

**MINUTES OF THE MEETING OF THE STATE BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE
June 5, 2025**

Chair Andrew Wilson 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:

Mr. Andrew W. Wilson, Chair
Ms. Kim Emmert O'Dell, Vice Chair
Mr. Michael R. Dora, Secretary
Mr. Terry Anker
Mr. Jesse Brand
Ms. Jennie Dekker
Ms. Marianne Glick
Ms. Gretchen Gutman
Ms. Paula Hughes-Schuh
Mr. Kyle Hupfer
Mr. Jeremy Lugbill
Mr. Stewart McMillan
Mr. Kerry Stemler

The following State Trustee was not present:

Mr. Harold Hunt

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 June 4, 2025, at 1:35 pm at 50 W. Fall Creek Parkway North Drive, Indianapolis, IN

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

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.

B. NOTICE OF MEETING MAILED AND POSTED

Trustee Michael Dora, Secretary, confirmed that the notice of the regular meetings on June 5, 2025, was properly mailed and posted. The public was invited to attend the meetings, which were open to the public.

C. APPROVAL OF BOARD MINUTES

Trustee Glick moved to approve the board meeting minutes from April 3, 2025. Trustee Gutman seconded the motion, which carried unanimously.

Trustee Hughes-Schuh moved to approve the board meeting minutes from the special meeting on April 30, 2025. Trustee Dekker seconded the motion, which carried unanimously. Trustee Anker abstained.

D. COMMITTEE REPORTS

Item 1: Chair Wilson called upon Trustee Gutman to give the **Audit Committee** report. Trustee Gutman reported that there were no action items for consideration and board approval. The audit committee convened and discussed the following issues: reports to the confidential hotline and cybersecurity. The committee reviewed and approved the Audit Committee charter, the Internal Audit Department charter, the Internal Audit Mission Statement, the Trustees' Code of Conduct, the Trustees' Conflict of Interest Policy, and the procedures for employee confidential hotline submissions. Additionally, the committee reviewed and approved the estimated preliminary budget for the Internal Audit Department for the fiscal year 2025-26 and examined the audit schedule for 2024-25, 2025-26, as well as the three-year audit plan and internal audit reports issued since the previous meeting.

Item 2: Chair Wilson called upon Trustee Dekker to present the **Workforce & Careers Committee** report. Trustee Dekker reported that there is one action item for consideration and board approval. Today's presentation by Senior Vice President Molly Dodge and Vice President Katie Lash outlined how Ivy Tech is advancing a demand-driven workforce

strategy that aligns with Indiana's economic goals. Our state ranks 36th in average wages, and too often, our workforce and education systems operate in silos. To deliver real value to Hoosiers, we must shift toward coordinated training and education pathways that lead to high-wage, high-demand careers.

At the core of this initiative are two tools—Top Jobs and Credentials of Value. These are not policies but data-driven frameworks designed to align funding, credentialing, and program design across the education and commerce sectors. Together, these frameworks inform adult and K-12 policy and performance-based incentives and shape Ivy Tech's strategy for labor market alignment, stackable credentials, and employer engagement.

Critically, they are also foundational to the implementation of Senate Bills 448 and 1002, which call for a demand-driven, outcomes-focused education and workforce system. This legislation mandates labor market alignment, data-driven ROI reporting, stackable credentials, and performance-based incentives—all of which are supported by Top Jobs and COV.

Dodge also asked for the Board's approval to enter a contract with Williams Crowe Inc. to purchase over \$1 million in advanced manufacturing equipment for Ivy Tech's Kokomo campus. A federal grant from the U.S. Economic Development Administration supports this investment. It will support building a Smart Manufacturing and Digital Integration Lab aligned with Indiana's workforce and economic goals.

Trustee Dekker moved to approve **Resolution 2025-18, Approval of Contract with Williams Crowe, Inc., dba AIDEX Corporation, Kokomo Campus**. Trustee Stemler seconded the motion, which passed unanimously.

Item 3: Chair Wilson called upon Trustee Dora to present the **Academics & Student Experience Committee** report. Trustee Dora reported that there were no action items for consideration and board approval. Dr. Steven Combs, Interim Provost, opened the session and discussed his 32-year background with the college; serving from faculty member to his current role as Interim Provost and Senior Vice President of Academic Affairs.

Marcus Crook reported IVY Tech's enrollment growth for 2024-2025, with a total headcount of 204,791 students, up 10.7% from last year. The college is set to surpass its 2025-2026 goal of 190,000 students. Undergraduate headcount is 107,186, up 6.3%, with an FTE of 54,414, up 10.3%. K14 enrollment is 98,704, up 7.8%, with an FTE of 30,221, up 14.1%. Workforce enrollment is 31,539, down 3.2%, but its FTE is 6,368, up 20.1%.

Dr. Bryan Hamann reported on retention metrics, which continue to improve. The retention rate for Fall to Spring is 71.8%, up from 71.4% the previous year, and Fall to Fall, although early in the cycle, is trending positively year over year. Ten campuses have achieved the statewide retention goal, and six campuses have met their individual campus retention goal.

Dr. Rebecca Rahschulte shared updates on the HEA 1001 Program Analysis Project. The project analyzes associate degree programs with fewer than 10 graduates on average over the past three years. Of the 24 programs identified, Sector Vice Presidents have identified 10 Associate Degree Programs for Suspension and two programs for elimination. Additionally, Dr. Rahschulte discussed SEA 448, which elevates the role of the Commission for Higher Education in reviewing new and existing programs. It also directs the type and amount of information the College supplies to validate academic programs. The goal is to ensure programs align with labor market demands and provide students value.

Dr. Steven Combs and Dr. Travis Haire presented on the IVYT 119 and Enlisted Training Corps (ETC) initiative. The initiative engages community colleges in military recruitment for the first time and offers military preparation similar to the Reserve Officers' Training Corps (ROTC). All DoD services are now a part of the pilot. Students who complete the program will enlist in the pay grade of E4 when completing the IVYT 119 and ETC courses and their associate degree requirements. The pilot program will launch in Fall 2025 at selected campuses.

Item 4: Trustee Wilson called upon Trustee Brand to present the **Finance & Business Affairs Committee** report. Trustee Brand reported that there are four action items for consideration and board approval. The committee received updates on the fiscal year 2025 budget, including revenue and expenses through April 30, 2025. The Board heard updates from Courtney Roberts, Foundation President, on the foundation's fiscal year 2025, fiscal year 2026 planning, campaign planning update, and the Ivy Tech Day recap.

Trustee Brand moved to approve **Resolution 2025-19, Approval of Contract with Touchnet, Systems Office**. Trustee Glick seconded the motion, which carried unanimously.

Trustee Brand moved to approve **Resolution 2025-20, Approval of Student Tuition and Fee Rates for Fiscal Years 2025-2026 and 2026-2027**. Trustee Anker seconded the motion, which carried unanimously.

Trustee Brand moved to approve **Resolution 2025-21, Approval of the College 2025-2026 Fiscal Year Operating Budget**. Trustee Emmert O'Dell seconded the motion, which carried unanimously.

Trustee Brand moved to approve **Resolution 2025-22, Resolution to Amend the Ivy Tech Community College of Indiana Defined Contribution Retirement Plan**. Trustee Glick seconded the motion, which carried unanimously.

Item 5: Trustee Wilson called Trustee Hughes-Schuh to present the **Marketing & Public Affairs Committee** report. Trustee Hughes-Schuh stated that there were no action items for consideration or board approval. Kathie Fleck, VP of Marketing, shared the design of a new online skills training portal to assist employers and employees in accessing everything that Ivy Tech has to offer more easily. The new portal will be added to the main Ivy Tech website in August. She also discussed plans for Ivy Tech Day at the Indiana State Fair, which will showcase many of the programs Ivy Tech offers along with hands-on activities for families.

Ivy Tech Day is scheduled for August 6. Lastly, she presented a new ad campaign targeting students at four-year colleges who may be considering a transfer to Ivy Tech.

Emily Sandberg presented the strategy and results of a paid digital and social media campaign to enhance the College's government relations budget discussions with state legislators online. The campaign generated nearly 4.5 million impressions through display and social media ads. This was the first time the College implemented such a campaign, providing a way for Ivy Tech's budget request to stand out in the competitive information environment at the Indiana Statehouse.

Item 6: Trustee Wilson called upon Trustee Stemler to present the **Building, Grounds & Capital Committee** report. Trustee Stemler reported that there are three action items for consideration and board approval.

Trustee Stemler moved to approve **Resolution 2025-23, Approval of Contract for IFC Renovation Project, Indianapolis Campus**. Trustee Brand seconded the motion, which carried unanimously.

Trustee Stemler moved to approve **Resolution 2025-24, Approval of Dental Hygiene Lab Renovation Project, South Bend Campus**. Trustee Hughes-Schuh seconded the motion, which carried unanimously.

Trustee Stemler moved to approve **Resolution 2025-25, Approval of Change Order to Contract for Welding Lab Fume Systems, Valparaiso Campus**. Trustee McMillan seconded the motion, which carried unanimously.

E. TREASURER'S REPORT

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

Ivy Tech Community College has developed a structurally balanced budget for Fiscal Year 2026, reflecting our commitment to long-term financial sustainability. This budget aligns recurring revenues with recurring expenses, ensuring that we are not relying on one-time resources to fund ongoing operations. It reflects disciplined planning, strategic prioritization, and a continued focus on student success.

In support of access and affordability, the College recommended flat tuition for the next two academic years. This proposed freeze recognizes the financial pressures students face while underscoring our belief that cost should not be a barrier to high-quality education and workforce preparation.

The financial position of Ivy Tech remains strong.

F. STATE OF THE COLLEGE

Chair Wilson invited President Ellspermann to provide her final State of the College report.

President Ellspermann spotlighted two alumni who each served as State Board Student representatives for a Where Are They Now? Both individuals are thriving in their careers: Jared Boone, Kokomo 2022, Controls Engineer, Acieta Mid-State Engineering, and Coleen Gabhart, Lafayette 2018, Founder & CEO, Sensiboo.

President Ellspermann shared recap video of Commencement celebrations that took place in May.

Spotlighting the following:

Ivy Tech & Rose-Hulman Team took third place in Battery Workforce Challenge.

Bloomington Graduate Awarded Jack Kent Cooke Undergraduate Transfer Scholarship, Britney Khan, noting this national scholarship is one of the most prestigious honors available to community college students, recognizing academic excellence, leadership, and persistence in the face of adversity.

Ivy Tech registers Early Childhood Education Apprenticeship Program with the U.S. Department of Labor. . The program initially will be offered to current early childhood education professionals who seek to advance their skills and earn certifications that lead to wage increases, career advancement opportunities, and talent retention in the sector.

Franklin Nursing Skills Lab Renovation - This new, state-of-the-art lab will allow us to deliver even higher-quality training for in-demand healthcare careers, preparing more Licensed Practical Nurses and Registered Nurses to meet the needs of our communities. One in three registered nurses in Indiana is an Ivy Tech graduate — and thanks to this investment, we'll continue to grow that impact.

Garatoni School of Entrepreneurship & Innovation. This fall, Ivy Tech will launch an interdisciplinary Associate of Applied Science degree in Entrepreneurship with an impressive 18 tracks ranging from management and technology to community service and health. These tracks allow students to tailor their entrepreneurial education to their passions—whether they want to build a business, contribute to their local economies, or pursue further education at a four-year institution.

Ivy+ Career Link: Emergine Fields and Programs highlights our role with Synergy Cells, a public-private partnership between General Motors, Samsung SDI, the Indiana Department of Commerce, and the Indiana Economic Development Corporation. Together, we are building a strategic and scalable workforce pipeline for the new Synergy Cells EV battery manufacturing facility in New Carlisle, which is projected to create over 1,600 jobs.

President Ellspermann noted that advancing the College's two strategic plans—"Our Communities, Your College" and "Higher Education at the Speed of Light"—was among the highlights of her tenure. Our strength lies in the fact that we are not 19 separate campuses operating independently. We are one statewide community college system, united in purpose and connected by a shared vision.

G. OLD BUSINESS

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

H. NEW BUSINESS

Chair Wilson called for new business.

Trustee Glick moved to approve **Resolution 2025-26, Approval of Campus Board of Trustees**. Trustee Emmert O'Dell seconded the motion, which carried unanimously.

Trustee Dekker moved to approve **Resolution 2025-27, Approval of Performance and Compensation Metrics**. Trustee Glick seconded the motion, which carried unanimously.

I. ADJOURNMENT

Chair Wilson adjourned the meeting with no further business to come before the Board.

**STATE TRUSTEES
IVY TECH COMMUNITY COLLEGE**

Dated June 6, 2025, prepared by Gretchen L. Young, Recording Secretary