Flexible staffing depending on time of year
- HR support for changing pool of employees

- Eliminate startup costs
- Allows College to concentrate on core business processes
- Increased efficiency and frees up staff to be with students
- Quality assurance
- Knowledge management and reporting
### MULTIPLE MODALITIES

- Expended phone support hours 18/7/365
- Phone Calls, Email, Chat, Facebook
- Self-Help Portal: Knowledge Base and Trackers
- Outbound campaigns
- Complete management of Enrollment Process
EFFICIENCY AND SCALE: HANDLING INBOUND VOLUME

Ivy Tech

> Limited resources to handle all walk-in and phone inquiries for assistance

Blackboard

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Call Volume</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012*</td>
<td>166,626</td>
</tr>
<tr>
<td>2013</td>
<td>297,126</td>
</tr>
<tr>
<td>2014**</td>
<td>160,794</td>
</tr>
</tbody>
</table>

*7 mos of performance; **6 mos of performance

Result: Team members available to assist Ivy Tech students
EFFICIENCY AND SCALE: RESPONSIVENESS

Ivy Tech

> 19 minute wait time and 50% abandonment rate

Blackboard

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Contract Rate</th>
<th>Delivered</th>
<th>Abandon Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012*</td>
<td>120 seconds</td>
<td>62 seconds</td>
<td>8.9%</td>
</tr>
<tr>
<td>2013</td>
<td>120 seconds</td>
<td>33 seconds</td>
<td>9.4%</td>
</tr>
<tr>
<td>2014**</td>
<td>60 seconds</td>
<td>18.3 seconds</td>
<td>7.8%</td>
</tr>
</tbody>
</table>

*7 mos of performance; **6 mos of performance

Result: Students are able to get assistance with little to no wait time
EFFICIENCY AND SCALE: MULTI-CHANNEL SUPPORT

Ivy Tech

> Support channels only included in-person, email, and phone

Blackboard

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Chat</th>
<th>Web Tickets</th>
<th>Trackers</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012*</td>
<td>27,800</td>
<td>1,900</td>
<td>8,600</td>
</tr>
<tr>
<td>2013</td>
<td>53,400</td>
<td>2,950</td>
<td>13,900</td>
</tr>
<tr>
<td>2014**</td>
<td>25,042</td>
<td>714</td>
<td>14,640</td>
</tr>
</tbody>
</table>

*7 mos of performance; **6 mos of performance

Result: Multi-model communication to fit students needs
EFFICIENCY AND SCALE:  
AFTER HOURS AND WEEKEND SUPPORT

Ivy Tech

> Limited to no support after 5:00pm or weekend coverage

Blackboard

<table>
<thead>
<tr>
<th></th>
<th>Low Point Call Volume</th>
<th>High Point Call Volume</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evenings</td>
<td>1,700/month</td>
<td>8,300/month</td>
</tr>
<tr>
<td>Weekends</td>
<td>600/month</td>
<td>3,300/month</td>
</tr>
</tbody>
</table>

Result: Full support 18 hours a day, 7 days a week
STUDENT EXPERIENCE:
ONE CALL RESOLUTION

Ivy Tech

> Bouncing around students from department to department

Blackboard

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Escalation Rate</th>
<th>Contract Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012*</td>
<td>10.4%</td>
<td>20%</td>
</tr>
<tr>
<td>2013</td>
<td>11%</td>
<td>20%</td>
</tr>
<tr>
<td>2014**</td>
<td>7.8%</td>
<td>20%</td>
</tr>
</tbody>
</table>

*7 mos of performance; **6 mos of performance

Result: 90% of issues resolved with no need to contact the campus
STUDENT EXPERIENCE: PROACTIVE OUTREACH

Ivy Tech

> Challenged with no outreach capabilities to contact students (ie SAP, FA Verification, Registration)

Blackboard

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Outbound Call Volume</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012*</td>
<td>84,748</td>
</tr>
<tr>
<td>2013</td>
<td>441,208</td>
</tr>
<tr>
<td>2014**</td>
<td>251,148</td>
</tr>
</tbody>
</table>

*7 mos of performance; **6 mos of performance

Result: Ability to place significant volume of proactive outbound calls
STUDENT EXPERIENCE: QUALITY

Ivy Tech

> Students frustrated with experiences to secure information and assistance

Blackboard

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>NPS Score</th>
<th>Industry Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012*</td>
<td>70 (outstanding)</td>
<td>50</td>
</tr>
<tr>
<td>2013</td>
<td>64 (outstanding)</td>
<td>50</td>
</tr>
<tr>
<td>2014**</td>
<td>66.5 (outstanding)</td>
<td>50</td>
</tr>
</tbody>
</table>

*7 mos of performance; **6 mos of performance

Result: Consistent client satisfaction
What Students Are Saying

Are you a work-study student or are you an employee of Ivy Tech? The reason I ask - you have to be the most professional person I've ever talked to when dealing with Ivy Tech. I'm very impressed with the way I was treated and I thank you very much.”

Ivy Tech Student
Application “Yield” is the percentage of accepted applicants who register.

Application volume increased from 2012 – 2013, then faced a 5% decline in 2014.

Application yield declined by 5.8% between 2012 and 2013 – a loss of over 6,000 enrollments!

The missing element was strategic outbound enrollment management.
Blackboard launches outbound enrollment management in November 2013.

Application yield improves in 2014 by 3.2% - an impact of 3,230 enrollments.

A 53% application yield is forecasted in 2015.

A 6% increase in conversion yields an increase of approximately 6,000 enrollments.
You were so diligent about calling her and checking in with her to make sure she had everything completed. You guys have done a wonderful job at your outreach to the kids.”

Ivy Tech Parent
Many candidates request information, but do not apply to Ivy Tech. Currently only 28% of inquiries apply.

Blackboard will launch proactive inquiry management for 2015.

A 10% increase in the application rate will result in approximately 1,800 new applications and 900 new enrollments annually.
ROI SUMMARY

- Cost effective approach to enrollment strategy and outreach
- People, Process and Technology building the foundation of scalable services
- Delivering premier high quality service when and how student wants it provided
- Consistent and available information source for financial aid issues
- Maximize service through timely outreach to students
- Regional staff able to focus on other priorities and students
QUESTIONS
Strategy 3

College-wide Process Improvement Update
College-wide Process Improvement Update

• Instituted Comprehensive Operational Plan
  – Administrative and Regional Leadership Training
    • 161 Staff and Faculty Trained on Lean for Ivy Tech
      – The Office of Process Improvement and Operational Performance serves as the facilitation team for Central Office
  – Established 10 Regional/Bi-Regional Teams
    • Facilitate regional and statewide initiatives
    • Set priorities and allocation of resources
    • Ensure consistency & minimize redundancy
    • Implemented bi-monthly status review meetings
Regional Process Improvement Teams

- Regional teams have started projects
  - Northeast – Vehicle Reservation
  - East Central – Scholarship Application
  - Northeast – CRM Solution

- Regional Team Lead perspective
## Updates on Projects Presented Last Year

<table>
<thead>
<tr>
<th>Project</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>CNA/QMA</td>
<td>After process reviews, a software solution was developed in-house and is in use within Corporate College.</td>
</tr>
<tr>
<td>Contracts/Credentialing Solution for Instructors and Online Course Developers</td>
<td>Process review and requirements are complete. Currently working to determine the cost of the new system.</td>
</tr>
<tr>
<td>Express Enrollment Centers</td>
<td>Implemented statewide. A follow-up review of the regional implementations is underway.</td>
</tr>
<tr>
<td>Nursing Application</td>
<td>Solution to be developed after Phase 2 of the college’s new online application is complete.</td>
</tr>
<tr>
<td>Procurement/Shared Services</td>
<td>Procedures were implemented statewide.</td>
</tr>
</tbody>
</table>
Central Office Projects

• Financial Documents Processing
  • Process review of the finance area under the guidance of Chris Ruhl
  • The success of this project was measured by the following:
    - Checks Processed per Fiscal Year – Reduced from 39,275 to 20,050 (49% reduction)
    - Payroll Checks Processed per Calendar Year – Reduced from 8,036 to 6,352 (21% reduction)
    - ACH payments Processed per Calendar Year – Increased from 10,144 to 30,875 (204% increase)
    - FTE spent on document scanning – Decreased from 1.3 to 0.6 (95% reduction)
    - Document Scanning Verifications – Reduced from 6 hours/day to 1 hour per day (83% reduction)
## Central Office Projects, continued

<table>
<thead>
<tr>
<th>Project</th>
<th>Status</th>
<th>ITCC Functional Areas Impacted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Centralized Admissions Processing</td>
<td>Future state is being identified.</td>
<td>Regional EECs and Central Office Enrollment team</td>
</tr>
<tr>
<td>Testing Center Processing</td>
<td>Current states are being finalized.</td>
<td>Regional testing centers, faculty, Academic Affairs</td>
</tr>
<tr>
<td>Student Document Scanning</td>
<td>Future state is being identified.</td>
<td>Express Enrollment Centers, Financial Aid, Registrar</td>
</tr>
<tr>
<td>Termination Processing</td>
<td>Future state was identified. IT development is being engaged to implement.</td>
<td>Human Resources and Office of Information Technology</td>
</tr>
</tbody>
</table>
College-wide Process Improvement Update

• Next Steps
  – Roll-out of Lean employee training course via Blackboard
  – Review of completed projects
    • Express Enrollment Centers review
  – Advancement of significant projects
    • Web based timesheets (via Payroll Review project)
College-wide Process Improvement Update

• Next Steps, continued
  – Identify, quantify and monitor accumulated value of improvements
    • Efficiency
      – Savings (time or financial)
      – Response times (student services or departmental)
    • Effectiveness
      – Student Success (performance, persistence and graduation)
      – Recruitment and program enrollment
      – Community engagement
AUDIT COMMITTEE

Report will be given at the State Board of Trustees Meeting February 5, 2015
A. Corporate College Revenue and Expenses

<table>
<thead>
<tr>
<th>Region</th>
<th>Expenditures</th>
<th>Revenues</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northwest</td>
<td>($485,249.58)</td>
<td>$504,775.52</td>
<td>$19,525.94</td>
</tr>
<tr>
<td>Northcentral</td>
<td>($399,131.33)</td>
<td>$312,843.25</td>
<td>($86,288.08)</td>
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<tr>
<td>Northeast</td>
<td>($865,069.89)</td>
<td>$861,466.73</td>
<td>($3,603.16)</td>
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<tr>
<td>Lafayette</td>
<td>($517,850.78)</td>
<td>$548,412.94</td>
<td>$30,562.16</td>
</tr>
<tr>
<td>Kokomo</td>
<td>($424,220.90)</td>
<td>$345,945.90</td>
<td>($78,275.00)</td>
</tr>
<tr>
<td>East Central</td>
<td>($646,008.01)</td>
<td>$681,606.39</td>
<td>$35,598.38</td>
</tr>
<tr>
<td>Wabash Valley</td>
<td>($441,209.48)</td>
<td>$741,082.28</td>
<td>$299,872.80</td>
</tr>
<tr>
<td>Central Indiana</td>
<td>($1,081,704.02)</td>
<td>$870,114.49</td>
<td>($211,589.53)</td>
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<tr>
<td>Richmond</td>
<td>($270,927.95)</td>
<td>$179,806.75</td>
<td>($91,121.20)</td>
</tr>
<tr>
<td>Columbus</td>
<td>($511,110.49)</td>
<td>$514,039.13</td>
<td>$2,928.64</td>
</tr>
<tr>
<td>Southeast</td>
<td>($401,694.51)</td>
<td>$275,471.30</td>
<td>($126,223.21)</td>
</tr>
<tr>
<td>Southwest</td>
<td>($452,422.56)</td>
<td>$380,143.88</td>
<td>($72,278.68)</td>
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<tr>
<td>Sellersburg</td>
<td>($233,702.82)</td>
<td>$265,339.88</td>
<td>$31,637.06</td>
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<tr>
<td>Bloomington</td>
<td>($214,928.35)</td>
<td>$177,904.64</td>
<td>($37,023.68)</td>
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<tr>
<td>OoP</td>
<td>($1,157,488.48)</td>
<td>$296,459.91</td>
<td>($861,028.57)</td>
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<tr>
<td>IVY Online</td>
<td>$0.00</td>
<td>$8,263.20</td>
<td>$8,263.20</td>
</tr>
<tr>
<td>Grand Total</td>
<td>($8,102,719.15)</td>
<td>$6,963,676.22</td>
<td>($1,139,042.93)</td>
</tr>
</tbody>
</table>

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B. Corporate College Management Report

Revenue and Expense Analysis

The Corporate College Department continues to experience an overall positive variance through the month of December 2014 in comparison to December 2013. Highlights of the report:

- For all activity, Corporate College experienced $287,364 in net revenue through December 2014.
- A positive variance of $1,426,407 (125% increase) was realized in comparison to cost versus revenue in December 2013.
- Workforce Certification activity continues to expand, experiencing $1,576,299 in net revenue at the end of December compared to $1,202,707 in net revenue in October 2014.
- Contract training revenue is down by $941,609 compared to December 2013 (18%). The largest losses occurred in Northwest, Northeast and Central Indiana. Contributing issues include vacant Corporate College Executive (CCE) positions in Indianapolis and other Regions.
- It is estimated that if all CCE positions were filled and were producing on an average basis contract revenue would be down 8 percent.
- Duplicated headcount for contract training and open enrollment is at 11,986 in comparison to 11,986 a year ago.

Contract Training and Open Enrollment Highlights

- The largest contract projects in December include Lehigh Cement Company at $43,250 (Bloomington); General Motors at $28,899 (Muncie, Marion, Anderson) and Cook Pharmica at $21,135 (Bloomington).
Significant Open Enrollment activity for December includes Madison and Batesville ($95,160) and East Central ($66,115) and Bloomington ($32,742).

New Opportunities

- Corporate College, Finance and OIT staff are in the process of entering into an agreement with Ellucian to purchase licensing rights for Elevate, a new events registration system that will be utilized by Corporate College staff in the future. Elevate will replace Flex Reg, and will be a much more effective product to assist staff with scheduling and enrolling clients online in contract training and open enrollment courses.

- On January 13, representatives of Corporate College, Financial Aid and Central Indiana met with staff from Employ Indy and Work One East to begin work on an expanded partnership between the College and Central Indiana Service Providers. The need for training programs in several sectors were identified, as well as how the College can align with Employ Indy in assisting them with implementing programming for an $8.3 million grant received to assist with training for long term unemployed individuals (LTUIs). Several additional meetings have been planned to move this expanded partnership forward in the future.

- On January 14, Corporate College hosted a retreat for all Regional staff at the Indianapolis Campus. Meeting outcomes included 1) a review of year one of the reorganization, 2) the establishment of key metrics for fiscal years 2015 and 2016, 3) planning for regional alignment with key workforce agencies, 4) defining training topics for 2015 and 5) defining areas of improvement for Corporate College for the coming year.

- As of January 16, Ivy Tech Corporate College has entered into an agreement with CEB – SHL line of products. Such activity will generate revenue both through job profiling and assessment activities as well as follow up workplace training. SHL will be the first product launched as staff believe it presents the greatest return on investment. In the future, Corporate College will also implement Work Keys as a product line as it will increase capacity to meet additional client needs.

- During its last meeting, the State Workforce Innovation Council’s Educational Review Committee began work with establishing new pass rates for INTraining programs (DWD). The new pass rates would call for a 28% completion rate for credit programs and a 60% completion rate for non-credit programs. Programs that do not meet the new metrics will not be eligible for funds in the future. Corporate College staff are working with Regional staff to provide information on the new pass rates and discuss plans for improving completion rates in the future.

- The Vice President of Corporate College Services and Online Education has teamed up with the Region 5 (Central Indiana Region) Works Council (David Shane, Chair). The most recent draft of the plan calls for the Works Council to partner with Corporate College to create opportunities to listen to the workforce training needs of regional employers and sectors and to work with them to co-design curricula and pathways that meet the realities and limitations of current employees.

Quarter 3 Sales Initiatives & Challenges

Initiatives:

- Interviews for the vacant Corporate College positions in the Northwest, Northeast, Columbus, Evansville and Indianapolis have been completed. New Corporate College Executives have been hired in Northwest, Northeast, Columbus and Indianapolis, and an offer will be extended in Evansville in the near future.
Interviews for a Program Manager have been completed and a new Manager has been hired in Indianapolis. Interviews for a new Program Manager in Evansville have been completed and an offer will be extended soon.

To increase enrollments, the entire Corporate College team is working to expand open enrollment opportunities through better alignment with funding agencies such as the Work Ones across the State.

The focus for Quarter 3 will include filling vacant job positions and increased sales training and calls.

Work with Trilogy Health Care continues and efforts are underway to implement a CNA program funded by Work One across the state. Initial sites include Evansville, Elkhart, South Bend and Lafayette, and it is anticipated that other Regions will participate in the future

- Challenges:
  - Corporate College staff need to establish a more effective recruiting process to establish a robust faculty pool to ensure adequate faculty are available for all training opportunities.
  - Improved procedures for working with other campus constituents to align all efforts (i.e., Chancellor, Campus President and Development Staff) need to be developed.
  - The establishment of guidelines for overlapping regional customers need to be developed.
  - A new on-boarding process for new Corporate College employees needs to be developed with Human Resources.
  - Protocol for the use of labs and classrooms for Corporate College training needs to be established in all of the Regions.

Corporate College Vacancies

- Northwest has one Corporate College Executive vacancy with a job posting in place.
- Southwest has two Corporate College Executive vacancies with interviews complete for one vacancy (with an offer pending) and a job posting in place for the other position.
- Indianapolis and Evansville have one Program Manager vacancy each with job postings in place.

Shared Services Agreement Update (Delivery and Operations)

- Working groups are making progress on the following shared services with team members meeting monthly:
  - Curriculum
  - Open Enrollment
  - Faculty
- Quality Services team members will host lean training (from the College’s IT Department Staff) early in Quarter 3. Team members are also planning to begin development of ISO 9000 certification activities in calendar year 2015.
Ivy Tech Corporate College Update

State Board of Trustees Meeting
Indianapolis
February 5, 2015
Revenue and Expense Report
# Statewide Revenue and Expense Totals

<table>
<thead>
<tr>
<th>Month</th>
<th>Expenditures</th>
<th>Revenues</th>
<th>Profit/Loss</th>
<th>Expenditures</th>
<th>Revenues</th>
<th>Profit/Loss</th>
<th>Variance</th>
<th>Variance %</th>
</tr>
</thead>
<tbody>
<tr>
<td>July</td>
<td>($1,261,363.16)</td>
<td>$1,824,541.31</td>
<td>$563,178.15</td>
<td>($950,122.87)</td>
<td>$1,526,800.37</td>
<td>$576,677.50</td>
<td>$13,499.35</td>
<td>2%</td>
</tr>
<tr>
<td>August</td>
<td>($2,686,529.64)</td>
<td>$2,899,273.09</td>
<td>$212,743.45</td>
<td>($1,987,891.16)</td>
<td>$2,493,261.98</td>
<td>$505,370.82</td>
<td>$292,627.37</td>
<td>138%</td>
</tr>
<tr>
<td>September</td>
<td>($4,059,267.17)</td>
<td>$3,952,941.76</td>
<td>($106,325.41)</td>
<td>($2,969,528.89)</td>
<td>$3,698,296.41</td>
<td>$728,767.52</td>
<td>$835,093.00</td>
<td>785%</td>
</tr>
<tr>
<td>October</td>
<td>($5,521,817.66)</td>
<td>$4,919,432.45</td>
<td>($602,385.21)</td>
<td>($4,275,510.07)</td>
<td>$4,484,050.06</td>
<td>$208,539.99</td>
<td>$810,925.00</td>
<td>135%</td>
</tr>
<tr>
<td>November</td>
<td>($6,912,973.50)</td>
<td>$6,048,232.46</td>
<td>($864,741.04)</td>
<td>($5,350,803.30)</td>
<td>$5,625,816.19</td>
<td>$275,012.89</td>
<td>$1,139,753.93</td>
<td>132%</td>
</tr>
<tr>
<td>December</td>
<td>($8,102,719.15)</td>
<td>$6,963,676.22</td>
<td>($1,139,042.93)</td>
<td>($6,226,127.76)</td>
<td>$6,513,491.92</td>
<td>$287,364.16</td>
<td>$1,426,407.09</td>
<td>125%</td>
</tr>
</tbody>
</table>

| January  |                           |                |             |                  |                |             |          |            |
| February |                           |                |             |                  |                |             |          |            |
| March    |                           |                |             |                  |                |             |          |            |
| April    |                           |                |             |                  |                |             |          |            |
| May      |                           |                |             |                  |                |             |          |            |
| June     |                           |                |             |                  |                |             |          |            |
### Certification & Workforce Assessment Only

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Month</td>
<td>Expenditures</td>
<td>Revenues</td>
<td>Profit/Loss</td>
<td>Expenditures</td>
<td>Revenues</td>
<td>Profit/Loss</td>
<td>Variance</td>
<td>Variance %</td>
</tr>
<tr>
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</tr>
<tr>
<td>July</td>
<td>($60,312.77)</td>
<td>$603,162.53</td>
<td>$542,849.76</td>
<td>($93,147.92)</td>
<td>$784,252.85</td>
<td>$691,104.93</td>
<td>$148,255.17</td>
<td>21%</td>
</tr>
<tr>
<td>August</td>
<td>($151,715.00)</td>
<td>$782,547.00</td>
<td>$630,832.00</td>
<td>($134,657.00)</td>
<td>$1,077,095.00</td>
<td>$942,438.00</td>
<td>$311,657.15</td>
<td>33%</td>
</tr>
<tr>
<td>September</td>
<td>($281,665.03)</td>
<td>$880,331.96</td>
<td>$598,666.93</td>
<td>($295,287.22)</td>
<td>$1,147,755.64</td>
<td>$852,468.42</td>
<td>$253,801.49</td>
<td>30%</td>
</tr>
<tr>
<td>October</td>
<td>($437,582.63)</td>
<td>$979,446.40</td>
<td>$541,863.77</td>
<td>($525,866.72)</td>
<td>$1,258,662.69</td>
<td>$732,795.97</td>
<td>$190,932.20</td>
<td>26%</td>
</tr>
<tr>
<td>November</td>
<td>($541,578.49)</td>
<td>1,593,728.33</td>
<td>1,052,149.84</td>
<td>(652,416.72)</td>
<td>1,964,184.46</td>
<td>1,311,767.52</td>
<td>$259,617.68</td>
<td>25%</td>
</tr>
<tr>
<td>December</td>
<td>(628,913.54)</td>
<td>1,830,990.37</td>
<td>1,202,076.83</td>
<td>(755,115.91)</td>
<td>2,322,415.29</td>
<td>1,567,299.38</td>
<td>$365,222.55</td>
<td>30%</td>
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<td>January</td>
<td></td>
<td></td>
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<td>February</td>
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<td>March</td>
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<td>May</td>
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<td>June</td>
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</tbody>
</table>
## Statewide Revenue and Expenses minus Certification line item

<table>
<thead>
<tr>
<th>Month</th>
<th>2013-2014</th>
<th></th>
<th></th>
<th>2014-2015</th>
<th></th>
<th></th>
<th>Variance</th>
<th>Variance</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>Expenditures</td>
<td>Revenues</td>
<td>Profit/Loss</td>
<td>Expenditures</td>
<td>Revenues</td>
<td>Profit/Loss</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>July</td>
<td>($1,201,050.39)</td>
<td>$1,221,378.78</td>
<td>$20,328.39</td>
<td>($856,974.95)</td>
<td>$742,547.52</td>
<td>($114,427.43)</td>
<td>($134,755.22)</td>
<td>-663%</td>
</tr>
<tr>
<td>August</td>
<td>($2,534,815.03)</td>
<td>$2,116,725.80</td>
<td>($418,089.23)</td>
<td>($1,853,233.95)</td>
<td>$1,416,166.94</td>
<td>($437,067.01)</td>
<td>($18,977.88)</td>
<td>-5%</td>
</tr>
<tr>
<td>September</td>
<td>($3,777,602.14)</td>
<td>$3,072,609.80</td>
<td>($704,992.34)</td>
<td>($2,674,241.67)</td>
<td>$2,550,540.77</td>
<td>($123,700.90)</td>
<td>$581,291.44</td>
<td>82%</td>
</tr>
<tr>
<td>October</td>
<td>($5,084,235.03)</td>
<td>$3,939,986.05</td>
<td>($1,144,248.98)</td>
<td>($3,749,643.35)</td>
<td>$3,225,387.37</td>
<td>($524,255.98)</td>
<td>$619,993.00</td>
<td>54%</td>
</tr>
<tr>
<td>November</td>
<td>($6,371,395.01)</td>
<td>$4,454,504.13</td>
<td>($1,916,890.88)</td>
<td>($4,698,386.36)</td>
<td>$3,661,631.73</td>
<td>($1,036,754.63)</td>
<td>$880,136.25</td>
<td>46%</td>
</tr>
<tr>
<td>December</td>
<td>($7,473,805.61)</td>
<td>$5,132,685.85</td>
<td>($2,341,119.76)</td>
<td>($5,471,011.85)</td>
<td>$4,191,076.63</td>
<td>($1,279,935.22)</td>
<td>$1,061,184.54</td>
<td>45%</td>
</tr>
<tr>
<td>January</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>February</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>March</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>April</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>May</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>June</td>
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<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>
Sales Report
## New Proposals

<table>
<thead>
<tr>
<th>Proposal Stage</th>
<th>Dec 13</th>
<th>Dec 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Opportunities</td>
<td>126</td>
<td>109</td>
</tr>
<tr>
<td>--Needs Analysis Stage</td>
<td>7</td>
<td>12</td>
</tr>
<tr>
<td>--Prospecting Stage</td>
<td>5</td>
<td>33</td>
</tr>
<tr>
<td>--Opportunity Lost or Abandoned</td>
<td>32</td>
<td>0</td>
</tr>
<tr>
<td>--Opportunity Won</td>
<td>72</td>
<td>35</td>
</tr>
<tr>
<td>--Proposal Stage</td>
<td>6</td>
<td>23</td>
</tr>
<tr>
<td>--Proposal Negotiation/Review Stage</td>
<td>4</td>
<td>6</td>
</tr>
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</table>
### New Contracts

<table>
<thead>
<tr>
<th>Region</th>
<th>Contracts Won December 2013</th>
<th>Contracts Won December 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northwest</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Northcentral</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Northeast</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Lafayette</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Kokomo</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>East Central</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Wabash Valley</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Central Indiana</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>Richmond</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Columbus</td>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>Southeast</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Southwest</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>Sellersburg</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Bloomington</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>Statewide</td>
<td>35</td>
<td>24</td>
</tr>
</tbody>
</table>

AACOA, Inc. of Elkhart  
Amatrol  
Berry Plastics [EVV-HQ]  
Butler University  
Chrysler Kokomo Casting Plant  
Chrysler Kokomo Transmission Plant  
Cook Pharmica  
Cummins LDD (Viking)  
Eskenazi Hospital (Wishard)  
Evansville Water & Sewer Utility  
Fort Wayne Metals  
Huhtamaki, Inc.  
Lehigh Cement Company  
General Motors MFD  
Red Gold-Orestes  
Tenneco  
Toyota Industrial Equipment Mfg.  
Vincennes Water Utilities  
Wabash Plastics  
WorkOne Northeast
## Companies Served

### Year-To-Date December 2014

<table>
<thead>
<tr>
<th>Region</th>
<th>2014 - 2015 Companies Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northwest</td>
<td>3</td>
</tr>
<tr>
<td>Northcentral</td>
<td>17</td>
</tr>
<tr>
<td>Northeast</td>
<td>12</td>
</tr>
<tr>
<td>Lafayette</td>
<td>6</td>
</tr>
<tr>
<td>Kokomo</td>
<td>11</td>
</tr>
<tr>
<td>East Central</td>
<td>47</td>
</tr>
<tr>
<td>Wabash Valley</td>
<td>8</td>
</tr>
<tr>
<td>Central Indiana</td>
<td>23</td>
</tr>
<tr>
<td>Richmond</td>
<td>22</td>
</tr>
<tr>
<td>Columbus</td>
<td>23</td>
</tr>
<tr>
<td>Southeast</td>
<td>26</td>
</tr>
<tr>
<td>Southwest</td>
<td>51</td>
</tr>
<tr>
<td>Sellersburg</td>
<td>9</td>
</tr>
<tr>
<td>Bloomington</td>
<td>12</td>
</tr>
<tr>
<td><strong>Statewide</strong></td>
<td><strong>270</strong></td>
</tr>
</tbody>
</table>
## Statewide Corporate College Enrollments

Year-To-Date December 2014

<table>
<thead>
<tr>
<th>Region</th>
<th>December 2013 Enrollment</th>
<th>December 2014 Enrollment</th>
<th>Variance</th>
<th>Variance %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northwest</td>
<td>756</td>
<td>329</td>
<td>-427</td>
<td>-56%</td>
</tr>
<tr>
<td>Northcentral</td>
<td>531</td>
<td>570</td>
<td>39</td>
<td>7%</td>
</tr>
<tr>
<td>Northeast</td>
<td>1,390</td>
<td>1,599</td>
<td>209</td>
<td>15%</td>
</tr>
<tr>
<td>Lafayette</td>
<td>592</td>
<td>298</td>
<td>-294</td>
<td>-50%</td>
</tr>
<tr>
<td>Kokomo</td>
<td>737</td>
<td>644</td>
<td>-93</td>
<td>-13%</td>
</tr>
<tr>
<td>East Central</td>
<td>1,117</td>
<td>1,105</td>
<td>-12</td>
<td>-1%</td>
</tr>
<tr>
<td>Wabash Valley</td>
<td>606</td>
<td>484</td>
<td>-122</td>
<td>-20%</td>
</tr>
<tr>
<td>Central Indiana</td>
<td>2,171</td>
<td>970</td>
<td>-1,201</td>
<td>-55%</td>
</tr>
<tr>
<td>Richmond</td>
<td>204</td>
<td>268</td>
<td>64</td>
<td>31%</td>
</tr>
<tr>
<td>Columbus</td>
<td>890</td>
<td>1,048</td>
<td>158</td>
<td>18%</td>
</tr>
<tr>
<td>Southeast</td>
<td>527</td>
<td>295</td>
<td>-232</td>
<td>-44%</td>
</tr>
<tr>
<td>Southwest</td>
<td>1,117</td>
<td>1,359</td>
<td>242</td>
<td>22%</td>
</tr>
<tr>
<td>Sellersburg</td>
<td>976</td>
<td>830</td>
<td>-146</td>
<td>-15%</td>
</tr>
<tr>
<td>Bloomington</td>
<td>346</td>
<td>2,187</td>
<td>1,841</td>
<td>532%</td>
</tr>
<tr>
<td>Statewide</td>
<td>11,960</td>
<td>11,986</td>
<td>26</td>
<td>0%</td>
</tr>
</tbody>
</table>

* Duplicated enrollment  **Credit and NonCredit
Sales Calls

- Average calls for July = 18/CCE
- Average calls for August = 23/CCE
- Average calls for September = 16/CCE
- Average calls for October = 18/CCE
- Average calls for November = 16/CCE
- Average calls for December = 13/CCE
## Sales Contract Comparison

FY ‘14 and FY ’15 (through December)

<table>
<thead>
<tr>
<th></th>
<th>FY 2014</th>
<th>FY 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contracts</td>
<td>289</td>
<td>273</td>
</tr>
<tr>
<td>Proposals</td>
<td>456</td>
<td>413</td>
</tr>
<tr>
<td>Close Ratio</td>
<td>63%</td>
<td>66%</td>
</tr>
</tbody>
</table>
Revenue In Pipeline

- $410,015.00  Gross Revenue potential for activity won in December 2014
- $315,128.99  Gross Revenue in pipeline with 23 written proposals
Statewide Corporate College Retreat

- The entire Sales and Delivery Team met on January 14, 2015, for a statewide retreat
- Topics included establishing key metrics, alignment with key workforce agencies, and expanded opportunities for new and existing markets
- The team also went through an exercise to assess:
  - Accomplishments/processes working effectively
  - Issues/items/processes not working effectively
  - New ideas
  - Items or processes that need addressed immediately
Statewide Corporate College Retreat

- **Accomplishments/processes working effectively**: Communications with Central Office, certification and workforce assessment, central office support and several new processes in the Shared Services Agreement (SSA)

- **Items/processes needing improvement**: Dual reporting (regional and central office), on-boarding for new employees, improved collaboration with academic affairs and bi-regional activities, including sharing lab space, expanded marketing and implementation of lean processes

- **New ideas**: focus on better alignment with key workforce agencies, WIOA implications and centralized finance office for Corporate College

- **Items that need addressed immediately**: filling vacant positions, expanding faculty pool and purchasing portable equipment (Industrial Maintenance)

- Corporate College leadership is developing plans to execute improvements in very near future
COLLEGE AT WORK-GEICO
CENTRAL INDIANA
The College-at-Work program within the Corporate College was developed in an effort to deliver institutional resources and classroom instruction to on site for our client partners.

To date, the Corporate College has developed and administered a unique College-at-Work experience for a number of local organizations; i.e. Pearson Education, IU Health, and Gander Mountain.

- "The College-at-Work program offers significant benefit to Pearson employees. It supports Pearson’s goal to provide career development opportunities to employees who are interested in acquiring advanced knowledge and skills."
  - Debbie Freeman, Director of Human Resources, Pearson Education
College At Work: Geico

- Geico currently has approximately 800 associates at their Indianapolis facility, but they hope to hire an additional 700 employees by the end of 2015.
- Most of those employees are insurance agents making about $14 per hour.
  - Promotion to a supervisory level position requires successful completion of 8 Ivy Tech business courses
    - Successful completion & selection raises salary to $23 per hour
- A learning pathway was also built with an option to add 4 courses, leading to completion of a Technical Certificate (TC)
College At Work-Geico: Progress to date

- **276** Geico associates have completed an internal Interest Survey
- **90** associates have completed the necessary FERPA paperwork to share student information between the two organizations
- **80** employees have completed the College’s online application.
- The development of this program was done in full collaboration with all local academic offices.
- *Cohort-style classes are expected to start during the week of February 9th.*
GRANTS REPORT
February 2015 Board Report

Total Currently Active Grants:

(133) Competitive Grants: $46,090,245
(15) Non-Competitive Grants: $6,151,741
(148) Total Active Ivy Tech Grants: $52,241,986

Ivy Tech currently has 38 pending grant submissions totaling $3,438,065
Of the total, $349,804 is budgeted as indirect costs.

Note: Due to space limitations, only an illustrative sample of awards and submissions are described below.

Grants Awarded During Period (23 - $1,161,952)

- **Northwest** received $5,000 from the Caesar’s Foundation to support Society of Innovators 10th Anniversary celebration and induction ceremony.

- **Northeast** was awarded $150,000 from the English, Bonter Mitchell Foundation to support the expansion of space and purchase of equipment for the Culinary Arts program.

- **Kokomo** received $94,500 from the Indiana Department of Education’s Perkins Hold Back program, with funding to be used to purchase two robotics training systems to improve and expand the Advanced Automation and Robotics Technology (AART) program at the Logansport location.

- **Wabash Valley** was awarded $90,300 from the Indiana Department of Education’s Perkins Hold Back program to support the region’s Advanced Automation and Robotics Technology program through equipment purchases and faculty training initiatives.

- **Central Indiana** received $100,000 from the Indiana Department of Education’s Perkins Hold Back program to better meet current and future workforce needs of Shelby County by offering Advanced Manufacturing courses at this location.

- **Richmond** received $1,000 from the US Bank Foundation for an Early College Completion Scholarship.

- **Southeast** received two awards from the East Indiana Area Health Education Network: $1,507 will be used to purchase teaching aids for training nursing students and $1,375 will be used for the purchase of a treatment cart for nursing students’ use while in training.

- **Southern Indiana** was awarded $250,000 from the Ogle Foundation, with funding to be used for the purchase/lease of land for purposes of building out a new location.
Grants Submitted During Period (15 - $1,675,900)

- **North Central** submitted a $515,802 proposal to the National Science Foundation’s Advanced Technological Education (ATE) program, with funding to support the Research in Biotechnology Recruitment and Education (RIBRE) project. RIBRE proposes to contribute to the formation of a globally competitive workforce for the life sciences industry in Indiana.

- **Northeast** submitted a $200,000 proposal to the English-Bonter-Mitchell Foundation to support expansion of space and purchase of equipment for the Culinary Arts program.

- **East Central** and **Central Indiana**, in partnership with Indiana University-Purdue University Indianapolis, submitted a proposal to the National Science Foundation’s LSAMP program to support diversification of students engaged in STEM disciplines. If awarded, each region will receive $140,000 to support student scholarships and other activities.

- **Southern Indiana** requested $137,204 from the Foundation for Kentucky Industry and proposes to establish a sustainable maintenance training program that will provide manufacturers with qualified, highly skilled and experienced employees.

- **Bloomington** submitted a $50,000 request to the Duke Energy Foundation to support acquisition of a comprehensive advanced automation and robotically controlled pharmaceutical manufacturing system to be located in the Center for Emerging Technologies.

Proposals Declined During Period (9 - $11,126,571)
Most recently, Barie started his own consulting firm, Starting Strategies. The firm specialized in 21st century marketing strategies for first- and second-stage companies as well as community outreach and donor relations. When he first moved to Fort Wayne, Barie accepted a position as Communications and Marketing Manager for Elevate Ventures, a non-profit venture capital firm based in Indianapolis. The firm managed more than $80 million in investment funds for the state of Indiana.

Prior to moving to Indiana, he served as a political operative working for multiple federal and statewide campaigns including U.S. Senate, U.S. Congress, and New York State Governor. Barie graduated from the State University of New York at Plattsburgh with a B.S. in Political Science.
Costello recently served as the Director of Human Resources for Indiana University–Purdue University Fort Wayne. At IPFW, she was accountable for human resources functions creating a work environment that enabled the recruitment and retention of trained and diverse employees. She joined IPFW’s human resources team in July 2007 as employee relations director after serving in the Office of Development as the College’s annual fund and class gift administrator since 2006.

Costello earned a Master of Science in Education–Professional Studies from IPFW in May 2009 and has a bachelor’s in psychology and associate degree in supervision from IPFW. She has a Senior Professional Human Resources (SPHR) from the HR Certification Institute.
Lindy Covalt
Executive Director of Human Resources
East Central & Richmond Regions
Supervisor: Andy Bowne
Start Date: 1/5/2015

Covalt began her career at Ivy Tech in 1981 as a Receptionist/Secretary to the Director of Operations in Richmond. She also assumed positions as an Assistant to the Business & Industry Training Director, Placement Director and Public Relations Director. In 1985 she began her career in HR evolving from an assistant, coordinator, and director and now to executive director.

Covalt is a graduate of Ivy Tech (1990), where she received an Associate’s Degree in Office Administration. She has also taken business administration courses at Indiana University East and Indiana Wesleyan University. She has been a member of the Society for Human Resources Management (SHRM) since 1998.
Dr. Crittendon’s experience includes over 17 years in the higher education field, most recently at the University of Notre Dame. While at Notre Dame, she created nationally-recognized professional development programs; developed, established, and led several university departments; provided strategic leadership for continuous improvement and organizational development/effectiveness projects; led the University’s diversity, EEO, and affirmative action efforts; served as a concurrent business instructor; and participated on a number of leadership and strategic planning teams and initiatives.

Crittendon holds a doctorate in education administration and leadership; a master’s degree in public policy/administration; and certifications in human resources (PHR), professional & life coaching, conflict resolution, diversity administration, and sports management. In addition, she has a management certificate from Notre Dame’s executive MBA program.