

**MINUTES OF THE MEETING OF THE STATE
BOARD OF TRUSTEES**

IVY TECH COMMUNITY COLLEGE

June 6, 2019

Chair Paula Hughes-Schuh called the meeting of the State Board of Trustees to order at 1:00 pm at the Fort Wayne Coliseum Campus, 3800 N. Anthony Blvd, Fort Wayne, Indiana

ROLL CALL

Trustee Terry Anker called the roll and the presence of a quorum was announced.

The following State Trustees were present:

Ms. Paula Hughes-Schuh, Chairperson
Mr. Terry Anker, Vice Chair
Ms. Marianne Glick, Secretary - via phone
Mr. Jesse Brand
Mr. Michael R. Dora
Ms. Kim Emmert O'Dell
Mr. Larry Garatoni
Ms. Gretchen Gutman
Mr. Harold Hunt
Mr. Steve Schreckengast
Mr. Kerry Stemler
Ms. Stephanie Wade
Mr. Andrew W. Wilson

The following Trustees were absent:

Mr. Bradley Clark
Mr. Stewart McMillan

A. NOTICES OF MEETING MAILED AND POSTED:

Trustee Terry Anker, Vice Chair, confirmed that notices of the June 6, 2019, regular meeting were properly mailed and posted.

B. APPROVAL OF BOARD MINUTES:

Trustee Schreckengast moved for approval of the minutes of the April 4, 2019, board meeting. Trustee Gutman seconded the motion and the motion carried unanimously.

C. COMMITTEE REPORTS:

- Item 1** Chairperson Hughes-Schuh reported the Board met on Wednesday in a retreat and in an Executive Session in which they received personnel updates.
- Item 2** Chairperson Hughes-Schuh called upon Trustee Gretchen Gutman, Chair of the **Audit Committee** to give a report from the committee. Trustee Gutman reported there are no action items for approval. Trustee Gutman noted the committee discussed the following issues: the exit conference that took place in March related to the federal compliance audit. As part of the discussion of the federal compliance audit, it was noted there were 5 federal findings similar to last year (since the corrective action plan related to those issues was implemented on March 31, 2018). Trustee Gutman reviewed reports from the confidential hotline and received an update on pending litigation. Reviewed and approved the Audit Committee Charter, the Internal Audit Department Charter, the Internal Audit Mission Statement, the Trustees Code of Conduct Policy, Trustees Conflict of Interest Policy, and the procedures for confidential, anonymous submissions by employees.
Reviewed and approved the estimated Internal Audit Department budget for fiscal year 2019-20 and the audit schedule for 2018-19, 2019-20 and the three-year audit plan.
- Item 3** Chairperson Hughes-Schuh called upon Trustee Michael Dora for a report from the **Academics & Student Experience Committee**. Trustee Dora reported there are is one action item for approval.
- Trustee Dora moved for approval of **Resolution 2019-18, Approval of Technical Certificate Program**. Trustee Garatoni seconded the motion and the motion carried unanimously.
- Dr. Katie Jenner and Dr. Russ Baker presented a proposed Technical Certificate in Education. This new completion was developed as part of an effort to meet the workforce needs of our state. After extensive discussion with our K-12 school communities, this TC is designed specifically to address the growing teacher shortage by attracting potential teachers prior to their graduation from high school. The 30 hour TC could be completed in its entirety prior to high school graduation through dual credit if the high school offers the required courses and will roll up seamlessly into the existing AS degree in (elementary) education. The courses required for the proposed TC were presented and Russ noted that all 18 campuses have asked to be approved to offer the TC. The next step will be requesting CHE approval at their August meeting with implementation planned for this fall.

Dr. Marcus Kolb presented a brief review of the draft report from the April 15 and 16 Comprehensive visit to Ivy Tech, including an exploration of the observations of the visit team and their recommendations to the College, followed by a review of next steps.

Dr. Stacy Atkinson and Dr. Cory Clasemann-Ryan presented an update on the College's 8-week course initiative. Passing grades in 8-week courses this spring continued to exceed the passing rates for 16-week courses, while withdrawal rates were lower. They also presented an update on the campus project plans, which were initially created last fall and are updated each semester.

Item 4

Chairperson Hughes-Schuh called upon Trustee Andrew Wilson, member, for a report from the **Workforce Alignment Committee**. Trustee Wilson reported there were no action items for the board to consider. Chris Lowery, Sr. Vice President and members of his senior leadership team presented updates on various Workforce Alignment initiatives.

Ivy Tech partnered with industry leaders to develop a new Industry 4.0 certification; Indiana manufacturing companies will be the first to test and validate the certification and the College will be developing new classes, TCs and CTs to support.

A new statewide work and learn partnership with Indiana Title Association (ILTA) will provide Business Administration students with a range of opportunities at 170 companies.

Nursing and Health Science have seen 6.5% enrollment increases, with streamlined processes and programs and new student credentialing pathways.

Enrollment in Workforce Ready Grant (WRG)-eligible programs jumped 10% in 2018-19 to almost 9,000; the State recently doubled WRG funding from \$2M to \$4M and expanded eligibility to high school students, representing additional opportunities to reach students as we continue to refine marketing strategies and internal processes to support smooth transitions through stackable credentials (CTs through Associate degrees). Achieve Your Degree (AYD) continues to grow, with spring 2019 enrollment up 40% over last spring. The Indiana Chamber partnership to market AYD has contributed to this growth, with multiple promotions through the Chamber's statewide publication channels and sponsorship of AYD booths at key industry conferences. Chamber AYD partners accounted for nearly 50% of all new AYD enrollments since the start of the agreement in May 2018.

Indianapolis and Fort Wayne campuses have completed Year 2 of the Jobs for America's Graduates (JAG) College Success Program, with some success. DWD has pledged additional funds for tutoring and Summer

Bridge programing, and will expand JAG to two additional Ivy Tech campuses for 2020-21 academic year.

Gateway to Work (GTW), a State program requiring about 90K (20%) of all Healthy Indiana Plan participants to work, pursue education or volunteer, begins in earnest July 1 as reporting requirements for participants are enforced. Ivy Tech is working closely with MHS, Anthem, MDWise, and CareSource, and all campus front line staff and GTW leads have been trained to support individuals coming through this enrollment pipeline.

The new Career Coaching and Employer Connections (CCEC) Alpha implementation is moving forward; campus Requests for Participation are due June 14, with selection of the 4-6 Alpha campuses anticipated in late July. Over \$1.5M has been raised to date, and we've seen significant recent interest from several funders. Systems Office CCEC staff will be hired over the next 2-3 months, and various other related initiatives, including a career technology working group, are underway.

Item 5

Chairperson Hughes-Schuh called upon Trustee Kerry Stemler for a report from the **Human Resources & Operations committee**. Trustee Stemler reported there are two action items for approval.

Trustee Stemler moved for approval of **Resolution 2019-19, Approval of Campuses and Campus Service Area**. Trustee Garatoni seconded the motion and the motion carried unanimously.

Trustee Stemler moved for approval of **Resolution 2019-20, Increase the Number of Members of the Richmond Campus Board of Trustees**. Trustee Garatoni seconded the motion and the motion carried unanimously.

Trustee Stemler yielded the floor to Vice President for Human Resources, Julie Lorton-Rowland for committee update with Kirsten Biel, Asst. Vice President for Talent Development providing an overview of the College's talent development programs focused on building a pipeline of high performing leaders to meet the College's current and future needs.

Faculty and staff with high potential are selected to participate in various programs. The core programs include:

- **Master Teacher Seminar**
Cultivating essential skills for effective and successful teaching
- **Supervisor Education**
Establishing and strengthening the foundational skills of our supervisors
- **Leadership Academy**
Creating a pipeline of talent for entry- to mid-level leadership positions

- **Pathways to Peak Leadership**
Developing leaders of impact for senior- and executive-level leadership positions
- **Simplex Training & Certification**
Creating a culture of creative problem solving

Using the 70-20-10 Model, components of the Talent Development pipeline programs include:

- Assessment
- Feedback
- Classroom Learning
- Supportive Partnerships
- Individual Development Plan
- Challenging Assignments
- Pay It Forward

The Ivy Tech Leadership Competencies guide and inform talent decisions across the College in areas such as recruitment and selection practices, employee development, and evaluation and feedback practices.

Ivy LEAD, the College's employee focused learning management system hosts a library of

- Required new employee e-Learnings
- Regularly required compliance-based e-Learnings
- Optional e-Learnings for professional development and career enrichment
- Registration and tracking for in-person training

Finally, the Talent Development Newsletter is published three times a year reaching our entire employee community. Each newsletter has a specific focus and provides tips, tools, and resources all employees can use.

Item 6

Chairperson Hughes-Schuh called upon Trustee Jesse Brand for a report from the **Budget & Finance committee**. Trustee Brand reported there are three action items for approval.

Trustee Brand motioned for approval of **Resolution 2019-21, Approval of Contract with Tutor.Com**. Trustee Dora seconded the motion and the motion carried unanimously.

Trustee Brand motioned for approval of **Resolution 2019-22, Approval of the Student Fee Rates for Fiscal Years 2020-2021**. Trustee Wilson seconded the motion and the motion carried unanimously.

Trustee Brand motioned for approval of **Resolution 2019-23, Approval of the College 2019-2020 Fiscal Year Operating Budget**. Trustee Dora seconded the motion and the motion carried unanimously.

Item 7 Chairperson Hughes-Schuh called upon Trustee Schreckengast for a report from the **Building and Grounds Committee**. Trustee Schreckengast reported there are two action items for consideration and approval and the committee received an update from JD Lux on the sale status of a couple or property closings and also received a Columbus building update.

Trustee Schreckengast moved for approval of **Resolution 2019-24, Approval to Grant an Easement to IndyGo for Construction of the Purple Line Transit Station at Lawrence/Fairbanks Building, Indianapolis Campus**. Trustee Garatoni seconded the motion and the motion carried unanimously.

Trustee Schreckengast moved for approval of **Resolution 2019-26, Approval of Indianapolis Campus Receiving a Gift from the City of Lawrence**. Trustee Brand seconded the motion and the motion carried unanimously.

Item 8 Chairperson Hughes-Schuh called upon Trustee Wade for report on the **Marketing and Public Relations Committee**. Trustee Wade reported there are no action items for approval. Trustee Wade yielded the floor to Jeff Fanter, Senior Vice President for Enrollment Services, Marketing & Communication. Jeff Fanter and Kelsey Batten provided information on current digital marketing efforts. The College continues to maximize its marketing spend overachieving on its cost per application goals. The marketing team set an application goal for each of the academic terms and that goal of applications received was exceeded for this past Summer term thanks to the efforts of recruitment teams across the state along with digital marketing efforts. The Board received an update on the College's earned media efforts along with a recent Cyber Fast Track contest the marketing team helped the state promote. Finally a pair of videos were shared as continued examples of how the College uses others to help tell our Ivy Tech story.

Item 9 Chairperson Hughes-Schuh called upon Trustee Anker for report on the Foundation. John Murphy, Foundation President provided an update stating the Foundation is having another stellar year noting preliminarily that Foundation will hit goal of \$52.3M. 16 of 19 campuses are 75% or more to their fundraising goal and 12 of 19 campuses have already met their fundraising goal. Silent phase of campaign is on track.

D. TREASURER'S REPORT:

Chairperson Hughes-Schuh called upon William Bogard, Assistant Vice President for Budget Management, to provide the Treasurer's Report.

William Bogard noted the College is in good fiscal standing.

Trustee Garatoni moved for approval of the Treasurer's Report. Trustee Wade seconded the motion and the motion carried unanimously.

E. STATE OF THE COLLEGE

Chairperson Hughes-Schuh called upon President Ellspermann to give the State of the College, which a majority of it was given during the Committee Meetings in the am. She invited Dena Jacquay, Vice President for Human Resources, Parkview Group Health to provide partner highlight. She discussed the Achieve your Degree Program partnership, Loaned Nursing Faculty Agreement and Education Workforce Innovation Network Grant for Health Services.

F. OLD BUSINESS

Chairperson Hughes-Schuh called for old business, there was none.

G. NEW BUSINESS

Chairperson Hughes-Schuh called for new business.

Trustee Wilson moved for approval of

Resolution 2019-25, Nomination of Campus Board of Trustees

Trustee Emmert-O'Dell seconded the motion, and the motion carried unanimously.

Trustee Stemler moved for approval of

Resolution 2019-27, Authorization for Negotiations of Amendment to Employment Contract with President Susan J. Ellspermann

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

ADJOURNMENT

With no further business to come before the Board, Chairperson Hughes-Schuh called for a motion to adjourn the meeting. Trustee Garatoni moved for approval to adjourn the meeting. Trustee Schreckengast seconded the motion and the motion carried unanimously.

**STATE TRUSTEES
IVY TECH COMMUNITY COLLEGE**



Paula Hughes-Schuh, Chairperson



Marianne Glick, Secretary

Dated June 7, 2019

Prepared by Gretchen L. Keller, Recording Secretary