

COMMUNITY COLLEGE COUNCIL (CCC) MEETING NOTES

January 19, 2022 – 3:30 – 5:00 pm

Iowa Department of Education – ICN Room

Those in attendance included:

- ❑ Mike Knedler, CCC and State Board of Education Member (in-person)
- ❑ Moudy Nabulsi, CCC Member and Trustee, Southeastern Community College (via conf. call)
- ❑ Bettie Bolar, CCC Member and State Board of Education Vice President (via conf. call)
- ❑ Val Newhouse, CCC Member and Community College President, Iowa Lakes Community College (via conf. call)
- ❑ Laurie Wolf, IACCT (via conf. call)
- ❑ Paula Nissen, Consultant, Bureau of Community Colleges (in-person)
- ❑ Vlad Bassis, Consultant, Bureau of Community Colleges (via conf. call)
- ❑ Heather Meissen, Consultant, Bureau of Community Colleges (in-person)
- ❑ Roy Salcedo, Director of Equity and Inclusion, IACCT
- ❑ Amy Gieseke, Bureau Chief, Bureau of Community Colleges (in-person)
- ❑ Dennis Harden, Bureau Chief, Bureau of Career and Technical Education (virtual)
- ❑ Alison Jepsen, Executive Officer, Division of Community Colleges and Workforce Preparation (in-person)

I. Call to Order – Mike Knedler

II. Approval of Meeting Minutes – Mike Knedler

- **Motion:** Bettie Bolar moved to approve; seconded by Moudy Nabulsi
- **Vote:** Motion carries unanimously.

III. Updates – Jeremy Varner and Laurie Wolf

- Division of Community Colleges and Workforce Preparation – Jeremy Varner
 - Staff is stretched again. Chris Russell retired, but has been replaced by Heather Meissen who has stepped right in. Eric St. Clair is performing as legislative liaison for the agency. Jane Bradley is covering Senior Year Plus. Justin Lewis picked up computer science. Chris Dzurick is covering business as well a CTSOs. Rebecca Griglione is assisting the new hire to support Thomas Mayes. ICAP position will be posted soon as will the Senior Year Plus/Career Academy position.
 - Legislative session is underway. Laurie will share more about this. Lots of reports coming out this month, some of which you will hear about today. The CCLB will also cover the reports that have come out.
 - Grants:
 - CAIF grants were awarded to four centers at \$1 million each: DMACC, Iowa Lakes, Iowa Western and NIACC. Waterloo, DeWitt and Centerville are at various stages of progress as well. IN the process of an RFP for a location student for the regional centers.
 - On Monday, seven college and career transition counselor awards will be granted. Announcement will include details of awardees. These

- positions are there to support students in completing the FAFSA and helping them prepare for postsecondary education and/or training.
- Parks and Institutional Roads Fund: Four colleges were awarded funds: KCC, NICC, SCC, WITCC. This grant is funded by a portion of a gas tax. These grants are for 2024-2025.
 - Look at the next CCLB for stories about Gap expansion along with other great stories about our work.
- Iowa Association of Community College Trustees – Laurie Wolf & Roy Salcedo
 - Roy's Updates:
 - December 1 was the joint meeting with the college presidents, chancellors, and the IACCT board of trustees where issues surrounding diversity, equity and inclusion (DEI) were discussed as well as what is currently being done to address DEI at the colleges. Data was gathered for the benefit of the steering committee for the Alliance. This steering committee was approved by the IACCT board at the meeting. The Alliance will consist of 12 members (three presidents, two staff members, two students, two administrators, one HR representative, a representative of the Department of Education and Roy). The Alliance will come up with statewide initiatives in DEI. Nominations are currently being accepted for this committee, and they will be approved by presidents and chancellors.
 - On January 5, there was a meeting of all of twenty DEI representatives from the community colleges to have a more comprehensive discussion of what is happening at each of the colleges and how to share resources. This group will serve as the advising or “think tank” organization for the Alliance steering committee. They will also provide data and strategic plans for any statewide initiatives.
 - A comprehensive group will serve as a think tank for the Alliance steering committee. They met last week.
 - Moudy Nabulsi said he spoke to the representative for DEI at AACT and hoped that he could connect with Roy. Roy said that they have connected.
 - Laurie's Updates
 - Lots going on with legislative session, especially around workforce programs. Most questions are around trucking and healthcare, specifically turning out truck drivers and nurses more quickly.
 - Discussions have been had with the governor's office to potentially get federal relief funds to help cover the costs to support faculty and materials in order to train more people for these workforce needs.
 - The governor announced that she was maintaining the funding level for WTED, but IACCT is asking for \$5 million to support additional training.
 - Analysis is currently being done for the cost of adding on programs, and the initial costs are high—approximately \$1 million per institution per

new program. This information is also being supplied to the governor's office.

- IACCT is asking for a state general aid increase of \$14 million. A legislator did speak up asking for more funds for schools across the board to keep pace with cost of living increases.
- Currently, not many bills being presented have an impact on community colleges, but some bills include
 - A pre-file bill submitted by the Iowa Student Aid Commission to allow students coming directly out of high school to be part-time. IACCT is supportive of this bill. Some modifications have been requested by other groups, and IACCT is still considering these.
 - Senate File 2038: For-profit colleges being able to apply for Iowa tuition grant. These for-profits currently can access the Iowa Tuition Grant funds specifically for for-profit colleges, but they want obtain access to all funds. This is important to IACCT because there are entities that would like to become eligible for Iowa Vocational-Technical Grant and the Skilled Workforce Shortage Tuition Grant. IACCT is watching this grant to see if a rider is included.
- IACCT is supporting any efforts to increase FAFSA completion, particularly for underserved populations; policy changes in funding to increase access to transfer degrees for place-bound students; and any support for Last-Dollar Scholarships that includes additional funding and/or part-time eligibility.
- A program mentioned in the governor's budget book is a proposal for \$1.3 million to go to UNI for a college completion program. IACCT is in discussions with UNI to expand access to four-year degree programs for rural students. This is a spinoff of a program that already exists at DMACC that supports inner-city students.
 - Questions: Moudy noted that any discussions should include the point that an increase in funds to support students is needed if we want them to complete high-demand programs, as paying out of pocket is becoming increasingly difficult. Laurie noted that a community college president supplied information to their legislative representatives that, with current costs and current funding proposals, costs at the college would have to go up approximately \$11/credit hour. This fact is part of the decision to ask for an additional \$14 million dollars.

IV. Workforce Training and Education Development Fund – Paula Nissen

- This will go before the board tomorrow if this body approves.

- Part of the Skilled Worker and Job Creation Fund is the Workforce Training and Economic Development Fund. The Department manages most of these programs, but two are managed by other agencies (Kibbie Grant and ACE).
- Team consists of Paula Nissen, Alex Harris, Kristy Volesky, Mike Williams and Eric St. Clair who work on the aspects of WTED, including supplying reports, which are available on the Department site now.
- The progress report and supporting appendices and the plan for the coming year are legislatively mandated for approval from the State Board.
- In FY21, advanced manufacturing took the lead in expenditures. 87% of funds were spent on targeted areas that included advanced manufacturing, IT, biotechnology, nursing and renewable energy.
- Allocation for FY21 was \$15 million, along with a \$1.9 million carry forward from the previous year.
- Expenditures by category were noted, with most of the expenditures going toward salaries of direct program staff and faculty followed by contract training expenses which helps employers directly train their staff.
- There will be over \$1.8 million that will carry forward to FY22, as outlined in the WTED Plan for 2022.
- WTED Participants by program were outlined, with most participants enrolled in CTE, followed by retraining/operational programs and career academies. Expenditures for 2022 are set to be spent in proportion to these programs, with most funds going to CTE.
- Examples of retaining fund use in 2021: NICC trained 20 individuals from 11 different companies in project management; IVCCD partnered with Alliance Energy for an internship program in energy basics and fundamentals; NICC also partners with West Delaware HS for a welding training program.

Approval of Progress Report– Mike Knedler

Motion: Moudy Nabulsi moved to approve; seconded by President Newhouse.

Vote: Motion carries unanimously.

Approval of 2022 WTED Annual Plan– Mike Knedler

Motion: President Newhouse moved to approve; seconded by Moudy Nabulsi.

Vote: Motion carries unanimously

- Employer Workforce Assessments: Paula spoke about the work that has been ongoing since August of last year and explained process for these assessments: assessment, recommendations, employer receives recommendations and responds, follow-up occurs with local points of contact to make a plan to move forward.
- The Workforce Assessment team includes the Department, Iowa Economic Development Authority, Iowa Workforce Development, Iowa Governor’s STEM Advisory Council, community colleges and local economic development groups.
- Stats: 89 assessments have been conducted, 58 recommendation letters have been sent to employers; 57 assessments are upcoming; and bi-weekly status reports are sent to the governor’s office. Top recommendations: ESL training/Earn and Learn onsite;

customized training tailored to employers; general work-based learning partnerships with high schools; the formation of registered apprenticeships.

- Questions: Moudy Nabulsi asked about the difference between participant numbers and completers. Paula explained that those are just the completers for the fiscal year, some participants take longer to complete their program. Moudy also asked who approves programs that the colleges implement. Paula noted that each college determines what they use the funds for. Mike Knedler noted a decreased amount for nursing. Paula noted that GEER II funds are currently being put toward nurse training, so the focus is using those funds for this training rather than WTED. Bettie Bolar noted that the contract training expense is down. Jeremy replied that this information comes from FY21, in which lockdown caused numbers to change, and contract training is difficult to do online. President Newhouse noted that there was difficulty at the colleges covering contract training during lockdown. Moudy asked about employers for workforce assessments: does the employer reach out, or does the team reach out to the employer. Paula noted that, through Iowa Workforce Development, the employers have attended roundtable events and have signed up for an assessment. She also noted that an employer can also go online to Iowa Workforce Development's site to ask for an assessment.

V. The Annual Condition of Iowa's Community Colleges Report – AY21 – Jeremy Varner and Alison Jepsen

- The 2021 Condition report contains seven sections: The Evolution of Iowa's Community Colleges, Programs that Meet Workforce Needs, College Admission and Enrollment, Student Success and Institutional Performance, College Costs and Affordability, Programs that Serve Local Communities, and Systems and Infrastructure
- Section 1 highlights the history of community colleges as well as notable events from the 2020-2021 academic year, including the awarding of GEER funds and its impact on online access for students, faculty development and Gap funds to assist those whose jobs were impacted by the pandemic; the expansion of the college and career transition counselor initiative; the awarding of Career Academy Incentive Funds to expand regional centers and the enhancement of work-based learning and transfer programs.
- Section 2 outlines workforce programs, such as secondary CTE, the Intermediary Network and work-based learning events, joint enrollment, credit and noncredit options and adult education and literacy. Highlights include the five most popular CTE programs: Accounting/Bookkeeping, Agriculture, Automobile/Automotive Mechanics, Construction Trades and Industrial Technology; the number of CTE award options going up; and adult education continuing to be the largest noncredit program by enrollment
- Section 3 includes information about enrollment in credit, developmental, noncredit, adult education and corrections programs. The corrections information is new to the report, and more information will be included in subsequent years. Highlights include the rising number of students who have declared no program of study (43.8 percent in AY21); the younger age of Iowa's community college population as compared to

national statistics (due to high joint enrollment); and the number of students served in corrections spaces (1,101).

- Section 4 provides information about credit student awards, reverse credit transfer, noncredit completion, VFA (which stayed the same from AY19-20 due to issues with VFA's reporting system), adult education outcomes and graduation, transfer and success rates. Highlights include health science being the largest CTE award area (38.5 percent of awards; the first year of transfer major award data being available (172 AA and 24 As degrees awarded); and 1,767 candidates being submitted for review to potentially receive award through reverse credit transfer.
- Section 5 includes information about tuition and mandatory fees, cost of enrollment, financial aid and the Skilled Worker and Job Creation Fund. Highlights include Iowa being the in the top 12 percent nationally for community college cost; the largest state-funded financial aid program being the Future Ready Iowa Last-Dollar Scholarship and WTED expenditures being spent largely on CTE programs (56.4 percent).
- Section 6 provides details about state and federally mandated programs, economic development and apprenticeships, sector partnerships and community support and collaboration, which is outlines one story from each college about how they have partnered with and/or made an impact on the community in AY20-21. Highlights include the top five federally mandated programs by enrollment being school bus driver, Iowa Course for Drinking Drivers, Iowa Course for Driver Improvement, motorcycle rider and motorized bicycle; 45,599 new jobs were pledged through the Industrial New Jobs training program; and community impact stories from the colleges, including Hawkeye Community College's IGNITE advanced manufacturing program and Western Iowa Tech Community College's technology access initiative.
- Section 7 outlines human resources and financial information from the community colleges. Highlights include community colleges employing 11,426 individuals; the top expenditure for the colleges being salaries (72.9 percent); and the top funds expenditure by function being vocational technology (23.2 percent).
- The report will be officially presented to the board tomorrow, and the team wants to thank the community college staff who submitted information and photos to bring this report to life.

VI. Iowa Central Community College Accreditation Report – Amy Gieseke and Heather Meissen

- This is the most comprehensive kind of accreditation visit that the bureau does. This is also the first on-site accreditation visit since the COVID-19 pandemic began.
- Internal Reviewers: Dr. Amy Gieseke (bureau chief), Dr. Chris Russell (education program consultant), Dr. Kelly Friesleben (education program consultant), Dr. Heather Meissen (education program consultant) and Dr. Jane Bradley (administrative consultant). External Reviewers: Dr. Lindsay Stoaks (VP of Instructions, SWCC) and Dr. Sarah Cottington (Program Director for Health Informatics, IHCC).
- Institutional profile was given, including rank in enrollment (7th), rank in credit awards (7th), high-number of students living on campus, 1st in penetration rate. The group noted that the campus is very vibrant and busy, likely due to the number of students who live on campus.

- Progress made since last visit in FY17: There were four findings in FY17, including six faculty who lacked required qualifications, the nondiscrimination statement being missing from several college publications, CTE programs missing from the review schedule/no programs reviewed in 2014-2015 and the Quality Faculty Plan committee membership list was not in compliance. Noticeable improvements were made in these areas and were noted during the FY22 visit, and there were recommendations, but no findings in these areas.
- State Accreditation Process: HLC Compliance – continued HLC accreditation with next affirmation in 2030-2031; embedded interim report should be included in 2025.
- Special Topic: Serving undecided students. For ICCC undecided students are one of the most difficult groups to retain. Heard from NICC, NIACC and EICC about promising practices to combat this (CCTCs for EICC; no undecided students/requirement to select a metamajor at NIACC; and embedding career development into the culture for all students, including a passport and point system at NICC).
- Standard #1 Faculty Qualifications: Most faculty appear to be well qualified. Recommendations: most were about how to maintain faculty qualification sheets and other processes related to maintaining that data.
- Standard #2 Faculty Load: Faculty load reports are within arts and science guidelines; there is a mutually agreed upon overload process with sign-off from faculty; the administration regularly takes load discussion items to the bargaining group for review.
- Standard #3 Special Needs: Numerous college-wide efforts to create a welcoming environment. Students were well-informed and appreciative of services. Accommodations director travels to all campuses to ensure access. Recommendations: Include considering a general email address
- Standard #4 CTE Program Evaluation/Review: New program software, Weave, has created consistency and efficiency as a more robust review process for the campus; arts and sciences programs follow same review process as CTE programs, and all courses in the Weave system. A new process is now in place to present programs to the board of trustees. Recommendations: Use disaggregated program demographic data to create strategic recruitment plans for underrepresented students.
- Standard #5 Physical Plant Facilities: The campus tour included the state-of-the-art, student-centered office and academic buildings. A bond initiative passed in 2018 to allow significant improvements in campus facilities, including upgrades for campus security, safety and accessibility. Finding: ICCC's Facilities Plan had been presented to the board, but not fully approved – The college followed up within days to obtain this approval. Recommendation: Ensuring that this board approval is incorporated for all major college plans moving forward.
- Standard #6 Strategic Planning (SP): Current SP Recommendations: Get an external consultant to advise on making the strategic plan more robust to engage all areas of the campus. Continue to use Weave and other college planning tools to document SP action steps.
- Standard #7 Quality Faculty Plan: QPF is approved by the board annually and committee meets regularly. Recommendation: Faculty at the college are considering developing a professional committee for added support, and the team recommends this addition.

- Standard #8 Senior Year Plus: Project Earlybird program has NACEP reaffirmation through 2026-2027. Recommendation: Address discrepancies in nondiscrimination statement.
- Themes from Desk Review/Visit: ICCC has a very student-focused culture. Student safety, well-being and success are clear priorities.
- The team recommends approval for reaccreditation.

Approval of Reaccreditation– Mike Knedler

Motion: President Newhouse moved to approve; seconded by Moudy Nabulsi.

Vote: Motion carries unanimously.

- Moudy Nabulsi asked about how the recommendations are followed up on, and Amy explained that this is a continuous improvement process, so each time that there is a follow up they check on the recommendations. If recommendations are not followed up on consistently, they may become a “finding,” which is more serious.

VII. For the Good of the Order – Mike Knedler

- Done and adjourned 4:51 p.m.
- Next meeting: March 1, 2022.