

**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 hold the following meetings at the Ivy Tech campus in Indianapolis, Indiana, on February 5 and 6, 2025. The meetings on Wednesday, February 5, will take place at 333 S. Delaware Street, Indianapolis, Indiana, and the meetings on Thursday, February 6 will take place at 2820 North Meridian Street, Indianapolis, Indiana.

Wednesday, February 5, 2025

12:30 pm Audit Committee

1:45 pm Education Session of the State Board of Trustees (*open to the public*)
The State Trustees will hold a meeting in person to consider and act on such items as may be brought before them.

3:00 pm Executive Session of the State Board of Trustees
The State Trustees will meet 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) (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.

6:00 pm Executive Session of the State Board of Trustees
The State Trustees will meet 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.

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- (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, February 6, 2025

9:00 am Board Committee Meetings (*open to the public*)
The State Trustees will hold the regular committee meetings in person.

- 9:00 – 9:10 am Introduction to Committees
- 9:10 – 9:40 am Workforce and Careers
- 9:40 – 10:25 am Academics & Student Experience
- 10:25 – 10:30 am Break
- 10:30 – 11:00 am Finance and Business Affairs
- 11:00 – 11:45 am Marketing & Public Affairs
- 11:45 – Noon Building, Grounds & Capital

1:00 pm Regular State Board of Trustees Meeting (*open to the public*)
The State Trustees will hold a regular meeting in person to consider and act on such items as may be brought before them.

**MINUTES OF THE MEETING OF THE
STATE BOARD OF TRUSTEES
IVY TECH COMMUNITY COLLEGE
December 5, 2024**

Chair Andrew Wilson called the State Board of Trustees meeting to order at 1:00 pm ET.

ROLL CALL

Trustee Dora called the roll, and the presence of a quorum was announced with members in person and virtually.

The following State Trustees were present in person:

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

The following State Trustee attended virtually:

Mr. Kerry Stemler

The following State Trustee was not present:

Mr. Harold Hunt
Mr. Stewart McMillan

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 December 4, 2024, at 1:35 pm at 2535 N. Capitol Avenue, Indianapolis, Indiana.

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

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

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

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

B. NOTICES OF MEETING MAILED AND POSTED

Trustee Michael Dora, Secretary, confirmed that the notice of the regular meetings on December 5, 2024, was properly mailed and posted. The public was invited to attend the meetings that were open to the public.

C. APPROVAL OF BOARD MINUTES

Trustee Glick moved to approve the board meeting minutes from October 3, 2024. Trustee Gutman seconded the motion, which carried unanimously.

D. COMMITTEE REPORTS

Item 1: Chair Wilson called upon Trustee Gutman to give the Audit Committee Report. Trustee Gutman reported there are no action items for consideration and board approval. The Committee met yesterday and discussed the following items: confidential hotline and cybersecurity, along with the entrance conference related to the financial and federal compliance audits that occurred in August, and the exit conference for the financial statement audit that took place in November. The College received an unmodified opinion on the financial statement audit. The committee reviewed the audit schedule for 2024-25 and the three-year audit plan and reviewed the internal audit reports that had been issued since our last meeting.

Item 2: Chair Wilson called upon Trustee Hughes-Schuh to give the **Marketing & Public Affairs Committee** report. Trustee Hughes-Schuh reported there are no action items for consideration and board approval.

VP of Marketing reported on developing a visual website refresh that will start in 2025 to enhance the visitor experience. She also reported on implementing a new Business Intelligence module in Salesforce Marketing Cloud that will help integrate a variety of marketing dashboards into one location for better strategy analysis and more detailed metrics. Finally, she outlined four specific statewide marketing campaigns in health science, IT, Entrepreneurship, and Culinary Arts beginning in Jan 2025.

SVP of Legal and Public Affairs Mary Jane Michalak presented an overview of the Indiana Commission for Higher Education's 2025-2027 budget recommendations for public higher education institutions and impact on Ivy Tech. The Commission's recommended total budget for Ivy Tech in FY 26 is \$256M. For FY 27, it is \$261M. The General Assembly will consider adopting these recommendations in the 2025 legislative session. CHE recommends the General Assembly allow public institutions to bond for their #1 capital priority projects. It also recommends the General Assembly increase funding for dual credit to \$50 per credit hour and increase R&R funding by 12%. Ivy Tech has presented its 2025-2027 budget ask to the Commission for Higher Education and the State Budget Committee. The College will present to the House Ways & Means Committee and Senate Appropriations Committee in 2025. Michalak shared that the College will be amplifying its budget ask messaging through a social media campaign. She also discussed CHE's recommended cuts to the Frank O'Bannon financial aid awards, an approximately \$6M reduction in support for Ivy Tech students. Michalak discussed the incoming Braun Administration's proposed changes to the Governor's Cabinet, which would make CHE a quasi-government organization with dotted line reporting to the Secretary of Education.

Item 3: Chair Wilson called upon Trustee Dekker to give the **Workforce & Careers Committee** report. Trustee Dekker reported there were no action items for consideration and board approval.

Senior Vice President Dodge first shared that the College has met our 2023-2024 target related to our median wage strategic plan metric. The College is leveraging a data sharing agreement with the Department of Workforce Development and Community Survey data on this median wage calculation. To date, 56% of our students are earning above median three years after graduation and the goal is 60% by 2025-2026. Dodge also gave several examples of how campus leaders can leverage this DWD data to make decisions related to academic and skills training offerings.

Next, Dodge presented positive results of a survey conducted by TEconomy Partners of current and prospective employers related to the College's skills training offerings. Respondents overwhelmingly agreed that our current training offerings effectively and appropriately meet needs and that employees demonstrated new skills learned from the training.

Third, Dodge described Ivy Tech's role in the State of Indiana's new tech hubs focused on microelectronics, biotechnology and clean hydrogen production. As Indiana's workforce engine, Ivy Tech's role within these hubs is to prepare thousands of students for high paying jobs in these emerging tech sectors over the next decade.

Finally, Dodge highlighted numerous powerful partnerships led by our campus Chancellors and teams. These partnerships are offering students opportunities to qualify for electric vehicle technician roles as well as roles in sustainable agriculture and intelligence and participate in new "earn and learn" apprenticeship pathways in the healthcare, human services and education sectors. Dodge also highlighted numerous donor partnerships in support of workforce pathways including Roche, the Lowe's Foundation and the Gene Haas Foundation.

Item 4: Chair Wilson called upon Trustee Dora to give the **Academics & Student Experience Committee** report. Trustee Dora reported there are no action items for consideration and board approval.

Provost McCurdy updated the board about the college's enrollment. Enrollment for the 2024-2025 academic year is currently at over 178,000 students, which is an increase of 4.7% in headcount and 6% in FTE from the previous year. With 7 months remaining in our annual enrollment cycle, we are fewer than 6,500 students away from our annual growth goal. He reported that the Hamilton County Campus has already met its annual enrollment goal. Fall semester enrollment has been particularly strong, with the highest growth rates coming in programs within the Schools of Advanced Manufacturing, Health Sciences, and IT. Spring registration is well underway and the next term begins on January 13th.

Student retention across the college continues to improve, with an increase in the Fall-to-Fall retention of 1.2 percentage points from the previous year – the fourth consecutive year of increase. Retention is up at 16 campuses and 8 campuses achieved the statewide Fall-Fall retention growth goal: Anderson, Lafayette, Columbus, Lawrenceburg (53.5%), Hamilton County, Madison, Kokomo, and Terre Haute.

Provost McCurdy provided an overview of the college's transfer supports, including the Core Transfer Library, Indiana College Core, Transfer Single Articulation Pathways, and articulation agreements. He also reviewed the process the college uses to develop and maintain articulation agreements, which is focused on student success and the State of Indiana's goals for higher education.

Item 5: Chair Wilson called upon Trustee Brand to give the **Finance & Budget Affairs Committee** report. Trustee Brand reported there is one action item for consideration and board approval.

Chief Financial Officer Dom Chase provided updates on the following items: FY 2024 Financial Report and Audit, the State Board of Accounts issued an unmodified opinion for the 2024 fiscal year financial statements., FY 2025 Budget Update, FY25 Operating Revenue and Expenses through October 31, 2024 and Employee Engagement, the annual Gallup employee engagement survey was completed in October, and the results included an increase in both overall survey participation and the College's overall engagement score.

Matt Etchison, Sr. Vice President and Chief Information Officer, presented the recommendation for the College to approve a contract for the renewal of its Adobe licenses to begin on February 1, 2025, for three (3) years to run through January 31, 2028, for a total amount of \$1,316,715;

Trustee Brand moved for the approval of Resolution 2024-42, Approval of Agreement with Adobe, Systems Office. Trustee Dekker seconded the motion. The motion carried unanimously.

Matt Etchison, Chief Information Officer, also presented the recommendation for the College to approve a contract for the Workday Success Plan for a term of 36 months for a total amount of \$1,126,465;

Trustee Brand moved for the approval of Resolution 2024-43, Approval of Contract for Workday Success Plan Systems. Trustee Hughes-Schuh seconded the motion. The motion carried unanimously.

Matt Etchison, CIO, also presented the recommendation for the College to approve a contract for a new phone system for a term of 5 years for a total amount not to exceed \$5,309,831;

Trustee Brand moved for the approval of Resolution 2024-44, Approval of Contract with Ring Central, Systems Office. Trustee Emmert O'Dell seconded the motion. The motion carried unanimously.

Lastly, Matt Etchison, CIO, presented the recommendation for the College to approve a contract for 74,215 consulting hours with Deloitte for Workday Student Implementation Services for a total amount of \$14,814,818;

Trustee Brand moved for the approval of Resolution 2024-45, Approval of Services Contract for Workday Student Implementation Services, Systems Office. Trustee Gutman seconded the motion. The motion carried unanimously.

Courtney Roberts, Foundation President reported the Foundation has been awarded a \$21.9M grant from the Lilly Endowment in support of Ivy Tech's efforts to strengthen the early childhood professionals in the State of Indiana over the next three years. This funding will increase enrollment in early childhood by more than 100% by 2027 – ultimately graduating nearly 2,000 individuals annually. Proposed solutions include:

- Early childhood microcredentials
- Competency assessments that recognize adult professionals for competencies already developed
- Statewide marketing campaign
- Adult-based early childhood apprenticeships
- New transfer pathways that enable students to apply their associate degree in early childhood toward a bachelor's degree in elementary education
- And an opportunity to partner with National Head Start in their Kids on Campus initiative, exploring locating Head Starts on Ivy Tech campuses that may be interested

Progress to FY fundraising goal is \$19M, with \$29M in agreed to gift and in the process of booking.

The Foundation is in the early stages of preparing for a next campaign - working at the statewide and campus level to begin to identify funding priorities

Circle of Ivy collectively raised \$245,000 this year, funding 82 projects to support students across the state.

The Foundation held its first-ever Gratitude Tuesday on December 3 – using Giving Tuesday as a day to THANK donors, rather than solicit donors. Nearly 142,000 contacts were made with donors all across the state, and campuses localized their efforts to engage and thank donors.

Item 6: Chair Wilson called upon Trustee Emmert O'Dell to give the **Building, Grounds & Capital Committee** Report. Trustee Stemler reported there are five action items for consideration and board approval.

Trustee Emmert O'Dell moved for the approval of **Resolution 2024-46**, Approval of a Contract Amendment for a Guaranteed Maximum Price with Pepper Construction, Indianapolis Campus. Trustee Gutman seconded the motion. The motion carried unanimously.

Trustee Emmert O'Dell moved for the approval of **Resolution 2024-47**, Approval of Contract for HVAC Replacement, Systems Office. Trustee Brand seconded the motion. The motion carried unanimously.

Trustee Emmert O'Dell moved for the approval of **Resolution 2024-48**, Approval of Michigan City HealthLinc Building Build-Out, Valparaiso Campus. Trustee Gutman seconded the motion. The motion carried unanimously.

Trustee Emmert O'Dell moved for the approval of **Resolution 2024-49**, Approval to Grant a Temporary Easement to Centerpoint Energy Indiana North, Lafayette Campus. Trustee Gutman seconded the motion. The motion carried unanimously.

Trustee Emmert O'Dell moved for approval of **Resolution 2024-54**, Approval to Sell Property to Boys & Girls Clubs of the Northern Indiana Corridor, South Bend Campus. Trustee Gutman seconded the motion. Trustee Lugbill abstained. The motion carried.

E. TREASURER'S REPORT

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

Dom Chase report that Ivy Tech Community College remains in an exceptional financial position. Ivy Tech's tuition is more affordable than ten years ago when adjusted for inflation, and record investments have been made in student support initiatives. We continue to invest heavily in technology which will continue to make the College more efficient and allows for more resources to be reallocated to areas that result in improved student outcomes.

Our financial statements reflect a strong operating margin and a healthy increase in net position, reinforcing the soundness of our fiscal policies. These outcomes ensure the college's ability to support its mission of providing accessible and affordable education for all Hoosiers.

As we enter this season of transition, I am proud to say that the next leader will inherit the strongest financial position in the college's history alongside a deeply embedded culture of stewardship and accountability. These foundations will support continued innovation and excellence in the years to come.

In closing, I would like to express my gratitude to my co-treasurer, Matt Hawkins, for his partnership and support and to President Ellspermann for her steadfast leadership and support.

Trustee Anker moved to approve the Treasurer's Report. Trustee Glick seconded the motion. The motion carried unanimously.

E. STATE OF THE COLLEGE

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

President Ellspermann noted a few awards Valparaiso Faculty member receives national Cybersecurity Award, 2024 President's Awards for Excellence in Instruction, Ivy Tech wins Franklin Covey's 4DX Achievement Award, Ivy Tech Bloomington wins national Entrepreneurial College of the Year Award, Ivy Tech students alumni serve up Culinary Excellence at the World Food Championship.

President Ellspermann notes Ivy Tech graduates are now eligible for lateral entry to the U.S. Coast

Guard and Ivy Tech Richmond opens new Healthcare Education Center in partnership with Reid Health.

President Ellspermann continues Ivy Tech's School Spotlight series is designed to create intentional opportunities for students to engage directly with the business community, aligning their education with real-world career path spotlights School of Business, Logistics & Supply Chain and School of Nursing

President Ellspermann recognized the progress we are making toward the metrics of the Strategic Plan.

F. OLD BUSINESS

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

G. NEW BUSINESS

Chair Wilson called for new business.

Trustee Glick moved to approve **Resolution 2024-50, Approval of Campus Board of Trustees** Trustee Anker seconded the motion. The motion carried unanimously.

Trustee Glick moved to approve **Resolution 2024-51, Approval of Definition of Campus Service Area.** Trustee Gutman seconded the motion. The motion carried unanimously.

Trustee Gutman moved to approve **Resolution 2024-52, Establishing Institutional Neutrality Policy Required Under Senate Enrolled Act 202-2024.** Trustee Hughes-Schuh seconded the motion. The motion carried unanimously.

Trustee Gutman moved to approve **Resolution 2024-53, Establishing Policy Required Under Senate Enrolled Act 2024-2024.** Trustee Emmert O'Dell seconded the motion. The motion carried unanimously.

Trustee Dekker moved to approve **Resolution 2024-55**, Approval of Performance and Compensation Metrics. Trustee Glick seconded the motion. The motion carried unanimously.

H. ADJOURNMENT

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

**STATE TRUSTEES
IVY TECH COMMUNITY COLLEGE**

Dated December 6, 2024, prepared by Gretchen L. Young, Recording Secretary

**APPROVAL OF CONTRACT WITH BRAINFUSE
SYSTEMS OFFICE**

RESOLUTION NUMBER 2025-01

WHEREAS, The College recently issued a Request for Proposal (“RFP”) from multiple vendors to provide the College and its students with an online tutoring service platform, and

WHEREAS, the RFP process resulted in proposals from four different companies, and

WHEREAS, after review and evaluation of the written proposals as well as presentations from selected Respondents, the College plans to contract with Brainfuse to provide these services, and

WHEREAS, under the proposed contract Brainfuse will be compensated at a rate of \$22.50 per hour, reflecting a \$1.00 per hour decrease from the College’s current rate, and

WHEREAS, based on prior year’s usage of the service it is anticipated that the College’s students will utilize the service for approximately 20,000 hours, and

WHEREAS, the estimated annual cost to the College will be \$450,000, although the exact dollar amounts will be determined by actual hours utilized at the hourly rate, and

WHEREAS, the College staff proposes entering into an agreement with Brainfuse for a three-year term, and

WHEREAS, the State Board of Trustees must approve any contract imposing a financial obligation on the part of the College exceeding \$500,000 unless the obligation was previously approved by the Board through the allocation of funds.

NOW THEREFORE BE IT RESOLVED, that the State Board of Trustees hereby approves the College entering into a contract with Brainfuse for the College’s online tutoring service platform, and

FURTHER BE IT RESOLVED, that the State Trustees do hereby authorize and direct the President or Treasurer, or other appropriate designated College employee, to execute the contract with said firm after the documents have been approved by College Counsel.

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

Andrew Wilson, Chair

Michael Dora, Secretary

Dated February 6, 2025

**APPROVAL OF CONTRACT FOR SECURITY SERVICES
BLOOMINGTON CAMPUS**

RESOLUTION NUMBER 2025-02

WHEREAS, The Ivy Tech Community College Bloomington Campus (“Campus”) is seeking approval to enter into a new contract for Campus security services, and

WHEREAS, Universal Protection Service, LP d/b/a Allied Universal Security Services (“Allied”) proposed terms and conditions that best meet the needs of the Campus, and

WHEREAS, the Campus is seeking to enter into a two (2) year agreement with Allied, and

WHEREAS, based on Allied’s proposed rates and the combination of hours and positions necessary to serve the Campus, the Two (2) year agreement is anticipated to cost the Campus \$300,519.99 annually for a total contract amount of \$601,039.98, although the exact dollar amount of the contract will ultimately be determined by actual hours used by the Campus, and

WHEREAS, the State Board of Trustees must approve any contract imposing a financial obligation on the part of the College exceeding \$500,000 unless the obligation was previously approved by the Board through the allocation of funds.

NOW THEREFORE BE IT RESOLVED, that the State Board of Trustees hereby approves the College entering into a contract with Universal Protection Service, LP d/b/a Allied Universal Security Services for the Ivy Tech Bloomington Campus’s security services, and

FURTHER BE IT RESOLVED, that the State Trustees do hereby authorize and direct the President or Treasurer, or other appropriate designated College employee, to execute the contract with said firm after the documents have been approved by College Counsel.

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

Andrew Wilson, Chair

Michael Dora, Secretary

Dated February 6, 2025

**APPROVAL OF CONTRACT FOR CUSTODIAL SERVICES
LAFAYETTE CAMPUS**

Resolution Number 2025-03

WHEREAS, the Ivy Tech Community College Lafayette campus (“Campus”) recently conducted a Request for Proposals (RFP) process to select a new provider of custodial services for the Campus, and

WHEREAS, after thorough evaluation of the services and pricing of each of the proposals received during the RFP process, the Campus selected Nishida Services, Inc. (“Nishida”), which offered the lowest pricing; and

WHEREAS, the Campus would like to enter into a contract with Nishida for custodial services at the main campus for three years with a renewal option for one additional year, and

WHEREAS, with an annual cost of \$644,400, the total cost over the three-year period is projected to be \$1,933,200, 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.

NOW THEREFORE BE IT RESOLVED, that the State Board of Trustees do hereby authorize and direct the President and any other appropriate, designated College employee to execute the proposed agreement with Nishida Services, Inc. to provide the Lafayette campus with custodial services after the agreement has been approved by College Counsel.

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

Andrew Wilson, Chair

Michael Dora, Secretary

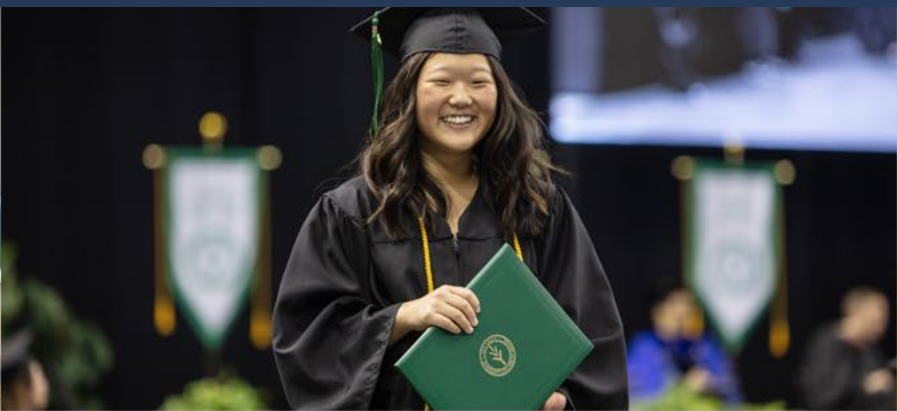
Dated February 6, 2025



IVY TECH
COMMUNITY COLLEGE

Audit Committee

The Audit Committee has no report for the February 6, 2025
State Board of Trustees Meeting



IVY TECH
COMMUNITY COLLEGE

HIGHER EDUCATION at the *SPEED OF LIFE*





Molly Dodge

Senior Vice President of
Workforce and Careers

February 2025

Agenda

- 1 Bridging the Gap
- 2 Strategic Plan - Workforce Goal 2 Strategies
- 3 Strategic Plan – Workforce Wage Metric





**Operational
Excellence**



**Teaching &
Learning**



**Student
Experience**



**Workforce &
Careers**



Strategic Plan Goals

Bridging the Gap



INDUSTRY
Skills & Competencies



IVY TECH
Workforce & Careers



HIGHER EDUCATION
Credits & Credentials





**Operational
Excellence**



**Teaching &
Learning**



**Student
Experience**



**Workforce &
Careers**

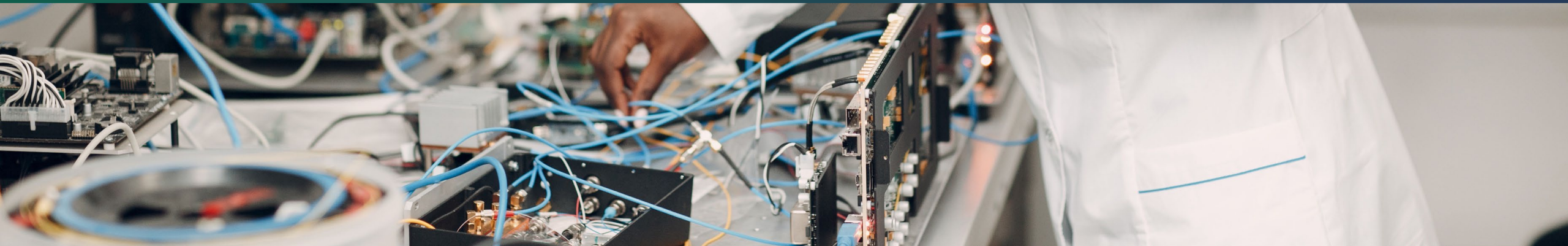


Strategic Plan Goal 2



Strategy 1

Ensure every student discovers and pursues a high-impact career aligned with their interests.





Program Advisory Boards

What is a Program Advisory Board?

A committee of representatives from business, industry, secondary schools, and other postsecondary institutions. They are the eyes and ears tuned to changing needs of industry.

How It Works

Each campus maintains an advisory committee for each program to assist faculty and administration in providing relevant instruction.

Why It Matters

They supply guidance necessary to equip program graduates with vital skills to meet the workforce needs of the local community.

Program Advisory Boards



Ivy Tech Community College Advisory Board Charter

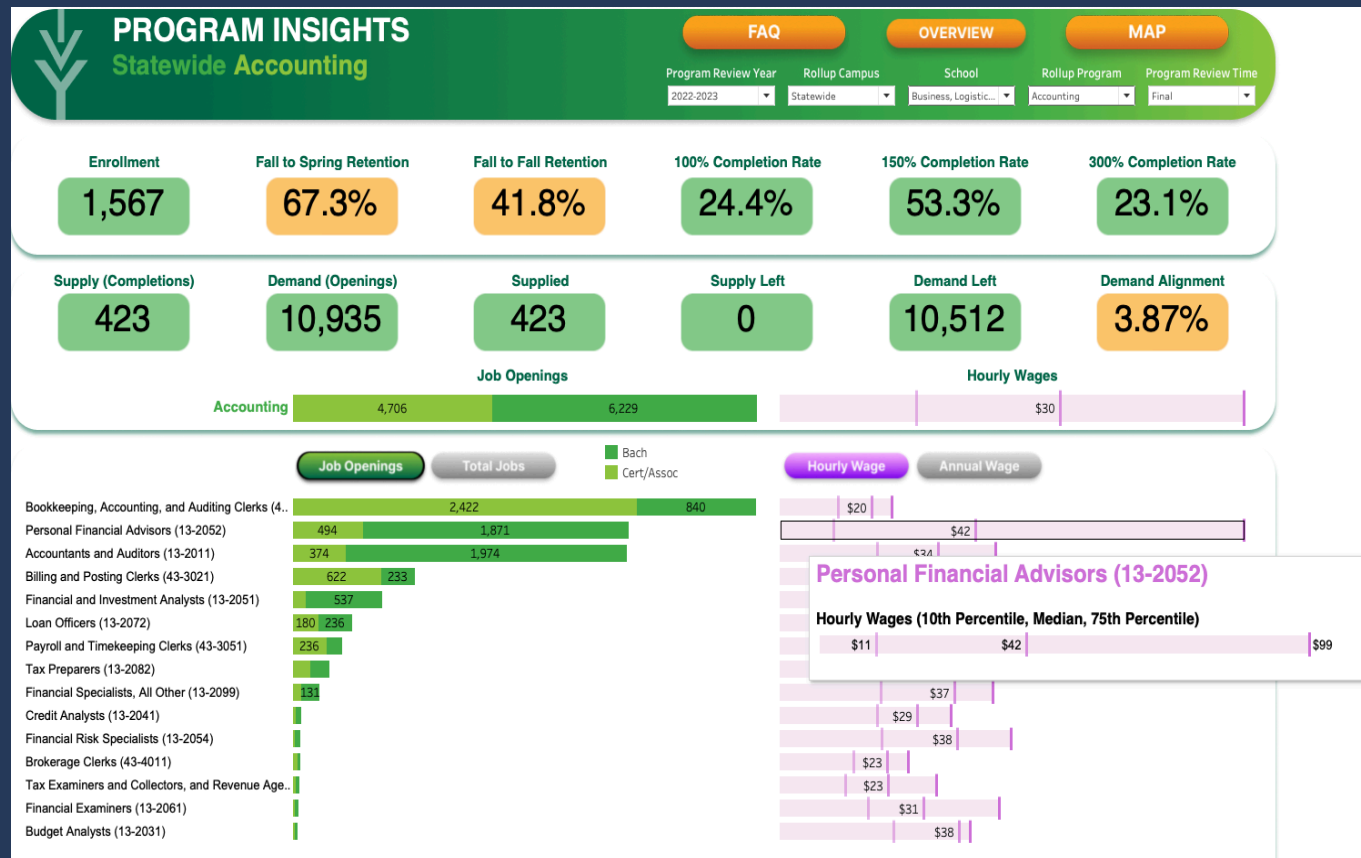


- Reimagine Advisory Board Structure & Streamline Processes
- Statewide Common Repository
- Advisory Board Manual

Academic & Workforce Insights Dashboard



Bringing Labor Market Information to the College

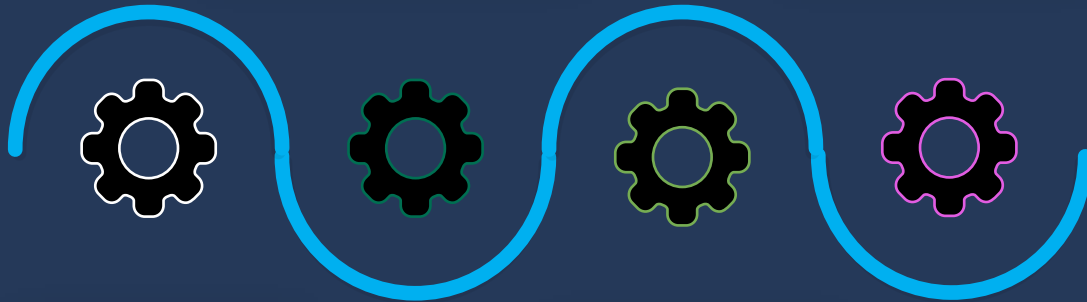
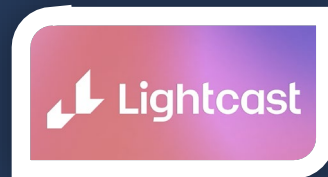


- Tracking key metrics of talent alignment
- Informing enrollment strategies for Skills Training programs
- Informing campus level decisions related to new programs or expansion

Academic & Workforce Insights Dashboard



The Data and Who's Using It

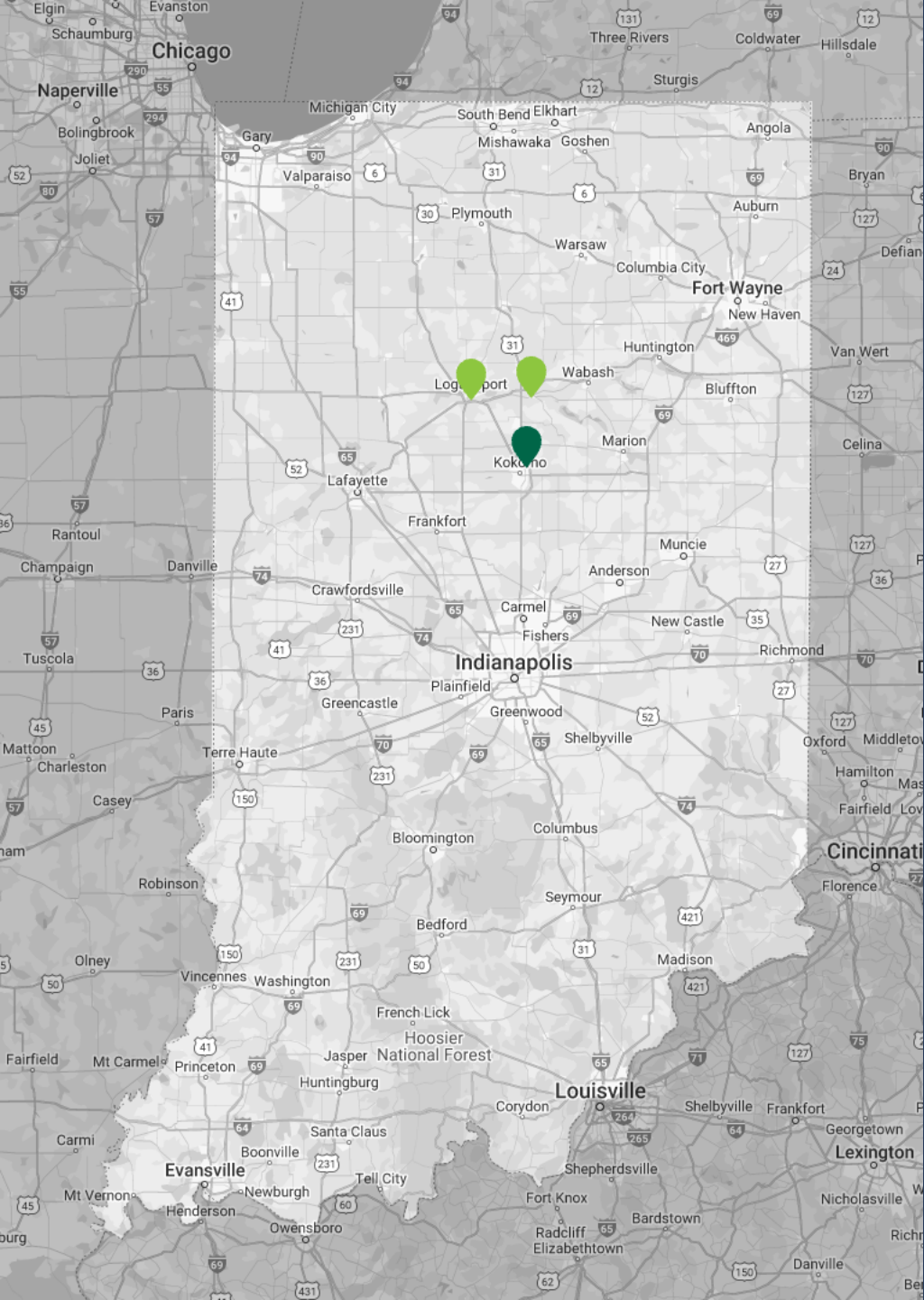


Average of 100 users/week

Accessed over 3580 times

Top 10 Report

Sept. 2023 to Jan. 2025



Academic & Workforce Insights Dashboard



Tara Kaser Dean of Business & IT Kokomo Campus

"In evaluating the transition from a cybersecurity pathway to an informatics pathway with a dual enrollment partner, we leveraged the Academic and Workforce Insights Dashboard to illustrate how this shift meets both community needs and industry trends. The Dashboard further revealed a higher demand for jobs among associate degree and certificate students in Informatics compared to Cybersecurity. Our partner used screenshots from the Dashboard to effectively share this data with their stakeholders."



Strategy 2

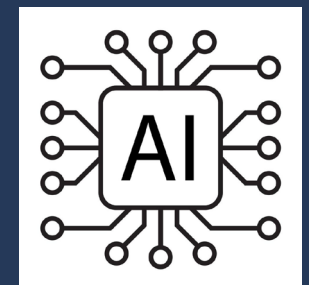
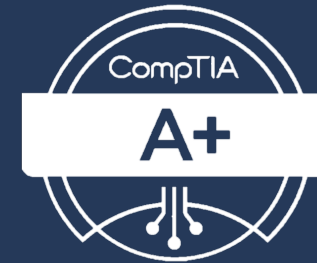
Accelerate program expansion and implementation in response to real-time employer needs.



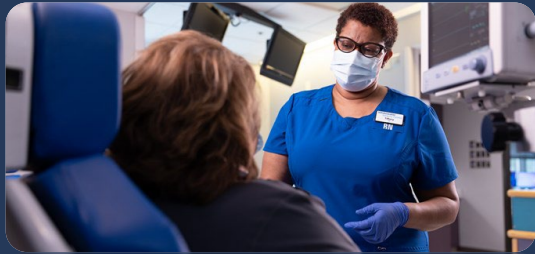
New Skills Training Courses in 2025



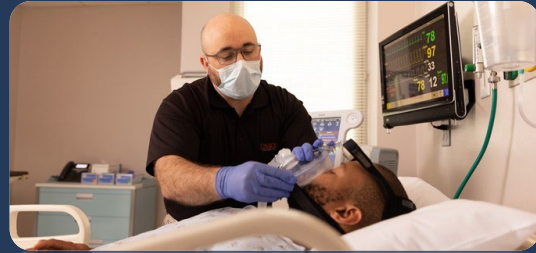
- Project Management Foundations with Six Sigma Global Institute
- CompTIA A+ Bootcamp & IT Fundamentals
- Intro to AI with IU Luddy



Curriculum Committee Facilitation



School of Nursing



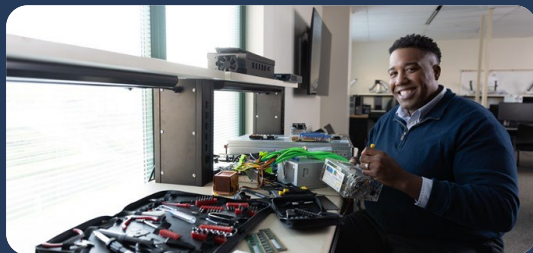
School of Health Sciences



School of Business, Logistics & Supply Chain



Garatoni School of Entrepreneurship & Innovation



School of Information Technology



School of Advanced Manufacturing, Engineering & Applied Science



School of Culinary Arts & Hospitality Management

New Certificates and Degrees in 2025



Business, Logistics and Supply Chain

- Visual Communications

Information Technology

- Data Center Technician

Advanced Manufacturing, Engineering, and Applied Science

- Biopharmaceutical Production
- Data Center Engineering Operations
- Quality Control
- Veterinary Assistant

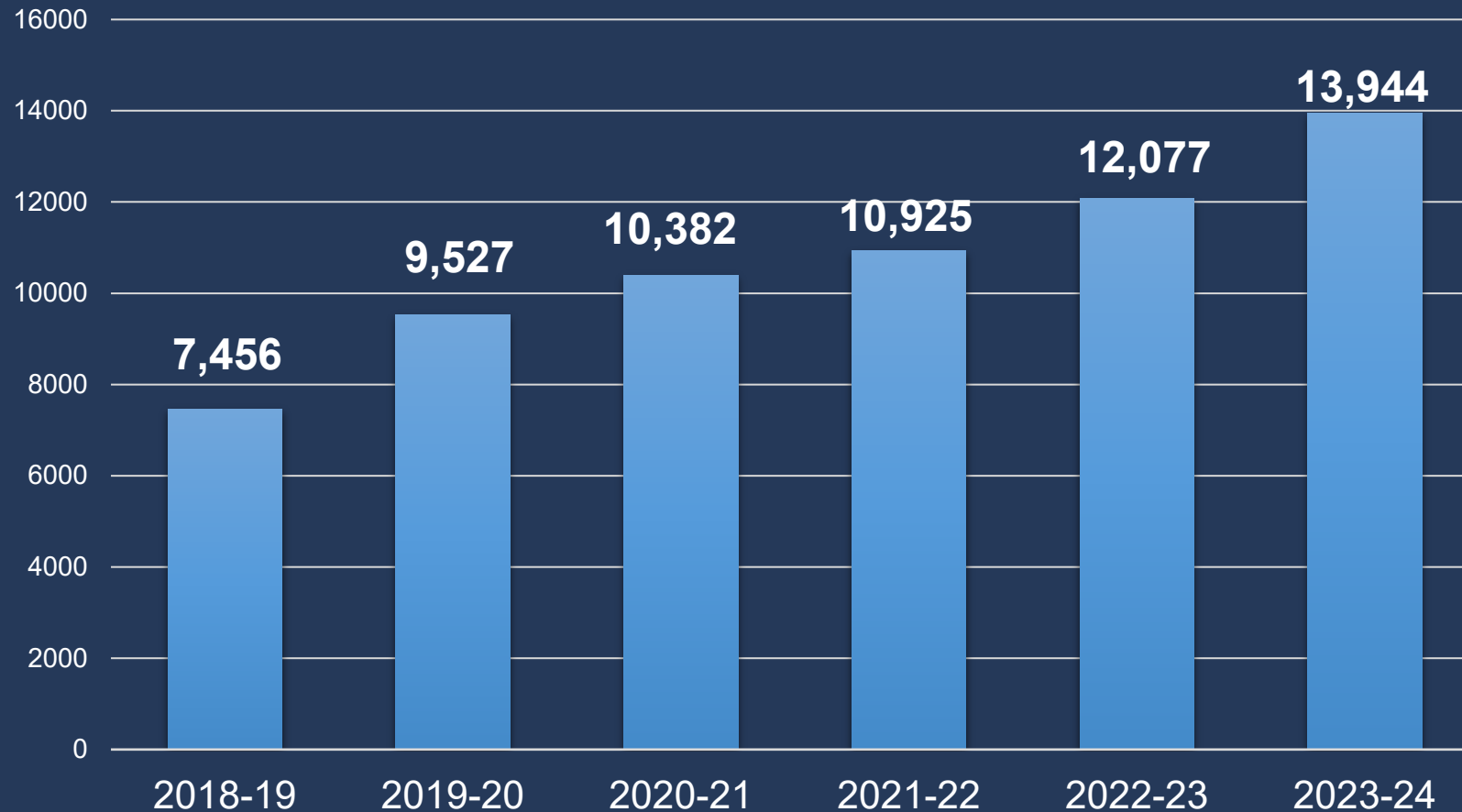


Advanced Manufacturing, Engineering, and Applied Science

- Veterinary Nursing (AAS)

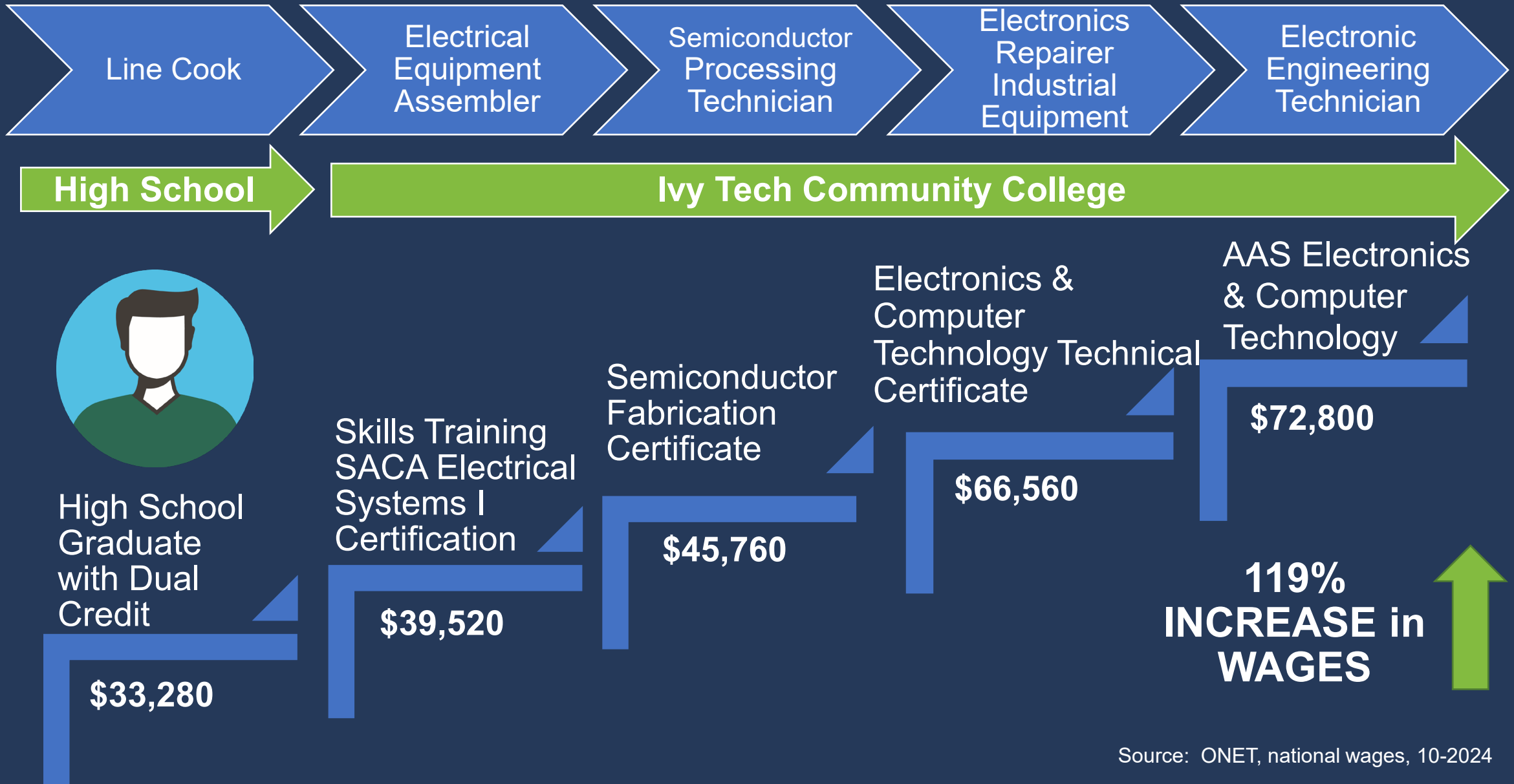


Short-term Certificate Completions



+87%

Manufacturing Marvin



Source: ONET, national wages, 10-2024

New Microcredential Framework



An emerging talent pipeline strategy

- Aligned with Employer/Industry Need
- Responsive and Relevant
- Validated Competency
- Specialize - Upskill - Retrain

A man with dark hair and glasses, wearing a dark blue button-down shirt, is sitting at a light-colored wooden desk in a modern office. He is looking at a silver laptop and has his hands on the keyboard. The office has glass walls and modern lighting. A silver mesh pen holder with pens is on the desk to the left of the laptop. A tablet is partially visible on the desk to the right.

Strategy 3

Integrate intentional pathways between credit and skills training offerings.

College Credit Ecosystem



Direct Credit

Dual Credit

**Transfer
Credit**

**“Test-out”
Examinations**

**Portfolio
Assessment**

**International
Baccalaureate
(IB) & AP Credit**

**Skills
Training**

**Industry
Certifications**

**Military
Crosswalk**

Why It Matters



2M adults do not have a credential beyond high school



40% of those 25 and older have some college, but no degree

Credit for Prior Learning Bridges Company Training into Degrees



Saab and Lafayette Campus

Employees in Saab's internal training program can crosswalk their skills and competencies into academic credit with Ivy Tech.

Saab uses AYD tuition assistance to further advance their employees' skills, training, and education.



Increase CPL Opportunities

Expand Certification Crosswalk

Develop challenge exams for courses without crosswalk or assessment opportunities

Align with 'purple star' award criteria denoting quality service to military personnel and their families

Survey Curriculum Committee members for CPL opportunities



Crosswalks for College Credit



Training and Certification Crosswalk

Mapping industry certifications into academic courses

Military Training and Certification Crosswalk

Mapping military training into academic courses



Strategy 4

Co-creating talent pipelines.

Company Partnerships



Lilly



aws



SK hynix



Workforce Ready Grant

8,300+ STUDENTS YTD

56,000+ STUDENTS ENROLLED SINCE 2017

35,000+ CREDENTIAL COMPLETIONS SINCE 2017



Source: IvyAnalytics

Apprenticeships

Building Trades Apprentice

- 17 Degree Programs
- 12 Trades
- 53 Training Sites
- 12,649 Credentials Awarded (since Fall 2019)

Workforce Apprentice

- 150+ Employer Partners
- 1,938 Credentials Awarded (since Fall 2019)



Source: Graduates by Term & Academic Year, 1/28/25
Source: Building Trades Retention & Graduation, 1/28/25



Strategic Plan Metrics



50,000
ANNUAL
COMPLETIONS

5% INCREASE
IN STUDENT
RETENTION



↑↑ INCREASE
ENROLLMENT
TO **190,000**



60% OF GRADS
EARNING ABOVE
MEDIAN WAGE

Median Wage Metric



Statewide Targets

Grad Year	Wage Year	Strategic Plan Year	Targets
2019	2022	2023-24 (Y1)	56%
2020	2023	2024-25 (Y2)	58%
2021	2024	2025-26 (Y3)	60%

DWD Wage Data



Strategic Plan
2023-24

% of Grads
earning above
Indiana's
median wage
three years after
graduation

53.1%

54.5%

56.4%

Target = 56%

IN Median
Wage
\$45,900

Graduation Year:

2017

2018

2019

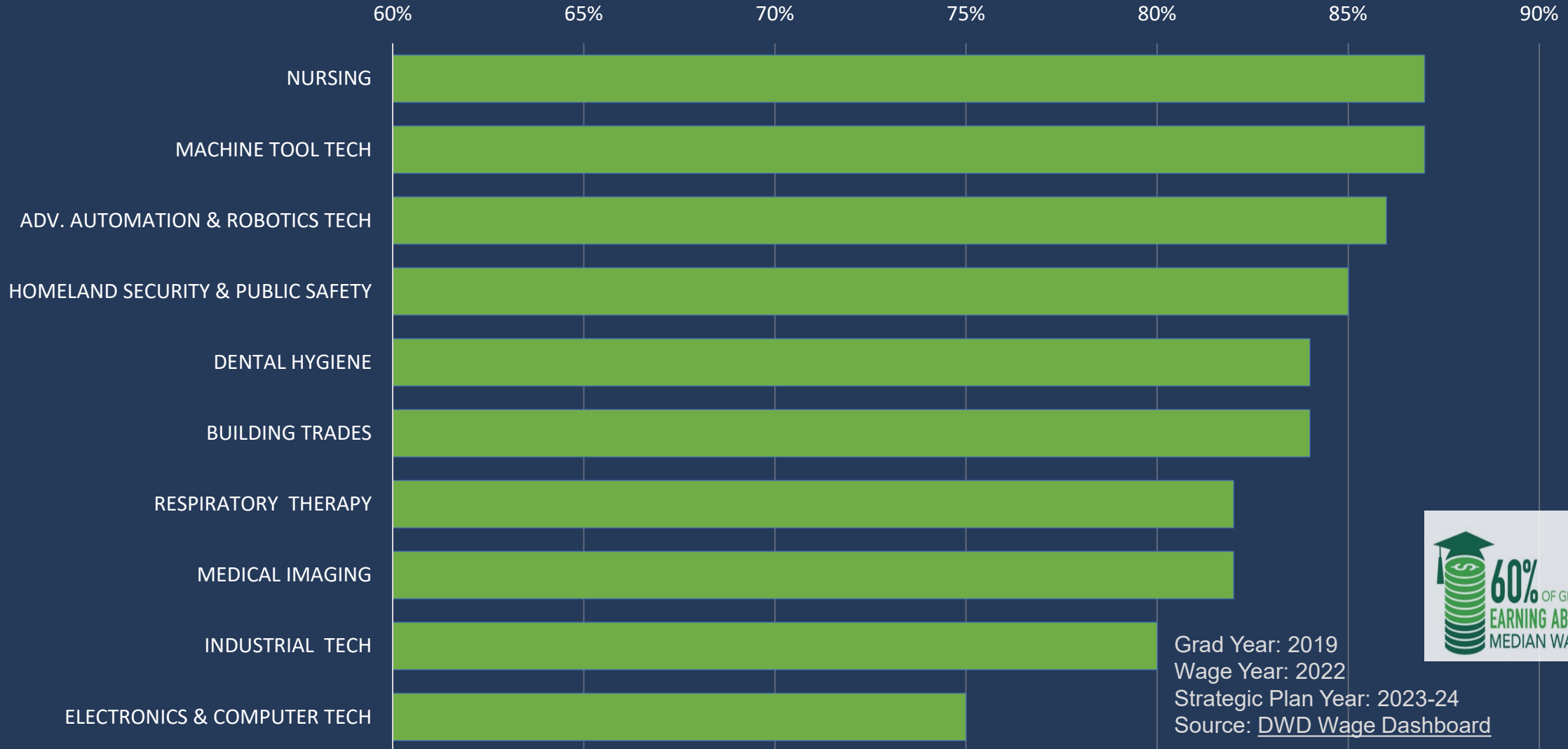
Wage Year:

2020

2021

2022

Top Programs by % of Grads Above Median Wage



Grad Year: 2019
Wage Year: 2022
Strategic Plan Year: 2023-24
Source: [DWD Wage Dashboard](#)



THANK YOU!



IVY TECH

COMMUNITY COLLEGE

Appendix



IVY TECH
COMMUNITY COLLEGE



**Operational
Excellence**



**Teaching &
Learning**



**Student
Experience**



**Workforce
Supports All
Strategic Goals**

Workforce & Careers Alignment: Goal 1 Teaching and Learning



Promote effective Teaching and Learning across the college.

- Ensure relevancy of programs and courses match industry need & career skills
- Supply faculty with...industry-equivalent equipment and emerging technologies

In Practice:

- Academic and Workforce Insights Dashboard (data informed technology) used in Program Review
- Curriculum Committees – annual CIP and SOC alignment ensures workplace relevance of degree programs
- Skills Training – offering new curriculum based on the voice of industry, partnering with faculty in Skills Training course development informs academic programs

Workforce & Careers Alignment: Goal 3 Student Experience



Transform the Student Experience to foster student success.

- Partner with Enrollment Services to integrate early career coaching for undecided/exploratory students
- Collaborate with advising to align degrees with career goals and build career readiness
- Streamline the student experience for improved outcomes

In Practice:

- **Ivy Connect R/E Platform:** an Enrollment Services platform that informs career coach outreach to undecided students
- **IvyCareerStrong Assessment:** Identifies interests to guide student informed career decisions
- **Goal Setting & Action Planning:** Career readiness via Career Development Portfolio milestones
- **Work-and-Learn Experiences:** A key milestone in the Career Development Portfolio

Workforce & Careers Alignment: Goal 4 Operational Excellence



Maximize Operational Excellence to advance campus and college-wide initiatives.

- Refine internal processes
- Secure company-sponsored assistance and reimbursement tuition benefits
- Build partnerships with state, federal, and philanthropic partners
- Drive transformation of higher education to meet the needs of students, employers and Indiana's economy

In Practice:

- Embed Ivy Force into Ivy Connect (connecting Career Link and Academic student systems for a unified CRM system)
- Build a Skills Training Marketplace for easy access, payment, and registration
- Collaborate with Business Affairs and Campuses on the Skills Training pricing model
- Partner with CredLens to increase data efficiency and scaling of industry certifications
- IDOC contract support for Madison Campus




50,000
ANNUAL
COMPLETIONS

5% INCREASE
IN STUDENT
RETENTION 

 **INCREASE**
ENROLLMENT
TO **190,000**


60% OF GRADS
EARNING ABOVE
MEDIAN WAGE

Workforce
Supports All
Strategic Plan
Metrics

Workforce and Careers Tools



- Skills Training
- Industry Certifications
- Apprenticeships
- Achieve Your Degree (AYD)
- Interdisciplinary Industry Workforce Certificates
- Career Coaching
- Work-Based-Learning

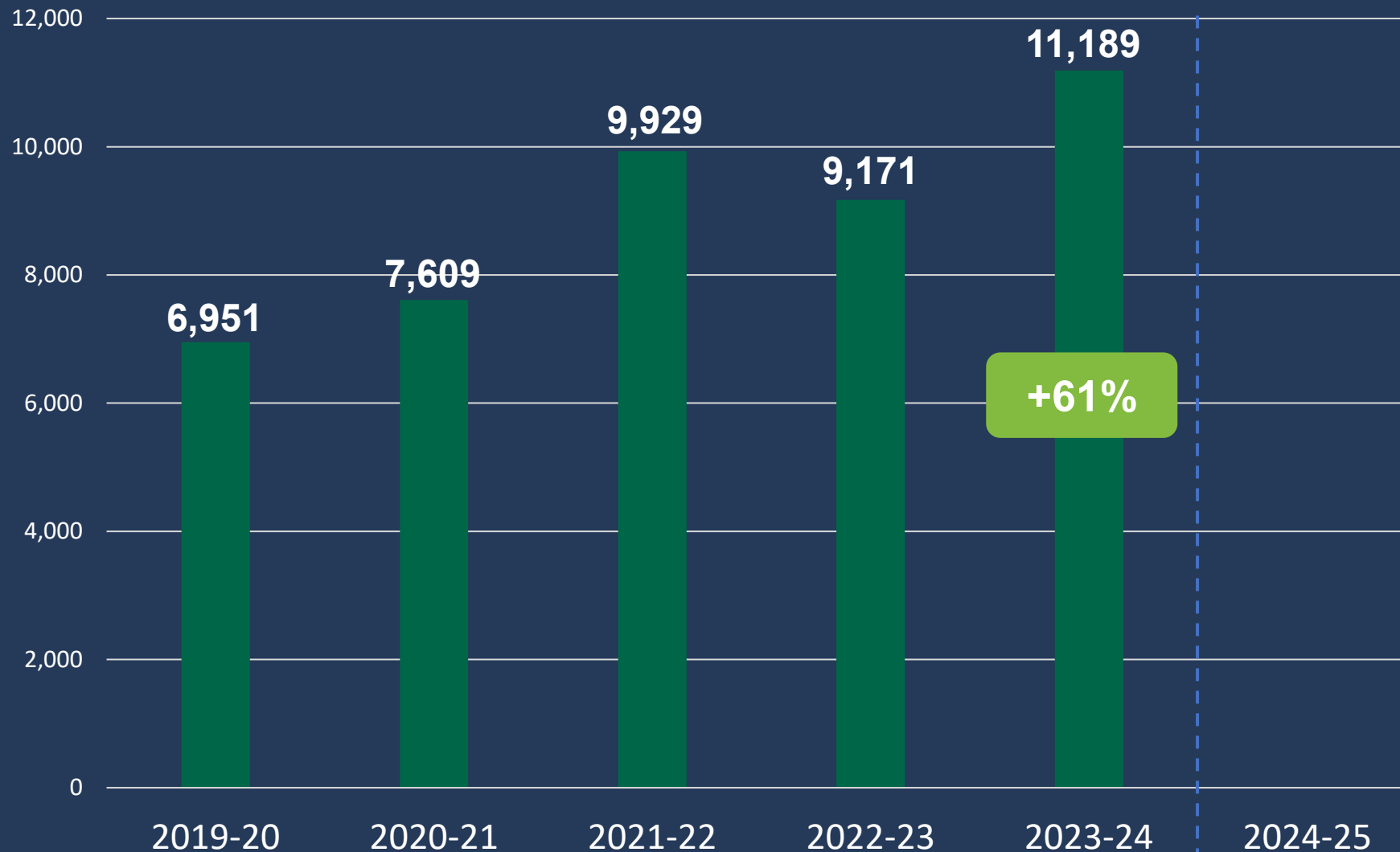


Skills Training Enrollments



↑↑ INCREASE
ENROLLMENT
TO 190,000

Industry Certification Completions



Building Trades Apprenticeship Enrollments

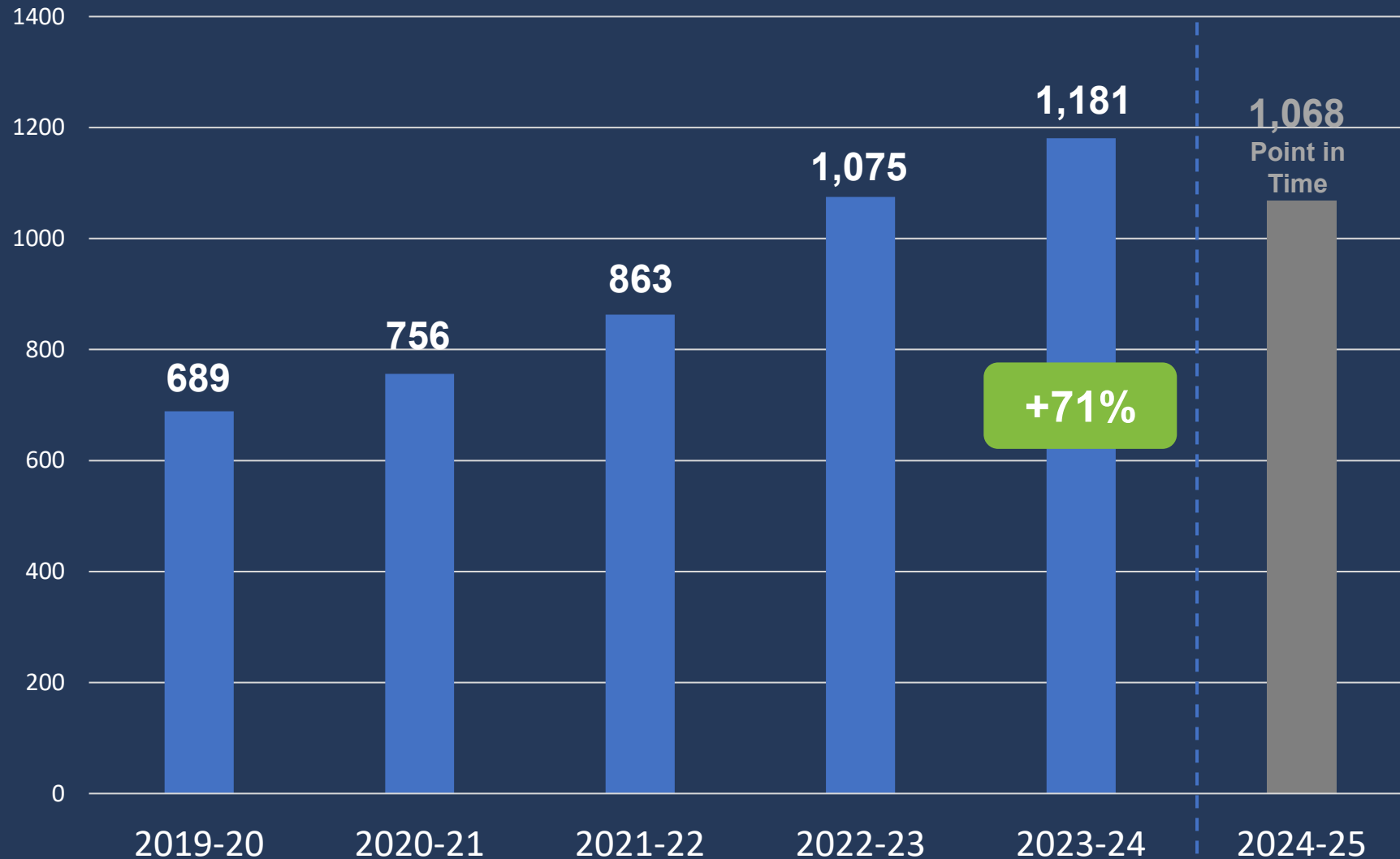


↑ INCREASE
ENROLLMENT
TO 190,000

Source: [Total Headcount by Type, 1/26/25](#)



Workforce Apprenticeship Enrollments



↑↑ INCREASE
ENROLLMENT
TO 190,000



Retention - Fall 2023 to Fall 2024

Strategic Plan
2023-24

Target
52%

Building Trades Apprenticeship Retention

- 78.3%

Workforce Apprenticeship Retention

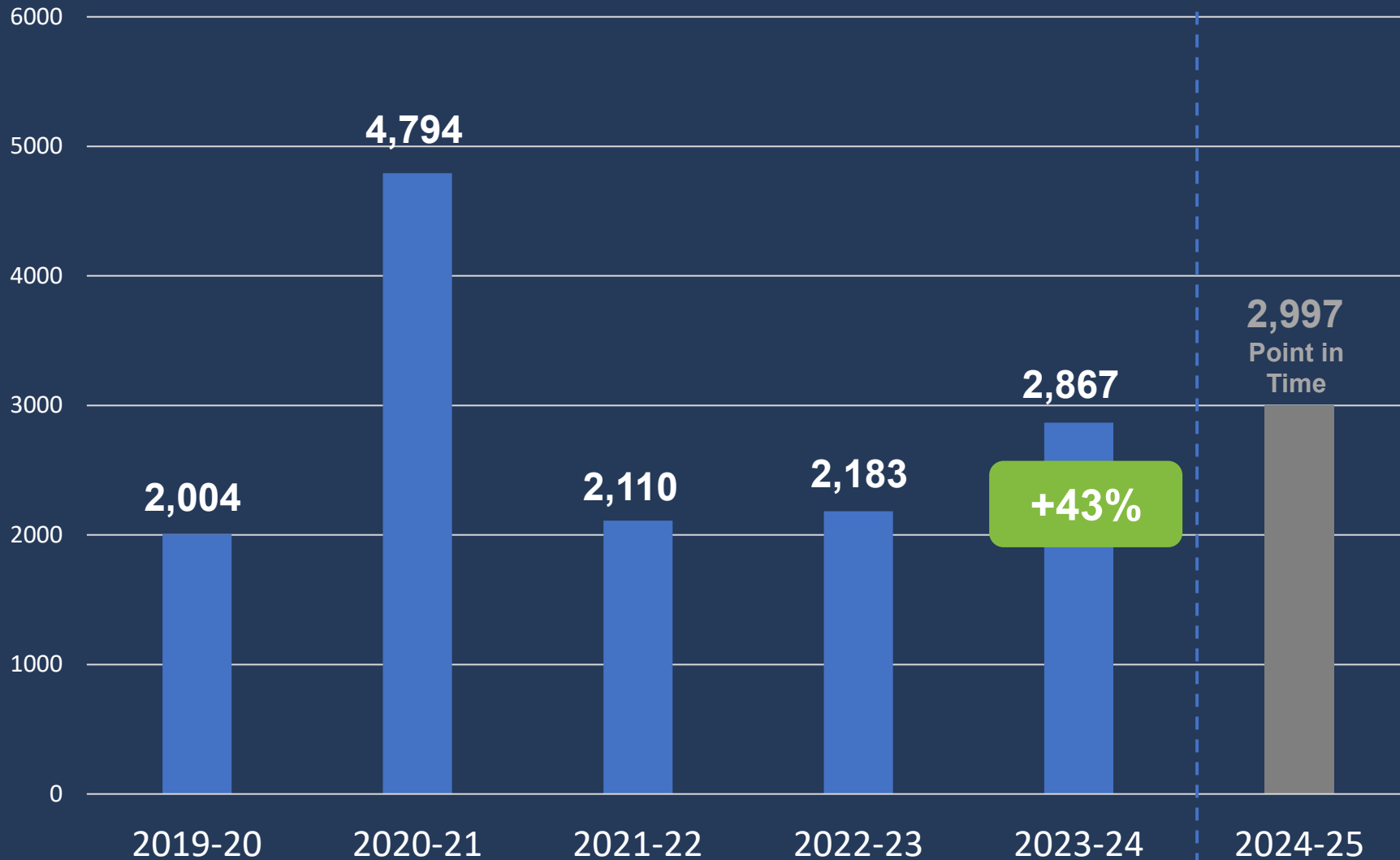
- 76.2% Registered
- 57.5% Non-Registered

Achieve Your Degree (AYD) Retention

- 57.4%



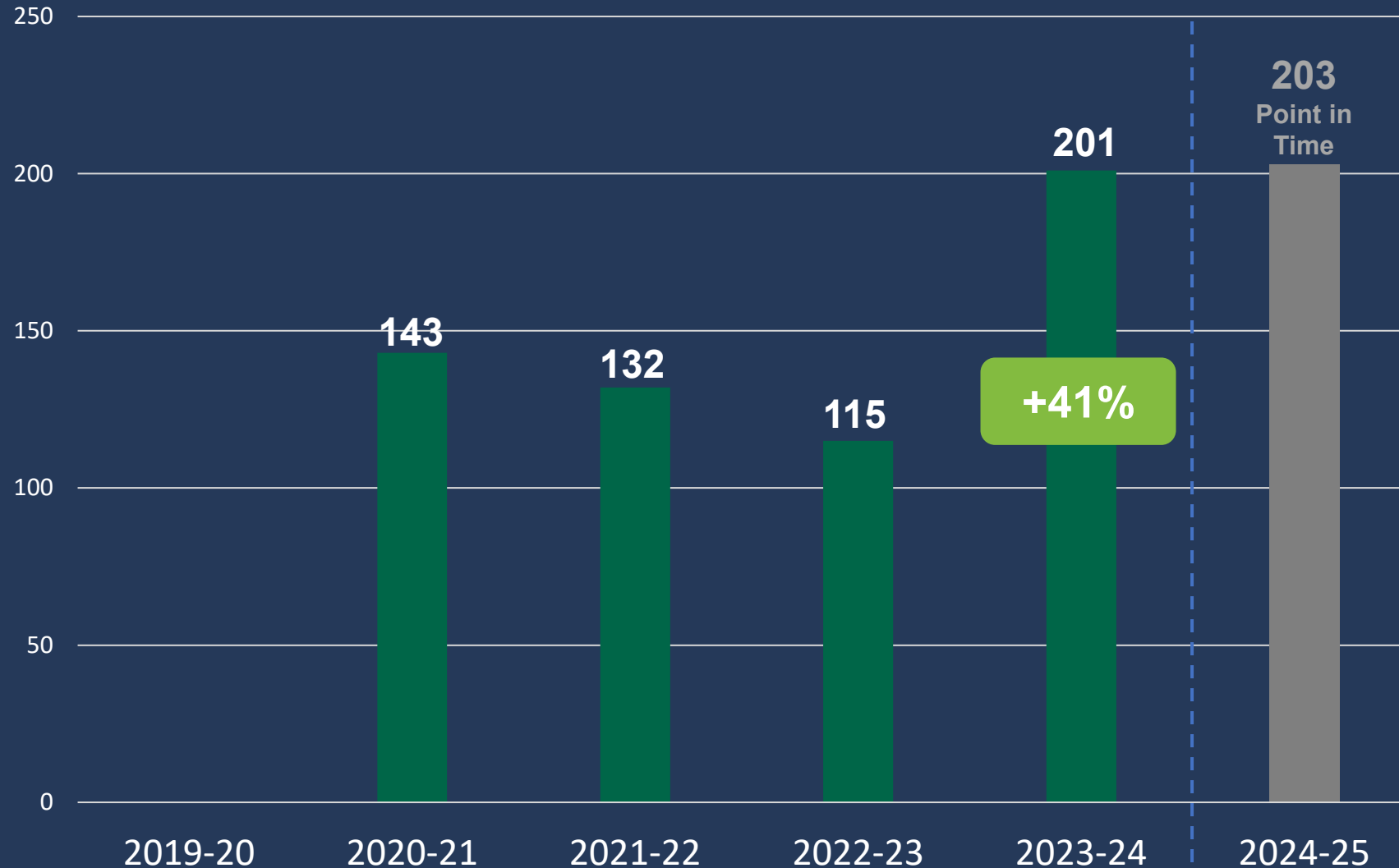
Achieve Your Degree (AYD) Enrollments



↑↑ INCREASE
ENROLLMENT
TO 190,000

Source: [Total Headcount by Type, 1/26/25](#)

Interdisciplinary Industry Workforce Certificate Completions



Ivy+ Career Link



Career Coaching

- 15,903 students AY 2023-24
- 100% increase from AY 2021-22
- Average of **10% higher retention** when compared to students not receiving Career Coaching

Work-Based-Learning

- 15,532 students AY 2023-24
- 13% increase from AY 2021-22

Career Development

happens across the college through coursework, student life activities, Career Link 1:1 coaching, facilitated workshops, and employer networking and engagement events.





Academic and Student Experience

February 2025

State Board of Trustees

AGENDA

- 1 Enrollment and Retention Updates
- 2 Virtual Tutoring Agreement
- 3 Program Review Process
- 4 Lilly Early Childhood Grant Update





Enrollment Updates



2024–2025 Total Headcount



Current Total Headcount (Unduplicated)	Annual Goal	Distance to Goal
189,465 +4.4%	185,000	Exceeded Goal

Undergraduate (Credit-Bearing)	Dual Credit	Skills Training
102,810 +6.5%	91,416 +6.5%	10,435 -15.3%

FTE = **34,278 +4.3%**

Spring 2025: Undergraduate

(Point in Time; Tuition & Credit-Bearing Enrollment Only)

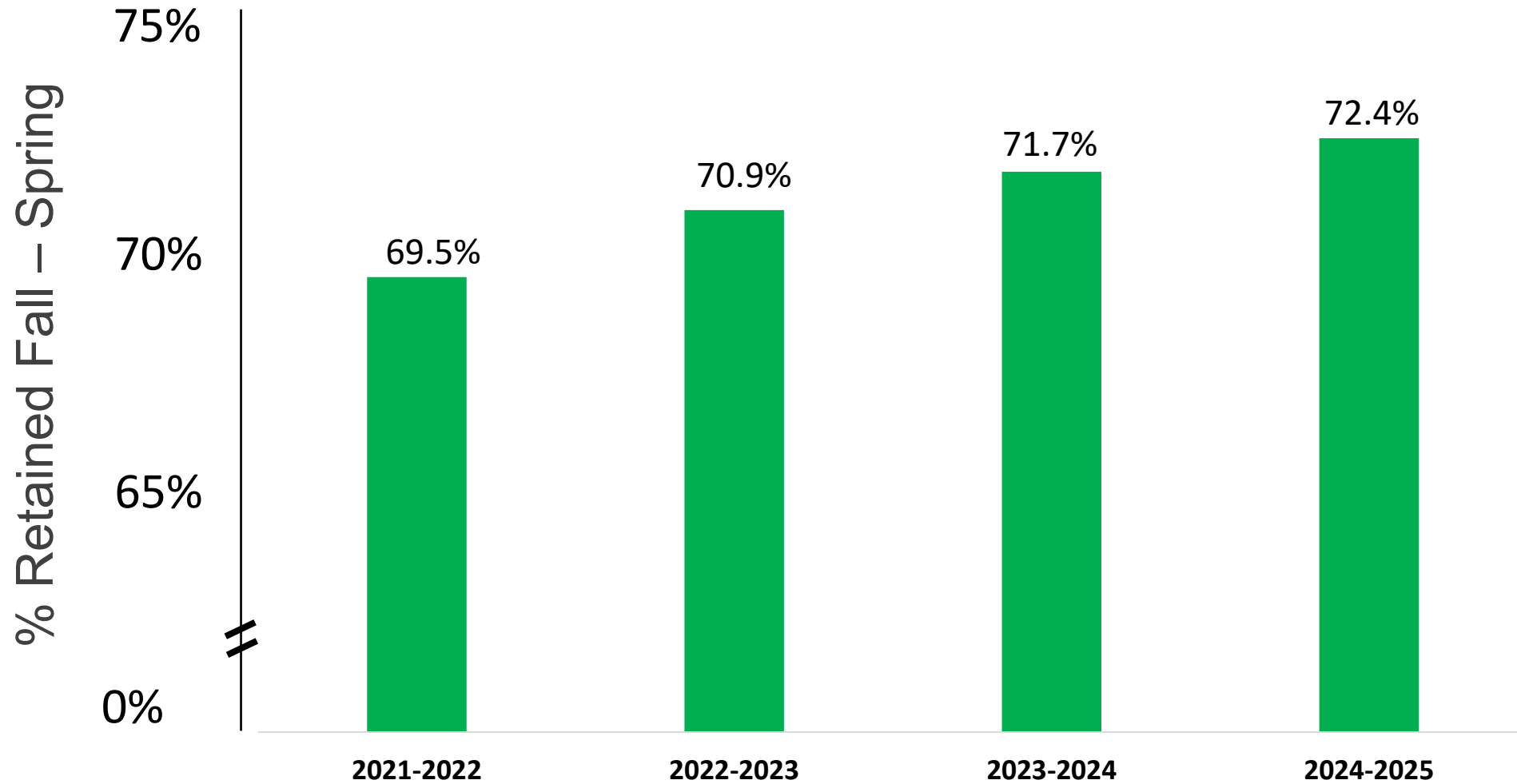


Headcount: +3.32%, FTE: +2.34%

Student Type	Head Count	% Change	FTE	% Change
Continuing	37,289	4.7%	22,890.0	4.0%
Dual Enrollment	6,225	7.9%	1,996.7	5.6%
Guest	1,862	-19.2%	547.5	-14.9%
New First Time – Adult	2,283	16.4%	1,277.6	13.6%
New First Time – Trad.	1,748	-1.5%	1,121.3	-1.9%
Readmit	3,053	0.03%	1,662.9	1.3%
Transfer In	1,780	16.5%	1,031.3	15.2%

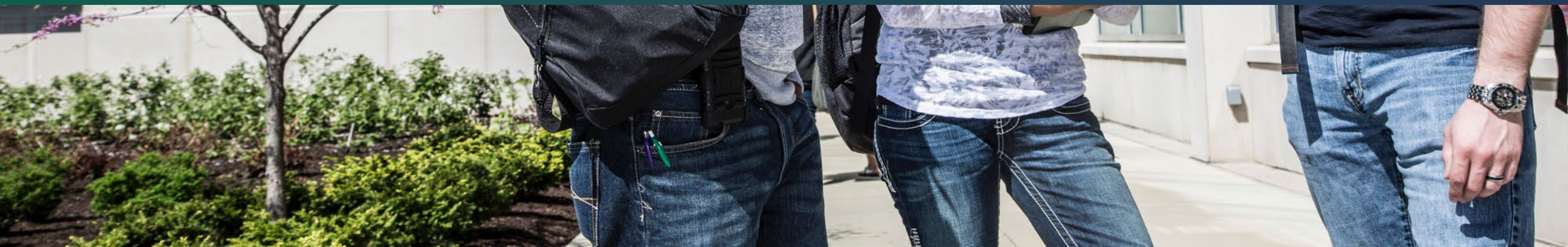
As of 1/18/25

Fall – Spring Retention (Point in Time)





Virtual Tutoring Agreement





Background

Current Contract Expires: June 2025

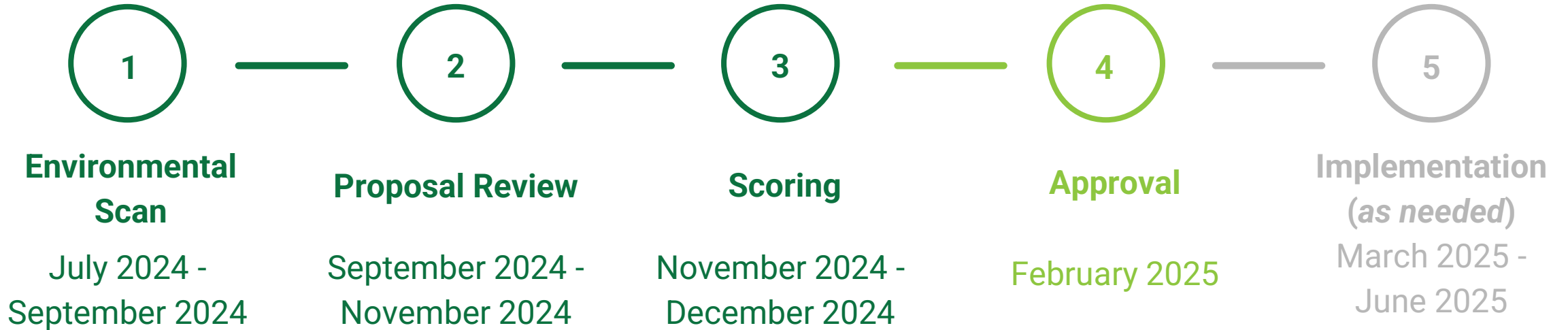
Current Cost = \$23.50 / hour

Usage:

~20,000 hours per year

~35,000 sessions

Phases & Timeline



Recommendation



3-Year agreement; \$22.50/ hour

- 24/7 Support
- Experience with large college systems
- Greater variety of subjects available
- Ability to host Ivy Tech tutors



Program Review Processes



Program Review



- Ivy Tech = Annually.
- Goals: Continuous improvement in student outcomes and ensuring workforce alignment of programs.
- Key metrics: Enrollment, Retention, and Completion at each program offered at a campus.
- Assesses staffing, technology, and equipment needs.
- Fulfills requirements of program accreditors, ICHE and HLC (Criterion 4A).

Fall 2024

854 Reviews
Completed



Timeline



	September	October 1	October - November	November 30	December -
	Dashboard published	Kickoff: Program Chairs & VCAAs	Q&A Training VCAA Reviews	Reviews completed and submitted to Systems Office	Campus Engagement

Program Review – What's New?



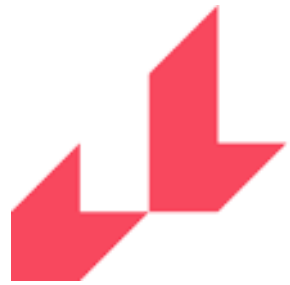
- ***Additions***

- Prompts and populates with previous plan information for reflection.
- Focus on action items for the coming year.

- ***Streamlined***

- **student information** gathered and populated from Student Success and Career Link teams;
- **facilities information** available from campus plans.

Labor Market Data at Scale



Lightcast

- Occupations, in-demand skills, and labor market insights
- Covers over 99% of the workforce
- Collected from career profiles, job postings, labor and economic data



Academic and Workforce Insights Dashboard

Real-time Ivy Tech data

- enrollments, retention, completions

Annual labor market data (each Fall)

- job projections and median salary by program

Future Iterations

- DWD data; median salary of graduates by program & campus



Campus Use

e.g., Sellersburg

UPDATE: Lilly Early Childhood Grant



January
2025

- Posted Executive Director position, reviewed applications, screening interviews completed
- Reviewed scope of work with National Head Start and ACCT; contract request
- Pre-consult with vendors to assist with Competency-Based Assessments
- IDOE Early Childhood Apprenticeship collaboration with Program Chairs

February
2025

- Conduct candidate interviews and finalize hiring of the Executive Director
- Identify membership for the statewide advisory committee (“Think Tank”)
- Devise a campus funding distribution model and release a request for proposals.
- Review/finalize contract with National Head Start and ACCT
- Review/finalize contract for competency-based assessment consultation and support

THANK YOU!



IVY TECH

COMMUNITY COLLEGE

Appendix A

SPRING 2025 ENROLLMENT DATA

(Undergraduate: Revenue
Generating/Academic Programs)



Spring Enrollment (Point in Time) (Undergraduate = Academic Program Headcount) Gender



	Headcount	% Change from 2024	FTE	% Change from 2024
Female	33,947.0	5.05%	19,057.9	4.38%
Male	23,793.0	1.65%	12,443.4	0.16%
Not Reported	797	-14.85%	409.2	-18.08%

Data pulled 1/18/25

Spring Enrollment (Point in Time) (Undergraduate = Academic Program Headcount) Race/Ethnicity



	Headcount	% Change from 2023	FTE	% Change from 2023
American Indian or Alaskan Native	398	6.3%	219.7	2.68%
Asian	1,647	6.1%	918.7	6.8%
Black or African American	9,107	11.6%	5,014.7	12.0%
Hispanic/Latino	1,805	-14.9%	978.4	-17.4%
Native Hawaiian/Pacific Islander	140	6.1%	82.3	14.7%
Two or More Races	2,348	-7.2%	1,339.6	-8.1%
Unknown	3,950	30.0%	1,925.5	33.6%
White	39,142	1.0%	21,431.7	-0.2%

Data pulled 1/18/25

Spring Enrollment (Point in Time) (Undergraduate = Academic Program Headcount) Age



Age	HC	% Change from 2023
<18	4,352.0	7.2%
18-19	11,043.0	-0.8%
20-21	9,498.0	2.5%
22-24	8,780.0	5.0%
25-29	8,664.0	4.7%
30-34	6,109.0	3.2%
35-39	4,095.0	7.1%
40-44	2,665.0	6.4%
45-49	1,729.0	5.6%
50-54	937.0	-5.3%
55-59	447.0	-6.9%
60-64	160.0	6.7%
>64	57	-1.7%

Data pulled 1/18/25

Spring Enrollment (Current FTE) By Campus

	Value	Change	% Change
Anderson	722.4	-13.4	-1.82%
Bloomington	1,710.6	-152.4	-8.18%
Columbus	1,595.6	20.7	1.32%
Evansville	1,721.0	101.8	6.29%
Fort Wayne	3,379.2	175.6	5.48%
Hamilton County	916.4	28.5	3.21%
Indianapolis/Lawrence/Pl..	7,023.2	441.8	6.71%
Kokomo	1,201.1	-11.6	-0.96%
Lafayette	1,881.3	53.2	2.91%
Lake County(Gary/E Chic/..	1,597.8	-89.5	-5.30%
Lawrenceburg	605.9	-41.9	-6.47%
Madison	433.7	-15.4	-3.44%
Marion (Grant County)	460.0	64.5	16.31%
Muncie	1,373.4	95.5	7.48%
Richmond	582.5	-22.5	-3.71%
Sellersburg	1,389.7	49.5	3.70%
South Bend/Elkhart	2,081.0	186.3	9.83%
Systems Office	5.4	1.7	44.64%
Terre Haute	1,652.1	-158.9	-8.77%
Valparaiso	1,578.3	15.5	0.99%

Data pulled 1/18/2025

Spring Enrollment (Current Headcount) By Campus

	Value	Change	% Change
Anderson	1,293.0	-26.0	-1.97%
Bloomington	3,155.0	-357.0	-10.17%
Columbus	2,765.0	130.0	4.93%
Evansville	3,163.0	59.0	1.90%
Fort Wayne	6,188.0	444.0	7.73%
Hamilton County	1,488.0	92.0	6.59%
Indianapolis/Lawrence/Pl..	13,394.0	941.0	7.56%
Kokomo	2,118.0	61.0	2.97%
Lafayette	3,351.0	97.0	2.98%
Lake County(Gary/E Chic/..	2,752.0	-317.0	-10.33%
Lawrenceburg	1,236.0	-24.0	-1.90%
Madison	889.0	-133.0	-13.01%
Marion (Grant County)	889.0	110.0	14.12%
Muncie	2,311.0	177.0	8.29%
Richmond	1,066.0	-9.0	-0.84%
Sellersburg	2,737.0	184.0	7.21%
South Bend/Elkhart	3,817.0	358.0	10.35%
Systems Office	18.0	0.0	0.00%
Terre Haute	3,075.0	35.0	1.15%
Valparaiso	2,832.0	57.0	2.05%

Data pulled 1/18/25

Appendix B

Fall – Spring RETENTION DATA

(Undergraduate: Revenue
Generating/Academic Programs)



Campus 5-Year Trends

Fall to Spring [Point-in-Time]

Red values show where current is lower than historic



Fall – Spring Retention (Point in Time) Progress by Campus Past 5 Years



Data pulled 1/17/25



IVY TECH
COMMUNITY COLLEGE

HIGHER EDUCATION at the *SPEED OF LIFE*





February 2025
State Board of Trustees

Finance & Business Affairs Committee



AGENDA

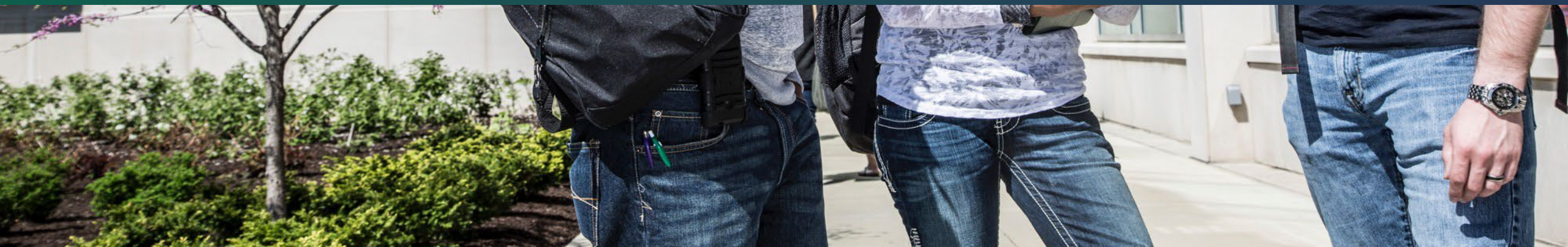
- 1 FY 25 Budget Update
- 2 State Revenue Forecast
- 3 Resolution – Bloomington Campus Security Services
- 4 OIT
- 5 Foundation Update





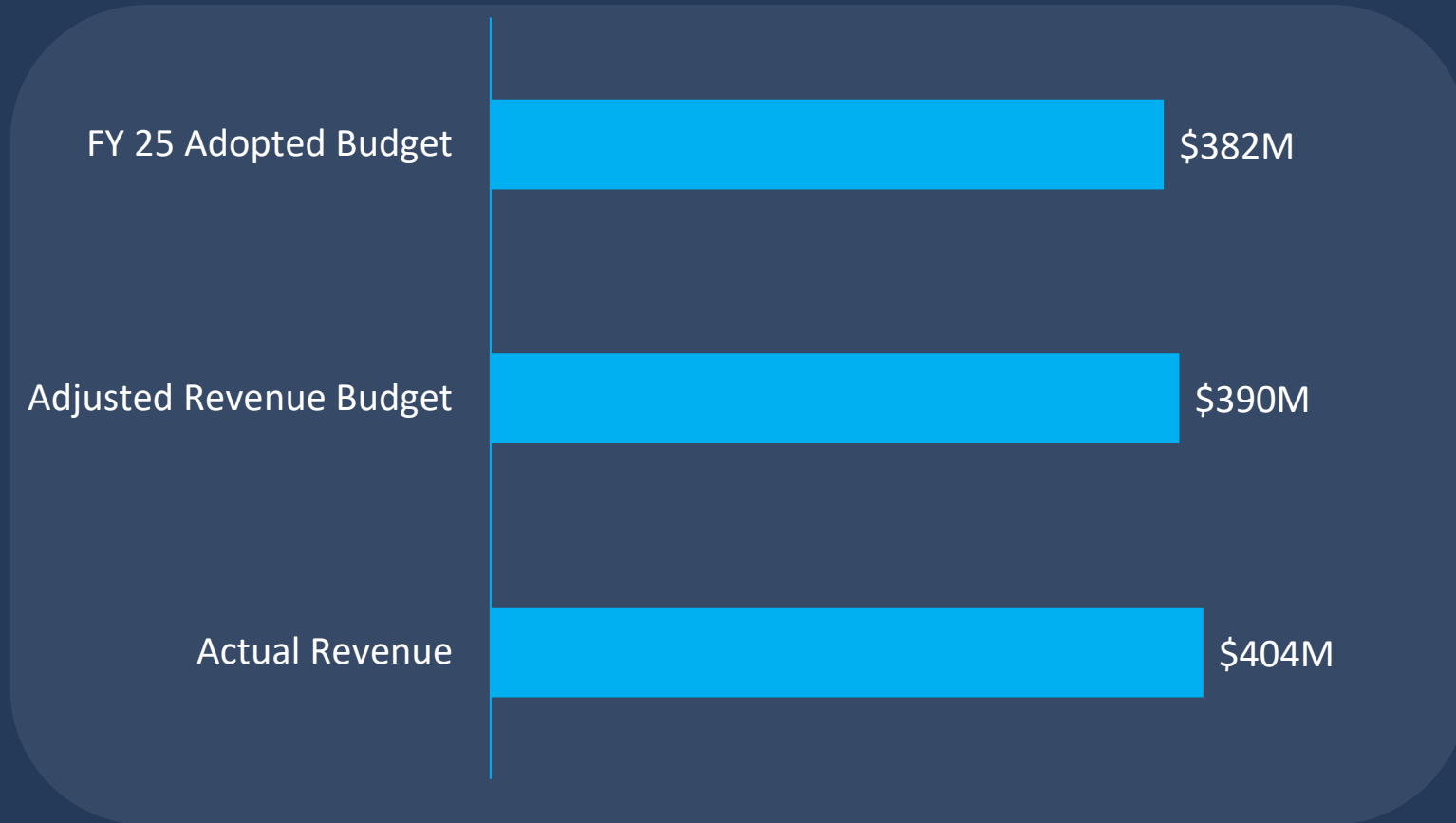
Finance & Business Affairs

FY 2025 Budget Update



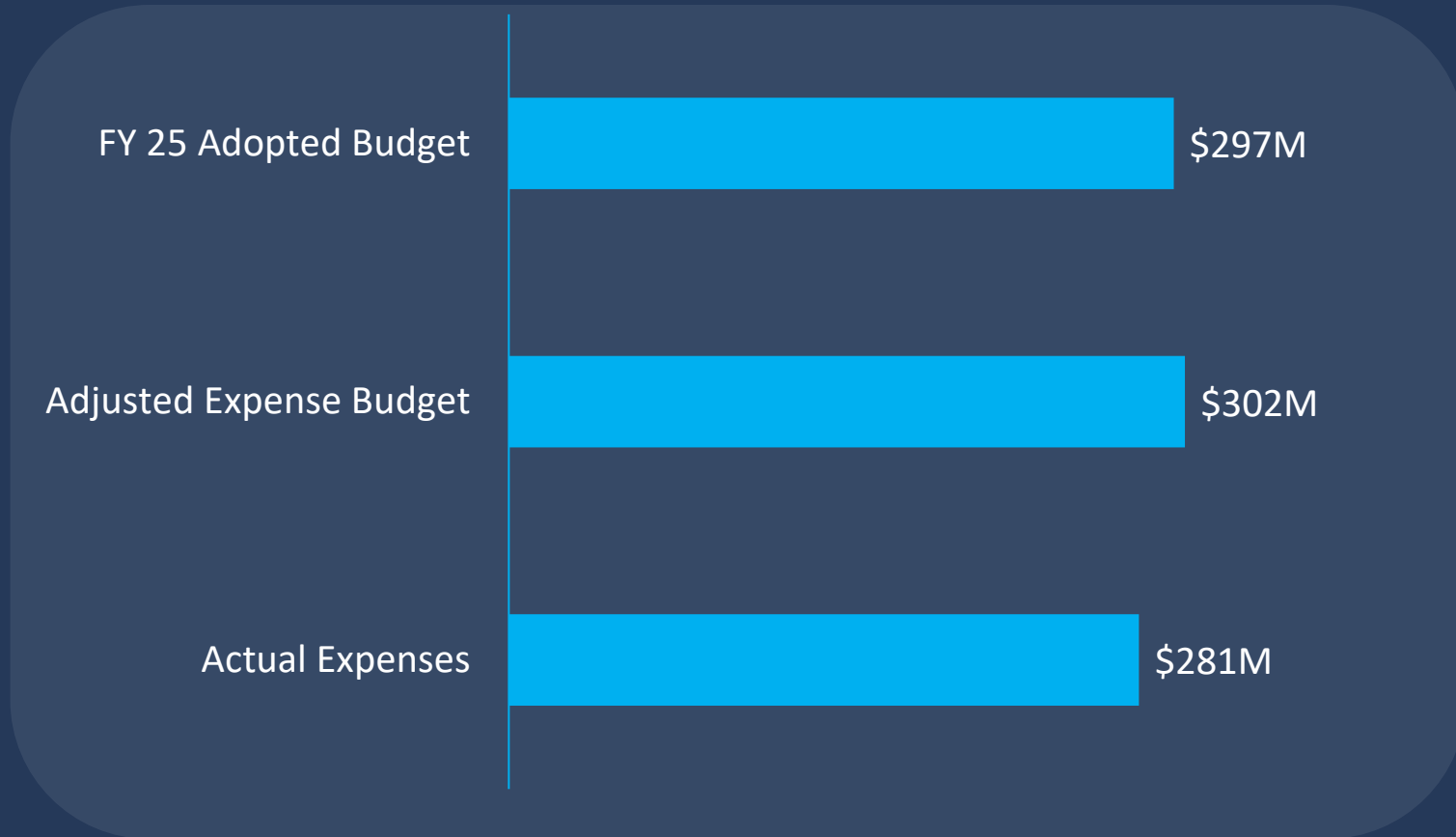
FY 2025 Operating Revenue

December 2024 (millions)



FY 2025 Operating Expenses

December 2024 (millions)





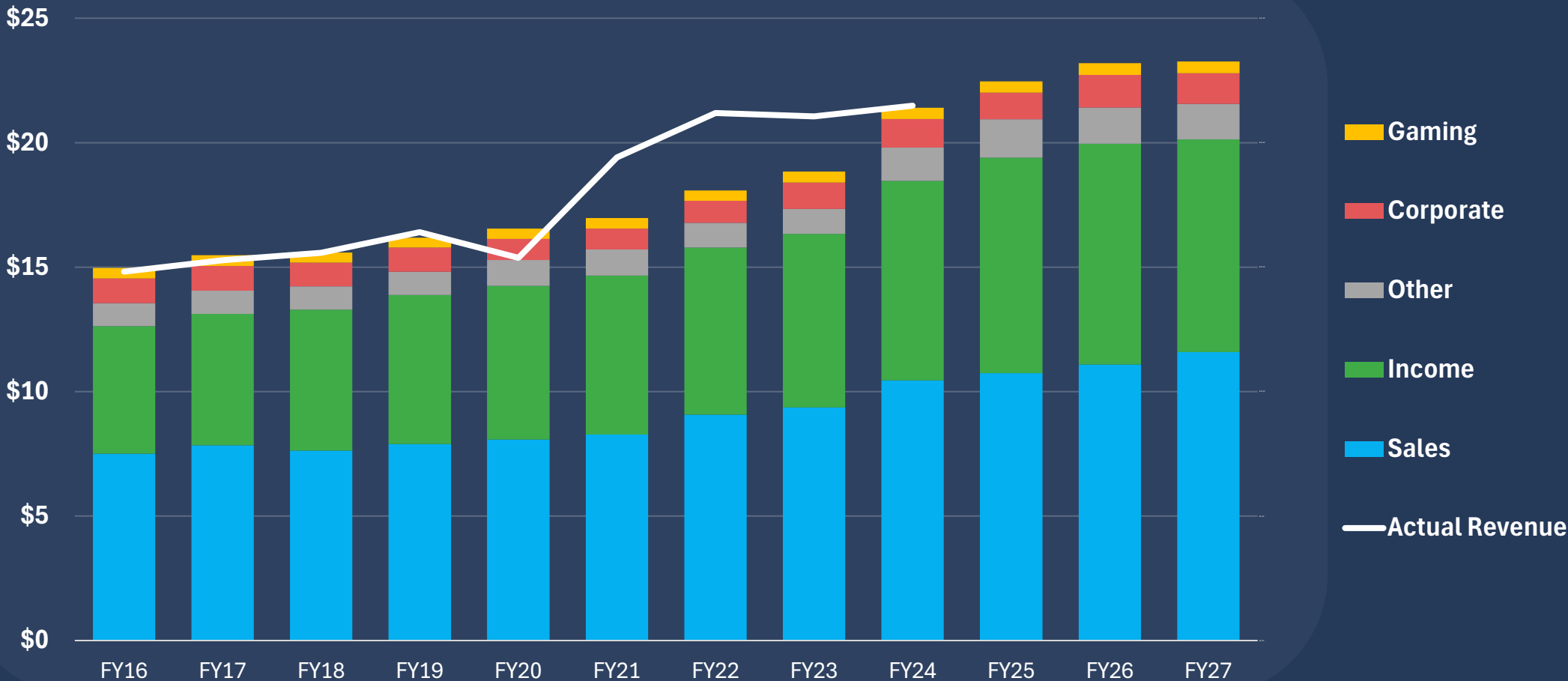
Finance & Business Affairs

State Revenue Forecast Update



General Fund Revenue

in billions





Finance & Business Affairs

Bloomington Campus Security Services



Bloomington Campus – Security Services



Who: Allied Universal Security Services

Term: 24 months

Cost: \$601,039

THANK YOU!



IVY TECH

COMMUNITY COLLEGE



Ivy Tech Foundation

Courtney Roberts
President

AGENDA

1. Fiscal Year 2025
2. Campaign Planning Timeline Update
3. Ivy Tech Day



FY25 Update

	Goal	YTD (as of 2.3.2025)	% to Goal
Private	\$32.9M	\$30.6M	93%
Public	\$19M	\$14.6M	77%
All - In	\$51.9M	\$45.2M	87%

- Total FY25 pipeline of more than \$374.6M
 - **\$7.5M in Agreed to Gift**
 - \$123.1M in Decision Pending
 - \$244M in In-Development

FY25 Partnership Highlights

Private	Public
<ul style="list-style-type: none">• Cummins - \$252k, Columbus• Fidelity Charitable- \$100k, Bloomington• Roche Diagnostics Corporation- \$100k, Statewide• Corrugated Packaging Foundation- 50k, Multi-campus	<ul style="list-style-type: none">• Indiana Economic Development Corporation - \$696k, READI 1, Sellersburg

Campaign Timeline

January – June 2025

Case for Support

Data and Predictive
Analytics

Lead Donor Engagement

July – October 2025

Feasibility Study

November – December 2025

Secure board approval for
the campaign

Begin implementation of
campaign timeline



IVY TECH DAY

Give. Grow. Go. | April • 8 • 2025





Increase Year-to-Year



62% increase
funds raised statewide



57% Increase
total gifts statewide



71% increase
secured in matching and
challenge gifts



5.5% in # of ambassadors

social ambassadors
53% increase in total raised



GOAL for 2025

3,300 Gifts!



#GrowIvyGrow on April 8!

Set up a Matching or Challenge Gift

Donors are 28% more likely to give when a match or challenge is at play



Dollar for Dollar Matching gift



Participation Based Challenge

Spread the word

Share your Ivy Tech Pride!



Spread the word on social media and contact alumni and friends asking them to #Give2Ivy.

Engage with a Campus



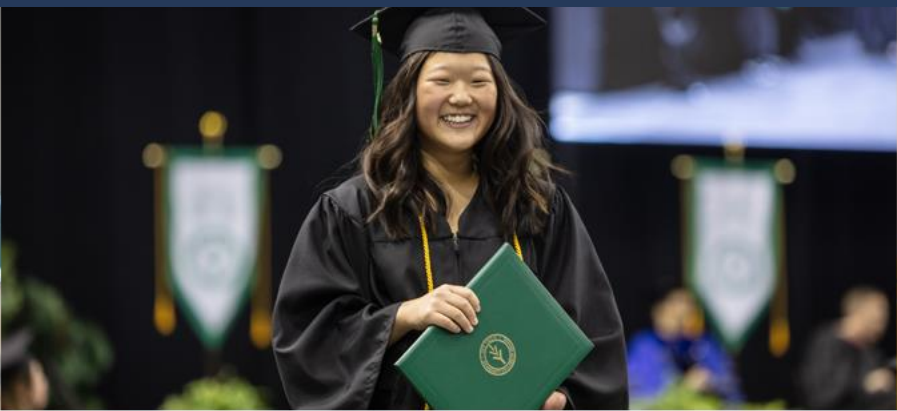
Stop by your affiliated campus and enjoy the fun festivities!

THANK YOU!



IVY TECH

COMMUNITY COLLEGE



IVY TECH
COMMUNITY COLLEGE

HIGHER EDUCATION at the *SPEED OF LIFE*





Marketing & Public Affairs Committee Report

Market Research



Focus: Perceptions and attitudes of Indiana males (18-24) - who chose not to pursue post high school education - about college, community college and Ivy Tech.

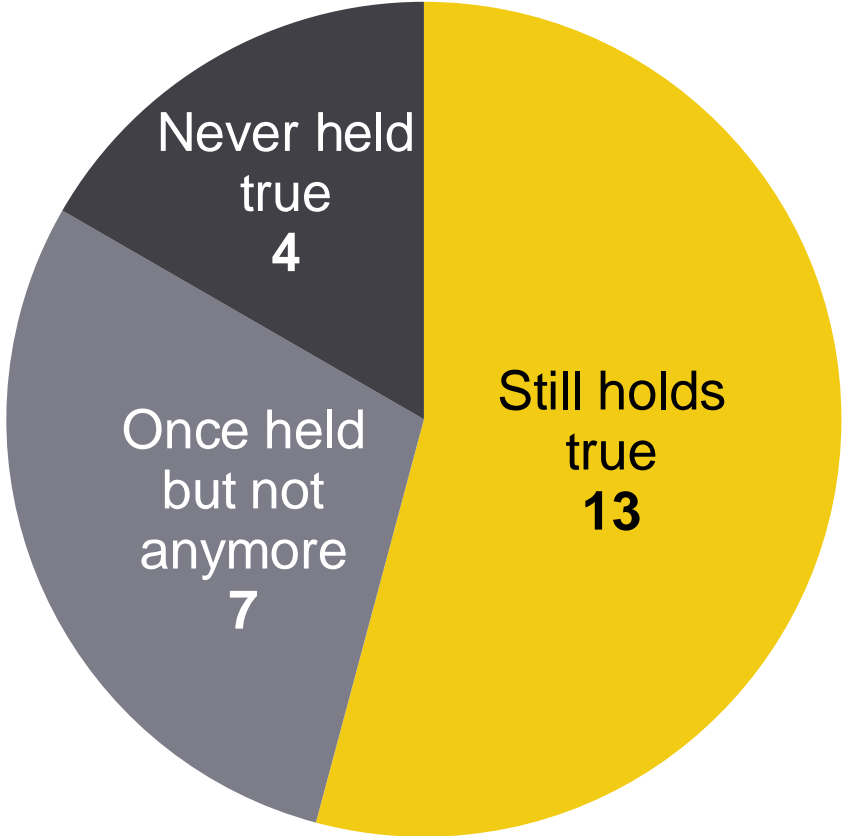
Demographic: Diverse mix of students based on income, geographic location, family college experience, etc.

Methods: Individual interviews, virtual focus groups, and video interviews.

Research was built on information gained from ICHE research done statewide.

Belief in the American Dream is split due to inflation, the ‘system’ or it not being worth the price.

Is the American Dream still true?



Why It Once Held True But Not Anymore

“Inflation has boosted the cost of living, so the American dream is harder to reach than before.” – Levi D.

Why It Still Holds True

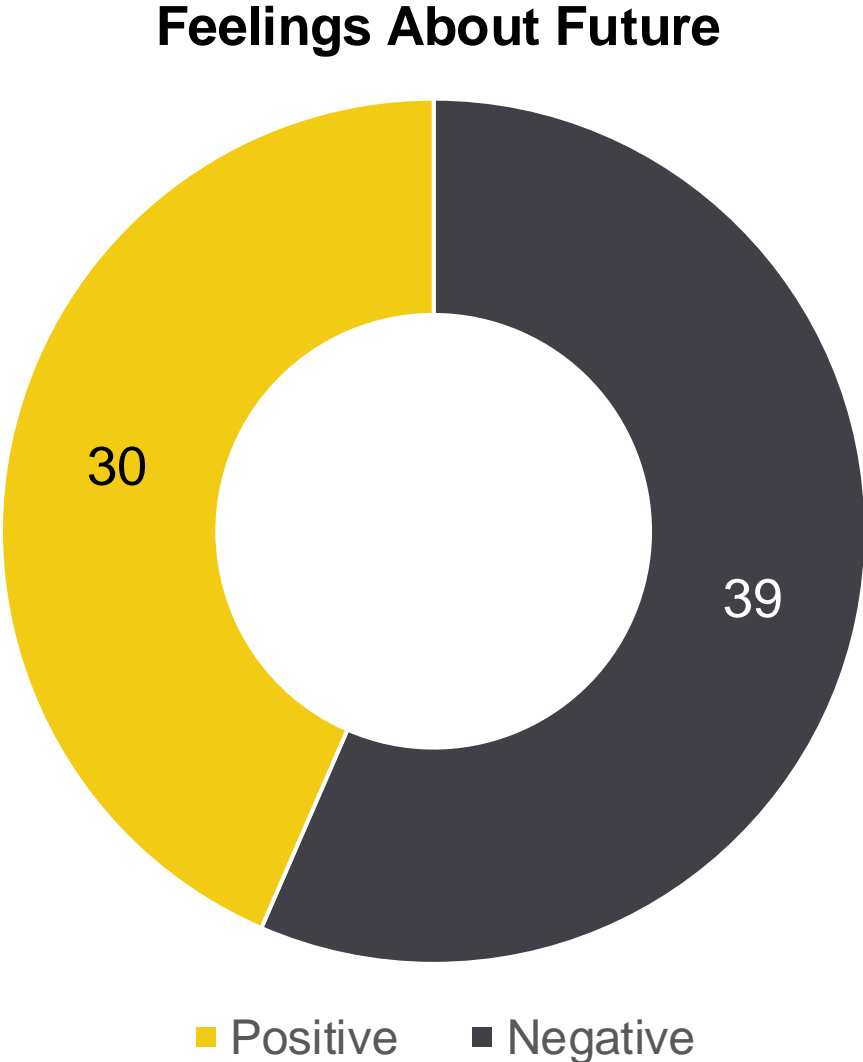
*“A little bit of everything is needed in order to pursue the American dream. Most importantly, hard work. It has to **come out of your effort and hard work to be able to accomplish** the American dream because hard work will definitely get you ahead in life.” – Josue M.*

*“...If you **work very, very hard and sacrifice a lot of things in life it still holds true**, but I feel that **without getting lucky with being born into a well off family, having good connections, or coming upon wealth by luck** then it would come at the cost of very little sleep, poor mental health, and not having very many friends until you reach the goal because you would be so absorbed into work/trying to make money. – RaySean M,*

Leaned more negative with their feelings about the future. Top mentions were fear, clarity or confused.

Positive Emotions

- Certain they will be successful if they remain dedicated and focused - regardless of what life throws at them.
- Confident they will succeed and make their family proud.



Negative Emotions

- Uncertain about their future - not knowing where they will be in the next few months, years, or even 10 years from now
- Worried about staying in their current jobs or industries and not knowing what long-term career path to take
- General nervousness about the fate of the country and world.
- Afraid that I'll never "make it" or get where I want to be.

Future goals include career, financial stability, independence and starting a family

Future Goals



Less overall mentions

Career / Profession

- Get a good job
- Grow in a career
- Start a business

Financial stability + independence

- Not have to worry about finances or budgeting
- Provide for their family
- Desire to get their own place / buy a home
- Desire to get their own car
- Save money

Family + relationships

- Wanting to settle down and start a family
- Not prioritizing relationships, but seeing them as important

Pursue additional education

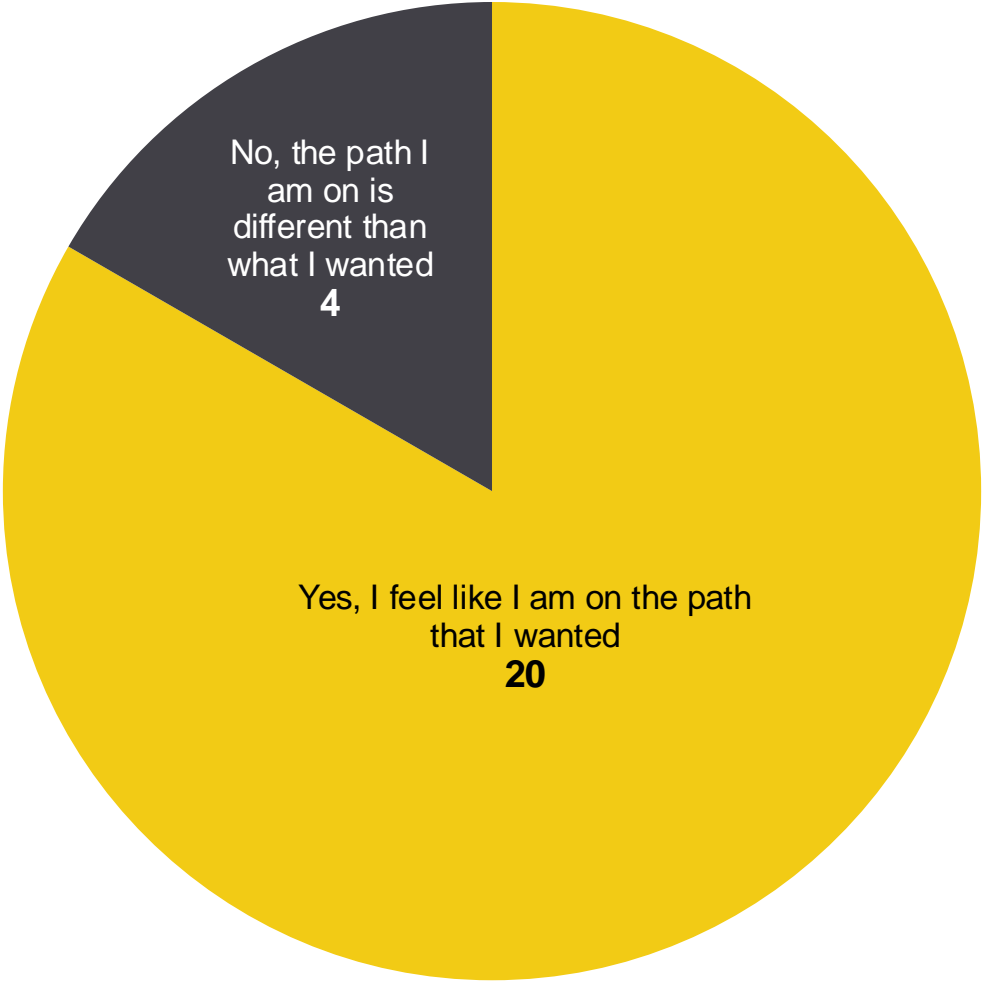
- Go to college and get a degree to help further career
- Determine what to pursue in education

Live a happy + healthy life

- Wanting to travel and experience different places
- Be happy and healthy

Most feel like they are on the path that they wanted (without higher education)

Feelings about Current Path



Why Not Higher Ed

Everyone is Responsible to do the Best With What They Are Given

- Believe most people are not on the path they truly desire, but it is their responsibility to do the best with what they are given

Setbacks

- Setbacks have made their goals harder to reach, such as dropping out of school
- Struggled with mental health issues

Why On Current Path

Making Progress Towards Achieving Goals and taking steps to figure out their next moves

Academic/Professional Success depends on their ability to get good grades, internships, get real-world experience, or having positions available to advance in their career

Personal Growth and Well-being including living life on their own terms and timeline

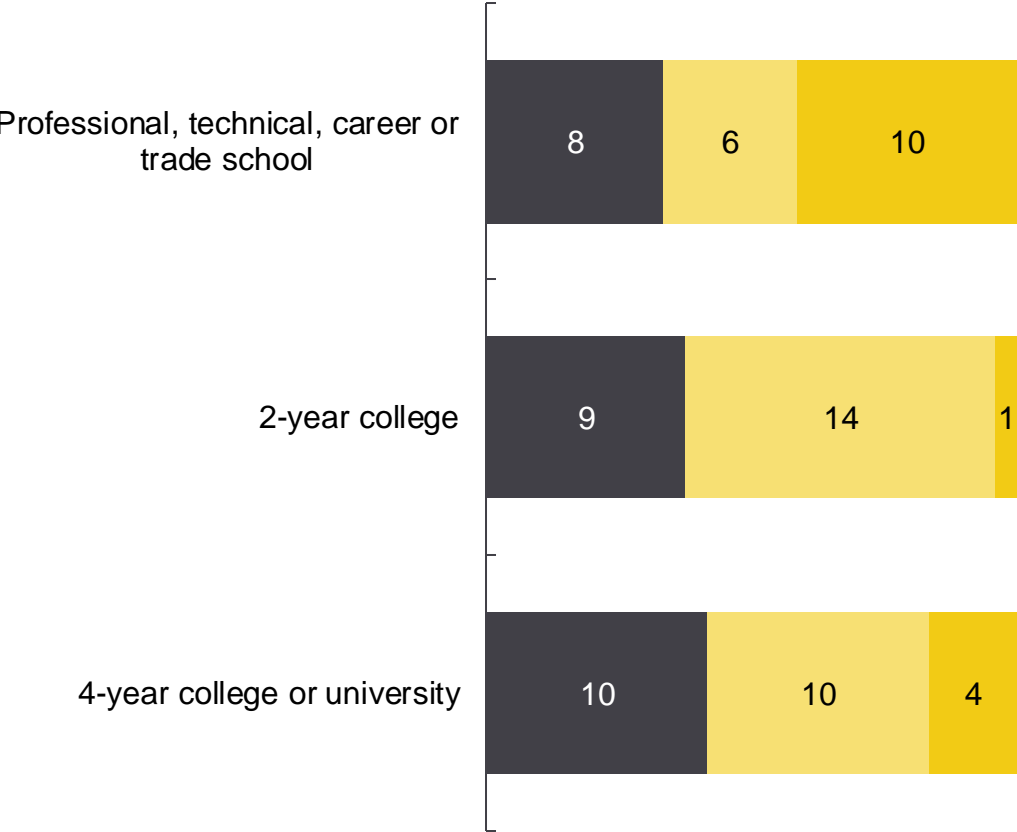
BASE: All BB Respondents (n=24)

D1. Pathway. Thinking about where you are now with your goals, do you feel like you are on the path that you wanted or are you on a path that is different than what you wanted?

If additional education fits into their life, they lean likely toward pursuing 2-year college.

Does Additional Education Fit Into Future Plans?

■ Definitely does not fit ■ Potentially might fit ■ Already considering



Why a 2-Year College?

Career Advancement + Job Opportunities

- Getting a license or attending a program for a job
- Opens up doors / opportunities (can help advance in job, get a better job with more pay)
- Gain extra field knowledge
- Exposes you to all careers

Personal Growth

- Fits with personal goals

Why NOT a 2-Year College?

Not for me

- Additional education just isn't the right path for them or feel they simply don't need it

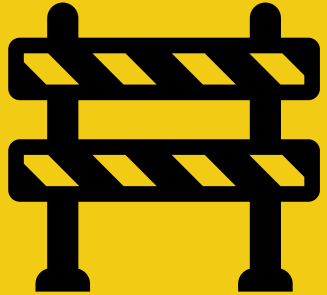
Personal challenges

- Needing to focus on getting a job and making money for their family so simply don't have the time

BASE: All BB Respondents (n=24)

D1. How Education / Training Fits Into Your Future. Education Associations. Do any of the below additional training and education options fit into your plans for the future? If you are considering any of these, what personal goals could this additional education and training help you accomplish?

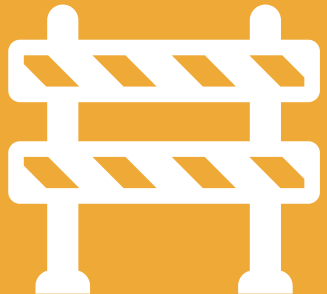
What Stands in the Way of Additional Education



Main reasons for not pursuing additional education were financial or psychological (not ready or concerned about academic success)



Most made the decision NOT to pursue additional education in 12th grade largely due to stress, COVID, costs, lack of guidance, disinterest and transportation issues.



Other barriers include cost, needing a break from school, trying to balance school / work and not knowing a path forward.



To consider pursuing additional education, young males noted they need support, mentorship and guidance and curricular changes in high school.



How to Reach Young Males

- Most couldn't identify the best channels to use to reach them best.
- When asked if they'd be receptive to getting information about higher ed at work they said yes; however, they would need to understand the personal benefits. Those interested will seek out further information, but the benefits must outweigh the cost.
- Messaging must resonate both functionally and emotionally - emphasizing the practical benefits of an Ivy Tech degree (such as flexible course offerings, stackable credits, hands-on experiences) along with the availability of mentorship to help them find their path to align with their aspirations.
- Current messaging about no debt, internships, and readily accessible support must be strengthened to ensure they understand the opportunities available to them (financial aid, help with housing, finding a career path).



Key Insights

- 1 Community college is viewed positively overall and could be an option young males choose if they decide to pursue additional education.
- 2 Ivy Tech was well regarded; however, a majority lack awareness about resources and programs available to them.



Key Insights


- 3 While community college is seen as having value – because it is both shorter and more affordable, there is a need to provide a clear value proposition because most saw it only as a steppingstone to get the foot in the door to a job/career.
- 4 Young males need help understanding financial aid. Many said financial aid information would be most helpful to have when making a decision about additional education since the perceived cost and concerns about debt are major barriers.



Desmond

Key Insights


- 5** Engaging earlier is important - the majority made the decision to **not** pursue additional education late in high school. There is an opportunity to 'break through' in the early high school or middle school to show how Ivy Tech can help them meet their career goals and aspirations for financial independence within the next 5 years.
- 6** Independent mentorship programs may help guide young males based on their interests and passions. Starting at a younger age, a mentor could help mitigate the tension between wanting independence and being too prideful to ask for help as they age.

A man with a beard and a baseball cap is shown from the chest up. He is wearing a red and black plaid shirt. The background is a plain, light-colored wall. A bright circular light source is visible in the upper left corner. The overall lighting is soft and indoor.

Berkley

Key Insights

7 After leaving school, targeted, in person interventions, such as in the workplace, gym, shopping etc. will be key to reaching this group. Personally relevant content and messages that can be shared electronically, pointing them to resources to help figure out what to do and how to build a plan is useful.

A man with a mustache and a dark baseball cap is shown from the chest up. He is wearing a red and black plaid shirt. His eyes are closed, and he has a slight smile. In the upper left corner, there is a large, bright, circular light source, possibly a lamp. The background is a plain, light-colored wall.

Berkley

Indiana State Fair: Wednesday, Aug. 6



THEME: Military & First Responders Day

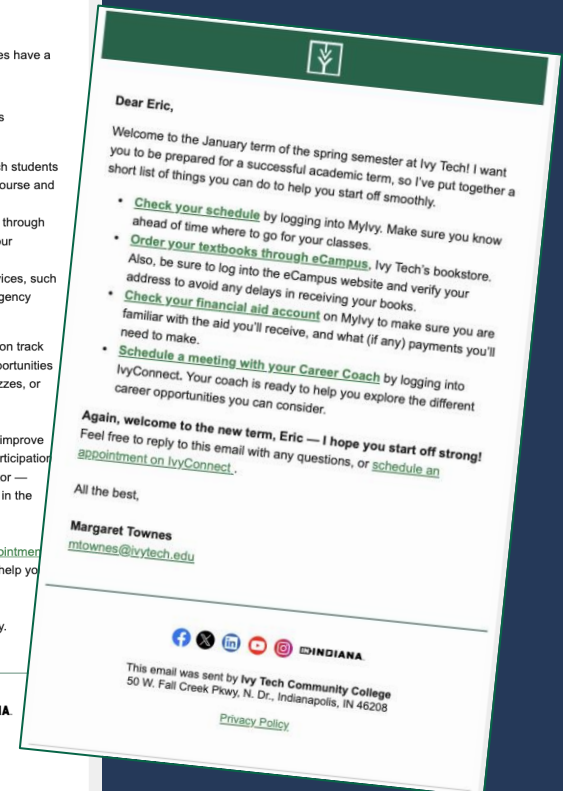
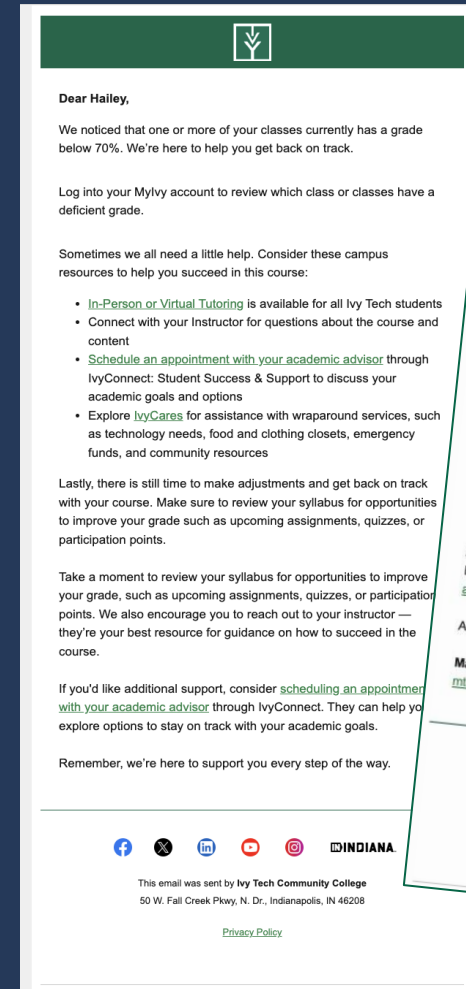
- Ivy Tech will "own" the day at the Indiana State Fair - our branding will be included in the day's programming, PSAs, traditional media, and digital signage.
- ITCC logo will go across all entrance gates and State Fair Boulevard, will be included in Daily Gate Sheets distributed to 45,000–95,000 attendees, on all State Fair Social media promotions reaching over 350,000 followers, and the website.
- We will have direct engagement with fairgoers on State Fair Blvd – we can do demonstrations, activities, handout information and answer questions.

Student Success Retention Communications Pilot



Goal: Leverage the new Student Success module of Salesforce Service Cloud (Ivy Connect) and Salesforce Marketing to deliver timely alerts and notifications to students to increase retention and academic support.

Pilot campuses: Anderson, Columbus, Fort Wayne, Madison, Richmond, and Valparaiso



Student Success Retention Communications Pilot



The pilot features three messages for spring terms:

Welcome Message: Sent on behalf/from the student's academic advisors at term start, providing key info and an invitation to connect.

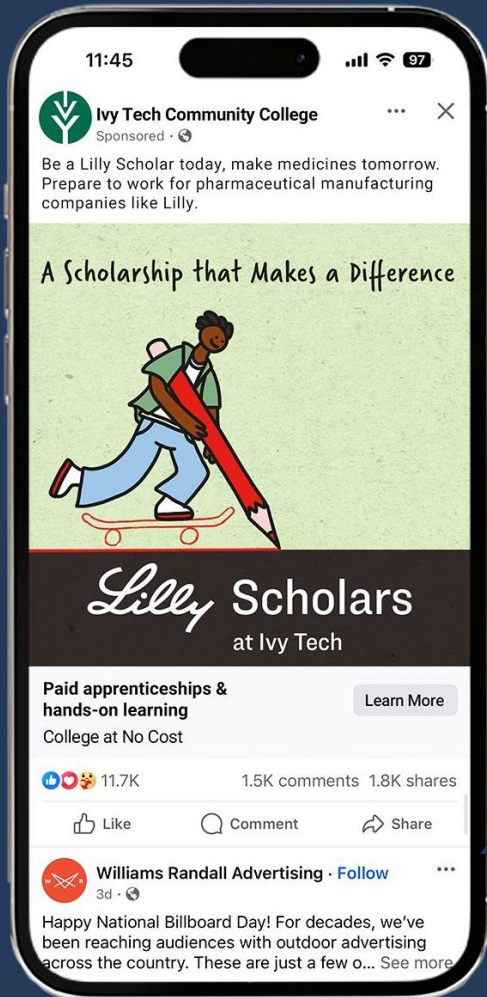
First Class Missed: Notifies students when they miss the first day of a class and suggests connecting with the instructor.

Low Grade Alert: Alerts and provides students with resources when a class drops below 70% and sends congratulations when they improve to above 70%.

- Provides Resources for In-person or Virtual Tutoring
- How to Schedule an Appointment with their Advisor
- Explore IvyCares for Assistance with Wraparound Services

Lilly Scholars Campaign Updates

Sept. 9, 2024 - Jan. 27, 2025



METRICS SUMMARY

Sep 9, 2024 - Jan 27, 2025

> Campaign Started September 9th, 2024
> Date range only available by media week (Monday - Sunday)

Total Spent
\$34,845
⬆ N/A

Impressions
3,975,277
⬆ N/A from previous 141 days

Clicks
39,248
⬆ N/A

CTR
0.99%

CPC
\$0.89



Lilly Scholars Clicks to Apply
666
⬆ N/A

CTA: How to Apply Clicks
1,189
⬆ N/A

CTA: View Details Clicks
1,333
⬆ N/A

CTA: Explore Careers Clicks
551
⬆ N/A

Lilly Scholarship
App Submissions
335
⬆ N/A

Note: Conversions are reporting all GA4 actions taken during the campaign period on these key pages and are not specific to the campaign source.
CTA = Call To Action. Meant to track the call to action buttons on the [landing page](#).

Roche Scholars



Program Purpose: Address the shortage of Medical Laboratory Technicians and Scientists by creating a workforce development pipeline for post-baccalaureate students in life sciences and pre-med tracks.

Earn-and-Learn Model: Employer partners, like Roche Diagnostics, will offer entry-level job placements and tuition support, enabling participants to gain work experience while completing Ivy Tech's Medical Laboratory Technology program.

Marketing Campaign: Roche will provide \$100k for a targeted campaign to recruit post-baccalaureate students interested in Medical Laboratory careers. Reach out to both potential students and employers.



Social Media Video Series



Go Ivy. Do More!

25, 15-30 second vertical reel style videos for use on social media outlets

- Create Sense of Pride
- Student Life
- Academic Prowess
- Next Opportunities
- Student Technology

Social Media Video Series

LinkedIn: IvyInsights



Campaign for Dual Credit & Dual Enrollment Parents/Teachers & Administrators



Objective:

- Encourage enrollment in dual credit/enrollment courses and increase awareness of ITCC options with parents, HS guidance counselors, teachers and administrators.

Platforms:

Google Demand Gen

- Includes ads across YouTube, Google Discover, and Gmail.
- Formats: Shorts, in-feed video, responsive display, carousel.

Facebook/Instagram

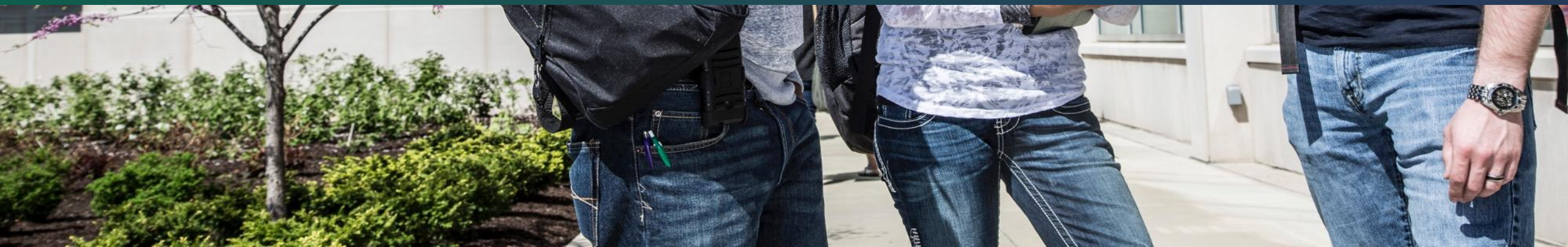
- Reaches a wide audience; Facebook (parents, admins), Instagram (students).
- Targeting: Interests, lists, and job titles.

Timeline & Metrics:

- April–June 2025.
- Estimated Impressions: 1.7 million.



Public Affairs Update



2025 Strategic Communications Plan

Emily Sandberg, AVP of Communications – Systems Office



GOALS



Elevate the College's reputation as a leading higher education institution and workforce engine among priority audiences



Shift misperception of Ivy Tech as a “less than” option to a preferred choice for students and employers



Amplify the College's progress toward achieving its *Higher Education at the Speed of Life* Strategic Plan goals



AUDIENCES

INTERNAL

- All Ivy Tech employees (faculty and staff) across the statewide system

EXTERNAL

- Government officials
- Business leaders and employers
- Community leaders
- Secondary education leaders
- Education influencers



STRATEGY



Develop tools and processes that will equip College leaders and campus communicators to tell a consistent, cohesive story about Ivy Tech

TACTICS

- **Statewide Messaging Library:** Centralized repository for messaging, data, and impact stories with opportunities for localization
- **Standard Operating Procedures for Media Management:** Processes for responding to media inquiries, preparing spokespeople for interviews, staffing interviews for risk management, etc.
- **Ivy Tech Newsroom Revamp:** Centralizing commonly requested media resources



STRATEGY



Ensure a steady and continuous drumbeat of media coverage around the College's strategic goals and priorities

TACTICS

Execute strategically timed public relations campaigns that demonstrate Ivy Tech's impact while capitalizing on awareness months and timely, trending topics

- January: New Year, New Skills
- April: Community College Month
- May: Commencement Season: Indiana's Credential and Completion Leader
- June/July: Introduction of Ivy Tech's 10th President
- August: Back to School – K14 Outcomes
- September: Workforce Development Month



STRATEGY



Effectively leverage internal audiences to enhance visibility and reputation

TACTICS

- **Employee LinkedIn Workshop:** Educate employees on best practices for posting, engaging, and analytics and curate shareable content and post templates
- **Media and Presentation Training:** Train subject matter experts to carry key messages in media interviews and presentations and avoid common pitfalls
- **Crisis Communications Tabletop Exercises:** Improve crisis response through structured, scenario-based activities



MEASUREMENT

DIRECT MEASUREMENT

- Quality of media mentions
- Key message dispersement
- Number of media mentions
- Media sentiment
- Share of voice
- Potential reach
- Social media engagement
- Earned traffic
- Pitch open & click rates

INDIRECT MEASUREMENT

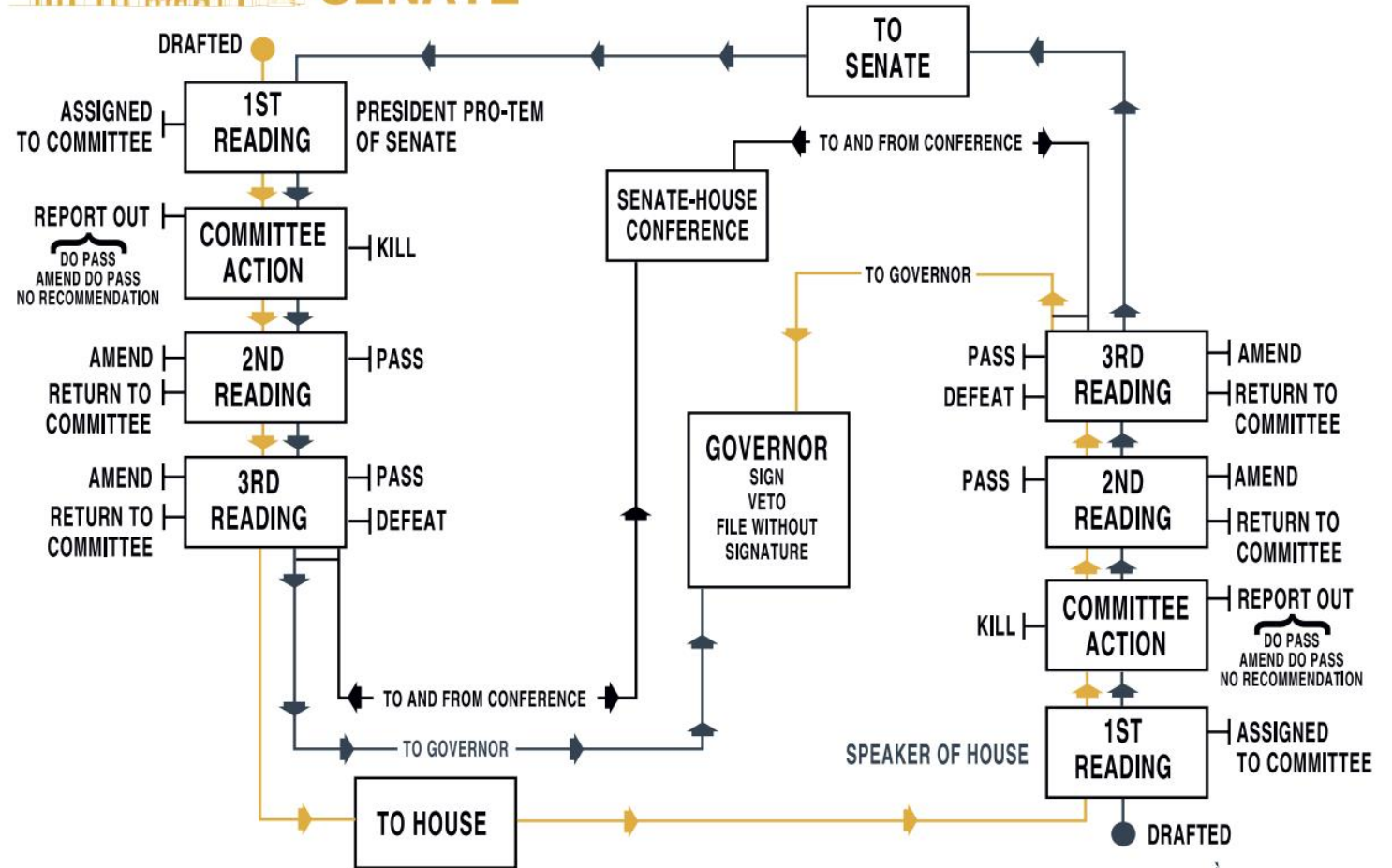
- Increase in enrollment
- Increase in employer partners
- Community engagement survey results
- Industry recognitions and awards



The Legislative Process



SENATE



HOUSE



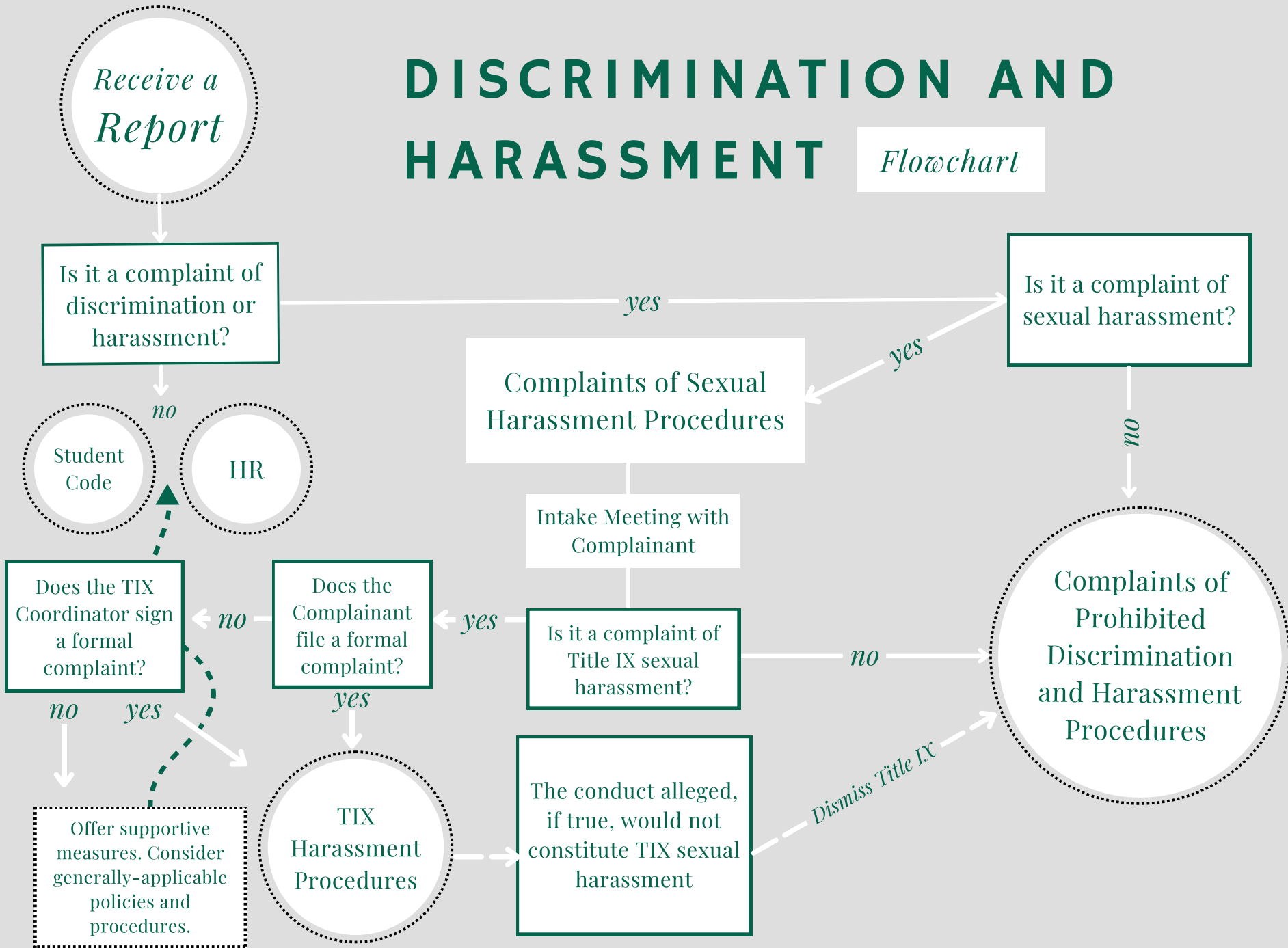
Statehouse Update

- Jan. 8: General Assembly convened
- Jan. 14: Ivy Tech budget presentation to House Ways & Means Committee
- Jan. 16: Gov. Braun announced budget
- End of February: House budget released
- March 1: Bills switch chambers
- Early March: Ivy Tech budget presentation to Senate Appropriations Committee
- April: Senate budget released
- April 24: Sine die



DISCRIMINATION AND HARASSMENT

Flowchart



Title IX

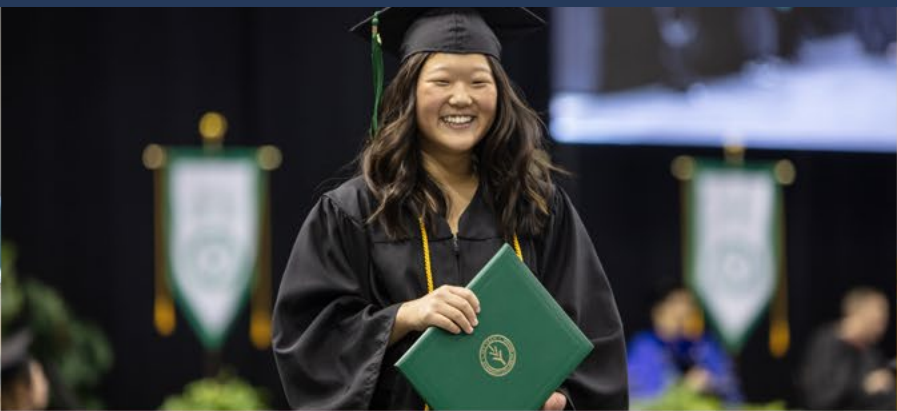


THANK YOU



IVY TECH

COMMUNITY COLLEGE



IVY TECH
COMMUNITY COLLEGE

HIGHER EDUCATION at the *SPEED OF LIFE*





Building, Grounds, Capital Committee

Amanda Wilson, Vice President for
Capital Planning and Facilities

AGENDA

1 Lafayette Campus, Janitorial Contract



Lafayette Campus, Janitorial Contract



Contract

- Address: Lafayette Service Area
- Scope: Cleaning services
- Lowest and Best bidder: Nishida
- Details: 3-year contract
 - Annual cost \$644,400
 - Total contract value \$1,933,200

THANK YOU!



IVY TECH

COMMUNITY COLLEGE

**IVY TECH COMMUNITY COLLEGE OF INDIANA
SPONSORED PROGRAMS FUNDS
Newly Established Awards and Supplemental Funding: November 1, 2024 - December 31, 2024**

Award ID	Lead Campus Unit	Lead Unit Cost Center	Award Title	Award Type	Direct Sponsor	Direct Sponsor Type	Prime Sponsor	Prime Sponsor Type	Award Total	Award - Direct Costs	Award - Indirect Costs	Revenue Type	Award Start Date	Award End Date	Competitive	Award Notification Date
NEWLY ESTABLISHED AWARDS																
AW100525	B108 Lafayette	Energy Technology - Lafayette	Lafayette_Nuclear Research Infrastructure Revitalization 2024-2026_Purdue University_US Department of Energy	Pass thru	Trustees of Purdue University	Higher Education	United States Department of Energy	Federal	182,572	136,170	46,402	Federal Grants and Contracts	8/1/2024	7/31/2028	Yes	5/20/2024
AW100526	B106 Fort Wayne	School of Advanced Manufacturing Engineering & Applied Science Office - Fort Wayne	Fort Wayne_Metallica Scholars 2024-2025_American Association of Community Colleges (AACCC)	Pass thru	Ivy Tech Foundation Inc	Private	All Within My Hands Foundation	Private	75,000	69,000	6,000	Nongovernment Grants and Contracts	7/1/2024	6/30/2025	Yes	7/23/2024
AW100527	B146 Systems Office	Vice President of Academic Affairs Office - Systems Office	Systems Office_Strada Dual Credit 2024_Commission for Higher Education (CHE)_Strada Education Foundation	Pass thru	Indiana Commission for Higher Education	State	Strada Education Network	Private	250,000	250,000	-	Nongovernment Grants and Contracts	9/1/2024	12/31/2024	No	10/3/2024
AW100529	B129 Columbus	School of Advanced Manufacturing Engineering & Applied Science Office - Columbus	Columbus_Green2Gold 2024-2026_Cummins	Pass thru	Ivy Tech Foundation Inc	Private	Cummins Inc	Private	152,400	152,400	-	Nongovernment Grants and Contracts	9/1/2024	7/1/2026	Yes	10/4/2024
AW100530	B124 Indianapolis	Biotechnology - Indianapolis	Indianapolis_Heartland BioWorks BioTrain 2024-2029_Applied Research Institute (ARI)_US Department of Commerce	Pass thru	Applied Research Institute Inc.	Private	US Dept of Commerce Economic Development Administration	Federal	2,112,146	1,670,365	441,781	Federal Grants and Contracts	10/1/2024	9/30/2029	Yes	11/6/2024
AW100531	B116 Muncie	Vice Chancellor of Student Success Office - Muncie	Muncie_Substance Abuse Prevention_Indiana Family and Social Services Administration (FSSA)_US Department of Health and Human Services	Pass thru	Indiana Family and Social Services Administration	State	US Department of Health and Human Services (DHHS)	Federal	156,375	135,978	20,397	Federal Grants and Contracts	7/1/2023	6/30/2025	Yes	4/4/2023
AW100532	B112 Kokomo	College Development Office - Kokomo	Kokomo_Smart Manufacturing Digital Integration (SMDI) and Battery Training Camp 2024-2025_Duke Energy Foundation	Pass thru	Ivy Tech Foundation Inc	Private	Duke Energy Foundation	Private	10,000	10,000	-	Nongovernment Grants and Contracts	5/1/2024	5/1/2025	Yes	5/22/2024
AW100533	B116 Muncie	College Development Office - Muncie	Muncie_Researching 21st Century Scholars 2024-2025_George and Frances Ball Foundation	Pass thru	Ivy Tech Foundation Inc	Private	George and Francis Ball Foundation	Private	2,000	2,000	-	Nongovernment Grants and Contracts	10/21/2024	12/31/2025	Yes	10/24/2024
AW100534	B141 Sellersburg	Facilities Office - Sellersburg	Sellersburg_READI Road Entrance_Our Southern Indiana Regional Development Authority 2024-2026_US Dep of Treasury	Pass thru	Our Southern Indiana Regional Development Authority	Local Government	US Department of the Treasury	Federal	696,000	696,000	-	Federal Grants and Contracts	11/6/2024	9/30/2026	Yes	11/6/2024
AW100535	B124 Indianapolis	Health Sciences School Office - Indianapolis	Indianapolis_Acadicus Lab Virtual Reality Simulator Center 2024-2025_Healthcare Initiatives	Pass thru	Ivy Tech Foundation Inc	Private	Healthcare Initiatives Inc.	Private	25,000	25,000	-	Nongovernment Grants and Contracts	11/20/2024	12/31/2025	Yes	11/6/2024
AW100536	B104 South Bend/Elkhart	College Development Office - South Bend/Elkhart	South Bend/Elkhart_Ivy Cares Laptop Loaning Program 2024-2025_Florence V. Carroll Charitable Trust	Pass thru	Ivy Tech Foundation Inc	Private	Florence V. Carroll Charitable Trust	Private	25,000	25,000	-	Nongovernment Grants and Contracts	9/15/2024	6/30/2025	Yes	12/9/2024
Subtotal, New Award Funding									3,686,493	3,171,913	514,580					
SUPPLEMENTAL FUNDING																
AW100404	B146 Systems Office	Vice President of Academic Affairs Office - Systems Office	Systems Office_Center for International Business Education and Research (CIBER) 2022-2026_Indiana University (IU)_US Department of Education (US DOE)	Pass thru	Indiana University	Higher Education	US Department of Education	Federal	8,165	7,560	605	Federal Grants and Contracts	10/1/2022	9/30/2026	Yes	7/28/2023
AW100428	B116 Muncie	Industrial Technology (INDT) - Muncie	Muncie_SACA Collaboration Program 2024_Caterpillar Foundation	Pass thru	Ivy Tech Foundation Inc	Private	Caterpillar Foundation	Private	45,000	37,500	7,500	Nongovernment Grants and Contracts	1/1/2024	12/31/2025	Yes	12/15/2023
AW100445	B124 Indianapolis	Nina M. Pulliam - Indianapolis	Indianapolis_Nina Mason Pulliam Legacy Scholars grant_2023-2028_Nina Mason Pulliam Charitable Trust	Pass thru	Ivy Tech Foundation Inc	Private	Nina Mason Pulliam Charitable Trust	Private	450,000	450,000	-	Nongovernment Grants and Contracts	7/1/2023	6/30/2028	Yes	6/20/2023
Subtotal, Supplemental Funding on Existing Awards									503,165	495,060	8,105					
TOTAL NEW AND SUPPLEMENTAL FUNDING, THIS PERIOD									4,189,658	3,666,973	522,685					
									<i>Competitive</i>	3,939,658	3,416,973	522,685				
									<i>Non-Competitive</i>	250,000	250,000	-				

	Payment	Payment Date	Invoices Paid
1	Ad Hoc Bank Transaction: Vendor 11/06/2024	11/6/2024	
1			
2	Ad Hoc Bank Transaction: Vendor 11/07/2024	11/7/2024	
2			
3	Ad Hoc Bank Transaction: Vendor 11/13/2024	11/13/2024	
3			
4	Ad Hoc Bank Transaction: General 11/14/2024	11/14/2024	
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5	Ad Hoc Bank Transaction: Vendor 11/14/2024	11/14/2024	
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6	Ad Hoc Bank Transaction: Vendor 11/14/2024	11/14/2024	
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7	Ad Hoc Bank Transaction: General 11/15/2024	11/15/2024	
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8	Ad Hoc Bank Transaction: Vendor 11/15/2024	11/15/2024	
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9	Ad Hoc Bank Transaction: Vendor 11/20/2024	11/20/2024	
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10	Ad Hoc Bank Transaction: Vendor 11/22/2024	11/22/2024	
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11	Ad Hoc Bank Transaction: Vendor 11/26/2024	11/26/2024	
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12	Ad Hoc Bank Transaction: General 11/26/2024	11/26/2024	
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13	Ad Hoc Bank Transaction: Vendor 11/27/2024	11/27/2024	
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14	Ad Hoc Bank Transaction: Vendor 11/27/2024	11/27/2024	
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15	Ad Hoc Bank Transaction: General 11/01/2024	11/1/2024	
15			
16	Ad Hoc Bank Transaction: General 11/08/2024	11/8/2024	
16			
17	Ad Hoc Bank Transaction: General 11/18/2024	11/18/2024	
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18	Ad Hoc Bank Transaction: General 11/18/2024	11/18/2024	
18			
19	Ad Hoc Bank Transaction: General 11/21/2024	11/21/2024	

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Ad Hoc Bank Transaction: General 11/25/2024	11/25/2024	
Ad Hoc Bank Transaction: Vendor 11/15/2024	11/15/2024	
Supplier Payment: DC Construction Services Inc: 11/01/2024	11/1/2024	446114.29 -
Supplier Payment: Electric Plus Inc: 11/01/2024	11/1/2024	138572.04 -
Supplier Payment: Lucidia IT LLC: 11/05/2024	11/5/2024	166469.34 -
Supplier Payment: Electric Plus Inc: 11/05/2024	11/5/2024	197057.36 -
Supplier Payment: BPTS LLC - Remit-To: BPTS (Telemon) Integeration:	11/5/2024	181162.91 -
Supplier Payment: Bane-Welker Equipment LLC: 11/06/2024	11/6/2024	150000 -
Supplier Payment: IN/KY/OH Council of Carpenters Joint Apprenticeship	11/8/2024	16625.84 -
Supplier Payment: Officeworks LLC: 11/08/2024	11/8/2024	109351.1 -
Supplier Payment: Blackmore & Buckner Roofing LLC: 11/12/2024	11/12/2024	176767.57 -
Supplier Payment: BPTS LLC - Remit-To: BPTS (Telemon) Integeration:	11/12/2024	136688.29 -
Supplier Payment: Blackmore & Buckner Roofing LLC: 11/13/2024	11/13/2024	182190.92 -
Supplier Payment: Dell: 11/14/2024	11/14/2024	1275 -
Supplier Payment: OwnBackup Inc: 11/15/2024	11/15/2024	143325.6 -
Supplier Payment: Blackboard Inc: 11/21/2024	11/21/2024	370833.32 -
Supplier Payment: BPTS LLC - Remit-To: BPTS (Telemon) Integeration:	11/21/2024	146850.65 -
Supplier Payment: IN/KY/OH Council of Carpenters Joint Apprenticeship	11/22/2024	119028.49 -
Supplier Payment: Gordon M Buitendorp Associates Inc: 11/26/2024	11/26/2024	114815 -

39	Supplier Payment: EFC Trade Inc.: 11/26/2024	11/26/2024 19475 -
39		
40	Supplier Payment: Beane Enterprises LLC: 11/27/2024	11/27/2024 101386.96 -
40		
41	Supplier Payment: Glenroy Construction Co Inc: 11/27/2024	11/27/2024 23503.12 -
41		
42	Supplier Payment: BPTS LLC - Remit-To: BPTS (Telemon) Integeration:	11/29/2024 147907.86 -
42		
43	Supplier Payment: Larson-Danielson Construction Co Inc: 11/06/2024	11/6/2024 603553.85 -
43		
44	Supplier Payment: A Book Company, LLC: 11/12/2024	11/12/2024 -42845.34 -
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53		

51,492,582.92

Reference/Check Number or Ad Hoc Bank Transaction	Payee	Amount in Payment Currency	Section
AHBT129305	Anthem Claims & Admin Fees 10/25/24 - 10/31/24 &	975,920.41	I
AHBT129375	CVS Claims 10/24/24 - 10/31/24	468,719.26	I
AHBT129786	HSA Remit 11/15/24	140,628.70	I
AHBT129901	Transamerica 403b Remit 11/15/24	1,462,582.71	I
AHBT129904	ADP Tax Remit 11/15/24	3,302,397.88	I
AHBT129910	Anthem Claims 11/01/24 - 11/07/24	1,136,971.22	I
AHBT130032	Life, LTD & STD Remit 10/2024	141,569.19	I
AHBT130038	CVS Claims 11/01/24 - 11/07/24	554,301.16	I
AHBT130414	Anthem Claims 11/08/24 - 11/14/24	849,435.32	I
AHBT130632	CVS Claims 11/08/24 - 11/15/24	466,517.67	I
AHBT130842	ADP Tax Remit 11/27/24	3,363,069.55	I
AHBT130844	Transamerica 403b Remit 11/27/24	1,471,245.30	I
AHBT131006	HSA Remit 11/27/24	139,430.86	I
AHBT131010	Anthem Claims 11/15/24 - 11/21/24	994,145.24	I
AHBT128834	Lake City Wire	532,000.00	II
AHBT129512	Lake City Wire	241,000.00	II
AHBT130107	Lake City Wire	4,000,000.00	II
AHBT130110	Fifth Third Wire	20,210,000.00	II
AHBT130467	Fifth Third Wire	5,744,000.00	II

AHBT130681	Fifth Third Wire	276,000.00 II
AHBT130039	Voya Stop Loss Remit 10/2024	201,609.30 III
468762	DC Construction Services Inc	446,114.29 III
468650	Electric Plus Inc	138,572.04 III
468961	Lucidia IT LLC	166,469.34 III
468924	Electric Plus Inc	197,057.36 III
468966	BPTS LLC - Remit-To: BPTS (Telemon) Integeration	181,162.91 III
469044	Bane-Welker Equipment LLC	150,000.00 III
469330	IN/KY/OH Council of Carpenters Joint Apprenticeship and	235,661.45 III
469377	Officeworks LLC	109,351.10 III
479120	Blackmore & Buckner Roofing LLC	176,767.57 III
479108	BPTS LLC - Remit-To: BPTS (Telemon) Integeration	136,688.29 III
479282	Blackmore & Buckner Roofing LLC	182,190.92 III
479325	Dell	110,169.95 III
479441	OwnBackup Inc	143,325.60 III
480144	Blackboard Inc	370,833.32 III
480109	BPTS LLC - Remit-To: BPTS (Telemon) Integeration	146,850.65 III
480191	IN/KY/OH Council of Carpenters Joint Apprenticeship and	142,062.72 III
490005	Gordon M Buitendorp Associates Inc	186,722.50 III

489985	EFC Trade Inc.	100,660.00 III
490145	Beane Enterprises LLC	101,386.96 III
490138	Glenroy Construction Co Inc	103,549.82 III
490320	BPTS LLC - Remit-To: BPTS (Telemon) Integeration	147,907.86 III
469141	Larson-Danielson Construction Co Inc	603,553.85 IV
479134	A Book Company, LLC	543,980.65 IV

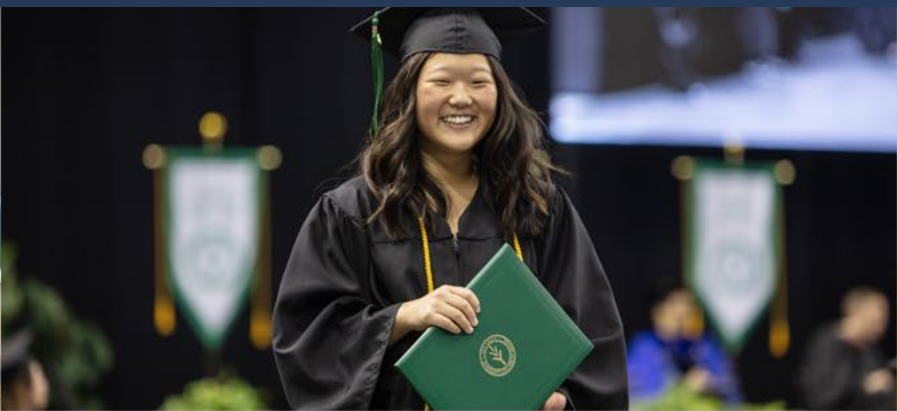


15,466,934.47

31,003,000.00

3,875,113.95

1,147,534.50



IVY TECH
COMMUNITY COLLEGE

HIGHER EDUCATION at the *SPEED OF LIFE*



Employer Spotlight

Dedric Day
Senior Director,
Strategic Talent
Partnerships
Eli Lilly and Company



Lilly Scholars
at Ivy Tech

Presentation to Ivy Tech Board of Trustees

06FEB2025

Background

Strategic Partnerships to Prepare for the Future

Benefits of Strategic Partnership

Powered by purpose to **“Make Life Better”** for our patients, we want to extend our reach into our surrounding communities in Indiana by **creating a partnerships to develop a diverse next generation of talent**



Create Opportunities to Improve lives in our Community



Advance Social Justice and Accessibility for Education



Create Employment and Internship Opportunities



Further Develop and Upskill Existing Employees

Partnership will consist of a significant investments to support those goals

Indiana needs:

- Combat “brain drain”
- Support existing business
- Attract new business

Lilly critical needs:

- RTP- North Carolina
- Concord- North Carolina
- Lebanon Plant 1- Indiana
- Lebanon Plant 2- Indiana
- Alzey, Germany
- Kenosha, Wisconsin
- Additional Expansion
- Expansion/Attrition in Indianapolis (LTC)

Why Ivy Tech?

- Largest Singly Accredited Community College in U.S.
- Student Demographic
- Proximity to Strategic Investments
- Degree Offerings

Apr 17, 2023

IVY TECH COMMUNITY COLLEGE AND ELI LILLY AND COMPANY (NYSE: LLY) ADVANCE EQUITABLE, WORKFORCE-ALIGNED EDUCATION PATHWAYS THROUGH LILLY SCHOLARS PROGRAM

Program The \$15 million investment over the next five years supports first generation and low-income students pursuing quality and pharmaceutical manufacturing-related career pathways



Talent Eco-System Overall Strategy

Talent Eco-System 1.0:

- **Infrastructure:**
 - Biopharma Science and Technology Lab
 - Ivy Tech Manufacturing Innovation Training Center
- **High School:**
 - Lilly Pathfinders
- **Post Secondary:**
 - Lilly Scholars
- **Lilly Employee Upskilling:**
 - Tailored Curricula for Onboarding with New Facilities
 - Additional Lilly Employee Access via \$10,000 of tuition reimbursement

Talent Eco-System 2.0 (self-sustaining):

- Heartland BioWorks at 16 Tech (Biotech Hub)
- LEAP Training and Discovery Center



Lilly **Scholars**
at Ivy Tech



Accomplishments

Lilly Scholars at Ivy Tech

Scholars:

- 215 Lilly Scholars (and growing!!!)
- 3 Full Time Hires
- 6 “Earn and Learn” Operations Apprenticeships

Infrastructure

- Biopharma Science and Technology Lab- Ivy Tech Indy (Operational 18MAR)
- Ivy Tech Manufacturing Innovation Training Center-16 Tech (Operational 19AUG)

Lilly Pathfinders

- 4 Schools Onboard for 24-25 School Year (VCP, McKenzie Center, WEBO, Frankfort)
- 2 School onboard for 25-26 School Year (Crispus Attucks, Scecina)

Internal:

- Upskilling Pilot Executed in IDAP- 11 enrolled in coursework
- Tailored Curricula for LP-1
- Ivy Tech Alumni Community Created in Viva Engage

Heartland BioWorks hub (Biotech Hub)

- Indiana Awarded \$51M

Lilly Scholars at Ivy Tech



....and much more!

Insights: 1.5-year reflection

- Strengths:
 - Strong Partnership
 - Committed Leadership/Joint Steering Committee
 - Cohesive team, understands goals of program, representing brand of program externally
 - Students with Life Experiences
 - Strong feedback from apprenticeship and full-time hires
 - Willingness to Listen and Adjust
 - Marketing strategy
 - Focus on majors and counties
- Opportunities:
 - Experience Consistency Across Campuses
 - Earlier Benchmarking with “Best-in-Class” or Applicable Trade Groups
 - Pick 2 to 3 top employer sectors and be the best in the nation at it
 - Build on strong relationship with places like SJCC in Texas and Wake Tech in North Carolina
 - Targeted advertisement of product to employers
 - Example: Industry peers have a lack of knowledge of Biotech program
 - Playbook for replication of partnership

The story of one of our scholars



Lilly

Scholars

at Ivy Tech

Manufacturing Innovation Training Center Opens in the 16 Tech District



Ivy Tech Manufacturing and Training Center supported by Eli Lilly and Company

- 4.7K SQFT biopharma manufacturing training center
- Meeting Lilly's workforce needs to make new blockbuster medicines



NURSING AT IVY TECH

INCREASING QUANTITY

900+ ENROLLMENT INCREASE IN 2 YEARS

IMPROVING QUALITY

91% NCLEX-RN PASS RATE & 97%
NCLEX-PN PASS RATE IN 2024



1 IN 3

INDIANA REGISTERED
NURSES IS AN IVY
TECH GRAD



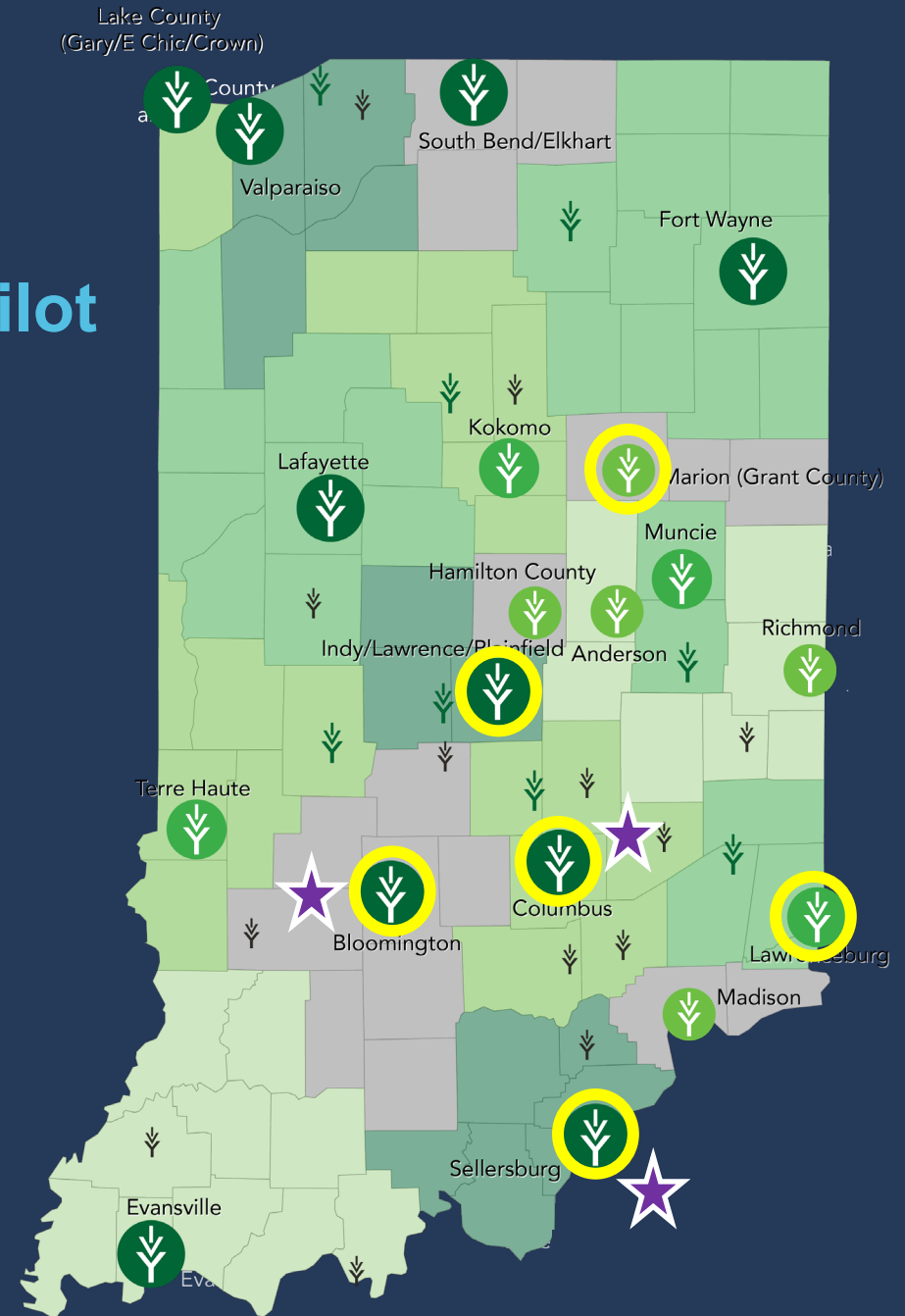
Fueling Indiana's Public & Military Service Talent Pipeline

Summer 2025: IVYT Public Service Pilot Campuses

- Bloomington
- Columbus
- Indianapolis
- Lawrenceburg
- Marion
- Sellersburg

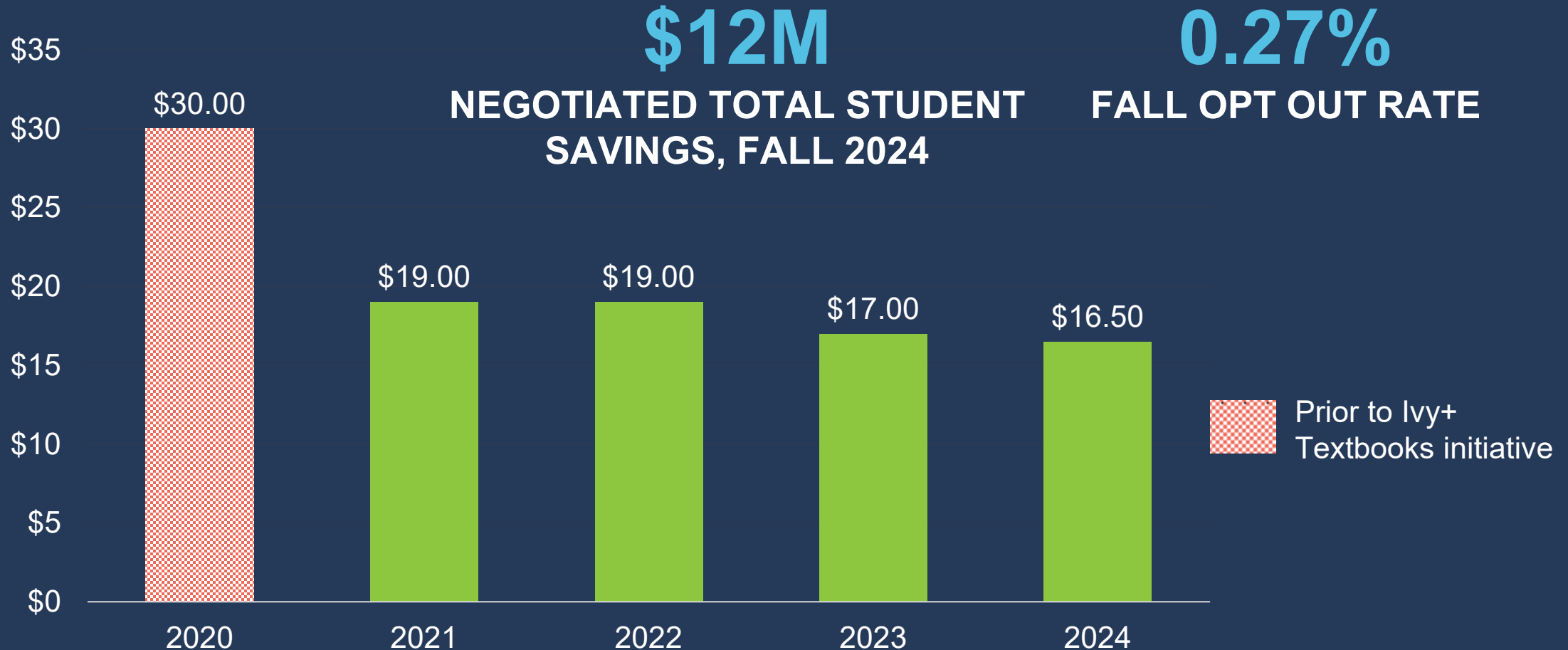
Fall 2025: ETC Pilot Campuses

- Bloomington (US Air Force)
- Columbus (US Army)
- Sellersburg (US Army)



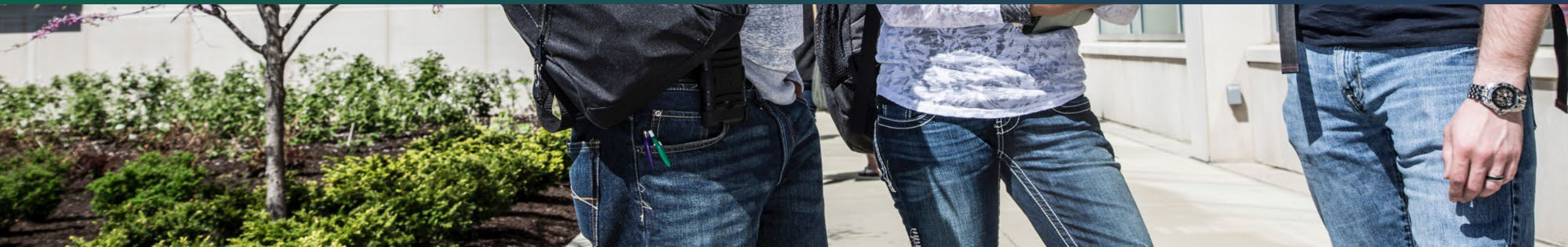
Ivy+ Textbooks Fall 2024 Impact

Per Credit Hour Fee





School Spotlights



February School Spotlight

School of Health Sciences



March School Spotlight

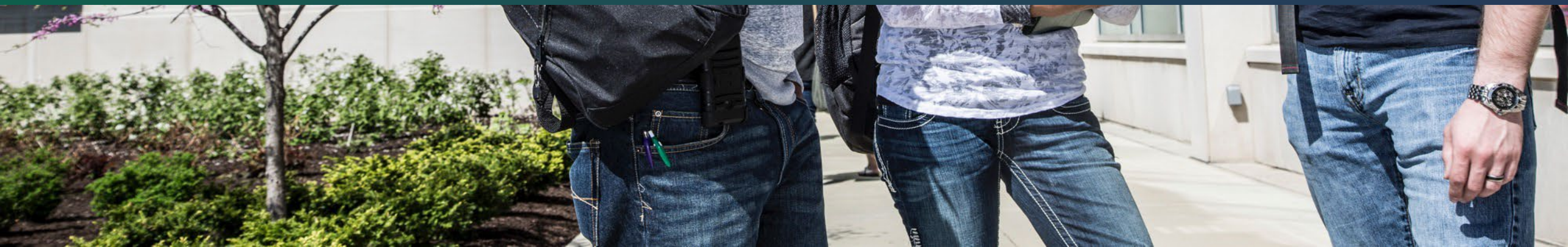
School of Public Affairs & Social Services

- **Sellersburg:** Expanding Homeland Security program in partnership with Prosser Career Center
- **Lafayette:** Observing Criminal Justice Day
- **Indianapolis:** Creating Legal Studies dual credit and licensure pathways for Allied Legal Professional and Community Justice Workers
- **Kokomo:** Launching a Registered Behavioral Technician training program this year
- **Statewide:** Finalizing credit crosswalk for ASPIN Certified Community Health Worker credential





Strategic Plan Update



**Operational
Excellence**



**Teaching &
Learning**



**Student
Experience**



**Workforce &
Careers**



Strategic Plan Goals

Advisory Board Update

Teaching & Learning
Promote effective teaching
and learning throughout
the college.



GOAL ONE:
**TEACHING
& LEARNING**

Teaching and Learning at Ivy Tech involves everyone – students, faculty, staff, and administration. We are a community of learners that strives for equity, innovation, and growth while fostering a sense of curiosity and belonging.

Goal 1 Advisory Board Update

Timely Data for Faculty

- Collecting information from faculty on relevant data and use cases
- Create a real-time data dashboard

Access to Critical Faculty Resources

- Equip faculty with resources to help them continue to grow in their teaching and learning efforts



Strategic Plan Metrics



“This collective effort not only strengthens us as educators but also ensures that every student at Ivy Tech has the tools and opportunities they need to succeed. Together, we are shaping a brighter future for our students, our communities, and the workforce.”

Dr. Rebecca Conley

Dean for Teaching & Learning
Ivy Tech Richmond



Strategic Plan Metrics



50,000
ANNUAL
COMPLETIONS

5% INCREASE
IN STUDENT
RETENTION



INCREASE
ENROLLMENT
TO **190,000**

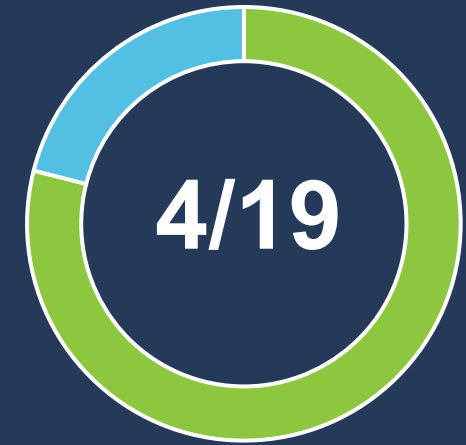


60% OF GRADS
EARNING ABOVE
MEDIAN WAGE

Strategic Plan Metrics

2024-25

Data as of 2/6/25



Target: 185,000



Total Enrollment

194,618



Congratulations!

Campuses That Met their 2024-25 Total Enrollment Goal

**Columbus
Hamilton County
Indianapolis
Sellersburg**



Strategic Plan Metrics

2024-25

Data as of 2/6/2025



Fall-to-Spring Retention

Target: 73%

72%



Congratulations!

Campuses That Met 2024-25 Statewide Fall-to-Spring Retention Goal

Columbus

Evansville

Hamilton County

Kokomo

Lafayette

Lawrenceburg

Madison

Marion

Terre Haute

Valparaiso



Strategic Plan Metrics

2024-25

Data as of 2/6/25



Completions

Target: 50,000

14,763

*Finalization Date:
October 1, 2025*



KPIs

FY 2025



FTE



Financials



Fundraising

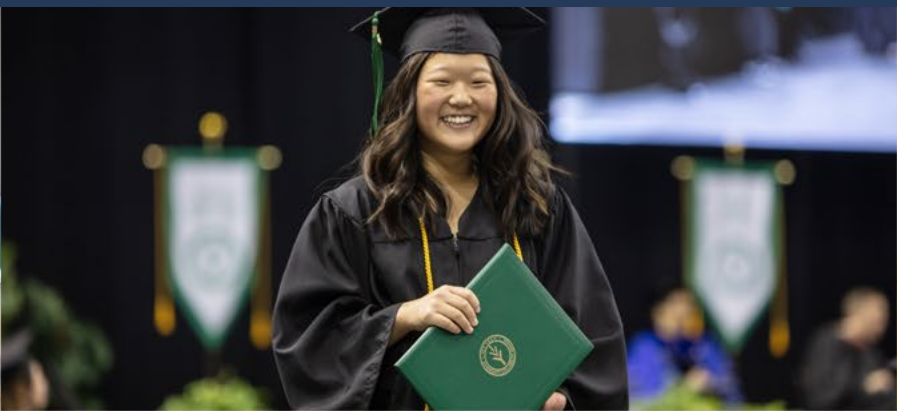


Employee Engagement



Community Survey





IVY TECH
COMMUNITY COLLEGE

HIGHER EDUCATION at the *SPEED OF LIFE*



APPOINTMENT OF CAMPUS BOARD TRUSTEES

RESOLUTION NUMBER 2025-04

WHEREAS, the Ivy Tech Community College Campus Boards of Trustees of the South Bend/Elkhart (“Campus Boards”) have recommended individuals to serve on their Campus Boards; and

WHEREAS, pursuant to Indiana Code (“IC”) 21-22-6-2 and 6-3, the campus trustees must be appointed by the Ivy Tech Community College State Board of Trustees (“State Board”); and

WHEREAS, the Campus Boards affirms that the recommended candidates meet all the attributes and expectations delineated in Resolution Number 2008-53 and IC 21-22-6-3; and

WHEREAS, the Campus Boards request the State Board appoint those recommended individuals listed on Exhibit A to their respective campus boards,

NOW THEREFORE BE IT RESOLVED, the State Board appoints those individuals listed on Exhibit A as campus trustees for Ivy Tech Community College of Indiana –South Bend/Elkhart effective immediately.

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

Andrew Wilson, Chair

Michael Dora, Secretary

Dated February 6, 2025

Exhibit A
Resolution 2025-04

SOUTH BEND/ELKHART CAMPUS

<u>Name</u>	<u>Constituency</u>	<u>Expiration of Term</u>
Breanna Allen	At Large	6/30/2028
Radharani "Radi" Johnson	Commerce	6/30/2028