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# MEMORANDUM

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**TO: MADISON CAMPUS BOARD OF TRUSTEES**

**FROM: DR. AMANDA HARSIN**

**DATE: FEBRUARY 21, 2023**

**SUBJECT: FEBRUARY 28, 2023 TRUSTEE PACKET AND MEETING REMINDER**

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Enclosed is the packet for the February 28, 2023 Ivy Tech Community College Campus Board of Trustees meeting **beginning at 8:00 AM**. The meeting will take place at Ivy Tech Community College – **Madison Campus, 590 Ivy Tech Drive, Madison, IN** beginning in **Business Conference Center 2010-2030**. **Coffee and water will be served at 8:00 AM in Business Conference Center 2010-2030.**

If you have any questions please contact Interim Chancellor Dr. Amanda Harsin at (812) 701-5039; email: [aharsin1@ivytech.edu](mailto:aharsin1@ivytech.edu) or Karen Gorbett, Executive Office Coordinator, at 812-265-2580 ext. 4122, email [kgorbett1@ivytech.edu](mailto:kgorbett1@ivytech.edu).

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## Ivy Tech Community College 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.

**Ivy Tech Community College of Indiana**  
**Madison Campus**  
**Board of Trustees**  
**Minutes for December 13, 2022**

The Madison Campus Board of Trustees of Ivy Tech Community College met on Tuesday, December 13, 2022 at 8:00 AM at the Madison Campus, 590 Ivy Tech Drive, Madison, IN. 47250.

**Campus Board of Trustees Present:**

Carol Dozier, Chairperson  
Joe Bulach, Vice Chair  
Neil Clayton, Trustee  
Chad Lewis, Secretary  
David Hertz, Trustee  
Britt Copeland, Trustee

**Campus Board of Trustees Absent:**

Tom Steveley, Trustee

**Ivy Tech Staff Members Present:**

Dr. Amanda Harsin, Interim Chancellor  
Dustin Stewart, Vice Chancellor for Enrollment Services and Student Success  
Cary Strouse, Vice Chancellor of Human Resources and Strategic Operations  
Randy Lakeman, Director of Development  
Andrea McDole, Director of K-14 Initiatives  
Chad Renfro, Director of Facilities  
Kevin Turner, Executive Director of Ivy+ Career Link  
Karen Gorbett, Executive Office Coordinator  
Amber Finnegan, State Director of Correctional Education  
Megan Chitwood, Director of Marketing and Public Relations

**Ivy Tech Staff Members Absent:**

Bridget Leach, Executive Director of Finance

**Special Guests:**

Raven Hudson, Director of Student Success/Development  
Ronnie Novak, Associate Professor of Industrial Tech  
James Wilcoxson, Ivy Tech Student  
Keshawn Roberts, Ivy Tech Student  
Darrell Amburgey, Ivy Tech Student

**Call Meeting to Order**

Chairperson Dozier called the trustee meeting to order at 8:01 AM.

## **Roll Call**

Roll Call was held and quorum was present.

## **Report on Notice of Public Meeting**

Karen Gorbett, Executive Office Coordinator, reported the Notice of Public Meeting was duly posted at Ivy Tech Madison and was also posted outside of the meeting room.

## **Introduction of New Employees**

Dr. Harsin introduced Troy Alvey, Interim Vice Chancellor of Academic Affairs and Karen Gorbett, Executive Office Coordinator to the Board. Mr. Alvey and Ms. Gorbett took a few minutes to introduce themselves to the Board.

## **Approval of Meeting Minutes**

Chairperson Dozier called for a motion to approve the minutes from the September 27th, 2022 Madison Campus Board Meeting, Trustee Clayton moved to approve the motion, Trustee Bulach seconded the motion and the motion carried unanimously.

## **Chancellor's Report**

Dr. Harsin welcomed the group and turned the floor over to Mr. Novak and the student guests to discuss the Tinsel Twinkle Trail.

Mr. Wilcoxson and Mr. Roberts gave a brief overview regarding student fabrication and install of welded holiday sculptures for Hanover Park's Tinsel Twinkle Trail.

Mr. Novak spoke on our students' success and touched on the goal for next year's installation.

Dr. Harsin thanked the students and Mr. Novak and turned the floor over to Ms. Hudson and Mr. Amburgey.

Mr. Amburgey spoke about his journey to Ivy Tech and how he became involved in Student Government Association, touching on various projects he would like to see in the future, based on the community's needs.

Dr. Harsin turned the floor over to Mr. Strouse for the HR update. Mr. Strouse discussed the Human Resource items shared within the packet. The Gallup Score results are at 4.35, Strouse reported.

Dr. Harsin turned the floor over to Mr. Turner for a brief update on Career Link.

Mr. Turner shared Ivy+CareerLink department highlights found within the packet, and updated on AYD enrollment.

Dr. Harsin thanked Mr. Turner for his update and turned the floor over to Mr. Lakeman.

Mr. Lakeman informed the board of the Fundraising Goal for 2022/2023 and Fundraising total to date. Lakeman touched on recent gifts and recent events.

Dr. Harsin turned the floor over to Mr. Renfro for a Facilities and construction update.

Mr. Renfro briefed the board on the renovations and completion dates.

Dr. Harsin spoke briefly regarding the visit with the Vet Nursing Program at Purdue and the upcoming HLC visit to check the 1+2+1 Nursing Program.

Dr. Harsin touched on the Chancellor update and where the process stood currently and turned the floor over to Vice Chancellor Stewart.

**Enrollment Report:**

Dustin Stewart, Vice Chancellor of Enrollment and Student Success, presented the Enrollment Reports as follows:

**Fall 2021 vs. Fall 2022 Enrollment:** current headcount is at 961, which is up from Fall 2021 headcount.

**Spring 2021 vs. Spring 2022 Enrollment:** current headcount for Spring 2022 is now at 467

**Fall to Spring Retention:** currently sitting at 55.38% with a goal of 72%.

On pages 10-14 of the packet, you will see the updated Enrollment Reports and information regarding FAFSA Enrollment.

Vice Chancellor Stewart turned the floor over to Ms. McDole for a brief K-14 update.

Ms. McDole reviewed iCAP enrollment and discussed the upcoming Pathway for Inspiration day.

Chairperson Dozier thanked Vice Chancellor Stewart for his update and turned the floor over to Mrs. Finnegan for a Correctional Education update.

Mrs. Finnegan began with staff recognition and reviewed current enrollment and completions. Finnegan reported on professional development and the successful training all 15 site managers completed.

Mrs. Finnegan reviewed Out Custody enrollment and completions. Chairperson Lewis requested a brief Out Custody refresher, and Finnegan explained.

Dr. Harsin requested the Board join her after adjournment for a tour of construction progress.

**Future Dates:**

Chairperson Dozier mentioned the next Campus Board of Trustees meeting is February 28<sup>th</sup>, 2023.

**Upcoming Important Dates**

<b>Meeting</b>	<b>Date</b>	<b>Time</b>	<b>Room/ Location</b>
Campus Board of Trustees Meeting	February 28 <sup>th</sup> , 2023	8:00 – 9:00 a.m.	BCC 2010-2030

**Adjournment**

There being no further business to come before the Campus Board of Trustees, Chairperson Dozier called for a motion to adjourn, Vice Chair Bulach made a motion to adjourn, Trustee Clayton seconded the motion, and the motion carried unanimously.

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Carol Dozier, Chairperson

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Joe Bulach, Vice Chairperson

Submitted by:  
Karen Gorbett  
Executive Office Coordinator

Report to the Campus Board  
Academic Affairs  
February 28, 2023

**Hanover College Partnerships**

The Madison Campus continues to work with Hanover to finalize the details of the 1+2+1 BSN transfer agreement. A final articulation agreement is nearing completion, and an MOU signing is set for February 28. The Higher Learning Commission is expected to approve the program at its February 27-28 meeting. In this program, students will begin their college experience at Hanover College. After one year, they will apply for Ivy Tech Madison's Nursing program, where they will spend the next two years completing an Associate of Science in Nursing. The students will then complete a Bachelor of Science in Nursing back on the Hanover College campus. The Higher Learning Commission is scheduled to visit both institutions December 12 and 13. Once approved, Hanover College expects to enroll ten students in the first cohort for Fall 2023 and twenty students in each subsequent cohort. The Madison Campus will begin seeing these students in Fall 2024.

**Campus Job Postings**

**Vice Chancellor for Academic Affairs**

and

**Dean of Arts, Sciences and Education**

With the announcement of Dr. Amanda Harsin's appointment as Chancellor of the Madison Campus, we have moved forward with the posting of the Vice Chancellor for Academic Affairs job posting. The position was posted both internally and externally on Monday, February 20.

Concurrently, a new position on campus was also posted. The Dean of Arts, Sciences and Education was created in order to remove the administrative load from five faculty positions in the School of Arts, Sciences and Education. These faculty members will be able to focus their time and skills on teaching in their disciplines while the new dean takes over administrative tasks such as schedule building, syllabus reviews, and dual credit observations.

Both positions will be filled by early April.

# Enrollment Services and Student Success

## Madison Campus

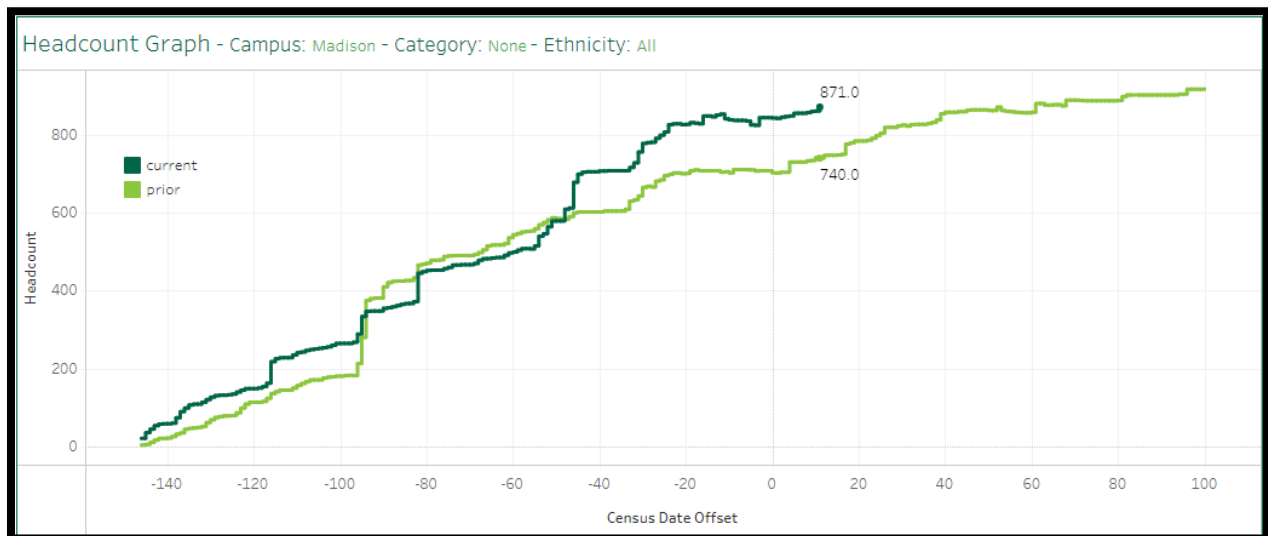
### 2022-2023 Enrollment Data

#### Term Specific Report

Spring 2023

Student Population	Term (vs last year)	
	Spring 2021	Spring 2022
	Total Headcount	Total Headcount
Continuing	392	397
Guest	14	24
High School Student	233	253
New First Time - Adult	137	105
New First Time - Traditional	15	14
Readmit	93	66
Transfer	18	12
<b>Grand Total</b>	<b>902</b>	<b>871</b>

#### Spring 2023 Trend

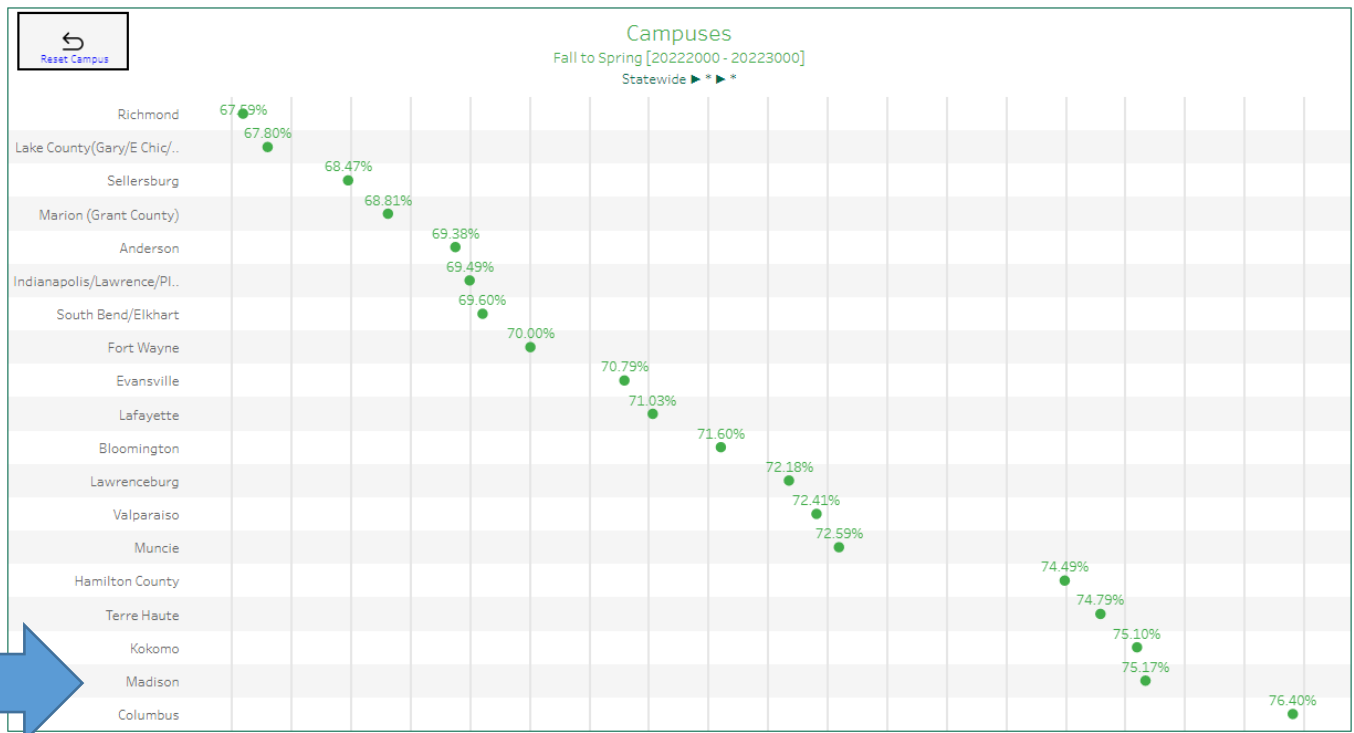




Annualized Total Enrollment Data for 2022-2023

Current 2022-23 Total Enrollment	2022-23 Enrollment Target	Enrollment Target Difference	Type Count Dual Credit	Type Count Non-credit	Type Count Regular Credit	Type Count Senior Scholar
2,448	2,467	-19	763	88	1,594	3

**Fall 2022 to Spring 2023 Retention – GOAL: 72%**



**Marketing Update**

**Website Updates**

- Williams Randall Marketing has been updating our website for overall brand consistency and for an easier user experience. The benefits to website updating is that every campus now controls their local content and the website audience can easily navigate information due to condensed webpages as before Ivy Tech had hundreds of URL's within IvyTech.edu. All information is real time updated vs the weeks of waiting it would take to receive approval from SO.

**Paid Advertisements**

- Billboard running from 2/13-5/14 on the Kentucky side of the Milton Bridge.
- Pandora and Spotify ads running 2/13-3/11 promoting all ages to apply to Ivy Tech
- Facebook and Instagram carousel ads running from 2/6-3/10

### Notes on Digital Marketing Campaign

- Six months into our digital campaign: we have seen 358 clicks to learn more about the programs, 1.3 million impressions, 130 applications attributed to this campaign largely due to Snapchat and YouTube advertising.

### Campus Photography

- In March, we will have all new campus photography, this is our opportunity to highlight our new building spaces and student participate and organizations.

## **Student Life**

Exciting things are happening on the Madison Campus within the Office of Student Life. We currently have six student organizations that are active and participating in community and campus events: Student Government Association, Ham Radio Club, Campus Activities Board, Phi Theta Kappa Honor Society, Debate Team, and Book Club! Student Organizations are a great way for students to practice leadership skills, connect with one another and the campus, and to network with campus leaders and our community!

Campus Activities Board is working hard on planning fun events such as Spirit Week, Clue Mystery Night, and End of Year Celebration. These activities will allow for students to engage with one another and have multiple options to be involved on campus!

Student Government Associations is working on their Legacy Project. This project is based on feedback the students supply through a survey last fall. Students identified that they would like increased accessibility to campus resources, so our SGA is working on creating a laptop kiosk for students to have easy access to campus resources and information!

Phi Theta Kappa is working on a campus garden for students to have easy access to healthy food options. Students can learn about gardening, collaborate with campus leaders and community organizations, and to serve their student body through this new project, once launched.

The Madison Book Club is also off to a great start this semester! We are working on reading our first book, "The Hate You Give," in honor of Black History Month!

Lastly, on April 19th, the Madison Campus will be participating in Days of Service, a statewide Ivy Tech service initiative to give back to the community. We will be teaming up with the City of Madison this year!

## **IvyCares**

IvyCares is a statewide program where students can have easy access to campus and community resources. This way, students can overcome outside of the classroom barriers to ensure they can stay inside the classroom! IvyCares offers loaner laptops, loaner hotspots, Catch-A-Ride Vouchers for public transportation, Childcare Vouchers, and connections to community resources (housing, clothing, legal,



## **Correctional Education for IDOC**

**February 2023**

Correctional Education continues to move the needle in process improvement, team building, communication, and data outcomes. The last two months have consisted of providing guidance for team building, developing plans for continued roadblocks, developing new metrics due to unforeseen circumstances, and having the opportunity to travel to sites for Mid-Year Site Reviews.

We are pleased to announce six CE students in four IDOC facilities received awards for the 2022 Prison Writing Contest: Ivy Tech has reached out to these students to submit their essays, poems and short stories for consideration to be published in the Hanging Rock Review.

Ivy Tech CE Administration and Madison Campus Representatives presented a Mid-Year Review with IDOC Administration in January 2023 to discuss current data outcomes/metrics, biggest wins, successful practices; challenges needing assistance, new opportunities, and next quarter goals. This review ignited IDOC Administrative support to install/refresh computers in IDOC facilities for Ivy Tech staff. Currently, 6 more sites need computers or refreshes. This is progress, and it is hopeful each Ivy Tech staff will have computers with internet access within the next couple of months.

CE Administration identified the value of the mid-year review not only to IDOC Administration, but to Ivy Tech System Office Administration as well. CE has now incorporated a similar practice in which the Education Team at each prison site presents a mid-year review to the CE Administrative Team and Madison Campus representatives. Ivy Tech Chancellors and designees have been invited to these reviews to establish connections and relationships between the local Ivy Tech campuses and the education department in the prison. The reviews have provided an avenue and guidance for teams to identify biggest wins, student success stories, and successful practices; to review and analyze data; to develop goals and action steps to improve outcomes; and to provide solutions to challenges. Staff have started taking ownership in the outcomes and there have been improvements in team building and collaboration.

### **Adult Basic Education:**

Enrollments continue to improve in Adult Education. The education teams at each site have been collaborating with site unit team leaders, case managers, wardens and deputy wardens to

increase referrals to education. Ivy Tech has increased marketing and incentives to “brand” Ivy Tech into the education departments. Sites have continued to hold open houses with flyers and information documents to promote educational services. Ivy Tech CE has 1989 ABE enrollments as of 2/15/23 which is 66% of our goal. As of this date, 340 HSE completions have been recorded in the ABE database. Due to the HiSET vendor changing to PSI, a number of students have not received results at this time. Despite this barrier - *HSE completions increased 265% from Quarter 1 to Quarter 2!* IDOC has decided to switch HSE testing from HiSET to GED. This transition is currently in the contract process. Due to the issues with the vendor switch this past fall and the GED switch this spring, enrollment and completion numbers have been adjusted.

Enrollment 2/15/23	Yearly Enrollment Goal	% of Yearly Goal
1989	3015	66%
Completions	Yearly Completion Goal	% of Completion Goals
340	723	47%

The number of sites meeting metrics went from 1 site in Quarter 1 to 4 sites in Quarter 2:

Branchville, Putnamville, Heritage Trail and Edinburgh met all metrics and their staff were awarded Ivy Tech swag! Madison and CIF were just a few completions shy of reaching goals as well. Most sites demonstrated significant improvement in Quarter 2 not only in metrics but in team enhancements/collaboration and communication strategies.

**Vocational Programs:**

These two slides display vocational program enrollments and completions by each vocation. As of January 31st, 2023, 1338 incarcerated individuals have been enrolled in vocational programs this school year - 84% of the goal. Ivy Tech CE has 707 vocation completions - 74% of our goal.

## Vocational Enrollment

Program	Enrollment July-Jan	Yearly Enrollment Goal	% of Yearly Goal
Auto Tech	0	25	0
Business Tech/IC3	275	614	45%
CLA/CLT	213	480	44%
Cosmetology/Barber	73	45	163%
Culinary	334	463	72%
Horticulture	69	50	138%
Building Trades	184	200	92%
RVTI	38	48	52%
Welding	75	115	65%
The Last Mile	88	120	49%
<b>Vocational Total</b>	<b>1338</b>	<b>1600</b>	<b>84%</b>

## Vocational Completions

	Completions July-Jan	Yearly Completion Goal	% of Yearly Completion Goal
Auto Tech	0		
Business Tech/IC3	187	461	41%
CLA/CLT	124	325	38%
Cosmetology/Barber	10	34	30%
Culinary	144	332	43%
Horticulture	25	38	67%
Building Trades	111	171	65%
RVTI	38	36	106%
Welding	37	80	47%
The Last Mile	31	89	35%
<b>Vocational Completion Total</b>	<b>707</b>	<b>960</b>	<b>74%</b>

NCCER Sponsorship is currently in the process of being transferred from IDOC oversight to Ivy Tech. Paula Clark (State CTE Coordinator) and Shane Schwarzkophf (Westville RVTI Instructor) have completed NCCER Sponsorship Certification training to allow for this transition.

**Out Custody:**

<b>IDOC Facility / Campus</b>	<b>Program</b>	<b>Enrollment</b>	<b>Completions</b>
Edinburg / Columbus	Welding - AWS Certification	41	40 (1 removed from facility)
	MSSC CPT (Certified Production Technician)	8	Class in progress
Madison Correctional / Madison	Welding - AWS Certification	29	27 (4 students earned both 3G & 4G certifications)
	MSSC CLA/CLT - (Certified Logistics Associate / Technician)	20	20 (1 student did not earn CLT)
	CNC Machining - NIMS Mill & Lathe Certifications	30	20 10 currently in progress
Wabash Valley Correctional / Terre Haute	CNC Machining - NIMS Mill & Lathe Certifications	16	16
	Welding - AWS Certification	20	20
South Bend Re-Entry / South Bend	Welding - AWS Certification	30	28 (2 removed from class)
Indiana State Prison / Valparaiso	Basic Electricity & Motor Controls	18	18
Chain O'Lakes / Ft. Wayne	Welding - AWS Certification	30	30
		242 (unduplicated)	219 (of completed classes) <b>97.9% pass rate</b>

For Contract Payment Period March 2022 - June 30, 2023 Data updated 2.20.23

# Ivy+ Career Link

Ivy+CareerLink  
Report to the Madison Campus Board  
February 2023

## Ivy+CareerLink Department Highlights:

### January 2023

- **Madison Correctional Unit Graduation was held on January 11<sup>th</sup> featuring former inmate Tori Drubert as a guest speaker. Tori attended MSSC courses while incarcerated and is now continuing her education and making a good living at McKinney Corporation making race car components. Neil Clayton of Grote Industries and Margo Olson of River Valley Resources also spoke at the event and offered strong encouragement to the ladies in the program. Over 90 female students were recognized at the event – earning High School Equivalency or credentials in several different career segments.**





- **CCMA Medical Assisting Non-Credit Course started January 17<sup>th</sup> with Norton KDH (See February content also)**
- **Local employer partners graciously provided testimonials for Ivy Tech non-credit offerings that were used in a recent promotion.**

## WHY CHOOSE IVY TECH AS YOUR PARTNER?

### OUR PROPOSITION TO EMPLOYERS



At Ivy Tech Madison, we can help skill-up your existing workforce over a wide range of subjects including: industrial technology, medical assisting, safety training, computer skills, & many others with non-credit training.

- LOCAL** meaning training is accessible without travel time & costs
- RELEVANT** customizable non-credit content to fit what you need
- FLEXIBLE** training sessions scheduled around other constraints
- TIMELY** when you need it

### EMPLOYER PARTNERS NON-CREDIT TESTIMONIALS



"As a company Madison Precision places a high emphasis on safety and part of that is training a cross functional team from all shifts, all areas, who are skilled in work place hazards and response to incidents which arise from those hazards. These skills require annual refresher training/testing. Ivy Tech makes it possible for our first responders to remain AED/CPR certified through non-credit training offered at an affordable cost to the company that supports the working hours of our associates."



"With Norton King's Daughters' Health operating office locations in both Indiana and Kentucky, Medical Assistants are our top staffing choice, as their certification is recognized across the country. With the increased demand being placed on healthcare resources, it is more important than ever to increase the number of healthcare workers. We are very thankful for all of our MAs and to RVR for their funding of the local non-credit Medical Assistant training program to provide us with additional MAs!"



"Grote Industries has had a partnership with Ivy Tech since 2010 to assist with non-credit training for our maintenance team members. This has blossomed into other training in the areas of Lean, Culture, and other areas of manufacturing and business. This partnership is a huge asset for our business as it continues to provide Grote with specific training for identified skills and knowledge gaps."



"Ivy Tech's Non-Credit training programs have been utilized by Arvin Sango Inc. Maintenance and Engineering departments for many years. The courses help our members to sharpen their skills at an accelerated pace because they are customized to fit our needs."



- CareerLink was invited to speak at Leadership Jefferson County on January 24<sup>th</sup>. Ivy Tech Achieve Your Degree (AYD) program was featured as a best practice as well as the importance of narratives such as employment value propositions for creating appeal for persons in the talent pipeline.



<p><b>Ivy CareerLink</b></p> <p><b>Employment Value Proposition (EVP)</b></p> <p>An Employment Value Proposition (EVP) is part of an employer's branding strategy that represents everything of value that the employer has to offer its employees. (SHRM)</p> <p>Important : The very best EVP approaches by employers target potential hires by the type of talent and their core values!</p> <p>INCLUSIVITY DIVERSITY</p> <ul style="list-style-type: none"> <li>• Can include other appeal elements - such as work culture, flexibility of working hours, remote work, work environment, experience, other perks.</li> </ul>	<p><b>Employer Narratives</b></p> <p><b>ACHIEVE YOUR DEGREE</b> IVY TECH COMMUNITY COLLEGE</p> <p>It creates an opportunity to project a case for making good wages <u>and</u> being able to stay in this community...</p> <ul style="list-style-type: none"> <li>• Did the student/employee consider this career at all, or dismiss it? This is a 2nd chance to make a good impression...</li> <li>• Can use the time to place the student/employee in different jobs to find the best fit for them.</li> <li>• Can leverage the organization's social network to build relationships with the student/employee such that they would hate to leave those friends.</li> </ul> <p>If the employee likes the culture and forms an interest around the work and sees the company as a potential career path...</p> <p><b>That is a WIN!</b> "win WIN WIN!"</p>
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## Feedback...

Dear Kevin,

On behalf of Leadership Jefferson County, thank you for taking the time to participate in our education session. Your continued support and contribution sincerely added to the experience of our participants and gave them a much better understanding of education in our community. Your extra efforts are greatly appreciated.

After reviewing the evaluations, several mentioned about how much they didn't know and enjoyed learning about your role at Ivy Tech. One class member wrote under what did you like the best, "career coaching and employer connections with Kevin Turner.

Thank you again for sharing your expertise and your time with our group and ultimately our community. I welcome your thoughts or suggestions as to how to continue to make this a valuable experience for Leadership Jefferson County participants.

Best,  
Kim

**Kim Brant '91**  
Director of Business Partnerships &  
Experiential Learning for Pathway Programs  
Levett Career Center  
Hanover College

## February 2023



### One Stop Operations & Services

February 02, 2023  
Board Report



RVR (River Valley Resources) gave mention of their partnership with Ivy Tech Madison to offer CCMA program for Norton KDH Hospital at a recent Southeastern IN Workforce Board meeting.

## CCMA Training Update

CCMA Class kicked off January 17, 2023, at the Ivy Tech Madison Campus with 11 students enrolled and scheduled to complete Medical Assistant training by 4/6/2023. The collaborative efforts to bring this class together began last Fall between Ivy Tech, RVR Adult Education, King's Daughter Hospital, and Region 9. Staff began screening for grant eligibility, 3 students/customers were funded by WRG and the remaining 8 were funded through the H1B Rural Healthcare grant as Incumbent Workers.

Conflicting schedules between the Incumbent Workers and Region 9 staff were evident from the beginning due to all involved having similar work hours/days; Monday through Friday 8-4:30 and 8-5. Staff began to re-arranged their schedules almost immediately, working Saturdays, meeting customers on Sundays, working evenings, and extra hours. Enrollments were scheduled and completed either in-person or virtually to ensure these customers were met and served right where they were. Ivy Tech and RVR Adult Education also provided additional support from the beginning steps including through the first day of class.

As always Region 9 is grateful for the partnerships we continue to grow across the region allowing us to be a part of **Meeting Needs, Finding Solutions, Changing Lives!**



Left: Jessica Jackson, Meghan Hadley, Annette Cartwright, April Samuels, Andrea Myers, Front: Kara Miller (instructor), Sharon Cunningham, Right: Jenna South (closest to Sharon), Julia McIntosh, Kim Ford, Amy Messmore. Not Pictured Crystal Brooks

Ivy Tech CCMA students from Norton KDH Hospital – This photo will also be used for an invitation to a “Pinning” event to celebrate these students completing the course.

- CareerLink is supporting an upcoming Early Childhood Convening to be held on February 21<sup>st</sup> at the College. As part of the preparation, community providers and stakeholders were interviewed for input and a pre-event survey was initiated.

**Early Childhood Convening**  
Pre-Event Survey

Image title

Which of the following best describes your organization? (For linking responses to segment) \*

- Public Pre-K
- Private Pre-K
- K-3 Schools
- Churches
- Community Organization
- Employer Concerned about Childcare

What is your organization's biggest challenge relating to Early Childhood Care?

9 responses

**Staffing**

Having enough space

Not enough early childhood care providers, not easy to find the ones who are available

Availability at reasonable cost to associates

Training of teachers

0-2 year in both providing with lack of space and in finding them for our staff members with children.

Subs, not having spots for younger siblings under 2 1/2

Staffing, space and pay.

Finding good Employees. Building enrollment, and finding grants or having a great fund raiser.

- We were able to support Resilient Jefferson County in a video interview describing impacts to local industry of ACE's (Adverse Childhood Experiences) on February 16<sup>th</sup>.



- Virtual Reality (VR) for Career Exploration Update



## VR Exploration

The Ivy Tech Madison CareerLink shared our investigation of VR for career exploration in the December Board of Trustees report...

I'm happy to report that we proposed and were approved to purchase one headset from TransfrVR. This headset will be used under the guidance of our Career Coach, Nina Alcorn. We will also be sharing our findings with local high schools and allowing their teachers to try out our headset. Recently, Switzerland County Schools reached out and will be one of the first local schools that we work with on the VR technology.

- Our 14th MSSC CPT Cohort set a new threshold of high scores in recent Safety certification testing.



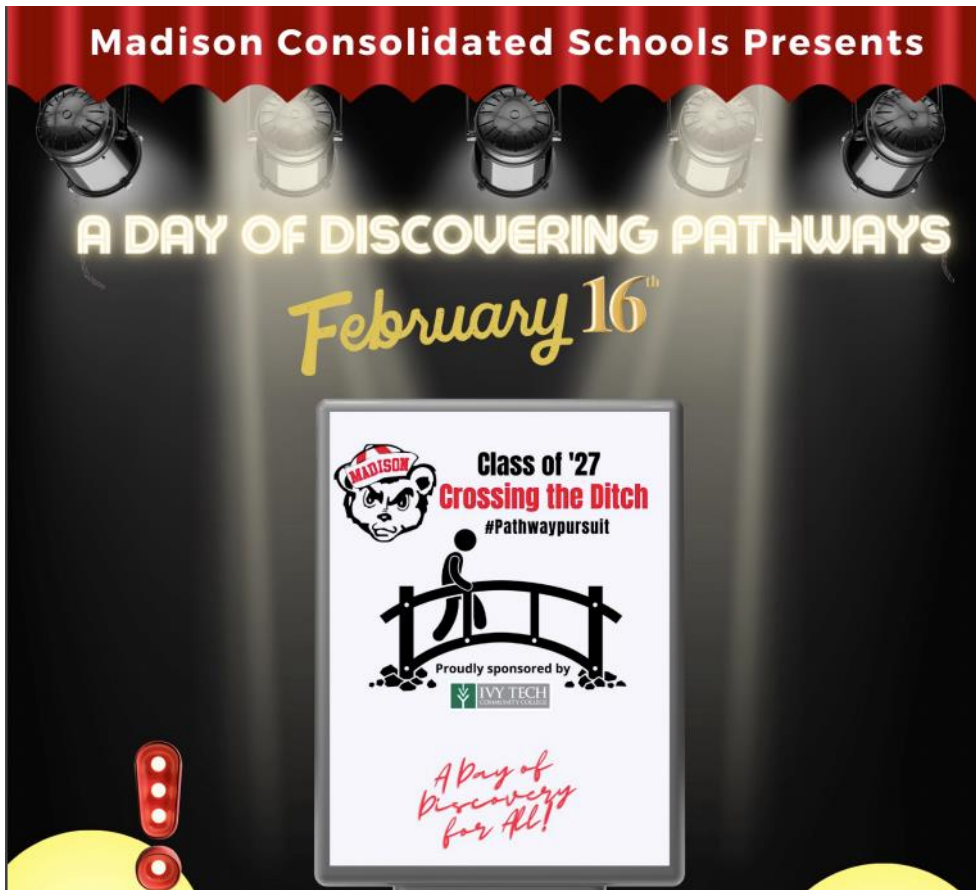
The nationally portable and industry-recognized MSSC certification programs in advanced manufacturing, supply chain logistics, and forklift repair focus on core-competency standards identified by industry subject matter experts. Certifications include online and hands-on training programs.

Ivy Tech Madison Instructor Kevin Bradley's MSSC CPT (Certified Production Technician) Cohort # 14 made up of ladies from the Madison Correctional Unit completed the Safety Certification test with best to date scores.

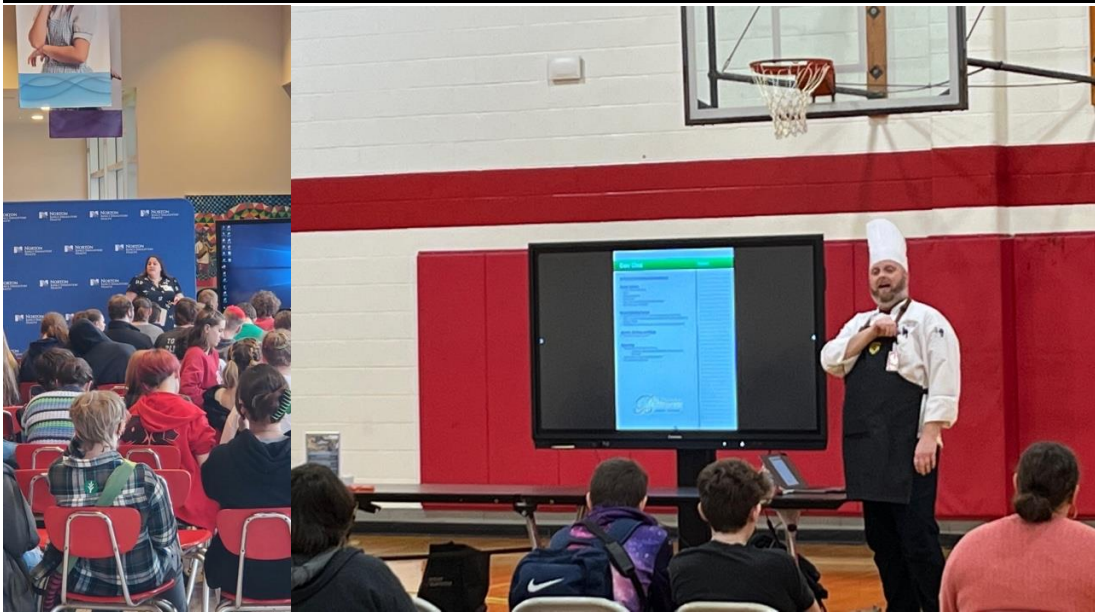
Cohort 14 had an average overall of 95.32% with scores ranging from 81 to 100. The "100" was most likely the 1<sup>st</sup> ever recorded perfect score. In addition, with the overall average at 95.32%, This group now has the highest average score of all 14 cohorts.

The group will complete 4 certifications and will test on Quality segment next week.

- February 16th – Ivy Tech sponsored Madison Consolidated High School's "Crossing the Ditch" event and hosted local career speakers in five different career segments.







**All 9<sup>th</sup> and 10<sup>th</sup> graders participated in the career exploration sessions. The employer participation throughout was FANTASTIC!!!**

When: 2/16/2023

Where: Madison Consolidated High School

MCHS 9th and 10th graders will attend sessions for career awareness and post-secondary opportunities. Each group will be approximately 75 students, and each will attend one of 5 career focus sessions during the day.

Ivy Tech will attend each session and introduce guest speakers from employer organizations. The rooms will not change, meaning for example the business speakers will have the same room for each of the session time slots. This will make it easier for the speakers and make convenient if they choose to have visual aids or props. Employers could vary speakers during the day, but we do need to cover from 8:30A - 2:25P with content for each career area.

		Group A	Group B	Group C	Group D	Group E
Session 1	8:30 - 9:30A	Business	Industrial Technology	Culinary	Healthcare	Education
Session 2	9:35 - 10:35A	Education	Business	Industrial Technology	Culinary	Healthcare
Session 3	10:40 - 11:40A	Healthcare	Education	Business	Industrial Technology	Culinary
Lunch	11:45 - 12:15P	All groups plus box lunches for guests				
Session 4	12:20 - 1:20P	Culinary	Healthcare	Education	Business	Industrial Technology
Session 5	1:25 - 2:25P	Industrial Technology	Culinary	Healthcare	Education	Business
Session 6	2:30 - 3:05P	PANEL DISCUSSION		All together in auditorium		

**Speaker Content Advice:**

- What is your job?
- Why did you choose that career?
- When did you know or decide that was what you wanted to do?
- Describe your typical day (or how each day is different?)
- What is the most rewarding thing about your job?
- What advice do you have for 9th/10th graders?

## Employer and Educator Speakers

Room/Location		Business	Industrial Technology	Culinary	Healthcare	Education
		Auditorium	Main Gym	Small Gym	Auditorium Lobby	Band Room
Ivy Tech (Welcome/Introduce Speakers)	5	Whitney Walker, Asst Professor of Business and Public Affairs, Accounting	Ron Novak, Asst Professor, Industrial Technology	Kevin Turner, Ivy Tech CareerLink	Orelia Drounette, Asst Professor of Medical Assisting/ Kami True, Asst Professor of Nursing	
Employer Guest Speakers	30	Jobe Crick, (Sales/Marketing) Director of Sales, SuperATV	Josh Schafer, (Engineering), Engineering Manager, Grote	Chef Micheal, (Culinary Arts), Belterra	Rhonda Gibson, (Physical Therapy), Executive Director, Trilogy - River Terrace	Shannon Dattilo, Elementary Education Instructor/ Jill Koren, Asst Professor of Humanities and Early Childhood Education
		Jessica Martini, (Agriculture) Purdue Extension Services	Greg Kuppler, (Industrial Maintenance), Madison Precision Products		KDH, Rose Furnish, Jason Wright, Scott Stevens (Both inpatient & outpatient nursing - i.e. Medical Assistants, LPNs & RNs And EMS)	
Ivy Tech Post Secondary Opportunities	15	Whitney Walker, Asst Professor of Business and Public Affairs, Accounting	Ron Novak, Asst Professor, Industrial Technology	N/A		
Question and Answer	10	<Directed to any speaker>	<Directed to any speaker>	<Directed to any speaker>	<Directed to any speaker>	<Directed to any speaker>



# CAREER COACHING

*Jan. 1 - Feb. 13*

**27** Career Coaching Sessions with Prospective and Current Students and Alumni

**15** Resumes or Cover Letters Reviewed

**3** Workshops for

**18**

Ivy Tech Students

Although the weather outside is cold, Spring Semester has arrived! And with Spring, brings graduation and lots of anticipation. While January and February have already seen student engagement, we are gearing up for much more as we make our way through the semester.

Starting in March, Nina will begin working with 42 nursing students who will graduate in May. Some will graduate with a job, while others are still looking and/or keeping their options open! Once the group completes resume/cover letter and professional presence workshops, Ivy+ Careerlink Madison is planning a Nursing Panel, which will feature nurses with experience from several different areas of the profession, a career fair and rapid interviews for those choosing to participate.

Another opportunity we have planned for students includes a mocktail event called Ivy Mingle, to practice networking and learn to engage confidently with other professionals. This event will also include a panel discussion with both seasoned professionals and students discussing expectations when starting a new career (for both the students and employers).

Nina is also excited to present during the Statewide Student Leadership Conference at the end of February on Vision Boards: Career and Life Planning.



Photo Left: Nursing graduates from 2022 pose ahead of commencement.

Photo Right: Local nursing professionals speaking to nursing students Spring of 2022.





## Talent Connection Manager Highlights

### Internship Placements

German American Program – One student is currently in the process of applying for an internship opportunity at German American Bank. This internship is not an advertised opportunity, but rather the result of a conversation with German American representatives about their willingness to organically generate opportunities if highly qualified students should arise.

### Career-Relevant Special Projects

**Service Learning** We are currently in the process of having conversations at the campus level as how to empower faculty and remove barriers to allow more career focused service learning activities that will take the classroom into the community.

**Origin Park.** Ivy Tech continues to work with our partners at Hanover College in order jointly leverage opportunities for our students to engage with the Origin Park project in the Clarksville area.

### Talent Connection Manager Metrics:

**Increased employer engagement events:** (Baseline: 2)

January – Four Industry Trips scheduled for Industrial Tech Program

February – MCHS Career Exploration Event (Grades 9 & 10) 3 employers

Total: 7

### Apprenticeship Updates

*IDOC/Royer – Logistics & Supply Chain.*

Apprenticeship status has advanced to Ivy Tech Systems Office and Indiana Office of Work Based Learning and Apprenticeships. Once teams review and agreed upon the proper DOL Apprenticeship format, we will proceed with the DOL application process. The following step will be to begin selection of a cohort of 10 participants to begin the 20-week training process.

*Educator Apprenticeship*

Indiana recently released an educator apprenticeship model. This information has been forwarded to our Education program chair and instructor for review.

**“Don’t Cancel, Call Us”** Career Link office continues to work with faculty members to

clover classes in the event an instructor is unable to attend. On short notice, CareerLink provides workshops on career readiness topics. With more advanced notice, we can schedule career/course subject relevant guest speakers and other activities.

etc). We also have a Cares Shelf in the Student Lounge where students can have access to non-perishable items, hygiene products, school supplies, snacks, or even a quick microwaveable lunch. This shelf is run solely from donations, and we are always grateful for the items we receive! Lastly, we have Emergency Aid funding for students who are experiencing a financial barrier. Students can easily fill out an application for assistance if they qualify.

# Human Resources

February 2023

- The Madison campus had the top overall employee engagement survey result in the state at 4.35! We are proud of the culture we have on our campus.
- We continue to have success staffing IDOC openings. We are currently at a 4.5% opening rate versus 17% when we took over the contracts.
- We currently have posted openings for the Madison Campus for Vice Chancellor for Academic Affairs and Dean for the School of Arts, Sciences, and Education.
- We are currently evaluating the best way to move forward with the recent vacancy for Executive Director for Ivy +CareerLink.

**Report to Madison Campus Board  
Foundation  
March 2023**

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<b>22/23 Fundraising Goal:</b>	<b>\$492,732</b>
<b>Fundraising to Date:</b>	<b>\$194,000 (\$313,581 counting upcoming gifts)</b>
<b>Expectations:</b>	<b>\$77,991 Hunt/SuperATV recognition to Madison Consolidated \$41,590 Third party scholarships</b>

### **Scholarships**

Scholarship budgeting for 2023/24 has been completed. With nearly \$80,000 it is the largest amount of scholarship aid we have had to award to deserving students. New scholarships include the Richard Herring Endowed Scholarship for students studying agriculture or vet tech and the newly endowed Courtland and Mildred Davis Memorial Scholarship.

### **Upcoming Events**

#### **Day of Giving**

Starting at midnight on April 11 – for 24 hours – people everywhere can support the College’s 19 campuses and the 150,000 students in Indiana who are building brighter futures for themselves and for those around them. The goal is to reach 600 gifts in celebration of the 60<sup>th</sup> anniversary of the College.

If you haven’t made your annual contribution to Ivy Tech, save the date and make it during our Day of Giving to help us achieve our statewide goal of 600 gifts. More details will be forthcoming.

#### **Nominations for Distinguished Alumni/Benefactor Award**

Criteria for the Distinguished Alumni Award include:

- Nominee must be a graduate of Ivy Tech Community College, having received an Associate Degree, Technical Certificate, or Certificate
- Nominee must have made significant contributions to their community through professional, philanthropic, or voluntary action
- Nominations will be accepted from alumni, Ivy Tech staff, and community members. Alumni may self-nominate if so desired

Criteria for the Benefactor Award include:

- Nominee has a history as a valued donor to Ivy Tech
- Nominee has provided impactful volunteer service to Ivy Tech or Ivy Tech Foundation
- Nominee’s contributions have had a lasting impact on Ivy Tech, its programs, students or communities

Please submit your nominations to Randy Lakeman ([rlakeman@ivytech.edu](mailto:rlakeman@ivytech.edu)) by March 31<sup>st</sup>.

# Facilities/PSEP

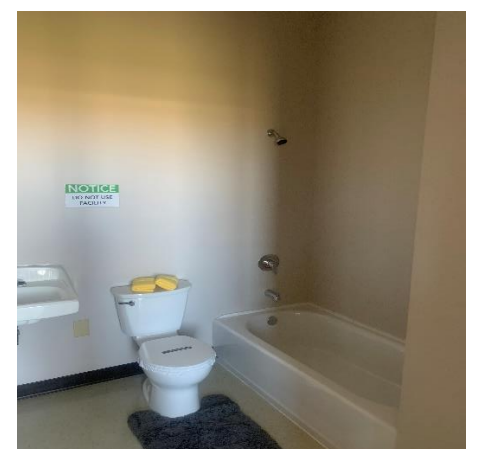
February 2023

## Renovation Update:

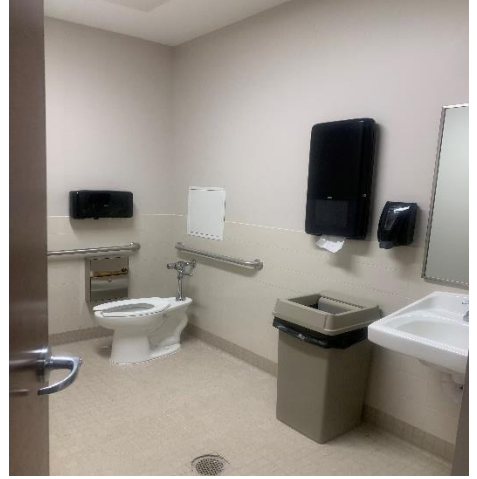
- The interior renovation project areas are now complete. We have a few minor punch list items to complete, but we are happy with the spaces and work that was completed. The project came in on time and within budget. The new Paramedic area will have a ribbon cutting on 3/2 at 11:30a.
- We are now turning our attention to the next phase of our facility plan which is the Nursing expansion. We expect this work to begin March 2024 and be complete by August 2024 for the Fall semester.



Paramedic Lab



SIM Apartment



Executive Suite Kitchen and Lecture Hall Bathrooms



Advising Suite



Business Office

Flex Lab

# Finance Update

Madison Campus

February 2023

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## Fiscal Year 2023

Term	FTE Goal (Previous EOT)	Total FTE (Current EOT)	Budget Adjustment
Summer 2022	108	157	+\$109,163
Fall 2022	400	402	+\$ 10,464
Spring 2023	TBD	TBD	TBD

## Fiscal Year 2024

- Campus budget planning for FY24 (July 1, 2023- June 30, 2024)
  - Budget workshops for budget managers will be hosted 3/2/23
  - Preparing for Workday ERP transition for Finance/HR
- Ivy Tech continues to be in conversations with Indiana State Budget Committees and Commission of Higher Education (CHE) regarding the new proposed 2023-2025 Outcomes-Based Performance Funding metrics