



INDIANA COMMISSION *for* HIGHER EDUCATION

AGENDA

Thursday, September 10, 2020

101 West Ohio Street, Suite 300
Indianapolis, IN 46204-4206

www.che.in.gov



INDIANA COMMISSION *for*
HIGHER EDUCATION

SEPTEMBER COMMISSION MEETING
AGENDA

Thursday, September 10, 2020

VIRTUAL COMMISSION MEETING

[Join Microsoft Teams](#)

-or-

Dial: 1 (317) 552-1674

ID: 295 543 222#

- I. Call to Order – 1:00 P.M. (Eastern)**
 - Roll Call of Members and Determination of Quorum**
 - Chair’s Remarks**
 - Commissioner’s Report**
 - Committee Report Outs**
 - Consideration of the Minutes of the August 13, 2020 Commission Meeting 1**

- II. Business Items**
 - A. 2021-2023 Indiana Postsecondary Institution Budget Presentations..... 7**
 - 1. Indiana University
 - 2. Indiana State University
 - 3. University of Southern Indiana
 - 4. Ivy Tech Community College
 - B. Academic Degree Programs for Expedited Action 9**
 - 1. Bachelor of Science in Data Science to be offered by Indiana University Northwest
 - 2. Master of Science in Occupational Therapy to be offered by Indiana University South Bend
 - C. Capital Projects for Expedited Action 13**
 - 1. Purdue University-Fort Wayne and Northwest – Deferred Maintenance Repair and Rehabilitation

All events take place on Eastern Time

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III. Information Items
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IV. Old Business
New Business

V. Adjournment

The next meeting of the Commission is **October 8, 2020** and will be held virtually.

**State of Indiana
Commission for Higher Education**

Minutes of Meeting

Thursday, August 13, 2020

I. CALL TO ORDER

The Commission for Higher Education met in regular session starting at 1:00 p.m. virtually via Microsoft Teams videoconferencing, with Beverley Pitts presiding.

ROLL CALL OF MEMBERS AND DETERMINATION OF A QUORUM

Members Present: Mike Alley, Dennis Bland, Anne Bowen, Trent Engbers, Jud Fisher, Al Hubbard, Pepper Mulherin, Chris Murphy, Dan Peterson, Beverley Pitts, John Popp

Members Absent: Jon Costas, Chris LaMothe

CHAIR'S REPORT

As you know, we had to change our original plans of being on Ball State University's campus in Muncie today. We certainly miss the opportunity to see the campus and interact with your great staff. On behalf of the Commission, I would like to thank President Mearns and his staff for their willingness to host us this month despite our need to change plans. We look forward to our next visit to Ball State's campus.

Each year in August the Commission elects a new slate of officers. As my final act as Chair, I would like to propose this year's officer slate. This slate was created by a nominating committee consisting of one member per class. The 2019-2020 Office Slate includes:

- Beverley Pitts, Chair
- Mike Alley, Vice Chair
- Jud Fisher, Secretary

R-20-08.1 RESOLVED: That the Commission for Higher Education hereby approves the New Officer Slate. (Motion – Murphy, second – Engbers, unanimously approved)

Al Hubbard passed the virtual gavel to Dr. Beverley Pitts, who proceeded to chair the meeting. I am pleased to welcome our two new members, Pepper Mulherin and Anne Bowen. It is my understanding that both had orientation with the Commission staff, but we hope to get a chance to know them a little bit better, so I want to invite them both to introduce themselves. Ms. Mulherin and Ms. Bowen introduced themselves. I would also like to announce that Pepper and Anne will both serve on the Student Success and Completion Committee.

COMMISSIONER'S REPORT

Commissioner Lubbers began her report stating thank you, Bev, for your commitment to our work and for your willingness to serve as our new chair. No one could be better prepared than you.

Of course, my thanks to you also comes with my thanks to Al Hubbard for serving in this role at a time of change and challenge. Al's unwavering support for economic opportunities for all Hoosiers has framed many of our most impactful programs, especially the 21st Century Scholars Program and the Workforce Ready Grant. We're grateful your involvement will continue as we face new challenges and implement *Reaching Higher in a State of Change*.

On behalf of the staff, I want to add my thanks to our reappointed board members, Dennis Bland and Dan Peterson, for continuing your service on the Commission. Each of you as members and past chairs support our work and make it so much better. And we're delighted to welcome Pepper Mulherin and Anne Bowen as commission members. We were able to "meet" with them for orientation and have no doubt that they will continue the high standards of current and past commission members. One of the things we will be talking about this next year as we celebrate the 50th anniversary of the Commission for Higher Education in 2021, is the history of the Commission. I believe there have been five commissioners in 50 years. We have current commission members who have served long tenures. That has allowed us continuity to really implement our strategic plan with fidelity to what we have been really focused on. I appreciate their willingness to continue to serve as well.

I would like to mention one of our challenges is that we recruit really great people to serve on this staff. We become the farm team for others who see the quality of the people we have and the experience they gain here. It is a great thing, as most of those folks go on and continue a career in higher education. We have former staff members who are located on campus staffs throughout the state. They understand the work we do so it's helpful, but also hard for us when they do leave because they have been such good employees.

Today I have to announce Colby Shank, who has been with us for many years, has taken the position of assistant vice president for student financial aid at Ivy Tech Community College. At the end of this month, we will also be losing Michael Hawryluk, who is our Chief Technology Officer. These are both key roles and make us a bit vulnerable to be completely honest with you. I just wrote a note I will share with the strategic hiring committee for the State about adjustments that we are going to need to make. Whenever possible, I try to promote from within to give people more opportunities here at the Commission. We probably will not post for the associate commissioner role for a while and will instead divide that between Josh Garrison and Alexa Deaton. They will be picking up some of those responsibilities as we try to bring in the right person. My thanks to both Colby and Michael. Colby has "professionally grown up" at the Commission for Higher Education, and it is because he has done such a great job at everything that he has taken on. I will be sharing that information with the staff today. It has not been a well-kept secret so there will be no surprises. I wanted to make sure you knew about these personnel changes that are front and center for us.

Today’s meeting will focus on many of these changes and new realities. Similar to June, we will provide COVID-related updates. Because much of our work at CHE aligns with the work of the Governor’s Workforce Cabinet, specifically our efforts around Rapid Recovery for a Better Future, I thought it might be helpful to provide a high level overview of the work that is underway. I’m encouraged by the way in which this partnership has developed and is working – between state agencies (especially the Department of Workforce Development), employers, schools – both K-12 and higher education, and local and community leaders. In my tenure, this is the most collaborative set of leaders and aligned priorities that I’ve ever seen.

Highlighted activities:

- \$50 million of federal CARES dollars were approved by the state’s Economic Recovery Group to scale our current workforce programs – ones designed to get Hoosiers back to work or skilled for new jobs quickly (\$22 million Workforce Ready Grants, \$15 million Employer Training Grants, and the rest divided between direct career navigation and marketing efforts).
- In addition, GWC received a \$2.2 million grant from Strada to provide infrastructure support for state initiatives/programs (CAEL, EMSI).
- GWC is also in the process of applying for up to \$20 million from USDOE under a new grant opportunity called Reimagining the Workforce – which would allow us to scale work around apprenticeships/work-based learning, adult education and a state income share agreement program.

In late July, I had the opportunity to highlight the Commission’s equity focus for Indiana Black Expo’s opening day events. In particular, I focused on our strategic plan (focus on equity): a sneak preview of this year’s equity report, update on the success of the 21st Century Scholars Program, efforts to recruit and retain more teachers of color and ways we use financial aid and performance funding to close equity gaps.

As you know, our College Readiness report shows the positive impact of dual credit and Early College High School models on college success and affordability. I had the opportunity to congratulate five new early college high schools in late July at CELL’s event. This brings the number of early college high schools to 35. The related issue of ensuring quality instruction always brings up the issue of the Higher Learning Commission’s requirements for dual credit teachers. We appealed to HLC to delay the requirements an additional year and received word that our request had been approved – which brings the dates of 2023 instead of 2022. To help us meet these requirements, the State Budget Committee approved a grant of \$3 million from INvestED to prepare liberal arts dual credit teachers – a companion funding source to the STEM Teacher Recruitment funds. Obviously, many of the discussions around higher education are focused on fall enrollments and reopening plans. We’ll spend most of our committee report out time providing information and giving you an opportunity to express thoughts and ask questions.

CONSIDERATION OF THE MINUTES OF THE JUNE, 2020 COMMISSION MEETING

R-20-08.2 RESOLVED: That the Commission for Higher Education hereby approves the

Minutes of the June, 2020 regular meeting. (Motion – Alley, second – Fisher, unanimously approved)

II. BUSINESS ITEMS

A. ScholarTrack Graduation Plan

Indiana students are required to begin a graduation plan during their 6th grade year and continue updating it throughout their secondary career. The Commission staff propose converting the current graduation plan into ScholarTrack.

As we experience a shift in Indiana’s graduation requirements to graduation pathways and see a shift to online education, it will be beneficial to students to have their graduation plan become a virtual living document. The current plan is paper-pencil format, making it not easily transferrable nor accessible. The plan is outdated, making it complicated for students.

ScholarTrack has the ability to house a statewide graduation plan for students to utilize. By creating this online graduation plan tool we will be creating a more streamlined, user friendly and accessible plan.

Josh Garrison facilitated this discussion.

B. 2020 Indiana College Completion Report

The Commission for Higher Education’s annual College Completion Report provides a comprehensive picture of college completion in order to advance Indiana’s efforts to reach our goal of at least 60 percent of Hoosiers with a quality degree or credential beyond a high school diploma by 2025.

The Commission’s annual Completion Report measures the proportion of learners who complete their degree or certificate by campus, providing trends for each public institution, and highlights progress and challenges as we continue to increase college completion in Indiana.

The state measures college completion in two ways: on-time completion (students graduate within two years for an associate degree or four years for a bachelor’s degree) and extended-time completion (students graduate within six years of beginning any degree program). New data reveals upward trends for both on-time and extended-time completion rates for two- and four-year campuses in Indiana.

The 2020 Indiana College Completion Report shows over 42 percent of all Hoosier college students graduated on time in 2019, while nearly two-thirds (62 percent) of all students graduate within six years. The data shows increases in both metrics over the previous year and with five-year gains of more than 13 percentage points in on-time graduation and almost six percentage points in extended-time completion.

Sean Tierney facilitated this discussion.

C. Commission for Higher Education Fiscal Year 2021 Spending Plan

Article VIII Section 1 of the Commission for Higher Education’s Bylaws requires the Commissioner to present a recommended budget showing anticipated revenues from all sources and expenditures for the next fiscal year no later than the first month of each fiscal year. The Commissioner has delegated this responsibility to Finance staff. Staff have developed a spending plan that reflects appropriations made by the Indiana General Assembly in addition to other sources of revenue. The annual operating budget is functionally characterized by program: administration, outreach, student financial aid, private grants and federal grants. The Budget & Productivity Committee reviewed this spending plan on July 30, 2020. Staff request authorization to work with the State Budget Agency to implement necessary management reserves and other budget policies for Fiscal Year 2021.

Alexa Deaton and Jasmine Williams provided an overview of the spending plan.

R-20-08.3 RESOLVED: That the Commission for Higher Education hereby approves the Commission for Higher Education Fiscal Year 2021 Spending Plan. (Motion – Murphy, second – Popp, unanimously approved)

D. Academic Degree Programs for Expedited Action

1. Master of Arts in Criminal Justice to be offered by University of Southern Indiana
2. Bachelor of Science in Art Education to be offered by Indiana University Southeast
3. Master of Arts in Food Studies to be offered by Indiana University Bloomington
4. Education Specialist in Educational Leadership to be offered by IUPUI and the Five IU Regional Campuses (East, Kokomo, Northwest, South Bend, and Southeast)
5. Doctor of Philosophy in Biomedical Engineering to be offered by Purdue University at Indiana University Purdue University Indianapolis

R-20-08.4 RESOLVED: That the Commission for Higher Education hereby approves the following academic degree programs, in accordance with the background information provided in this agenda item. (Motion – Fisher, second – Murphy, unanimously approved)

III. INFORMATION ITEMS

- A. Academic Degree Programs Awaiting Action
- B. Academic Degree Actions Taken By Staff
- C. Media Coverage

IV. OLD BUSINESS NEW BUSINESS

There was none.

V. ADJOURNMENT

The meeting was adjourned at 3:07 P.M.

Beverley Pitts, Chair

Jud Fisher, Secretary

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BUSINESS ITEM A:

**2021-2023 Indiana Postsecondary Institution
Budget Presentations**

Background

By statute, (Indiana Code 21-18-6), the Commission for Higher Education must review the legislative budget requests for all state postsecondary educational institutions and make recommendations concerning appropriations and bonding authorizations.

As part of this review, the Commission has requested that the following institutions present their 2021-2023 budget submission during the September 2020 Commission meeting and be prepared to answer questions that will assist the Commission in its review:

- Indiana University
- Indiana State University
- University of Southern Indiana
- Ivy Tech Community College

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BUSINESS ITEM B:

Academic Degree Programs for Expedited Action

Staff Recommendation

That the Commission for Higher Education approve the following degree programs, in accordance with the background information provided in this agenda item:

- Bachelor of Science in Data Science to be offered by Indiana University Northwest
- Master of Science in Occupational Therapy to be offered by Indiana University South Bend

Background

The Academic Affairs and Quality Committee discussed these programs at its August 24, 2020 meeting and concluded that the proposed programs could be placed on the September 10, 2020 agenda for action by the Commission as expedited action items.

Supporting Document

Academic Degree Programs on Which Staff Propose Expedited Action August 24, 2020

Academic Degree Programs on Which Staff Propose Expedited Action

August 24, 2020

CHE 20-13 Bachelor of Science in Data Science to be offered by Indiana University Northwest

Proposal received on July 15, 2020

CIP Code: 30.3001

Fifth Year Projected Enrollment: Headcount – 40, FTE – 38

Fifth Year Projected Degrees Conferred: 8

The proposed Bachelor of Science (B.S.) in Data Science would be offered 100% online through a collaborative arrangement involving IUPUI and, at present, four IU regional campuses (East, Kokomo, South Bend, and Southeast), which the Commission approved at its October 10, 2019 meeting. IU Northwest is the last campus to join the collaborative. The program will be offered through the College of Arts and Sciences at Northwest. Graduates of the program would qualify for positions such as geospatial information scientists and technologists, database architects, database administrators, data warehousing specialists, and business intelligence analysts.

The B.S in Data Science requires 120 semester hours of credit, thus meeting the standard credit hour expectation for baccalaureate degrees. There is no TSAP (Transfer Single Articulation Pathway) that applies to the proposed program. However, Ivy Tech Community College and Vincennes University have agreed to a 1+3 articulation for the 30-credit hour Statewide Transfer General Education Core (STGEC). Prior to transfer, students would be advised to complete the STGEC, which would apply toward meeting the B.S. in Data Science degree requirements.

CHE 20-15 Master of Science in Occupational Therapy to be offered by Indiana University South Bend

Proposal received on July 15, 2020

CIP Code: 51.2306

Fifth Year Projected Enrollment: Headcount – 60, FTE – 63

Fifth Year Projected Degrees Conferred: 20

The proposed Master of Science (M.S.) in Occupational Therapy (OT) will be offered through the School of Rehabilitation Sciences in the Dwyer College of Health Sciences, which is in Elkhart, where all IU South Bend healthcare program-related classrooms and laboratories are located. In June 2019, the Commission approved an M.S. in Speech-Language Pathology for IU South Bend, a degree seen as a companion to the proposed OT program, as perhaps three-quarters of children and one-half of adults who need Speech-Language Pathology services also need Occupational Therapy services.

Three other public institutions offer master's degrees in Occupational Therapy (Indiana State University, IUPUI, and University of Southern Indiana); together, these institutions enrolled 212 students and had 91 graduates in FY2019. IUPUI also offers a Doctor of Occupational Therapy, which enrolled 81 students and had 9 graduates that same year. IUSB will seek accreditation for the proposed program from the Accreditation Council for Occupational Therapy Education (ACOTE), which last year reversed an earlier decision to only accredit new OT programs at the doctoral level. In 2017, the vast majority of graduates from ACOTE-accredited schools earned master's rather than doctoral degrees (6,846 v. 396), although at present there are more doctoral OT programs than master's.

Graduates of ACOTE-accredited programs are eligible to sit for the National Board of Certification for Occupational Therapy (NBCOT) examination, which, if passed, makes one eligible for licensure as an Occupational Therapist in Indiana. Steps are underway to create an Interstate Professional Licensing Compact for OT, with the goal of allowing states to participate by 2024.

The M.S. in Occupational Therapy requires 75 semester hours of credit.

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BUSINESS ITEM C:

Capital Projects for Expedited Action

Staff Recommendation

That the Commission for Higher Education recommends approval to the State Budget Agency and the State Budget Committee of the following projects:

- Purdue University-Fort Wayne and Northwest – Deferred Maintenance Repair and Rehabilitation

Background

Staff recommends approval to the State Budget Agency and the State Budget Committee of the following capital projects in accordance with the expedited action category originated by the Commission for Higher Education in May 2006. Institutional staff will be available to answer questions about these projects, but the staff does not envision formal presentations.

Supporting Document

Background Information on Capital Projects for Expedited Action, Thursday, September 10, 2020.

Capital Projects for Expedited Action

Thursday, September 10, 2020

B-0-21-2-01 Purdue University-Fort Wayne and Northwest – Deferred Maintenance Repair and Rehabilitation

Purdue University requests authorization to proceed with the deferred maintenance projects on Purdue Fort Wayne and Purdue Northwest campuses. This project was appropriated in the 2019-21 budget bill, and will address much needed repairs and renovations with a focus on projects that impact students and their success. The majority of the projects on the PFW campus focus on improving the data infrastructure by replacing outdated cables with new ones, which will provide increased network resiliency and data speeds and support Voice over Internet Protocol (VOIP) technology. The larger of the two projects on the PNW campus will replace the roof on the Student Union and Library Building, which includes the installation of a new, extremely durable synthetic roofing membrane and as needed repairs to the parapet. The new roof will help ensure the long term maintenance of the building envelope and protect the interior updates that have been made in recent years.

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INFORMATION ITEM A: Academic Degree Programs Awaiting Action

| | <u>Title of Program</u> | <u>Institution/Campus/Site</u> | <u>Date Received</u> | <u>Status</u> |
|----|--|---|----------------------|--------------------------|
| 01 | Associate of Science in Professional Flight | Purdue University Global | 07/12/2019 | Under Review |
| 02 | Master of Science in Graduate Studies | Purdue University West Lafayette | 06/15/2020 | Under Review |
| 03 | Bachelor of Science in Data Science | Indiana University Northwest | 07/15/2020 | On CHE Agenda for Action |
| 04 | Master of Arts for Teachers in French | Indiana University East and IUPUI | 07/15/2020 | Under Review |
| 05 | Master of Science in Occupational Therapy | Indiana University South Bend | 07/15/2020 | On CHE Agenda for Action |
| 06 | Master of Science in Quantum Information Science | Indiana University Bloomington | 08/19/2020 | Under Review |
| 07 | Master of International Affairs | Indiana University Bloomington | 08/19/2020 | Under Review |
| 08 | Master of Science in Biostatistics | Indiana University Bloomington | 08/19/2020 | Under Review |
| 09 | Doctor of Philosophy in Biostatistics | Indiana University Bloomington | 08/19/2020 | Under Review |
| 10 | Bachelor of Arts in Theatre, Film, and Television (IU) | Indiana University Purdue University Indianapolis | 08/19/2020 | Under Review |
| 11 | Bachelor of Science in Accounting | Indiana University East | 08/19/2020 | Under Review |

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INFORMATION ITEM B: Academic Degree Program Actions Taken By Staff

| | <u>Title of Program</u> | <u>Institution/Campus/Site</u> | <u>Date Approved</u> | <u>Change</u> |
|----|--|---|----------------------|--------------------------------|
| 01 | Master of Science in Couple and Family Therapy | Purdue University Northwest | 08/24/2020 | Changing the name and CIP Code |
| 02 | Post-baccalaureate Certificate in Psychoeducational Assessment | Indiana State University | 08/24/2020 | Adding a certificate |
| 03 | Graduate Certificate in Internal Auditing (IU) | Indiana University Purdue University Indianapolis | 08/24/2020 | Adding a certificate |
| 04 | Graduate Certificate in Business Analytics | Indiana University Kokomo | 08/24/2020 | Adding a certificate |
| 05 | Undergraduate Certificate in Multi-Device Development (IU) | Indiana University Purdue University Indianapolis | 08/24/2020 | Adding a certificate |
| 06 | Graduate Certificate in Infection Control and Prevention Epidemiology (IU) | Indiana University Purdue University Indianapolis | 08/24/2020 | Adding a certificate |
| 07 | Graduate Certificate in Tax (IU) | Indiana University Purdue University Indianapolis | 08/24/2020 | Adding a certificate |
| 08 | Graduate Certificate in Accounting (IU) | Indiana University Purdue University Indianapolis | 08/24/2020 | Adding a certificate |
| 09 | Certificate in Health Administration (IU) | Indiana University Purdue University Indianapolis | 08/24/2020 | Changing the name |

| | <u>Title of Program</u> | <u>Institution/Campus/Site</u> | <u>Date Approved</u> | <u>Change</u> |
|----|--|---|----------------------|---|
| 10 | Master of Science in Human Computer Interaction (IU) | Indiana University Purdue University Indianapolis | 08/24/2020 | Adding distance education |
| 11 | Doctor of Philosophy in Economics | Indiana University Bloomington | 08/24/2020 | Changing the CIP Code |
| 12 | Master of Arts/Master of Science/Master of Arts in Teaching in Economics | Indiana University Bloomington | 08/24/2020 | Changing the CIP Code |
| 13 | Master of Arts in TESL and Linguistics | Indiana State University | 08/24/2020 | Changing the name & adding distance education |
| 14 | Graduate Certificate in Veterinary Homeland Security | Purdue University West Lafayette | 08/24/2020 | Eliminating a program |

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INFORMATION ITEM C:

Media Coverage

Staff has selected a compilation of recent media coverage related to the Commission for the September meeting. Please see the following pages for details.

Indianapolis Business Journal
State expands Next Level Jobs programs to help economy recover post-virus
August 21, 2020
By Samm Quinn

Four in 10 Hoosiers who lost a job in the first two months of the pandemic had a post-secondary degree. But one of Indiana's primary retraining programs—Next Level Jobs—is aimed at people without one.

So Gov. Eric Holcomb's administration has temporarily expanded the program using federal coronavirus-relief money to help more Hoosiers gain the skills they need to switch careers if necessary.

The upshot is that, through the end of the year, Hoosiers with an associate's or bachelor's degree can also receive free training in high-growth, in-demand jobs. In addition, the state has expanded the money companies can receive to train workers.

The expansions come after months of high unemployment in Indiana and across the United States, as the pandemic shuttered businesses and reduced operations.

In mid-March, unemployment in Indiana peaked at an unprecedented 146,000 initial claims in a one-week period. Since then, claims have slowed, but the number of unemployed people remains substantially higher than before the pandemic.

More than 10,500 people filed initial unemployment claims for the week ended Aug. 8, the most recent data available. Just before the pandemic, the state was seeing fewer than 3,000 claims per week.

Next Level Jobs is a two-prong program that launched in 2017 as part of the governor's Next Level Indiana agenda.

It has two parts: the Workforce Ready Grant, which pays for Hoosiers to earn a high-value certificate in one of Indiana's high-growth job fields, and the Employer Training Grant, which reimburses employers for training their employees and retaining them.

Since launching, more than 14,000 Hoosiers with no degree beyond high school have earned certificates through the Workforce Ready Grant, and more than 900 employers have skilled up their employees using the Employer Training Grant. Individuals who have taken advantage of the program see a median annual wage gain of \$6,400, state officials say.

Because the program benefits both employees and employers, the state overall sees a strengthened economy, said Teresa Lubbers, commissioner of the Indiana Commission for Higher Education.

Besides expanding the Workforce Ready Grant to include Hoosiers who have up to a bachelor's degree, the Holcomb administration has added 50 eligible certificates, including certified nursing assistant, commercial driver's license and phlebotomy.

Additionally, the funding available per individual has increased from \$5,500 to \$10,000, to cover high-quality programs that cost more than \$5,500.

The Employer Training Grant Program has also been expanded. The maximum amount available to an employer has increased from \$50,000 to \$100,000, and \$5 million will be allocated specifically for minority-, women- and veteran-owned businesses.

The expansion is funded by \$40 million of the state's federal Coronavirus Aid, Relief and Economic Security Act funds and runs through December.

Chris Lowery, senior vice president at Ivy Tech Community College, said that, even before COVID-19, some 50,000 Hoosiers were expected to need extra skills training. With historic unemployment now, that figure is no doubt much higher.

“Gosh, the fluctuations of just the jobs that were lost, and then the upswing in some of them, the data is just breathtaking,” he said. “I’ve been in or around workforce and education in different ways for almost 35 years. ... I have never seen anything move so quickly from a workforce and economic standpoint.”

Expanded eligibility

Lubbers said that, even though the people “most traumatized” by the pandemic are those with lower levels of education, “we do know that we saw a higher number of people who had an associate degree or even a bachelor’s degree who were working in hospitality ... and in small businesses that were shut.”

P.J. McGrew, executive director of the Governor’s Workforce Cabinet, said officials began looking at unemployment data back in April to identify trends. What they found was that 40% of people who had been laid off had some type of post-secondary degree. With that in mind, it made sense to use federal recovery funds to expand the workforce development programs to people with college degrees.

“I think we wanted to make the biggest impact that we could,” he said. “And so we looked at programs that we knew ... were getting people placed into employment at pretty significant wage gains from where they were previously.”

Lubbers said that, as the economy recovers, laid-off workers will generally fall into one of three pockets: people who will return to a job that has not changed; people who will return to a job whose demands have changed, and they might no longer be qualified for it; and people whose jobs have been eliminated.

As a result, people can use this time to learn skills to help them find work in a more recession-proof industry, she said, to help them avoid future layoffs.

With the CARES Act funding, Lubbers said, 10,000 more Hoosiers will be able to take advantage of the Workforce Ready Grant, and 25,000 Hoosiers will be trained through employer training grants.

“The majority of people who come back will be in a vulnerable work situation or one that they know they could improve their standing [in],” she said.

More certificates

Generally, the eligible certificates in the Workforce Ready Grant program are in five high-growth, in-demand sectors—advanced manufacturing, building and construction, health sciences, information technology and business technology, and transportation and logistics.

When deciding which certificates to add to the list, the state worked with certificate providers Ivy Tech and Vincennes University and local workforce boards to look at wage and demand data. They also considered which programs could be completed quickly, given that Hoosiers have only until the end of the year to take advantage of the program’s expansion, McGrew said.

Some of the certificates—certified nursing assistant, commercial driver’s license and phlebotomy—were chosen based on demand created by the pandemic.

Lowery said officials also considered certificates and credentials that were stackable to help Hoosiers weather future economic changes, whether those changes be in automation, digitization or something else. They wanted to pick skills that could build on one another to create lifelong learning opportunities, guarding against Hoosiers becoming stuck in a career that might become obsolete.

"I think ... what we're going to find is that, maybe individuals who have been so adversely affected by this are going to start to see a new pathway. Right?" Lowery said. "Maybe I was in a job where I was making more than minimum wage and I could get by sort of comfortably. That has gone by the wayside now, right? Because of the shifts in the service industry and others.

"And my hope is that, not only will the expansion of these Workforce Ready Grant programs help get people out of the current situation and help employers, but it'll start to accrue, in my view, in social and economic mobility."

Employer training

Since the Workforce Ready Grant expansion launched about six weeks ago, 400 employers have signed on to provide additional training, affecting some 4,000 employees, McGrew said.

Usually, the program reimburses employers up to \$5,000 per employee who is trained, hired and retained for at least six months, up to \$50,000 per employer.

With the CARES Act funding, employers are eligible for up to \$100,000 of reimbursement.

The state has set aside \$15 million of the CARES Act funding to reimburse employers who train their employees by the end of the year. Another \$5 million has been set aside to specifically reimburse minority-, women- and veteran-owned businesses.

Fred Payne, commissioner of the Department of Workforce Development, said employers are seeing the value of the program and signing on in droves.

The Times of Northwest Indiana
State Commission Offers Grants to Support College and Career Readiness Programs
By Carley Lanich
September 1, 2020

The Indiana Commission for Higher Education is accepting applications for its 2020-21 School and Community Partnership Grant.

The grant seeks to bring K-12 schools, postsecondary institutions, employers and community organizations together to plan and put college and career training efforts into action.

A total \$80,000 will be made available in the fall/winter grant cycle which supports state initiatives in the 21st Century Scholars' Scholar Success Program and the Next Level Jobs program, as well as efforts to close Indiana's college achievement gap.

"We know we must encourage both graduating high school students and adults to access higher education if we want to meet the state's goal of 60% of Hoosiers with a quality degree or credential by 2025," Indiana Commissioner for Higher Education Teresa Lubbers said in a news release. "These grants will help develop strategies and efforts to reach that goal."

The School and Community Partnership Grant is funded through Indiana Gaining Early Awareness and Readiness for Undergraduate Programs, or GEAR UP, which seeks to increase the number of students prepared to enter and succeed in postsecondary study.

The Indiana GEAR UP program works with 11 partner high schools across the state, including West Side Leadership Academy in the Region.

School and Community Partnership Grant seekers can apply for up to \$5,000 to support programming. If that programming supports a GEAR UP partner school, applicants will be given preference and will be eligible for up to \$10,000.

Additional consideration will be given to programs supporting high-need focus areas, such as career exploration, adult student engagement, enrollment in the state's 21st Century Scholar Program, and completion of the Free Application for Federal Student Aid.

Priority will also be given to activities offered virtually or in a safely modified in-person environment, according to the Commission for Higher Education.

The commission's application window is open until Sept. 18. More information about the School and Community Partnership Grant is available online at learnmoreindiana.org/scholars/alumni-partners.

Greenfield Reporter
College Application Week Scheduled for Sept. 21-25
August 31, 2020

The Indiana Commission of Higher Education's College Kick-off Week and College Application Week are coming up the week of September 21 – 25, but virtual events will be scheduled throughout the month of September to connect students with application resources and college and university partners.

2020 resources are available at learnmoreindiana.org/educators/classroom-materials/#college-go. College GO! resources for kindergarten through twelfth grade are available on the "College GO! Resources" tab; College Application Week resources are available on the "College Application Week" tab. The website also offers information about tuition and admission, a list of colleges offering free application fees during College Application Week.

During the upcoming weeks, information on virtual events, videos and new resources will be added to the website. For more information, email Shannon Elward at selward@che.in.gov.

Lafayette Leader
Robert Lindley credits Ivy Tech for his promotion and for helping his family through the pandemic
August 25, 2020

LAFAYETTE — Robert Lindley, current Superintendent of Wastewater Utility for the City of Monticello, gives credit to Ivy Tech Community College not only for his recent promotion to lead an important city department, but also for helping his family through the COVID-19 pandemic.

Lindley has worked for the City of Monticello Wastewater Utility for 25 years, ten years as assistant superintendent, and his career goal was to be appointed to the superintendent position. But Lindley knew he needed more than the GED he received in the early eighties to put himself into the best position to advance.

"As a husband, father of seven children and eleven grandchildren, and working full-time, going back to school was not going to be easy," Lindley said. "Ivy Tech helped a non-traditional student from the Boomer generation go back to school."

A Workforce Ready Grant through the Next Level Jobs program offered through the state of Indiana helped Lindley enroll in Ivy Tech's Business Administration technical certificate program. Technical certificates are short-term certificates that can be completed in 12 months or less.

Next Level Jobs is part of Governor Holcomb's Next Level Indiana agenda. The program focuses on high-priority industries and in-demand, high-paying jobs. Ivy Tech offers many credit certificate and technical certificate programs that are part of the Next Level Jobs program and all are in high-demand job fields such as advanced manufacturing, building and construction, health sciences, information technology and business technology, and transportation and logistics. For more information about Next Level Jobs, go to NextLevelJobs.org.

"The grant helped pay for my tuition, which eased a financial burden while paying a mortgage and raising a family," Lindley said. "Also, my wife Bernice was furloughed from her job twice during the pandemic. Ivy Tech's COVID-19 Relief Fund helped us during some very uncertain times."

Ivy Tech's COVID-19 Relief Fund was established with the matching gift support of Marianne Glick and Mike Woods. The fund is entirely supported by charitable donations to help Ivy Tech students and faculty meet the challenges of the pandemic. For more information and to donate, go to Impact.IvyTech.edu.

Lindley's hard work was rewarded with his recent promotion. "Next Level Jobs and Ivy Tech gave me the training and administrative skills needed to take my career to the next level," he said, "when Mayor Cathy Gross appointed me to serve as Superintendent of Wastewater Utility for the City of Monticello." This year he was also recognized as Wastewater Operations Specialist of the Year by the Alliance of Indiana Rural Water.

Lindley appreciates the opportunities that led to his promotion. "I'd like to thank Ivy Tech advisor Patty Plantenga for taking the time to inform businesses and local government employees about Next Level Jobs, Workforce Ready Grants, and what Ivy Tech Community College has to offer. I wish to thank the Lord for being with me during these tough times and the everyday struggles we all encounter, especially during the current pandemic that has affected us all in one way or another."

WBIW
Gov. Holcomb announces \$61M for education connectivity, devices and resources
August 20, 2020

(INDIANAPOLIS) — Governor Eric J. Holcomb announced the recipients of \$61 million in grants designed to improve connectivity and increase devices available to students and teachers through the Governor's Emergency Education Relief (GEER) fund.

- Brownstown Central Community School Corporation, Medora Community School Corporation, Lutheran Central School received \$110,742.52

"Indiana's students, parents and teachers have worked hard to adapt to the challenges COVID-19 has brought to education," said Gov. Holcomb. "These emergency funds will enable Hoosier students to be more successful with remote learning. Some families will now worry less about internet connectivity, more students will have access to the technology needed at home, and more educators will have the necessary devices to teach remotely."

Applicants submitted plans that included:

- The purchase of student devices including Chromebooks and iPads
- New or upgraded laptops, MacBooks, Chromebooks, and iPads for teachers

- Mi-fi devices with corresponding subscription plans for families who lack reliable internet connectivity.

These grants will fund a minimum of 68,689 student devices, nearly 2,900 teacher devices, and more than 85,800 connectivity solutions, according to the information provided by applicants.

Grant awardees include 184 traditional school corporations representing 1,366 schools, 64 public charter schools, and 124 non-public schools. There are almost 674,500 students enrolled in schools receiving these grants.

Twelve institutions of higher education will receive more than \$11 million. This money will fund specialized training to better support parents and families, students with special needs, English learners, and provide social-emotional learning resources during virtual/remote learning. The initiatives are designed to directly assist K-12 teachers, including targeted professional development opportunities for eLearning, curated curriculum content, and technical assistance in implementing online curriculum. These resources will be made available at no cost to Indiana K-12 teachers.

GEER was established by the federal CARES Act. Traditional public school corporations, public charter schools, accredited non-public schools, higher education institutions, and other education-related entities were eligible to apply. An application could be completed by a single school corporation or a combination of eligible education entities.

The 257 applications received were evaluated by a team from the Indiana Department of Education, the Indiana Commission for Higher Education, and the Indiana State Board of Education.

A detailed breakdown of grant recipients is available [here](#).

Indianapolis Recorder
'Black Lives Matter': Holcomb sets out for racial reckoning in Indiana
By Tyler Fenwick
August 19, 2020

Body cameras for state police, a new cabinet position for equity and inclusion in state government, a portal for state-level diversity statistics.

Gov. Eric Holcomb, a Republican, announced a series of strategies Aug. 18 to improve Indiana's record on racial equity.

"Black lives matter, and so do Black livelihoods," he said, crediting Martin University President Sean Huddleston for the "Black livelihoods" addendum.

Every frontline Indiana State Police trooper will have a body camera by the spring of 2021, Holcomb said. That would mean the two largest law enforcement agencies in the state — Indianapolis Metropolitan Police Department and the state police — would have body cameras by next year.

Holcomb said a third party will conduct a top-down review of the Indiana Law Enforcement Academy — which is where almost all Indiana police are trained — to modernize the training and make any necessary changes to use of force, de-escalation and implicit bias training.

Holcomb will add a cabinet position for a chief equity, inclusion and opportunity officer to focus on eliminating barriers in state government. That includes setting a goal for Indiana to have the lowest infant mortality rate among Midwest states by 2024.

Indiana is currently one of the worst states in the country for infant mortality, and the rate for Black babies was almost three times that of white babies in 2017, according to data from the Indiana State Department of Health.

Holcomb said he has directed the Indiana Commission for Higher Education and Department of Workforce Development to work together to adjust policies and programs that can create more opportunities for “people of color.”

Holcomb also said the state’s next secretary of education — a position appointed by the governor — must recruit more minority teachers. About 93% of K-12 teachers in Indiana are white, according to data from the Indiana Department of Education, and about 4% are Black or African American.

A data portal will show where Indiana stands in numerous categories when it comes to racial equity, Holcomb said. It will include everything from graduation rates to foster care placement to incarceration and recidivism.

“We’ll put our cards on the table face up,” he said.

Holcomb’s announcements came a day after Dr. Woody Myers, Holcomb’s Democratic challenger in the November gubernatorial election, released a three-minute ad that was in part about his experiences with racism as a Black man.

Holcomb said he can’t put himself in a Black person’s shoes or fully appreciate the “everyday indignities and slights,” but he appealed to the U.S. Constitution’s commitment to the ideal that everyone is “created equal,” although both blatant and subtle racism have been steady features in the country’s — and state’s — history.

“We have an opportunity to acknowledge those past wrongs, learn from our history and admit where we come short in our ideals,” he said.

Kokomo Tribune
Ivy Tech Kokomo launches Career Coaching and Employer Connections Program
August 28, 2020

Ivy Tech Community College Kokomo is welcoming students to participate in its new Career Coaching and Employer Connections (CCEC) program, which brings together career development and employer outreach to meet the needs of the workforce.

Created with the student in mind, CCEC creates a cohesive model for student and employer engagement. This new, more strategic approach will emphasize comprehensive career readiness practices offered alongside academic preparation throughout a student’s college experience.

“Ivy Tech is becoming known as the place to launch your career for students of all ages as well as the place to seek top talent for employment opportunities,” said Ivy Tech Kokomo Chancellor Dean McCurdy. “With the ever-changing workforce, Ivy Tech provides custom training to meet the demands

of companies looking to skill-up current employees, allowing employers to grow and retain personnel so both the organization and the people who work there can thrive.”

For students, the Career Coaching and Employer Connections program will provide the opportunity for:

Creation of a Career Development Portfolio. Students can showcase why an employer should hire them in this portfolio, which will include resume, cover letter, LinkedIn profile, work-and-learn experiences, and the professional network and connections they have built with support from their CCEC team.

Career coaching. A focused, one-to-one relationship will help students figure out the right steps for a career path that matches their values, interests, personality, and skills.

Work-and-learn experiences. Students will have the opportunity to build relationships with employers and gain direct experience in careers that interest them; examples include working with professionals in a tech company or assisting on a Human Resources team in a healthcare organization.

For employers, the CCEC program represents a new commitment to helping them find top talent for their workforce needs. It also offers opportunities to skill-up current employees with custom training. By closely aligning the student experience with employer needs, the CCEC program is designed meet the specific skills and training needs of employers in Indiana and neighboring states.

“Ivy Tech’s Career Coaching and Employer Connections initiative will be a game changer for both employers and student job-candidates,” said Jennifer L. Hindman, vice president and chief operating officer of Community Howard Regional Health.

“As a student job-candidate, knowing that you will be well equipped to tackle an interview or have a comfortable conversation with a potential employer will create opportunities that might not have otherwise existed,” she continued. “For employers, having a relationship with Ivy Tech where they understand the business needs and desired skills necessary for an organization to be successful is a pivotal difference in selecting qualified candidates for roles. Thank you, Ivy Tech, for recognizing the importance of developing a talent pipeline that will take students to the next level.”

Organizations supporting Ivy Tech’s CCEC program include Lilly Endowment, Richard M. Fairbanks Foundation, Central Indiana Community Foundation, Glick Fund, Indiana Commission for Higher Education, Garatoni-Smith Family Foundation, JPMorgan Chase Foundation, and Salesforce.

The college is rolling out the new model to its 18 campuses through a phased approach over four years. Kokomo, along with Indianapolis, Fort Wayne, South Bend/Elkhart, Sellersburg, and Madison, were in the lead phase that began last fall. The Kokomo Service Area includes Cass, Fulton, Howard, Miami, and Tipton counties.

Stephen Waddel is heading up Ivy Tech Kokomo’s CCEC team as executive director, leading a team that includes employer consultant Jake Adams, career coaches Mary King and Emmy Schram, apprenticeship coordinator Gerry Vasquez, career experience specialist Mimi Davis and CCEC administrative assistant Susan Turrill.

To learn more about services and opportunities offered by the CCEC, contact Stephen Waddel by email at swaddel@ivytech.edu or by phone at 765-252-5545.