

**MINUTES OF THE MEETING OF THE
STATE BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE
December 8, 2022**

Chair Stephanie Bibbs called the State Board of Trustees meeting to order at 1:00 pm.

ROLL CALL

Trustee Emmert O'Dell called the roll, and the presence of a quorum was announced.

The following State Trustees were present in person:

Ms. Stephanie Bibbs, Chair
Mr. Andrew W. Wilson, Vice-Chair
Ms. Kim Emmert O'Dell, Secretary
Mr. Terry Anker
Mr. Jesse Brand
Ms. Jennie Dekker
Mr. Michael R. Dora
Ms. Marianne Glick
Ms. Gretchen Gutman
Mr. Stewart McMillan

The following State Trustees were present virtually:

Ms. Paula Hughes-Schuh

The following State Trustees were not present

Ms. Tanya Foutch
Mr. Larry Garatoni
Mr. Harold Hunt
Mr. Kerry Stemler

A. EXECUTIVE SESSION MEMORANDA:

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

The State Board of Trustees met in Executive Session on December 7, 2022, at 2:00 pm at 2820 N. Meridian Street, Indianapolis, IN

Members present were Stephanie Bibbs, Chair, Andrew Wilson, Vice Chair, Kim Emmert O'Dell, Secretary, Terry Anker, Jesse Brand, Jennie Dekker, Michael Dora, Tanya Foutch, Kerry Stemler, Marianne Glick, Paula Hughes-Schuh, Larry Garatoni, Stewart McMillan.

The Trustees considered the following items as permitted under IC 5-14-1.5-6.1(b). For each subject, a reference to the applicable subdivision of IC 5-14-1.5-6.1 (b) and a description of that subject are included.

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

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

B. NOTICES OF MEETING MAILED AND POSTED:

Trustee Kim Emmert-O'Dell, the Secretary, confirmed that the notice of December 8, 2022, regular meetings were properly mailed and posted. The public was invited to attend the meetings open to the public.

C. APPROVAL OF BOARD MINUTES:

Trustee Hughes-Schuh moved for approval of the October 6, 2022, board meeting minutes. Trustee Brand seconded the motion. The motion carried unanimously.

D. COMMITTEE REPORTS:

Item 1 Chair Bibbs called upon Trustee Michael Dora for an Academics & Student Experience Committee report. Trustee Dora reported there are no action items for board approval.

Provost McCurdy reported that the total annual headcount at the College has increased by 6.8%, with record enrollments for apprenticeships and dual credit students. Significant increases in non-credit training activity have also occurred at most campuses this year. The Valparaiso / Michigan City Campus and Anderson Campus have met their total annual headcount goals for 2022-2023. Fall Enrollment in our academic programs is up 3% in headcount and 2.4% in FTE compared with one year ago. Registration for Spring 2023 is currently tracking ahead of last year by 12% in headcount and 10% in FTE.

Considering Retention: Provost McCurdy reported that Fall to Fall retention is at 46.9%, which is 2.3% higher than one year ago. Fall to Spring retention is currently tracking above the previous five years on record. The College has made significant progress over the past year in improving retention of male students and students identifying as Black or African American – with retention rates

improving this past year by the most on record and to the highest levels seen in at least five years.

The Board also received an update from Provost McCurdy and Vice President of K-14 and Statewide Initiatives, Dr. Rebecca Rahschulte, about the College's process to review and improve course outcomes, particularly in online courses. An update about the Associate Accelerated degree program was provided, focusing on how campuses have increased enrollment this year by expanding offerings to serve the needs of adult and high school students. An update on actions being taken at campuses and statewide to support teaching and learning activities were also provided.

Item 2 Chair Bibbs called upon Trustee Gutman for a report from **Audit Committee**. Trustee Gutman reported there are no action items for consideration or approval. The Committee discussed the reports to the confidential hotline and received an update on pending litigation and a cybersecurity report. The Committee discussed the entrance conference related to the financial and federal compliance audits in August and the exit conference for the financial statement audit in November. The College received an unmodified opinion on the financial statement audit. The Committee reviewed the audit schedule for 2023-23 and the three-year audit plan and internal audit reports that had been issued since the last meeting.

Item 3

Chair Bibbs called upon Trustee Stemler for a report from the **Building and Grounds Committee**. Trustee Stemler reported there are two action items for consideration and approval. The Committee received an update on the status of XBE spend.

Trustee Stemler moved for approval of Resolution 2022-43, Request that Ivy Tech Community College Receive a Gift of 3.99 Acres of Real Estate for the Muncie Campus. Trustee Wilson seconded the motion. The motion carried unanimously.

Trustee Stemler moved for approval of Resolution 2022-44, Approval of a Contract for Flex Lab Renovation, Kokomo Campus. Trustee Dora seconded the motion. The motion carried unanimously.

Trustee Stemler moved for approval of Resolution 2022-45, Approval of a Contract for Flex Lab Renovation, Columbus Campus. Trustee Wilson seconded the motion. The motion carried unanimously.

Item 4 Chair Bibbs called upon Trustee Jesse Brand for a report from the **Budget & Finance Committee**. Trustee Brand reported there are no action items for consideration and approval. The Committee received update on the Fiscal Year 2022 Financial Report and Audit and Fiscal Year 2023 Budget update.

Courtney Roberts, President of Ivy Tech Foundation, provided updates on the following a Campaign Update, Lilly Endowment, and Grants.

Item 5 Chair Bibbs called upon Trustee Wilson for the **Human Resources & Operations Committee** report. Trustee McMillan reported there are three action items for consideration and approval.

Mike McNichols presented on Resolution 2022-40, regarding the College's annual stop-loss insurance renewal. During the current plan year, the College has experienced an increase in high medical claims, thus resulting in an unfavorable renewal rate from the College's current stop-loss insurance provider, Anthem. A competitive bid process was launched in September and Voya was selected as the most cost effective option. Voya will become the College's stop-loss insurance provider, beginning January 1, 2023. The annual premium for plan year 2023 is projected to be \$2.1M.

Trustee Wilson moved for approval of **Resolution 2022-40, Approval of Contract with Voya, Systems Office**. Trustee Dora seconded the motion. The motion carried unanimously.

Matt Etchison, Sr. Vice President, and Chief Information Officer, presented the recommendation for the College to approve a contract for license renewals with Salesforce.com, Inc. through January 2024 at a cost not to exceed \$623,811. This contract is for the Software license renewal that supports admissions and enrollment capabilities.

Trustee Wilson moved for approval of **Resolution 2022-41, Approval of Salesforce CRM Renewal Contract, Systems Office**. Trustee McMillan seconded the motion. The motion carried unanimously.

Matt Etchison also presented the recommendation for the College to approve a three-year contract with ServiceNow at the cost of \$1,010,460.96. This contract will provide license renewals for all faculty, staff, and students to utilize the MyIvy portal and the IT service desk system.

Trustee Wilson moved for approval of **Resolution 2022-42, Approval of ServiceNow Renewal Contract, Systems Office**. Trustee Glick seconded the motion. The motion carried unanimously.

Item 6

Chair Bibbs called upon Trustee Hughes-Schuh for a Marketing & Public Relations Committee report. Trustee Hughes-Schuh reported there are no action items for consideration and approval.

Jo Nahod-Carlin demonstrated new website templates that will allow maximum flexibility while maintaining the structured architecture that will ensure a positive user experience now and for years to come. Highlights include photography features Ivy Tech alumni, short educational videos for each program with student testimonials as well as focusing on outcomes for each program to help illustrate what is possible with each educational experience.

Carlin also shared the new local campus microsite capabilities. With this new feature, students can mark a campus as their 'home campus', find local campus contact information as provides campus teams a solution to showcase their unique programs, and key offerings that will improve the overall experience for the student.

Additionally, Carlin shared an overview of new marketing campaigns that are targeting non-credit trainings that will help move the needle for building Indiana's workforce. The first example included a strategy targeting individuals who have completed CDL training, but do not currently hold their DCL+ License. This is a group who is in a great position to come back, skill up and earn another credential that would increase their earning potential. Ivy Tech purchased a list of 4900 Hoosiers and engaged with them through emails, text messages, direct mail and targeted digital advertising. The campaign began in Sept and grew our 2nd 8 Week enrollment from 10 students enrolled to 34 students in the CDL+ program, and from 311 students to 373 enrolled students in CDLK for 2nd 8 weeks. Additional campaigns include the new ServSafe Food handler training as well as OSHA 30 training, Insurance Certificate Training, IT Trainings for Cyber Security and Apprenticeships.

Item 7

Chair Bibbs called upon Trustee Emmert O'Dell for a report from the **Workforce Alignment Committee**. Trustee Emmert O'Dell reported there are no action items for consideration and approval.

21-22 Workforce Credential Production

Senior Vice President Dodge began her presentation by sharing that the campuses produced 9,929 high quality, high value certifications in 21-22: an increase in production over the previous year by 30%. The bulk of this outstanding increase was related to our production of Smart Manufacturing, SACA certifications. The addition of these certifications brings the College's total number of completions to 41,225. We are within 8,775 of our goal of 50,000!

Achieve Your Degree

Achieve Your Degree is a partnership between Ivy Tech Community College and community businesses and institutions to offer employees the opportunity to receive a community college education at minimal cost. From Fall of 21 to Fall of 22, students with an AYD attribute (meaning served under an agreement) were retained at an 8% higher rate than non-AYD students.

AYD Continuing students posted a 9% increased retention rate; first-time college students were retained at a 22% higher rate than students in this same cohort. This last data point indicates that AYD is a proven strategy to ensure students under 15 credit hours are successful at the College.

Beginning in early 2023, the RAND Corporation, University of Michigan and Ivy Tech will partner to conduct a three-year research study on the Achieve Your Degree (AYD) program. Funding for the study has been provided by nonprofit organization, Ascendium. The study will provide a detailed look at the program to inform continuous improvement in both AYD and other Ivy Tech programs focused on low-income working adult learners.

Ivy+ Career Link & 3E Grant

Ivy Tech's 3E grant which launched in November, will focus on creating or expanding career pathways in the Manufacturing, Healthcare, and Information Technology sectors. These pathways will focus on Career Exposure, Career Exploration, and Career Engagement for PK-12 students within twelve (12) partner school districts, involving 9 campuses statewide. This grant will provide an opportunity for Campus Career Link Talent Connection Managers and K14 directors to collaborate with school districts to build academic pathways and further explore how the College's work-and-learn services can be offered in a K14 environment.

Nursing Expansion Update

Ivy Tech has prioritized addressing the critical nursing shortage throughout Indiana by expanding ASN capacity by 600 seats by 2025. The system is leveraging House Bill 1003 to implement growth plans across campuses. To accomplish this goal, the largest areas of need are funding for faculty, staff, and resources and access to clinical placements. To date, \$19.54M has been raised of a \$21M system-level goal for one-time nonrecurring funding to support expansion plans. Campuses are leveraging these system-level funds to obtain additional local support. The system is also seeking \$9M in recurring funding from the legislature to sustain expansion efforts.

As of this meeting, 230 new ASN seats have been created during Summer 2022, Fall 2022, and Spring 2023 program starts. Campuses are making real-time adjustments to right-size offerings to sustain the 230 new seats across future program start dates while additional seat expansion is scheduled throughout 2023.

The system is concurrently focusing on enhancing other health sciences options that serve as drivers for the ASN student pipeline through intentional student recruitment activities and new grant opportunities. Expansion efforts also include providing wrap-around and concierge services to support student success which has been noted through student success reporting. The first cohorts, including expansion seats, will graduate in May 2023, at which point NCLEX pass rates will be reviewed.

A critical aspect of the expansion effort is faculty and staff hiring. The expansion requires hiring full-time faculty, adjunct faculty, nursing tutors, simulation coordinators, simulation techs, and retention specialists. However, faculty hiring continues as a significant barrier. The School of Nursing currently has a 14% full-time faculty vacancy, and positions take over 180 days to fill on average. The College is embarking on proactive and innovative approaches at multiple levels to identify, recruit, and retain top faculty to address these issues.

The expansion also focuses on capital, facilities, and equipment purchases based on campus expansion plans. Continuous review of these plans is occurring through 6-month campus check-in meetings. Real-time changes are being implemented to address supply chain and construction timeline issues, cost changes, and adjustments as required. Based on these meetings, the expansion project is progressing as expected to meet the goal.

E. TREASURER'S REPORT:

Chair Bibbs called upon Dom Chase, CFO, and Treasurer, to provide the Treasurer's Report.

With the close of the FY22 year, the College's net position stands at \$973M. Net position is made up of restricted, unrestricted, and net investment in capital assets. This is an increase of nearly \$55M over the prior year made up predominately of net investment in capital assets.

The State Board of Accounts has completed our annual financial statement audit, issuing an unmodified opinion. An unmodified opinion provides a high level of assurance a professional, independent examination of financial statements has not revealed any actual or possible material misstatements in those financial statements.

We continue to invest in high-growth areas and new markets; these investments will have significant returns now and into the future. Some examples are Guild, an employer benefit program, Ivy + IT Academy, Second Chance Pell for incarcerated populations, and free summer school. Those are in addition to freezing tuition and providing free textbooks through the summer of 2023.

The financial condition remains a strength of the institution, and this strength enables us to innovate and invest in student success.

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

E. STATE OF THE COLLEGE

Chair Bibbs called upon President Ellspermann to provide her State of the College report.

President Ellspermann welcomed alumni Ashley Gurvitz, a 2013 graduate with an Associate in Business Administration, having served as Student Ambassador.

President Ellspermann congratulated the recently honored President's Award for Excellence in Instruction. These individuals exemplify excellence in instruction.

President Ellspermann noted the partnership between Ivy Tech and Purdue Global, strengthening opportunities for adult learners by hosting a joint event covering the State of the workforce and economic development.

President Ellspermann announced Ivy Tech was chosen as the Institution of the Year for the Indiana Society of Chicago Foundation.

President Ellspermann shared the Ivy Tech Terre Haute unveiled its newly renovated paramedic science classroom and laboratory space in November. Terre Haute-based Trans-Care Ambulance made the new space possible and provided an open-concept layout for instruction and hands-on education.

President Ellspermann provided an update on transcripts noting 2,578 transcript requests.

F. OLD BUSINESS

Chair Bibbs called for old business, but there was none.

G. NEW BUSINESS

Chair Bibbs called for new business.

Trustee Dekker moved for approval of **Resolution 2022-46**, Resolution on Performance and Compensation Metrics. Trustee Dora seconded the motion. The motion carried unanimously.

ADJOURNMENT

With no further business to come before the Board, Trustee Anker called for a motion to adjourn the meeting. Trustee Emmert O'Dell seconded the motion.

**STATE TRUSTEES
IVY TECH COMMUNITY COLLEGE**

Dated December 9, 2022, prepared by Gretchen L. Keller, Recording Secretary