

HONORING THE LEADERSHIP OF JULIE ROWLAND

Resolution Number 2021-15

WHEREAS, Julie Lorton-Rowland was first employed at the Richmond Campus of Ivy Tech Community College on May 24, 1978, and

WHEREAS, Julie has spent many of her years with the College in the area of Human Resources beginning in 1993 as Employee Relations Director, and in 1996 as Human Resources Director, and in 2003 as Executive Director of Human Resources, and

WHEREAS, On April 1, 2012 Julie was appointed by President Tom Snyder as interim Vice President of Human Resources and then appointed permanently to that position by President Snyder on July 1, 2013, and

WHEREAS, on January 1, 2018 Julie was appointed by President Sue Ellspermann as Senior Vice President of Human Resources, and

WHEREAS, during her tenure with the College Julie has been a part of various leadership teams and been individually instrumental in many accomplishments including but not limited to the following:

- Implementation of two human resource information systems
- Implementation of College's first applicant tracking, benefits enrollment, e-learning and performance management systems
- Early retirement incentive program
- Expansion of fee remission, EAP and financial education to part-time staff and adjunct faculty
- Raised minimum salary for full-time employees to \$30,000/yr
- Launch of multiple leadership development programs
- Employee engagement survey
- Winter recess
- Campus/Systems Office restructure and hubs
- Workplace flexibility policy
- Spot bonus program
- Evolved multiple College policies to be more inclusive

WHEREAS, Julie Lorton-Rowland has provided outstanding leadership to the College's Human Resources teams, and provided thoughtful, insightful and confidential counsel to the President always having the best interests of the faculty, staff and students of Ivy Tech Community College and its mission in mind.

NOW THEREFORE BE IT RESOLVED the Board of Trustees of Ivy Tech Community College of Indiana does hereby honor Julie Rowland by this resolution as a means of recognizing and thanking her for her leadership, dedication, passion and service to Ivy Tech Community College of Indiana.

**STATE BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE OF INDIANA**



Terry W. Anker, Chairman



Andrew Wilson, Secretary

Dated: June 3, 2021