Preliminary Agenda as of September 30, 2020*
Meeting of the State Board of Trustees
October 8, 2020

I. Roll Call

II. Report of Secretary on Notice of Meeting

III. Approval of Minutes
    August 6, 2020

IV. Resolutions

    Building & Grounds

    Resolution 2020-35, Approval to Sell Property to INDOT for Road Project Muncie Campus

    Resolution 2020-36, Approval to Sell Property to INDOT for Road Project South Bend Campus

    Resolution 2020-37, Approval of Guaranteed Maximum Price Contract Amendment with Pepper Construction Columbus Campus

    Resolution 2020-38, Approval of Contract with Wabash Valley Asphalt Company, LLC to Repair Replace Parking Lots on the Terre Haute Campus

    Human Resources & Operations

    Resolution 2020-39, Approval of Contract for College Employee Benefits Brokerage Services

    Resolution 2020-40, Approval of Contract for Risk Management and Insurance Brokerage Services

    Resolution 2020-41, Approval of Contract with Ellucian for Enterprise Resource Planning Modules and Travel/Expense Software

V. Committee Reports
   a) Academics & Student Experience
   b) Audit
   c) Budget & Finance
   d) Building & Grounds
   e) Human Resources and Operations
   f) State of the Foundation
   g) Workforce Alignment

VI. Treasurer’s Report, Matt Hawkins, Senior VP CFO, and Treasurer

VII. State of the College, Sue Ellspermann, PhD President

VIII. Old Business
IX. New Business

Resolution 2020-42, Appointment of Campus Board of Trustees

X. Adjournment
Notice is hereby given that the State Board of Trustees of Ivy Tech Community College of Indiana will be holding the following meetings virtually on October 6, 2020. This meeting is being held in compliance with IC 5-14-1.5 *et seq* and the Governor’s Executive Orders 20-04 and 20-09. No members of the governing body will attend in person, but will instead participate remotely. The public is invited to attend the meetings open to the public by remote access by using this link: https://ivytech.zoom.us/j/97007442737?pwd=TEJNOVJiRCs0Uk9CR3c3eE5OalZqZz09

**Wednesday, October 7, 2020**

1:30 pm **State Board of Trustees Meeting/Educational Session**

The State Trustees will hold a meeting virtually to consider and take action on such items as may be brought before them.

3:00 pm **Executive Session of the State Board of Trustees**

(*not open to the public*)

The State Trustees will meet virtually in Executive Session 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.
- (2)(C) The implementation of security systems.
- (2) (D) A real property transaction including:
  - (i) a purchase; (ii) a lease as lessor; (iii) a lease as lessee; (iv) a transfer; (v) an exchange; or (vi) a sale;
- (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, October 8, 2020**

8:30 am **Board Committee Meetings (*open to the public*)**

The State Trustees will hold the regular committee meetings virtually.

- 8:30 am – 9:00 am Academics & Student Experience
- 9:00 am – 9:45 am Budget & Finance
- 9:45 am – 10:00 am Break
- 10:00 am – 10:30 am Human Resources & Operations
- 10:30 am – 11:00 am Workforce Alignment
- 11:00 am – 11:20 am State of the Foundation
- 11:20 am – 12:30 pm Lunch
- 12:30 pm – 1:15 pm Building & Grounds

1:30 pm **Regular State Board of Trustees Meeting (*open to the public*)**

The State Trustees will hold a regular meeting virtually to consider and take action on such items as may be brought before them.

Secretary
Dated this September 30, 2020
Chairman Terry Anker called the meeting of the State Board of Trustees to order at 1:30 pm via Zoom Webinar.

**ROLL CALL**

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

The following State Trustees were present (via Zoom Webinar):

- Mr. Terry Anker, Chairman
- Ms. Stephanie Bibbs, Vice Chair
- Mr. Andrew W. Wilson, Secretary
- Mr. Jesse Brand
- Mr. Michael R. Dora
- Mr. Larry Garatoni
- Ms. Kim Emmert O'Dell
- Ms. Tanya Foutch
- Ms. Marianne Glick
- Ms. Gretchen Gutman
- Ms. Paula Hughes-Schuh
- Mr. Steve Schreckengast
- Mr. Kerry Stemler

The following Trustees were absent:

- Mr. Harold Hunt
- Mr. Stewart McMillan

**A. NOTICES OF MEETING MAILED AND POSTED:**

Trustee Andrew Wilson, Secretary, confirmed that notice of August 6, 2020, regular meeting were properly mailed and posted. This meeting is being held in compliance with IC 5-14-1.5 *et seq* and the Governor's Executive Orders 20-04 and 20-09. No members of the governing body attended in person and instead participated remotely. The public was invited to attend the meetings open to the public by remote access by which a link was shared in that public notice.
B. APPROVAL OF BOARD MINUTES:

Trustee Glick moved for approval of the minutes of the April 2, 2020 board meeting. Trustee Bibbs seconded the motion, and the motion carried unanimously.

Secretary Andrew Wilson called roll
Terry Anker, Chair  "Aye"
Stephanie Bibbs, Vice Chair  "Aye"
Andrew Wilson, Secretary  "Aye"
Jesse Brand  "Aye"
Michael Dora  "Aye"
Kim Emmert O'Dell  "Aye"
Tanya Foutch  "Aye"
Larry Garatoni  "Aye"
Marianne Glick  "Aye"
Gretchen Gutman  "Aye"
Paula Hughes-Schuh  "Aye"
Harold Hunt  not present
Stewart McMillan  not present
Steve Schreckengast  "Aye"
Kerry Stemler  "Aye"

C. COMMITTEE REPORTS:

Item 1  Chairman Anker called upon Trustee Michael Dora for a report from the Academics & Student Experience Committee. Trustee Dora reported there were no action items for approval. The Committee received an update from Kathryn Stremiecki, Assistant Vice President for Student Life, Development, and Wrap around Services presented the results from the Real College Survey. The survey studies the prevalence of food insecurity and housing insecurity in college students and is administered by the Hope Center at Temple University. Ivy Tech participated in the survey during the fall semester and in the spring semester for the special COVID-19 edition of the survey. During the spring administration of the survey, the results showed:

- 40% of our students were food insecure due to the pandemic
- 10% of our students were homeless due to the pandemic
- 24% lost a job due to the pandemic
- 49% are experiencing moderate anxiety
- 20% do not have a functional laptop or reliable internet
- 46% indicated they were caring for a family member as a result of the pandemic
Stremiecki also discussed the next steps to address the needs identified by the survey. Short term steps include leveraging the IvyAssist website to connect students with resources and developing a communication plan. Long term steps include staff professional development, growing external partnerships, and developing a multi-year plan to increase services offered to students.

Rebecca Rahschulte, Vice President for K-14 Initiatives and Statewide Partnerships, provided updates on dual credit credentialing through the National Alliance of Concurrent Enrollment Partnerships (NACEP). This includes the College's procurement of a new platform called DualEnroll.com, consultation services through Saffron Ventures, development of an IvyLearn Professional Development platform for dual credit instructors, and formation of a K-14 Academic Advisory Committee to ensure academic alignment and support of new processes and procedures.

Item 2
Chairman Anker called upon Trustee Gutman for a report from the Audit Committee. Trustee Gutman reported there were no action items for approval. Trustee Gutman reported the committee discussed many items. Discussions around reports regarding the confidential hotline, pending litigation, and cybersecurity. The committee reviewed and approved the Internal Audit Department budget for the fiscal year 2020-21. They also reviewed the audit schedule for 2020-21 and the three-year audit plan. They also reviewed internal audit reports that had been issued since their last meeting.

Item 3
Chairman Anker called upon Trustee Jesse Brand for a report from the Budget & Finance committee. Trustee Brand reported there are four action items for approval. The Trustees received updates on Financial Planning and Fiscal Year 2020 as well as new debt and refinance.

Trustee Brand moved for approval of a contract to provide the college with computing and peripheral equipment

Resolution 2020-23, Approval of a Three-Year Agreement with Dell Marketing, L.P.

Trustee Garatoni seconded the motion

Secretary Andrew Wilson called roll
Terry Anker, Chair "Aye"
Stephanie Bibbs, Vice Chair "Aye"
Andrew Wilson, Secretary "Aye"
Jesse Brand "Aye"
Michael Dora "Aye"
Kim Emmert O'Dell "Aye"
Tanya Foutch "Aye"
Larry Garatoni "Aye"
Marianne Glick "Aye"
Gretchen Gutman "Aye"
Paula Hughes-Schuh "Aye"
Harold Hunt not present
Stewart McMillan not present
Steve Schreckengast "Aye"
Kerry Stemler “Aye”

The motion carried unanimously.

Trustee Brand moved for approval of data center services in the event of a disaster

**Resolution 2020-24**, Approval of a One-Year Agreement with Expedient to Provide the College with Disaster Recovery Services

Trustee Garatoni seconded the motion

*Secretary Andrew Wilson called roll*
Terry Anker, Chair "Aye"
Stephanie Bibbs, Vice Chair "Aye"
Andrew Wilson, Secretary "Aye"
Jesse Brand "Aye"
Michael Dora "Aye"
Kim Emmert O'Dell "Aye"
Tanya Foutch "Aye"
Larry Garatoni "Aye"
Marianne Glick "Aye"
Gretchen Gutman "Aye"
Paula Hughes-Schuh "Aye"
Harold Hunt "Aye"
Stewart McMillan not present
Steve Schreckengast "Aye"
Kerry Stemler “Aye”

The motion carried unanimously.

Trustee Brand moved for approval of a new agreement for a digital subscription to online textbooks and materials

Trustee Glick seconded the motion

*Secretary Andrew Wilson called roll*

Terry Anker, Chair "Aye"
Stephanie Bibbs, Vice Chair "Aye"
Andrew Wilson, Secretary "Aye"
Jesse Brand "Aye"
Michael Dora "Aye"
Kim Emmert O'Dell "Aye"
Tanya Foutch "Aye"
Larry Garatoni "Aye"
Marianne Glick "Aye"
Gretchen Gutman "Aye"
Paula Hughes-Schuh "Aye"
Harold Hunt "Aye"
Stewart McMillan not present
Steve Schreckengast "Aye"
Kerry Stemler “Aye”

The motion carried unanimously.

Trustee Brand moved for approval of a contract for services to assist with Tableau Online implementations

**Resolution 2020-34, Approval of a One-Year Agreement with OneBridge**

Trustee Garatoni seconded the motion

*Secretary Andrew Wilson called roll*

Terry Anker, Chair "Aye"
Stephanie Bibbs, Vice Chair "Aye"
Andrew Wilson, Secretary "Aye"
Jesse Brand "Aye"
Michael Dora "Aye"
Kim Emmert O'Dell "Aye"
Tanya Foutch "Aye"
Larry Garatoni "Aye"
Marianne Glick "Aye"
Gretchen Gutman "Aye"
Paula Hughes-Schuh "Aye"
Harold Hunt "Aye"
Stewart McMillan not present
Steve Schreckengast "Aye"
Kerry Stemler “Aye”

The motion carried unanimously
Item 4

Chairman Anker called upon Trustee Steve Schreckengast for a report from the Building and Grounds Committee. Trustee Schreckengast reported there are three action items for consideration and approval. The committee received an update on the status of XBE contract spend and update on construction at Kokomo Campus.

Trustee Schreckengast moved for approval.

**Resolution 2020-26, Approval to Grant an Easement Extension to IndyGo for Construction of the Purple Line Transit Station at the Fairbanks Building Indianapolis Campus**

Trustee Glick seconded the motion

*Secretary Andrew Wilson called roll*

Terry Anker, Chair   "Aye"
Stephanie Bibbs, Vice Chair   "Aye"
Andrew Wilson, Secretary   "Aye"
Jesse Brand   "Aye"
Michael Dora   "Aye"
Kim Emmert O'Dell   "Aye"
Tanya Foutch   "Aye"
Larry Garatoni   "Aye"
Marianne Glick   "Aye"
Gretchen Gutman   "Aye"
Paula Hughes-Schuh   "Aye"
Harold Hunt   "Aye"
Stewart McMillan not present
Steve Schreckengast   "Aye"
Kerry Stemler   “Aye”

The motion carried unanimously.

Trustee Schreckengast moved for approval.

**Resolution 2020-27, Approval for Amendment of Lease Agreement for the Public Safety Academy Fort Wayne**

Trustee Garatoni seconded the motion

*Secretary Andrew Wilson called roll*

Terry Anker, Chair   "Aye"
Stephanie Bibbs, Vice Chair   "Aye"
Andrew Wilson, Secretary   "Aye"
Jesse Brand   "Aye"
The motion carried unanimously.

Trustee Schreckengast moved for approval.

Resolution 2020-28, Approval of the Ivy Tech Community College of Indiana Legislative Request for Capital Funds for the 2021-2023 Biennium

Trustee Brand seconded the motion

Secretary Andrew Wilson called roll
Terry Anker, Chair   "Aye"
Stephanie Bibbs, Vice Chair   "Aye"
Andrew Wilson, Secretary   "Aye"
Jesse Brand   "Aye"
Michael Dora   "Aye"
Kim Emmert O'Dell   "Aye"
Tanya Foutch   "Aye"
Larry Garatoni   "Aye"
Marianne Glick   "Aye"
Gretchen Gutman   "Aye"
Paula Hughes-Schuh   "Aye"
Harold Hunt   "Aye"
Stewart McMillan not present
Steve Schreckengast   "Aye"
Kerry Stemler   “Aye”

The motion carried unanimously.

Item 5

Chairman Anker calls upon Trustee Kerry Stemler for a report from the Human Resources & Operations Committee. Trustee Stemler reported there is one action item for approval. Jen Fisher, Assistant Vice President for Employee Benefits, reviewed the RFP process and recommendation for the College's Life and Disability insurance carrier effective January 1, 2021.
The RFP produced seven respondents, including the current carrier, The Standard. Through finalist presentations conducted by a team of systems office and campus representatives, The Standard has been selected to continue as the College's carrier for three years at the cost of $4.1M, an approximate savings of $1.1m over the life of the contract.

Trustee Stemler moved for approval of

Resolution 2020-29, Approval of College Life and Disability Insurance Carrier

Trustee Emmert O'Dell seconded the motion

Secretary Andrew Wilson called roll
Terry Anker, Chair "Aye"
Stephanie Bibbs, Vice Chair "Aye"
Andrew Wilson, Secretary "Aye"
Jesse Brand "Aye"
Michael Dora "Aye"
Kim Emmert O'Dell "Aye"
Tanya Foutch "Aye"
Larry Garatoni "Aye"
Marianne Glick "Aye"
Gretchen Gutman "Aye"
Paula Hughes-Schuh "Aye"
Harold Hunt not present
Stewart McMillan not present
Steve Schreckengast "Aye"
Kerry Stemler "Aye"

The motion carried unanimously

Item 6
Chairman Anker called upon Trustee Hughes-Schuh for a report from the Marketing & Public Relations Committee. Trustee Hughes-Schuh reported there is one action item for approval. We received an update from Jeff Fanter on the performance of the College's digital marketing efforts. Cost per application is running at half the cost of the goal, so performance in this space continues to exceed expectations. While the College is always looking to get applicants into the pipeline sooner, what digital marketing does is respond to the potential student's desire on when to take action. We see just that – a lot of effort was taken in mid-June and July.

We heard about the over $6M in earned media that has been generated by the College, which is well above the normal trend this time of year.
Certainly, coverage around COVID-19 has been part of that driver as collectively Ivy Tech has been engaged with local and national media to help communicate how the College is handling our current situation.

The final update we received was on the brand research project. Virtual focus groups will finish up next week, and then the project will move from qualitative to quantitative research. Everything is going well with the project, and the information gathered is exceeding expectations. Over 25 virtual focus groups have taken place along with seven 1:1 interviews. Initial findings from the focus groups will start to be shared later this month, and then overall preliminary results will be shared with the board at our October meeting.

Trustee Hughes-Schuh moves for approval of a resolution to approve a TV campaign with Asher Agency not to exceed $400,000. While the threshold for board approval is $500,000, College administration recommended the approval of this campaign because a similar campaign with Asher was also launched in May from the prior year's fiscal budget to push for summer enrollment and based on fall enrollment numbers and the current state of the COVID-19 situation it was decided that another campaign will be launched from this fiscal year's marketing budget.

**Resolution 2020-30, Approval of Media Advertising**

Trustee Foutch seconded the motion

*Secretary Andrew Wilson called roll*

Terry Anker, Chair "Aye"
Stephanie Bibbs, Vice Chair "Aye"
Andrew Wilson, Secretary "Aye"
Jesse Brand "Aye"
Michael Dora "Aye"
Kim Emmert O'Dell "Aye"
Tanya Foutch "Aye"
Larry Garatoni "Aye"
Marianne Glick "Aye"
Gretchen Gutman "Aye"
Paula Hughes-Schuh "Aye"
Harold Hunt "Aye"
Stewart McMillan not present
Steve Schreckengast "Aye"
Kerry Stemler “Aye”

The motion carried unanimously
Item 7

Chairman Anker called upon Trustee Wilson for a report from the Workforce Alignment Committee. Trustee Wilson reported there are no action items for approval. Sr. Vice President for Workforce and Careers Chris Lowery and members of his team, VP of the School of Information Technology Linda Calvin and AVP for Workforce and Career Operations Dr. Stacy Townsley, presented updates:

The School of Information Technology (IT) is undergoing a reorganization to better align with evolving industry needs. The School of IT also is developing a Skills Academy model to provide flexible short-term training options to those already in the workforce who want to skill up and to provide opportunities for IT career exploration. External organizations such as Eleven Fifty and Thinkful.com are already recruiting students through this model. With input from industry experts, the School of IT is introducing new credentials for high-wage, high-demand jobs in the tech industry: Cloud AAS, Data Analytics, Mobile/Web/Gamification, SmartWorld, and other credentials.

Indiana's Rapid Recovery for a Better Future initiative kicked off in June. Under this initiative, the state is channeling CARES Act funding to grow short-term education and training by enhancing the Workforce Ready Grants, expand the Employer Training Grant, and provide outreach and promotion through a single online network to direct Hoosiers to career coaches and other supports. Ivy Tech has played and continues to play a vital role in delivering these expanded opportunities to Hoosiers.

As part of its Rapid Recovery initiative, Ivy Tech offered free classes and training to 10,000 participants as a way to support Hoosiers seeking a next-step job and career solutions. The 10K initiative started mid-May and wrapped up July 31, with over 7,500 participants and over 5,000 additional inquiries. A plurality, of course, registrations (47%) were in IT, and the initiative reached a wide range of individuals across the state. Campuses are following up for fall enrollments. The 10K demographics show a strong representation of women and people of color across course sector categories of Advanced Manufacturing, IT, and business.

D. TREASURER'S REPORT:

Chairman Anker called upon Matt Hawkins, Sr. Vice President/Chief Financial Officer, to provide the Treasurer's Report.

Ivy Tech is currently closing Fiscal Year 2020. We are preparing to begin our Fiscal Year Financial Statement Audit with the State Board of Accounts. Ivy Tech successfully sold
the debt to refinance the Build America bonds and our new Columbus Building. $76M in proceeds with all-in interest cost at 1.55% saving the state $14.8M Federal Government $4.5M

Ivy Tech's net position in July of 2109 was $790M as we close the Fiscal Year 2020 we expect that position to inch to $850M. We are monitoring state revenue closely, and state and federal fiscal policy. We will know more updates in October.

Trustee Dora moved for approval of the Treasurer's Report. Trustee Brand seconded the motion.

Trustee Foutch seconded the motion

*Secretary Andrew Wilson called roll*

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<tr>
<td>Terry Anker, Chair</td>
<td>&quot;Aye&quot;</td>
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<td>Stephanie Bibbs, Vice Chair</td>
<td>&quot;Aye&quot;</td>
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<td>Andrew Wilson, Secretary</td>
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<td>Steve Schreckengast</td>
<td>&quot;Aye&quot;</td>
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<tr>
<td>Kerry Stemler</td>
<td>not present</td>
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The motion carried unanimously

### E. STATE OF THE COLLEGE

Chairman Anker called upon President Ellspermann to provide her State of the College report.

President Ellspermann welcomed 2020-21 State Board Student Representatives, Kierstan Taylor, South Bend/Elkhart Campus, and Julian Franklin, Muncie Campus. President Ellspermann brought the trustees up to date on the College's COVID-19 Operational Campus and Operations timeline. She provided a snapshot of where we are with the college's metrics and other College updates including I.Pass, Grant submissions, and
Capital Project Prioritization requests align with areas of focus in our strategic plan (best serves students, workforce alignment, quadrant program impact, reduction of square footage, repurposing and building R&R needs.

F. OLD BUSINESS

Chairman Anker called for old business, but there was none.

G. NEW BUSINESS

Chairman Anker called for new business.

Trustee Glick moved for approval of

Resolution 2020-31, Appointment of Campus Board of Trustees

Trustee Bibbs seconded the motion

Secretary Andrew Wilson called roll
Terry Anker, Chair "Aye"
Stephanie Bibbs, Vice Chair "Aye"
Andrew Wilson, Secretary "Aye"
Jesse Brand "Aye"
Michael Dora "Aye"
Kim Emmert O'Dell "Aye"
Tanya Foutch "Aye"
Larry Garatoni "Aye"
Marianne Glick "Aye"
Gretchen Gutman "Aye"
Paula Hughes-Schuh "Aye"
Harold Hunt "Aye"
Stewart McMillan "Aye"
Steve Schreckengast "Aye"
Kerry Stemler “Aye”

Trustee Hughes-Schuh moved for approval of

Resolution 2020-32, Approval of Trustees to Serve on Foundation Board

Trustee Dora seconded the motion

Secretary Andrew Wilson called roll
Terry Anker, Chair "Aye"
Stephanie Bibbs, Vice Chair "Aye"
Andrew Wilson, Secretary "Aye"
Jesse Brand   "Aye"
Michael Dora   "Aye"
Kim Emmert O'Dell  "Aye"
Tanya Foutch   "Aye"
Larry Garatoni   "Aye"
Marianne Glick  "Aye"
Gretchen Gutman  "Aye"
Paula Hughes-Schuh "Aye"
Harold Hunt   "Aye"
Stewart McMillan  "Aye"
Steve Schreckengast "Aye"
Kerry Stemler   “Aye”

The motion carried unanimously

Trustee Schreckengast moved for approval of

**Resolution 2020-33**, Election of Officers for the State Board of Trustees

Trustee Dora seconded the motion

*Secretary Andrew Wilson called roll*
Terry Anker, Chair   "Aye"
Stephanie Bibbs, Vice Chair "Aye"
Andrew Wilson, Secretary "Aye"
Jesse Brand   "Aye"
Michael Dora   "Aye"
Kim Emmert O'Dell  "Aye"
Tanya Foutch   "Aye"
Larry Garatoni   "Aye"
Marianne Glick  "Aye"
Gretchen Gutman  "Aye"
Paula Hughes-Schuh "Aye"
Harold Hunt   "Aye"
Stewart McMillan  "Aye"
Steve Schreckengast "Aye"
Kerry Stemler   “Aye”

The motion carried unanimously

**ADJOURNMENT**
With no further business to come before the Board, Chairman Anker called for a motion to adjourn the meeting. Trustee Gutman seconded the motion.

STATE TRUSTEES
IVY TECH COMMUNITY COLLEGE

Dated August 7, 2020, Prepared by Gretchen L. Keller, Recording Secretary
APPROVAL TO SELL PROPERTY TO INDOT FOR ROAD PROJECT
MUNCIE CAMPUS

RESOLUTION NUMBER 2020-35

WHEREAS, The Indiana Department of Transportation (“INDOT”) has undertaken a highway improvement project in Delaware County, and

WHEREAS, the Project begins approximately at the SR 32 intersection with SR 9 in Anderson and continues for 19.42 miles on SR 32 before ending approximately to 0.2 mile east of the U.S. Highway 35 interchange in Muncie (“Project”), and

WHEREAS, the Project consists of mill and overlay work as well as curb modification work to install American with Disabilities Act (ADA) compliant curb ramps, and

WHEREAS, in order to accommodate the planned improvements, INDOT needs to acquire approximately 295 sq. ft. of fee simple right of way of College property and 28 sq. ft of temporary right of way from the College at 205 W. Main Street, Muncie, and

WHEREAS, there would be no interruption of activity by the College at its Muncie Campus during the construction of the Project by the INDOT, and

WHEREAS, the transfer of ownership of College property requires State Trustee approval, and

WHEREAS, the Muncie Campus Board of Trustees has requested disposing of the above described real estate to INDOT for the offered amount of $7,195.00.

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 agreement with INDOT, including granting easements and right of ways as needed, for the above stated Project after the documents have been approved by the College General Counsel.

STATE BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE
OF INDIANA

______________________________
Terry W. Anker, Chairman

______________________________
Andrew Wilson, Secretary

Dated October 8, 2020
RESOLUTION NUMBER 2020-36

WHEREAS, The Indiana Department of Transportation (“INDOT”) has undertaken a highway improvement project in St. Joseph County, and

WHEREAS, the project is for preventative maintenance overlay and curb ramp reconstruction of S.R. 23 from S.R. 933 to Edison Road (“Project”), and

WHEREAS, In order to accommodate the planned improvements, INDOT needs to acquire approximately 407 sq. ft. of fee simple right of way of College property at the southwest corner of Sample Street (S.R. 23) and Fellows Street, South Bend (“Property”), and

WHEREAS, there would be no interruption of activity by the College at its South Bend Campus during the construction of the Project by INDOT, and

WHEREAS, the disposition of real estate or any interest in real estate requires approval of the State Trustees, and

WHEREAS, the South Bend Campus Board of Trustees has requested disposing of the above described real estate to INDOT for the offered amount of $3,000.

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 agreement with INDOT, including granting easements and right of ways as needed, for the above stated Project after the documents have been approved by the College Counsel.

STATE BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE OF INDIANA

__________________________
Terry W. Anker, Chairman

__________________________
Andrew Wilson, Secretary

Dated October 8, 2020
APPROVAL OF GUARANTEED MAXIMUM PRICE
CONTRACT AMENDMENT WITH PEPPER CONSTRUCTION
COLUMBUS CAMPUS

RESOLUTION NUMBER 2020-37

WHEREAS, the Columbus Campus Building Replacement Capital Project ("Project") was approved by the State Board of Trustees on August 2, 2018, and
WHEREAS, the Project includes the construction of a new building on the Columbus Campus, and
WHEREAS, the total estimated cost for the project is $32,879,000, and
WHEREAS, in Resolution 2020-04 Pepper Construction was approved as construction manager as constructor ("CMc") with a contract in the amount of $30,000.00 for pre-construction and related services, and
WHEREAS, the CMc delivery method requires the Guaranteed Maximum Price ("GMP") to be established and allows for a contract amendment to establish the GMP for these services, and
WHEREAS, the initial GMP exceeds $500,000 and is more than ten percent (10%) of the original contract value requiring approval by the State Board of Trustees, and
NOW THEREFORE BE IT RESOLVED that the State Trustees of Ivy Tech Community College of Indiana do hereby approve the contract addendum with Pepper Construction for a Guaranteed Maximum Price in the amount of $25,292,932, and
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 contract amendment with said firm after the documents have been approved by the College Counsel.

STATE BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE
OF INDIANA

___________________________________
Terry W. Anker, Chairman

___________________________________
Andrew Wilson, Secretary

Dated October 8, 2020
APPROVAL OF A CONTRACT TO REPAIR/REPLACE PARKING LOTS
TERRE HAUTE CAMPUS

RESOLUTION NUMBER 2020-38

WHEREAS, Fiscal Year 2020 Parking Lot Funds have been allocated to replace the repair and replacement of the entire Clock Tower and CDL parking lots at the Terre Haute Campus, and

WHEREAS, the cost of the parking lot repairs and replacement with selected alternates is $762,012 and

WHEREAS, the bid process has been completed in accordance with applicable statutes, Indiana case law and College procedures including State Trustee Resolution 2017-04 regarding the use of apprentices, and

WHEREAS, contracts exceeding $500,000 require approval by the State Board of Trustees.

NOW THEREFORE BE IT RESOLVED that the State Trustees of Ivy Tech Community College of Indiana do hereby approve the contract with Wabash Valley Asphalt Company, LLC. in the amount of $762,012 and

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 contract with said firm after the documents have been approved by the College General Counsel.

STATE BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE
OF INDIANA

______________________________
Terry W Anker, Chairman

______________________________
Andrew Wilson, Secretary

Dated October 8, 2020
RESOLUTION NUMBER 2020-39

WHEREAS, the College administration issued a Request for Proposals ("RFP") to provide employee benefits advisory and brokerage services to the College, and

WHEREAS, the College administration has reviewed all proposals submitted in response to the RFP and based upon that review now recommends that LoCascio Hadden & Dennis, LLC ("LHD") be approved by the State Trustees to be the provider of employee benefits advisory and brokerage services to the College, and

WHEREAS, beginning January 1, 2021 for a term of three (3) years in consideration for the consulting services outlined, LHD will be compensated at the rate of $18,155 per month for a total contract amount of $653,580.00 for consulting services specific to the College’s medical and prescription drug plans, and

WHEREAS, the State Board of Trustees must approve any contract by the College exceeding $500,000 unless the obligation was previously approved by the Board through the allocation of funds, and

NOW THEREFORE BE IT RESOLVED, that the State Board of Trustees hereby approves the College entering into a contract for employee benefits advisory and brokerage services with LHD in an amount not to exceed $653,580.00 and that the State Trustees do hereby authorize and direct the President, or other appropriate designated College employee, to execute the contract with said firm after the documents have been approved by the College Counsel.

STATE BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE
OF INDIANA

__________________________
Terry W. Anker, Chairman

__________________________
Andrew Wilson, Secretary

Dated October 8, 2020
APPROVAL OF CONTRACT FOR
RISK MANAGEMENT AND INSURANCE BROKERAGE SERVICES

RESOLUTION NUMBER 2020-40

WHEREAS, the current contract for risk management and insurance brokerage services with Arthur J. Gallagher ends December 31, 2020, and

WHEREAS, the College administration issued a Request for Proposals (“RFP”) to provide risk management and insurance brokerage services to the College, and

WHEREAS, the College administration has reviewed all proposals submitted in response to the RFP and based upon that review now recommends that Willis-Towers-Watson be approved by the State Trustees to be the risk management and insurance brokerage services to the College, and

WHEREAS, beginning January 1, 2021 for a term of five (5) years in consideration for the consulting services outlined, Willis-Towers-Watson will be compensated a total contract amount of $961,000.00 for consulting services specific to the College’s risk management and insurance brokerage services, and

WHEREAS, the State Board of Trustees must approve any contract by the College exceeding $500,000 unless the obligation was previously approved by the Board through the allocation of funds, and

NOW THEREFORE BE IT RESOLVED, that the State Board of Trustees hereby approves the College entering into a contract for risk management and insurance brokerage services with Willis-Towers-Watson in an amount not to exceed $961,000.00 and that the State Trustees do hereby authorize and direct the President, or other appropriate designated College employee, to execute the contract with said firm after the documents have been approved by the College Counsel.

STATE BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE OF INDIANA

______________________________
Terry W. Anker, Chairman

______________________________
Andrew Wilson, Secretary

Dated October 8, 2020
APPROVAL OF CONTRACT WITH ELLUCIAN FOR ENTERPRISE RESOURCE PLANNING MODULES AND TRAVEL/EXPENSE SOFTWARE

RESOLUTION NUMBER 2020-41

WHEREAS, the College has a contract with Ellucian, L.P. (“Ellucian”) through June 2021 providing for the maintenance and support of Banner and Chrome River which was last renewed and approved by the Trustees in Resolution 2016-10, and

WHEREAS, the Office of Information Technology and the Procurement Division of the College have negotiated an amendment and renewal of the software maintenance agreement (“Amendment”) for the support of the Banner and Chrome River systems with Ellucian, and

WHEREAS, this Amendment will provide support for the next three (3) years with an option to extend up to an additional three (3) years with a potential total cost of $6,488,778, and

WHEREAS, based on the negotiations the College administration has determined that the price negotiated is the lowest possible cost and will provide a savings to the College in the amount of $366,089 during the term of the Amendment, and

WHEREAS, the State Board of Trustees must approve any contract by the College exceeding $500,000 unless the obligation was previously approved by the Board through the allocation of funds, and

NOW THEREFORE BE IT RESOLVED, that the State Board of Trustees hereby approves the College entering into a contract amendment and renewal for the maintenance and support of Banner and Chrome River with Ellucian for a term of three (3) years with an option to extend up to an additional three (3) years in an amount not to exceed $6,488,778, and

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

STATE BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE OF INDIANA

________________________
Terry W. Anker, Chairman

________________________
Andrew Wilson, Secretary

Dated October 8, 2020
Academics & Student Experience

AGENDA

1. 8-Week Course Update
   Cory Clasemann, Vice President Student Success

2. Dual Credit Teacher Credentialing
   Rebecca Rahschulte, Vice President K-14 Initiatives & Statewide Partnerships
8-Week Course Update

Cory Clasemann
Vice President for Student Success
# 8-Week Course Update

## PASSING RATES

<table>
<thead>
<tr>
<th>Course</th>
<th>Fall 2019 Standard 16-week Term</th>
<th>Fall 2019 8-Week Courses</th>
<th>Fall 2019 8-Week vs. 16 Week</th>
<th>Spring 2020 Standard 16-week Term</th>
<th>Spring 2020 8-Week Courses</th>
<th>Spring 2020 1st 8-Week</th>
<th>Spring 2020 2nd 8-Week</th>
<th>Spring 2020 8-Week vs. 16-Week</th>
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<tbody>
<tr>
<td>ACCT101</td>
<td>68.6%</td>
<td>69.3%</td>
<td>0.7%</td>
<td>73.6%</td>
<td>72.3%</td>
<td>73.4%</td>
<td>69.9%</td>
<td>-1.3%</td>
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<tr>
<td>APHY101</td>
<td>65.5%</td>
<td>75.9%</td>
<td>10.4%</td>
<td>74.2%</td>
<td>81.8%</td>
<td>82.2%</td>
<td>81.1%</td>
<td>7.6%</td>
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<tr>
<td>BIOL101</td>
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<td>69.8%</td>
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<td>75.2%</td>
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<td>77.3%</td>
<td>72.7%</td>
<td>-0.2%</td>
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<tr>
<td>COMM101</td>
<td>72.3%</td>
<td>78.4%</td>
<td>6.1%</td>
<td>71.1%</td>
<td>74.9%</td>
<td>81.8%</td>
<td>68.0%</td>
<td>3.8%</td>
</tr>
<tr>
<td>ENGL111</td>
<td>58.0%</td>
<td>64.9%</td>
<td>6.9%</td>
<td>54.4%</td>
<td>63.4%</td>
<td>69.6%</td>
<td>57.8%</td>
<td>9.0%</td>
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<tr>
<td>HIST101</td>
<td>70.2%</td>
<td>77.0%</td>
<td>6.8%</td>
<td>74.4%</td>
<td>80.5%</td>
<td>83.1%</td>
<td>75.8%</td>
<td>6.1%</td>
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<tr>
<td>HLHS101</td>
<td>70.7%</td>
<td>77.4%</td>
<td>6.7%</td>
<td>71.3%</td>
<td>79.1%</td>
<td>79.9%</td>
<td>78.2%</td>
<td>7.8%</td>
</tr>
<tr>
<td>MATH023</td>
<td>55.2%</td>
<td>66.1%</td>
<td>10.9%</td>
<td>75.8%</td>
<td>86.8%</td>
<td>87.1%</td>
<td>84.8%</td>
<td>11.0%</td>
</tr>
<tr>
<td>MATH122</td>
<td>77.7%</td>
<td>81.5%</td>
<td>3.8%</td>
<td>64.7%</td>
<td>80.8%</td>
<td>83.4%</td>
<td>78.0%</td>
<td>16.1%</td>
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<td>MATH123</td>
<td>64.0%</td>
<td>65.8%</td>
<td>1.8%</td>
<td>62.5%</td>
<td>68.5%</td>
<td>70.5%</td>
<td>67.2%</td>
<td>6.0%</td>
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<tr>
<td>MATH136</td>
<td>54.7%</td>
<td>57.7%</td>
<td>3.0%</td>
<td>65.7%</td>
<td>65.9%</td>
<td>60.6%</td>
<td>70.3%</td>
<td>0.2%</td>
</tr>
<tr>
<td>PSYC101</td>
<td>66.1%</td>
<td>76.2%</td>
<td>10.1%</td>
<td>71.2%</td>
<td>80.2%</td>
<td>82.2%</td>
<td>78.5%</td>
<td>9.0%</td>
</tr>
<tr>
<td>SOCI111</td>
<td>71.4%</td>
<td>72.6%</td>
<td>1.2%</td>
<td>74.9%</td>
<td>77.0%</td>
<td>80.8%</td>
<td>73.6%</td>
<td>2.1%</td>
</tr>
<tr>
<td>All Courses</td>
<td>73.2%</td>
<td>79.2%</td>
<td>6.0%</td>
<td>76.4%</td>
<td>82.2%</td>
<td>84.5%</td>
<td>79.9%*</td>
<td>5.8%</td>
</tr>
</tbody>
</table>

* 78.3% in Spring 2019
OTHER HIGHLIGHTS

Withdrawal Rates

- W (formal withdrawal grades) continue to be lower in 8-weeks
  - 2.7 points lower
- FW (informal withdrawal grades) continue to be lower in 8-weeks
  - 2.2 points lower
All curriculum committees identifying at least one key course offered in 8-weeks

If student success in 8-weeks doesn’t exceed 16-weeks, a subcommittee is leading a deep dive into the data

Each committee will provide recommendations on how to improve success rates (curriculum changes, professional development, etc.)

This will be an annual process as a standing agenda item on the curriculum committee agenda
Dual Credit Teacher Credentialing

Rebecca Rahschulte
Vice President for K-14 Initiatives and Statewide Partnerships
Dual Credit Teacher Credentialing

Why is dual credit teacher credentialing changing?

• In 2015, the Higher Learning Commission (HLC) published credentialing guidance for institutions, requiring a minimum threshold of experience for faculty (including dual credit instructors).

• Original guidance suggested that institutions would have two years to ensure compliance. The Indiana Commission for Higher Education, on behalf of 22 institutions of higher education within Indiana, advocated for an extension that HLC granted until September 1, 2022.

• Recently, an additional year was granted to due to the disruptive effects of COVID-19. Teachers now have until September 1, 2023.
What is the projected impact to Ivy Tech programming?

Dual Credit Faculty Credentialing

Credentialed Faculty Total & Fully Credentialed by Year (with 2021-2023 Projections)

<table>
<thead>
<tr>
<th>Year</th>
<th>Fully Credentialed</th>
<th>Total Gen Ed Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>322</td>
<td>1377</td>
</tr>
<tr>
<td>2018</td>
<td>389</td>
<td>1278</td>
</tr>
<tr>
<td>2019</td>
<td>471</td>
<td>1291</td>
</tr>
<tr>
<td>2020</td>
<td>580</td>
<td>1370</td>
</tr>
<tr>
<td>2021</td>
<td>651</td>
<td>1370</td>
</tr>
<tr>
<td>2022</td>
<td>714</td>
<td>1370</td>
</tr>
<tr>
<td>2023</td>
<td>769</td>
<td>1370</td>
</tr>
</tbody>
</table>
Dual Credit Teacher Credentialing

What is the projected impact to Ivy Tech programming?

Equity Gaps within College in High School Programming

The loss of dual credit opportunities stands to substantially impact Indiana’s postsecondary-going rates for high school students, but, in particular, may impact college enrollment for students who are traditionally underrepresented in college, underrepresented minority (URM) students.

<table>
<thead>
<tr>
<th>School District</th>
<th>2018 Graduates Enrolled in Postsecondary</th>
<th>2018 Dual Credit Earners Enrolled in Postsecondary</th>
<th>2018 Non-Dual Credit Earners Enrolled in Postsecondary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indianapolis Public Sch</td>
<td>42%</td>
<td>55%</td>
<td>38%</td>
</tr>
<tr>
<td>Ft. Wayne Com. Sch.</td>
<td>51%</td>
<td>68%</td>
<td>39%</td>
</tr>
<tr>
<td>MSD Lawrence Twp.</td>
<td>57%</td>
<td>77%</td>
<td>42%</td>
</tr>
<tr>
<td>MSD Wayne Twp.</td>
<td>49%</td>
<td>66%</td>
<td>26%</td>
</tr>
<tr>
<td>South Bend CSC</td>
<td>54%</td>
<td>69%</td>
<td>41%</td>
</tr>
<tr>
<td>Sch. City of Hammond</td>
<td>49%</td>
<td>67%</td>
<td>38%</td>
</tr>
<tr>
<td>MSD Pike Twp.</td>
<td>60%</td>
<td>78%</td>
<td>41%</td>
</tr>
<tr>
<td>MSD Warren Twp.</td>
<td>52%</td>
<td>67%</td>
<td>29%</td>
</tr>
<tr>
<td>MSD Washington Twp.</td>
<td>68%</td>
<td>75%</td>
<td>62%</td>
</tr>
<tr>
<td>Elkhart Com. Sch.</td>
<td>46%</td>
<td>60%</td>
<td>20%</td>
</tr>
<tr>
<td>INDIANA</td>
<td>61%</td>
<td>74%</td>
<td>42%</td>
</tr>
</tbody>
</table>
Dual Credit Teacher Credentialing
How might we address these changes/impact?

Governor’s Emergency Education Relief (GEER) Grant
Grant activities will expand the distance/remote resources available to K-12 teachers and students by providing collaboratively developed programming in two key areas:

1. Professional Development needed to successfully execute virtual instruction and (Virtual Instruction Certification Platforms)

2. Curricular Resources to support student remediation and provide virtual access to post-secondary academic content (LevelUp & IvyFLEX)

The activities and project outcomes will be reviewed quarterly by an advisory board of K-12 teachers and administrators, as well as Ivy Tech faculty and staff. Programs will be scaled through the guidance and direction of the advisory committee.
## Dual Credit Teacher Credentialing

How might we address these changes/impact?

<table>
<thead>
<tr>
<th>IvyFLEX</th>
<th>Blended classroom model involving co-teaching &amp; co-facilitation of Ivy Tech coursework. Online academic programming, modules, and assessments designed by and facilitated by Ivy Tech within Canvas while high school teachers provide aligned face-to-face or virtual instruction to meet high school course requirements.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expanded Faculty &amp; Student Supports</td>
<td>Ensure DC students and faculty have robust access to the online curriculum, tools, and resources housed within IvyLearn, scaling of Educational Technology Support Staff, increased professional development opportunities under the IvyFLEX Model</td>
</tr>
<tr>
<td>Dual Credit Teacher Scholarships &amp; Completion Incentives</td>
<td>Expansion of teacher scholarship opportunities to assist DC faculty in meeting the faculty credentialing standards used for applicable graduate programming at any Indiana postsecondary institution. An additional one-time financial incentive would be provided to teachers upon completion of the graduate coursework needed to become fully credentialed.</td>
</tr>
</tbody>
</table>
AUDIT COMMITTEE

The report will be given at the State Board of Trustees Meeting on October 8, 2020.
Finance & Budget Committee Report

Matt Hawkins
Treasurer/CFO, & SVP for Business Affairs
State Board of Trustees
AGENDA

1. FY 2020 Year-End Financial Position
   (July 1, 2019 – June 30, 2020)

2. FY 2021 Budget Update
   (July 1, 2020 – June 30, 2021)
Our financial position continues to grow stronger across a number of measures and ratios.
Total Net Position (+9.9%)

Increase from
FY 2019 to FY 2020

- Total Assets $1.28B
- Total Liabilities $406M
= Total Net Position $869M

Components of Total Net Position

- Net Investment in Capital Assets 40%
- Unrestricted 58%
- Restricted 1%

$1.28B
$406M
$869M
Total Net Position (+$78.4M)

Increase from FY 2019 to FY 2020

Net Investment in Capital Assets

$351M (+$19.6M)

Restricted

$11M (-$3.1M)

Unrestricted

$507M (+$61.8M)

Total Net Position

$869M

Components of Total Net Position

Total Assets

$1.28B

Total Liabilities

$406M

Total Net Position

$869M
Why it matters

- UNA is a common measure of resource sufficiency and flexibility
- A growing UNA is considered a sign of financial strength
- Helps the college secure better interest rates for capital projects
$61.8M Increase in Unrestricted Net Position

Increase from FY 2019 to FY 2020

- $22.0M Strategic Reserve (State Cut)
- $12.2M Enterprise Software Planning/Disaster Recovery
- $10.0M Operating Budget
- $8.4M Campus R&R
- $5.0M Self Insurance
- $1.4M Compensated Absences
- $2.0M Bookstore
- $0.8M OPEB
Unrestricted Net Assets Increasing

<table>
<thead>
<tr>
<th>Year</th>
<th>Net Assets</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY2012</td>
<td>$250M</td>
</tr>
<tr>
<td>FY2013</td>
<td>$273M</td>
</tr>
<tr>
<td>FY2014</td>
<td>$273M</td>
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<tr>
<td>FY2015</td>
<td>$307M</td>
</tr>
<tr>
<td>FY2016</td>
<td>$331M</td>
</tr>
<tr>
<td>FY2017</td>
<td>$332M</td>
</tr>
<tr>
<td>FY2018</td>
<td>$376M</td>
</tr>
<tr>
<td>FY2019</td>
<td>$446M</td>
</tr>
<tr>
<td>FY2020</td>
<td>$507M</td>
</tr>
</tbody>
</table>
Contingency Planning

- FY 2020/2021: $44M
  - $28M
  - $17M

- FY 2021/2022: $67M
  - $7M
  - $28M
  - $34

- FY 2022/2023: $90M
  - $14M
  - $28M
  - $51

- 2% Salary and Fringe Adjustment
- Enrollment Decline
- State 7% Cut
OPERATING MARGIN

Why it matters

• Measures net income as a share of operating expenses
• Margins should be strong and relatively consistent
Operating Margin Flat from FY2019

- Retirement Buyout
  - FY 2012: 6.0%
  - FY 2013: 4.9%
  - FY 2014: 5.7%
  - FY 2015: 7.8%
  - FY 2016: 5.7%
  - FY 2017: 5.1%

- OPEB

- Investment Income
  - FY 2018: 8.4%
  - FY 2019: 11.3%
  - FY 2020: 11.1%
We are taking proactive measures to manage and reduce our debt.
Debt Declining

State Capital Requests*

- with both
- with Ft. Wayne
- with Lake County

Millions

FY 2021 BUDGET UPDATE
FY 2021 Operating Revenue

We received last year: $209.5
We planned to receive: $204.1
We actually received: $193.6

through September 2020 (in millions)
FY 2021 Operating Expenses through September 2020 (in millions)

- We spent last year: $125.7
- We planned to spend: $122.7
- We actually spent: $120.7
FY 2021 Operating Expenses

- We spent last year: $125.7
- We planned to spend: $122.7
- We actually spent: $120.7

$118.5M if adjusted for fall enrollment through September 2020 (in millions)
PRESENTATION INTRO
BUILDING, GROUNDS, AND CAPITAL COMMITTEE

October 8, 2020

OUR COMMUNITIES. YOUR COLLEGE.
Building, Grounds and Capital

AGENDA

1. Muncie Campus; INDOT Right Of Way
   Amanda Wilson, Vice President for Capital Planning and Facilities, Chancellor Jeff Scott

2. South Bend Campus; INDOT Right Of Way
   Amanda Wilson, Vice President for Capital Planning and Facilities, Chancellor David Balkin

3. Columbus Campus; Capital Project GMP
   Amanda Wilson, Vice President for Capital Planning and Facilities, Chancellor Steven Combs, CSO Architects, IwamotoScott Architecture
Building, Grounds and Capital
AGENDA Continued

4
Terre Haute Campus: Contract For Parking Lot Repairs
Amanda Wilson, Vice President for Capital Planning and Facilities, Chancellor Crooks

5
Informational Item: Economic Development Administration Opportunities; Sellersburg Campus
Amanda Wilson, Vice President for Capital Planning and Facilities, Brian Thomas, Executive Director Grant Development

6
Informational Item: Economic Development Administration Opportunities; Sellersburg Campus
Amanda Wilson, Vice President for Capital Planning and Facilities, Brian Thomas, Executive Director Grant Development
Building, Grounds, and Capital
Muncie Campus; INDOT Land Acquisition

• Address: Multiple corners of the block where George & Francis Ball Building is located (125 High Street, Muncie)

• Offer price = $7,195

• Purpose: INDOT is planning a renovation project of SR 32 adding ADA curbs
  • INDOT will also need temporary access during construction to the corner of our parking lot across the street
Building, Grounds, and Capital
South Bend Campus; INDOT Land Acquisition

- Address: 412 E Sample Street, South Bend
- Offer price = $3,000
- Purpose: State road improvement project in St. Joseph County (project # 1800926)
  - INDOT will widen the curb area on the Southwest corner of the intersection
  - It will improve visibility and make the right hand turn from Sample to Fellows safer and easier
- No anticipated negative effect on the campus or surrounding neighborhood
Construction Manager as constructor (CMc) selection was completed in early 2020.

Pepper Construction was selected and a pre-construction contract ($30,000) was approved at the February 2020 meeting.

Guaranteed Maximum Price (GMP) has been developed as we completed 100% Design Development Drawings.

GMP = $25,292,932
Building, Grounds, and Capital
Columbus Campus; Capital Project GMP
Building, Grounds, and Capital
Columbus Campus; Capital Project GMP
Building, Grounds, and and Capital
Columbus Campus; Capital Project GMP
Building, Grounds, and Capital
Columbus Campus; Capital Project GMP
Building, Grounds, and Capital

Terre Haute Campus; Contract with Wabash Valley Asphalt

- Repairs to CDL and Clock Tower parking lots on campus including; complete resurface, some areas of full depth excavation of subgrade, CDL lot and dumpster areas to be replaced with concrete, both lots restriped and parking bumpers installed
- Total contract cost $762,012
- Funding sources:
  - Parking Lot and Drive Fund
Building, Grounds, and Capital

Informational Item; SBOT Approved Contract and Minority, Women, Veteran, and Disability-Owned (XBE) Spend

Contract Approvals:

- Indianapolis OIT HVAC Replacements (JOC) 77.26% XBE
- Indianapolis ASAP Build Out 28% XBE
- Indianapolis A&E Services for Auto Project Pending
- Indianapolis CMc Services for Auto Project Pending
- Elkhart A&E Services for Flex Lab Project Pending
- Elkhart CMc Services for Flex Lab Project Pending
- Columbus A&E Services for Capital Project Pending
- Columbus CMc Services for Capital Project Pending
Building, Grounds, and Capital
Informational Item; Economic Development Administration Request for Sellersburg

- Renovation of Health Science Spaces
- Estimated total project cost: $6,126,530
- College commitment: $1,782,530
Human Resources and Operations

AGENDA

1. Employee Benefits Update
   Jennifer Fisher, Asst. Vice President for Employee Benefits

2. Risk Management & Insurance Update
   Laurie Kiser, Executive Director for Risk Management Insurances

3. Enterprise Resource Planning Modules and Travel/Expense Software
   Matt Etchison, Senior Vice President/Chief Information Officer

4. College COVID-19 Case Tracking
   Jon Barefoot, Vice President Public Safety and Emergency Preparedness
Employee Benefit Plan Update

JENNIFER FISHER
AVP – EMPLOYEE BENEFITS
Employee Benefits Update

Health Plan – Current State

- Self-funded medical plan
  - Two medical plans
  - Stop Loss: $450,000
  - Premiums shared between the College and employee
  - 87% enrolled
    - 72% in High Deductible Health Plan
    - 83% premium paid by the College

- Self-funded dental plan
  - One plan
  - Premiums shared between the College and employee
    - 80% of premium paid by the College
  - 88% enrolled
Employee Benefits Update

Health Plan – Mid-Year Outcomes

• Overall claims
• Stop Loss
• Dependent Audit Results
• BeLively Programs
  • QuitNow Tobacco Cessation
  • Anthem Healthy Lifestyles
  • Solera Health Management
  • Your Money Line
• Employee Assistant Program (EAP)
Employee Benefits Update

COVID-19 Impact

• Health Plan *(through 9/11/2020)*
  • Impact
    • Confirmed Cases
    • Admissions
    • Claims Paid Amount
  • Telemedicine

• Retirement Plan
  • CARES Act
  • COVID-Related Distributions
Employee Benefits Update
Employee Health & Welfare Brokerage/Consultant RFP

- Current State
- Timeline
- Process
- LHD Benefit Advisors selected
- Contract Details- Resolution for Board Approval
Employee Benefits Update

Calendar Year 2021

• Health Plan
  • Plan Design
  • Premiums
  • Stop Loss
  • Hypertension
  • RFP for medical plan

• Employee Programs and Benefits
  • EAP
  • Your Money Line

• Volunteer and Community Engagement (VCE) Time Off
Risk Management & Insurance Update

LAURIE KISER
EXECUTIVE DIRECTOR, RISK MANAGEMENT & INSURANCE
The College manages risks through the purchase of various insurance programs, offset with self-insurance and claims management. Lines of coverage include, but not limited to:

- **Property:** $554,572 \(\uparrow\) $65,107
- **GL incl. Educators Legal & Internships:** $502,295 \(\uparrow\) $64,527
- **Crime/Fiduciary:** $37,063 \(\downarrow\) $23
- **Auto:** $147,285 \(\uparrow\) $12,187
- **Medical Professional:** $91,634 \(\uparrow\) $4,612
- **Aviation:** $27,810 \(\uparrow\) $27,810
- **Cyber:** $104,545 \(\uparrow\) $7,340

**2020 Results**

**Risk Management & Insurance Update**
Risk Management & Insurance Update

Market Conditions

- Hardening insurance market
  - Less capacity, increased rates/premiums, willingness to insure

- Coverage issues for higher ed
  - Covid-19
  - Campus unrest
  - Riots, civil unrest, and property damage
  - Managing minors on campus
  - Title IX changes
  - Mental health
  - Accreditation
  - Sexual abuse and molestation
  - Aviation programs
  - Cyber
Risk Management & Insurance Update

RFP for Broker Services – Current State

- Current vendor: Arthur J. Gallagher
- Contract ends: December 31, 2020

- Request for Proposal
  - Align with best practices in higher ed – conduct every five years
  - Avoid complacency and transactional support
  - Find the best value through commitment to new ideas, continuous improvement, and innovative strategies
RFP for Broker Services - Process

- Process managed internally by Procurement & Risk Management
- Issue Date: July 10, 2020
- Ten vendors solicited; Five responded; Four interviews conducted
  - Aon
  - Willis
  - Beecher Carlson
  - Gallagher (incumbent)
- Evaluations conducted for both written responses and participant interviews
- Evaluation Committee with representation from Risk Management, HR, Finance / Procurement
Risk Management & Insurance Update

Moving Forward - Calendar Year 2021

• **Contract Dates**
  • January 1, 2021 thru December 31, 2025

• **Benefits**
  • Long term benefits will be realized in higher quality standards and increased service levels, resulting in cost-effective, unique solutions tailored specific to Ivy Tech, that address the explicit position of the College, the everchanging societal landscape, and fluctuating market conditions.

• **Resolution Request**
  • Approval to enter into contract for Broker Services for Risk Management and Insurance effective January 1, 2021.
Enterprise Resource Planning Modules and Travel Expense Software

Matt Etchison
Senior Vice President/Chief Information Officer
Ellucian Contract

• This contract is necessary to maintain the college's current operations while the Student, Human Capital Management, and Finance ERP modules are updated.

• This is a 3x3 contract with Ellucian for Banner and Chrome River, the total lifetime contract value is $6,488,778.

• Ivy Tech anticipates exercising its 3-year renewal clause only for the student related modules bringing the real cost of this contract to $4,892,592.

• We were able to negotiate a price freeze for the first two years on all Banner products and Chrome River representing a savings of 6.96%. Total savings over the lifetime of this contract = $366,089.
College COVID-19 Case Tracking

Jon Barefoot
Vice President- Public Safety and Emergency Preparedness
Total Cases
CLOSE CONTACT AND CASE NOTIFICATIONS

On-Campus Case Investigation Results - 157 Reported Cases

- No Action Required, 76%
- Positive Case Notification Letter, 23%
- Close Contacts, 2%
Cases by Campus

Reported COVID-19 Cases

- Anderson
- Bloomington
- Columbus
- Evansville
- Fort Wayne
- Indianapolis
- Kokomo
- Lafayette
- Lake County
- Lawrenceburg
- Madison
- Marion
- Muncie
- Richmond
- Sellersburg
- South Bend/Elkhart
- Terre Haute
- Valparaiso

# Previous Week Case Count
# Cumulative Case Count
Cases per Capita

Cumulative Cases per 1,000 & 7-Day Positivity

- Cases per 1,000
- County Cases per 1,000
- County 7 Day Positivity
Employee Benefit Plan Update

Ivy Tech is committed to offering and maintaining a competitive benefits package to support our employees and their family. Ivy Tech employees have access to a variety of health and welfare benefits, as well as retirement plan opportunities. These benefits are an essential piece of our employees’ total compensation, and we are dedicated to providing excellent customer service and resources to help them best utilize the College’s benefit programs.

All benefit contracts are negotiated on a statewide basis. These plans and contracts are on a calendar year renewal.

Detailed information for all benefits can be found at www.ivytech.edu/hr/benefits.

Medical/Pharmacy

The College offers the choice between two self-funded health plans, a standard PPO and a high deductible health plan (HDHP) with a Health Savings Account (HSA). Both of these plans offer access to a broad network of providers through the Anthem Blue Access PPO network. We have budgeted $46 million for fiscal year 2020-2021.

The College shares the cost of the coverage with the employee. On average, the College pays 83% of the premium for the plans.

The plan covers approximately 87% of our eligible employees. The total plan population is over 5,700 members and includes employees, dependents, retirees, and COBRA participants.

Stop Loss coverage is negotiated on an annual basis in late fall. The limit continues to be $450,000, and we do not anticipate increasing the limit at this time. As of June, zero participants have exceeded the limit.

The College is an affiliate of the Indiana Aggregate Prescription Drug Purchasing Program (IAPPP). The State of Indiana negotiates the contract on behalf of the affiliates, which also include Purdue, IU, and Ball State. CVS Caremark was selected as the IAPPP pharmacy benefit manager beginning January 1, 2018. As noted in prior reports, the move to CVS Caremark has resulted in high rebate amounts. The rebates total approximately 9% of the total plan costs through June, 2020. These dollars are reinvested in the plan to help offset premium increases.

As of the mid-year (June) reporting, the plans are funded appropriately and able to cover the fixed and variable expenses (claims). Overall medical claims are down 14% as a result of COVID-19 and subsequent shut down of non-emergency treatment.

We are not proposing any plan design changes to the medical plan for calendar year 2021. This includes Deductible, Out-of-Pocket Maximum, or the College’s HSA contribution. Both the appropriate funding and the reinvestment of the CVS Caremark rebates have helped us offset premium increases for the 2021 calendar year. The College cost share was held at the FY20 rate in July. Employee premiums will also be held for the third year in a row.
The College is scheduled to go through the RFP process for the medical plan in early 2021 for calendar year 2022 coverage.

**Dental**

Ivy Tech provides comprehensive dental benefits through Delta Dental. This self-funded plan allows employees to use both in- and out-of-network providers for dental treatments. Delta Dental offers two networks, Premier and PPO. The College shares the cost of the coverage with the employee. 88% of full-time employees are enrolled in the dental plan.

**Dependent Eligibility Audit Results**

In January, the College partnered with an outside vendor to perform a full dependent eligibility audit on the College’s health plan. A dependent eligibility audit allows the College to validate the dependents coverage on the plan.

The audit deadlines were extended as a result of the COVID-19 health crisis which closed government offices and therefore impeded the ability to access the required verification documentation. The audit officially closed in August.

The results of the audit are as follows:

- 97% completed the required documentation
- 92% of dependents were deemed eligible
- 8% of dependents were either ineligible or did not supply the required documentation and were removed from the plan
- The College will save approximately $83,000/month with the dependents removed from the plan.

**BeLively – Employee Wellbeing Program**

This program is intended to encompass all of the College’s statewide wellbeing initiatives including financial education, healthy lifestyle education and programs, and stress management.

The 2021 initiatives include the QuitNow Tobacco Cessation Program, Solera Health Management, Anthem Healthy Lifestyles, Your Money Line, and the EAP. Consideration is also being given to launch a program that addresses Hypertension as that is the number one chronic condition.

The QuitNow program is available to all employees at no cost. Employees enrolled in the medical plan who use tobacco products pay an additional $500 in premium over the course of the calendar year. For the 2020 plan year, 159 employees, or 6%, self-reported as tobacco users. 15 employees have completed the QuitNow program.

Anthem Healthy Lifestyles is an online portal where employees participating in the medical plan can get a clear picture of their health through a Wellbeing Assessment, set personalized wellbeing goals, participate in one-on-one coaching, and earn prizes. There is steady increase in participation, especially in the one-on-one coaching benefit.

The Solera Health Management program is a Diabetes Prevention Program available to qualified members of the College’s health plan. As of July 2020, 273 participants are enrolled in the program, and
51 have completed Milestone 4 which is a 5% loss in body weight. The health plan has paid approximately $117,000 in claims for the program since the launch in April 2019. This group is set up as a cohort in our broker’s data analytics platform. This will allow us to track the ROI of the program moving forward.

Your Money Line provides financial counseling/education to our full-time employees and their immediate families. The goal is to meet our employees where they are by providing access to a financial concierge team. 4% of our population are using the service. We are working to launch a program within the platform called Stability Academy. Stability Academy is designed to improve financial stability in a measureable and meaningful way.

Humana EAP is the College’s first statewide Employee Assistance Program. In August, the benefit was extended to our part time employees and adjunct faculty. All EAP services are now available to all Ivy Tech employees and household members at no cost to the employee. The program offers personal, confidential guidance, counseling and online resources. Utilization for July through August shows 39 unique EAP users, 3 Work-Life users.

**COVID-19 Impact**

Health Plan *(data as of 9/11/2020)*: There are 47 members on the health plan that have a COVID positive test result. 24 of those are considered high risk due to an existing underlying condition. Approximately $565k has been paid for COVID-related claims, and there have been four (4) hospitalizations.

In March, the College elected to cover the employee cost-share for telemedicine care in an effort to encourage members to continue to seek treatment. Approximately $299k has been paid in claims for 3,552 total visits. Two-thirds of those visits were for behavioral health.

Retirement Plan *(data as of 9/9/2020)*: The Retirement Committee agreed to opt-in to the CARES act legislation with respect to the Defined Contribution and Deferred Compensation plan. This includes adding a COVID-related distributions, loans, and hardship withdrawals, early distribution penalty tax relief, and waiver of the Required Minimum Distributions. These provisions will end on December 31, 2020 unless the legislation is updated. Seventy-five distributions have been taken from TIAA and Transamerica for a total of just over $2M. Three loans have been taken totaling $28k. All COVID related loans and distributions have been from the Defined Contribution plan.

*Employee Health & Welfare Benefits Brokerage/Consulting Services RFP*

In July, the College began the RFP process for broker/consulting services as the current contract with Gregory & Appel ends December 31, 2020. Thirty-two (32) firms downloaded the RFP, and sixteen (16) firms responded. There were a wide range of firms represented including international, regional, and local firms. An initial evaluation by the Procurement and Benefits team narrowed the responses to four. An evaluation committee comprised of Systems Office HR, campus HR, chancellor-representaion, and Business Affairs narrowed the field to two (2) finalists. The Procurement team led the best and final negotiations.

We are requesting your approval to confirm LHD Benefit Advisors as the College’s employee health and welfare benefit broker/consultant. The total cost of the contract is $654,000 over three years.
Volunteer and Community Engagement Policy

At the September Executive Council meeting, College leadership affirmed the new Volunteer and Community Engagement (VCE) Policy. This policy allows full-time employees eight (8) hours of paid time off during their regularly scheduled work day to volunteer either in their own communities or a College-sponsored initiative.

Employees will report the time off and organization where they are volunteering which will allow for summary reporting. Campuses will be able to identify potential gaps in serving their communities.

The policy is a result of a tactic from the Strategy 7.1 team, whose focus is to work collaboratively with our community leaders. It is the first step in capturing the impact our employees are making on their communities by volunteering. The 7.1 team will continue to research methods on how to track the time and organizations for our part time and adjunct faculty as well as work being done outside of the standard work day.
PRESENTATION

State of the Foundation

BY

John M. Murphy
President, Ivy Tech Foundation

October 8 2020
Recent Highlights

Results

• Over $17M in College support provided in FY2020
• Provided over $350K of Emergency Aid through Glick/Woods Match To Date
• Raised $14.6M as of 8/31/2020 for FY2021
• Muncie and South Bend/Elkhart Exceeded Statewide Campaign Goal Early
• Closed $3M+ New Market Tax Credit (NMTC) - Indianapolis
• Blackbaud Incident Managed To Date
• Circle of Ivy Membership and Leadership is on the Rise
## Fiscal Year 2021 Pipeline Status

### Actual Raised and Ranked To Date

<table>
<thead>
<tr>
<th>Amount</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>$14.6M</td>
<td>Actual Raised</td>
</tr>
<tr>
<td>$22.7M</td>
<td>Rated 95% - 100%</td>
</tr>
<tr>
<td>$8.7M</td>
<td>Rated 75%</td>
</tr>
<tr>
<td>$46M</td>
<td>Total Actual and Ranked</td>
</tr>
</tbody>
</table>

### Working Towards Ranking

<table>
<thead>
<tr>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>$23.8M</td>
<td>16 – Asked, but not Ranked</td>
</tr>
<tr>
<td>$48.2M</td>
<td>384 - In Development Pre-Ask</td>
</tr>
<tr>
<td>$72M</td>
<td>400 Total Proposals To Work Through</td>
</tr>
</tbody>
</table>

*Additional $20.6M Pending*

*FY2021 Pipeline Exceeding $92.6M*
## Statewide Campaign Update

<table>
<thead>
<tr>
<th>Service Area</th>
<th>$$ to Raise in the Millions</th>
<th>Grand Total as of 8/31/20</th>
<th>% to Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northern Service Area</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>David Findlay (7 Campuses)</td>
<td>$64.3</td>
<td>$40.5</td>
<td>63%</td>
</tr>
<tr>
<td>Central Service Area</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maria Quintana (4 Campuses)</td>
<td>$54.2</td>
<td>$32.6</td>
<td>60%</td>
</tr>
<tr>
<td>Southern Service Area</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paul Perkins (7 Campuses)</td>
<td>$53</td>
<td>$24</td>
<td>45%</td>
</tr>
<tr>
<td>Statewide</td>
<td>$113.5</td>
<td>$38.6</td>
<td>34%</td>
</tr>
<tr>
<td>Subtotal</td>
<td>$285</td>
<td>$135.7</td>
<td>48%</td>
</tr>
</tbody>
</table>

### 6 Campuses Exceeding 3-Year Cumulative Campaign Target as of 8/31/2020
- Valparaiso/Michigan City
- South Bend/Elkhart
- Lafayette
- Kokomo
- Muncie
- Columbus
Fundraising Concerns

FY2021

• Impact of COVID Influencing Giving Capacity of Donors
• Impact of Social Justice Issues Influencing Philanthropic Partners
• Securing Major Gifts
• Expansion of Planned Giving
• Cultivation of National Funders
Fundraising Strategies

• Pipeline Priorities
• Boost Grants & Planned Giving
• Emphasize Matching Gifts
• Enhance Strategic Pipeline Meetings
  - 990 Project
  - Community Foundations
• Deepen Market Segment Analysis
• Increase Visibility of Circle of Ivy Metrics
Fundraising Strategies

Board & Staff Initiatives
• Expanded Board Representation
• Board Survey Analysis
• Development Committee Pipeline Focus
• Staff Achievement Initiative

Marketing Priorities
• Boost Digital Marketing
• Enhance Stewardship
• Increased Storytelling
  - CoVideo
  - Virtual Student Panels
Grants Team Actions

• Key Initiatives
  • Economic Development Administration Opportunity – 5 Projects Valued at ~$28M
  • Lilly Endowment, Inc. – 3 Pending Projects ($24M potential)

• Grants - $9.6M Collective Impact
  • Wabash Heartland Innovation Network (WHIN)
  • Purdue University Northwest – National Security
  • Indiana Governor’s Emergency Education Relief (GEER)
  • US Department of Education Student Support Services (TRIO) – 4 campuses
  • Indiana Department of Environmental Management
  • National Science Foundation
  • Nina Mason Pulliam
Grants Team Actions

• Upcoming Approvals Needed – Commitment of Funds
  • EDA South Bend/Elkhart – iFlex Lab Equipment Grant
    - 20% match up to $1.2M
  • EDA Sellersburg – Nursing and Science Renovation
    - 20% match up to $1.2M
# Assets/Liabilities vs Prior Year: Major Components

## Preliminary Actuals at June 30, 2019 and June 30, 2020

<table>
<thead>
<tr>
<th>Component</th>
<th>Actuals at June 30, 2019</th>
<th>Actuals at June 30, 2020</th>
<th>Over/(Under) Prior Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Investments</td>
<td>$57,302</td>
<td>$66,113</td>
<td>$8,811</td>
</tr>
<tr>
<td>Pledge Receivables</td>
<td>$16,855</td>
<td>$13,676</td>
<td>$(3,179)</td>
</tr>
<tr>
<td>Other Receivables (e.g. Capitalized Lease, Vending income)</td>
<td>$5,256</td>
<td>$5,138</td>
<td>$(118)</td>
</tr>
<tr>
<td>Property</td>
<td>$42,263</td>
<td>$35,106</td>
<td>$(7,157)</td>
</tr>
<tr>
<td>Total Assets</td>
<td>$121,675</td>
<td>$120,033</td>
<td>$(1,643)</td>
</tr>
<tr>
<td>Notes Payable and Lines of Credit</td>
<td>$6,957</td>
<td>$5,568</td>
<td>$(1,389)</td>
</tr>
<tr>
<td>Other Payables (e.g. Capitalized lease, Annuity Liability, A/P)</td>
<td>$6,007</td>
<td>$5,432</td>
<td>$(575)</td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>$12,965</td>
<td>$11,023</td>
<td>$(1,964)</td>
</tr>
<tr>
<td>Net Assets (Assets less Liabilities)</td>
<td>$108,711</td>
<td>$109,010</td>
<td>$299</td>
</tr>
</tbody>
</table>

- Cash & Investments substantially increase due to contributions and prior year pledge collections
- Property donations to the College decrease Property Assets
- Total Liabilities continue to decrease
Annual Fund Analysis

3 Year Analysis

- FY 18: Total Number of Donors = 5466
  Number of New Donors = 1599
- FY 19: Total Number of Donors = 5318
  Number of New Donors = 1662
- FY 20: Total Number of Donors = 5324
  Number of New Donors = 1828

Legend:
- Green: Total Number of Donors
- Blue: Number of New Donors
Annual Fund Analysis

Online Giving Comparisons for Last 5 FY

- Number of Gifts -
- Amount Raised -

74% increase
57% increase
Blackbaud Breach Update

- Letters Sent: 862
- Prep Phone Calls: 50
- Call Center Responses: 7
- Credit Monitoring Service Enrollments: 8
- Overall Reaction:
  - Understanding
  - Nothing extremely negative
  - Disappointed this happened

Next Steps:
- Responding to constituent outreach
- File remaining Attorney General letters
- Explore lawsuit action
- Recoup expenses
- Working towards 7/1/2021 new CRM launch
What Steps are Being Taken

Additional Controls Being Implemented:

• Deleted PII discovered off of Raiser’s Edge
• Revitalizing Risk Assessment Team with Audit Committee
  • Reengaging outside expert assistance (Crowe)
  • Engaging college staff/resources in the process
• Reviewing all current contracts
• Reviewing current business processes with OIT team
• Establish centralized lockbox for incoming checks
• Continued reductions in check disbursements via electronic means
• Implement training to development staff
Circle of Ivy

MEMBERSHIP NUMBERS

- FY 15: 133
- FY 16: 270
- FY 17: 343
- FY 18: 401
- FY 19: 782
- FY 20: 856
- FY 21: 774

Lifetime Amount Raised: $680,000
Lifetime Projects Funded: 178
AGENDA

1. Apprenticeship 2.0
   Sue Smith, Vice President of Advanced Manufacturing, Engineering, and Applied Science

2. Program Closures
   Aaron Baute, Vice President of Business, Logistics, and Supply Chain Management

3. Rapid Recovery
   Dr. Stacy Townsley, Assistant Vice President for Workforce and Careers
Apprenticeship 2.0

SUE SMITH
VICE PRESIDENT OF ADVANCED MANUFACTURING, ENGINEERING, AND APPLIED SCIENCES
Apprenticeships – Future State – 2.0

• Expand:
  • Increase employer, student, and community/campus participation
  • Develop new partnerships with DWD, Conexus, Indiana Manufacturers Association, etc.
  • Develop new employer-driven Industry 4.0 degree with Smart Automation Certification Alliance (SACA) credentials embedded
  • Create a team comprised of campus membership with DOL IIoTAE and AACC grants

• Rebrand:
  • Streamline information and processes for students and partners
  • Redevelop marketing and apprenticeship user webpage
  • Create communication outreach plan to target non-traditional sectors and careers; focus on high-wage, high-demand careers

• Reimagine:
  • Expand to additional sectors like Information Technology, Business, and Health Care
  • Create K-12 career pathways – youth apprenticeship and pre-apprenticeship
  • Continue to research and implement best practices and become a national model
Apprenticeships – Current State

• 17 programs in construction trades
• 106 companies in industrial – using our Interdisciplinary degree
• Initial Work with TPMA Complete and Meetings with Chancellors Next Step
  • Sue Smith and TPMA team meeting with chancellors to discuss findings, ideas, and path forward

• Training:
  • Improved processes with training being developed addressing apprenticeship audit findings
  • Apprenticeship personnel will be upskilled to new processes, training, and national best practices
  • New apprenticeship personnel will be properly on-boarded going forward

• Policies and Procedures:
  • Checklist developed and a dashboard created to ensure that campuses are adhering to college policy and approved procedures
    • Ensure that the apprenticeship staff perform at a high level particularly within the building trades

• Practices moving Forward:
  • The executive director of apprenticeship will ensure identified processes follow the college’s strategic enrollment management objectives as detailed in ASOM 8.6-Apprenticeship
  • The executive director of apprenticeships will work with campus personnel continuously and on a quarterly cadence with campus leadership to ensure that policies and procedures are practiced and enforced including a formal annual review
Program Closure

AARON BAUTE
VICE PRESIDENT OF BUSINESS, LOGISTICS, AND SUPPLY CHAIN MANAGEMENT
Program Review and Closure

- Lower Employer Demand Programs are being closed at campuses
  - Criminal Justice
  - Paralegal
  - Dental Assisting
  - Library Science

- Inter-campus cooperation
  - Anderson and Muncie – Criminal Justice and Human Services
  - Lawrenceburg and Madison – Paralegal and Networking
  - South Bend and Valparaiso – CDL

- Statewide strategies
  - School of Information Technology – Restructure Examples:
    - Server Administration transformed to Cloud
    - Database Management transformed to Data Analytics as a concentration under Informatics
  - School of Business – Insurance Partnership
  - School of AMEAS- Industry 4.0
  - School of Health Sciences - Closing some programs that are lower wage at campuses
Program Review Moving Forward

- Campus collaboration and statewide footprint
- Analyzes root causes
- Program Closure Tool utilized to identify low program performance
- External - Job quality statistics from EMSI
- Internal – Program quality statistics from internal measures
- External factors are weighted more heavily than internal factors.

- Annual Process Timeline
  - Will begin in October utilizing technology solutions to move up timeline to better allow formation of budget
  - Follow-up meetings with individual Sector VP’s to develop strategic transitions or solutions if needed
Rapid Recovery

DR. STACY TOWNSLEY
ASSISTANT VICE PRESIDENT FOR WORKFORCE AND CAREERS
Rapid Recovery Update

Taking Hoosiers to the Next Level Campaign

• Partnership with DWD to serve unemployed Hoosiers through free training in 16 CT program through CARES Act funding
  o Outreach to over 600,000 statewide
  o Sept 22 – Oct 25 timeframe

• Leverages existing Next Level Jobs – Workforce Ready Grant
  o 100% free to participants; “first dollar” also includes books and materials
  o Participants enroll in all CT courses to complete in one to three 8-week terms (October 2020 – May 2021)

• Utilizes group advising, virtual career coaching models to help scale supports
Taking Hoosiers to the Next Level CTs

Advanced Manufacturing
- Mechatronics
- Industrial Electrical
- Industrial Mechanical
- Structural Welding

Business
- Microsoft Office Specialist
- Bookkeeping
- Insurance

Healthcare
- Certified Nursing Assistant
- Phlebotomy Technician
- Basic Emergency Medical Studies

IT
- Informatics
- Java Application Development
- Web Application Development
- Web Foundation

Transportation & Logistics
- Maintenance and Light Repair
- Supply Chain Management/Logistics
<table>
<thead>
<tr>
<th>Grant Number</th>
<th>Campus</th>
<th>Title or Description</th>
<th>Source</th>
<th>Amount</th>
<th>Original Effective Date</th>
<th>Expiration Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>R03292</td>
<td>Indianapolis</td>
<td>181 Nina Scholars <strong>(year 2 increase)</strong></td>
<td>Nina Mason Pulliam Charitable Trust</td>
<td>$273,374.00</td>
<td>7/1/2019</td>
<td>9/30/2023</td>
</tr>
<tr>
<td>R03493</td>
<td>South Bend</td>
<td>121 Expanded Health &amp; Nursing Education</td>
<td>Judd Leighton Foundation Inc</td>
<td>$125,000.00</td>
<td>8/1/2020</td>
<td>2/28/2021</td>
</tr>
<tr>
<td>R03458</td>
<td>Kokomo</td>
<td>151 FSSA Substance Abuse_Kokomo</td>
<td>Indiana Family &amp; Social Services</td>
<td>$179,571.00</td>
<td>7/1/2020</td>
<td>6/30/2022</td>
</tr>
<tr>
<td>R03081</td>
<td>Systems Office</td>
<td>901 SUB NSF Pathways to Tech Center <strong>(year 3 increase)</strong></td>
<td>Rutgers the State University</td>
<td>$105,044.00</td>
<td>6/15/2018</td>
<td>6/14/2021</td>
</tr>
<tr>
<td>R03468</td>
<td>Lake County</td>
<td>111 FEC I Have Promise FEC20-229</td>
<td>Foundations of East Chicago</td>
<td>$25,000.00</td>
<td>3/13/2020</td>
<td>3/12/2021</td>
</tr>
<tr>
<td>R03470</td>
<td>LaPorte</td>
<td>115 City of LaPorte 2020</td>
<td>City of LaPorte Board of Works</td>
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**Competitive Total:** $2,638,779.00

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Non-Competitive Total: **$11,016,178.00**

Total Board Report: **$13,654,957.00**
### Grants & Contracts

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II. Article IV. Officers of the Board. Section 5. Treasurer.

Article VIII. Execution of Contracts and other Documents. Section A. Approval and authorization of the Board.

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DISBURSEMENTS OF $100,000.00 AND OVER
FOR THE MONTH OF JULY 2020
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<tr>
<td>III. Reported to the Board of Trustees under $500,000 (Cont.)</td>
<td>Utilities</td>
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<td>IV. Approved by the Board of Trustees over $500,000.</td>
<td>Professional Services and Fees</td>
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<td>Series W Bond Deposit and Interest</td>
<td>775,044.59</td>
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## DISBURSEMENTS OF $100,000.00 AND OVER
### FOR THE MONTH OF AUGUST 2020

<table>
<thead>
<tr>
<th>Authorization for Disbursement</th>
<th>Amount of Disbursement</th>
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</tr>
</thead>
<tbody>
<tr>
<td>I. Article VIII Contracts and Other Documents Approval and authorization of the</td>
<td></td>
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<tr>
<td>County and State Taxes</td>
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<td>Life &amp; LTD</td>
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<td>430,220.76</td>
<td>SHI International Corp</td>
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<td>Instructional Supplies</td>
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<td>Y2X Life Sciences LLC</td>
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### Authorization for Disbursement

#### III. Reported to the Board of Trustees under $500,000 (Cont.)

<table>
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<tr>
<th>Description</th>
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<th>Approved Vendor</th>
<th>Check Date</th>
<th>Reference Number</th>
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<td>Crown Point Building Lease</td>
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<td>Apprenticeship Contract Expense</td>
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<td>South Bend &amp; Vicinity Electrical JATC</td>
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<td>IT Equipment</td>
<td>649,832.23</td>
<td>Dell</td>
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<td>Hagerman Inc.</td>
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#### IV. Approved by the Board of Trustees over $500,000.

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<tr>
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<td>F.A. Wilhelm Construction Co., Inc.</td>
<td>8/28/2020</td>
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<tr>
<td>Kokomo Construction</td>
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<td>Hagerman Inc.</td>
<td>8/28/2020</td>
<td>50-10235663</td>
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PRESENTATION TO THE
State Board of Trustees
President’s Report

October 8, 2020
Mia Johnson
Interim Chancellor
Anderson Campus
World Food Championships

Aired on the Cooking Channel – 10 category champions battled it out for the title and $100,000 prize

Held in C4 using state-of-the-art labs and kitchens

Culinary students volunteered to assist chefs throughout the event

Ivy Tech recognized from :50 to 1:30

https://worldfoodchampionships.com/videos

Students volunteers (L to R): Adedolapo Mera, Denell Schacht, World Food Champion Lidia Haddadian, Elana Hayes, Julisa Marie Candelaria
COVID-19
Operational Update
Student Relief Efforts – Glick/Woods Match

Raised more than $1.2M from 1,275 donors!

$431,315 spent to-date
  • $506 average award
  • 853 recipients

Areas of assistance:
  • Tuition, Books, Fees
  • Living Expenses (Housing, Utilities, Auto and Insurance)
  • Food and Gas Cards
  • POD7 Laptops – South Bend/Elkhart
  • Expanded Broadband Access - Madison
Cengage

Purpose
Provide digital textbooks at no cost to students

Amount
$5 million

Timeframe
One year
• Elevated our commitment to Hoosiers impacted by COVID-19 and experiencing unemployment, reduced hours, and/or furloughs

• Launched mid-May with non-credit class and training options in Advanced Manufacturing, Information Technology, and Business/Cross-Sector LinkedIn Learning

• 7,500+ registrations include Hoosiers from across the state; strong representation by women and people of color

• Promotion of additional Next Level Jobs programs and adjusted requirements
10K Initiative By the Numbers

### Top Five 10K Class Enrollments
- 16% LINKEDIN LEARNING
- 18% Autodesk (CAD)
- 23% SACA (INDUSTRY 4.0)
- 40% CYBER SECURITY
- 3% CISCO

### 10K Initiative Demographics
- 55% Enrolled Female
- 48% WHITE
- 37% BLACK
- 9% HISPANIC
- 6% MULTIRACIAL
STUDENT CARES ACT AWARDS

$16.5 Million dollars | More than 33,800 students

23% distributed to minority students (who make up 15% of student body)

56% all CARES awards by term

13% spring

31% summer

90% distributed by formula (10% distributed via application)
STUDENT CARES ACT AWARDS

- Anderson: 2%
- Bloomington: 4%
- Columbus: 3%
- Evansville: 5%
- Fort Wayne: 9%
- Indianapolis: 25%
- Kokomo: 5%
- Lafayette: 5%
- Lake County: 6%
- Lawrenceburg: 2%
- Madison: 1%
- Marion: 1%
- Muncie: 4%
- Richmond: 2%
- Sellersburg: 5%
- South Bend/Elliot: 8%
- Terre Haute: 7%
- Velpasico: 5%

- $250: 62.2%
- $251 to $300: 6.5%
- $301 to $350: 5.1%
- $351 to $400: 6.4%
- $401 to $450: 3.2%
- $451 to $500: 2.7%
- $501 to $550: 2.2%
- $551 to $600: 2.0%
- $601 to $650: 1.2%
- $651 to $700: 1.3%
- $701 to $750: 1.1%
- $751 to $800: 1.7%
- $801 to $850: 0.8%
- $851 to $900: 0.4%
- $901 to $950: 0.4%
- $951 to $999: 0.0%
- $1000+: 2.8%
College Update
Central Indiana Restructure - The “Why”

- Completed a system restructure in 2017; did not change Indianapolis
- Better serve our students, community and employers:
  - Indianapolis campus served 30% of Indiana’s population yet only 25% of Ivy Tech student body
  - Campus included 7 sites; no other campus had more than two additional sites
  - Large size prevents the personal touch of a community college
  - Many of Indiana’s headquarters and state leaders reside in these counties
- Opportunity to prepare the Indianapolis campus for its next leader
- Central Indiana represents the majority of growth for the state of Indiana
  - It is where Ivy Tech should be growing
Central Indiana Restructure

Hamilton, Hancock, Johnson, Morgan, Shelby and Putnam

Johnson (Franklin site)/Shelby (Shelbyville site) with Bartholomew (Columbus campus):
- Franklin site used to be part of Columbus campus (there is a precedent)
- Johnson, Shelby, and Bartholomew counties all have moderate commuting ties
- Doubles the recruitable population for Columbus service area
- Possible opportunities to leverage Columbus performance to increase retention and completion at Franklin site

Hancock County will align with Madison County (Anderson campus)

Morgan (Mooresville site) with Monroe (Bloomington campus):
- Morgan County is already part of Bloomington service area (currently shared with Indy)
- Currently 39% of regular Ivy Tech students with Morgan County addresses are enrolled at Bloomington
- Bloomington campus could focus on Morgan County without split

Putnam County (Greencastle site) with Vigo (Terre Haute campus):
- Greencastle was originally part of Terre Haute campus
- Putnam County is part of the same Workforce Investment Board as Terre Haute
- Putnam County residents tend to live and work in Putnam County with moderate commuting patterns both east and west

Hamilton County Campus at Noblesville will become new C3 Campus:
- 1200 students and growing
- Large employment base
- 4th largest and fastest growing county
Indianapolis Service Area (SA) becomes Marion, Boone, and Hendricks counties. The Avon and Plainfield locations remain with the Indianapolis/Lawrence rollup campus.

Hancock County joins Anderson SA

Johnson and Shelby counties become part of the Columbus SA. Franklin site and Shelbyville location become part of the Columbus rollup campus.

Morgan County becomes part of the Bloomington SA only (currently it is part of both Indianapolis and Bloomington). Mooresville location becomes part of Bloomington rollup campus until the lease expires.

Putnam County becomes part of the Terre Haute SA. Greencastle site becomes part of the Terre Haute rollup campus.

Hamilton County – Noblesville becomes C3 campus
Creating a “Winnable Game”

- We have created a high-stakes game
- With pandemic – was not a winnable game
  - Flattened the strategic plan goals for this year
  - Held year 3 at the year 2 targets
  - And will launch Goal 8 metrics
### Metrics

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<tbody>
<tr>
<td>Fall to Spring Retention</td>
<td>70%</td>
<td>71%</td>
<td>72%</td>
<td>70%</td>
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<tr>
<td>Fall to Fall Retention</td>
<td>50%</td>
<td>48%</td>
<td>52%</td>
<td>Final in Dec. (currently 46%)</td>
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</table>

<table>
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<th></th>
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<tbody>
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<td>94,739</td>
<td>103,486</td>
<td>92,633</td>
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<td>50,598</td>
<td>47,224</td>
<td>51,610</td>
<td>45,844</td>
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</table>

As of March 2020, prior to online/virtual delivery of education
- Fall-Spring Retention - 71%
- Revenue Generating Headcount - 94,129 (0.6% short of 2018-19)
- Revenue Generating Recruits - 46,918 (0.6% short of 2018-19)
## Fall FTE (2020 vs 2019 EOT) as of 10/7

### C1 Campuses

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<th>Current FTE Fall 20</th>
<th>Previous FTE Fall 19 EOT</th>
<th>FTE Delta</th>
<th>Delta Percentage</th>
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<td>2,332</td>
<td>-322</td>
<td>-14%</td>
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<tr>
<td>Evansville</td>
<td>1,563</td>
<td>2,076</td>
<td>-513</td>
<td>-25%</td>
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<tr>
<td>Fort Wayne</td>
<td>3,504</td>
<td>3,756</td>
<td>-252</td>
<td>-7%</td>
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<tr>
<td>Indianapolis</td>
<td>8,455</td>
<td>8,995</td>
<td>-540</td>
<td>-6%</td>
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<tr>
<td>Lafayette</td>
<td>2,078</td>
<td>2,511</td>
<td>-433</td>
<td>-17%</td>
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<td>Lake County</td>
<td>2,083</td>
<td>2,416</td>
<td>-333</td>
<td>-14%</td>
</tr>
<tr>
<td>Sellersburg</td>
<td>1,529</td>
<td>1,768</td>
<td>-239</td>
<td>-14%</td>
</tr>
<tr>
<td>South Bend/Elkhart</td>
<td>1,904</td>
<td>2,088</td>
<td>-184</td>
<td>-9%</td>
</tr>
<tr>
<td>Valparaiso</td>
<td>1,887</td>
<td>2,042</td>
<td>-155</td>
<td>-8%</td>
</tr>
<tr>
<td><strong>C1 Total</strong></td>
<td><strong>25,013</strong></td>
<td><strong>27,984</strong></td>
<td><strong>-2,971</strong></td>
<td><strong>-11%</strong></td>
</tr>
</tbody>
</table>

### C2 Campuses

<table>
<thead>
<tr>
<th>Campus</th>
<th>Current FTE Fall 20</th>
<th>Previous FTE Fall 19 EOT</th>
<th>FTE Delta</th>
<th>Delta Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Columbus</td>
<td>1,182</td>
<td>1,275</td>
<td>-93</td>
<td>-7%</td>
</tr>
<tr>
<td>Kokomo</td>
<td>1,148</td>
<td>1,321</td>
<td>-173</td>
<td>-13%</td>
</tr>
<tr>
<td>Muncie</td>
<td>1,404</td>
<td>1,508</td>
<td>-104</td>
<td>-7%</td>
</tr>
<tr>
<td>Terre Haute</td>
<td>1,841</td>
<td>1,996</td>
<td>-155</td>
<td>-8%</td>
</tr>
<tr>
<td><strong>C2 Total</strong></td>
<td><strong>5,575</strong></td>
<td><strong>6,100</strong></td>
<td><strong>-525</strong></td>
<td><strong>-9%</strong></td>
</tr>
</tbody>
</table>

### C3 Campuses

<table>
<thead>
<tr>
<th>Campus</th>
<th>Current FTE Fall 20</th>
<th>Previous FTE Fall 19 EOT</th>
<th>FTE Delta</th>
<th>Delta Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anderson</td>
<td>808</td>
<td>917</td>
<td>-109</td>
<td>-12%</td>
</tr>
<tr>
<td>Lawrenceburg</td>
<td>643</td>
<td>702</td>
<td>-59</td>
<td>-8%</td>
</tr>
<tr>
<td>Madison</td>
<td>433</td>
<td>463</td>
<td>-30</td>
<td>-6%</td>
</tr>
<tr>
<td>Marion</td>
<td>433</td>
<td>435</td>
<td>-2</td>
<td>0%</td>
</tr>
<tr>
<td>Richmond</td>
<td>713</td>
<td>793</td>
<td>-80</td>
<td>-10%</td>
</tr>
<tr>
<td><strong>C3 Total</strong></td>
<td><strong>3,030</strong></td>
<td><strong>3,310</strong></td>
<td><strong>-280</strong></td>
<td><strong>-8%</strong></td>
</tr>
</tbody>
</table>

**Total Statewide Annual Fall FTE is down 10% vs. 2019 EOT**
Fall 2020: Areas of Focus

Express Enrollment Week: September 21-25
• Over 800 registered over the course of the week
• Almost 3,000 RSVPs with many still continuing to be served

Largest shortfall for enrollment
• New First-Time ages 18-19
• Of the (-7,596) headcount down, traditional age students make up 22%
• Need to serve adults – some college no degree and our readmit population
  • Applications – now higher than this point last fall: 44,617 Fall 2020, 43,111 Fall 2019
    • NFT – down 491
    • Readmit – up 2,148
    • Transfer In – down 151
Taking Hoosiers to the Next Level

- Partnership with Indiana Department of Workforce Development (DWD), the Indiana Commission for Higher Education (CHE) and Ivy Tech
  - Free training and education at Ivy Tech via Next Level Jobs’ programming
  - Indiana directing federal COVID-19 relief funds towards this program

- More than 62,000 visits to the website
- Over 4,800 applications
  - 1,463 in Healthcare
  - 852 in Business
  - 818 in IT
- 385 enrolled for fall, 236 for spring
## Metrics

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Credentials Earned</td>
<td>23,000</td>
<td>35,293</td>
<td>25,000</td>
<td>40,447*</td>
</tr>
<tr>
<td>Students Completing (100%)</td>
<td>8%</td>
<td>18%</td>
<td>10%</td>
<td>18.5%</td>
</tr>
<tr>
<td>Students Completing (150%)</td>
<td>16%</td>
<td>24%</td>
<td>19%</td>
<td>28%</td>
</tr>
<tr>
<td>Students Completing (300%)</td>
<td>19%</td>
<td>18%</td>
<td>23%</td>
<td>20%</td>
</tr>
</tbody>
</table>

*Includes only partial certification data; still awaiting additional data
## Metrics

### Workforce 2018-19 Targets vs. 2019-20 Targets

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>High-Demand/Low-Supply Completions (Growing)</td>
<td>70%</td>
<td>70%</td>
<td>50%</td>
<td>61%</td>
</tr>
<tr>
<td>High-Demand/Limited-Enrollment Completions (Capped)</td>
<td>12.5%</td>
<td>15%</td>
<td>13%</td>
<td>15%</td>
</tr>
<tr>
<td>Low-Demand/High-Supply Completions (Shrinking)</td>
<td>7.5%</td>
<td>9%</td>
<td>7%</td>
<td>16%</td>
</tr>
<tr>
<td>Demand/Supply Equilibrium Completions (Equilibrium)</td>
<td>10%</td>
<td>5%</td>
<td>30%</td>
<td>8%</td>
</tr>
<tr>
<td>Median Wages at Year One (Percent Above State Median)</td>
<td>41%</td>
<td>47%</td>
<td>45%</td>
<td>TBD</td>
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</table>

### Employee 2018-19 Target vs. 2019-20 Target vs. 2019-20 Actual

<table>
<thead>
<tr>
<th>Category</th>
<th>2018-19 Target</th>
<th>2018-19 Actual</th>
<th>2019-20 Target</th>
<th>2019-20 Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Engagement</td>
<td>71.2</td>
<td>72</td>
<td>73</td>
<td>74</td>
</tr>
</tbody>
</table>
### Financial

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Reserves: Days on Hand</td>
<td>180 Days</td>
<td>236 Days</td>
<td>180 Days</td>
<td>275 Days</td>
</tr>
<tr>
<td>Reserves: Percent Annual Growth</td>
<td>3%</td>
<td>18.6%</td>
<td>3%</td>
<td>16.7%</td>
</tr>
<tr>
<td>Total Dollars Raised (Foundation and Grants)**</td>
<td>$52.3M</td>
<td>$54.9M</td>
<td>$46.5M</td>
<td>$61.5M</td>
</tr>
</tbody>
</table>

**Includes gifts in kind, revocable estate gifts, etc.**

### Community

<table>
<thead>
<tr>
<th>Overall Community Engagement Score</th>
<th>2018-19 Target</th>
<th>2018-19 Actual</th>
<th>2019-20 Target</th>
<th>2019-20 Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>8.06</td>
<td>8.0</td>
<td>8.18</td>
<td></td>
</tr>
</tbody>
</table>
## Diversity, Equity and Belonging

### Student Goals

<table>
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<tr>
<th>Metric</th>
<th>2018-19 Baseline</th>
<th>2020-21 Target</th>
</tr>
</thead>
<tbody>
<tr>
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<td>8.0%</td>
<td>-1.0% (7.0%)</td>
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<td>6.5%</td>
<td>-0.3% (6.2%)</td>
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<td>-1.0% (5.4%)</td>
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<td>7.1%</td>
<td>-0.6% (6.5%)</td>
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</tbody>
</table>

### Employee Goals

<table>
<thead>
<tr>
<th>Metric</th>
<th>2019-20 Actual</th>
<th>2020-21 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belonging Score</td>
<td>0.1</td>
<td>&gt; 0.0</td>
</tr>
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</table>

### Plan Goals

<table>
<thead>
<tr>
<th>Metric</th>
<th>2018-19</th>
<th>2020-21 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus &amp; Systems Office Diversity Plans</td>
<td>N/A</td>
<td>19 Approved Oct 15 2020</td>
</tr>
</tbody>
</table>
LEI Charting the Future Grant

IVY ACHIEVES

IVYTECH.EDU/COMMITSMENTS

TWO PROGRAM COMPONENTS
- Incentives to participate in student success activities
- Free course retake

TWO ADVISORY COMMITTEES
- External advisory committee
- Student advisory committee

Activity will be tracked in the IvyMobile app

PROGRAM CREATED WITH FOCUS ON EQUITY, as low-income students and students of color are more likely to have the least knowledge of higher education systems and fewer social and financial resources - meaning confusing systems and lack of clear connections are more likely to do harm to these groups of students.

Each campus will have staff and faculty champions to lead the work at the campus

Achieving the Dream

Work will be grounded within the Guided Pathways framework
Will contract with Achieving the Dream to develop this structure and conduct training

- Awarded $5 million grant through 2024 to create Ivy Achieves program
- Students in one of nine programs with high-demand and medium-to-high wage pay would also be eligible for free course retake
- Contract with Achieving the Dream to implement Guided Pathways as a comprehensive support structure for students
UPDATE FROM THE OFFICE OF DIVERSITY, EQUITY & BELONGING

DONEISHA L. POSEY
VICE PRESIDENT OF DIVERSITY, EQUITY & BELONGING
Annual Diversity, Equity & Belonging Report

• Serves as a foundation for building statewide diversity, equity and belonging initiatives, policies, and processes
• Integrates both student success and employee representation data
• **Campus-specific diversity plans to follow**
• Highlights the successes and challenges we’ve faced this past academic year
In AY2019, Ivy Tech represented 38% of all Hoosier undergraduate, degree-seeking students enrolled in Indiana public colleges.

- 42% of all students of color
  - 52% of all Black/African-American students
- 67% of all students 25+

Average of 1,594 students with disabilities received reasonable accommodations in Fall and Spring semesters AY2019

- Top 2 approved accommodations: extended time (50%) on all quizzes and tests, distraction-reduced area for taking all quizzes and tests

Statewide, 18% of all full-time employees were employees of color

17% of our total in-scope spend went to IDOA-certified or VA-certified XBE vendors in FY 2020
William R. Goins Spirit of Diversity Award

Honoring his legacy

• Inaugural award to recognize Ivy Tech faculty and staff whose service contributes to the development of a diverse, equitable campus community with a sense of belonging for all.

• Honorees will receive $2,500 grant to further the College’s diversity initiatives.

• **Nominations are open now through October 30.** Honorees will be announced during the February 2021 State Board of Trustees Meeting with a special ceremony as we reflect on Bill’s passion and commitment to education and equity.

• Selection Committee – Trustee representation requested
President’s Cabinet WIG Scoreboard

2020 Fall Second 8 Weeks WIG GOAL

Increase second 8 week Fall term enrollments for Black and LatinX students from 1,410 to 5,969 (5% increase over last year) by October 16, 2020.

Updated 10/6/2020

4.5% increase from last week

5% GOAL! 5,969 Enrolled
4% 5,058 Enrolled
3% 4,146 Enrolled
2% 3,234 Enrolled
1% 2,322 Enrolled

Current Enrollment: 6,618
THANK YOU!

OUR COMMUNITIES. YOUR COLLEGE.
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II. MESSAGE FROM PRESIDENT ELLSPERMANN AND CHAIRMAN ANKER
III. MESSAGE FROM VICE PRESIDENT OF DIVERSITY, EQUITY AND BELONGING DONEISHA POSEY
IV. STRATEGIC PLAN GOAL 8
V. DIVERSITY AT A GLANCE
   a. Eliminating Systemic Inequities for our Students
   b. Building a Diverse and Equitable Workforce
   c. Enhancing Supplier Diversity
VI. STATEWIDE INITIATIVES
VII. LOOKING TOWARDS THE FUTURE

OFFICE OF DIVERSITY, EQUITY AND BELONGING

Doneisha L. Posey
Vice President of Diversity, Equity and Belonging

Carey Treager
Assistant Vice President for Student Advocacy and College Title IX Coordinator

Amanda Bonilla
Executive Director of Student Diversity, Equity and Belonging

Marie-Valese (Val) Romain
Administrative Assistant

STATEWIDE DIVERSITY LEADS

ANDERSON
Krystal Ardayfio
Workforce Development Consultant

BLOOMINGTON
Debra Vance
Executive Director of Diversity & Outreach

COLUMBUS
Olener Prince
Assistant Director of Student Engagement and Mentoring

EVANSVILLE
Wendy Chinn
Financial Aid Advisor

FORT WAYNE
JoAnne Alvarez
Director of Student Success and Retention

CENTRAL INDIANA
Jay Watts
Executive Director of Diversity, Equity and Belonging - Central Indiana

KOKOMO
Amber Williams
Assistant Professor and Program Chair - Social & Behavioral Sciences

LAFAYETTE
Rosemary Cheek-Walthour
Director of Diversity & Inclusion

LAKE COUNTY
Katrina Hudson
Associate Accelerated Program (ASAP) Director

LAWRENCEBURG
Katherine Watkins
Criminal Justice, Human Services, Legal Studies & Paralegal Department Chair

MADISON
Randy Lakeman
Director of Development

MARION
Lonnie Peek
Assistant Director of Student Life and Career Development

MUNCIE
Ren’a Wagner
Director of Diversity, Equity and Belonging/Community Relations

RICHMOND
Touré Conley
Director of Diversity, Equity and Belonging

SELLERSBURG
Ramzi Sabree
Assistant Director of IvyCARES for Special Populations

SOUTH BEND/ELKHART
Doranna Byrd
Director of Diversity, Equity and Belonging

SYSTEMS OFFICE
Kyle James Dorsch
Assistant Director of Strategy

TERRE HAUTE
Sonja LaTrice Jordan
Academic Advisor and Coordinator for the Elevate Minority Student Scholarship

VALPARAISO
Kate Pantinas
Associate Professor
I. IVY TECH MISSION, HISTORY AND DIVERSITY STATEMENT

Mission:
We are Ivy Tech, Indiana’s Community College. We serve the people of our state through accessible and affordable world-class education and adaptive learning. We empower our students to achieve their career and transfer aspirations. We embrace our vision of economic transformation inspired by the education and earnings attainment of our citizens, the vitality of our workforce, and the prosperity of our unique and diverse communities.

History:
We were founded in 1963 as Indiana Vocational Technical College. Back then, we focused primarily on technical and vocational education—but in the more than 50 years since, we’ve gone through enormous changes. Today, we’re Indiana’s only full-fledged community college, offering programs in the following schools (and offering more than 100 transfer programs with in-state and out-of-state schools):

- School of Business, Logistics, & Supply Chain
- School of Public Affairs & Social Services
- School of Information Technology
- School of Arts, Sciences & Education
- School of Health Sciences
- School of Nursing
- School of Advanced Manufacturing, Engineering & Applied Science

We offer hands-on experience with some of the state’s most advanced technologies and training facilities, plus the convenience of more than 1,000 online classes, and the attention that comes with a small average class size of 22.

We have more than 40 locations, and teach classes in more than 75 communities. We have grown to become the largest public postsecondary institution in Indiana—and the largest singly-accredited statewide community college system in the entire country.
DIVERSITY, EQUITY & BELONGING

At Ivy Tech Community College, we honor and appreciate diversity, equity, and belonging as essential elements of a highly-functioning society. We are working every day to build educational environments that respect and affirm the unique contributions of each individual, regardless of race, ethnicity, religious belief, gender identity, sexual orientation, socioeconomic status, age, disability, or political affiliation. We strive to put diversity, equity, and inclusion into practice by graduating culturally literate individuals who will make positive contributions to local communities, and through recruitment and retention of talented faculty and staff who reflect our great state of Indiana. All belong at Ivy Tech.

Diversity:
At Ivy Tech Community College we honor and appreciate the diversity of our students, employees, and community. Ivy Tech seeks to embody individuals who vary in terms of race, national/ethnic origin, gender identity, sexual orientation, age, physical and mental ability, socioeconomic status, religious preference, veteran status, and citizenship, in the service of learning.

Equity:
Ivy Tech Community College seeks to create opportunities for historically underrepresented populations to have equal access in hiring, compensating, promoting, providing services for, educating, and overall support.

Belonging:
The active, intentional and ongoing engagement Ivy Tech Community College has with diversity – in its college community, in its curriculum, in its offices and workplace, and in the communities it serves. A sense of belonging refers to real and perceived social support on campus or in one’s department, a feeling or sensation of connectedness, and the experience of mattering or feeling cared about, accepted, respected, valued by, and important to the campus community, including peers, colleagues, faculty, and staff. Ivy Tech seeks to provide a sustained welcoming and protected environment for all people, regardless of their background and identity, as all belong at Ivy Tech.
LETTER FROM
PRESIDENT ELLSPERMANN
AND CHAIRMAN ANKER

It is with great pleasure that we present Ivy Tech Community College’s Annual Diversity, Equity and Belonging Plan for the 2019-2020 Academic Year. Ivy Tech remains excited about continuing its work to foster an environment that welcomes diversity of students, faculty and staff and values inclusion and belonging for all. This plan allows us to be more intentional with our efforts.

Diversity, equity and belonging are vital to our educational mission as Indiana’s Community College. Our community must commit to turning our mission into actions in our policies, practices, and daily interactions. Our expectation is that Goal 8 of our Strategic Plan will help define our values and provides the roadmap for the ways in which we work and interact. A significant factor in the long-term success of Goal 8 is the establishment of a System-wide Office of Diversity, Equity and Belonging and the appointment of a Vice President of Diversity, Equity and Belonging, which we completed this year. The work of the Office of Diversity, Equity and Belonging and the statewide Diversity Leads will have long-lasting impact and will ensure the work that we are doing reaches every corner of Indiana.

This year our community lost a dear friend and champion of diversity, equity and belonging efforts at Ivy Tech and beyond. William R. Goins, affectionately known as Billie Ray, leaves behind a legacy of valuing every individual and committing to the ideals of Ivy Tech. The substantial impact he made here on so many levels will bolster our efforts to make Ivy Tech more equitable and inclusive long into the future. We have created the William R. Goins Spirit of Diversity Award to honor his legacy and to push forward our efforts to cultivate a college culture of diversity, equity and belonging for all.

We want to send a heartfelt thank you to the various campus groups and individuals who contributed to the development of this plan. We know our actions will speak louder than our words as we work to guarantee every single member of our Ivy Tech Family feels welcomed, has a voice that is heard and respected, and is proud of who we are. You Belong Here.

Sincerely,

President Sue Ellspermann, Ph.D.  Chairman Terry Anker, J.D.
LETTER FROM

VICE PRESIDENT OF DIVERSITY, EQUITY, & BELONGING

As I reflect on my first year at Ivy Tech and consider the work that lies ahead for us, I cannot help but to lean on these powerful words by bell hooks: “I want there to be a place in the world where people can engage in one another’s differences in a way that is redemptive, full of hope and possibility.” This quote resonates because it reflects the College’s willingness to work to positively influence inclusion and belonging among the Ivy Tech community. There are countless numbers of students, faculty, staff and community members who have been doing this work for a long time and are champions of diversity, equity and belonging for all.

The work of the Office of Diversity, Equity and Belonging is centered on partnerships and collaboration to ensure our goals are advanced and that we hold each other accountable. It is vitally important to build an inclusive and welcoming environment that recognizes and respects people of all backgrounds and experiences. We cannot build that if we don’t understand and recognize the wounds of systemic and institutional racism. It is time for us to work to build communities that embrace diversity, equity and belonging, and ensure every voice is heard. When we think of Ivy Tech’s role, this is where we must put our efforts.

We are living in a moment in our history where systemic inequities have been laid bare by the global pandemic and racial injustice has been spotlighted on the national stage. I have been touched by the tremendous care our campus communities have shown to our students, staff, faculty and community by leading with respect and belonging. This is who we are at Ivy Tech.

As we look forward, we will strive to build upon the foundation that many before us have helped to lay. This past year, we recognize that we have much for which to be proud. Our annual report shares some of our accomplishments, opportunities for growth, and goals. It is my hope that armed with this information, we will elevate Ivy Tech’s commitment to diversity, equity and belonging. The 2020 Diversity, Equity & Belonging Report is a roadmap for our collective journey to ensuring access, anti-racism, equity, and belonging for all.

In Service,

Doneisha L. Posey, J.D.
IV. STRATEGIC PLAN GOAL 8

The Ivy Tech Strategic Plan was developed through a scan of community college best practices, 120 listening sessions with faculty and staff, the engagement of 250 external stakeholders, and over nine months of development. The plan was unanimously adopted by the State Board of Trustees in December 2017, with 7 goals. When the Strategic Plan began implementation in 2018 there was no Goal 8, and instead the principles of diversity, equity, and inclusion were intended to be imbedded within each goal.

In February 2019, Ivy Tech held the Strategic Plan’s first annual refresh, and brought together over 100 College leaders from across the state to celebrate successes, identify areas of improvement, evaluate metrics, and overall refresh tactics and strategies within the plan. During a general session discussing how to further and more intentionally imbed diversity, equity, and inclusion into the Strategic Plan, the College leaders collectively agreed that these principles needed to be called out separately in the plan. At the Strategic Plan’s first annual refresh, College leadership converged on adding Goal 8 to our plan, and work began that very afternoon to develop the new goal.

Work began quickly, and between March and May 2019 over 225 participants, including faculty, staff, students, and leaders participated in listening and feedback sessions. This included representation from 14 campuses, as well as statewide leadership from Systems Office. Similar to the development of the original 7 goals, participants diverged and converged on strengths and weaknesses, while mapping strategies and tactics using Simplex creative problem-solving methodology. Five strategies were presented to the State Board of Trustees for initial review in June 2019. The Strategic Planning team then conducted additional faculty and student listening and feedback sessions to ensure their voices were reflected in Goal 8. In September 2019 the individual strategy teams were developed, metrics were associated with the new goal, and tactics were developed based on the feedback received statewide. Goal 8, strategies, tactics, and metrics were finalized and approved by the State Board of Trustees on October 2, 2019.
Goal 8 will establish a sustainable culture of diversity, equity and belonging. It now includes five strategies, which were developed with input from faculty, staff, and students from around the state.

**Strategy 8.1 - Eliminate systemic inequities for students.**

**Strategy 8.2 - Leverage leadership’s power and privilege to drive positive change.**

**Strategy 8.3 - Implement new structures to ensure faculty and staff diversity.**

**Strategy 8.4 - Increase diversity in leadership.**

**Strategy 8.5 - Ensure everyone in our college community feels they belong.**

<table>
<thead>
<tr>
<th>Diveristy, Equity and Belonging</th>
<th>Student Goals</th>
<th>2018-19 Baseline</th>
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</tr>
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<tbody>
<tr>
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<td></td>
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<th>Employee Goals</th>
<th>2019-20 Actual</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Belonging Score</td>
<td>0.1</td>
<td>0.0+</td>
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</table>

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<thead>
<tr>
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</table>
V. DIVERSITY AT A GLANCE

In AY2019, Ivy Tech represented 38% of all Hoosier undergraduate, degree-seeking students enrolled in Indiana public colleges. In addition, 42% of all underrepresented minority students were enrolled at Ivy Tech.

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Ivy Tech</th>
<th>Other IN Public</th>
</tr>
</thead>
<tbody>
<tr>
<td>Underrepresented Minority Students</td>
<td>42%</td>
<td></td>
</tr>
<tr>
<td>Black or African American</td>
<td>52%</td>
<td></td>
</tr>
<tr>
<td>Other Race*</td>
<td>45%</td>
<td></td>
</tr>
<tr>
<td>Hispanic or Latinx</td>
<td>23%</td>
<td></td>
</tr>
</tbody>
</table>

67% of students ages 25+ were enrolled at Ivy Tech

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Ivy Tech</th>
<th>Other IN Public</th>
</tr>
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<tbody>
<tr>
<td>All Students Ages 25+</td>
<td>67%</td>
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</tr>
<tr>
<td>Ages 25-34</td>
<td>64%</td>
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</tr>
<tr>
<td>Ages 35-49</td>
<td>70%</td>
<td></td>
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<tr>
<td>Ages 50+</td>
<td>72%</td>
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Source: CHE Enrollment and Degree Facts, https://public.tableau.com/profile/che.staff#!/vizhome/FB_11/Story1
*includes Multiracial, Nat. Am./Am. Ind. or Alaskan Nat., Nat. Hawaiian, and Undeclared Race
### Statewide Enrollment by Race

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<thead>
<tr>
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<th></th>
<th></th>
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<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>21,552</td>
<td>23,311</td>
<td>24,507</td>
</tr>
<tr>
<td>Asian</td>
<td>414</td>
<td>376</td>
<td>361</td>
</tr>
<tr>
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<td>15,826</td>
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<td>15,843</td>
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<tr>
<td>Hispanic</td>
<td>1,734</td>
<td>1,631</td>
<td>2,229</td>
</tr>
<tr>
<td>Multiracial</td>
<td>4,240</td>
<td>3,978</td>
<td>3,891</td>
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<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>189</td>
<td>176</td>
<td>176</td>
</tr>
<tr>
<td>White</td>
<td>72,218</td>
<td>73,409</td>
<td>72,403</td>
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### Statewide Student Financial Aid Recipients

* excludes federal loans or work-study

<table>
<thead>
<tr>
<th>Year</th>
<th>Federal Aid</th>
<th>State Aid</th>
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<tr>
<td>2019-2020</td>
<td>33,460</td>
<td>12,997</td>
</tr>
<tr>
<td>2018-2019</td>
<td>34,914</td>
<td>13,046</td>
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<tr>
<td>2017-2018</td>
<td>35,626</td>
<td>13,175</td>
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### 2019-2020 Highlights of Financial Aid Funding

- Cares Act Relief Funding: 1,311
- Federal Pell Grant: 33,046
- Frank O’Bannon Award: 6,551
- Workforce Ready Grant: 1,824
- 21st Century Scholarship: 1,924

### Statewide Enrollment by Age

<table>
<thead>
<tr>
<th>Age</th>
<th>2019-2020</th>
<th>2018-2019</th>
<th>2017-2018</th>
</tr>
</thead>
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<tr>
<td>17 And Under</td>
<td>5,141</td>
<td>4,509</td>
<td>3,855</td>
</tr>
<tr>
<td>18-21</td>
<td>50,649</td>
<td>50,552</td>
<td>50,999</td>
</tr>
<tr>
<td>22-24</td>
<td>19,065</td>
<td>20,523</td>
<td>21,337</td>
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<tr>
<td>25-34</td>
<td>30,830</td>
<td>31,657</td>
<td>31,329</td>
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<tr>
<td>35-49</td>
<td>17,098</td>
<td>18,250</td>
<td>18,424</td>
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<tr>
<td>50+</td>
<td>4,864</td>
<td>5,299</td>
<td>5,443</td>
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### Statewide Retention Rates by Race (Fall to Fall)

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<tr>
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</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>46%</td>
<td>51%</td>
<td>48%</td>
</tr>
<tr>
<td>Asian</td>
<td>55%</td>
<td>57%</td>
<td>61%</td>
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<tr>
<td>Black or African American</td>
<td>39%</td>
<td>39%</td>
<td>39%</td>
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<tr>
<td>Hispanic</td>
<td>46%</td>
<td>50%</td>
<td>51%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>39%</td>
<td>42%</td>
<td>41%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>49%</td>
<td>52%</td>
<td>52%</td>
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<tr>
<td>White</td>
<td>48%</td>
<td>50%</td>
<td>49%</td>
</tr>
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</table>

### 100% Completion Rates

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</tr>
</thead>
<tbody>
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<td>22%</td>
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<tr>
<td>Asian</td>
<td>22%</td>
<td>16%</td>
<td>10%</td>
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<tr>
<td>Black or African American</td>
<td>7%</td>
<td>8%</td>
<td>7%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>21%</td>
<td>1%</td>
<td>15%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>14%</td>
<td>13%</td>
<td>11%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>14%</td>
<td>43%</td>
<td>0%</td>
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<tr>
<td>White</td>
<td>20%</td>
<td>19%</td>
<td>13%</td>
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</table>
## Statewide Enrollment by Race and Student Category

<table>
<thead>
<tr>
<th></th>
<th>Continuing/Other</th>
<th>Readmit</th>
<th>Apprentice</th>
<th>New First Time</th>
<th>Guest</th>
<th>Transfer</th>
<th>Dual Enrolled</th>
<th>Senior Scholar</th>
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<tbody>
<tr>
<td><strong>2019-2020</strong></td>
<td>Not Available</td>
<td>1,693</td>
<td>38</td>
<td>1,610</td>
<td>763</td>
<td>6,904</td>
<td>233</td>
<td>361</td>
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<tr>
<td>American Indian or Alaska Native</td>
<td>212</td>
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<td>27</td>
<td>93</td>
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<td>20</td>
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<tr>
<td>Asian</td>
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<td>101</td>
<td>19</td>
<td>361</td>
<td>149</td>
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<td>98</td>
<td>4</td>
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<td>1,940</td>
<td>352</td>
<td>2,387</td>
<td>376</td>
<td>1,157</td>
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<td>139</td>
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<td>145</td>
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<td>347</td>
<td>141</td>
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<td>57</td>
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<td>2,421</td>
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<td>1,243</td>
<td>282</td>
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<td>201</td>
<td>232</td>
<td>867</td>
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<td>228</td>
<td>115</td>
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<td>340</td>
<td>184</td>
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<tr>
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<td>42</td>
<td>5</td>
<td>10</td>
<td>9</td>
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<td>3,574</td>
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<td>1,245</td>
<td>890</td>
<td>7,105</td>
<td>334</td>
<td>236</td>
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<td>26</td>
<td>59</td>
<td>9</td>
<td>35</td>
<td>6</td>
<td>1</td>
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<td>385</td>
<td>156</td>
<td>198</td>
<td>40</td>
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<td>164</td>
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<tr>
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<td>925</td>
<td>120</td>
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<td>87</td>
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<td>81</td>
<td>802</td>
<td>136</td>
<td>348</td>
<td>115</td>
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<tr>
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<td>93</td>
<td>11</td>
<td>1</td>
<td>34</td>
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<td>14</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td>White</td>
<td>43,244</td>
<td>6,758</td>
<td>6,130</td>
<td>12,062</td>
<td>3,254</td>
<td>6,036</td>
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<td>CAMPUS</td>
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<td></td>
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<td></td>
<td></td>
<td>SUMMER 2020</td>
<td></td>
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<tr>
<td>----------------------</td>
<td>-----------</td>
<td>---------</td>
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<td>-------------</td>
<td>---------</td>
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<td>-------------</td>
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</tr>
<tr>
<td></td>
<td>STUDENTS REQUESTING ACCOMMODATIONS</td>
<td>% STUDENTS USING ACCOMMODATIONS</td>
<td>APPROVED ACCOMMODATIONS</td>
<td>STUDENTS REQUESTING ACCOMMODATIONS</td>
<td>% STUDENTS USING ACCOMMODATIONS</td>
<td>APPROVED ACCOMMODATIONS</td>
<td>STUDENTS REQUESTING ACCOMMODATIONS</td>
<td>% STUDENTS USING ACCOMMODATIONS</td>
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<tr>
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<td>South Bend/Elkhart</td>
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<td>45</td>
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<td>37</td>
<td>1.73%</td>
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<td>Kokomo</td>
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<td>691</td>
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<td>3.72%</td>
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<td>243</td>
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<td>1.74%</td>
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<td>1.52%</td>
<td>42</td>
<td>1</td>
<td>0.25%</td>
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<tr>
<td>Terre Haute</td>
<td>85</td>
<td>2.90%</td>
<td>170</td>
<td>43</td>
<td>1.66%</td>
<td>96</td>
<td>24</td>
<td>1.73%</td>
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<td>Indianapolis</td>
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<td>1191</td>
<td>258</td>
<td>1.84%</td>
<td>1018</td>
<td>111</td>
<td>1.43%</td>
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<td>Richmond</td>
<td>71</td>
<td>4.70%</td>
<td>385</td>
<td>57</td>
<td>4.05%</td>
<td>280</td>
<td>14</td>
<td>2.20%</td>
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<tr>
<td>Columbus</td>
<td>51</td>
<td>2.30%</td>
<td>166</td>
<td>40</td>
<td>2.02%</td>
<td>141</td>
<td>21</td>
<td>2.16%</td>
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<td>Madison</td>
<td>12</td>
<td>1.20%</td>
<td>39</td>
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<td>1.49%</td>
<td>53</td>
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<td>0.44%</td>
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<td>0%</td>
<td>4</td>
<td>1</td>
<td>0%</td>
<td>1</td>
<td>1</td>
<td>0%</td>
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<tr>
<td>Evansville</td>
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<td>4.20%</td>
<td>446</td>
<td>95</td>
<td>3.38%</td>
<td>336</td>
<td>23</td>
<td>2.04%</td>
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<td>64</td>
<td>2.55%</td>
<td>232</td>
<td>7</td>
<td>0.62%</td>
</tr>
<tr>
<td>Bloomington</td>
<td>214</td>
<td>5.00%</td>
<td>1073</td>
<td>193</td>
<td>4.55%</td>
<td>716</td>
<td>79</td>
<td>2.31%</td>
</tr>
<tr>
<td>College-wide</td>
<td>1811</td>
<td>2.90%</td>
<td>7221</td>
<td>1377</td>
<td>2.42%</td>
<td>5709</td>
<td>499</td>
<td>1.63%</td>
</tr>
</tbody>
</table>

The Office of Disability Support Services (DSS) provides assistance to students, who qualify for reasonable accommodation under the Americans with Disabilities Act (ADA), and Sections 504 and 508 of the Rehabilitation Act. Reasonable accommodations may be granted, based upon verification with appropriate documentation, for chronic illnesses, neurological conditions, learning disabilities, psychiatric illnesses, mobility impairments, and other conditions or impairments that limit one or more of life’s major activities.
## Statewide Total Approved Student Accommodations

<table>
<thead>
<tr>
<th>Approved Accomodations</th>
<th>Fall 2019</th>
<th>Spring 2020</th>
<th>Summer 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extended time (50%) on all quizzes and tests</td>
<td>1376</td>
<td>1115</td>
<td>425</td>
</tr>
<tr>
<td>Distraction-reduced area for taking all quizzes and tests</td>
<td>1202</td>
<td>960</td>
<td>297</td>
</tr>
<tr>
<td>Use of recorder for class notes</td>
<td>787</td>
<td>676</td>
<td>219</td>
</tr>
<tr>
<td>Other</td>
<td>554</td>
<td>448</td>
<td>109</td>
</tr>
<tr>
<td>Note-taking assistance</td>
<td>516</td>
<td>379</td>
<td>122</td>
</tr>
<tr>
<td>Use of assistive technology (screen reading software) for quizzes and tests</td>
<td>401</td>
<td>324</td>
<td>89</td>
</tr>
<tr>
<td>Extended time (100%) on all quizzes and tests</td>
<td>373</td>
<td>293</td>
<td>89</td>
</tr>
<tr>
<td>Text in alternative format</td>
<td>340</td>
<td>307</td>
<td>91</td>
</tr>
<tr>
<td>Use of calculator for Math tests and quizzes</td>
<td>233</td>
<td>181</td>
<td>52</td>
</tr>
<tr>
<td>Option to choose seat location to suit individual needs and accommodate disability</td>
<td>215</td>
<td>175</td>
<td>52</td>
</tr>
<tr>
<td>Extended consecutive tutoring</td>
<td>158</td>
<td>119</td>
<td>38</td>
</tr>
<tr>
<td>Use of recorder and keyboard for class notes</td>
<td>99</td>
<td>96</td>
<td>34</td>
</tr>
<tr>
<td>Medical condition letter</td>
<td>97</td>
<td>136</td>
<td>37</td>
</tr>
<tr>
<td>Use of keyboard for notes and written work in class</td>
<td>97</td>
<td>80</td>
<td>21</td>
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<tr>
<td>Use of keyboard for written responses on tests and quizzes</td>
<td>65</td>
<td>46</td>
<td>12</td>
</tr>
<tr>
<td>Written instructions</td>
<td>58</td>
<td>42</td>
<td>17</td>
</tr>
<tr>
<td>Use of alternative answer sheets for responses on tests and quizzes</td>
<td>56</td>
<td>41</td>
<td>11</td>
</tr>
<tr>
<td>Use of scribe for written responses on tests and quizzes</td>
<td>53</td>
<td>52</td>
<td>8</td>
</tr>
<tr>
<td>Use of assistive technology (screen magnification software) for quizzes and tests</td>
<td>50</td>
<td>45</td>
<td>12</td>
</tr>
<tr>
<td>Option to move out of seat to accommodate disability</td>
<td>46</td>
<td>40</td>
<td>14</td>
</tr>
<tr>
<td>Closed caption for all videos used for class</td>
<td>38</td>
<td>34</td>
<td>7</td>
</tr>
<tr>
<td>Use of adaptive equipment in class</td>
<td>35</td>
<td>25</td>
<td>6</td>
</tr>
<tr>
<td>Use of spelling checker/dictionary for written responses on tests and quizzes</td>
<td>32</td>
<td>18</td>
<td>7</td>
</tr>
<tr>
<td>Use of voice dictation software for written responses on tests and quizzes</td>
<td>23</td>
<td>28</td>
<td>7</td>
</tr>
<tr>
<td>Option to receive tests in separate sections and take breaks during test session</td>
<td>22</td>
<td>25</td>
<td>11</td>
</tr>
<tr>
<td>Sign language interpreting</td>
<td>22</td>
<td>19</td>
<td>1</td>
</tr>
<tr>
<td>Use of 5x7 index cards for use as memory tool for Math tests and quizzes</td>
<td>22</td>
<td>19</td>
<td>10</td>
</tr>
<tr>
<td>Use of earplugs during testing to mitigate ambient noise</td>
<td>20</td>
<td>22</td>
<td>8</td>
</tr>
<tr>
<td>Use of fidgets or stress balls in class or testing environment</td>
<td>16</td>
<td>11</td>
<td>3</td>
</tr>
<tr>
<td>Use of personal aid in classroom</td>
<td>14</td>
<td>13</td>
<td>4</td>
</tr>
<tr>
<td>Use of specific chair to accommodate disability</td>
<td>10</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>Use of preapproved white noise or commercially recorded music with headphones during tests or quizzes</td>
<td>8</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>Opt. to sit through instruction as needed to accommodate disability at times when safety is no concern</td>
<td>7</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>Use of adaptive equipment in class</td>
<td>7</td>
<td>13</td>
<td>3</td>
</tr>
<tr>
<td>Use of emotional support animals (ESA)</td>
<td>5</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Access to College video recorded lecture</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>CART services</td>
<td>1</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>
### BUILDING A DIVERSE AND EQUITABLE WORKFORCE

#### Statewide Representation of All Full-Time Employees by Race

<table>
<thead>
<tr>
<th></th>
<th>Not Available</th>
<th>American Indian or Alaska Native</th>
<th>Asian</th>
<th>Black or African American</th>
<th>Hispanic</th>
<th>Multiracial</th>
<th>Native Hawaiian or Other Pacific Islander</th>
<th>White</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019-2020</td>
<td>10</td>
<td>8</td>
<td>62</td>
<td>370</td>
<td>75</td>
<td>38</td>
<td>2</td>
<td>2,599</td>
<td>3,164</td>
</tr>
<tr>
<td>2018-2019</td>
<td>4</td>
<td>8</td>
<td>59</td>
<td>382</td>
<td>63</td>
<td>34</td>
<td>2</td>
<td>2,661</td>
<td>3,213</td>
</tr>
<tr>
<td>2017-2018</td>
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<td>56</td>
<td>416</td>
<td>72</td>
<td>38</td>
<td>1</td>
<td>2,731</td>
<td>3,329</td>
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</table>

#### Statewide Faculty Representation – Full Time Faculty by Race

<table>
<thead>
<tr>
<th></th>
<th>Not Available</th>
<th>American Indian or Alaska Native</th>
<th>Asian</th>
<th>Black or African American</th>
<th>Hispanic</th>
<th>Multiracial</th>
<th>Native Hawaiian or Other Pacific Islander</th>
<th>White</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019-2020</td>
<td>1</td>
<td>6</td>
<td>36</td>
<td>91</td>
<td>24</td>
<td>11</td>
<td>2</td>
<td>1,126</td>
<td>1,297</td>
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<tr>
<td>2018-2019</td>
<td>2</td>
<td>6</td>
<td>40</td>
<td>93</td>
<td>19</td>
<td>12</td>
<td>1</td>
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<tr>
<td>2017-2018</td>
<td>2</td>
<td>5</td>
<td>35</td>
<td>100</td>
<td>21</td>
<td>10</td>
<td>1</td>
<td>1,204</td>
<td>1,378</td>
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### Statewide Faculty Representation – Adjunct Faculty by Race

<table>
<thead>
<tr>
<th></th>
<th>Not Available</th>
<th>American Indian or Alaska Native</th>
<th>Asian</th>
<th>Black or African American</th>
<th>Hispanic</th>
<th>Multiracial</th>
<th>Native Hawaiian or Other Pacific Islander</th>
<th>White</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019-2020</td>
<td>30</td>
<td>12</td>
<td>66</td>
<td>235</td>
<td>67</td>
<td>27</td>
<td>0</td>
<td>2,218</td>
<td>2,655</td>
</tr>
<tr>
<td>2018-2019</td>
<td>9</td>
<td>19</td>
<td>69</td>
<td>257</td>
<td>61</td>
<td>26</td>
<td>0</td>
<td>2,727</td>
<td>3,168</td>
</tr>
<tr>
<td>2017-2018</td>
<td>6</td>
<td>18</td>
<td>73</td>
<td>255</td>
<td>51</td>
<td>24</td>
<td>0</td>
<td>2,889</td>
<td>3,316</td>
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</table>

### Underrepresented Representation by Job Category

<table>
<thead>
<tr>
<th>Job Category</th>
<th>American Indian or Alaska Native</th>
<th>Asian</th>
<th>Black or African American</th>
<th>Hispanic</th>
<th>Multiracial</th>
<th>Native Hawaiian or Other Pacific Islander</th>
<th>Total Underrepresented Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative/Faculty – Deans</td>
<td>0</td>
<td>0</td>
<td>6</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>8</td>
</tr>
<tr>
<td>Faculty</td>
<td>6</td>
<td>36</td>
<td>85</td>
<td>24</td>
<td>10</td>
<td>1</td>
<td>162</td>
</tr>
<tr>
<td>Professional</td>
<td>1</td>
<td>23</td>
<td>182</td>
<td>30</td>
<td>23</td>
<td>0</td>
<td>259</td>
</tr>
<tr>
<td>Clerical/Secretarial</td>
<td>4</td>
<td>22</td>
<td>146</td>
<td>37</td>
<td>28</td>
<td>1</td>
<td>238</td>
</tr>
<tr>
<td>Technical/Paraprofessional</td>
<td>2</td>
<td>4</td>
<td>12</td>
<td>5</td>
<td>6</td>
<td>0</td>
<td>29</td>
</tr>
<tr>
<td>Service/Maintenance</td>
<td>1</td>
<td>2</td>
<td>32</td>
<td>8</td>
<td>4</td>
<td>0</td>
<td>47</td>
</tr>
<tr>
<td>Adjunct Faculty</td>
<td>12</td>
<td>66</td>
<td>235</td>
<td>67</td>
<td>27</td>
<td>0</td>
<td>407</td>
</tr>
<tr>
<td>Unclassified/Officers</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>Executive/Administrative</td>
<td>1</td>
<td>1</td>
<td>16</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>23</td>
</tr>
</tbody>
</table>
Ivy Tech spent over $12 million across 113 IDOA-certified or VA-certified vendors in FY 2020, accounting for more than 17% of our total in-scope spend. In the coming year, we plan to strengthen our commitment further by:

1. Providing supplier diversity training and regular progress updates to campus leadership.
2. Continue working with IDOA to increase certification of eligible vendors.
3. Improving collection of second tier data to enhance reporting and compliance.

About 36% of diverse spend was committed to women-owned businesses (WBE), 60% to minority-owned (MBWE), and 3% to veteran-owned (VBE) businesses. Over 50% of diverse spend was committed to construction projects on Ivy Tech campuses. Ivy Tech includes strong diversity subcontracting incentives in all construction contracts.
## CAMPUS PERFORMANCE

### FY 2020 IDOA Spend by Campus

<table>
<thead>
<tr>
<th>Campus</th>
<th>IDOA Spend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kokomo</td>
<td>$4,622,007</td>
</tr>
<tr>
<td>Muncie</td>
<td>$2,011,714</td>
</tr>
<tr>
<td>Indianapolis</td>
<td>$1,950,195</td>
</tr>
<tr>
<td>Systems Office</td>
<td>$1,806,340</td>
</tr>
<tr>
<td>Lafayette</td>
<td>$1,365,098</td>
</tr>
<tr>
<td>Fort Wayne</td>
<td>$1,341,345</td>
</tr>
<tr>
<td>Lake County</td>
<td>$926,455</td>
</tr>
<tr>
<td>Valparaiso</td>
<td>$886,628</td>
</tr>
<tr>
<td>Terre Haute</td>
<td>$274,002</td>
</tr>
<tr>
<td>Richmond</td>
<td>$94,530</td>
</tr>
<tr>
<td>South Bend</td>
<td>$91,916</td>
</tr>
<tr>
<td>Marion</td>
<td>$73,380</td>
</tr>
<tr>
<td>Evansville</td>
<td>$54,887</td>
</tr>
<tr>
<td>Columbus</td>
<td>$43,620</td>
</tr>
<tr>
<td>Bloomington</td>
<td>$26,463</td>
</tr>
<tr>
<td>Madison</td>
<td>$13,659</td>
</tr>
<tr>
<td>Sellersburg</td>
<td>$10,796</td>
</tr>
<tr>
<td>Lawrenceburg</td>
<td>$5,290</td>
</tr>
<tr>
<td>Anderson</td>
<td>$3,876</td>
</tr>
</tbody>
</table>

### FY 2020 IDOA % of Total Spend by Campus

<table>
<thead>
<tr>
<th>Campus</th>
<th>IDOA % of Total Spend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kokomo</td>
<td>40.83%</td>
</tr>
<tr>
<td>Valparaiso</td>
<td>30.67%</td>
</tr>
<tr>
<td>Lake County</td>
<td>21.66%</td>
</tr>
<tr>
<td>Lafayette</td>
<td>20.93%</td>
</tr>
<tr>
<td>Indianapolis</td>
<td>20.15%</td>
</tr>
<tr>
<td>Richmond</td>
<td>18.63%</td>
</tr>
<tr>
<td>Marion</td>
<td>17.22%</td>
</tr>
<tr>
<td>Terre Haute</td>
<td>13.65%</td>
</tr>
<tr>
<td>Muncie</td>
<td>11.95%</td>
</tr>
<tr>
<td>Systems Office</td>
<td>10.47%</td>
</tr>
<tr>
<td>Fort Wayne</td>
<td>10.21%</td>
</tr>
<tr>
<td>South Bend</td>
<td>4.55%</td>
</tr>
<tr>
<td>Columbus</td>
<td>4.41%</td>
</tr>
<tr>
<td>Evansville</td>
<td>4.33%</td>
</tr>
<tr>
<td>Madison</td>
<td>4.13%</td>
</tr>
<tr>
<td>Bloomington</td>
<td>2.43%</td>
</tr>
<tr>
<td>Sellersburg</td>
<td>1.68%</td>
</tr>
<tr>
<td>Lawrenceburg</td>
<td>0.89%</td>
</tr>
<tr>
<td>Anderson</td>
<td>0.49%</td>
</tr>
</tbody>
</table>
VI. STATEWIDE INITIATIVES

A. GOAL 8 SUCCESSES AND RECOGNITION

While diversity, equity, and belonging are integrated in the individual plans and work of each Ivy Tech campus and Systems Office, Goal 8 has been created as part of the College’s Strategic Plan to intentionally carve our time and resources dedicated to this important and impactful work. We are proud of the tremendous work in Goal 8. The goal is comprised of five strategy teams made up of volunteer staff and faculty from across the state. These passionate, dedicated, and committed employees take on the work of Goal 8 in addition to their everyday work, and so we want to recognize their success, accomplishments, and their projects and initiatives in progress.

I. STRATEGY 8.1 - ELIMINATE SYSTEMIC INEQUITIES FOR STUDENTS.

The strategy team has partnered with Black Onyx Management to run a college-wide research project to determine the systemic inequities for our students through external research, internal data gathering, and listening to our students. Final results including action steps and key performance indicators will be provided in 2021.

II. STRATEGY 8.2 - LEVERAGE LEADERSHIP’S POWER AND PRIVILEGE TO DRIVE POSITIVE CHANGE.

The strategy team is finalizing an informational white paper to provide to statewide College leadership to ensure leaders understand that the work of diversity, equity, and belonging is mandatory, important, and how it directly impacts our students, employees, and financial resources.

III. STRATEGY 8.3 - IMPLEMENT NEW STRUCTURES TO ENSURE FACULTY AND STAFF DIVERSITY.

Implementation of the College’s first statewide affinity program, Ivy Affinity, is underway. This strategic committee researched best practices surrounding affinity group support in higher education, reviewed national models for supporting affinity groups, and revisited Ivy Tech’s utilization of affinity groups to support professional mentoring, and came to the conclusion and need for a statewide affinity program.

The strategy team is also working to ensure hiring committees remove bias in decision making, by developing and implementing training modules for hiring committees.
IV. STRATEGY 8.4 - INCREASE DIVERSITY IN LEADERSHIP.

The strategy team has developed a diversity training toolkit intended to increase College leaders’ knowledge and awareness of diversity, equity, and belonging, emphasizing and highlighting the benefits of diversity, equity, and belonging in leadership, and contributing to building a culture of appreciation of diversity, equity, and belonging in Ivy Tech leadership. The training tool kit is under review from College leadership and will be implemented statewide in 2021.

The team has also worked on developing diversity scorecards to be utilized by the campuses and Systems Office to track diversity in their employees as well as their leadership to allow for affirmative action planning and succession planning for leaders.

V. STRATEGY 8.5 - ENSURE EVERYONE IN OUR COLLEGE COMMUNITY FEELS THEY BELONG.

The strategy team has been developing different systems to better collect and understand student, employee, and community partners’ sense of belonging. During the COVID-19 pandemic and statewide lockdown, the team collected best practices for creating a sense of belonging in a virtual environment and shared these practices collegewide.

Currently the strategy team is working towards eliminating institutional racism so all students and colleagues feel they belong. The team will work through 2020 and 2021 to first understand the stories and experiences from both employees and students to capture the voices of our college community to determine what work needs to be done.
B. MESSAGE OF HOPE AND LUNCH AND LEARN DIVERSITY SERIES

In May 2020, during a time of fear and crisis in the midst of a pandemic, our nation watched unending coverage of racial injustice play out across our screen. In a show of support and solidarity to our communities, Ivy Tech communicated a Message of Hope. United together, we highlighted the significant impacts of these events on our colleagues and communities across the state. Given our work to create a College community where everyone belongs, safety – both physical and psychological – is paramount at all times, but it was essential for our efforts of creating an atmosphere of belonging to be front and center as anger, sadness, and fear gripped our nation.

Additionally, during the Summer of 2020, the Office of Diversity, Equity & Belonging hosted a weekly “Lunch and Learn” Diversity Series for faculty and staff. Lunch and Learn sessions are designed to provide greater insight into areas that promote the goals of diversity, equity and belonging, as well as engage faculty, staff and administrators in thoughtful conversations that will aid in shifting the climate at Ivy Tech. The sessions took place every Tuesday during the months of June and July by Zoom. The topics ranged from understanding the health disparities of COVID-19 to learning about racial microaggressions and how they can manifest in the workplace and classroom. For more information about the Message of Hope or the Lunch and Learn Diversity Series, please visit our website for the recorded sessions.
C. SUPPLIER DIVERSITY

Ivy Tech is committed to supporting the Indiana economy by giving suppliers equitable opportunities to provide goods and services. This includes ensuring supplier diversity. As such, all suppliers – including small business enterprises, women, minority, and veteran owned businesses – are invited and encouraged to do business with us. We recognize our suppliers as a key source of knowledge and rely on them to help us improve the quality and value of services provided to our students.

New initiatives/policies:

- **XBE RFP Language**: Ivy Tech has incorporated new language in its RFPs for goods and professional services that encourages bidders to include an MBE/VBE/WBE Participation Plan. Bids without an MBE/VBE/WBE Participation Plan or documentation of a good faith effort may be considered incomplete.

- **COVID19 XBE Accelerated Payment Relief Program**: Implemented in early April, this program authorized accelerated payment terms for IDOA certified XBEs. Instead of payment in 30 days Certified XBEs are paid in 10 days, for the duration of the pandemic.

- **Value Alignment RFP Language**: In an effort to ensure that Ivy Tech is a responsible steward of the funds entrusted to it, Ivy Tech has begun to ask all vendors going through its RFPs a series of questions aimed at ensuring Ivy Tech is only doing business that align with our values of diversity, inclusion, and anti-discrimination:

  1. What is the sex, race, and ethnic makeup of your senior leadership - i.e., C-Suite, Board of Trustees, Owner, etc.

  2. Please provide a report of all the EEOC “Reasonable Cause” findings against your firm from the past 5 years.
     - Include “Reasonable Cause” findings from any and all local civil rights commissions.

  3. Please provide a general overview of the sex, race, and ethnicity of your firm’s employees, if possible include demographics by job category.

  4. Please provide your EEO, Affirmative Action, and all other Anti-Discrimination policies and programs your firm maintains.
     - Please provide a report on all of the diversity, equity, and inclusion programs your firm maintains.
D. TITLE IX

The Title IX Educational Amendments of 1972 state that “no person in the United States shall, on the basis of sex, be excluded from participation in, denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Ivy Tech Community College is committed to preventing and responding promptly to all forms of sexual misconduct, which includes sex or gender-based discrimination, sexual harassment, sexual violence, dating violence, domestic violence, sexual exploitation, and stalking. All employees have an obligation to help ensure this commitment.

In June 2016, Ivy Tech Community College entered into a resolution agreement with the U.S. Department of Education, Office of Civil Rights to ensure compliance with Title IX. Since that time, the College has followed a detailed timeline to complete specific actions outlined by the U.S. Department of Education and agreed upon by the College. The action focused in two areas. One focus was ensuring gender equity in STEM programs. The second, was developing structure, policy, and process for College prevention of and response to reports of sexual misconduct involving students. Some actions are outlined below:

- Developed STEM committee
- Defined STEM
- Updated academic advising plan for STEM
- Created an on-going monitoring plan for STEM
- Drafted and conducted a climate survey
- Defined College Title IX structure
- Updated College Non-discrimination notice
- Drafted and adopted Sexual Misconduct Policy and Procedures
- Developed and implemented mandatory employee training
- Developed and implemented student training
- Provided initial and on-going training for campus Title IX Coordinators.
- Developed structures to maintain data related to Title IX

In March 2020, the College was notified by the U.S. Department of Education that all aspects of the Resolution Agreement were successfully completed.
In May 2020, the U.S. Department of Education, Office of Civil Rights, released the first new Title IX regulations since 1975. The new regulations included notable changes from past guidance issued by the Department of Education. To gain compliance with the new regulations the College took the following action:

- Updated College Title IX structure to include a Hearing Panel/Advisor Team.
- Provided extensive and comprehensive training for Hearing Panel/Advisor Team, including Civil Rights Investigator Certification for College and Campus Title IX Coordinators provided through the Association of Title IX Administrators.
- Enhanced the College’s Sexual Misconduct Policy by integrating the Student Equal Opportunity, Harassment, and Discrimination Policy and Procedures.
- Update the Code of Student Rights and Responsibilities and the Employee Handbook to reflect substantive changes.
- Added pertinent information to the College’s Preventing Sexual Violence web page.
- Updated the mandatory training for employees to reflect changes
- Communicated updates with students, Vice Chancellors for Student Success, Chancellors, cabinet, and State Board of Trustees

The College implemented a review of and update to Title IX processes by August 14, 2020 to meet the Department of Education’s implementation date for the new regulations.

**E. PROFESSIONAL DEVELOPMENT OPPORTUNITIES**

The Office of Diversity, Equity and Belonging is honoring our commitment to serve as a resource and create a space for belonging and professional development. Ivy Tech has developed a partnership with Center for Organizational Research and Education (CORA Learning) to bring thorough, relevant, and nationally-recognized certificates for diversity, equity & belonging-related courses for staff and faculty. These certificates are free for all staff and faculty. Specifically, we have 4 new certifications available, including the following:

1. **Teaching Men of Color in the Community College:** This course provides community college instructional faculty with strategies and approaches that can be used to foster enhanced learning among college men of color.

2. **Supporting Men of Color in the Community College:** This course provides community college advisors, student service officers, and support staff with strategies and approaches that can be used to foster enhanced learning, development, and success among college men of color. In this course, learners will discuss trends, issues, and salient influences on experiences and outcomes for community college men of color.

3. **Implicit Bias:** This program is designed to provide an introduction to the topic of unconscious bias to educators. The program highlights variation definitions of unconscious associations, discusses the influence of these associations on student success and provides pathways to better understand unconscious bias in education.

4. **Racial Microaggressions:** This program provides educators with an introduction to racial microaggressions and their numerous manifestations in educational settings. The program also provides recommendations on how to reduce the prevalence and influence of microaggressions on recipients.
F. STATEWIDE AFRICAN AMERICAN MALE INITIATIVE

The Ivy Tech Community College Statewide African American male initiative is a collaborative effort to identify needs, share best practices, and develop strategies to support African American male students in the College. Although the group is new, its members have decades of experience leading this work within and outside of Ivy Tech. Campuses within the College have enjoyed recruitment, enrollment, involvement, retention, and graduation of African American male students directly linked to the efforts of the members on this team. The group’s efforts are aligned to move our College closer to accomplishing its mission by delivering in areas of the Strategic Plan while prioritizing Belonging for this identity group.

G. WILLIAM R. GOINS SPIRIT OF DIVERSITY AWARD

Ivy Tech Community College proudly presents the inaugural William R. Goins Spirit of Diversity Award. The award was created to recognize Ivy Tech faculty and staff whose service, inspired by William “Bill” Goins’ dedication to the advancement of diversity, goes above and beyond their regular duties and contributes to the development of a diverse, equitable campus community with a sense of belonging for all. The Spirit of Diversity honoree will also select an Ivy Tech department, student organization, employee affinity group, or campus foundation to receive a $2,500 grant to further the College’s diversity, equity, and belonging initiatives. Up to five awards are made annually.

William R. Goins, affectionately known as Billie Ray, served as Ivy Tech State Trustee from 1995 – 2008, including chairing the state board during a time of significant growth and development of the College. Bill led the College through a successful transition from Indiana Vocational Technical College to becoming Ivy Tech Community College, now the largest singly-accredited statewide community college in the nation. Bill also served as a Foundation Board Director for more than 22 years. During his tenure, Bill Goins worked tirelessly to advance diversity initiatives to better serve our students, staff, and community. Until his death in January 2020, he served as an effective voice and leader of Ivy Tech Community College, and his passion and commitment to education and equity will leave a lasting legacy.
LOOKING TOWARDS THE FUTURE

To successfully implement sustainable change, Ivy Tech Community College must be resolute in continuing to identify and address the diversity, equity and belonging challenges within the organization. From senior leaders to staff and faculty to students, each individual must champion our efforts to ensure we create a College environment that is free from systemic inequities and fosters a community of inclusion and belonging for all.

We would like to acknowledge all internal and external partners who played an instrumental role in helping to support, advocate and provide resources for the many communities served by the Office of Diversity, Equity & Belonging.

You Belong Here.

IVYTECH.EDU/DIVERSITY
50 W. Fall Creek Pkwy N Drive, Indianapolis, IN 46208
317-916-7819
diversity@ivytech.edu
APPOINTMENT OF CAMPUS BOARD TRUSTEES

RESOLUTION NUMBER 2020-42

WHEREAS, the Columbus, Kokomo, Madison and Marion Boards have recommended individuals to serve on the Columbus, Kokomo, Madison and Marion Campus Boards.

WHEREAS, these Campus Boards request the State Trustees appoint those persons and that the recommended candidates meet all the attributes and expectations delineated in Resolution Number 2008-53.

NOW THEREFORE BE IT RESOLVED, that the individuals listed on the attached Exhibit A are hereby appointed as campus trustees for Ivy Tech Community College of Indiana – Columbus, Kokomo, Madison and Marion effective immediately.

STATE BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE
OF INDIANA

Terry W. Anker, Chairman

Andrew Wilson, Secretary

Dated: October 8, 2020
### COLUMBUS

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