



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

**OFFICIAL NOTICE OF MEETING
IVY TECH COMMUNITY COLLEGE OF INDIANA
STATE BOARD OF TRUSTEES**

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

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

IVY TECH COMMUNITY COLLEGE

August 6, 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

Resolution 2020-25, New Agreement for Student Access to Cengage Unlimited

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"

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 2020-28, 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

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	not present

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 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

**APPROVAL TO SELL PROPERTY TO INDOT FOR ROAD PROJECT
SOUTH BEND CAMPUS**

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

**APPROVAL OF CONTRACT FOR
COLLEGE EMPLOYEE BENEFITS BROKERAGE SERVICES**

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



IVY TECH
COMMUNITY COLLEGE

ACADEMICS & STUDENT EXPERIENCE

October 8, 2020



OUR COMMUNITIES. YOUR COLLEGE.



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

	Fall 2019			Spring 2020				
	Standard 16-week Term	8-Week Courses	Fall 2019 8-Week vs. 16 Week	Standard 16-week Term	8-Week Courses	1st 8-Week	2nd 8-Week	Spring 2020 8-Week vs. 16-Week
ACCT101	68.6%	69.3%	0.7%	73.6%	72.3%	73.4%	69.9%	-1.3%
APHY101	65.5%	75.9%	10.4%	74.2%	81.8%	82.2%	81.1%	7.6%
BIOL101	68.9%	69.8%	0.9%	75.2%	75.0%	77.3%	72.7%	-0.2%
COMM101	72.3%	78.4%	6.1%	71.1%	74.9%	81.8%	68.0%	3.8%
ENGL111	58.0%	64.9%	6.9%	54.4%	63.4%	69.6%	57.8%	9.0%
HIST101	70.2%	77.0%	6.8%	74.4%	80.5%	83.1%	75.8%	6.1%
HLHS101	70.7%	77.4%	6.7%	71.3%	79.1%	79.9%	78.2%	7.8%
MATH023	55.2%	66.1%	10.9%	75.8%	86.8%	87.1%	84.8%	11.0%
MATH122	77.7%	81.5%	3.8%	64.7%	80.8%	83.4%	78.0%	16.1%
MATH123	64.0%	65.8%	1.8%	62.5%	68.5%	70.5%	67.2%	6.0%
MATH136	54.7%	57.7%	3.0%	65.7%	65.9%	60.6%	70.3%	0.2%
PSYC101	66.1%	76.2%	10.1%	71.2%	80.2%	82.2%	78.5%	9.0%
SOCI111	71.4%	72.6%	1.2%	74.9%	77.0%	80.8%	73.6%	2.1%
All Courses	73.2%	79.2%	6.0%	76.4%	82.2%	84.5%	79.9%*	5.8%

* 78.3% in Spring 2019

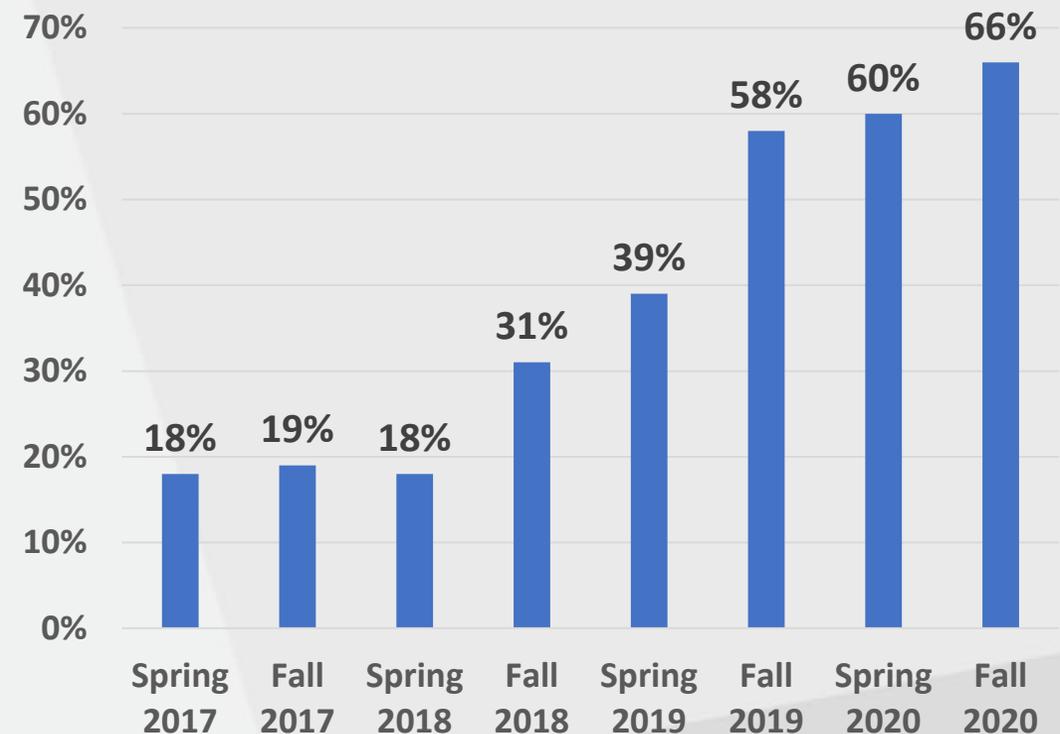
8-Week Course Update

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

% 8-Week Courses



8-Week Course Update

COURSE EXAMINATION PROCESS

- 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

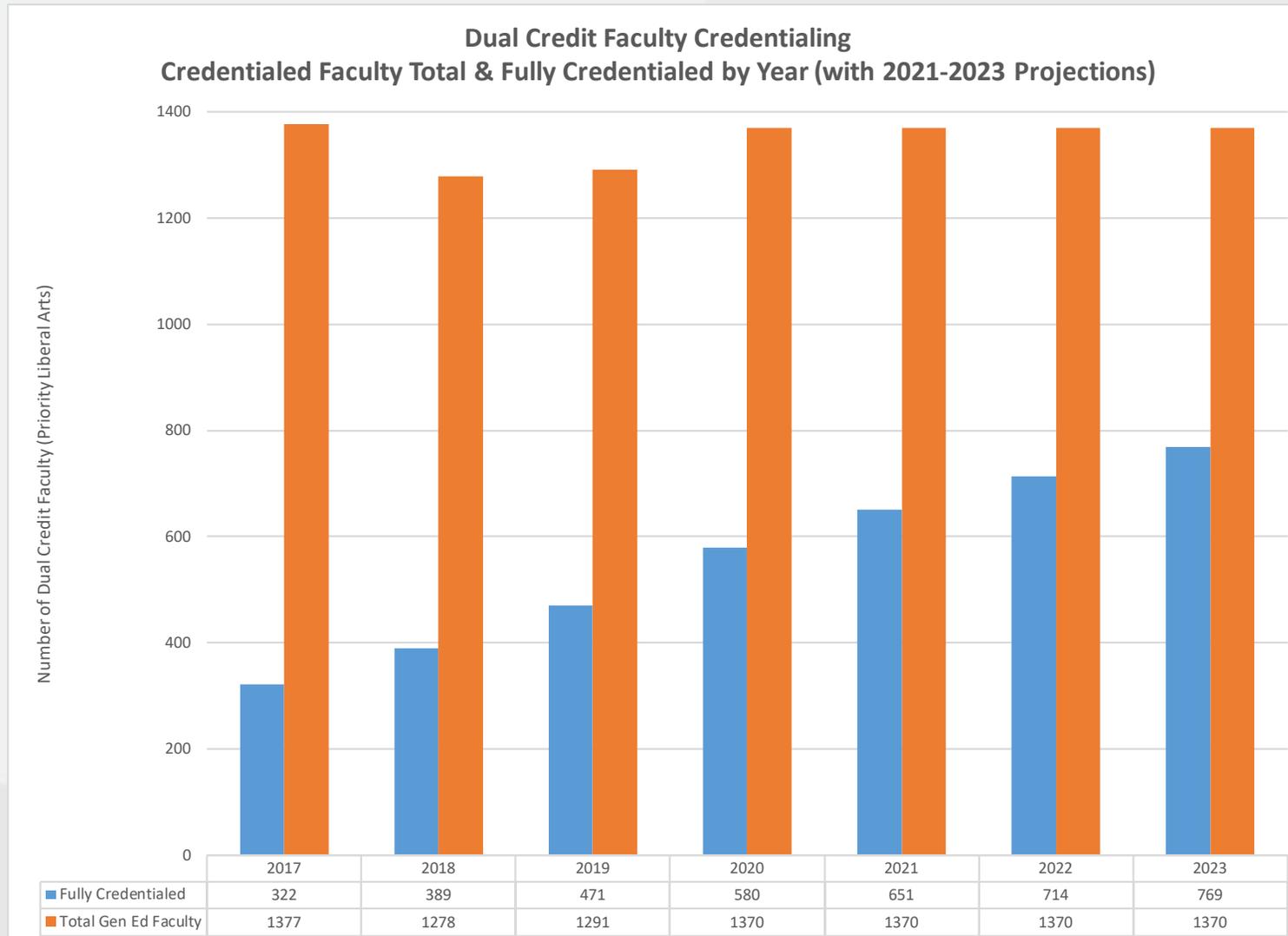
Dual Credit Teacher Credentialing

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.

Dual Credit Teacher Credentialing

What is the projected impact to Ivy Tech programming?



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

School District	2018 Graduates Enrolled in Postsecondary	2018 Dual Credit Earners Enrolled in Postsecondary	2018 Non-Dual Credit Earners Enrolled in Postsecondary
Indianapolis Public Sch	42%	55%	38%
Ft. Wayne Com. Sch.	51%	68%	39%
MSD Lawrence Twp.	57%	77%	42%
MSD Wayne Twp.	49%	66%	26%
South Bend CSC	54%	69%	41%
Sch. City of Hammond	49%	67%	38%
MSD Pike Twp.	60%	78%	41%
MSD Warren Twp.	52%	67%	29%
MSD Washington Twp.	68%	75%	62%
Elkhart Com. Sch.	46%	60%	20%
INDIANA	61%	74%	42%

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?

IvyFLEX

- Blended classroom model involving co-teaching & 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.

Expanded Faculty & Student Supports

- 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

Dual Credit Teacher Scholarships & Completion Incentives

- 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.

AUDIT COMMITTEE

The report will be given at the State Board of Trustees Meeting on October 8, 2020.



IVY TECH
COMMUNITY COLLEGE

State Board of Trustees

Finance & Budget Committee Report

October 8, 2020



OUR COMMUNITIES. YOUR COLLEGE.



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

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
<hr/>	
= Total Net Position	\$869M



Components of Total Net Position



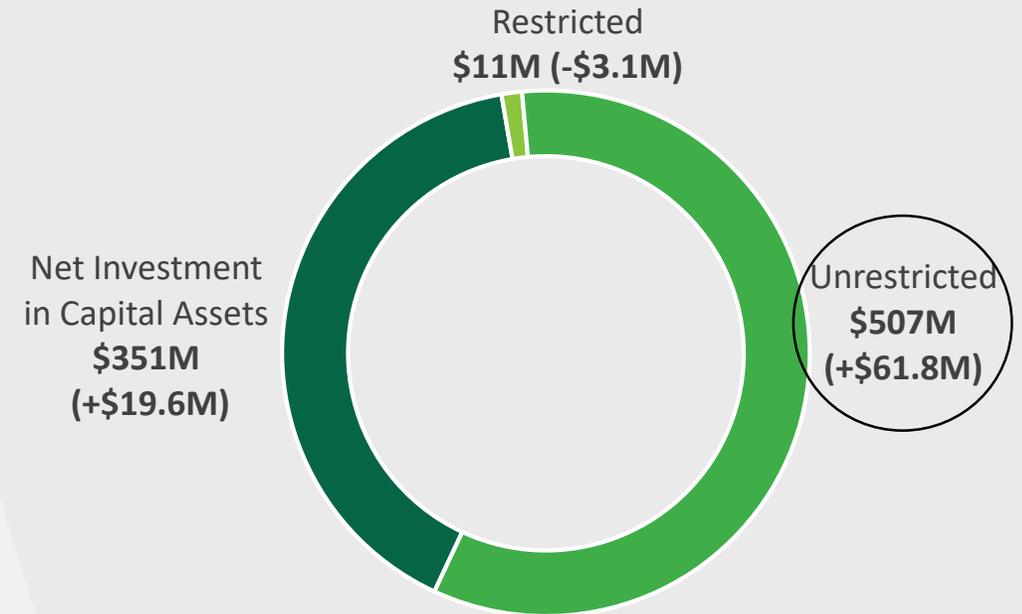
Total Net Position (+\$78.4M)

Increase from
FY 2019 to FY 2020

Total Assets	\$1.28B
- Total Liabilities	\$406M
<hr/>	
= Total Net Position	\$869M



Components of Total Net Position



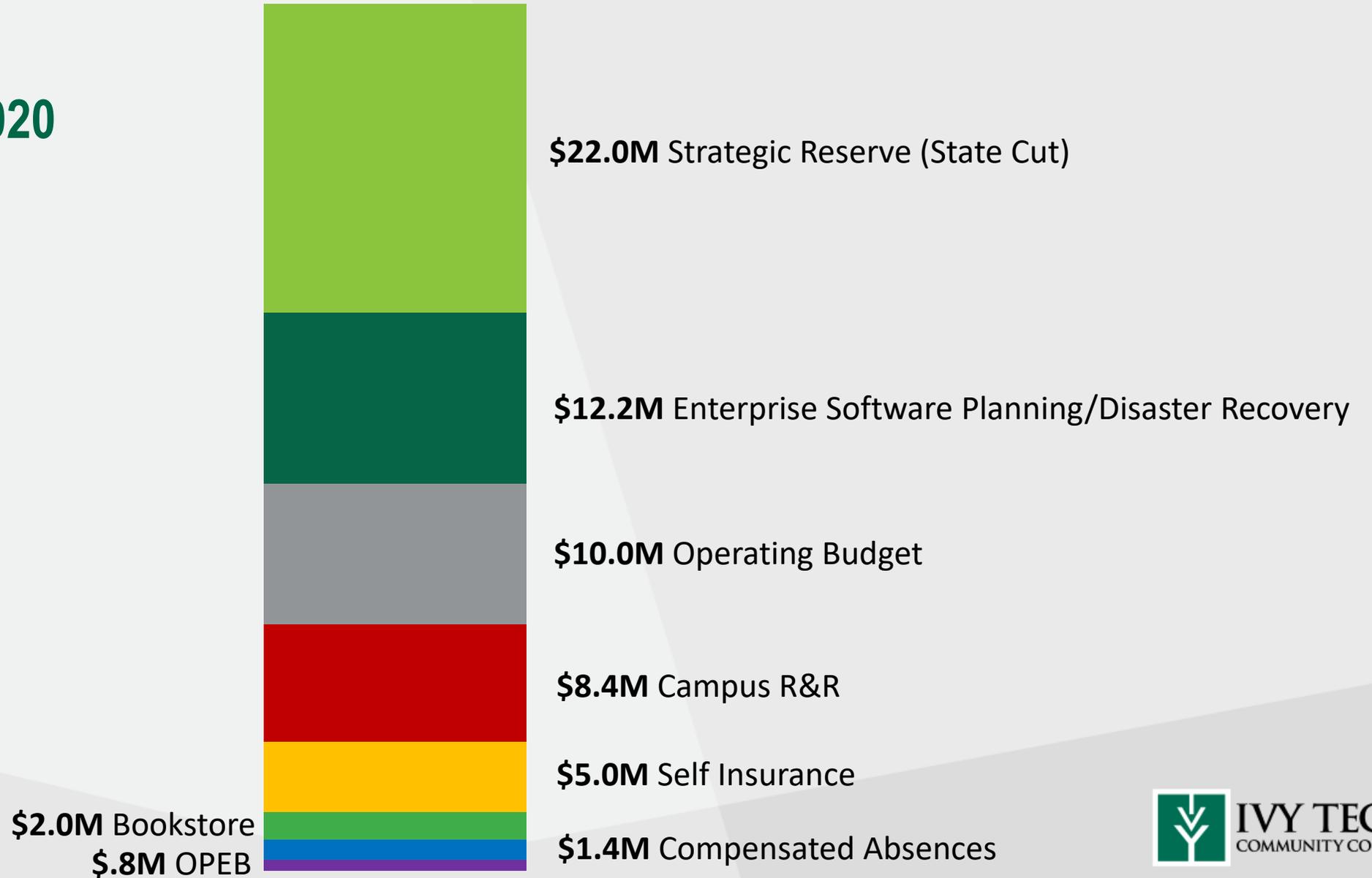
UNRESTRICTED NET ASSETS

Why it matters

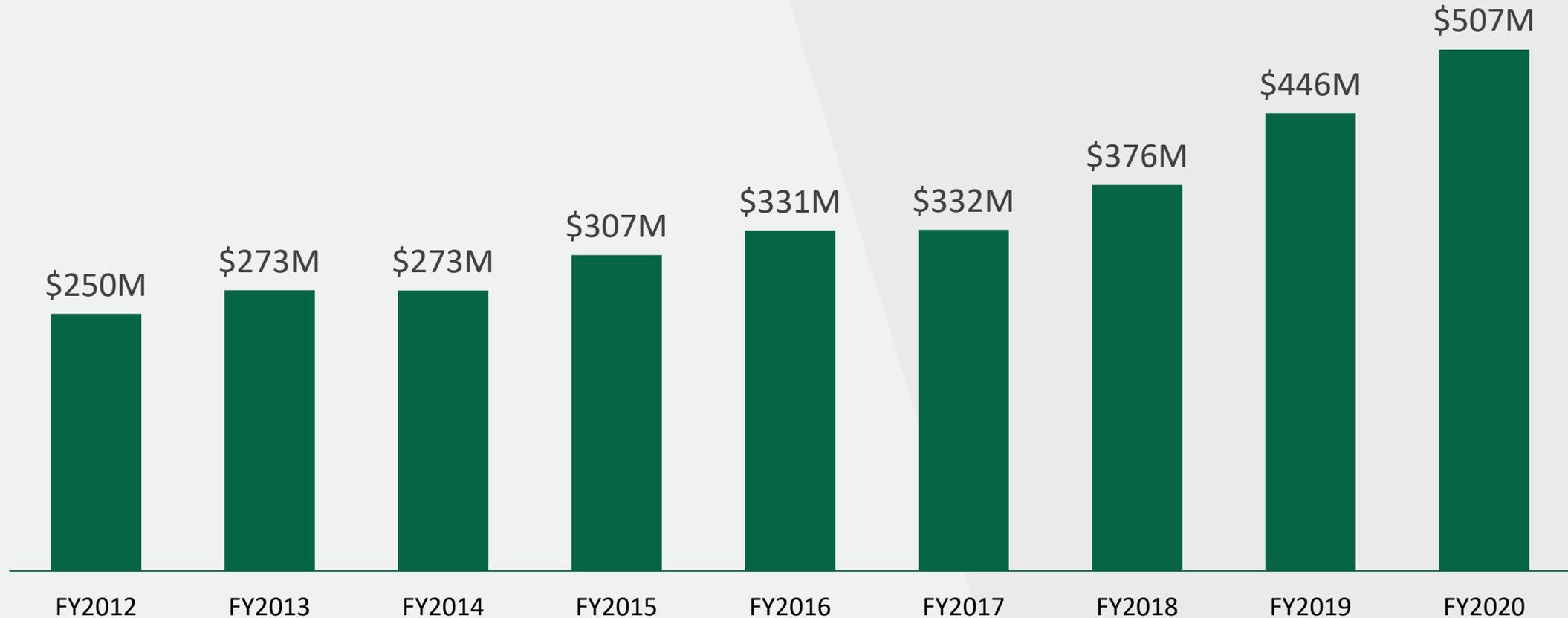
- UNA is a common measure of resource sufficiency and flexibility
- A growing UNA is considered a sign of financial strength
- Helps the college secure better interest rates for capital projects

\$61.8M Increase in Unrestricted Net Position

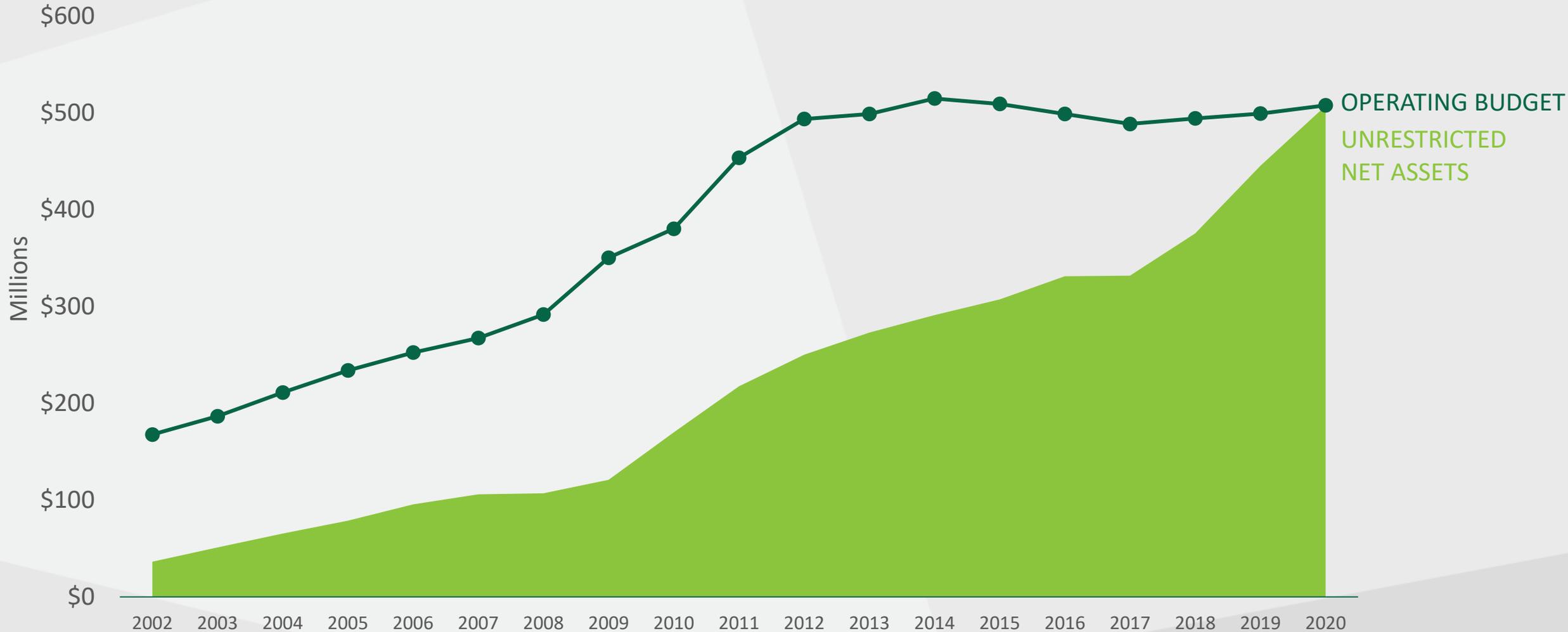
Increase from
FY 2019 to FY 2020



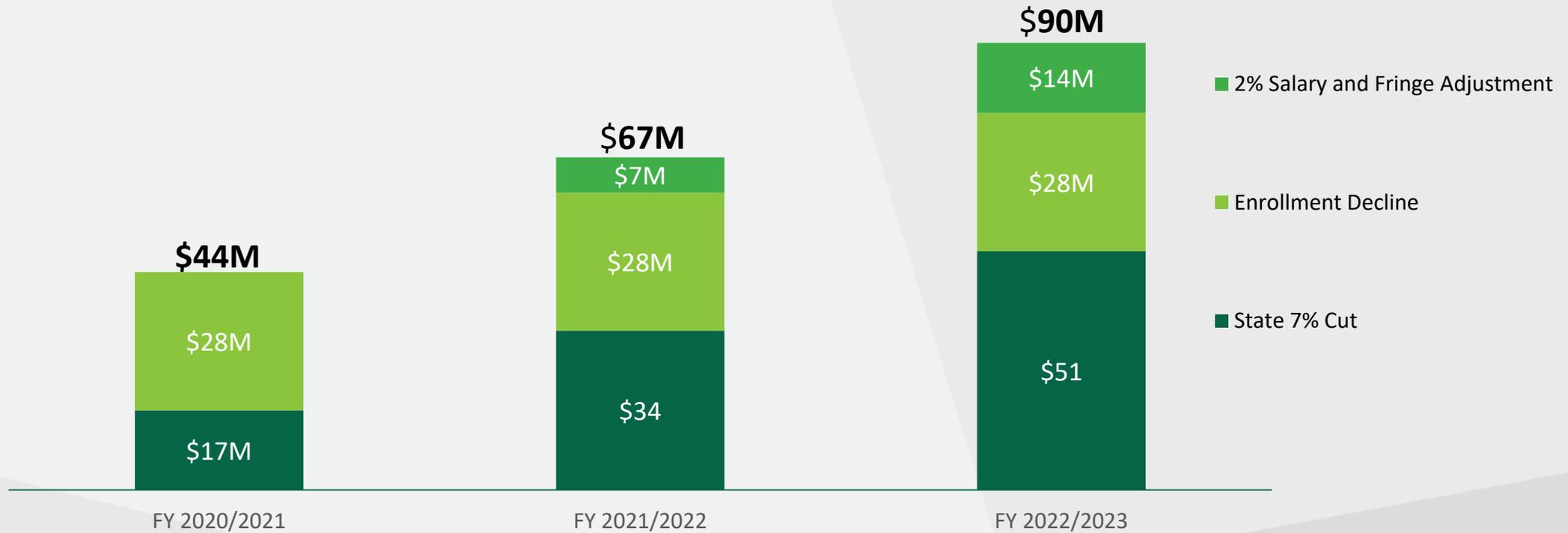
Unrestricted Net Assets Increasing



Operating Budget & Unrestricted Net Assets



Contingency Planning

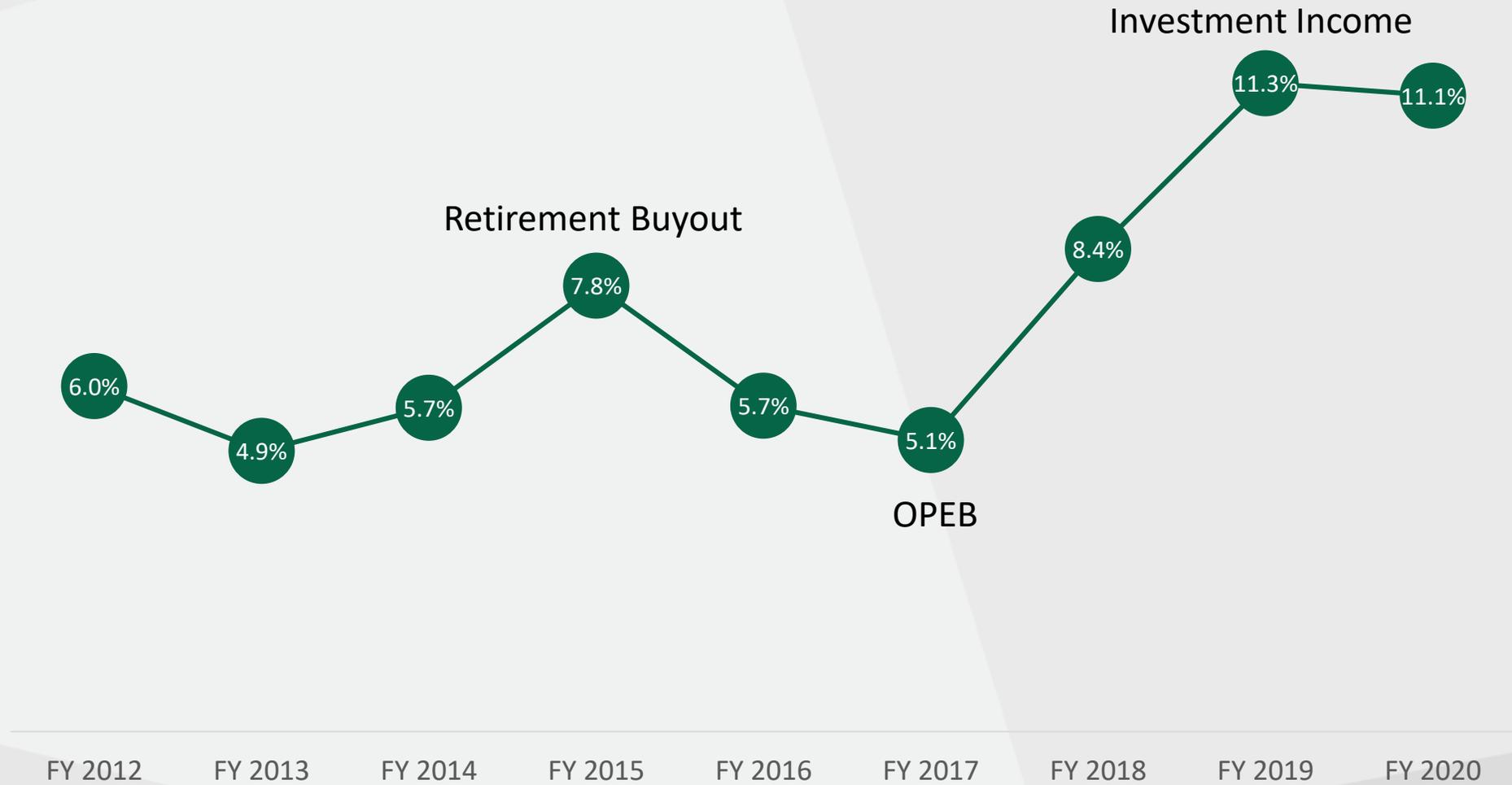


OPERATING MARGIN

Why it matters

- Measures net income as a share of operating expenses
- Margins should be strong and relatively consistent

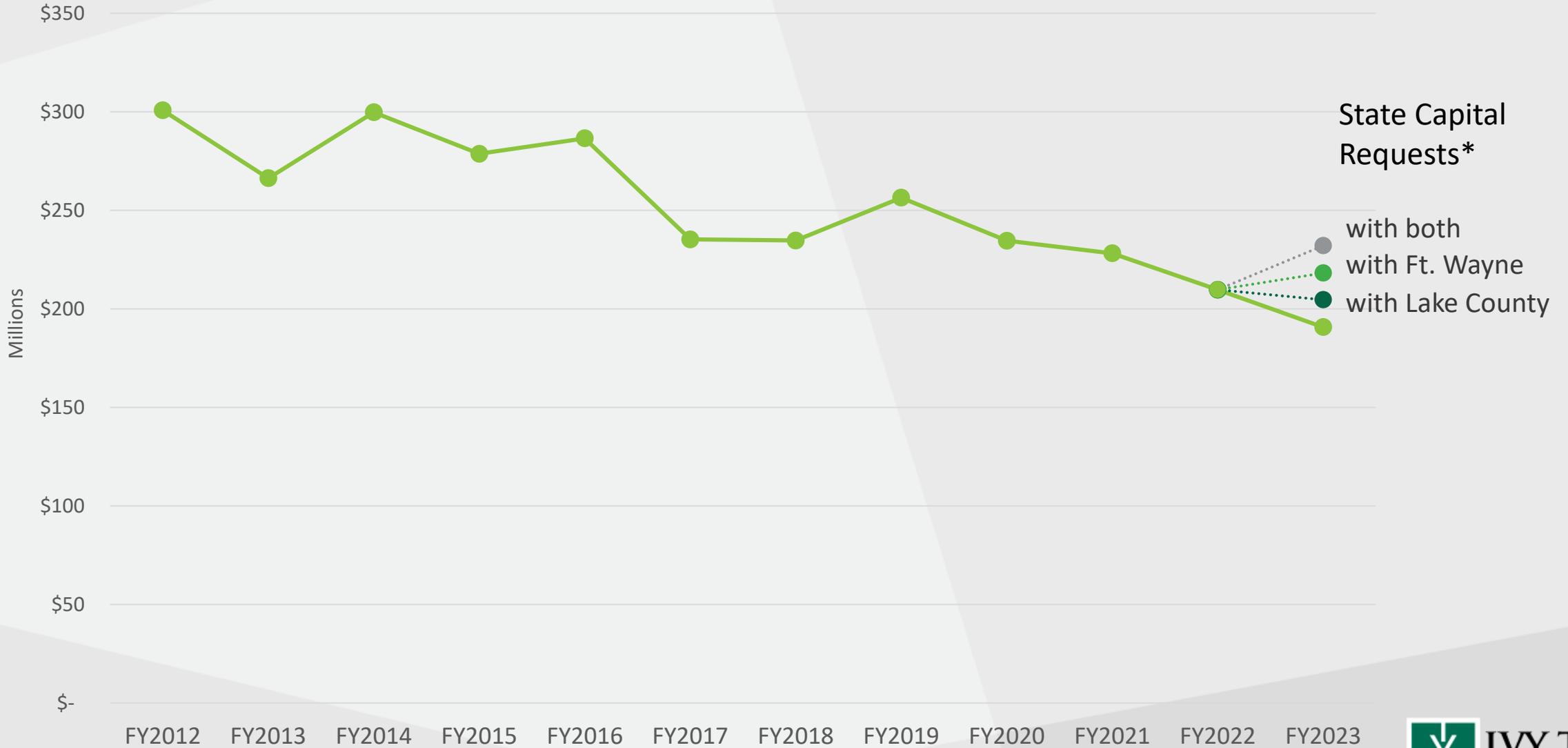
Operating Margin Flat from FY2019



OUR DEBT

We are taking proactive measures to manage and reduce our debt.

Debt Declining



FY 2021 BUDGET UPDATE

FY 2021 Operating Revenue



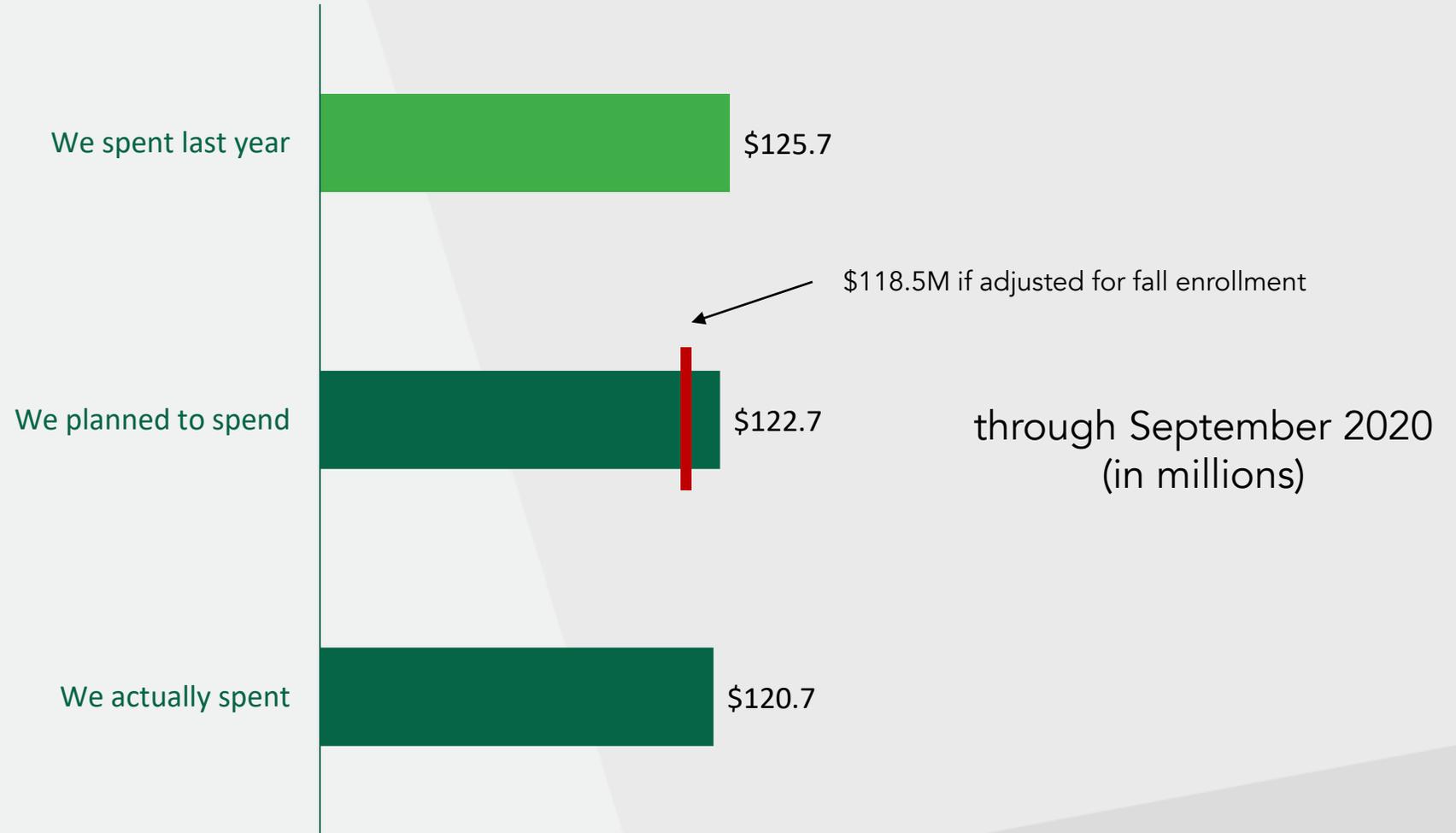
through September 2020
(in millions)

FY 2021 Operating Expenses



through September 2020
(in millions)

FY 2021 Operating Expenses





IVY TECH
COMMUNITY COLLEGE

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

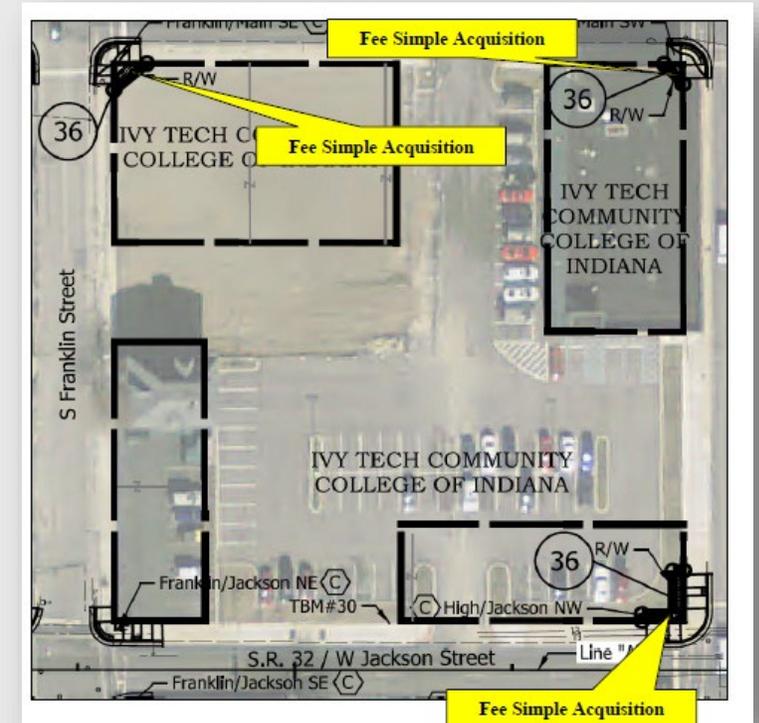
AMANDA WILSON

VICE PRESIDENT FOR CAPITAL PLANNING AND FACILITIES

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



Building, Grounds, and Capital

Columbus Campus; Capital Project GMP

- 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



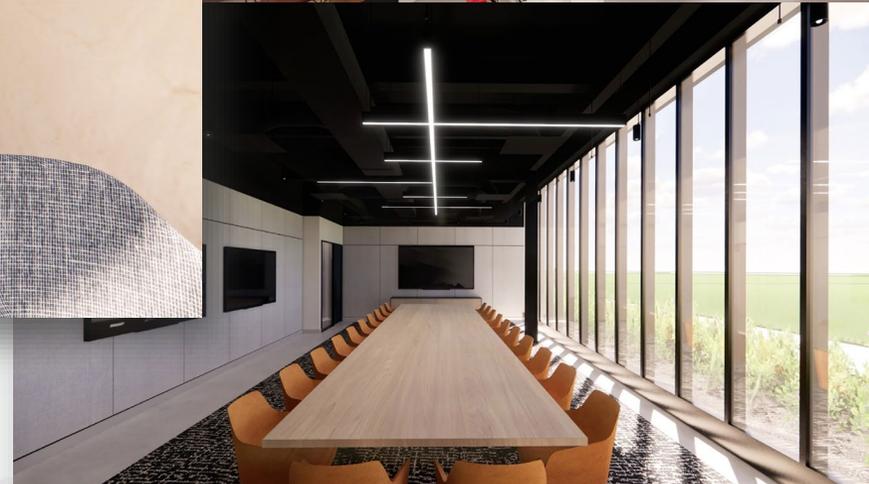
Building, Grounds, and Capital

Columbus Campus; Capital Project GMP



Building, Grounds, and Capital

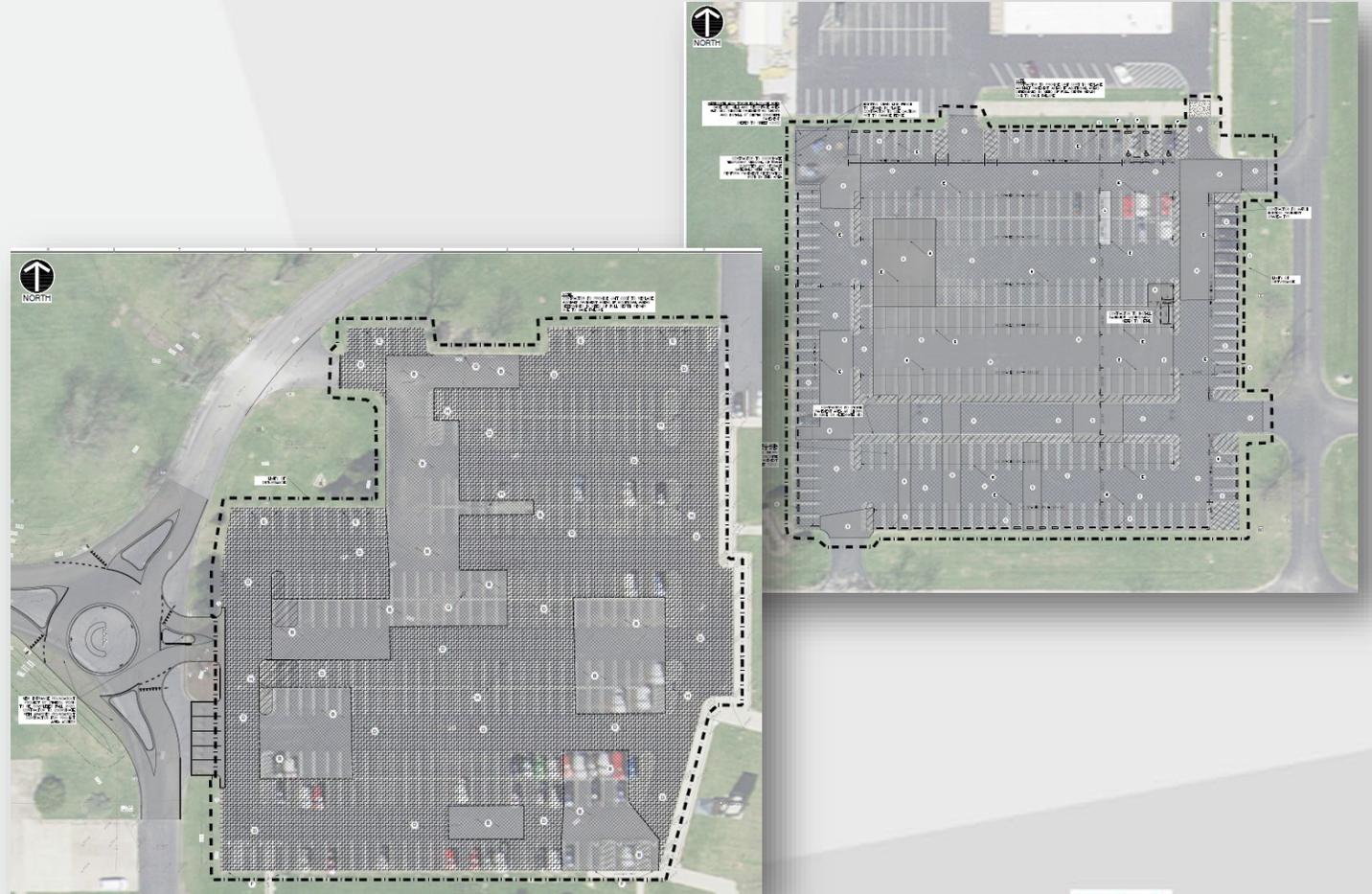
Columbus Campus; Capital Project GMP



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





IVY TECH
COMMUNITY COLLEGE

PRESENTATION INTRO

Human Resources and Operations

October 8, 2020



OUR COMMUNITIES. YOUR COLLEGE.



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

Risk Management & Insurance Update

2020 Results

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:

	<u>Premium</u>	<u>YOY Comparison</u>
• Property:	\$554,572	↑ \$65,107
• GL incl. Educators Legal & Internships:	\$502,295	↑ \$64,527
• Crime/Fiduciary:	\$ 37,063	↓ \$ 23
• Auto:	\$147,285	↑ \$12,187
• Medical Professional:	\$ 91,634	↑ \$ 4,612
• Aviation:	\$ 27,810	↑ \$ 27,810
• Cyber:	\$104,545	↑ \$ 7,340

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

Risk Management & Insurance Update

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

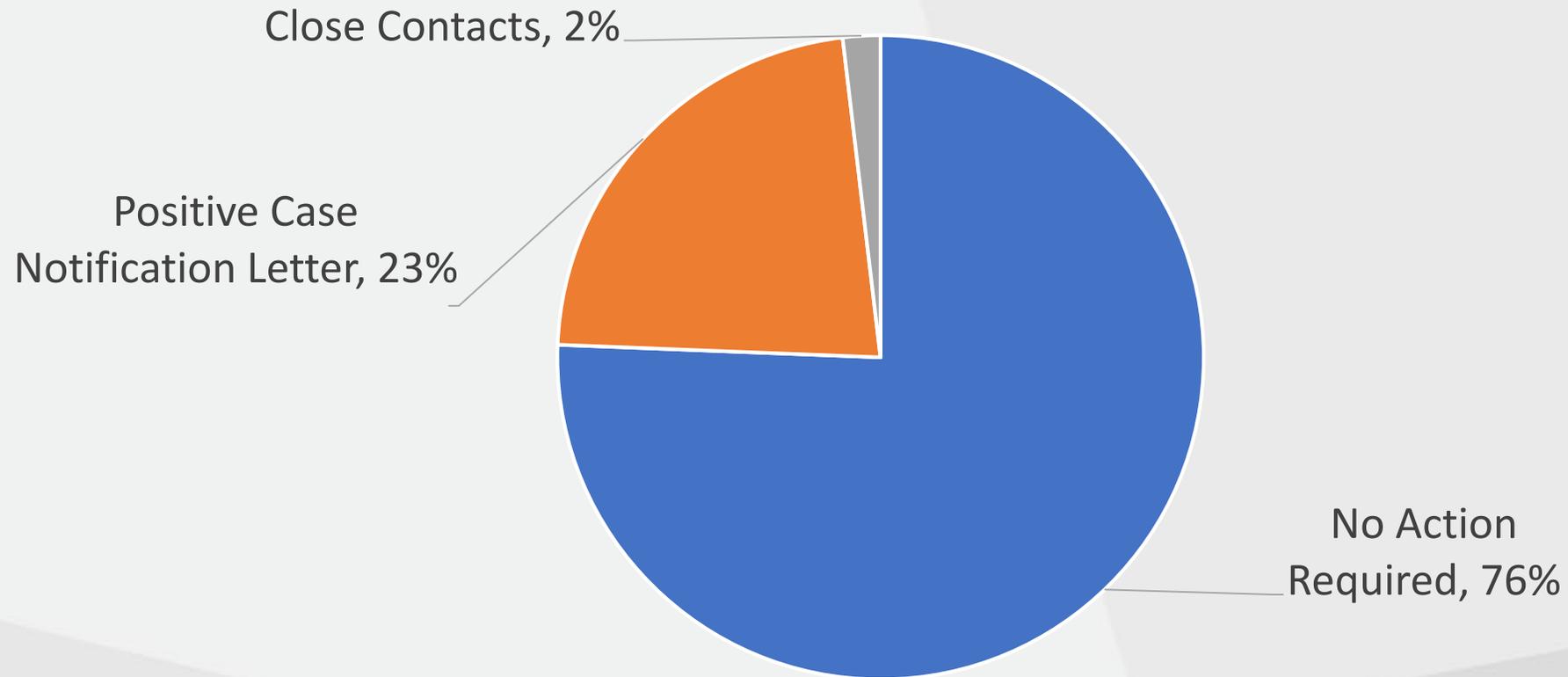
Vice President- Public Safety and
Emergency Preparedness



Total Cases

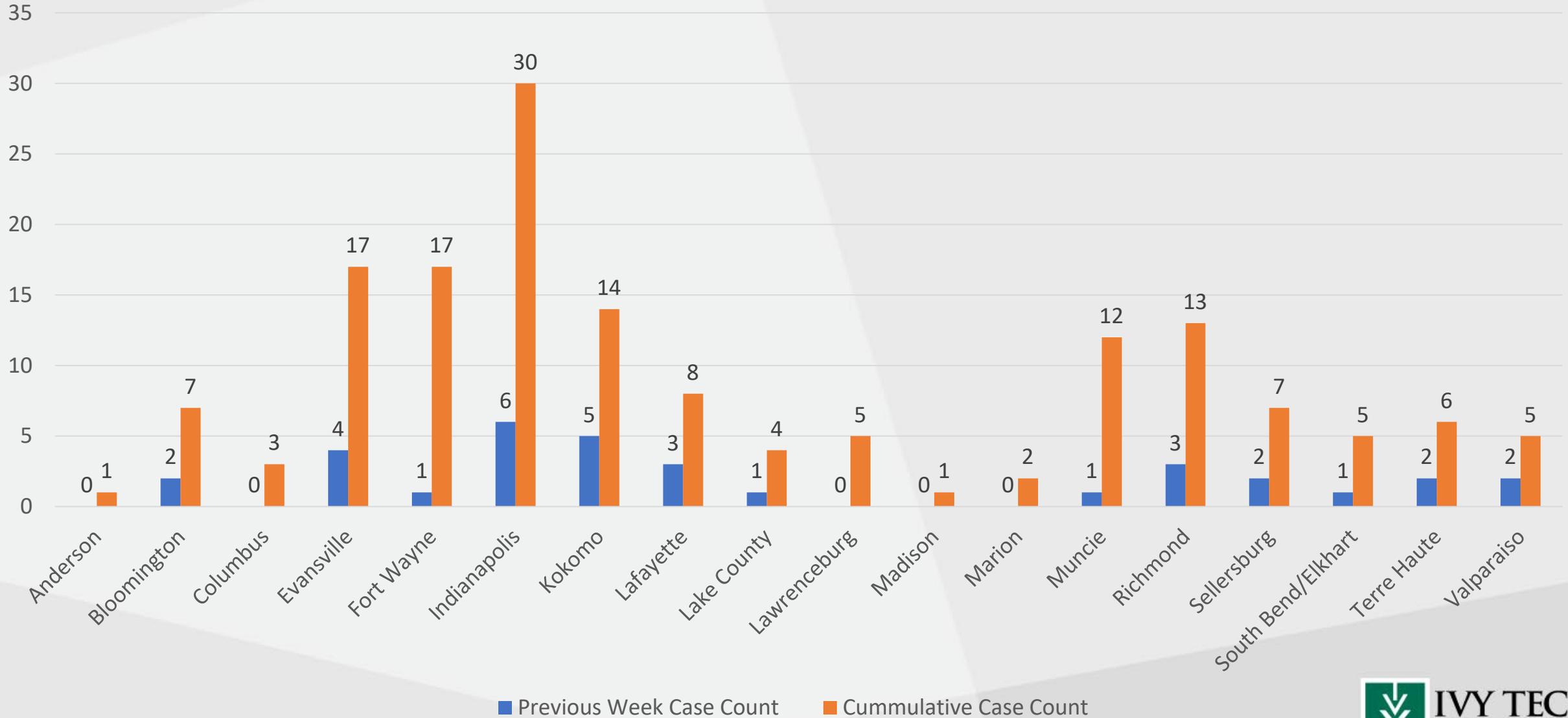
CLOSE CONTACT AND CASE NOTIFICATIONS

On-Campus Case Investigation Results- 157 Reported Cases



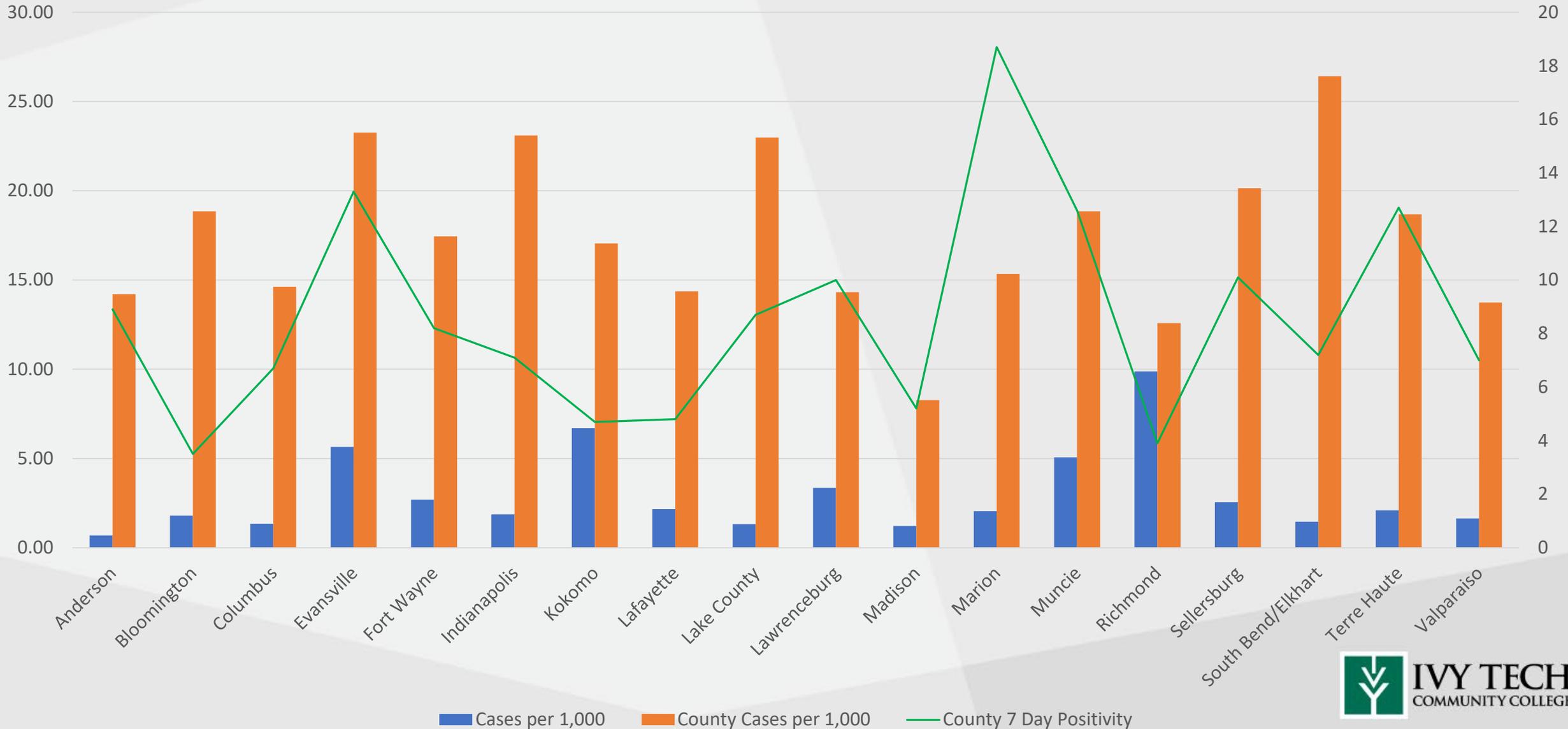
Cases by Campus

Reported COVID-19 Cases



Cases per Capita

Cumulative Cases per 1,000 & 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 unlying 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-representation, 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.



IVY TECH
COMMUNITY COLLEGE

PRESENTATION

State of the Foundation

BY

John M. Murphy
President, Ivy Tech Foundation

October 8 2020



OUR COMMUNITIES. YOUR COLLEGE.



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

\$14.6M	Actual Raised
\$22.7M	Rated 95% - 100%
\$8.7M	Rated 75%
\$46M	Total Actual and Ranked

Working Towards Ranking

\$23.8M	16 – Asked, but not Ranked
\$48.2M	384 - In Development Pre-Ask
\$72M Additional \$20.6M Pending	400 Total Proposals To Work Through

**FY2021 Pipeline
Exceeding \$92.6M**

Statewide Campaign Update

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

**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

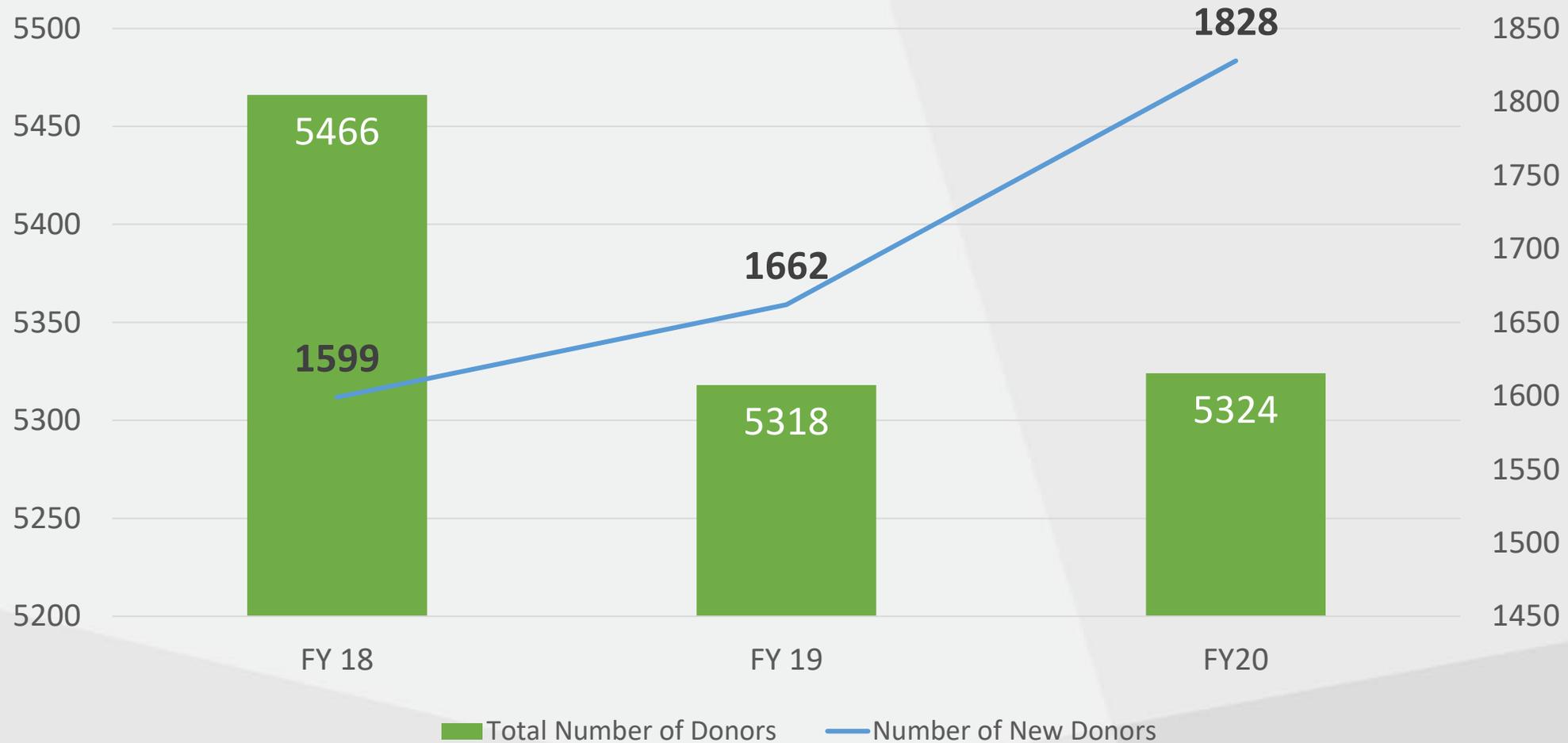
Assets/Liabilities vs Prior Year: Major Components

(in 000's)	Preliminary		
	Actuals at June 30, 2019	Actuals at June 30, 2020	Over/(Under) Prior Year
Cash and Investments	\$ 57,302	\$ 66,113	\$ 8,811
Pledge Receivables	16,855	13,676	(3,179)
Other Receivables (e.g. Capitalized Lease, Vending income)	5,256	5,138	(118)
Property	42,263	35,106	(7,157)
Total Assets	\$ 121,675	\$ 120,033	\$ (1,643)
Notes Payable and Lines of Credit	\$ 6,957	\$ 5,568	\$ (1,389)
Other Payables (e.g. Capitalized lease, Annuity Liability, A/P)	6,007	5,432	(575)
Total Liabilities	\$ 12,965	\$ 11,023	\$ (1,964)
Net Assets (Assets less Liabilities)	\$ 108,711	\$ 109,010	\$ 299

- 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

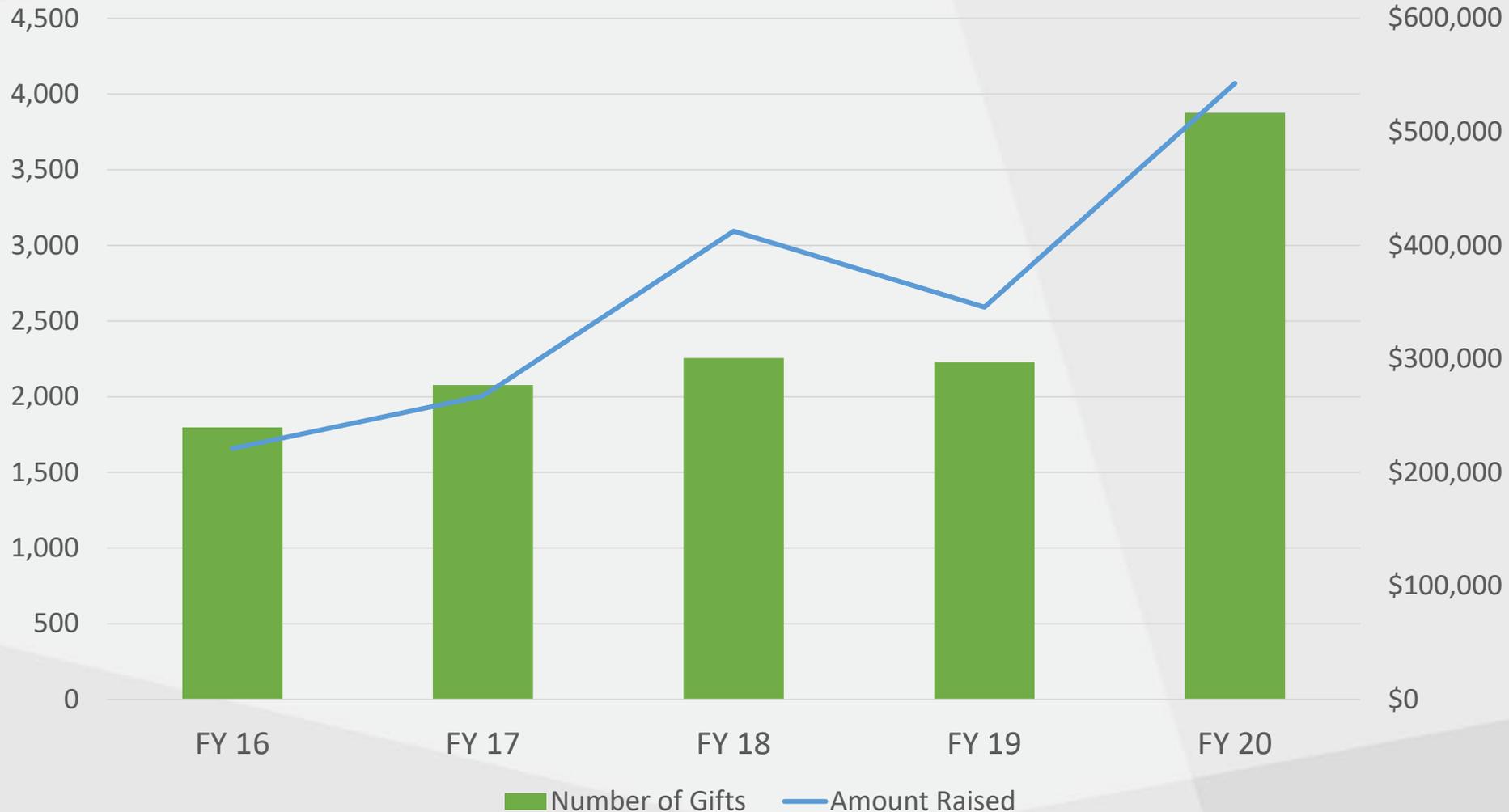
Annual Fund Analysis

3 Year Analysis



Annual Fund Analysis

Online Giving Comparisons for Last 5 FY



74% increase
- Number of Gifts -

57% increase
- Amount Raised -

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

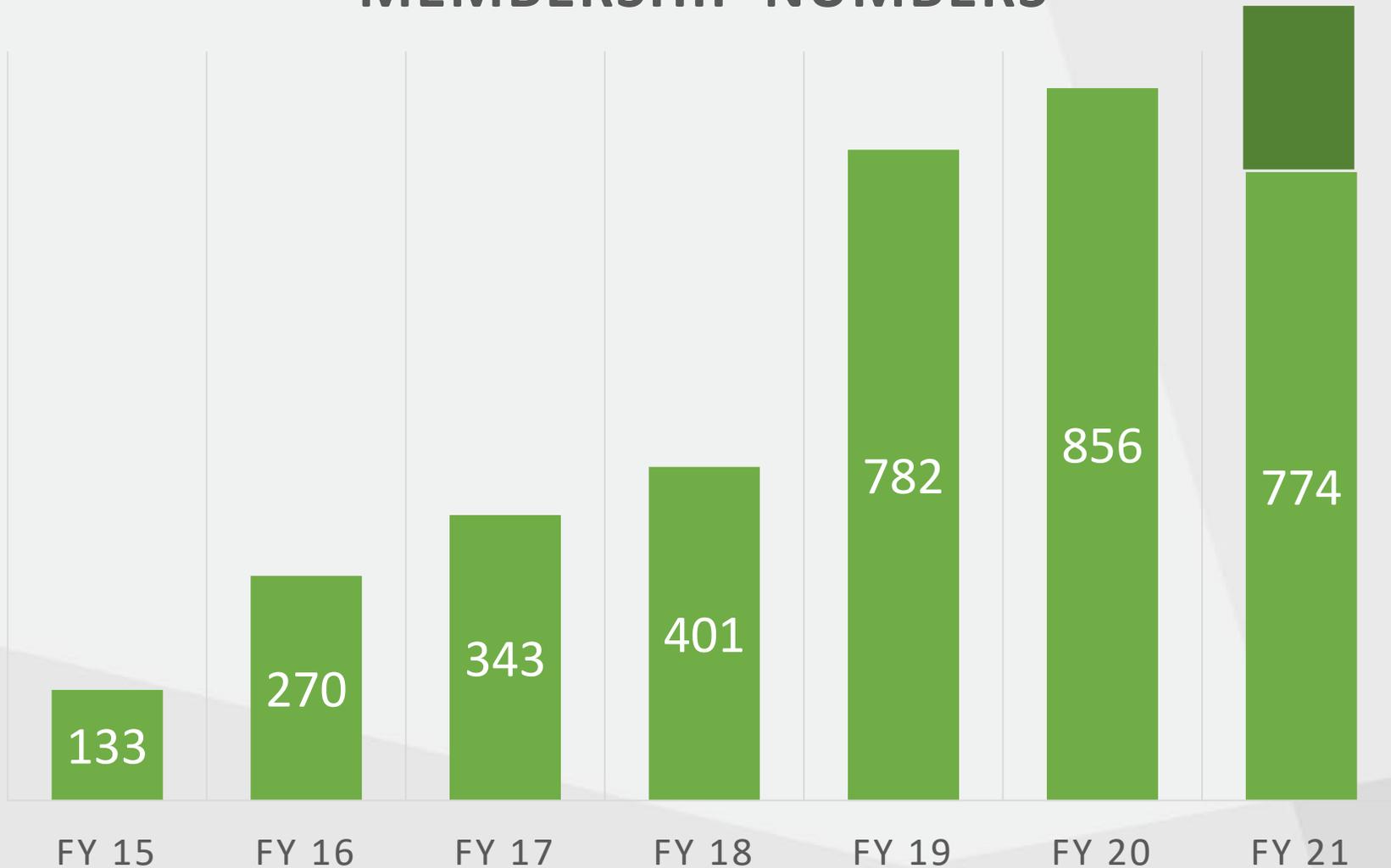
What Steps are Being Taken

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



1000 Membership Goal



Lifetime Amount Raised

\$680,000

Lifetime Projects Funded

178



IVY TECH
COMMUNITY COLLEGE

WORKFORCE ALIGNMENT

October 8, 2020



OUR COMMUNITIES. YOUR COLLEGE.



Meeting Title

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

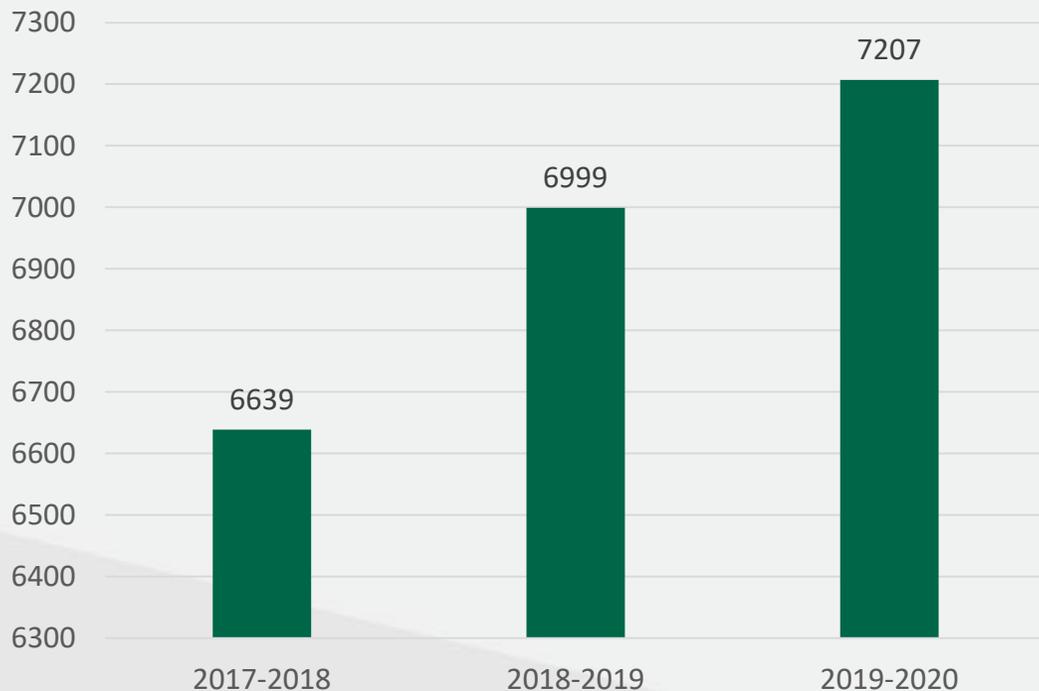
Apprenticeships – Future State – 2.0

- **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 IloTAE 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

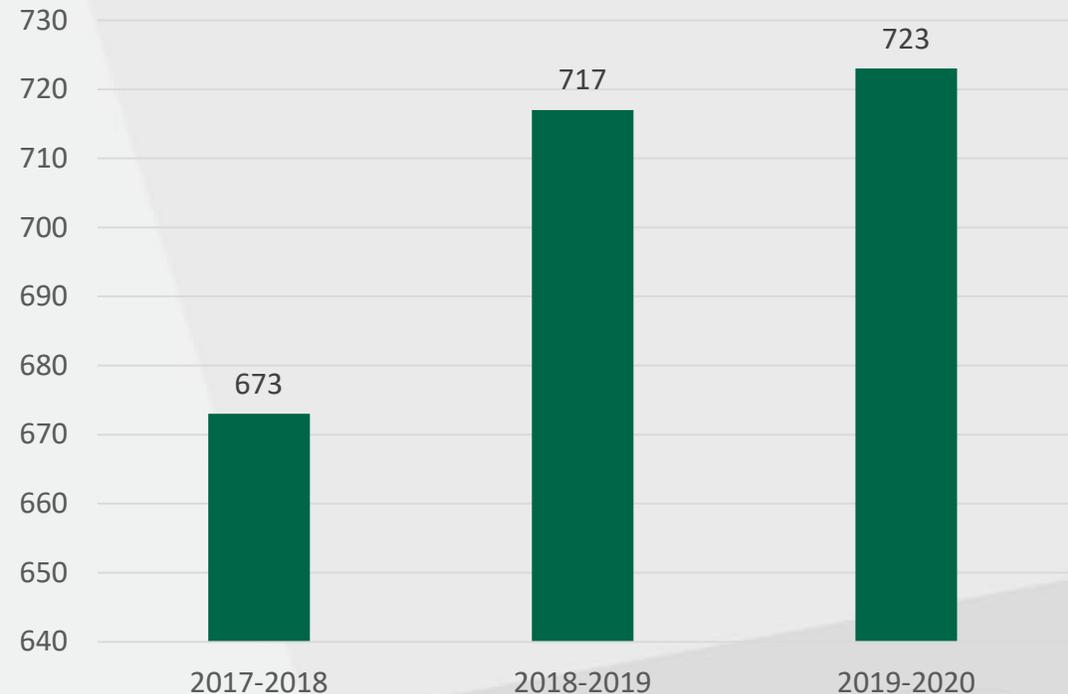
Apprenticeships – Current State

- 17 programs in construction trades
- 106 companies in industrial – using our Interdisciplinary degree

Building Construction Trades Apprentices



Industrial Apprentices



Apprenticeships – Current State Improvements

- 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
 - Outreach to over 600,000 statewide
 - Sept 22 – Oct 25 timeframe
- Leverages existing Next Level Jobs – Workforce Ready Grant
 - 100% free to participants; “first dollar” also includes books and materials
 - 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

**TREASURER'S REPORT
IVY TECH COMMUNITY COLLEGE
SPONSORED PROGRAM FUNDS
July 1, 2020 THROUGH August 31, 2020**

Grant Number	Campus	Title or Description	Source	Amount	Original Effective Date	Expiration Date
<u>Competitive</u>						
R03292	Indianapolis	181 Nina Scholars (<i>year 2 increase</i>)	Nina Mason Pulliam Charitable Trust	\$ 273,374.00	7/1/2019	9/30/2023
R03493	South Bend	121 Expanded Health & Nursing Education	Judd Leighton Foundation Inc	\$ 125,000.00	8/1/2020	2/28/2021
R03458	Kokomo	151 FSSA Substance Abuse_Kokomo	Indiana Family & Social Services	\$ 179,571.00	7/1/2020	6/30/2022
R03081	Systems Office	901 SUB NSF Pathways to Tech Center (<i>year 3 increase</i>)	Rutgers the State University	\$ 105,044.00	6/15/2018	6/14/2021
R03468	Lake County	111 FEC I Have Promise FEC20-229	Foundations of East Chicago	\$ 25,000.00	3/13/2020	3/12/2021
R03470	LaPorte	115 City of LaPorte 2020	City of LaPorte Board of Works	\$ 25,000.00	3/18/2020	3/31/2021
R03471	LaPorte	115 LaPorte Urban Enterprise Zone 2020	LaPorte Urban Enterprise Association	\$ 25,000.00	4/1/2020	12/31/2020
R03492	Bloomington	241 Nexus Elevate Higher Education	Elevate Ventures, Inc	\$ 50,000.00	7/21/2020	8/31/2024
R03491	South Bend	121 TIF Advanced Manufacturing and Robotics Flexible Training Lab	Elkhart County Redevelopment Commission	\$ 1,477,050.00	7/20/2020	1/1/2022
R03495	Bloomington	241 BUEA SBDC Support 2020 \$14K	Bloomington Urban Enterprise Association	\$ 14,000.00	6/8/2020	2/28/2021
R03499	Evansville	221 Tell City QMA Program Level 3	Perry CCF Community Good Grants	\$ 9,689.00	6/11/2020	6/11/2021
R03500	Fort Wayne	131 Titans Baseball-H Arnold Fnd 2020-21	Howard P Arnold Foundation	\$ 1,000.00	7/1/2020	6/30/2021
RJMPSTC	Systems Office	901 CHE Project Jump Start COVID-19	Indiana Commission for Higher Education	\$ 20,000.00	6/8/2020	8/21/2020
R03496	Bloomington	241 BUEA Cook Center \$16K	Bloomington Urban Enterprise Association	\$ 16,000.00	6/8/2020	2/28/2021
R03508	Bloomington	241 Elevate Nexus Cook Center Pitch Competition	Elevate Ventures, Inc	\$ 1,000.00	7/23/2020	6/30/2022
R03514	Indianapolis	181 Advancing Racial Equity Collection Development	Indiana Humanities Council, Inc	\$ 1,000.00	8/10/2020	10/31/2020
R03515	Sellersburg	231 Advancing Racial Equity Collection Development	Indiana Humanities Council, Inc	\$ 994.00	8/10/2020	10/31/2020
R03520	Systems Office	901 NSF ATE Manufacturing Tech Edu Collab with Purdue	National Science Foundation	\$ 217,452.00	8/15/2020	7/31/2023
R03522	Kokomo	151 Advance Racial Equity Collection	Indiana Humanities Council, Inc	\$ 929.00	8/10/2020	10/31/2020
R03523	Marion	163 IN Humanities Racial Equity Collection Dev	Indiana Humanities Council, Inc	\$ 876.00	8/10/2020	10/31/2020
R03348	Indianapolis	181 SUB NIH NIEHS HazMat (<i>increase</i>)	University of Cincinnati	\$ 14,800.00	8/1/2019	7/31/2020
R03391	Bloomington	241 VIL RYW 2020-2021 Program (<i>increase</i>)	Natnl Assoc for Community College Entrepreneurship	\$ 5,000.00	3/1/2020	6/30/2021
R03501	Indianapolis	181 Woodrow Wilson Higher Ed / Indy Achieves	The Woodrow Wilson National Fellowship Foundation	\$ 25,000.00	8/1/2020	7/31/2021
R03518	Madison	211 Advancing Racial Equity Collection Development	Indiana Humanities Council, Inc	\$ 1,000.00	8/10/2020	10/31/2020
R03517	South Bend	121 LEO Impact Evaluation 2020-21	Wilson Sheehan Lab for Economic Opportunities	\$ 25,000.00	8/17/2020	8/31/2021
				Competitive Total:	\$ 2,638,779.00	
<u>Non Competitive</u>						
RWFC21	Systems Office	901 WFC Centers 2020-2021	State Budget Agency	\$ 661,053.00	7/1/2020	6/30/2021
R02467	Systems Office	901 Statewide Nursing Partnership (<i>increase</i>)	State Budget Agency	\$ 79,432.00	7/1/2015	6/30/2021
R00502	Systems Office	901 Ft. Wayne Public Academy Lease (<i>increase</i>)	State Budget Agency	\$ 1,000,000.00	5/1/2006	6/30/2021
RSEA21	Systems Office	901 Southern Indiana Ed Alliance 2020-2021	State Budget Agency	\$ 983,696.00	7/1/2020	6/30/2021
RP21111	Lake County	111 Perkins 2020-21 Lake County	Indiana Govern's Workforce Cabinet	\$ 447,689.00	7/1/2020	6/30/2021
RP21112	Valparaiso	112 Perkins 2020-21 Valpo	Indiana Govern's Workforce Cabinet	\$ 432,795.00	7/1/2020	6/30/2021
RP21121	South Bend	121 Perkins 2020-21 South Bend	Indiana Govern's Workforce Cabinet	\$ 569,468.00	7/1/2020	6/30/2021
RP21131	Fort Wayne	131 Perkins 2020-21 Fort Wayne	Indiana Govern's Workforce Cabinet	\$ 912,024.00	7/1/2020	6/30/2021
RP21141	Lafayette	141 Perkins 2020-21 Lafayette	Indiana Govern's Workforce Cabinet	\$ 424,034.00	7/1/2020	6/30/2021
RP21151	Kokomo	151 Perkins 2020-21 Kokomo	Indiana Govern's Workforce Cabinet	\$ 327,663.00	7/1/2020	6/30/2021
RP21161	Muncie	161 Perkins 2020-21 Muncie	Indiana Govern's Workforce Cabinet	\$ 400,380.00	7/1/2020	6/30/2021
RP21162	Anderson	162 Perkins 2020-21 Anderson	Indiana Govern's Workforce Cabinet	\$ 223,407.00	7/1/2020	6/30/2021
RP21163	Marion	163 Perkins 2020-21 Marion	Indiana Govern's Workforce Cabinet	\$ 136,672.00	7/1/2020	6/30/2021
RP21171	Terre Haute	171 Perkins 2020-21 Terre Haute	Indiana Govern's Workforce Cabinet	\$ 587,866.00	7/1/2020	6/30/2021
RP21181	Indianapolis	181 Perkins 2020-21 Indianapolis	Indiana Govern's Workforce Cabinet	\$ 1,647,950.00	7/1/2020	6/30/2021

RP21191	Richmond	191 Perkins 2020-21 Richmond	Indiana Govern's Workforce Cabinet	\$ 315,397.00	7/1/2020	6/30/2021
RP21201	Columbus	201 Perkins 2020-21 Columbus	Indiana Govern's Workforce Cabinet	\$ 349,566.00	7/1/2020	6/30/2021
RP21211	Madison	211 Perkins 2020-21 Madison	Indiana Govern's Workforce Cabinet	\$ 97,248.00	7/1/2020	6/30/2021
RP21212	Lawrenceburg	212 Perkins 2020-21 Lawrenceburg	Indiana Govern's Workforce Cabinet	\$ 178,725.00	7/1/2020	6/30/2021
RP21221	Evansville	221 Perkins 2020-21 Evansville	Indiana Govern's Workforce Cabinet	\$ 445,061.00	7/1/2020	6/30/2021
RP21231	Sellersburg	231 Perkins 2020-21 Sellersburg	Indiana Govern's Workforce Cabinet	\$ 339,928.00	7/1/2020	6/30/2021
RP21241	Bloomington	241 Perkins 2020-21 Bloomington	Indiana Govern's Workforce Cabinet	\$ 329,415.00	7/1/2020	6/30/2021
R03469	Bloomington	241 IEDC SBDC Cares Act COVID-19 Relief	IN Economic Development Corp	\$ 126,709.00	4/1/2020	3/31/2021

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

Total Board Report: **\$13,654,957.00**

**IVY TECH COMMUNITY COLLEGE
SPONSORED PROGRAM FUNDS
July 1, 2020 through August 31, 2020**

**Grants &
Contracts**

Total this Report	\$	13,654,957
2020-2021 YTD-Total to Date	\$	13,654,957
2019-2020 Fiscal Year-End Total	\$	61,493,223
2018-2019 Fiscal Year-End Total	\$	22,580,366
2017-2018 Fiscal Year-End Total	\$	18,122,815
2016-2017 Fiscal Year-End Total	\$	25,626,665
2015-2016 Fiscal Year-End Total	\$	18,906,875
2014-2015 Fiscal Year-End Total	\$	20,718,246
2013-2014 Fiscal Year-End Total	\$	27,105,576
2012-2013 Fiscal Year-End Total	\$	23,049,587
2011-2012 Fiscal Year-End Total	\$	26,290,960
2010-2011 Fiscal Year-End Total	\$	24,631,272

DISBURSEMENTS OF \$100,000.00 AND OVER
FOR THE MONTH OF JULY 2020

<u>Authorization for Disbursement</u>	<u>Amount of Disbursement</u>	<u>Approved Vendor</u>	<u>Check Date</u>	<u>Reference Number</u>	
I. Article VIII Contracts and Other Documents Approval and authorization of the Board.	FICA/MQFE/Federal Taxes	1,671,869.16	PNC Bank	7/1/2020	J0245494
	Retirement	868,517.76	Transamerica	7/1/2020	J0245508
	County and State Taxes	576,589.17	PNC Bank	7/2/2020	J0245799
	Reimbursement for Health Ins. Claims	227,381.55	Anthem, Inc.	7/6/2020	J0245860
	Health Savings Account	115,264.57	Chard Snyder	7/6/2020	J0245857
	Rx Payment	202,387.32	CVS	7/9/2020	J0246134
	FICA/MQFE/Federal Taxes	1,762,859.70	PNC Bank	7/13/2020	J0246346
	Retirement	885,683.70	Transamerica	7/15/2020	J0246444
	Reimbursement for Health Ins. Claims	585,603.31	Anthem, Inc.	7/16/2020	J0246525
	Rx Payment	243,579.94	CVS	7/16/2020	J0246526
	Health Savings Account	114,847.55	Chard Snyder	7/20/2020	J0246630
	Reimbursement for Health Ins. Claims	911,504.12	Anthem, Inc.	7/23/2020	J0246800
	Rx Payment	202,383.89	CVS	7/23/2020	J0246802
	FICA/MQFE/Federal Taxes	1,752,389.14	PNC Bank	7/24/2020	J0246869
	Retirement	885,945.21	Transamerica	7/27/2020	J0246967
	Reimbursement for Health Ins. Claims	427,667.85	Anthem, Inc.	7/30/2020	J0247139
	Rx Payment	243,376.91	CVS	7/31/2020	J0247296
	Health Savings Account	114,325.03	Chard Snyder	7/31/2020	J0247306

DISBURSEMENTS OF \$100,000.00 AND OVER
FOR THE MONTH OF JULY 2020
PAGE 2

<u>Authorization for Disbursement</u>		<u>Amount of Disbursement</u>	<u>Approved Vendor</u>	<u>Check Date</u>	<u>Reference Number</u>
II. Article IV. Officers of the Board. Section 5. Treasurer.	Money Market	569,000.00	Lake City Bank	7/6/2020	J0245918
Article VIII. Execution of Contracts and other Documents. Section A.	Money Market	404,000.00	Lake City Bank	7/9/2020	J0246286
Approval and authorization of the Board.	Money Market	960,000.00	Lake City Bank	7/10/2020	J0246337
	Money Market	564,000.00	Lake City Bank	7/13/2020	J0246380
	Money Market	174,000.00	Lake City Bank	7/15/2020	J0246502
	Money Market	16,410,000.00	Lake City Bank	7/17/2020	J0246610
	Money Market	225,000.00	Lake City Bank	7/24/2020	J0246915
	Money Market	10,000,150.00	Lake City Bank	7/27/2020	J0247054
III. Reported to the Board of Trustees under \$500,000	Utilities	147,504.58	BPTS	7/1/2020	J0245742
	Apprenticeship Contract Expense	186,145.36	Electrical Joint Apprenticeship	7/2/2020	50-02327590
	Apprenticeship Contract Expense	202,055.24	Evansville Plumbers Apprenticeship	7/2/2020	50-02327591
	Apprenticeship Contract Expense	151,882.89	Indiana/Kentucky Council of Carpenters	7/2/2020	50-02327593
	Licensed Software	119,962.50	Qualtrics, LLC	7/2/2020	50-!0233183
	Professional Services and Fees	130,206.00	TouchNet Information Systems Inc.	7/2/2020	50-!0233203
	Utilities	145,956.25	BPTS	7/7/2020	J0245923

DISBURSEMENTS OF \$100,000.00 AND OVER
FOR THE MONTH OF JULY 2020
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<u>Authorization for Disbursement</u>		<u>Amount of Disbursement</u>	<u>Approved Vendor</u>	<u>Check Date</u>	<u>Reference Number</u>
III. Reported to the Board of Trustees under \$500,000 (Cont.)	Utilities	105,514.86	BPTS	7/9/2020	J0246143
	Licensed Software	193,469.50	Crossroads Education LLC	7/13/2020	50-!0233590
	Instructional Equipment	109,421.06	Stryker Sales Corp	7/13/2020	50-!0233628
	Utilities	212,188.84	BPTS	7/14/2020	J0246405
	Instructional Equipment	148,596.00	HFO Chicago LLC	7/20/2020	50-!0233807
	Instructional Equipment	299,454.18	Aidex Corporation	7/20/2020	50-!0233772
	Instructional Equipment	495,541.60	Aidex Corporation	7/21/2020	50-!0233867
	Personal Protective Equipment	251,203.94	Omnisource Marketing Group Inc.	7/21/2020	50-!0233893
	Professional Services and Fees	214,002.00	Oosterbaan & Sons Co	7/21/2020	50-!0233894
	Professional Services and Fees	194,000.00	Statwax	7/22/2020	50-!0233930
	Professional Services and Fees	121,747.60	GMB Architecture & Engineering	7/24/2020	50-!0233997
	Professional Services and Fees	452,800.50	Appirio Inc.	7/27/2020	50-!0234043
	Licensed Software	145,817.00	CampusLogic, Inc.	7/27/2020	50-!0234053
	Professional Services and Fees	255,813.00	Inside Track Inc	7/27/2020	50-!0234092
	Professional Services and Fees	200,000.00	Loan Science SC, LLC	7/27/2020	50-!0234100
	Professional Services and Fees	181,005.00	Smart IT Staffing Inc	7/27/2020	50-!0234142
	Lawrence Municipal Building Lease	115,381.37	US Bank	7/27/2020	50-!0234160

DISBURSEMENTS OF \$100,000.00 AND OVER
FOR THE MONTH OF JULY 2020
PAGE 4

<u>Authorization for Disbursement</u>		<u>Amount of Disbursement</u>	<u>Approved Vendor</u>	<u>Check Date</u>	<u>Reference Number</u>
III. Reported to the Board of Trustees under \$500,000 (Cont.)	Utilities	141,236.74	BPTS	7/27/2020	J0246936
	Insurance	104,579.38	Arthur J Gallagher Risk Management	7/30/2020	50-!0234249
	Professional Services and Fees	391,666.67	Blackboard Collaborate Inc	7/30/2020	50-!0234252
	Utilities	114,354.48	BPTS	7/30/2020	J0247105
	Professional Services and Fees	250,000.00	Snowflake Computing, Inc.	7/31/2020	50-!0234330
IV. Approved by the Board of Trustees over \$500,000.	Professional Services and Fees	1,141,974.00	Ellucian Support Inc.	7/2/2020	50-!0233133
	Inclusive Access	519,781.65	Barnes and Noble	7/13/2020	J0246407
	Inclusive Access	585,933.38	Barnes and Noble	7/16/2020	J0246589
	Insurance	1,557,385.78	Arthur J Gallagher Risk Management	7/21/2020	50-!0233869
	Kokomo Construction Project	1,980,112.04	F.A. Wilhelm Construction Co., Inc	7/29/2020	50-!0234217
	Series W Bond Deposit and Interest	775,044.59	US Bank	7/31/2020	J0247228

DISBURSEMENTS OF \$100,000.00 AND OVER
FOR THE MONTH OF AUGUST 2020

<u>Authorization for Disbursement</u>		<u>Amount of Disbursement</u>	<u>Approved Vendor</u>	<u>Check Date</u>	<u>Reference Number</u>
I. Article VIII Contracts and Other Documents Approval and authorization of the	County and State Taxes	959,297.09	PNC Bank	8/4/2020	J0247375
	Life & LTD	140,177.80	The Standard	8/4/2020	J0247350
	Reimbursement for Health Ins. Claims	408,542.70	Anthem, Inc.	8/6/2020	J0247480
	Rx Payment	196,838.47	CVS	8/10/2020	J0247560
	FICA/MQFE/Federal Taxes	1,725,760.12	PNC Bank	8/10/2020	J0247539
	Reimbursement for Health Ins. Claims	769,586.41	Anthem, Inc.	8/13/2020	J0247679
	Retirement	876,593.55	Transamerica	8/13/2020	J0247675
	Rx Payment	282,896.01	CVS	8/17/2020	J0247781
	Health Savings Account	114,704.65	Chard Snyder	8/17/2020	J0247779
	Reimbursement for Health Ins. Claims	616,529.32	Anthem, Inc.	8/24/2020	J0248048
	Rx Payment	191,461.85	CVS	8/24/2020	J0248061
	FICA/MQFE/Federal Taxes	1,677,339.30	PNC Bank	8/24/2020	J0248038
	Retirement	908,904.35	Transamerica	8/25/2020	J0248106
	Reimbursement for Health Ins. Claims	1,124,612.91	Anthem, Inc.	8/27/2020	J0248202
	Rx Payment	176,820.97	CVS	8/31/2020	J0248332
	Health Savings Account	113,744.81	Chard Snyder	8/31/2020	J0248334

DISBURSEMENTS OF \$100,000.00 AND OVER
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II. Article IV. Officers of the Board. Section 5. Treasurer.	Money Market	385,000.00	Lake City Bank	8/4/2020	J0247442
Article VIII. Execution of Contracts and other Documents. Section A.	Money Market	3,221,000.00	Lake City Bank	8/6/2020	J0247504
Approval and authorization of the Board.	Money Market	161,000.00	Lake City Bank	8/7/2020	J0247543
	Money Market	884,000.00	Lake City Bank	8/10/2020	J0247603
	Money Market	794,000.00	Lake City Bank	8/11/2020	J0247630
	Money Market	18,683,000.00	Lake City Bank	8/12/2020	J0247674
	Money Market	2,058,000.00	Lake City Bank	8/13/2020	J0247727
	Money Market	2,445,000.00	Lake City Bank	8/17/2020	J0247899
	Money Market	1,411,000.00	Lake City Bank	8/18/2020	J0247900
	Money Market	560,000.00	Lake City Bank	8/21/2020	J0248037
	Money Market	920,145.00	Lake City Bank	8/24/2020	J0248078
III. Reported to the Board of Trustees under \$500,000	Utilities	176,847.80	BPTS	8/3/2020	J0247308
	Fisher Building Project	137,106.75	American Floor Covering Inc.	8/5/2020	50-!0234520
	Licensed Software	430,220.76	SHI International Corp	8/7/2020	50-!0234642
	Instructional Supplies	103,811.64	Y2X Life Sciences LLC	8/11/2020	50-!0234829
	Utilities	239,668.74	BPTS	8/11/2020	J0247591

DISBURSEMENTS OF \$100,000.00 AND OVER
FOR THE MONTH OF AUGUST 2020
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III. Reported to the Board of Trustees under \$500,000 (Cont.)				
Utilities	134,810.83	BPTS	8/14/2020	J0247725
Utilities	138,434.17	BPTS	8/18/2020	J0247854
Crown Point Building Lease	463,803.22	Ivy Tech Foundation, Inc.	8/20/2020	50-!0235235
Apprenticeship Contract Expense	134,979.30	South Bend & Vicinity Electrical JATC	8/21/2020	50-02340940
Professional Services and Fees	130,206.00	TouchNet Information Systems Inc	8/24/2020	50-!0235405
Columbus Construction Project	216,645.88	CSO Architects Inc.	8/25/2020	50-!0235444
Professional Services and Fees	402,500.00	The Asher Agency Inc.	8/25/2020	50-!0235514
Utilities	212,399.21	BPTS	8/25/2020	J0248094
Licensed Software	468,890.33	Oracle America Inc.	8/27/2020	50-!0235620
Lawrenceburg HVAC Project	408,354.00	Triton Services Inc.	8/27/2020	50-!0235636
Building Lease and Utilities	107,153.63	Indiana University	8/28/2020	50-!0235665
Professional Services and Fees	391,666.67	Blackboard Collaborate Inc	8/31/2020	50-!0235720
IV. Approved by the Board of Trustees over \$500,000.				
IT Equipment	649,832.23	Dell	8/3/2020	50-!0234370
Indianapolis Automotive Project	4,000,000.00	Ivy Tech Foundation, Inc.	8/20/2020	J0248184
Kokomo Construction	1,107,065.75	F.A. Wilhelm Construction Co., Inc.	8/28/2020	50-!0235659
Kokomo Construction	507,090.85	Hagerman Inc.	8/28/2020	50-!0235663



IVY TECH
COMMUNITY COLLEGE

PRESENTATION TO THE

State Board of Trustees President's Report

October 8, 2020



OUR COMMUNITIES. YOUR COLLEGE.



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

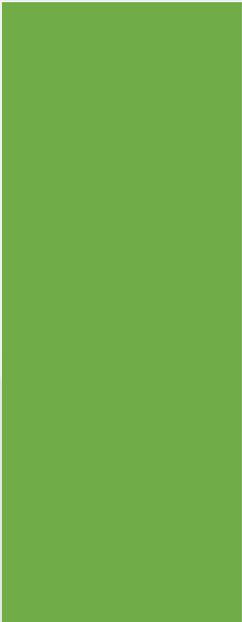
<https://worldfoodchampionships.com/videos>



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

Rapid Recovery / 10K Classes and Trainings

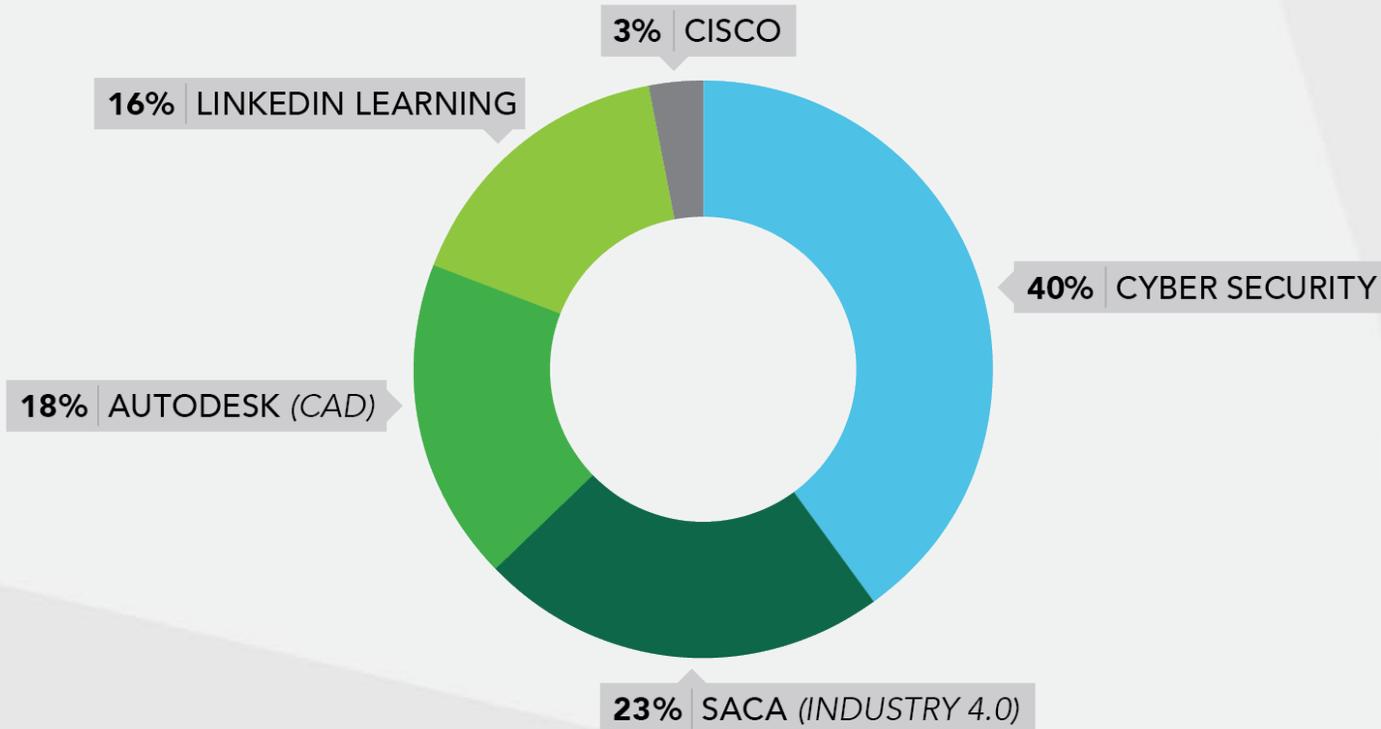
- Elevated our commitment to Hoosiers impacted by COVID-19 and experiencing unemployment, reduced hours, and/or furloughs
 - Launched mid-May with non-credit class and training options in Advanced Manufacturing, Information Technology, and Business/Cross-Sector LinkedIn Learning
 - 7,500+ registrations include Hoosiers from across the state; strong representation by women and people of color
- Promotion of additional Next Level Jobs programs and adjusted requirements



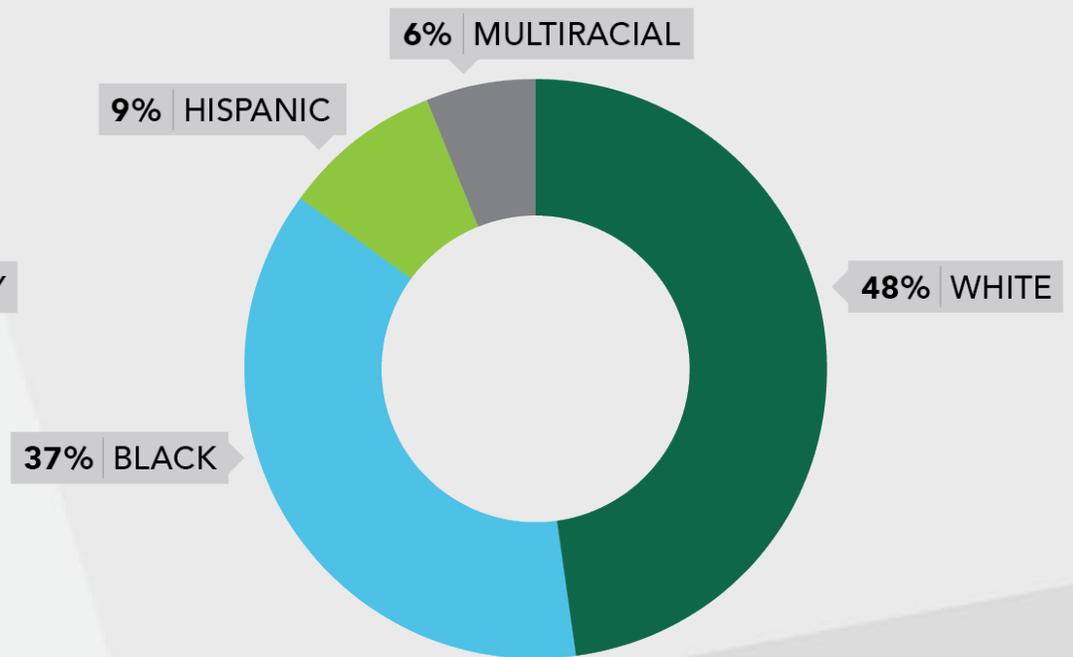
10K Initiative By the Numbers



Top Five 10K Class Enrollments



10K Initiative Demographics



55% Enrolled Female



STUDENT CARES ACT AWARDS

\$16.5 Million dollars

More than
33,800 students



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

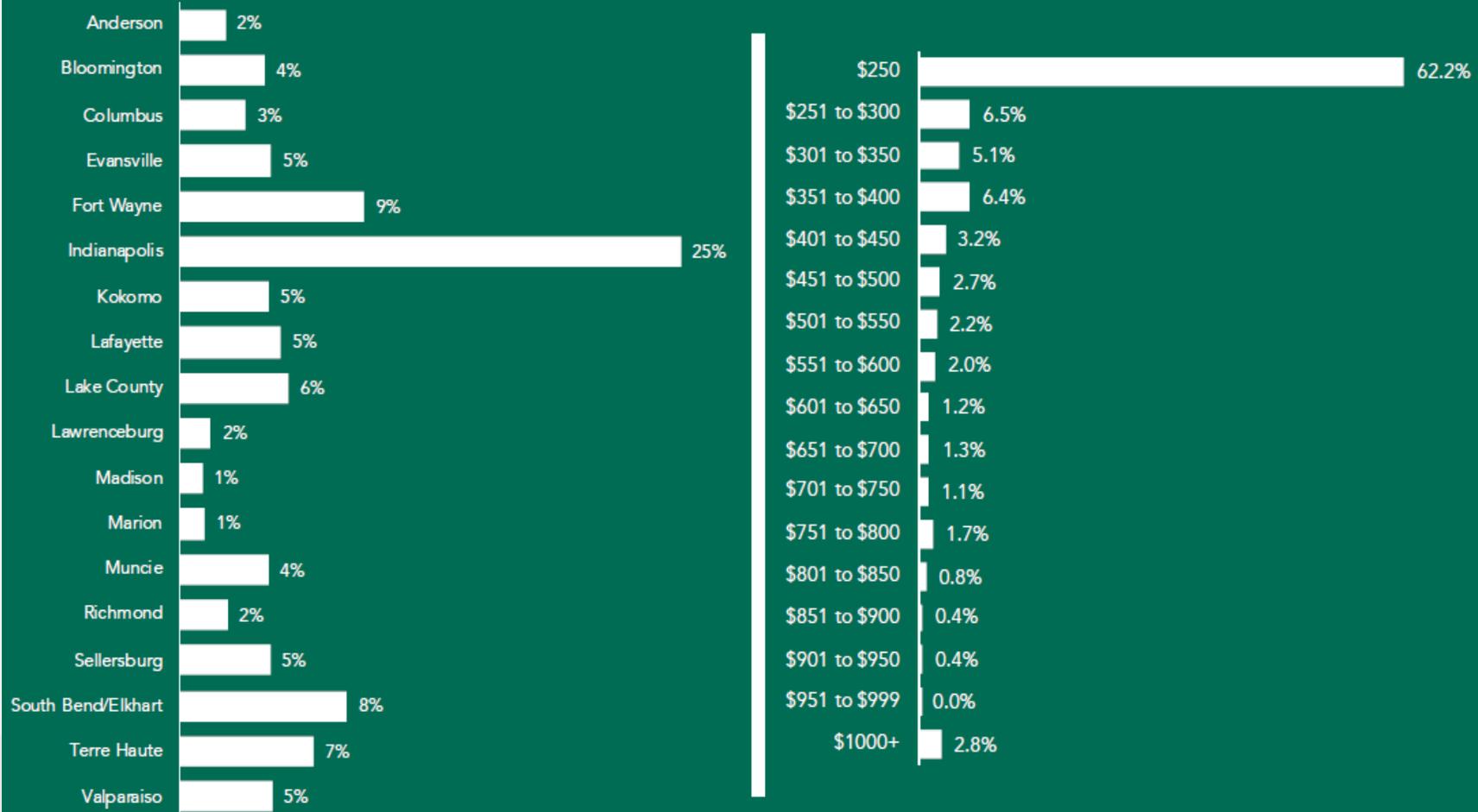


● spring ● summer ● fall



distributed by
formula
(10% distributed via application)

STUDENT CARES ACT AWARDS



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 (Mooreville 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

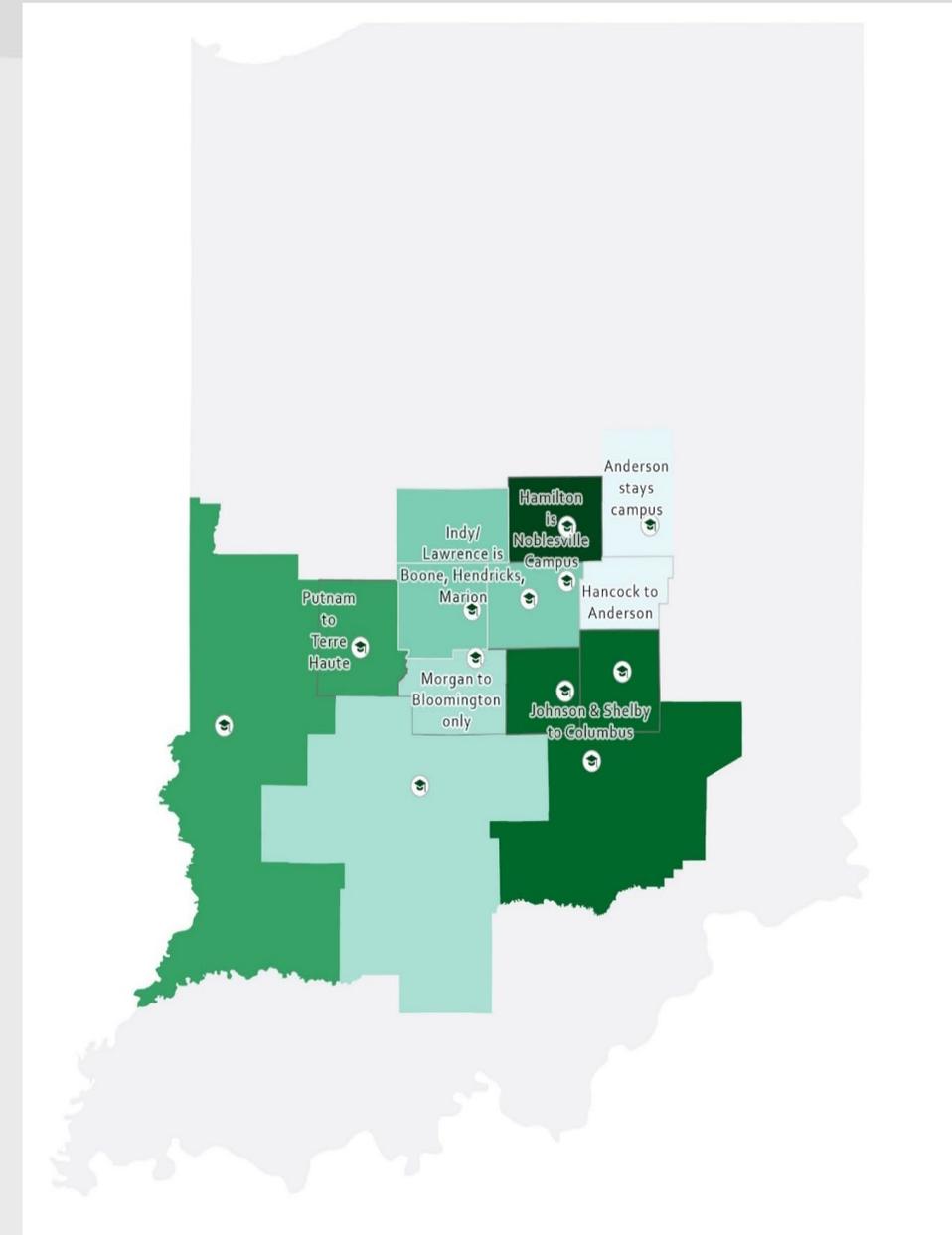
Hamilton County Campus at Noblesville will become new C3 Campus

- 1200 students and growing
- Large employment base
- 4th largest and fastest growing county

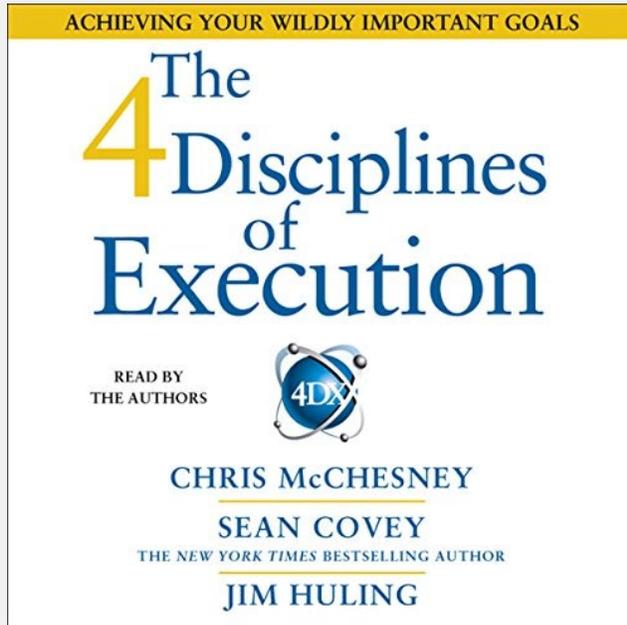
Proposed Service Area Map

Effective July 2021

- **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



Student Success	2018-19 Targets	2018-19 Actual	2019-20 Targets	2019-20 Actual
Fall to Spring Retention	70%	71%	72%	70%
Fall to Fall Retention	50%	48%	52%	<i>Final in Dec. (currently 46%)</i>



Recruitment and Enrollment	2018-19 Targets	2018-19 Actual	2019-20 Targets	2019-20 Actual
Revenue Generating Headcount	100,472	94,739	103,486	92,633
Revenue Generating Recruits	50,598	47,224	51,610	45,844

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	Current FTE Fall 20	Previous FTE Fall 19 EOT	FTE Delta	Delta Percentage
Bloomington	2,010	2,332	-322	-14%
Evansville	1,563	2,076	-513	-25%
Fort Wayne	3,504	3,756	-252	-7%
Indianapolis	8,455	8,995	-540	-6%
Lafayette	2,078	2,511	-433	-17%
Lake County	2083	2,416	-333	-14%
Sellersburg	1,529	1,768	-239	-14%
South Bend/Elkhart	1,904	2,088	-184	-9%
Valparaiso	1,887	2,042	-155	-8%
C1 Total	25,013	27,984	-2,971	-11%

C2 Campuses	Current FTE Fall 20	Previous FTE Fall 19 EOT	FTE Delta	Delta Percentage
Columbus	1,182	1,275	-93	-7%
Kokomo	1,148	1,321	-173	-13%
Muncie	1,404	1,508	-104	-7%
Terre Haute	1,841	1,996	-155	-8%
C2 Total	5,575	6,100	-525	-9%

C3 Campuses	Current FTE Fall 20	Previous FTE Fall 19 EOT	FTE Delta	Delta Percentage
Anderson	808	917	-109	-12%
Lawrenceburg	643	702	-59	-8%
Madison	433	463	-30	-6%
Marion	433	435	-2	0%
Richmond	713	793	-80	-10%
C3 Total	3,030	3,310	-280	-8%

**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



Completion	2018-19 Targets	2018-19 Actual	2019-20 Targets	2019-20 Actual
Total Credentials Earned	23,000	35,293	25,000	40,447*
Students Completing (100%)	8%	18%	10%	18.5%
Students Completing (150%)	16%	24%	19%	28%
Students Completing (300%)	19%	18%	23%	20%

*Includes only partial certification data; still awaiting additional data

Metrics



Workforce	2018-19 Targets	2018-19 Actual	2019-20 Targets	2019-20 Actual
High-Demand/Low-Supply Completions (Growing)	70%	70%	50%	61%
High-Demand/Limited-Enrollment Completions (Capped)	12.5%	15%	13%	15%
Low-Demand/High-Supply Completions (Shrinking)	7.5%	9%	7%	16%
Demand/Supply Equilibrium Completions (Equilibrium)	10%	5%	30%	8%
Median Wages at Year One (Percent Above State Median)	41%	47%	45%	TBD



Employee	2018-19 Target	2018-19 Actual	2019-20 Target	2019-20 Actual
Employee Engagement	71.2	72	73	74

Metrics



Financial	2018-19 Targets	2018-19 Actual	2019-20 Targets	2019-20 Actual
Reserves: Days on Hand	180 Days	236 Days	180 Days	275 Days
Reserves: Percent Annual Growth	3%	18.6%	3%	16.7%
Total Dollars Raised (Foundation and Grants)**	\$52.3M	\$54.9M	\$46.5M	\$61.5M



Community	2018-19 Target	2018-19 Actual	2019-20 Target	2019-20 Actual
Overall Community Engagement Score	N/A	8.06	8.0	8.18

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

Metrics



Diversity, Equity and Belonging Student Goals	2018-19 Baseline	2020-21* Target
Reduce Equity Gap in Conversion (white students to students of color)	8.0%	-1.0% (7.0%)
Reduce Equity Gap in Fall to Fall Retention (white students to students of color)	6.5%	-0.3% (6.2%)
Reduce Equity Gap in 100% Completion Rate (white students to students of color)	6.4%	-1.0% (5.4%)
Reduce Equity Gap in 200% Completion Rate (white students to students of color)	7.1%	-0.6% (6.5%)
Diversity, Equity and Belonging Employee Goals	2019-20 Actual	2020-21 Target
Belonging Score	0.1	> 0.0
Diversity, Equity and Belonging Plan Goals	2018-19	2020-21 Target
Campus & Systems Office Diversity Plans	N/A	19 Approved Oct 15 2020

LEI Charting the Future Grant

IVY ACHIEVES



IVYTECH.EDU/COMMITMENTS

TWO PROGRAM COMPONENTS

- Incentives to participate in student success activities
- Free course retake

TWO ADVISORY COMMITTEES

- External advisory committee
- Student advisory committee

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.

Activity will be tracked in the IvyMobile app



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



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



IVY TECH COMMUNITY COLLEGE

**STATEWIDE DIVERSITY,
EQUITY & BELONGING**

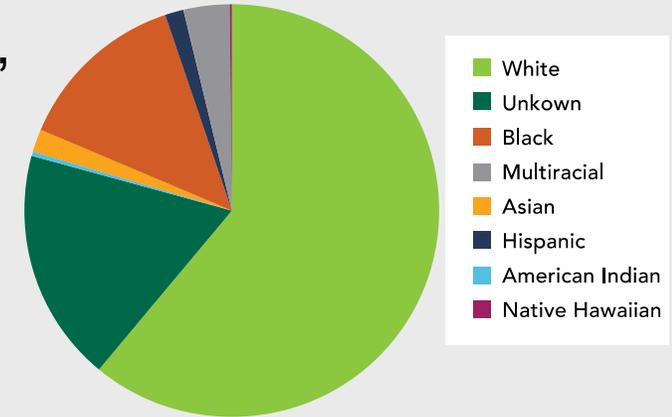
ANNUAL REPORT – 2020



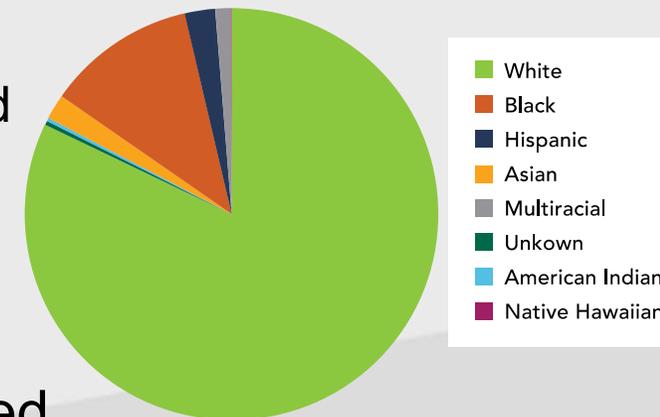
Statewide Diversity at a Glance

- 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

2019-2020 STUDENT ENROLLMENT
BY RACE & ETHNICITY



2019-2020 STAFF REPRESENTATION
BY RACE & ETHNICITY



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





IVY TECH
COMMUNITY COLLEGE

THANK YOU!



OUR COMMUNITIES. YOUR COLLEGE.





IVY TECH
COMMUNITY COLLEGE

IVY TECH COMMUNITY COLLEGE
**STATEWIDE DIVERSITY,
EQUITY & BELONGING**

ANNUAL REPORT – 2020

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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.

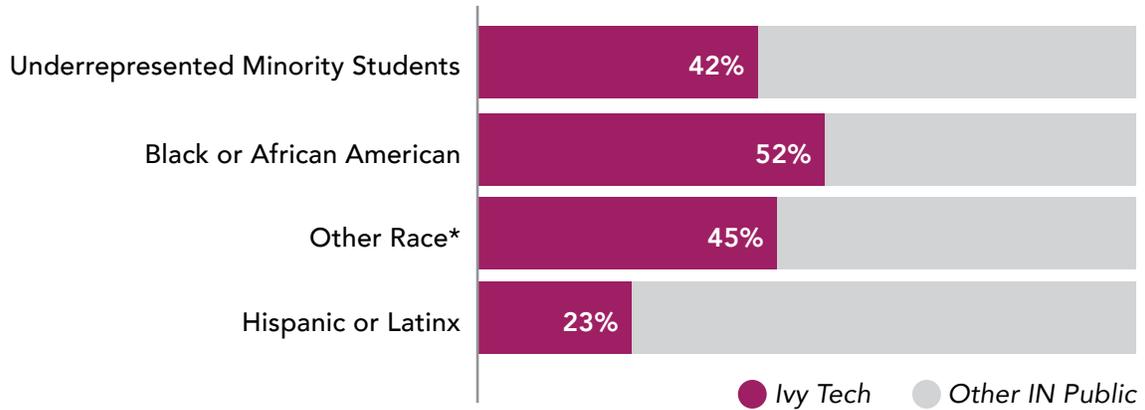
Strategy 8.4 - Increase diversity in leadership.

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

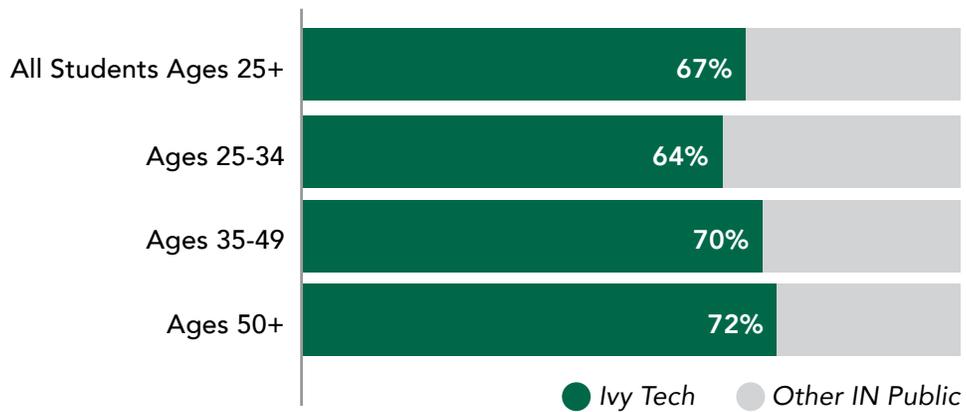
Diversity, Equity and Belonging Student Goals	2018-19 Baseline	2020-21 Target
Reduce Equity Gap in Conversion <i>(white students to students of color)</i>	8.0%	-1%(7.0%)
Reduce Equity Gap in Fall to Fall Retention <i>(white students to students of color)</i>	6.5%	-0.3%(6.2%)
Reduce Equity Gap in 100% Completion Rate <i>(white students to students of color)</i>	6.4%	-1.0%(5.4%)
Reduce Equity Gap in 200% Completion Rate <i>(white students to students of color)</i>	7.1%	-0.6%(6.5%)
Diversity, Equity and Belonging Employee Goals	2019-20 Actual	2020-21 Target
Belonging Score	0.1	0.0+
Diversity, Equity and Belonging Plan Goals	2018-19	2020-21 Target
Campus & Systems Office Diversity Plan	N/A	19 Approved Oct 15 2020

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.

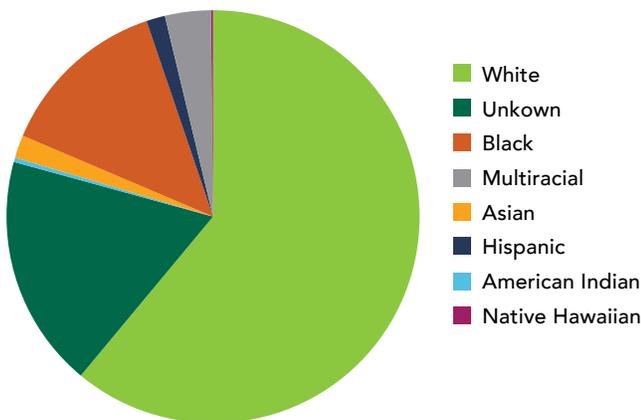


67% of students ages 25+ were enrolled at Ivy Tech

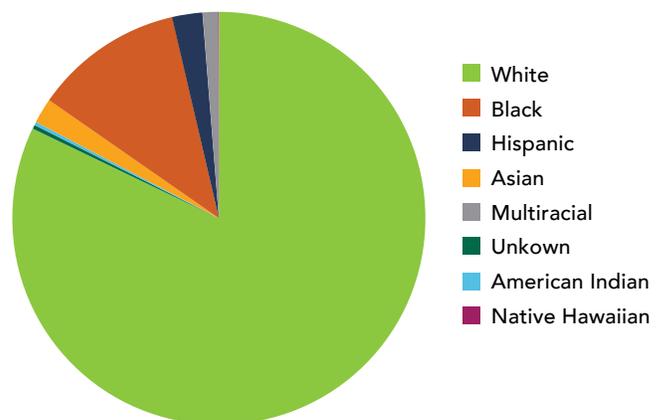


Source: CHE Enrollment and Degree Facts , https://public.tableau.com/profile/che.staff#!/vizhome/FB_11/Story1
 *includes Multiracial, Nat. Am./Am. Ind. or Alaskan Nat., Nat. Hawaiian, and Undeclared Race

2019-2020 STUDENT ENROLLMENT BY RACE & ETHNICITY



2019-2020 STAFF REPRESENTATION BY RACE & ETHNICITY



ELIMINATING SYSTEMIC INEQUITIES FOR OUR STUDENTS

Statewide Enrollment by Race								
	Not Available	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Multiracial	Native Hawaiian or Other Pacific Islander	White
2019-2020	21,552	414	2,123	15,826	1,734	4,240	189	72,218
2018-2019	23,311	376	2,088	15,808	1,631	3,978	176	73,409
2017-2018	24,507	361	2,019	15,843	2,229	3,891	176	72,403

Statewide Student Financial Aid Recipients * excludes federal loans or work-study

	Federal Aid	State Aid
2019-2020	33,460	12,997
2018-2019	34,914	13,046
2017-2018	35,626	13,175

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

	17 And Under	18-21	22-24	25-34	35-49	50+
2019-2020	5,141	50,649	19,065	30,830	17,098	4,864
2018-2019	4,509	50,552	20,523	31,657	18,250	5,299
2017-2018	3,855	50,999	21,337	31,329	18,424	5,443

Statewide Retention Rates by Race (Fall to Fall)

	Not Available	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Multiracial	Native Hawaiian or Other Pacific Islander	White
2019-2020	46%	42%	55%	39%	46%	39%	49%	48%
2018-2019	51%	47%	57%	39%	50%	42%	52%	50%
2017-2018	48%	43%	61%	39%	51%	41%	52%	49%

100% Completion Rates

	Not Available	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Multiracial	Native Hawaiian or Other Pacific Islander	White
2019-2020	16%	10%	22%	7%	21%	14%	14%	20%
2018-2019	22%	10%	16%	8%	1%	13%	43%	19%
2017-2018	15%	0%	10%	7%	15%	11%	0%	13%

Statewide Enrollment by Race and Student Category

		Continuing/ Other	Readmit	Apprentice	New First Time	Guest	Transfer	Dual Enrolled	Senior Scholar
2019-2020	Not Available	1,693	38	1,610	763	6,904	233	361	24
	American Indian or Alaska Native	212	45	27	93	12	20	13	3
	Asian	1,335	101	19	361	149	211	98	4
	Black or African American	8,116	1,940	352	2,387	376	1,157	281	139
	Hispanic or Latino	2,713	267	220	876	145	264	152	9
	Multiracial	2,189	424	107	840	155	398	242	6
	Native Hawaiian or Other Pacific Islander	98	14	4	29	6	27	6	3
	White	40,800	6,958	5,935	11,362	4,208	5,361	4,000	339
2018-2019	Not Available	1,797	46	1,315	758	7,218	279	313	32
	American Indian or Alaska Native	191	38	26	85	11	34	4	2
	Asian	1,385	103	19	347	141	199	57	3
	Black or African American	8,010	2,035	367	2,421	353	1,243	282	151
	Hispanic or Latino	3,011	201	232	867	130	228	115	9
	Multiracial	2,148	390	97	729	163	340	184	8
	Native Hawaiian or Other Pacific Islander	89	12	2	42	5	10	9	4
	White	42,043	7,659	6,313	11,676	3,829	5,857	3,574	371
2017-2018	Not Available	2,052	46	1,245	890	7,105	334	236	34
	American Indian or Alaska Native	209	37	26	59	9	35	6	1
	Asian	1,358	102	21	385	156	198	40	3
	Black or African American	8,214	1,757	342	2,513	361	1,233	176	164
	Hispanic or Latino	3,193	261	207	925	120	248	87	7
	Multiracial	2,214	332	81	802	136	348	115	9
	Native Hawaiian or Other Pacific Islander	93	11	1	34	4	14	7	2
	White	43,244	6,758	6,130	12,062	3,254	6,036	2,691	358

STUDENT ACADEMIC ACCOMMODATIONS BY CAMPUS

CAMPUS	FALL 2019			SPRING 2020			SUMMER 2020		
	STUDENTS REQUESTING ACCOMMODATIONS	% STUDENTS USING ACCOMMODATIONS	APPROVED ACCOMMODATIONS	STUDENTS REQUESTING ACCOMMODATIONS	% STUDENTS USING ACCOMMODATIONS	APPROVED ACCOMMODATIONS	STUDENTS REQUESTING ACCOMMODATIONS	% STUDENTS USING ACCOMMODATIONS	APPROVED ACCOMMODATIONS
Lake County	76	2.00%	277	62	2.07%	267	21	1.43%	61
Valparaiso	79	2.30%	346	68	2.25%	300	31	2.13%	101
South Bend/Elkhart	89	2.40%	265	73	2.19%	200	28	1.81%	87
Fort Wayne	208	3.30%	820	180	3.10%	893	45	1.61%	213
Lafayette	95	2.40%	415	78	2.10%	348	37	1.73%	152
Kokomo	91	4.40%	691	73	3.72%	459	23	3.09%	165
Muncie	63	2.80%	299	44	1.98%	243	25	2.29%	119
Anderson	51	3.30%	166	22	1.74%	84	6	0.85%	15
Marion	14	1.70%	54	12	1.52%	42	1	0.25%	4
Terre Haute	85	2.90%	170	43	1.66%	96	24	1.73%	42
Indianapolis	351	2.30%	1191	258	1.84%	1018	111	1.43%	390
Richmond	71	4.70%	385	57	4.05%	280	14	2.20%	46
Columbus	51	2.30%	166	40	2.02%	141	21	2.16%	53
Madison	12	1.20%	39	14	1.49%	53	2	0.44%	6
Lawrenceburg	1	0%	4	1	0%	1	1	0%	3
Evansville	127	4.20%	446	95	3.38%	336	23	2.04%	65
Sellersburg	94	3.30%	323	64	2.55%	232	7	0.62%	26
Bloomington	214	5.00%	1073	193	4.55%	716	79	2.31%	245
College-wide	1811	2.90%	7221	1377	2.42%	5709	499	1.63%	1793

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

APPROVED ACCOMODATIONS	FALL 2019	SPRING 2020	SUMMER 2020
Extended time (50%) on all quizzes and tests	1376	1115	425
Distraction-reduced area for taking all quizzes and tests	1202	960	297
Use of recorder for class notes	787	676	219
Other	554	448	109
Note-taking assistance	516	379	122
Use of assistive technology (screen reading software) for quizzes and tests	401	324	89
Extended time (100%) on all quizzes and tests	373	293	89
Text in alternative format	340	307	91
Use of calculator for Math tests and quizzes	233	181	52
Option to choose seat location to suit individual needs and accomodate disability	215	175	52
Option to leave class briefly to accomodate disability	159	131	38
Extended consecutive tutoring	158	119	38
Use of recorder and keyboard for class notes	99	96	34
Medical condition letter	97	136	37
Use of keyboard for notes and written work in class	97	80	21
Use of keyboard for written responses on tests and quizzes	65	46	12
Written instructions	58	42	17
Use of alternative answer sheets for responses on tests and quizzes	56	41	11
Use of scribe for written responses on tests and quizzes	53	52	8
Use of assistive technology (screen magnification software) for quizzes and tests	50	45	12
Option to move out of seat to accomodate disability	46	40	14
Closed caption for all videos used for class	38	34	7
Use of adaptive equipment in class	35	25	6
Use of spelling checker/dictionary for written responses on tests and quizzes	32	18	7
Use of voice dictation software for written responses on tests and quizzes	23	28	7
Option to receive tests in separate sections and take breaks during test session	22	25	11
Sign language interpreting	22	19	1
Use of 5x7 index cards for use as memory tool for Math tests and quizzes	22	19	10
Use of earplugs during testing to mitigate ambient noise	20	22	8
Use of fidgets or stress balls in class or testing environment	16	11	3
Use of personal aid in classroom	14	13	4
Use of specific chair to accomodate disability	10	8	4
Use of preapproved white noise or commercially recorded music with headphones during tests or quizzes	8	6	2
Opt. to sit through instruction as needed to accomodate disability at times when safety is no concern	7	6	2
Use of adaptive equipment in class	7	13	3
Use of emotional support animals (ESA)	5	4	1
Access to College video recorded lecture	2	2	2
CART services	1	2	2



BUILDING A DIVERSE AND EQUITABLE WORKFORCE

Statewide Representation of All Full-Time Employees by Race

	Not Available	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Multiracial	Native Hawaiian or Other Pacific Islander	White	Total
2019-2020	10	8	62	370	75	38	2	2,599	3,164
2018-2019	4	8	59	382	63	34	2	2,661	3,213
2017-2018	5	10	56	416	72	38	1	2,731	3,329

Statewide Faculty Representation – Full Time Faculty by Race

	Not Available	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Multiracial	Native Hawaiian or Other Pacific Islander	White	Total
2019-2020	1	6	36	91	24	11	2	1,126	1,297
2018-2019	2	6	40	93	19	12	1	1,156	1,329
2017-2018	2	5	35	100	21	10	1	1,204	1,378

Statewide Faculty Representation – Adjunct Faculty by Race

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

Underrepresented Representation by Job Category

	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Multiracial	Native Hawaiian or Other Pacific Islander	Total Underrepresented Employees
Administrative/Faculty – Deans	0	0	6	0	1	1	8
Faculty	6	36	85	24	10	1	162
Professional	1	23	182	30	23	0	259
Clerical/Secretarial	4	22	146	37	28	1	238
Technical/Paraprofessional	2	4	12	5	6	0	29
Service/Maintenance	1	2	32	8	4	0	47
Adjunct Faculty	12	66	235	67	27	0	407
Unclassified/Officers	0	1	1	2	0	0	4
Executive/Administrative	1	1	16	4	1	0	23

ENHANCING SUPPLIER DIVERSITY

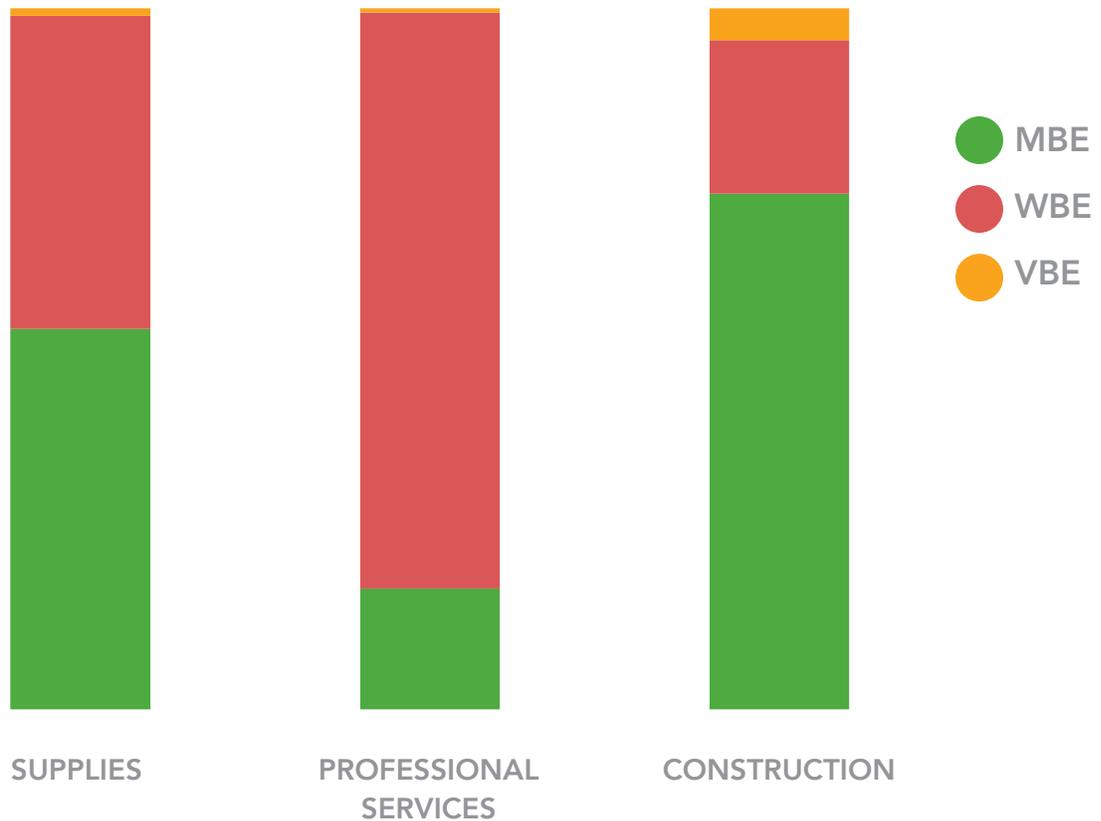
\$12.4 million
in IDOA Spend



113
IDOA Vendors

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:

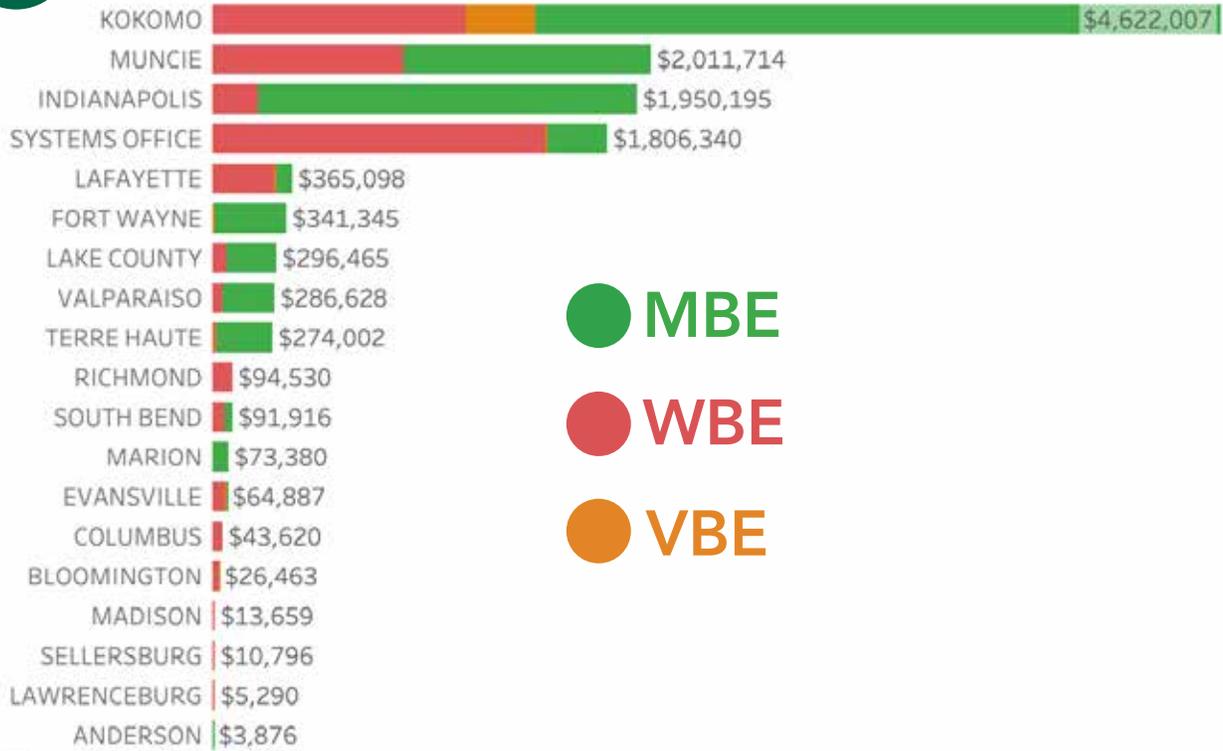
- 1 Providing supplier diversity training and regular progress updates to campus leadership.
- 2 Continue working with IDOA to increase certification of eligible vendors.
- 3 Improving collection of second tier data to enhance reporting and compliance.



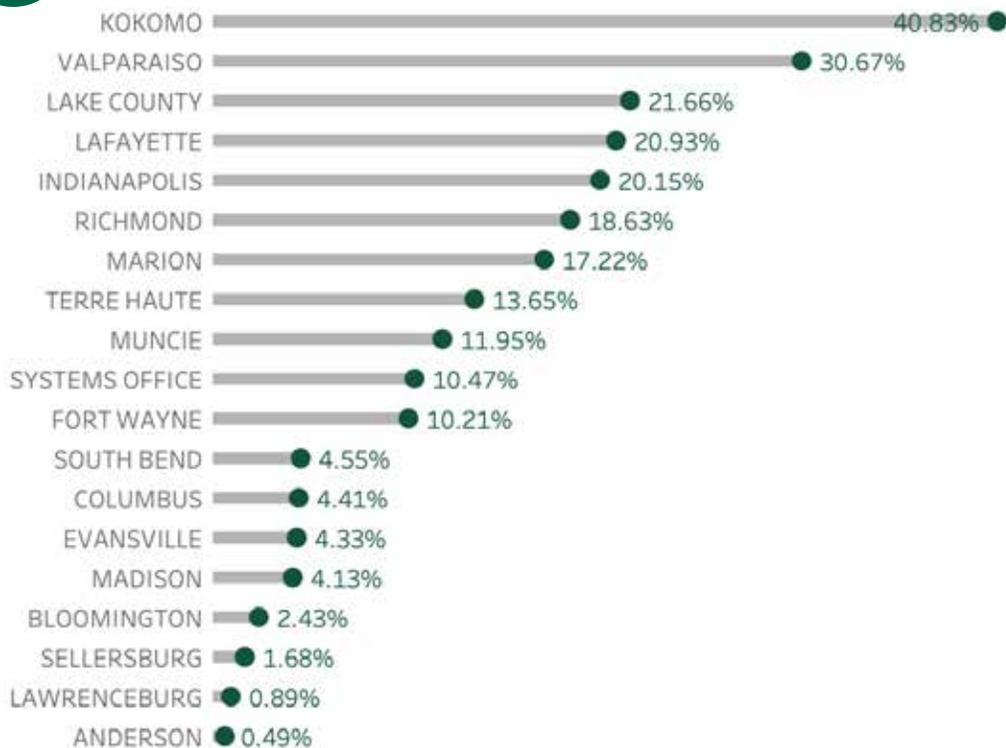
About **36%** of diverse spend was committed to women-owned businesses (WBE), **60%** to minority-owned (MBWE), and **3%** to veteran-owned (VBE) businesses. Over **50%** of diverse spend was committed to construction projects on Ivy Tech campuses. Ivy Tech includes strong diversity subcontracting incentives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

CAMPUS PERFORMANCE

1 FY 2020 IDOA Spend by Campus



2 FY 2020 IDOA % of Total Spend by Campus



VI. STATEWIDE INITIATIVES

A. GOAL 8 SUCCESSSES 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.



1,801
Live registered
Zoom viewers



1,759
YouTube views

**Statistics as of 9/27/20*

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](https://ivytech.edu/diversity)

50 W. Fall Creek Pkwy N Drive, Indianapolis, IN 46208

317-916-7819

diversity@ivytech.edu



IVY TECH
COMMUNITY COLLEGE

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

Exhibit A
Resolution 2020-42

COLUMBUS

<u>Name</u>	<u>Constituency</u>	<u>Expiration of Term</u>
Marilyn McGrone-Conley	Manufacturing	6/30/2023

KOKOMO

<u>Name</u>	<u>Constituency</u>	<u>Expiration of Term</u>
Jim Tidd	Manufacturing	6/30/2023

MADISON

<u>Name</u>	<u>Constituency</u>	<u>Expiration of Term</u>
Carol Dozier	At Large	6/30/2023
David Hertz	Commerce	6/30/2023

MARION

<u>Name</u>	<u>Constituency</u>	<u>Expiration of Term</u>
Cindy Kohlmorgen	Commerce	6/30/2023
Carison Adams	At Large	6/30/2023