

Establishing Policy Required under Senate Enrolled Act 202-2024

RESOLUTION NUMBER 2024-53

WHEREAS, the Indiana General Assembly passed Senate Enrolled Act 202-2024, which establishes 39.5 as a new chapter of Indiana Code under Title 21 and that requires the Ivy Tech Community College State Board of Trustees (“Board”) to adopt policies related to promotion, employment, and complaints for the College; and

WHEREAS, the state statute related to faculty promotions is Indiana Code 21-39.5-2-1; and

WHEREAS, the state statute related to faculty contract renewal, bonuses, and reviews and performance assessments is Indiana Code 21-39.5-2-3; and

WHEREAS, the code related to complaints is Indiana Code 21-39.5-2-4; and

WHEREAS, the Indiana Code 21-39.5-2-6 allows the Board to delegate the responsibility of conducting faculty reviews, promotions, and addressing complaints related to this code to the College administration; and

WHEREAS, the College has established an Academic Support and Operations group that makes recommendations regarding academic policy for the College that are published in an Academic Support and Operations Manual (ASOM); and

WHEREAS, the College is committed to the principles of freedom of expression as expressed in the ASOM’s prelude and statement of Academic Freedom; and

WHEREAS, the College conducts annual performance evaluations of faculty guided by the ASOM 07.03 (EXHIBIT A); and

WHEREAS, the College has established ten (10) factors for annual evaluations (EXHIBIT B); and

WHEREAS, the College has reviewed these factors and had determined that these factors allow the College to evaluate the criteria established by SEA 202-2024; and

WHEREAS, the College determines faculty classifications and promotions guided by ASOM 07.04 (EXHIBIT C); and

WHEREAS, the College has established a that individuals considered for promotions must have at least one year of service and must have satisfactory performance on the evaluations and be compliant with College policies; and

WHEREAS, the College has established an online reporting mechanism on www.ivytech.edu (EXHIBIT D) for members of the Ivy Tech community to report concerns and incidents to College leadership; and

WHEREAS, the online reporting mechanism allows individuals to report issues or concern with a college process, procedure, or an individual at the College, including those related to bias, discrimination, harassment, and violations of policies and procedures; and

WHEREAS, the reports submitted are assigned to campus leaders in student and academic affairs and resolved with support of administration from the Systems Office in student, academic, human resources, and legal affairs; and

WHEREAS, campus and Systems Office administration resolve issues using the state and federal law and the College's Employee Handbook (EXHIBIT E), ASOM, and the Code of Student Rights and Responsibilities (EXHIBIT F);

NOW THEREFORE BE IT RESOLVED, the Board affirms the College's Academic Freedom policy Academic Support and Operations Manual, the College's Employee Handbook, and Code of Student Rights and Responsibilities (collectively, the "Guides"); and

BE IT FURTHER RESOLVED, the Board affirms that the College's evaluation and promotion policies shall include reference to IC 21-39.5 to ensure compliance with state law; and

BE IT FURTHER RESOLVED, the Board affirms the online reporting process shall be used to allow individuals to submit complaints in accordance with IC 21-39.5; and

BE IT FURTHER RESOLVED, that Board affirms the College shall use the existing processes and procedures in the Guides to evaluate complaints submitted related to IC 21-39.5; and

BE IT FURTHER RESOLVED, the State Trustees do hereby authorize and direct the President or other appropriate designated College employee to complete actions necessary to fulfill the purpose of this resolution.

**State Trustees
Ivy Tech Community College**


Andrew Wilson, Chairperson


Michael Dora, Secretary

Dated: December 5, 2024