

**MINUTES OF THE MEETING OF THE STATE BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE
December 4, 2025**

Call to Order

Chair Kim Emmert O'Dell called the State Board of Trustees meeting to order at 1:00 pm EST.

Roll Call

Trustee Dora called the roll, and the presence of a quorum was announced, with members in person

The following State Trustees were present in person:

Ms. Kim Emmert O'Dell, Chair
Mr. Kerry Stemler, Vice Chair
Mr. Michael Dora, Secretary
Mr. Jesse Brand
Ms. Jennie Dekker
Ms. Marianne Glick
Ms. Gretchen Gutman
Mr. Jack Hingst
Mr. Kyle Hupfer
Mr. Jeremy Lugbill
Mr. Stewart McMillan
Mr. Aaron Williams
Mr. Andrew Wilson

The following State Trustee was virtual:

Ms. Paula Hughes-Schuh

The following State Trustees were not present:

Mr. Harold Hunt

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 October 3, 2025, at 2:45 pm at 3645 River Crossing Parkway, Indianapolis, IN

Members present were: Kim Emmert O'Dell, Chair; Kerry Stemler, Vice Chair; Michael Dora, Secretary; Jesse Brand; Jennie Dekker; Marianne Glick; Gretchen Gutman; Jack Hingst; Paula Hughes-Schuh; Kyle Hupfer; Jeremy Lugbill; Stewart McMillan; Aaron Williams and Andrew Wilson.

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 other than that specified in the public notice issued for this meeting was discussed in the executive session.

NOTICE OF MEETING MAILED AND POSTED

Trustee Michael Dora, Secretary, confirmed that the notice of regular meetings on December 4, 2025, was properly mailed and posted. The public was invited to attend the meeting, which were open the public.

APPROVAL OF BOARD MINUTES

Trustee Wilson moved to approve the board meeting minutes from October 2, 2025. Trustee Brand seconded the motion; the motion carried.

COMMITTEE REPORTS

Item 1: Audit Committee: Chair Emmert O'Dell called upon Trustee Gutman. The Audit Committee reported no action items. In its recent meeting, the committee discussed confidential hotline reports, a cybersecurity update, and the identity verification taskforce report. They also reviewed the entrance and exit conferences for recent financial and compliance audits, noting that the College received an unmodified opinion on the financial statement audit. Additionally, the committee examined the 2025–26 audit schedule, the three-year audit plan, and internal audit reports issued since the previous meeting.

Item 2: Workforce and Careers Committee: Chair Emmert O'Dell called upon Trustee Dekker. Dekker reporting there is one action item for consideration and board approval. Senior Vice President Dodge and Mike Bottorff, Vice President of the School of Information Technology presented four topics to the State Board of Trustees. Mike outlined the School of Information Technology's comprehensive program realignment designed to strengthen workforce alignment, streamline student pathways, and modernize offerings to meet Indiana's evolving labor-market needs. The redesign creates updated structures in IT Infrastructure & Operations and Information Systems & Analytics, each

supported by new stackable certificates aligned to high-demand, high-wage occupations across the state.

Mike then highlighted the development of Ivy Tech's new Applied Artificial Intelligence pathway, Indiana's first applied AI program, created with guidance from more than 80 industry partners. The program includes stackable credentials culminating in an AAS degree and prepares students for emerging AI roles with strong projected growth and wages.

Trustee Dekker motioned to approve **Resolution 2025-46, Approval of Degree Program** Trustee Wilson seconded the motion; the motion carried.

Dodge shared insights from the 2025 Strada Opportunity Index, which benchmarks how effectively states connect education to economic mobility across dimensions including affordability, coaching, work-based learning, and employer alignment. Indiana's strengths underscore the importance of Ivy Tech's workforce mission and its continued alignment with state priorities.

Finally, Dodge highlighted Career Link's 2024–2025 outcomes, demonstrating strong performance in career coaching, employer engagement, and work-based learning services that directly support student persistence and strengthen the state's talent pipeline.

These proposed academic programs have been endorsed by the Chief Academic Officers Council and are submitted for State Board approval prior to review by the Commission for Higher Education.

Item 3: Academics & Student Experience Committee: Chair Emmert O'Dell called upon Trustee Dora. Trustee Dora reported there is one action item for consideration and board approval. Dr. Steven Combs, Interim Provost, opened the session by highlighting continued momentum in academic and student success across the state.

Enrollment Updates

The Committee received a comprehensive update on enrollment for the 2025–2026 academic year from Dr. Marcus Crook. Total unduplicated headcount has reached 187,120 students, representing a 5.9% increase compared to the same point in the prior academic year. The College is currently within 2,880 students of its annual goal of 190,000.

Total Annualized FTE also showed positive momentum, currently standing at 51,640, an 8.6% increase from 47,571 in the previous year.

Retention and Student Success

Dr. Steven Combs reported that Fall-to-Fall retention improved to 49.6%, up from 48.7% the previous year, signaling long-term retention success but falling just short of a 51% goal. In terms of course success, shorter-term courses continue to demonstrate strong outcomes for courses using 8-week terms and remaining 16-week courses also are holding strong. Dr. Deanna King reported for the Fall 2025 term:

- Fall 25: First 8-Week course success rates reached 80.16%, with a withdrawal rate dropping to a low of 3.9%.

- Spring 25:
 - First 8-Week success rates stood at 80.98%, with a withdrawal rate dropping to a low of 4.15%.
 - Second 8-Week success rates stood at 79.31%, with a withdrawal rate dropping to a low of 4.29%.
 - 16-Week success rates stood at 80.90%, with a withdrawal rate dropping to a low of 5.4%.

Early Childhood Education Resolution

Dr. Stacy Atkinson requested support for a resolution to engage the Competency-Based Education Network (CBEN) for a \$1.5 million initiative funded by the College's \$21.9 million grant from the Lilly Endowment.

This contract will run from January 1, 2026, to December 31, 2027, aiming to address Indiana's early childhood workforce crisis.

Student Experience Spotlight

Trustee Dora motioned to approve **Resolution 2025-48, Approval of Contract with Competency-Based Education Network, Indianapolis Campus**. Trustee Dekker seconded the motion; the motion carried.

The session concluded with Dr. Combs highlighting student leadership and success. He recognized Dakota McLaughlin from the Columbus campus, who serves as the Phi Theta Kappa International Vice President, illustrating the global reach of Ivy Tech student leaders. Additionally, the Student Leadership Academy is concluding its current cohort with 210 students completing a 5-week program focused on personal leadership journeys. The College also convened an Academic Advisor Retreat focused on the "Appreciative Advising Framework" to further support student goals.

Item 4: Finance & Business Affairs Committee: Chair Emmert O'Dell called upon Trustee Brand. Trustee Brand reported there are two action items for consideration and board approval. The committee received the fiscal year 2025 Financial Report and Audit noting the State Board of Accounts issued an unmodified opinion for the 2025 fiscal year financial statements. Update on fiscal year 2026 Budget Update, FAFSA Filing Trends and Fort Wayne Bonding Update

Trustee Brand motioned to approve Resolution **2025-48, Approval of Contract with ServiceNow, Systems Office**. Trustee Gutman seconded the motion; the motion carried.

Trustee Brand motioned to approve Resolution **2025-49, Approval of Contract with Continental Broadband dba Expedient, Systems Office**. Trustee Gutman seconded the motion; the motion carried.

Interim Foundation President Tom Skidmore presented an update on FY26 Foundation performance, noting \$19.5M raised year-to-date toward the \$53.4M annual goal, with

public funding driving strong progress through major Perkins and TRIO grants. The Foundation's fundraising pipeline exceeds \$260M, including significant amounts in agreed-to-gift, decision-pending, and in-development stages, indicating a strong trajectory for the fiscal year. An overview of the Lilly Endowment's \$500M AI in Higher Education initiative was also shared, including planning and implementation grant opportunities and the committee established to guide the college's participation.

Item 5: Marketing & Public Relations Committee: Chair Emmert O'Dell called upon Trustee Dekker. Trustee Dekker reported there is one action item for consideration and board approval. The committee received an update from Kathie Fleck, Vice President of Marketing, on the success of the general advertising campaign to date, which showed that applications coming directly from advertising are up 18% year over year and applications touched by ads are up 77% year over year. She reported on the rollout of a new advertising tactic on the Quizlet platform that will highlight transfer opportunities to students who are college minded. She highlighted the IvyInsights on LinkedIn, designed to raise the profile of the institution to business leaders through a series of short videos highlighting a range of programs, alumni, and unique expertise at the college. Finally, she announced a series of national awards the system office and campuses have earned for various advertising campaigns.

MJ Michalak, Senior Vice President, Legal and Public Affairs, provided an update on the federal negotiated rulemaking process for Workforce Pell and explained a change in the definition of professional degrees for purposes of federal student loan limits. Michalak also provided an update on the start of the Indiana General Assembly's 2026 session, which began a month early and will conclude earlier in 2026 than it normally would as a result of the earlier start. Finally, Michalak provided information on a resolution to dissolve Ivy Ventures, Inc., which was originally created as a separate entity to allow the college to evaluate and commercialize intellectual property and research of the College." Ivy Ventures has been inactive for several years and while the cost of maintenance is low, staff recommended dissolving the entity.

Trustee Dekker motioned to approve **Resolution 2025-50, Approval of Dissolution of Ivy Ventures, INC. Nonprofit Public Benefit Corporation.** Trustee Gutman seconded the motion; the motion carried.

Item 6: Building Grounds & Capital Committee: Chair Emmert O'Dell called upon Trustee Stemler. Trustee Stemler reported there are six items for consideration and board approval.

Trustee Stemler motion to approve **Resolution 2025-51, Approval of the Nursing Health Sciences GMP Contract, Fort Wayne Campus.** Trustee Brand seconded the motion; the motion carried.

Trustee Stemler motion to approve **Resolution 2025-52, Approval of Utility Easement with Duke Energy, Lafayette Campus**. Trustee Dekker seconded the motion; the motion carried.

Trustee Stemler motion to approve **Resolution 2025-53, Approval of Madison Campus Continued Use of Leased Space with the Indiana Department of Correction, Madison Campus**. Trustee Dora seconded the motion; the motion carried.

Trustee Stemler motion to approve **Resolution 2025-54, Approval of Contract for Custodial Services, Indianapolis Campus**. Trustee Glick seconded the motion; the motion carried.

Trustee Stemler motion to approve **Resolution 2025-55, Approval of South Bend Dental Lab CMc Pre-Construction Services Agreement, South Bend/Elkhart Campus**. Trustee Wilson seconded the motion; the motion carried.

Trustee Stemler motion to approve **Resolution 2025-56, Approval of the New Building Construction Project, Sellersburg Campus**. Trustee Wilson seconded the motion; the motion carried.

TREASURERS REPORT

Chair Emmert O'Dell called upon William Bogard, Interim CFO and Treasurer, to the Treasurer's Report.

Our revenue is performing above expectations, and our expenses continue to trend below budget.

Our financial statements show a solid operating margin and a healthy increase in net position—further reinforcing the effectiveness of our fiscal policies.

I would like to extend my appreciation to the State Board of Accounts and Mike Davis, Internal Audit for their partnership as well as Adam Abner and the Controllers team for their exemplary work in producing our FY 2024-25 financial report resulting in an unmodified audit opinion.

The College's deeply embedded culture of stewardship and accountability remains a cornerstone of our success. These values continue to support our mission of providing high-value, excellent education to the communities we serve.

Trustee Brand motioned to approve the Treasurer's Report. Trustee Wilson seconded the motion; the motion carried.

STATE OF THE COLLEGE

Chair Emmert O'Dell called upon President Marty Pollio for the State of the College.

President Pollio reported that Ivy Tech was named among the **Aspen Institute's Top 200 U.S. Community Colleges**, marking the first time the institution has been eligible and recognized at this level. This recognition positions Ivy Tech to compete for the **\$1 million Aspen Prize for Community College Excellence**, with application deadlines in November and December and semifinalist announcements expected in April 2026. The President also highlighted outcomes from the **Gallup Employee Engagement Survey**, noting significant gains in participation and engagement, including an engagement ratio of **9:1** and **81% of employees recommending Ivy Tech as a great place to work**. The report also acknowledged **Matt Etchison's** upcoming departure on January 5, 2026, following seven years of transformative technology leadership, and extended appreciation for his contributions to the modernization of college systems and statewide IT achievements.

OLD BUSINESS

Chair Emmert O'Dell called for old business, but there was none.

NEW BUSINESS

Chair Emmert O'Dell called for new business.

Trustee Glick moved to approve **Resolution 2025-57, Approval of Campus Board of Trustees**. Trustee Dekker seconded the motion; the motion carried.

Trustee Dora motion for approval of **Resolution 2025-58, Approval for Agreement with Beacon Health Systems, South Bend/Elkhart Campus**. Trustee Glick seconded the motion; the motion carried.

AJDOURNMENT

Chair Emmert O'Dell adjourned the meeting with no further business to come before the Board.

**STATE TRUSTEES
IVY TECH COMMUNITY COLLEGE**

Dated December 5, 2025, prepared by Gretchen L. Young, Recording Secretary