



IVY TECH

COMMUNITY COLLEGE

Inviting Applications and Nominations for

CHANCELLOR- BLOOMINGTON CAMPUS

IVY TECH COMMUNITY COLLEGE OF INDIANA, the nation's largest singly accredited community college, seeks an administrator with substantial and successful leadership experience, with a passion for student success, to serve as **CHANCELLOR OF THE BLOOMINGTON CAMPUS**. Reporting to the President of the Ivy Tech Community College System, the Chancellor is responsible for all campus operations and services to ensure achievement of the strategic plan, mission, vision, and goals.



VISIT WWW.IVYTECH.EDU TO LEARN MORE.

IVY TECH COMMUNITY COLLEGE OF INDIANA

Founded in 1963, Ivy Tech Community College of Indiana is the state's largest public post-secondary institution and is the nation's largest singly accredited statewide community college system. Accredited by the Higher Learning Commission, Ivy Tech provides accessible and affordable world-class education to more than 160,000 students annually across 19 campuses and 40 degree-granting locations throughout Indiana as well as 1,000-plus online classes and 100-plus transfer programs. The community college system awards more than 35,000 credentials each year. Ninety-one percent of graduates stay in Indiana. Ninety-two percent of Ivy Tech alumni say they would choose Ivy Tech again for their education and training.

Serving as the state's economic engine through workforce development, Ivy Tech offers associate degrees and short-term certificate programs and training that align with the needs of the community. Many of the courses and associate degree programs seamlessly transfer to other colleges and universities in Indiana, as well as out of state, providing students a quality, affordable route to a bachelor's degree.

Programs and courses are offered through seven academic units: School of Advanced Manufacturing,

Engineering, and Applied Science; School of Arts, Sciences, and Education; School of Business, Logistics, and Supply Chain; School of Health Sciences; School of Information Technology; School of Nursing, and School of Public Affairs and Social Services. The College offers hands-on experience with some of the state's most advanced technologies and training facilities, plus provides the convenience of more than 1,000 online classes. The attention that comes with the College's small class sizes results in student success.

Ivy Tech employs more than 6,500 faculty and staff. Employees are highly collaborative, with a friendly and helpful culture that leads to student retention and success. Innovation is another value that sets the college system apart. Administrators, faculty, and staff look for ways to make things better for students as well as employees. One of the Ivy Tech's key goals is to foster creativity and innovation in employees. More than anything, employees find themselves inspired each day by the camaraderie, positivity, and dedication that surrounds everyone at Ivy Tech. Employees have a generous benefits package that includes a wide array of learning and development programs.

The college system has a \$550 million annual budget. The Ivy Tech Foundation is the largest community college foundation in the nation.



**GRADUATES THE
HIGHEST NUMBER OF
ASSOCIATE-LEVEL NURSES
IN THE NATION**

**NAMED 2022
BEST EMPLOYER
FOR DIVERSITY**
Forbes

**NAMED IN TOP 100
OF "AMERICA'S BEST
EMPLOYERS FOR WOMEN"
IN 2021**
Forbes



Our Mission

We are Ivy Tech, Indiana's Community College. We serve the people of our state through accessible and affordable world-class education and adaptive learning. We empower our students to achieve their career and transfer aspirations. We embrace our vision of economic transformation inspired by the education and earnings attainment of our citizens, the vitality of our workforce, and the prosperity of our unique and diverse communities.

IVY TECH'S STRATEGIC FOCUS

Ivy Tech Community College is committed to enabling its hardworking students to finish their programs and find high-value careers in growing fields. Ivy Tech's statewide strategic plan, "Our Communities. Your College. Pathways for Student Success and a Strong Indiana," outlines how the college system will achieve its vision of students earning 50,000 high-quality certifications, certificates, or degrees annually. The State of Indiana adopted the Lumina Foundation for Education's Big Goal to have 60 percent of the state's workforce equipped with a high-value, post-secondary degree or credential by 2025. Ivy Tech is leading the way with state, business, and community partners to help achieve the goal.

The College's robust strategic plan has eight main areas of focus (1) Student Success, (2) Recruitment and Enrollment, (3) Completion, (4) Workforce, (5) Employee, (6) Financial, (7) Community, and (8) Diversity, Equity and Belonging. Each campus has metrics attached to each of the goals. View the strategic plan at <https://www.ivytech.edu/34454.html>.

The College will be launching a new strategic plan on July 1, 2023.

BLOOMINGTON CAMPUS

Ivy Tech Community College's Bloomington campus opened in 2002 and serves approximately 10,000 students annually. Counties of service include Brown, Greene, Lawrence, Martin, Monroe, Morgan, Orange, and Owen. Though Ivy Tech Bloomington has an eight-county service area, the campus serves students from nearly all of Indiana.

The Bloomington Campus offers 46 programs across five sites. In Mooresville, the campus has offices for admissions, advising, assessment, and tutoring, along with classes. In Nashville, the Brown County Career Resource Center provides classes only. In Bloomington, nursing classes are offered for the Lee J. Marchant School of Nursing and automotive technology at the Monroe County Airport location. In Bedford, classes are held at the Stone Gate Arts and Education Center.

Among the many programs offered are Advanced Automation and Robotics (AART); Biotechnology; Business Operations, Applications, and Technology (BOAT); Cybersecurity / Information Assurance; Design Technology; Education; Entrepreneurship; General Studies; Heating, Ventilating, and Air Conditioning Technology (HVAC); Indiana College Core; Liberal Arts; Nursing; Optician and Eye Care; and Radiation Therapy. A complete listing is available at <https://www.ivytech.edu>.

THE OPPORTUNITY

The Chancellor is responsible for the management and oversight of the day-to-day campus operations while fostering a campus environment that is consistent with the College's core values. Focused on increasing enrollment, student success, retention, credential completions, transfer success, and career placement, this senior administrator works closely with the Vice President of Internal Relations, the campus support team, and the Systems Office.

Reporting directly to the Chancellor are the Assistant to the Chancellor; Assistant to the Chancellor for Community Engagement; Executive Director of the Gayle and Bill Cook Center for Entrepreneurship and Regional Director of the South Central Small Business Development Center; Executive Director of Strategic Analytics; Executive Director of Career Coaching and Employer Connections; Director of IT Operations; Executive Director of Finance; Vice Chancellor of Enrollment Services and Student Success; Vice Chancellor of Academic Affairs; Executive Director of Development; Executive Director of Diversity, Equity, and Belonging; Director of Facilities; Executive Director of Human Resources, and Executive Director of Marketing and Communications. These administrators are the members of the Bloomington Cabinet.

PRIORITIES FOR THE CHANCELLOR

- Achieve strategic plan mission, vision, goals, and metrics.
- Build new and varied employer and community outreach and partnerships.

- Ensure the availability of the College's instructional and student support services.
- Oversee fundraising for the campus.
- Develop and lead a team to successfully implement strategies in order to meet the needs of a diverse community and student body on campus.

MAJOR RESPONSIBILITIES

- Lead planning and vision for the campus staff to ensure that campus enrollment, completion, retention, and student success meet the campus- and system-level metrics established for the campus service area.
- Communicate and create a culture of accountability and empowerment relative to established metrics for campus enrollment, completion, retention, and student success to campus-level leaders.
- Intentionally develop and expedite requests for new academic programs and services aligned with the Workforce Alignment Quadrant Analysis and guidance from the Indiana Commission for Higher Education
- Lead organizational change management, continuous improvement, problem solving, and innovation at the campus level.
- Inform and execute strategic initiatives at the campus level.
- Ensure the assessment of campus facility/space needs and investigation of alternative space solutions in alignment with the overall campus vision, key areas of focus (enrollment, completion, retention, student success), and associated metrics.





- Employ campus-level faculty and administrative and support staff necessary to successfully meet campus vision, key areas of focus (enrollment, completion, retention, student success), and associated campus- and system-level metrics to ensure efficient campus operations (financial and fundraising).
- Collaborate with Systems Office and campus-level functional area leaders to lead and guide each of the functional areas (i.e., academic affairs, enrollment management, student support, finance, facilities, marketing and communications, fundraising, human resources, and careers) in order to successfully meet the campus- and system-level metrics for revenue-generating enrollment, completion, retention, and student success.
- Assure compliance with college policies and procedures in each campus-level functional area.
- Ensure strong community representation on campus board of trustees and conduct regular meetings reporting on significant developments of the campus, engaging the board in planning and fundraising processes for the campus, and seeking recommendations and approvals as required by statute, local charters, and/or by-laws.
- Cultivate and foster the development of robust educational, business, and community leaders and partnerships within the service delivery area in order to successfully meet the postsecondary educational attainment and workforce needs.
- Lead campus- and community-level fundraising efforts of the College (visits, asks, grant submissions, dollars raised, etc.) to ensure fundraising metrics are met as established by the campus and Ivy Tech Foundation (Systems Office).

- Develop, update, and communicate short- and long-term goals for the campus. At a minimum, this includes programming; facilities; financials; fundraising; enrollment; student, faculty, and staff retention; and completion and placement goals tied to the strategic plan.
- Collaborate with other campus chancellors and Systems Office to set strategy, goals, and direction for the College.
- Align college strategy and goals to support system wide understanding, respect, and support for diversity among students, faculty, and staff.
- Lead campus-level efforts to ensure state-of-the-art technology for students, faculty, and staff.

IN COLLABORATION WITH SYSTEMS OFFICE LEADERSHIP

- Assist with administration of academic programs and student success related services in order to successfully meet the campus-level metrics for enrollment, completion, retention, and student success.
- Develop and manage the campus budget; ensure operational costs are in line with relevant budgetary controls; manage the effective operations of the campus to deliver services to students and businesses and to achieve the agreed key performance measures.
- Develop working partnerships with the community, business, industry, and other educational organizations to promote the College and campus and successfully meet the campus-level metrics for enrollment, completion, retention, and student success, and develop programs and services that respond to their changing needs.

- Direct the assessment of facility/space needs, investigate alternative solutions, and guide the negotiations of leases and/or renovations, or seek approvals for construction, as appropriate.
- Provide support and assistance to Workforce & Career initiatives, including relationship building with companies and making sales calls with Workforce & Career staff.
- Provide leadership in fundraising efforts to meet College Capital Campaign and campus needs in partnership with campus- and community-level development staff and the Ivy Tech Foundation (Systems Office). Lead outreach efforts to engage alumni, education, business, local foundations, and community leaders within the campus service delivery area that result in resources to meet needs.
- Guide the negotiation of leases and/or renovation, or seek approval for construction as aligned with the overall campus vision, key areas of focus (enrollment, completion, retention, student success), and associated metrics.
- Assure compliance with college policies and procedures in each of the functional areas of responsibility.
- Provide liaison between functional staff, shared services staff, and appropriate college officers.
- Represent Ivy Tech Community College by participating in state and local councils, committees, boards, organizations, and state and national conferences.
- Participate in major campus events.
- Serve on functional and ad hoc committees as assigned.

This list of responsibilities is not to be construed as an exhaustive list. Other duties logically associated with this position may be assigned.

QUALIFICATIONS

- Master's degree is required; a doctorate is preferred.

EXPERIENCE, SKILLS, AND KNOWLEDGE

- Three or more years of substantial and successful leadership and management experience at the executive level required, preferably in post-secondary education
- Evidence of working with adult students' success-preferred
- Excellent organizational, planning, evaluation, interpersonal and communication skills and have an ability and willingness to travel
- Ability to resolve individual and group conflicts
- Excellent written and oral communication skills
- Proven ability to identify key issues and to carry forward an idea or project from conception to execution
- Track record of thinking conceptually and mastering complex subject matter quickly
- Good judgment, discretion, tact, and the ability to work easily with senior leaders within the education, charitable, government, and business sectors
- Proven ability to partner well with colleagues both in and outside of the organization
- Ability to promote an inclusive environment that reflects the broad diversity and backgrounds represented by students and employees and in which every individual feels respected and valued
- Evidence of valuing the knowledge and skills of the faculty and staff and being a relationship builder both internally and externally
- Ability to be relatable and empathic without diminishing accountability
- Excellent entrepreneurial skills with a focus on educational innovation
- Commitment to being active at Bloomington and site and resource center locations



CORE CHANCELLOR COMPETENCIES

These six core competencies are deemed critically important for the role of chancellor.

1. Culture of Student Success

Ensures that employees at all levels are focused on improving student access and success. Has an in-depth understanding of the student experience and challenges that students face. Has open and honest conversations with faculty and staff as a means to support student success.

2. Change Management

Approaches and embraces change as a way to improve the organization. Thoughtfully researches, proposes, leads, and manages change initiatives for long-term impact. Fosters and engages in entrepreneurial and innovative thinking. Communicates to the college community the rationale for taking the calculated risks and garners buy-in and support for change initiatives.

3. Team Building

Creates a positive team environment that engages and empowers employees. Promotes effective team building practices to build trust and connects with employees through team building activities as a way to strengthen the bonds. Supports collaboration and facilitates an environment of shared problem solving and creative decision-making.

4. External Partnerships & Public Relations

Builds and leverages external networks and partnerships to advance the mission, vision, and goals of Ivy Tech. Develops strong relationships with leaders and key partners in government, non-profit organizations, industry, K12, higher education and media throughout the community. Considers the impact of college decisions on community partners and anticipates needs of the community. Tailors and targets messages to the audience and influences via a variety of media platforms.

5. Communication

Maintains consistency in messaging and exudes confidence in effectively communicating in writing and verbally. Crafts messages to a wide audience to build support. Conveys ideas and information succinctly, frequently, and inclusively to the College's internal and external stakeholders and does so through various means, including marketing and social media channels. Is mindful of tone and message, especially when using email where misinterpretations can be likely to happen. Practices active listening and creates venues for dialogue.

6. Fundraising

Takes an entrepreneurial stance in seeking alternative funding sources. Seeks new opportunities to support the College's future direction and ensures that funding sources align within Ivy Tech's mission. Demonstrates fundraising skills and effectively identifies and approaches potential donors.





SUE ELLSPERMANN, PH.D. PRESIDENT OF IVY TECH COMMUNITY COLLEGE OF INDIANA

Sue Ellspermann, Ph.D., has served as President of Ivy Tech Community College of Indiana since July 2016. She has more than 30 years of experience in higher education, economic and workforce development, and public service. Under her leadership, Ivy Tech launched a five-year Strategic Plan in 2018, “Our Communities. Your College. Pathways for Student Success and a Stronger Indiana.”

Previously, Dr. Ellspermann served as Indiana’s 50th Lieutenant Governor from 2012-16 with Governor Mike Pence. As Lt. Governor, she managed six state agencies, including the State Department of Agriculture, the Office of Community and Rural Affairs, the Office of Tourism Development, the Office of Defense Development, the Office of Small Business and Entrepreneurship, and the Indiana Housing and Community Development Authority.

Her career began in manufacturing and engineering at General Motors, Michelin, and Frito-Lay. Dr. Ellspermann later owned and operated a consulting firm, Ellspermann and Associates, Inc., d/b/a Basadur Applied Creativity, for 20 years. The firm focused on creative problem solving and strategic planning facilitation and training. In 2006, she became the founding director of the University of Southern Indiana Center for Applied Research and Economic Development.

She serves on numerous boards of corporations, non-profit organizations, and government entities. In higher education, she is chair of the American Association of Engineering Education Roundtable.

In addition to her Bachelor of Science and the Bachelor of Engineering degrees in Industrial Engineering from Purdue University in Indiana, she holds a master’s degree and a Ph.D. degree in Industrial Engineering from the University of Louisville in Kentucky. She completed the Woodrow Wilson Higher Education Policy Fellowship and Hunt-Kean Education Institute and Aspen New President Fellowship.



Ivy Tech Community College prohibits discrimination on the basis of race, color, ethnicity, national origin, marital status, religion, sex, gender, sexual orientation, gender identity, disability, age, or veteran status. Ivy Tech Community College is committed to providing equal opportunity in education and employment for all. Discrimination based on any protected class is prohibited. As required by Title IX of the Education Amendments of 1972, Ivy Tech Community College does not discriminate on the basis of sex, including sexual harassment, in its educational programs and activities, including employment and admissions. Questions specific to Title IX may be referred to the College’s Title IX Coordinator or to the US Department of Education Office of Civil Rights.



BLOOMINGTON COMMUNITIES

Located an hour south of Indianapolis, Bloomington is Indiana's seventh most populated city. With a population of nearly 86,000 people, the city of Bloomington is located in Monroe County, which is home to more than 148,000 residents. This energetic Midwestern city has a thriving economy, breathtaking natural wonders, diverse cultures, community activities and festivals, cultural events, and a well-educated population.

In addition to Ivy Tech Community College, Bloomington is home to the state's largest institution of higher learning, Indiana University, enrolling 40,000 students annually. Bloomington's population ranks higher in terms of education in comparison to state and national averages, reflecting the presence of Indiana University, Ivy Tech Community College, and numerous scientific, technical, and professional establishments. Nearly 93 percent of Bloomington's

population have a high school diploma or higher, and nearly 56 percent have a bachelor's degree or higher.

Bloomington has a thriving economy. Cook Medical and Crane Naval Base are among the largest employers in the area. Other major employers can be found in the healthcare, government, tourism, and manufacturing industries. Bloomington's unemployment rate is less than four percent.

With four distinct seasons, there are numerous outdoor recreational opportunities, whether it is fishing, swimming, golfing, hiking, cycling, exploring, camping, or just relaxing. Discover the beauty of Beanblossom Bottoms Nature Preserve, 733 acres of protected land with a wetland habitat, and Hoosier National Forest, the state's only national forest that has mountain biking, climbing, and horseback riding opportunities. The city also is home to the state's largest lake to enjoy swimming, fishing, boating, beaching, and much more.

APPLICATION & NOMINATION PROCESS

Confidential inquiries are welcomed, and nominations are invited.



Applications

- 1) Application packet must include:
 - a) A letter of application (must not exceed two pages) that addresses the responsibilities and qualifications of the position
 - b) Current curriculum vitae or résumé (must not exceed four pages)
 - c) At least four references with full contact information including e-mails (*References will not be contacted without consent from applicant.*)
- 2) Submit application packet (preferably as PDFs) to **IvyTech-Chancellor-23@myersmcræ.com** by **February 9, 2023, for best consideration**. Additional information will be requested upon receipt of application. Applications will be accepted until the position is filled.

Nominations

Submit nominations to: **IvyTech-Chancellor-23-nominate@myersmcræ.com** with complete contact and e-mail information for the individual being nominated.

Consultant

Kenny Daugherty, President of **Myers McRae Executive Search and Consulting**, is assisting Ivy Tech Community College with this search. Request a conversation at **myersmcræ@myersmcræ.com**.