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MINUTES OF THE MEETING OF THE
STATE BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE
April 7, 2022

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

ROLL CALL

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

The following State Trustees were present in person:

Ms. Stephanie Bibbs, Chair
Mr. Andrew W. Wilson, Vice-Chair
Ms. Kim Emmert O'Dell, Secretary
Mr. Terry Anker
Mr. Jesse Brand
Mr. Michael R. Dora
Mr. Stewart McMillan
Mr. Steve Schreckengast
Mr. Kerry Stemler

The following State Trustees were present via Zoom Webinar
Mr. Harold Hunt

The following State Trustees were not present
Mr. Larry Garatoni
Ms. Marianne Glick
Ms. Gretchen Gutman
Ms. Tanya Foutch
Ms. Paula Hughes-Schuh

A. EXECUTIVE SESSION MEMORANDA:

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

The State Board of Trustees met in Executive Session on April 6, 2022 at 3:10 pm at 50 Walnut Street, Lawrenceburg, IN

Members present were Stephanie Bibbs, Chair, Andrew Wilson, Vice Chair, Kim Emmert O'Dell, Secretary, Terry Anker, Jesse Brand, Michael Dora, Steve Schreckengast, Kerry Stemler, Marianne Glick, Paula Hughes-Schuh and Harold Hunt.

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

>   (2) (B)   Initiation of litigation that is either pending or has been threatened specifically in writing.
>   (5)   To receive information about and interview prospective employees
>   (7)   For discussion of records classified as confidential by state or federal statute.
>   (9)   To discuss job performance evaluations of individual employees. This subdivision does not apply to a discussion of the salary, compensation, or benefits of employees during a budget process.

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

B. NOTICES OF MEETING MAILED AND POSTED:

Trustee Kim Emmert-O'Dell, the Secretary, confirmed that notice of April 7, 2022, regular meetings were properly mailed and posted. The public was invited to attend the meetings open to the public.

C. APPROVAL OF BOARD MINUTES:

Trustee Brand moved for approval of February 9, 2022 board meeting minutes. Trustee Anker seconded the motion, and the motion carried unanimously.

D. COMMITTEE REPORTS:

Item 1   Chair Bibbs called upon Trustee Michael Dora for an Academics & Student Experience Committee report. Trustee Dora reported there is one action item for board approval.

Chancellor Daniela Vidal of the Evansville Campus and Interim Provost Dean McCurdy provided updates about strategies to develop IvyOnline. Focus areas will include the development of supports to improve academic outcomes for online students, the development of a financial model to support campus and college planning efforts, and strengthening connections between IvyOnline students and our Ivy Tech campuses. Initial results from a data science project were presented.

Dr. McCurdy provided an update on the status of NACEP Accreditation for the college's dual credit courses and programs. NACEP conducted a visit on February 14, 2022 and we anticipate that a final determination about accreditation will be made in late April.

Ivy Tech is partnering with the Indiana Department of Education and the Indiana Commission for Higher Education to offer the 'Crossing the Finish Line' program for a second year. This partnership supports high school students who are close to a post-secondary completion and provides them with free coursework that covers tuition, course materials, and fees. Each campus has set growth goals for this program and over 1,000 students statewide have already enrolled in the program for this Summer. Dr. McCurdy also discussed two new K-14 events – a statewide Dual Credit Instructor Summit and the Dual Credit Faculty of the Year Awards event, which will take place in June.

An enrollment report was presented, where we learned that Ivy Tech is 98.3% to our total enrollment goal for the 2021-2022 academic year. Dr. McCurdy reported that the college is down in Continuing and Readmit students (headcount and FTE), and up in Apprentices, Dual Enrollment, Guest, and New-First-Time students compared with last year. For Spring 2022, enrollment (Headcount and FTE) are up in courses taught in both 8-week terms, but down in 16-week courses. Retention from Fall to Spring is relatively flat, but has improved as the Spring semester has progressed. Registration opened on Monday, March 21st for Summer and Fall semesters and campuses are prioritizing early enrollment and registration for students. One day after registration opened we were ahead by 918 students for Summer and 471 for Fall over the prior year. Since that time, we have continued to track well ahead of prior years in registration for both Summer and Fall.

Online tutoring was discussed. The college offers this tutoring in over 250 subjects through Tutor.com. Tutoring is available 24/7 to all students and over 21,000 hours of remote tutoring took place in 2021.

Trustee Dora motions for approval of **Resolution 2022-8,** Approval of Contract with Tutor.com, Systems Office. Trustee Wilson seconded the motion. The motion carried unanimously.

Item 2   Chair Bibbs reported the **Audit Committee** did not meet there for no report.

Item 3   Chair Bibbs called upon Trustee Steve Schreckengast for a report from the **Building and Grounds Committee**. Trustee Schreckengast reported there are two action items for consideration and approval. The Committee received an update on the status of XBE construction spending.

Trustee Schreckengast moved for approval of **Resolution 2022-9,** Approval of Capital Project, Lake County Campus. Trustee Dora seconded the motion. The motion carried unanimously.

Trustee Schreckengast moved for approval of **Resolution 2022-10,** Approval of Contract for HVAC Replacement, Fort Wayne Campus. Trustee Brand seconded the motion. The motion carried unanimously.

Item 4   Chair Bibbs called upon Trustee Jesse Brand for a report from the **Budget & Finance Committee**. Trustee Brand reported there are no action items for consideration and approval.

Trustee Brand reported the Committee heard updates on sponsored programs and fiscal year 2022.

Item 5   Chair Bibbs called upon Trustee Kerry Stemler for a **Human Resources & Operations Committee** report. Trustee Stemler reported there is one action item for consideration and approval.

The committee heard from Mike McNichols, Vice President of Human Resources

For the past few years Ivy Tech has measured employee engagement in concert with Emplify. After receiving valuable feedback from faculty and staff, we will be moving forward with a partnership with Gallup. Gallup is a nationally recognized workplace survey firm.

Gallup will allow us to build on all of our previous engagement work around Goal 5. Gallup's survey is backed by an abundance of research, and allows us to customize our approach to be more focused on our unique mission and goals. Supervisors will be provided the tools, resources and training needed to equip them to directly impact employee engagement. The Gallup Employee Engagement Survey will launch on April 18.

We had two presentations this morning from the Office of Information Technology. Matt Etchison, Sr. Vice President and CIO presented the recommendation for the College to renew the Oracle Software Maintenance agreement for one year at a cost of $1,191,283.79   Oracle database software is required to run the Ellucian's Banner product.

Trustee Stemler moved for approval of **Resolution 2022-11,** Approval of a One Year Agreement with Oracle America, Inc., to provide the College with Database Software maintenance and support required for Banner. Trustee Wilson seconded the motion. The motion carried unanimously.

Matt also reported on the College's Global Threat Initiatives in response to the Russia/Ukraine conflict. The college's OIT team is pro-actively monitoring all cyber traffic, increasing meetings with strategic cyber vendors, and taking action to ensure the institution is well-prepared to protect against cyberattacks.

Item 6   Chair Bibbs called upon Trustee Emmert O'Dell for a Marketing & Public Relations Committee report. Trustee Emmert O'Dell reported there are no action items for consideration and approval.

Mary Jane Michalak provided a staffing update and shared that Jennifer Hashem will serve in the role of Executive Director of Public Affairs.

Jo Nahod-Carlin provided updates on the website redesign, including that organic search ranking has significantly increased due to the new site's speed and SEO strategy. Additionally, the prominent placement of contact info has increased inquires to info@ivytech.edu, receiving as many emails in a week that used to be received in a year. Phase two launched on March 28th with new pages for contact us, locations, admissions, tuition & financial aid, student services and about Ivy Tech. She also reported the brand evolution campaign is currently in production -Alumni from all campuses have been selected, capturing a wide range of ethnicity, age, programs and careers and photo shoots are occurring at campus and employer locations now through the end of April.

Lastly, Carlin provided an update on the nursing faculty recruitment campaign which will be in market from March 14 – July 3, including billboards, direct mail, streaming audio, traffic. We're targeting both recently retired nurses as well as current nurses.

Item 7   Chair Bibbs called upon Trustee Andrew Wilson for a report from the **Workforce Alignment Committee.** Trustee Wilson reported there are no action items for consideration and approval.

Caroline Dowd-Higgins, Vice President of Career Coaching and Employer Connections provided 2021 Career Coaching and Employer Connections Outcomes and discussed what's ahead in 2022: developing robust talent pipelines, evaluate impact and ROI of employer services, elevate youth career advising research and connect more students to CCEC to increase enrollment, retention, completion, and placement.

Sue Smith, Vice President Advanced Manufacturing, Engineering and Applied Science provided updates on the Smart Manufacturing Digital Integration Degree and the implementation of digital degree using Smart Automation Certification Alliance (SACA) certifications: upgrading labs, upskill faculty and embed competency-based industry recognized certifications.

Dr. Stacy Townsley, Vice President Adult Strategy and Statewide Partnerships provided updates on Credit for Prior Learning (CPL) noting the focus of Goal 4, Strategy 4.1 is to expand and integrate opportunities to award credit for prior learning (CPL) for all learners at Ivy Tech. CPL is a proven strategy to improve retention and completion, particularly for adult learners.

Achieve Your Degree (AYD) Update. AYD is a promising model for supporting adult learner success, from recruitment through completion. Over 5,000 learners have participated in AYD since its statewide rollout in Fall 2016. Term enrollments are still rebounding from pre-pandemic levels, but we do see a recent uptick in the number of employer AYD MOUs— total now at over 265, most with active enrollments within the last couple of years. AYD not yet fully utilized to fullest potential and we see opportunities to strengthen integration with existing recruitment, enrollment, retention, and relationship management processes to support scalability and sustainability.   The AYD 2.0 strategic focus thus is two-pronged: 1) expanded partnerships and lead generation with support of Indiana Chamber and potentially national third-party platforms such as Guild, and 2) tighter integration with recruitment and enrollment through tie-in with Tuesdays at the Tech and the migration of AYD application to IvyConnect, likely in Fall 2022.

Kristen Moreland, Senior Vice President, and Chief Strategy Officer noted the nursing expansion project is underway. We have started outreach to student populations: campaign to existing students interested in nursing and health science programs, outreach to students who previously were not enrolled in nursing and health sciences. We have started faculty recruiting effort: campaign for faculty recruitment efforts began on 3/12/22, multi-media mix of digital ads, radio, direct mail, billboards, op-eds/earned media, 20+ positions for faculty, staff and/or tutors across the state and improved online application launched on 3/11/22.

We have started the process for the IU grant distribution. Many campuses have applied and will be awarded soon. The principles of the grant distribution are as follows: first-in, first-out spending, flexibility and timely monitoring, and maximize resources and impact.

Next Steps for the project: dashboard for monitoring progress, internal IU Health grant distributions, secure additional partnership agreements, and continue growth and development of marketing plans.

E. TREASURER'S REPORT:

Chair Bibbs called upon Matt Hawkins, Executive Vice President Business Administration and Treasurer, to provide the Treasurer's Report.

As CFO Chase reported in depth this morning on Ivy Tech's FY22 financial activity. I will just add that Ivy Tech's total financial position remains very strong.

This is my 27th, and final, Treasurer's report.

When I thought about what to report today, I thought back on Ivy Tech's past quarter century. I am so humbled to be in a group with my predecessors, and my soon to be successor. Bob Holmes, Chris Ruhl and Dom Chase are all impressive and unique in their own rights.

It is most interesting to me, that the treasurers were individually positioned well for the time periods in which they served.

For any of you who know Bob Holmes, he is smart, steady, balanced, and very consistent, in a tempered way. I was lucky enough to work with and learn from him for three years.

Chris Ruhl is brilliant, is CFO for Purdue, is an attorney and all the fun things that go along with that…. He can keep is head down and focus in a storm. He created Ivy Tech's first investment policy statement – a version of which serves as a foundation for our investments to this day.

Since President Ellspermann took office in 2016 the college's net financial position has increase by 46% from $637M to $930M.

Tuesday morning, I read an article about a neighboring state now making drastic cuts in its community college system. At that moment I paused to realize that I have been pestering chancellors to spend dollars they have that were replaced by the federal government for revenue loss.

I recognized, I have the luxury of doing this, because you, the president, and chancellors maintained structurally balanced budgets through this time period, while other institutions used the federal funds to delay dealing with serious organizational issues.

You're now about to vote in what will be Ivy Tech's most innovative treasurer, and you're doing so at a time when Ivy Tech's financial strength can be used to benefit its students and navigate the largely unknown future landscape of higher education – when so many other institutions are just trying to survive.

Thank you for allowing me to be treasurer for the past nearly five years.

Trustee McMillan moved for approval of the Treasurer's Report. Trustee Emmert O'Dell seconded the motion. The motion carried unanimously.

E. STATE OF THE COLLEGE

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

President Ellspermann provided administrative updates, strategic plan, COVID-19, transcripts update, Hamilton County ALC Accreditation.

President Ellspermann introduced members of the Student Government Association to present on their legacy project, How might we make students more aware of resources available to support student success?

F. OLD BUSINESS

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

G. NEW BUSINESS

Chair Bibbs called for new business.

Trustee Wilson moved for approval of **Resolution 2022-12,** Appointment of Campus Board of Trustees. Trustee Brand seconded the motion. The motion carried unanimously.

Trustee Brand motion for approval of **Resolution 2022-13**, Resolution Appointing Dom Chase to Treasurer of Ivy Tech Community College of Indiana. Trustee Anker seconded the motion. The motion carried unanimously.

Trustee Stemler motions for approval of **Resolution 2022-14**, Ivy Tech Participation in National Junior College Athletic Association Division II. Trustee Dora seconded the motion. The motion carried with a 8 to 1 vote.

Trustee Dora motions for approval of Resolution 2022-15, Approval of Amendment to Employment Agreement with President Susan J. Ellspermann. Trustee Stemler seconded the motion. The motion carried unanimously with a roll call vote.

ADJOURNMENT

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

STATE TRUSTEES
IVY TECH COMMUNITY COLLEGE

Dated April 8, 2022, prepared by Gretchen L. Keller, Recording Secretary