I. Call to Order

II. Approve Agenda

III. Consent Agenda
   1. Minutes pgs. 4-7
      A. May 11, 2021 regular meeting minutes.

   2. Bills and Claims for Payment pgs. 8-17
      A. Bills and Claims for Payment for the month ending May 31, 2021.

   3. Communications
      A. Hires:
         Callina M. Christiansen:
         Assistant Professor, Social Science Department; effective August 17, 2021; with
         salary at the annual rate of $62,240.00.
         Carter D. Kellogg:
         Admissions Representative; effective June 7, 2021; with salary at the annual rate of
         $37,338.00.
         Joseph A. Lippert:
         Housing Coordinator and Assistant Rugby Coach; effective June 4, 2021; with salary
         at the annual rate of $31,545.00.

      B. Resignations:
         Jared M. Beauchamp:
         Student Development Assistant and Head Women’s Soccer Coach; effective May 21,
         2021.
         Riley M. Bleam:
         Economic Development Assistant Director; effective May 31, 2021.
         David M. Flattery:
         Housing Coordinator and Assistant Baseball Coach; effective June 30, 2021.
         Jaclyn J. Hindt:
         Community Promotions Specialist; effective July 1, 2021.
Kolton C. Kersten:
Student Development Assistant and Assistant Wrestling Coach; effective June 1, 2021.

Rilee A. Miller:
Housing Coordinator and Assistant Women’s Soccer Coach; effective June 30, 2021.

Jerry K. Thor:
Intercollegiate Athletics Assistant Director, Strategic Initiatives, Head Men’s Tennis Coach, Head Women’s Tennis Coach, and Head eSports Coach; effective June 11, 2021.

4. Secretary Reports
   A. Financial Reports: pgs. 18-39
      Attached are the reports for the General, Auxiliary, Plant, Agency, Scholarship, and Loan Funds for the month ending May 31, 2021.

IV. President’s Reports

1. Approve Plans and Specs for the Art and Technology Building Roof Replacement Project:
   Approval of the Art and Technology Building Roof Replacement Project proposed plans, specifications, and form of contract. A public hearing is scheduled for 5:00 p.m. Attached are the plans, specifications, form of contract, and estimated cost which will require Board approval once the hearing is closed. Information can be found at this link. https://www.dropbox.com/sh/zs2wemrlhbagy89/AAC9Y-YO8vhFOOsMrDfRaJrka?dl=0

2. Approve Updates to Board Policies:
   The Board will be asked to approve updates to the attached Board Policies.

3. 2020-2021 Enrollment Management Plan Summary:
   The Board will receive the Summary from the 2020-2021 Enrollment Management Plan.

4. Legislative Update:
   The Board will be updated on the Legislative session and Budget Allocations.

5. Possible Closed Session on Litigation:
   A closed session may be necessary to discuss litigation.

6. Possible Closed Session on Negotiations Strategy:
   A closed session may be necessary to discuss negotiations strategy.

7. Possible Closed Session on Personnel:
   A closed session may be necessary to discuss personnel.

8. Possible Closed Session on Real Estate:
   A closed session may be necessary to discuss real estate.

V. Board Communication
1. Events, Notes, Etc.

VI. Unfinished Business

VII. New Business

VIII. Adjournment

The next regular meeting of the Board is scheduled for Tuesday July 13, 2021.
The Board of Directors of Merged Area (Education) V Community College District (IOWA CENTRAL COMMUNITY COLLEGE) met in regular session at 5:00 p.m., Tuesday, May 11, 2021, in the Warren Hunt Conference Room, Triton Café, Rooms 100-101 and via Zoom.

I. Call to Order

The meeting was called to order by the President of the Board.

The following members were found to be present: Tom Chelesvig, Mark Crimmins, Larry Hecht, Deb Loerch, Bennett O’Connor, Brandon Wessels, Darrell Determann, Connie Smith (present at 5:10 pm), and Doug McDermott.

Also present for the meeting were Vice Presidents, Tom Beneke, Dr. Stacy Mentzer, Jim Kersten, and Angie Martin, Mary Ludwig, and Secretary, Ally Walter.

II. Approve Agenda

Moved by Darrell Determann and seconded by Bennett O’Connor to approve, as presented. Motion carried unanimously.

III. Approve Consent Agenda

Approve Minutes
A. April 30, 2021, regular meeting

Approve bills and claims for payment
A. For the month ending April 30, 2021

Communications
A. Approve Employment:
   1. Morgan F. Hamilton: Academic Advisor; effective May 2, 2021; with salary at the annual rate of $37,338.00.
   2. Conley J. Messerly:
Admissions Representative; effective April 22, 2021; with salary at the annual rate of $37,338.00.

3. Naiden Savov:
   Computer System Analyst; effective April 21, 2021; with salary at the annual rate of $55,000.00.

B. Accept Resignation(s):
   1. Linsey M. Christie:
      Financial Aid Director; effective May 14, 2021.

Secretary Reports
   1. Financial Reports:
      For the General, Auxiliary, Plant, Agency, Scholarship, and Loan funds for the month ending April 30, 2021.

Moved by Larry Hecht and seconded by Deb Loerch to approve, as attached. Motion carried unanimously.

A. President
   1. 2021-2022 Part Time Wages:
      The Board will be asked to approve Part Time Wages for 2021-2022.

Moved by Darrell Determann and seconded by Larry Hecht to approve. Motion carried unanimously.

   2. 2021-2022 NonCredit Tuition and Fees:
      The Board will be asked to approve the 2021-2022 NonCredit Tuition and Fees.

Moved by Tom Chelesvig and seconded by Brandon Wessels to approve. Motion carried unanimously.

   3. Flat Rate Tuition and per Credit Hour Tuition Rate for 2021-2022:
      The Board will be asked to approve the following Tuition Flat Rate and costs for 2021-2022. Flat Rate tuition per semester, 12-18 hours, is currently $2940.00 in state tuition, $3040.00 bordering state, and $4235.00 for out of state and international students. It is recommended that the flat rate tuition per semester, 12-18 hours, be set at $3,000 in state tuition, $3100.00 bordering state, and $4,325.00 for out of state and international students. The resident student tuition rate is currently $180.00 per credit hour and the non-resident student tuition rate is currently $265.50, per credit. It is recommended that the resident student tuition rate be set at $184.00 per credit hour and the non-resident student tuition rate be set at
$271.50. The bordering states tuition rate for those students meeting the GPA requirement of 3.0 is currently set at $185.00 per credit hour. It is recommended that the bordering states student tuition rate be set at $189.00 per credit hour for those meeting the GPA requirement.

Moved by Deb Loerch and seconded by Brandon Wessels to approve. Motion carried unanimously.

4. Curriculum Approval:
The Board will be asked to approve Entrepreneurial Accounting to the catalog.

Moved by Darrell Determann and seconded by Larry Hecht to approve. Motion carried unanimously.

5. Update on Bond and Interest Property Tax Levy:
The Board will be given an update on the Bond and Interest Property Tax Levy.

Updated

6. Measures of College Readiness for Senior Year Plus Programs:
The Board will be asked to approve the new requirements for measuring college readiness.

Moved by Larry Hecht and seconded by Connie Smith to approve. Motion carried unanimously.

7. IACCT Update:
The Board will receive an update on Trustees meetings.

Updated.

8. Possible Closed Session on Negotiations Strategy:
A closed session may be necessary to discuss negotiations strategy.

Not needed.

9. Possible Closed Session on Personnel:
A closed session may be necessary to discuss personnel.

Not needed.

10. Possible Closed Session on Litigation:
A closed session may be necessary to discuss litigation.

Not needed.
11. Possible Closed Session on Real Estate:
   A closed session may be necessary to discuss real estate.

   Not needed.

IV. Board Communication
   A. Events, notes, etc.

   Presented.

V. Unfinished Business

   None.

VI. New Business

   None.

VII. Adjournment

Moved by Doug McDermott and seconded by Tom Chelesvig to approve. Motion carried unanimously.

Next Meeting
The next regular meeting of the Board is scheduled Tuesday, June 8, 2021, at 5:00 p.m

Allyson Walter
Secretary

ATTEST:

Mark R. Crimmins
President
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**Grand Total** $939,610.64
## Iowa Central Community College

### Financial Report for the Period Ended May 31, 2020

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#### Liabilities & Fund Balance

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<th>Agency Fund</th>
<th>Scholarship Fund</th>
<th>Loan Fund</th>
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<td>4,011,308.83</td>
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<td>642,911.02</td>
<td>38,020.42</td>
<td>562.28</td>
<td>16,514,156.39</td>
<td>38,296,531.11</td>
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<td>28,396.36</td>
<td>709,530.00</td>
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<td>33,457,085.15</td>
<td>14,172,661.61</td>
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<td>8,803,267.01</td>
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<td>26,303,839.71</td>
<td>26,303,839.71</td>
<td>26,303,839.71</td>
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<td>26,303,839.71</td>
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<td>(765,223.56)</td>
<td>0.00</td>
<td>78,165,728.45</td>
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| Secretary's Balance + Outstanding Checks + Treasurer's Balance | 47,639,403.15 | 510,429.24 | 45,349,832.39 |
# Iowa Central Community College

## Financial Report for the Period Ended May 31, 2021

### General Ledger Classification

<table>
<thead>
<tr>
<th>General Ledger Classification</th>
<th>General Fund</th>
<th>General Restricted Fund</th>
<th>Auxiliary Fund</th>
<th>Agency Fund</th>
<th>Scholarship Fund</th>
<th>Loan Fund</th>
<th>Plant Fund</th>
<th>Total All Funds</th>
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<td>(629,450.77)</td>
<td>(16,150,926.39)</td>
<td>(17,239.47)</td>
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<td>(44,385,462.78)</td>
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### Total Assets                         | 20,754,563.71| 21,072,694.01           | 17,647,212.56  | 1,133,798.17| (1,698,337.25) | 0.00      | 90,714,471.69| 149,624,402.89 |

### Liabilities & Fund Balance

<table>
<thead>
<tr>
<th>Liabilities &amp; Fund Balance</th>
<th>General Fund</th>
<th>General Restricted Fund</th>
<th>Auxiliary Fund</th>
<th>Agency Fund</th>
<th>Scholarship Fund</th>
<th>Loan Fund</th>
<th>Plant Fund</th>
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<td>149,624,402.89</td>
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<table>
<thead>
<tr>
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<th>Treasurer's Balance</th>
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<tbody>
<tr>
<td>57,537,330.96</td>
<td>445,272.49</td>
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<td>57,982,603.45</td>
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# Iowa Central Community College Revenue

**Year To Date Fiscal Year 2019 - 2020**

**May 2020**

## Fund: 1 Unrestricted General Fund

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<th>Object ID and Name</th>
<th>Art-Sci</th>
<th>Voc-Tech</th>
<th>Cont Ed</th>
<th>260E</th>
<th>Admin</th>
<th>Student Services</th>
<th>Learning Resources</th>
<th>Physical Facilities</th>
<th>Gen Inst</th>
<th>Total</th>
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<td>10,470</td>
<td>20,565</td>
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# Iowa Central Community College Revenue

**Year To Date Fiscal Year 2020 - 2021**  
**May 2021**

**Fund: 1 Unrestricted General Fund**

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**Total: 1 Unrestricted General Fund**  
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# Iowa Central Community College Revenue

**Year To Date Fiscal Year 2019 - 2020**

**May 2020**

## Fund: 2 Restricted General Fund

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<th>Learning Resources</th>
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**Total: 2 Restricted General Fund**

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# Iowa Central Community College Revenue

**Year To Date Fiscal Year 2020 - 2021**

**May 2021**

Fund: 2 Restricted General Fund

<table>
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**Total: 2 Restricted General Fund**

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<th>Learning Resources</th>
<th>Physical Facilities</th>
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Return to Agenda
# Iowa Central Community College Revenue

**Year To Date Fiscal Year 2019 - 2020**

**May 2020**

Fund: 7 Plant Fund

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<th>Admin</th>
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<th>Learning Resources</th>
<th>Physical Facilities</th>
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# Iowa Central Community College
## Revenue
### Year To Date Fiscal Year 2020 - 2021
#### May 2021

**Fund: 7 Plant Fund**

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<th>COOP Program</th>
<th>Admin</th>
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<th>Learning Resources</th>
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## Iowa Central Community College Expenditures

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**May 2020**

**Fund: 1 Unrestricted General Fund**

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**Group Total**

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<th>260E</th>
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<th>Student Services</th>
<th>Learning Resources</th>
<th>Physical Facilities</th>
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| 601 Professional Services                   | 118,741 | 57,432  | 167,168 | 0    | 186,794 | 161,895          | 3,000               | 849,013            | 866,641  | 2,410,684 |
| 602 Election Costs                          | 0       | 0       | 0       | 0    | 35,320  | 0               | 0                   | 0                   | 0        | 35,320  |
| 604 Membership Dues                         | 2,782   | 16,584  | 1,635   | 0    | 126,602 | 9,445            | 127                 | 6,255               | 12,056   | 175,486 |
| 605 Legal Publications                      | 0       | 0       | 0       | 0    | 2,806   | 0               | 0                   | 0                   | 0        | 2,806   |
| 606 Equipment Maintenance & Repair          | 4,989   | 21,526  | 22,896  | 0    | 0       | 0               | 0                   | 0                   | 18,908   | 316     |
| 609 Building Maintenance & Repair           | 0       | 0       | 36      | 0    | 0       | 0               | 0                   | 0                   | 117,262  | 0       |
| 610 Maintenance Of Grounds                  | 0       | 0       | 0       | 0    | 0       | 0               | 0                   | 0                   | 0        | 0       |

26 Return to Agenda
### Iowa Central Community College Expenditures

**Year To Date Fiscal Year 2019 - 2020**

**May 2020**

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## Iowa Central Community College Expenditures

### Year To Date Fiscal Year 2019 - 2020

**May 2020**

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### Iowa Central Community College Expenditures

**Year To Date Fiscal Year 2020 - 2021**

**May 2021**

#### Fund: 1 Unrestricted General Fund

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<td>(39,379)</td>
<td>(46,275)</td>
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<td>(62,700)</td>
<td>(245,441)</td>
<td>0</td>
<td>(84,113)</td>
<td>(131,169)</td>
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Return to Agenda
# Iowa Central Community College Expenditures

**Year To Date Fiscal Year 2020 - 2021**  
**May 2021**

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<th>Category</th>
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<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>YTD</th>
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Return to Agenda
## Iowa Central Community College Expenditures

**Year To Date Fiscal Year 2020 - 2021**  
**May 2021**

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<th>0</th>
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<td>0</td>
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| Group Total | 0   | 0      | 0     | 0   | 0        | 0   | 0   | 0   | 50,278   | 3,775    | 54,053   |

| Total: 1 Unrestricted General Fund | 5,461,558 | 5,815,611 | 1,392,930 | 0   | 1,239,051 | 5,213,035 | 64,034 | 2,896,580 | 4,159,623 | 26,242,423 |
Iowa Central Community College
Expenditures
Year To Date Fiscal Year 2019 - 2020
May 2020

Fund: 2 Restricted General Fund

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<th>Voc-Tech</th>
<th>Cont Ed</th>
<th>260E</th>
<th>Admin</th>
<th>Student Services</th>
<th>Learning Resources</th>
<th>Physical Facilities</th>
<th>Gen Inst</th>
<th>Total</th>
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<td>55,297</td>
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Group Total                              | 0       | 302,732  | 885,648 | 93,540 | 297,383 | 0                | 0                 | 0                   | 1,683,846 | 3,253,149 |

601 Professional Services                | 0       | 4,400    | 11,761  | 0       | 47,078  | 0                | 0                 | 0                   | 1,522,500 | 1,616,945 |
604 Membership Dues                      | 0       | 0        | 0       | 0       | 0       | 2,000          | 8,265              | 0                   | 0        | 53,070   | 131,464   |
606 Equipment Maintenance & Repair       | 0       | 0        | 0       | 1,007  | 1,717   | 0              | 0                 | 0                   | 0        | 21,198   | 23,922    |
609 Building Maintenance & Repair        | 0       | 0        | 0       | 0     | 0     | 0              | 0                 | 0                   | 0        | 0        |
610 Maintenance Of Grounds               | 0       | 0        | 0       | 0     | 0     | 0              | 0                 | 0                   | 0        | 0        |
611 Information Services                 | 0       | 0        | 0       | 0     | 0     | 41,232         | 0                 | 0                   | 0        | 41,232   |
612 Printing & Reproduction Svcs.        | 0       | 0        | 0       | 0     | 0     | 0              | 826               | 0                   | 0        | 826      |
615 Communications                       | 0       | 0        | 0       | 0     | 0     | 0              | 580               | 0                   | 0        | 580      |
618 Insurance                            | 0       | 0        | 0       | 0     | 0     | 0              | 0                 | 0                   | 495,416  | 627,825  | 1,123,241 |
621 Rental Of Buildings                  | 0       | 0        | 0       | 0     | 0     | 0              | 0                 | 0                   | 0        | 7,655    |
622 Rental Of Equipment                  | 0       | 0        | 0       | 0     | 0     | 0              | 0                 | 0                   | 0        | 0        |
623 Postage                              | 0       | 0        | 0       | 0     | 0     | 0              | 0                 | 0                   | 0        | 0        |
624 Group Meeting/workshop Expense       | 0       | 0        | 0       | 3,840  | 13,189  | 0              | 862               | 0                   | 0        | 0        |
626 Other Contractual Services           | 0       | 0        | 0       | 0     | 0     | 689,743        | 0                 | 0                   | 0        | 689,743  |

Group Total                              | 0       | 9,248    | 82,926  | 692,673 | 56,263  | 0              | 0                 | 0                   | 2,017,916 | 3,547,710 |

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Return to Agenda
# Iowa Central Community College Expenditures

**Year To Date Fiscal Year 2019 - 2020**

**May 2020**

<table>
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<th>Amount 2</th>
<th>Amount 3</th>
<th>Amount 4</th>
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<th>Amount 6</th>
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# Iowa Central Community College

## Expenditures

**Year To Date Fiscal Year 2020 - 2021**  
**May 2021**

**Fund: 2 Restricted General Fund**

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**35**

*Return to Agenda*
# Iowa Central Community College

## Expenditures

**Year To Date Fiscal Year 2020 - 2021**

**May 2021**

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| Total                                                  |      | 220,405 | 65,502  | 0       | 889     | 0           | 0           | 0           | 745,254     |

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| Total                                                  |      | 78,450  | 14,477  | 270,920 | 0       | 0           | 0           | 0           | 1,927,135   |

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| Total                                                  |      | 150,718 | 0       | 0       | 0       | 0           | 0           | 0           | 597,695     |

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Iowa Central Community College

Expenditures

Year To Date Fiscal Year 2020 - 2021

May 2021
# Iowa Central Community College Expenditures

**Year To Date Fiscal Year 2019 - 2020**

**May 2020**

**Fund: 7 Plant Fund**

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<th>Voc-Tech</th>
<th>Cont Ed</th>
<th>COOP Program</th>
<th>Admin</th>
<th>Student Services</th>
<th>Learning Resources</th>
<th>Physical Facilities</th>
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## Iowa Central Community College
### Expenditures
#### Year To Date Fiscal Year 2020 - 2021
#### May 2021

**Fund: 7 Plant Fund**

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<th>Cont Ed</th>
<th>COOP Program</th>
<th>Admin</th>
<th>Student Services</th>
<th>Learning Resources</th>
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### Philosophy

The College is committed to compliance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act as amended, Iowa Code Chapter 216, and other applicable federal and state laws and regulations. Opportunities will be provided for qualified persons with disabilities in every activity, program, or service operated or sponsored by the College including, but not limited to employment, academic benefits, services, and programs. The College is committed to providing reasonable access and/or accommodations to all programs, services, jobs and facilities. All College employees work to ensure campus accessibility for persons with disabilities, which would include, but not be limited to, employment practices, facilities use and maintenance, admissions, services, programs, and activities, except where to do so would result in fundamental alteration to the essential requirements of the program or the job or place undue financial and administrative burdens upon the College.

Vice President of Enrollment Management & Student Development and Academic Assistance & Accommodation Coordinator: The Vice President of Enrollment Management & Student Development and the Academic Assistance & Accommodations Coordinator, among other duties and responsibilities, are responsible for ensuring that the College is in compliance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act as amended, Iowa Code Chapter 216, and other applicable federal and state laws and regulations. They will recommend additions, deletions, and/or changes to policies, programs, services, or facilities in existence or those planned by the College to comply with mandates of Section 504 of the Rehabilitation Act of 1973, the ADAAA, Iowa Code 216, and other applicable federal and state laws and regulations. Their recommendations will be submitted to the President for approval and to the Board in accord with directives established by the College. The President and designees, with the assistance of the Vice President of Enrollment Management & Student Development and the Academic Assistance & Accommodation Coordinator, will monitor the implementation of any changes so as to adhere to the objectives and purposes of the College and serve the interest of the students, administration, faculty, and staff.

Individuals may login to Triton Pass and click on “Concern Form” to report any concern they have.
**CHAPTER: Harassment and Violence**

**DATE ADOPTED:** November 11, 2014

**NUMBER:** Reviewed: 223

**ADMINISTRATION**

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**SYNOPSIS:**

1. **Introduction:** As an educational institution, Iowa Central Community College strives to provide a respectful, safe, and non-threatening environment for students and employees. The mission of the College is to promote intellectual discovery, physical development, social and ethical awareness, and economic opportunities for all through an education that transforms lives, strengthens community, and inspires progress. Harassment and violence against students, faculty, and staff subverts this mission and will not be tolerated. This policy describes prohibited conduct, establishes procedures for reporting and addressing complaints of prohibited conduct, and describes educational programs to be conducted by the College to heighten awareness of prohibited conduct described below.

The College has separate procedures for reports or complaints of sexual harassment governed by Title IX of the Education Amendments Act of 1972. These procedures are available at [https://www.iowacentral.edu/about/titleIX.asp](https://www.iowacentral.edu/about/titleIX.asp) or a paper copy may be requested from the Human Resource Director. For reports or complaints of sexual harassment outside of the College’s Title IX jurisdiction, the College will follow this policy and/or any other applicable College policy, procedure, or handbook provision.

Individuals may login to Triton Pass and click on “Concern Form” to report any concern they have.

2. **Prohibitions:** It is the policy of the College to maintain a learning and working environment that is free from harassment or violence based on race, color, religion, creed, sex (including pregnancy), sexual orientation, gender identity, sex stereotyping, marital status, socioeconomic status, military service, national origin, age, disability, and/or any other status protected by federal, state, or local law.

The College prohibits any form of harassment or violence against an employee or student based on race, color, religion, creed, sex (including pregnancy), sexual orientation, gender identity, sex stereotyping, marital status, socioeconomic status, military service, national origin, age, disability, and/or any other status protected by federal, state, or local law.

The College prohibits retaliation against any person who opposes unlawful discrimination and/or makes a report of complaint or discrimination or harassment, or participates in any way in an investigation or complaint under this policy. For purposes of this policy, these prohibitions also apply to College directors, agents, volunteers, contractors, or persons subject to the supervision and control of the College.

It is a violation of College policy for any student, faculty member, staff member, administrator or other employee to harass any student, faculty member, administrator, or other College employee based on sex stereotyping and/or because of that person’s race, color, religion, creed, sex (including pregnancy), sexual orientation, gender identity, marital status, socioeconomic status, military service, national origin, age, disability, and/or any other status protected by federal, state, or local law.
It is a violation of College policy for any student, faculty member, staff member, or administrator or other College employee to inflict, threaten to inflict, attempt to inflict, and/or to aid in inflicting violence upon any student, faculty member, staff member, administrator or other College employee based on sex stereotyping and/or because of that person’s race, color, religion, creed, sex (including pregnancy), sexual orientation, gender identity, marital status, socioeconomic status, military service, national origin, age, disability, and/or any other status protected by federal, state, or local law. Further prohibited conduct applicable to students is described in Board Policy 416, Violence Prevention and Threat Assessment. Also, other prohibited conduct applicable to students, faculty, staff members, administrators, or other College employees is described in Board Policy Number 313, Technology and Board Policy Number 315, Social Media.

This policy covers prohibited conduct occurring both on-campus/center and off-campus:

a. On-campus/center violations: prohibited conduct that occurs on property owned or controlled by the College;

b. Off-campus violations: prohibited conduct that occurs during College sponsored events or during a College affiliated organization’s sponsored event (e.g. field trips, social and educational functions, College related travel, athletic related events and travel, and student recruitment activities and travel); and

c. At any location, including through electronic media such as e-mail or social networking websites, and involving any College faculty, staff, or student, provided that:

(1) The incident occurs at a College-sponsored activity or during an event sponsored by an organization affiliated with the College, including a student organization;

(2) The Complainant or Respondent was acting in an official capacity for the College during the incident,

(3) The Complainant or Respondent was conducting College business during the incident;

(4) The conduct has the purpose or reasonably foreseeable effect of substantially interfering with the work or educational performance of College students, faculty, or staff;

(5) The conduct creates an intimidating or hostile environment for anyone who is involved in or seeks to participate in College employment, education, on-campus living, or other College-sponsored activities; or

(6) The conduct demonstrates that the individual poses a reasonable threat to College campus/center safety and security.

3 Definitions as to Harassment

**Harassment** is conduct or speech which is offensive or shows malice toward an individual based on sex stereotyping and/or because of a person’s race, color, religion, creed, sex (including pregnancy), sexual orientation, gender identity, marital status, socioeconomic status, military service, national origin, age, disability, and/or any other status protected by federal, state, or local law.

Harassment means any unwelcome conduct that is related to an individual’s membership in a protected class and that is sufficiently severe, pervasive, or persistent that it unreasonably interferes with any aspect of an individual’s educational or employment performance or opportunities.

a. The content consists of those personally abusive epithets which are inherently likely to provoke a violent reaction,
b. The content is a serious expression of an intent to commit an act of unlawful violence to a particular individual or group of individuals, or

c. The content is a threat to a person or group of persons with the intent of placing the victim in fear of bodily harm or death.

Conduct that constitutes a protected exercise of an individual's rights under the First Amendment to the United States Constitution (and related principles of academic freedom) shall not be deemed a violation of this policy.

Harassment as it relates to conduct is intentional conduct directed toward an identifiable person or persons based on sex stereotyping and/or because of the person's race, color, religion, creed, sex (including pregnancy), sexual orientation, gender identity, marital status, socioeconomic status, military service, national origin, age, disability, and/or any other status protected by federal, state, or local law that is sufficiently severe, pervasive, or persistent that it interferes with work, educational performance, on-campus living, or participation in a College activity on or off campus.

Sexual harassment is a form of sexual discrimination that violates Title VII of the Civil Rights Act of 1964 and/or Title IX of the Education Amendments of 1972. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

a. Submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining or retaining employment or of obtaining the College’s program (academic course) and/or other College sponsored activities;

b. Submission to or rejection of that conduct or communication by an individual is a factor in decisions affecting that individual’s employment or education; or

c. That conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual’s employment or a student’s ability to participate in or benefit from a College program (academic course) or activity sponsored by the College or creating an intimidating, hostile, or offensive employment environment or educational or on-campus living environment.

Sexual harassment subverts the mission of the College and threatens the careers, educational experience, and well-being of students, faculty, and staff. The College will not tolerate sexual harassment, nor will it tolerate unwelcomed behavior of a sexual nature toward members of the College community when that behavior creates an intimidating or hostile environment for employment, education, on-campus living, or participation in a College sponsored activity.

Sexual harassment is especially serious when an instructor harasses a student or a supervisor harasses a subordinate. In such situations, sexual harassment unfairly exploits the power inherent in an instructor's or supervisor's position. However, while sexual harassment often takes place in situations where there is an abuse of a power differential between the persons involved, the College recognizes that sexual harassment is not limited to such situations. Sexual harassment can occur when a student harasses an instructor, when a subordinate harasses a supervisor, or between persons of the same status as students or employees.

Sexual harassment may also include, but is not limited to, conduct described below:

- **Gender Harassment** is generalized sexist statements and behavior that convey insulting or degrading attitudes including acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping or a person's failure to conform to stereotypical notions of masculinity or femininity even if those acts do not involve conduct of a sexual nature. Examples include suggestive or sexually explicit posters, calendars, photographs, graffiti, cartoons, e-mail, voicemail, and social media including
but not limited to Facebook and twitter; and sexually explicit jokes or humor focused toward a particular gender.

- **Seductive Behavior** is unwanted, inappropriate and offensive sexual advances. Examples include repeated unwanted sexual invitations, insistent requests for dinner, drinks or dates, persistent letters, phone calls and other invitations.

- **Sexual Bribery** is solicitation of sexual activity or other sex-linked behavior by promising a reward (a better grade, promotion, etc.) for performing the activity or behavior. The proposition may be either overt or subtle.

- **Sexual Coercion** is sexual activity or other sex-linked behavior by threat of punishment. Examples include negative performance evaluations, withholding promotions, threats of termination, or threats of a failing or lower grade.

- **Sexual Exploitation**: Non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of other sexual harassment offenses. Examples include, but are not limited to, invasion of sexual privacy, prostituting another student, non-consensual video or audio-taping of sexual activity, going beyond the boundaries of consent (such as letting your friends hide in the closet to watch you having consensual sex), engaging in voyeurism, knowingly transmitting an STI or HIV to another individual, exposing one’s genitals in non-consensual circumstances, inducing another to expose their genitals. Sexually-based stalking and/or bullying may also be forms of sexual exploitation.

- **Sexual Imposition** includes deliberate assaults or molestation, or unwanted physical contact such as patting, pinching, "friendly" arms around the shoulder or intentionally brushing against another person's body. This includes any intentional sexual touching, however slight, with any object, by a man or a woman upon a man or a woman, that is without consent and/or by force such as intentional contact with the breasts, buttock, groin, or genitals, or touching another person with any of these body parts, or making another touch you or themselves with or on any of these body parts; and any intentional bodily contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.

- **Other** conduct or behavior of a sexual nature deemed inappropriate by a College employee and/or student.

Additional definitions of sexual harassment exist under Title IX. Please see the College’s Title IX policy and procedures for information about your rights and responsibilities under Title IX, including the College’s formal grievance process. For cases that fall under the College’s Title IX jurisdiction, those procedures will apply. The procedures in this policy will be applied in cases where the College does not have jurisdiction to investigate and remedy the alleged conduct under Title IX.

### Evidence of Sexual Harassment:

Behavior that may constitute, or be evidence of, prohibited sexual harassment includes, but is not limited to, the following:

a. Physical assault

b. Direct or implied threats that submission to sexual advances will be a condition of, or that failure to submit to such advances will adversely affect, employment, work status, promotion, grades, letters of recommendation, or participation in a College sponsored activity;
c. Direct propositions of a sexual nature or persistent unwelcomed efforts to pursue a romantic or sexual relationship, including subtle pressure for sexual activity, an element of which may be repeated staring;

d. A pattern of unwelcomed sexually explicit gestures, statements, questions, jokes, or anecdotes, whether made physically, orally, in writing, or through electronic media (see Board Policy Number 313 Technology and Board Policy Number 315 Social Media Policy);

e. A pattern of unwelcomed conduct involving:

   (1) Unnecessary touching;

   (2) Remarks of a sexual nature about a person's clothing or body;

   (3) Remarks relating to sexual activity or speculations concerning previous sexual experience; or

   (4) Stalking another person who reasonably perceives the stalker is pursuing a romantic and/or sexual relationship, and stalking of a sexual nature that is directed at a specific person that would cause a reasonable person to feel fear; or

f. A display of graphic sexual material (not legitimately related to the subject matter of an academic course, if one is involved, or to job requirements) in a context where others are not free to avoid the display because of an employment or educational requirement or without surrendering a privilege or opportunity that others may reasonably expect to enjoy in that location.

In determining whether alleged conduct constitutes sexual harassment, the College will consider all available information and will review the totality of the evidence, including the context in which the alleged incident(s) occurred, to determine whether it is more probably likely than not that the harassment in violation of this policy occurred. Although repeated incidents generally create a stronger claim of sexual harassment, a single serious incident can be sufficient. Determinations will be made on a case-by-case basis.

Expression that constitutes a protected exercise of an individual's free speech rights under the First and Fourteenth Amendments to the United States Constitution shall not be deemed a violation of this policy. Isolated behavior of the kind described above that does not rise to the level of sexual harassment but that, if repeated, could rise to that level, demonstrates insensitivity that may warrant remedial measures. Academic or administrative personnel who become aware of such behavior in the College environment should counsel those who have engaged in the behavior. Such counsel should include a clear statement that the behavior is not acceptable and should cease, information about the potential consequences if such behavior persists, and a recommendation, as appropriate, to undertake an educational program designed to help the person(s) understand the harm caused by the behavior.

5 **Reporting Sexual Harassment:**

a. Students who feel that they have been the subjects of sexual harassment should advise the College's Human Resources Director/Equal Employment Opportunity (EEO) Coordinator.

b. Staff members should advise the College's Human Resources Director/EEO Coordinator.

c. When the College is informed or made aware of a possible harassment situation, an investigation will be conducted as described in the procedure for a Formal Complaint in this policy.

6 **Sexual violence** is prohibited and as specifically addressed in the Violence Against Women Reauthorization Act of 2013, Section 304, Campus Sexual Violence Act provisions amending Section 485(f) of the Higher Education Act of 1965 (the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act). Sexual violence refers to physical sexual acts perpetrated against a person's consent or where a person is incapable of giving consent due to the victim's use of drugs or alcohol or due to an intellectual or other
disability. A number of different acts fall into the category of sexual violence, including rape, acquaintance rape, domestic violence, dating violence, sexual assault, stalking, and acts as defined below, as well as aiding acts of sexual violence.

Definitions as to Sexual Violence

- **Consent**: means knowing and voluntary agreement to engage in conduct or an activity with another individual. Silence or an absence of resistance does not imply consent. Past consent to engage in conduct or an activity does not imply future consent; consent can be revoked at any time. An individual who is incapacitated (e.g., when a person is asleep, unconsciousness, under the influence of drugs or alcohol, or disability) cannot give consent. Coercion, force, or the threat of either invalidates consent. Under no circumstances can a student give consent to engage in any sexual conduct or activity with an employee of the College.

  Iowa Code provides that the following persons are unable to give consent:

  - Persons who are asleep or unconscious (Iowa Code Section 709.1A);
  - Persons who are incapacitated due to the influence of drugs, alcohol, or medication (Iowa Code Section 709.1A);
  - Persons who are unable to communicate consent due to a mental or physical condition (Iowa Code Section 709.1A); or
  - Generally, minors under the age of 16 (Iowa Code Section 709.4).

- **Domestic Violence**: Includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of Iowa.

- **Dating Violence**: Violence committed by a person:
  - Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
  - Where the existence of such a relationship is determined based on a consideration of the following factors:
    - The length of the relationship,
    - The type of relationship.
    - The frequency of interaction between the persons involved in the relationship; and
  - May occur any time even it first and only date.

- **Non-Consensual Sexual Intercourse**: Any sexual intercourse however slight, with any object, by a man or woman upon a man or a woman, which is without consent and/or by force. Intercourse includes vaginal penetration by a penis, object, tongue or finger, anal penetration by a penis, object, tongue, or finger, and oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact.

- **Sexual Assault**: Subjecting another person to sexual touching that is unwanted.

- **Stalking**: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
  - Fear for their safety or the safety of others; or
  - Suffer substantial emotional distress.

- **Substantial Threat**: reported conduct that by its nature causes a person to reasonably believe that a high risk exist that violent acts and physical harm against another person or persons may occur.
Reporting Sexual Violence: The College strongly encourages all members of the College community to report incidents of sexual violence to any of the following resources:

a. In the event of an immediate threat, danger, or injury, the reporting person should contact the local authorities by dialing 911 and then contact Campus Security by dialing 515-574-1000. For non-emergencies, the reporting person is encouraged to contact College Campus Security by telephone at 515-574-1000 or by e-mail at security@iowacentral.edu or to contact the College’s Title IX Coordinator, Stacy Ihrig, Human Resources Director, One Triton Circle, Fort Dodge, IA, 50501, 515-574-1138, ihrig@iowacentral.edu. This notification does not require that the reporting person file a formal complaint.

b. Students may also speak to any member of the College’s full-time faculty, the Campus nurse whose telephone number is 515-574-1047, or to the College mental health counselor whose telephone number is 515-574-1051. The faculty member or other professional staff member (excluding the College’s mental health counselor) receiving the report must immediately notify the Title IX Coordinator, Stacy Ihrig, Human Resources Director, One Triton Circle, Fort Dodge, IA, 50501, 515-574-1138, ihrig@iowacentral.edu.

c. Confidentiality:

Certain College officials have a duty to report sexual assault, domestic violence, dating violence and stalking for federal statistical reporting purposes (such as pursuant to the Clery Act, 20 U.S.C. § 1092). All personally identifiable information is kept confidential, but statistical information must be reported to College Campus Security regarding the type of incident, date, and the location of the incident (using Clery Act location categories and crime category as described in the College’s Annual Campus Security Report).

As a function of any educational institution the College must balance the needs of the individual student or the individual employee with the obligation to strive to protect the safety and well-being of the college community at large. Therefore, depending on the seriousness of the reported incident, further action may be necessary, including a campus security alert concerning a reported incident confirmed to pose a substantial threat to members at large of the campus community. The College will make every effort to ensure that a victim or the reporting person’s name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger.

To Report Confidentially: If an individual desires that details of an incident of sexual harassment or sexual violence be kept confidential, they should speak with the on-campus mental health counselor, campus health service provider or off-campus rape crisis resources who can maintain confidentiality. The College mental health counselor is available to help you free of charge and can be seen on an emergency basis. In addition, you may speak off-campus with members of the clergy, who will also keep reports made to them confidential.

Non-confidential reporting options: You are encouraged to speak to the College’s Title IX Coordinator to make formal reports of sexual harassment and/or sexual violence. You have the right and can expect to have incidents of sexual harassment and/or sexual violence to be taken seriously by the College when formally reported, and to have those incidents investigated and properly resolved through administrative procedures.

Racial, religious, national origin, socioeconomic status, military service, age, and disability harassment:

Physical or verbal conduct relating to an individual’s race, color, creed, religion, national origin, socioeconomic status, military service, age, and/or disability when the conduct:

a. Has the purpose or effect of creating an intimidating, hostile, or offensive working or academic environment; or
b. Has the purpose or effect of substantially or unreasonably interfering with an individual’s work or academic performance; or

c. Otherwise unlawfully and adversely effects an individual’s employment or ability to participate in or benefits from the College's programs (academic courses) and/or College sponsored activities.

The use of alcohol and/or drugs will not excuse any behavior that violates this policy

Procedure for Reporting and Investigation Complaint of Harassment

a. Any person who believes they have been the victim of, or has witnessed or otherwise learned of, harassment by a student, faculty member, administrator, or other College personnel because of race, color, creed, religion, national origin, sex (including pregnancy), sexual orientation, gender identity, and/or sex stereotyping, marital status, socioeconomic status, military service, age, and/or disability or any other status protected by federal, state, or local law (except as to complaints of sexual harassment under Title IX, which shall be handled in accordance with the College’s Title IX policy and procedures) should report the conduct to the Vice President of Enrollment Management & Student Development or to the Director, Human Resources. Complaints or reports involving sexual harassment should be reported to the College’s Title IX Coordinator.

b. Persons wishing to file a complaint under this policy may decide to resolve the matter through the informal complaint procedure, the formal complaint procedure, or both, following the steps outlined below. The Complainant may contact the Vice President of Enrollment Management & Student Development or to the Director, Human Resources at any time for advice.

c. Informal Complaint Procedure
   Any student who wishes to utilize the informal complaint procedure to resolve a complaint of discrimination or harassment made by that employee may do so by contacting the Vice President of Enrollment Management & Student Development. Any employee may do so by contacting their immediate supervisor. If the immediate supervisor is the Respondent the employee should contact the Human Resource Director. Students and employees are encouraged to seek informal resolution as soon as possible after an incident of alleged discrimination or harassment. This informal discussion will be held within ten (10) calendar days (excluding weekend and College approved holidays and closings) of the student or employee’s initial request for informal resolution provided the discovery is within six (6) months of the occurrence of the matter. At this informal discussion the individual and the supervisor or the Vice President of Enrollment Management & Student Development may each request the presence of a third party and/or the College’s EEO/AA Officer. An effort will be made at the time by both parties to resolve the issue. If the complaint is not resolved, the Complainant may then proceed, within the following 30 calendar days (excluding weekends and College approved holidays and closings), through the Formal Complaint Procedure described below.

   An informal resolution can be achieved at any time in this process if all parties are satisfied with the adjustment of the complaint.

d. Formal Complaint Procedure
   Individuals who are subjected to discrimination or harassment are encouraged to report the incident(s) to the Vice President of Enrollment Management & Student Development (for students) or to the Human Resources Director (for employees) as soon as possible. If the student or employee wishes, they may initiate the formal complaint procedure by filing a written complaint.

   After the receipt of the written complaint, the Vice President of Enrollment Management & Student Development or to the Human Resources Director shall designate an officer of the College, or other
appropriate internal or external investigator, who shall be responsible for investigating the complaint (such officer shall not be the party reported to have committed the alleged harassment).

A written statement from the Complainant shall be obtained by the designated investigator of their designee. The investigator will then immediately contact the Respondent inform the Respondent of the basis of the complaint, and provide the Respondent an opportunity to respond. The investigator may issue a mutual no-contact directive to the parties pending the completion of the investigation. The Respondent will then provide a written response to the investigator. Both parties will have equivalent opportunities to provide witnesses and evidence to the investigator for consideration.

Any party may be accompanied by support person or an advisor of their choice and at their expense. In no event may the support person or advisor interfere with the interview or disrupt the complaint procedure process provided herein.

Complainants also have the right to file complaints of discriminatory harassment with the following agencies:

**Office for Civil Rights (OCR) – Chicago Office**
U.S. Department of Education
Citigroup Center
500 W. Madison Street, Suite 1475
Chicago, IL 60661
Phone: (312) 730-1560
www.ed.gov/ocr

**Equal Employment Opportunity Commission (EEOC)**
Reuss Federal Plaza
310 W. Wisconsin Avenue, Suite 800
Milwaukee, WI 53203-2292
Phone: (800) 669-4000
www.eeoc.gov/

**Iowa Civil Rights Commission (ICRC)**
Grimes State Office Building
400 E. 14th Street
Des Moines, IA 50319
Toll free: (800) 457-4416
Phone: (515) 281-4121
https://icrc.iowa.gov/

Upon receipt of the response, the investigator shall report in writing to the Human Resources Director the findings of the investigation, and shall notify the Complainant and Respondent of said findings in writing within fourteen (14) calendar days (excluding weekends and College approved holidays and closings) of the appointment. The Human Resources Director shall review the written findings to determine if harassment in violation of this Policy has occurred. The College shall make an appropriate determination, in light of the circumstances presented, of whether a respondent should be removed from campus or placed on administrative leave pending the outcome of these grievance procedures.

Upon completion of the review and determination by the Human Resources Director, both the Complainant and Respondent shall be notified separately in person and in writing by the Human
Resources Director of their decision within seven (7) calendar days (excluding weekends and College approved holidays and closings) of receiving the report. The Complainant and Respondent shall be notified if the Human Resources Director is unable to meet with them in person within seven (7) calendar days (excluding weekends and College approved holidays and closings) and a meeting will be scheduled as soon as possible. The Human Resources Director will meet separately with the individuals and will address any questions concerning the determination or resolution with the individuals during this meeting.

e. The College reserves the right to take whatever measures it deems appropriate in response to a complaint of harassment under this policy. Such measures include but are not limited to discipline up to and including recommending termination of employment for employees or modification of academic, on-campus housing or work arrangements, probation and suspension or expulsion for students. Not all forms of harassment will be deemed to be equally serious offenses and the College reserves the right to impose different sanctions, ranging from verbal warning to expulsion of enrollment or to termination of employment, depending on the severity of the offense. The College will consider the concerns and rights of both the Complainant and Respondent.

f. The Respondent in accordance with College policy, the Master Agreement, the Collective Bargaining Agreement, the Student Handbook, or the Employee Handbook, whichever applies, may appeal any disciplinary action resulting from this procedure.

g. In the event the Complainant is dissatisfied with the Human Resources Director’s decision, the Complainant may appeal in writing to the President of the College within five (5) calendar days (excluding weekends and College approved holidays and closings) of the receipt of the Human Resources Director’s decision.

h. As this procedure is initiated and completed, all involved parties will be expected to respect the sensitive nature of the matter and to protect the confidentiality of the Complainant, the Respondent, and all those involved in the investigation. The College will respect the privacy of the Complainant, the Respondent, and all those involved in the investigation as much as possible, consistent with the College’s legal obligations to investigate and to take appropriate action. Only people who need to know will be told, and information will be shared only as necessary with investigators, witnesses, and the accused individual.

i. The College will make every reasonable effort to conclude its full investigation of a complaint, decision by the Director, Human Resources, and processing of any appeal within sixty (60) calendar days (excluding weekends and College approved holidays and closings) from its receipt of a complaint. The time periods specified in this procedure are institutional expectations. The Human Resources Director will document the reason for extending any specified time period and will provide to the Complainant and Respondent periodic written notice of any extension of a specified time period and of the status of the investigation.

Retaliation Prohibited

Retaliation against a person who makes a report or complaint of harassment, or who assists, or participates in any manner in an investigation or resolution of a harassment report or complaint is strictly prohibited. Retaliation includes threats, coercion, discrimination, intimidation, reprisals, and/or adverse actions related to employment or education. Any individual who believed they have been retaliated against in violation of this Policy should immediately contact the College’s Director of Human Resources.

This Policy’s anti-retaliation protections do not apply to any individual who makes a materially false statement in bad faith in the course of any complaint, investigation, or other proceeding under this Policy. However, a determination that an individual made a materially false statement in bad faith must be supported by some evidence other than the determination of whether the Respondent violated this Policy alone. An individual who makes a materially false statement in bad faith may be subject to...
discipline up to and including suspension or expulsion of a student or termination of an employee’s employment.

**Education Programs to promote the awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking**

The College will conduct education programs to promote the awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking, which shall include:

a. Primary prevention and awareness programs for all incoming students and new employees, which will include:

   (1) A discussion of this policy;

   (2) Safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than such individual;

   (3) Information on risk reduction to recognize warning signs of abusive behavior and how to avoid potential attacks;

   (4) The procedures set forth in this policy for handling a complaint;

   (5) Possible sanctions or protective measures the College may impose following a final determination after a College investigation of reported incident of rape, acquaintance rape, domestic violence, dating violence, sexual assault, or stalking;

   (6) Procedures victims should follow if a sex offense, domestic violence, dating violence, sexual assault, or stalking has occurred, including information about:

      (a) The importance of preserving evidence as may be necessary to the proof of criminal domestic violence, dating violence, sexual assault, or stalking, or in obtaining a protection order;

      (b) To whom the alleged offense should be reported;

      (c) Options regarding law enforcement and campus authorities, including the victim’s option to:

         (i) Notify proper law enforcement authorities, including College Campus Security and local police;

         (ii) Be assisted by campus authorities in notifying law enforcement authorities if the victim so chooses; and

         (iii) Decline to notify such authorities; and

      (d) The rights of victims and the College’s responsibilities regarding orders of protection, no contact orders, restraining orders, or similar lawful orders issued by a criminal and/or civil court;

   (7) Notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, and other services available for victims both on-campus and in the community; and
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<tr>
<th>ADMINISTRATION</th>
<th>Harassment and Violence</th>
<th>DATE ADOPTED: November 11, 2014</th>
<th>NUMBER</th>
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<td>Reviewed:</td>
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<td>Revised November 13, 2018 August 11, 2020 January 12, 2021</td>
<td>223</td>
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(8) Information concerning options victims have for available assistance, if applicable, in changing academic classes, on-campus living, and working situations, if so requested by the victim and if such accommodations are reasonably available, regardless of whether the victim chooses to report the incident to College Campus Security or to local law enforcement, and

b. Ongoing prevention and awareness campaigns for students and faculty that will include the above information.
CHAPTER: Freedom of Expression – Public Forum Policy

DATE ADOPTED: May 10, 2016

Reviewed: June 11, 2019

NUMBER: 224

SYNOPSIS:

1. Institutional Regulations
2. Designated Areas
3. Types of Use
4. Applications for Scheduled Use
5. Other Restrictions

1. Institutional Regulations: Iowa Central Community College seeks to foster and sustain a forum for the free, civil and orderly exchange of ideas, values and opinions, recognizing that individuals grow and learn when respectively confronted with differing views, alternative ways of thinking and conflicting values.

This Freedom of Expression – Public Forum – Policy is adopted consistent with Iowa Code Section 261H.2 and the following principles are adopted as part of this policy:

1. That the primary function of an institution of higher education is the discovery, improvement, transmission, and dissemination of knowledge by means of research, teaching, discussion, and debate. This statement shall provide that, to fulfill this function, the institution must strive to ensure the fullest degree of intellectual freedom and free expression allowed under the first amendment to the Constitution of the United States.

2. a. That it is not the proper role of an institution of higher education to shield individuals from speech protected by the first amendment to the Constitution of the United States, which may include ideas and opinions the individual finds unwelcome, disagreeable, or even offensive.

b. That it is the proper role of an institution of higher education to encourage diversity of thoughts, ideas, and opinions and to encourage, within the bounds of the first amendment to the Constitution of the United States, the peaceful, respectful, and safe exercise of first amendment rights.

3. That students and faculty have the freedom to discuss any problem that presents itself, assemble, and engage in spontaneous expressive activity on campus, within the bounds of established principles of the first amendment to the Constitution of the United States, and subject to reasonable time, place, and manner restrictions that are consistent with established first amendment principles.

4. That the outdoor areas of campus of an institution of higher education are public forums, open on the same terms to any invited speaker subject to reasonable time, place, and manner restrictions that are consistent with established principles of the first amendment to the Constitution of the United States.

2. Designated Areas: The College may regulate the time, place, and manner of expressive non-commercial speech and activity which occurs within the areas designated by this procedure.

College staff will work with individuals and groups to find reasonable locations that do not:

- Block, or in any way interfere with or impede any other person’s entrance to or exit from or through any sidewalk, roadway, or doorway on campus.
b. Impede the free flow of any and all student and other pedestrian traffic in hallways, sidewalks, or other areas. All other persons on the College campus must have the opportunity to get past those exercising their protected right to not have to be confronted with or distracted from their reason and purpose for being on campus. Although they can have the opportunity to interact, they should not be required or forced to do so.

c. Areas for the maximum exposure to student and staff traffic: An open, accessible area on the College campus would include the student activities area of the Student Resource Center. An open, accessible area would not include residential halls, classroom buildings, administrative buildings and offices, the Academic Resource Center, or Bookstore in the Student Resource Center.

3 Types of Use:
   a. Casual Use – Casual use means any spontaneous and unorganized non-commercial use for which there is no prior promotion, solicitation, or purposeful attempt to attract or solicit the public.
      (1) Individual students and other persons may use the designated areas for any casual non-commercial and reasonable use during the times described in Section 5.
      (2) Casual users are not permitted to use any electronic sound amplification system or equipment that might disrupt class or other activities.
      (3) Casual users may not interfere with the use of any of the designated areas by authorized groups or unreasonably disturb or disrupt persons in adjacent buildings, and such users are expected not to damage or destroy any College property (including grass or shrubbery) or cause any litter. They will be held responsible for the cost of any damages or repairs.
   b. Scheduled Use by Eligible Groups – The College recognized student organizations and other groups or individuals which are eligible to use College facilities may reserve and use the designated areas for public meetings, rallies, teach-ins, convocations, festivals, and other authorized events and activities during the times described in Section 5. Requests for such use shall be submitted as described in Section 4.

4 Applications for Scheduled Use:
   a. Eligible groups shall make a request to use the designated areas by submitting a completed application form to the Vice President of Enrollment Management and Student Development office.
   b. Applications should be submitted at least three (3) business days in advance of the intended use to provide time for all necessary arrangements. However, reasonable effort will be made to accommodate requests made at least one business day (24-hours) in advance of a requested event.
   c. College officials will provide a response to the application within one (1) business day from when the application is received. Requests shall be granted on a space available basis. Written approval must be obtained by the eligible group prior to using the designated area.
   d. Eligible groups using the designated areas may not unreasonably disturb or disrupt persons in adjacent buildings, and such groups are expected not to damage or destroy any College property (including grass or shrubbery) or cause any litter. If security is required, or the College Administration deems it necessary to make adequate security arrangements for traffic or crowd control, arrangements will be made through the College.
   e. All federal and state laws and city ordinances must be obeyed, and it is the responsibility of the group to obtain all applicable permits or licenses.
   f. This policy does not affect the practice of conducting outdoor classes by College faculty or staff.

5 Other Restrictions:
   a. Hours of Use – Casual use is normally permitted at any time except as specifically prohibited or restricted. Scheduled use is normally restricted to the hours of 7:30 a.m. to 8:00 p.m., Monday through Friday.
   b. Camping on College property is prohibited.
c. No device or structure shall be placed or erected upon College property except as approved by College officials in connection with any authorized group. The distribution of leaflets to individuals is controlled by Board Policy 215.

d. Sound amplification, music, and other uses which might disturb or disrupt persons in adjacent buildings and classrooms is prohibited during normal business and class hours.

e. Commercial solicitation is prohibited.

f. All persons and groups using the designated areas are expected to conduct themselves in a respectful manner toward all students, College personnel, and College visitors. Users may not approach students and pressure or force them to take literature, or follow students to classes or elsewhere on campus.

g. All persons and groups using the designated areas must provide reasonable access to and from any building, including building doorways and other entrances and exits. Vehicular and pedestrian traffic should not be obstructed.

h. All persons and groups using College facilities are subject to federal and state laws and College Board Policies and rules applicable to such use.

i. Failure by a user to comply with the provisions of this procedure may result in denial or revocation of the ability to use the designated area.

6 Individuals may login to Triton Pass and click on “Concern Form” to report any concern they have.
1 Introduction: In accordance with Title IX of the Education Amendments Act of 1972, Iowa Central Community College prohibits sex discrimination, including sexual harassment as defined by the regulations implementing Title IX (34 C.F.R. § 106.30), against any individual participating in any education program or activity of the College. This prohibition on discrimination applies to students, employees, and applicants for admission or employment.

2 General Policy: The College’s Board of Directors authorizes College administration to adopt procedures for any individual to report sexual harassment to the College’s Title IX Coordinator, for the provision of supportive measures to anyone who has been subjected to sexual harassment whether or not they proceed with a formal complaint under those procedures, and for the investigation and resolution of such complaints, as required by Title IX. This Title IX grievance process shall be used to respond to all complaints of sexual harassment that fall within the scope of Title IX. For complaints of sexual harassment that do not fall within the scope of Title IX, the College may still offer supportive measures to the subject of such conduct and shall apply any other policy or procedure applicable to the alleged conduct.

3 Reporting: Any individual with questions about the College’s Title IX policy and procedures, or who would like to make a report or file a formal complaint of sex discrimination or sexual harassment may contact the College’s designated Title IX Coordinator, Stacy Ihrig, Human Resources Director, address One Triton Circle, Fort Dodge, IA 50501, phone number 515-574-1138, email ihrig@iowacentral.edu.

Retaliation against a person who made a report or complaint of sexual harassment, assisted, or participated in any manner in an investigation or resolution of a sexual harassment report or complaint is strictly prohibited. Retaliation includes threats, coercion, discrimination, intimidation, reprisals, and/or adverse actions related to employment or education. Any individual who believed they have been retaliated against in violation of this Policy should immediately contact the College’s Title IX Coordinator.

4 Individuals may login to Triton Pass and click on “Concern Form” to report any concern they have.
1 Statement of General Expectations: Iowa Central Community College seeks to provide a living and learning environment in which the student can meet their academic goals. The College has the responsibility of providing the student with a clear understanding of its academic requirements and conduct expectations, which are generally set forth in the College catalog and the College website.

The College has the right to determine when its policies are violated and to determine the appropriate course of action. By enrolling at Iowa Central Community College, the student accepts the responsibility to comply with the College’s authority, to respect the rights of others, and to protect private and public property.

Every student (any person enrolled in credit or non-credit courses) has the right to all the advantages, prestige, and honors accruing to a student of the College. The student retains the rights guaranteed under the Constitution of the United States, the right of freedom from control by any persons except as may be in accord with College policies and/or local, state, or federal law, and the right to pursue an education and to receive a degree or certificate for the successful completion of its requirements.

2 Institutional Regulations: The Board of Directors of Iowa Central Community College confers upon the faculty and staff the powers:
   a. To invoke sanctions to protect the educational processes and the rights of students, faculty, and staff; and
   b. To provide procedures that will clearly inform Iowa Central Community College students of the regulations that govern their behavior while on College property, at cooperating agencies, or while in attendance at College sponsored activities or events.

3 Student Responsibilities and Rights: Iowa Central Community College offers each student the freedom to learn and the freedom to enjoy College life in an orderly and lawful manner. In return, the College expects every student to assume the obligation and responsibilities that accompany those freedoms. By voluntary enrollment at the College, students assume the obligation and responsibility of conducting themselves in accordance with the reasonable and lawful requirements of Iowa Central Community College and its educational functions and processes. Violations of these responsibilities may result in sanctions that can include expulsion from the College. Students are guaranteed their constitutional right to due process in certain circumstances in which due process rights are triggered. The College forbids unlawful discrimination on the basis of race, color, national origin, sex, disability, religion, creed, age, marital status, sexual orientation, gender identity, socioeconomic status, or military service.

Individuals may login to Triton Pass and click on “Concern Form” to report any concern they have.

4 Jurisdiction of Student Conduct Policy: The Student Conduct, Discipline, and Appeals Procedure applies to conduct that occurs on Iowa Central Community College property, at College sponsored activities at clinical sites, attendance centers, or any College facility, while enrolled in any online courses, and off-campus conduct that adversely affects Iowa Central Community College and/or the pursuit of its educational mission. Each student shall be responsible for their conduct from the time of application for admission through the actual awarding of the degree or certificate. This includes conduct that may occur before classes begin or after classes end, as well as during the academic year and during periods between terms and actual enrollment, and conduct discovered by the College after a student has completed a course and/or after a student has been awarded a degree. The Student Conduct Policy shall apply to a student’s conduct even if the student withdraws from school while a disciplinary matter is pending. The President and Vice President of Enrollment
### Code of Conduct and Discipline

#### DATE ADOPTED: August 10, 1999

- Revised: November 13, 2012
- June 11, 2013
- June 13, 2017
- August 11, 2020

**STUDENTS Number: 406**

Management and Student Development shall decide whether the Student Conduct Policy shall be applied to conduct occurring off-campus on a case by case basis.

#### STUDENTS

**Reviewed:**

- Management and Student Development shall decide whether the Student Conduct Policy shall be applied to conduct occurring off-campus on a case by case basis.

5 Student Conduct Subject to Sanctions: Conduct which is contrary to any of the following may subject the student to disciplinary action and shall constitute a violation.

   a. Scholastic Dishonesty - In order to maintain its credibility as an institution of higher education, the College must establish and maintain standards of academic honesty. Upon enrolling in the College, each student assumes an obligation to conduct their academic affairs in a manner compatible with the standards of academic honesty established by the College and its faculty. If this obligation is neglected or ignored by the student, through the normal procedures of course work evaluation, students' course work will be evaluated and disciplinary action taken. The following statements identify the types of activities that would constitute violations of the College's standards of academic honesty.

   (1) Plagiarism - The unauthorized use of materials not written or created by the person claiming authorship. Plagiarism includes but is not limited to the following:
       (a) Turning in a written essay produced by someone else;
       (b) Collaborating on a written assignment without the specific approval of the instructor;
       (c) Borrowing materials from any source (professional or amateur) and turning them in as original; or
       (d) Failure to acknowledge through appropriate citations any words, ideas, research, graphics, etc., produced by someone other than the person claiming authorship.

   (2) Cheating - Dishonest acts committed while being tested or evaluated:
       (a) Copying from another person's tests or assignments;
       (b) Using unauthorized test aids such as notes, drawings, books, etc., during an examination;
       (c) Submitting a paper which was turned in to another instructor in another class to fulfill part of that course's required work-unless agreed upon ahead of time by the instructors of the second course;
       (d) Aiding another student in dishonesty such as producing written work or sharing information during a test period;
       (e) Fabricating research or source materials; or
       (f) Stealing, buying, or somehow obtaining a test from an instructor's work or computer files.

   b. Computer Misuse - The following information sets forth the Computer Use Policy for Iowa Central Community College. Each individual who obtains a network/email count, or uses the computers and network resources made available by Iowa Central Community College, must understand that they are accountable for the policies set forth in this document. In addition, users assume responsibility for:

     - Protection of their passwords;
     - Reporting any breach of system security;
     - Reporting unauthorized use of their accounts;
     - Changing their passwords on a regular basis;
     - Frequently making backup copies of your work to ensure against loss; and
     - Clearly labeling works and opinions as their own before they are widely distributed.

Iowa Central Community College's computer facilities and services are offered in support of teaching, learning, and research. Access to the computer systems and networks owned and operated by Iowa Central Community College impose certain responsibilities upon users, in accordance with College policy and local, state, and federal law. Users accept the responsibility for utilizing services in ways that are ethical, that demonstrate academic integrity and respect for others who share this resource. This policy is established in an effort to help users understand what is expected of them. It sets guidelines regarding the issues of privacy and respect for property, ownership of data, system security, and misuse of the system.

The following constitute violations of the computer conduct policy:
(1) Intentionally disrupting access of other students, faculty, or staff members to College computer and other technological resources;
(2) Knowingly obtaining without authorization access to a computer account assigned to another person;
(3) Knowingly using an account belonging to another student, faculty, staff, department, or organization for other than its intended purpose without permission from the owner;
(4) Intentionally using any unauthorized account;
(5) Using College computer equipment to interfere with the lawful rights of others by such activities as falsifying or altering records, creating fraudulent documents, damaging programs belonging to another, sending harassing or threatening material, or duplicating copyrighted software unlawfully;
(6) Using computer or network services for commercial purposes;
(7) Excessive game playing which impairs the academic work of other students;
(8) Excessive WEB surfing not related to College course work and/ or assignments;
(9) Sending excessive email or messages locally or over the network such as chain letters, advertisements or solicitations;
(10) Knowingly installing or running a program that will damage or place an undue burden on the system;
(11) Knowingly acting in a manner that will disrupt normal operations of computers of the network;
(12) Using computer or network services in a way that violates copyrights, patent protections or license agreements;
(13) Unauthorized copying of any software (including operating systems, programs, applications, databases, or code) which is licensed or protected by copyright;
(14) Gaining unauthorized access to information that is private or protected, or attempting to do so;
(15) Running programs that attempt to identify passwords or codes;
(16) Interrupting programs that protect data or secure systems, or attempting to do so;
(17) Monitoring or tampering with another person’s email;
(18) Copying, changing, or deleting another person’s work;
(19) Using another person’s password or allowing others to use yours;
(20) Attempting to gain network privileges to which you are not entitled;
(21) Using outside software programs in any lab or office. This includes, but is not limited to programs known as computer viruses, Trojan Horses, worms and personal software from home;
(22) Personally installing hardware or software on any college-owned computer;
(23) Changing computer CMOS settings;
(24) Using a computer that would in any way be disruptive to the academic environment;
(25) Removing computer equipment, software, or peripherals that are owned by Iowa Central Community College;
(26) Food, beverage and tobacco products; and
(27) Using the computer or computer systems to engage in the following forms of prohibited communication:
   (a) Obscene, lewd, or sexually explicit images or text;
   (b) Defamation;
   (c) Advocacy directed to incite or produce lawless action;
   (d) Threats of violence;
   (e) Harassment based on sex, race, disability, or any other protected status; or
   (f) Anonymous or repeated messages designed to annoy, abuse, or torment.

c. Discrimination and/or Harassment - Engaging in behavior which is discriminatory of race, color, national origin, sex, disability, religion, creed, age, marital status, sexual orientation, gender identity, socioeconomic status, or military service will not be tolerated. Behavior may take the form of name calling, taunting, undesired statements regarding the person, graffiti, or other outward actions which are interpreted as discriminating to others. Behavior of this nature will not be tolerated and will be dealt with in accordance with the Discrimination Complaint Procedure. Sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical contact of a sexual nature.
d. Use or Presence of Alcohol or Controlled Substances on Campuses - The presence or use of alcohol or other controlled substances on all campuses, in all facilities of Iowa Central Community College, and at all College sponsored events is strictly prohibited. This regulation pertains to all Iowa Central Community College student housing facilities and surrounding grounds and at activities or athletic events, on and off campus. The College enforces the State of Iowa drinking laws, including the prohibition of use by persons under 21 years of age. Iowa Central Community College enforces both the State of Iowa and the Federal drug laws regarding the use, possession, and sale of illegal drugs and drug paraphernalia.

The following actions constitute violations of the Substance Abuse Regulations:

1. Being personally present at a gathering where alcohol or other controlled substances are being consumed;
2. Being personally present in an area containing full or empty alcohol containers or drug paraphernalia;
3. Being under the influence of alcohol or another controlled substance in class, on campus, or at an off-campus College sponsored activity; or
4. Manufacturing, processing, selling, providing, using, or possessing any narcotic drug, marijuana, or other illegal controlled substance, and/or drug related paraphernalia on College property.

Violators of the Use or Presence of Alcohol or Controlled Substances regulations may be reported to proper authorities for legal action or possible arrest by law enforcement officials for apparent violation of local, state, or federal laws pertaining to illegal use or possession of alcohol or other controlled substances. Violators may also be required to participate in an alcohol or drug education program.

e. Other Conduct Subject to Sanctions -

1. Acting or failing to act in a manner which causes concern for the health and safety of oneself or others. Assaulting, threatening, verbally or physically abusing, or endangering in any other manner the health or safety of; 1) a College student, staff, or instructor; or 2) any person on the campus or at a College-sponsored or supervised activity or event;
2. Misusing or misappropriating College property or private property on campus or at off-campus College activities, including, but not limited to: theft; burglary; willful possession of stolen property; and willful destruction, damage, defacement, or mutilation of property belonging to, or in the custody of, the College or member of the College community;
3. Using or possessing weapons, firearms, BB guns, tasers, knives, ammunition, explosives, fireworks, or simulations of any such items (devices that appear to be real such as a realistic toy, replica, paint-ball gun, air soft gun, laser pointer, and etc.) and other dangerous articles within College buildings, on campus (including parking lots), or at College-sponsored or supervised functions, except in authorized facilities and by students who are law enforcement officers required to carry such weapons at all times. A weapon may also include an object designed for use or used in a manner to inflict harm or threaten harm to a human being or animal;
4. Intentionally initiating a false alarm of a fire, bomb threat, or other catastrophe by verbally reporting one or by tampering with an alarm system or safety equipment;
5. Engaging in the intentional setting of fires or explosions within College buildings or on the campus without proper authority;
6. Threatening to place or attempting to place any incendiary or explosive device or material in or about the College premises or at the site of a College-sponsored activity;
7. Willfully failing to identify oneself by name and/or comply with a proper order of any faculty member or other College official, including employed security personnel, properly identified (by stating their name and title if requested by a student) and acting within the scope of their authority;
8. Intentionally disrupting the orderly process of the College or intentionally obstructing or defying access to services or facilities by those entitled to use such services or facilities. Intentionally interfering with the lawful rights of other persons on the campus. Inciting others to do any of the above;
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<th>CHAPTER: Code of Conduct and Discipline</th>
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<th>STUDENTS</th>
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<td>(9) Operating a motor vehicle recklessly so as to pose a threat to the safety of others or to property, on campus, or at College-sponsored activities off campus. Failing to abide by the Iowa Central Community College traffic and parking regulations;</td>
<td>Revised: November 13, 2012 June 11, 2013 June 13, 2017 August 11, 2020</td>
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<td>(10) Making a disruptive noise in the vicinity of the College or at College-sponsored activities which disrupts the orderly, efficient, and disciplined atmosphere of the College or College-sponsored activity;</td>
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<td>(11) Engaging in willful misrepresentation of any material fact to faculty, College staff or others about one’s status, academic performance within the College or of the support, sponsorship, or approval by the College of the services or activities of any person, group, or organization;</td>
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<td>(12) Falsifying any document used to conduct academic, employment, housing, or other business of the College. This includes, but is not limited to, falsely reporting hours of employment, forging a signature, falsely reporting an incident, or in any other manner reporting false information to any College office;</td>
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<td>(13) Communicating any confidential information gained through student employment;</td>
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<td>(14) Any other willful or intentional inappropriate conduct for which the College can demonstrate a clear and distinct interest as an academic institution and which seriously threatens; 1) any educational process, operation or other function of the College; or 2) the health or safety of any member of the academic community;</td>
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<td>(15) Engaging in forgery, alteration, or misuse of any College records or documents, College keys or keycards, or student or staff identification cards;</td>
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<td>(16) Disorderly, lewd, indecent or obscene conduct; or</td>
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<td>(17) Violation of Iowa Central Residence Life and Student Housing rules, guidelines, policies, and procedures.</td>
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</table>

Sanctions: Any student who is found to have violated a regulation governing student conduct will be subject to the following sanctions and will be notified of the right to appeal.

a. Reprimand - Written censure by the College. This written warning serves to remind the student that further violation of the regulations governing student conduct may result in more serious sanctions including but not limited to suspension. A record of disciplinary action is kept in the student’s file;

b. Restitution - Reimbursement for damage to or misappropriation of Iowa Central Community College property. Written notice will be sent to the student requiring restitution when the student has damaged or misappropriated Iowa Central Community College property. Reimbursement may take the form of appropriate service to repair or otherwise compensate for damages;

c. Disciplinary Probation - A warning indicating that further violations may result in suspension. Disciplinary probation may be imposed for any length of time up to one year and the student shall be automatically removed from probation when the imposed period expires;

d. Suspension of Rights or Privileges - An elastic penalty which may impose limitations or restrictions to fit the particular case;

e. Hold on Records and Registration - Imposed upon a student who fails to pay a debt owed the College or who has a disciplinary case pending final disposition. The penalty terminates on payments of the debt or final disposition of the case;

f. Suspension from the College - Suspension can be imposed in such a manner that a student can be dismissed from a class, specific number of classes, program, student organization, activity, or the College. The privilege of readmission may depend on the fulfillment of certain conditions imposed by the College and/or the program. A suspended student may be prohibited from appearing on campus, at attendance centers, at off-campus classes, or at any activity sponsored by the College;
g. Eviction - Eviction from the privilege of living in campus housing facilities may also include restrictions or denial of visiting privileges;

h. Expulsion from the College - Expulsion can be imposed in such a manner that a student can be dismissed from the College. The privilege of readmission may depend on the fulfillment of certain conditions imposed by the College and/or the program and completed thru the Office of the Vice President of Enrollment Management & Student Development. An expelled student may be prohibited from appearing on campus, at attendance centers, at off-campus classes, or at any activity sponsored by the College; or

i. Reducing the student's grade in a course and/or revocation of awarded decree: student conduct subject to sanctions discovered by the College after a student has completed a course and/or after a student has been awarded a degree may result in reducing the student's grade for the course, assigning an "F" for the course, or may result in revocation of an awarded degree.

Disciplinary Procedures: Procedures are designed to cover charges against students based on alleged violations of the above student conduct subject to sanctions. The Board of Directors of Iowa Central Community College confers upon the faculty and staff the power to invoke sanctions to protect the educational processes and the rights of students, faculty, and staff. Any person may bring a complaint against a student under these procedures based on the student’s alleged violation of one or more of the regulations. All such complaints shall be in writing.

a. Notice to Appear - A student may be ordered to appear before a Department Head, Director, Dean, Vice President, President, or designee, in connection with an alleged violation by a written or verbal notice.
   - The notice shall direct the student to appear at a specified time and place and provide the student a description of the student conduct subject to sanctions alleged to be violated; and
   - Failure to comply with a Notice to Appear constitutes a violation of the Student Code of Conduct and may result in additional disciplinary sanctions. If the student has not contacted the President, Vice President, or designee, and/or does not appear at the hearing, the President, Vice President, or designee, may make a decision of responsibility or non-responsibility and the sanction.

b. Informal Hearing - When the student appears before a Department Head, Director, Dean, Vice President, or designee, the College official shall advise the student of their rights as set forth in this Student Code of Conduct. After completing discussion and investigation of the charge, the designated College official shall provide the student with a written statement within five (5) full College class days from meeting date, which states the following:
   - The nature of the violation;
   - The sanction that will be imposed and its implications; and
   - The right to appeal the decision of the Vice President, or designee, according to the procedures listed in the Student Code of Conduct.

c. Interim Suspension - The Vice President of Enrollment Management & Student Development, Vice President of Instruction, or designees, shall have the authority to immediately and summarily suspend any student, when in the opinion of any of these officials: 1) such student is alleged to have violated any student conduct subject to sanctions as provided in this Student Code of Conduct; and 2) whose presence poses a continuing danger to persons and/or property, and/or who is an ongoing threat of disrupting the academic process, is subject to an immediate temporary suspension from a class, a specific number of classes, a program, an activity, athletic participation, housing and Residence Life, or the College. A temporary suspension shall be followed by appropriate notice and an informal hearing before the appropriate Vice President/Dean as soon as possible. Depending upon the circumstances, the temporary suspension may be continued until the completion of these procedures. This Interim Suspension process includes the authority of the Vice President of Enrollment Management & Student Development, Vice President of Instruction, or designees, to immediately and summarily evict the student from a College housing facility.
d. Disciplinary Removal - A faculty or staff member may enact immediate temporary removal of a student from a class, office, attendance center, clinical site, or other Iowa Central related facility for disciplinary reasons. These include, but are not limited to:

1. Any attempt to threat by words or actions which causes concern for the health and safety of others;
2. Possession, use, sale, or purchase of illegal drugs or intoxicating beverages on campus;
3. Destruction or theft of College property or another person’s personal property; or
4. Any activities causing a major disruption or disturbance.

e. Appeal Procedures - A student who receives a written notice of sanction under this Student Code of Conduct may request in writing to the President, Vice President, or designees, within three (3) full College class days of the student’s receipt of the written notice of sanction that the charge be pursued through an appeal.

The President, Vice President, or designees, shall initiate discussions within three (3) full College class days from receiving the student's written appeal request.

Within five (5) full College class days after the investigation, the President, Vice President, or designee, may either:
- Dismiss the allegation as unfounded, either before or after conferring with the student;
- Modify the sanction given; or
- Agree with the sanction imposed.

The President, Vice President, or designee will determine if any one of the following constitutes reason for dismissing the allegation or modify sanctions:
- The student’s due process rights were substantially violated in the hearing process;
- There was not substantial evidence to support the decisions reached;
- There is new material evidence that could not have been discovered at the time of the hearing; or
- The sanctions imposed were too severe or not appropriate for the violation.

The President, Vice President, or designee will send their decision in writing to the student by means of the email address provided by the College to the student or to a different email address if the student has requested in writing that the College use an alternate email address.

f. Appeal to the Board of Directors - If the student still feels their side was not heard or disagrees with the President, Vice President, or designee’s written decision, the student has five (5) full College class days from the student’s receipt of the written decision of the President, Vice President, or designee to submit a written appeal and request for a formal hearing with the College Board of Directors.

The student must deliver their written appeal and request for a formal hearing with the College Board of Directors by letter mailed by United States Postal Service, email, or in person to the Secretary of the College Board of Directors.

An appeal hearing may be conducted before the College Board of Directors or a subgroup thereof consisting of at least three (3) members of the Board to be appointed by the Chairman of the Board of Directors. The hearing shall be informal to the extent that each side is afforded the maximum opportunity to present information to support or dispute the recommendation by the President without legal technicality. Hearsay is admissible. The President or their designated representative will present information in support of the recommendation to indefinitely suspend or expel. The student or their representative or advisor will present information to oppose the recommendation of the President. Either side may call witnesses and/or confront witnesses called in support or in opposition to the recommendation.

The hearing will be conducted in a session closed to the public except for those parties participating in the hearing. Witnesses may be sequestered.
The hearing will be recorded by tape or any other fashion as to provide an adequate record. The decision of the appeal to indefinitely suspend or expel a student will be based solely on evidence introduced at the hearing. The decision will be mailed in writing to the student or personally delivered to the student within three (3) days from the date of the hearing. The decision of the appeal will state concisely the findings and conclusions of the decision makers.

The Board, or subgroup thereof, may be represented by counsel throughout the aforementioned procedures. No counsel hired by the Board may advocate or present evidence on behalf of either party in support of or in opposition to the recommendation.

g. Rights at Hearing - The student who has appealed a decision has the following rights at a hearing: 1) to present their side of the story; 2) to present witnesses and evidence on their behalf; 3) to cross-examine witnesses presenting evidence against the student; and 4) to be represented by an advisor at the student’s expense. Throughout the process, the student should work with the Board Secretary or designee who will assure that the student understands their rights and the procedures involved.

h. Advisors or Legal Counsel Representing Students in Academic or Disciplinary Hearings - Iowa Central Community College is making this statement available to advisors/attorneys that have been retained by students charged with violations of the academic or disciplinary procedures of the College so that the roles and purposes of these proceedings will be clear to all participants. Please note an advisor is permitted for the charged party. The hearings conducted by the College Board of Directors are not quasi-judicial proceedings. Therefore, advisors/counsel may be present to advise clients but may not actively participate by questioning witnesses, cross-examining witnesses, or other participants not formally addressing the Board. The role of the attorney is to advise clients and assist them in performing such questioning. The presiding officer of the Board will determine whether offered evidence is admissible, but the Rules of Evidence will not be applied. Both written and oral testimony may be used. The standard for admission of evidence is that “which reasonable prudent persons are accustomed to rely on in the conduct of their serious affairs.” Determination standard is preponderance of the evidence. Students who are involved in these hearings will be provided with the complete policy and procedure statement of the College.

Disciplinary Records: If disciplinary action is taken against a student under the procedures outlined above and a sanction imposed, a record of the action will be kept by the Vice President of Enrollment Management & Student Development. Record of nonacademic disciplinary sanctions will not, however, appear on the charged student’s transcript but a copy may be maintained in the student’s file. Disciplinary actions are part of the education records of the student and consequently are not available for public disclosure or discussion. The College will not disclose information outside the College relating to the student’s nonacademic disciplinary record, except as allowed by law or when prior written permission from the student has been received.
SYNOPSIS:
1 Student Discrimination Complaint Process
2 Informal Complaint process
3 Formal Complaint Process
4 Minimum Standards
5 Confidentiality

1 It is the policy of Iowa Central Community College not to discriminate on the basis of race, color, national origin, sex, disability, age (employment), sexual orientation, gender identity, creed, religion, and actual or potential parental, family or marital status in its programs, activities, or employment practices as required by the Iowa Code §§ 216.6 and 216.9, Titles VI and VII of the Civil Rights Act of 1964 (42 U.S.C. §§ 2000d and 2000e), the Equal Pay Act of 1973 (29 U.S.C. § 206, et seq.), Title IX (Educational Amendments, 20 U.S.C. §§ 1681 – 1688), Section 504 (Rehabilitation Act of 1973, 29 U.S.C. § 794), Age Discrimination Act of 1975 (34 CFR Part 110), and Title II of the Americans with Disabilities Act (42 U.S.C. § 12101, et seq.).

If you have questions or complaints related to compliance with this policy, please contact Stacy Ihrig, Director of Human Resources, phone number 515-574-1138, ihrig@iowacentral.edu; or the Director of the Office for Civil Rights, U.S. Department of Education, Citigroup Center, 500 W. Madison, Suite 1475, Chicago, IL 60661, phone number 312-730-1560, fax 312-730-1576.

Student Discrimination Complaint Process: If the student’s concern is one of perceived as discrimination on the basis of race, color, national origin, sex, disability, age (employment), sexual orientation, gender identity, creed, religion, and actual or potential parental, family or marital status in its programs, activities, or employment practices the student may use the informal or formal complaint procedure described below:

Individuals may login to Triton Pass and click on “Concern Form” to report any concern they have.

2 Informal Complaint Procedures:

a. An informal complaint regarding perceived discrimination, abuse, and/or harassment may be presented by the student to the Vice President of Instruction or their designee. This informal discussion shall occur within 14 calendar days after the concern causing the student to believe discrimination has occurred or within 14 calendar days after he/she has discovered the concern, provided the discovery is within six months of the occurrence. At this informal discussion, the student and the Vice President of Instruction may each request the presence of the College EEO Officer.

b. Within three calendar days of receipt of the student’s informal complaint, the Vice President of Instruction and/or their designee shall investigate the complaint in accordance with Iowa Central policy and take corrective action as warranted.

3 Formal Complaint Procedures:

a. A formal (written) complaint regarding perceived discrimination, abuse, and/or harassment may be presented by the student to the College’s EEO Officer. The student’s written complaint must be delivered to the EEO Officer’s office within 30 calendar days following the occurrence of the concern which causes the student to believe discrimination, abuse, and/or harassment has occurred, or within 30 calendar days after they discovered the concern. The written complaint should contain the date of occurrence of the concern, location, party or parties involved, names of witnesses, and the facts forming the basis of the complaint.
b. The student will have an interview with the EEO Officer to discuss the complaint. The EEO Officer shall advise the student as appropriate of the following rights:

(1) The student may, at any time within the complaint procedure, but within 90 days of the occurrence of the concern, file a complaint with the Human Rights Commission in Fort Dodge;

(2) The student may file a complaint with the Iowa Civil Rights Commission in Des Moines within 180 days of the occurrence of the concern, and with the U.S. Equal Employment Opportunity Commission in Kansas City within 360 days of said occurrence; and

(3) The student may file a complaint with any other appropriate agency(ies).

c. The EEO Officer, within 21 calendar days after the first meeting with the student and review of the written complaint, shall conduct a complete investigation into the complaint. The EEO Officer may conduct an investigation personally or through the use of a qualified fact-finder selected from a list of College employees trained by the EEO Officer or an appropriate agency for this purpose. This inquiry will include a thorough and documented review of the circumstances under which the alleged complaint occurred. The inquirer shall be permitted access to relevant data and to all individuals identified by the student as having knowledge of the alleged complaint and all individuals who may be identified by the instructor to be interviewed.

d. The EEO Officer will contact the student within 10 calendar days after the completion of the investigation and provide to the student a written finding of the investigation. The EEO officer will thereafter recommend to the appropriate College official corrective action as warranted.

e. If the complaint is not resolved to the student’s satisfaction, the student may, within 10 calendar days of receipt of the EEO officer’s findings, request, in writing, that the College’s President review the complaint. The President will review the complaint and take such action as they deem appropriate including, but not limited to, the recommendation of action to the Board of Directors.

4 Minimum Standards: These procedures will be regarded as minimum standards for furnishing any person an opportunity to be heard on complaints regarding suspected acts of discrimination, abuse, and/or harassment.

5 Confidentiality: At every level of the informal or formal complaint procedure, the College personnel involved in the investigation and attempted resolution of the complaint, recognize and respect the student’s need for confidentiality as to these type of concerns and will honor a student’s request for confidentiality to the extent permissible recognizing also the rights of the person whose conduct is the subject of the complaint. The student may withdraw their complaint at any time during the informal or formal complaint procedures.
<table>
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<tr>
<th>STUDENTS</th>
<th>Academic Concerns</th>
<th>DATE ADOPTED: July 11, 2006</th>
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<td>Revised:</td>
<td>415</td>
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SYNOPSIS:

1. Process for Students to Express Academic Concerns and Complaints

   a. The student should first attempt to resolve the concern with the instructor.

   b. If after meeting with the instructor, the student believes their concern is not resolved, or, if the student does not feel, for whatever reason, they can directly approach the instructor, the student should meet with the Dean of the department/program. This meeting shall be scheduled within 10 calendar days after meeting with the instructor. The Dean shall investigate the concern fully, including meeting with the instructor and the student and attempt to resolve the concern.

   c. If the concern is not resolved to the satisfaction of the student, the student may submit within five calendar days after the meeting with the Dean, a written summary of their concern to the Vice President of Instruction. The Vice President will confer with the Dean, the instructor, and the student in an attempt to resolve the concern.

   d. Individuals may login to Triton Pass and click on “Concern Form” to report any concern they have.
<table>
<thead>
<tr>
<th>SYNOPSIS:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Philosophy: Title IX prohibits discrimination in educational programs and activities on the basis of pregnancy, childbirth, false pregnancy, miscarriage, abortion, or related conditions, including recovery from any of these conditions.</td>
</tr>
<tr>
<td>2. College Responsibility: Upon receiving information from a student regarding a request for accommodation in academic benefits and services, including excused absence, due to pregnancy, childbirth, false pregnancy, miscarriage, abortion, or related conditions, including recovery from any of these conditions, Iowa Central Community College will determine reasonable accommodation to be provided to the student. Any special services provided to students who have temporary medical conditions will also be provided to a pregnant student as applicable based on need as determined by the College's Academic Assistance and Accommodations Coordinator. The College will excuse a student’s absence from class due to pregnancy or related conditions, including recovery from childbirth, for as long as the student’s health care professional deems the absence to be medically necessary. When a student returns to class from the medical leave, they will return to the same academic and extracurricular status they held when the leave began.</td>
</tr>
<tr>
<td>3. Student Responsibility: A student who is pregnant and or is experiencing related conditions such as childbirth, false pregnancy, miscarriage, abortion, or related conditions, including recovery from any of these conditions, and desires that the College provide academic adjustments, services, accessibility accommodation, and or excused absence from classes in which the student is enrolled, should make a request for such needs. To make a request, a student should follow instructions in the College’s website on the Academic Resource Center page in the Pregnancy and Related Leave and Accommodation section to complete and submit a Pregnancy Leave and or Accommodation Request, including providing documentation from a health care professional regarding medical necessity. The student is encouraged to make the request as early as possible to ensure enough time is available to provide reasonable accommodation.</td>
</tr>
<tr>
<td>4. Academic Benefit and Services Accommodation: To ensure a pregnant student’s access to the College’s educational program, the College will provided appropriate accessibility accommodation responsive to the student’s temporary pregnancy status based on information from the student, the student’s health care professional, and the academic requirements of the classes in which the student is enrolled. Also, when the student returns to class from the medical leave, they will be reinstated to the same academic and extracurricular status they held when the leave began. The College will determine a reasonable academic accommodation that does not fundamentally alter the nature of the course and program in which the student is enrolled. This may include providing the student the opportunity to make up class work missed or offering the student alternatives to making up missed class work (for example retaking a semester, taking part in an online course credit recovery program, or allowing the student additional time in a program to continue at the same pace and finish at a later date). A student will be permitted to submit class work after a deadline that they missed because of absences due to pregnancy or childbirth. Additionally, if a class grade or portion thereof is based in part on class attendance or participation, the student will be allowed to earn the credits they missed while on medical leave so that they can be reinstated to the status they held when the leave began.</td>
</tr>
<tr>
<td>5. Grievance Procedure: If the student is dissatisfied with the accommodation provided by the College, the student may use the formal complaint procedure described in the Student Handbook located on Iowa Central’s website and as described in Board Policy No. 414.</td>
</tr>
<tr>
<td>CHAPTER:</td>
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<tr>
<td>STUDENTS</td>
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6. Individuals may login to Triton Pass and click on “Concern Form” to report any concern they have.
2020-21 Enrollment Management Plan Summary

EMP Summary Report Includes: Athletic Band, Rodeo, Accounting, Computer Integrated Fabrication, Dental Hygiene, Industrial Automation & Robotics, Humanities, Academic Resource Center,

June 07, 2021
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1.17 Teresa Jackson: Renew judging certification and serve as a Judge for District, State and All-State contests in IHSSA--both in Large Group and in Individual Events.

1.18 Teresa Jackson: Attend as many high school theatre productions as I can and visit with student performers after the show or with follow up emails and messages.

1.19 Teresa Jackson: Publicize our streamed Iowa Central Play Production of "Solos" to all area schools, to students interested in theatre and in our community and beyond.

1.20 Ashley Garst: Get judging certification for IHSSA in order in interact with high school students who are interested in theatre.

1.21 Ashley Garst: Attend campus visits for prospective students to introduce them to all the opportunities in Iowa Central’s Music and Theatre programs.

1.22 Ashley Garst: Work to schedule and host scholarship auditions for students interested in vocal music, instrumental music, and theatre.

1.23 Ashley Garst: Attend high school theatre productions in order to meet with prospective performers and technicians and explain to them how they may continue their performance career at Iowa Central.

1.24 Ashley Garst: Create music and theatre productions that may be shared beyond just our stage. Streaming to the walls beyond our stage.

1.25 Paul Bloomquist: Calling Nights and beyond. Connect with any student that has an interest in music.

1.26 Paul Bloomquist: Promote the college and department through networking with the directors at the schools. Utilizing this network to get leads on potential students.

1.27 Paul Bloomquist: Award scholarships to worthy current and incoming students.

1.28 Paul Bloomquist: Public Performance (virtual or otherwise) that demonstrates the quality of the program.

1.29 Paul Bloomquist: Offer musical experience to area schools as a guest clinician (virtual or otherwise).

2 Retention (Who, What, Where, When, How)

2.1 Kara Weyand: assist as a co-sponsor of Culture Club to create events that encourage students to make new connections on campus with students and other faculty.

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2.21 Kara Weyand: Find new opportunities to enrich instruction.

3 Community Outreach (program awareness in community).

3.1 Kara Weyand: Host virtual art shows for area schools.

3.2 Kara Weyand: Show my own artwork within the community.

3.3 Kara Weyand: Attend community art events.

3.4 Jennifer Dutcher: Currently sitting on various art and philanthropy boards and committees in the region.

3.5 Will Lopes: Broadway and Beyond Concert @ the Oleson Park Bandshell.

3.6 Will Lopes: Friendship Haven virtual performances.

3.7 Rochelle Green: Currently sitting on various art and philanthropy boards and committees in the region.

3.8 Rochelle Green: Create and employ Community Service outreach projects.

3.9 Rochelle Green: assist as a co-sponsor of Culture Club to create events that encourage students to make new connections on campus with students and other faculty.

3.10 Teresa Jackson: Write articles for Twist and Shout and the Messenger and work closely with Paul DeCoursey to publicize our theatre performances within our region and beyond.

3.11 Ashley Garst: Brainstorm performance opportunities for our students that would benefit charities or service organizations in the community.

3.12 Ashley Garst: With our virtual performances, use the community as a background of the production, introducing students to what is around them and showcasing to the community where they live.

3.13 Paul Bloomquist: Participate in the music of the Fort Dodge Area as a representative of the college. This includes, but is not limited to: Karl King Municipal Band, Jive for Five Brass Ensemble, Area church festivities (ie. Holy Trinity Parish), Brushy Creek Honor Flight Band, etc.

3.14 Paul Bloomquist: Broadway and Beyond Concert at Oleson Park Bandshell.

3.15 Teresa Jackson: Work with Friendship Haven to offer our streamed theatrical production of Solos on their communal television station due to COVID restrictions.
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1.2 Continue to attend industrial competition days at various high schools .................... 42
1.3 Increase campus awareness by inviting other programs to the lab .............................. 43
1.4 Speak with students in other programs about returning an extra year for the Robotics degree .................................................................................................................... 43
2 Retention Activities (Who, What, Where, When & How) ................................................. 43
2.1 Continue to sell Robotics T-shirts .................................................................................. 43
2.2 Exhibit robots at Iowa’s STEAMfest event, hosted by ICCC ........................................ 44
2.3 Increase student awareness of the versatility and value of the robotics field through presentations .................................................................................................................. 44
2.4 Continue student projects to improve lab space and student experience .................... 44
3 Community Outreach (Program Awareness In Community) .......................................... 44
3.1 Allow students to participate in ICCC Christmas display at John F. Kennedy National Park
3.2 Attend annual robotics competition at Fort Dodge Senior High
3.3 Allow students to assist engineers in the installation of public light displays and music synchronization at JFK state park
3.4 Take students on a field trip to an industrial facility

Enrollment Management Plan - Student Services - Academic Resource Center 2020-2021

Program Enrollment Data

1 Recruitment
1.1 Website Refresh

2 Retention

2.1 Enhance the Marketing Outreach of ARC Services

3 Program Awareness and Community

3.1 Integrate PSI testing within the testing center
Program Enrollment Data
2020-21 Goal for recruits: 60
2020-21 Actual for recruits: 44

2019-20 Goal for recruits: 75
2019-20 Actual for recruits: 49

Outcomes
Total number of high schools and or events you plan to visit
I plan to visit 50 high schools and events during the 2020-21 school year in recruiting efforts for our 2021-22 school year.

1.1 Goals
I plan to attend 25 schools and school events during the fall semester (2020)

1.2 Goals
I plan to attend 25 schools and school events during the spring semester (2021)

Outcomes
List Recruitment Activities
In addition to individual student visits on campus, and visits/presentations to full high school bands, I plan to attend summer marching band camps (summer 2020) at various high schools (MOST CANCELLED), college fairs during September and October 2020 (if any held), as well as individual visits to students, schools and their band programs throughout the school year. Due to COVID, will be establishing virtual visit days, and utilizing Facebook live and Instagram live for recruiting conversations. This summer purchased a 2 year subscription to Bandwindow, an online platform used to connect with potential students via text and web, utilizing testimonials from alumni members, and increasing the number of contacts to each student. I plan to attend various sanctioned music contests and festivals (North Central Iowa Marching Invitational, Algona Band Day (CANCELLED) and/or other independent marching contests, IHSMA State Marching Festival (MOVED TO VIRTUAL), display at the Iowa All State Music Festival/IMEA conference (CANCELLED), and Triton Visit Days in October and November (CANCELLED). NEW events created due to COVID - Virtual Visit days, and
city/regional meetings in neutral locations to meet with potential students. Other events to attend include NCIBA district honor band (CANCELLED), NCIBA district jazz festival, NWIBA district jazz festival, IHSMA solo/ensemble contest, IHSMA large group contest, and the Triton Jazz Festival.

Actual Activities: August 7 - FDSH Camp Exhibition August 28 - FDSH Game performance September 4 - Webster City Game performance September 18 - Humboldt HS Band game performance. September 26 - NCI Marching Invitational October 2 - FDSH Band Senior night October 3 - Humboldt marching exhibition night October 4 - Open visit - Marshalltown October 9 - Clarion Goldfield Dows HS Game October 10 - Ogden HS Band EOY exhibition October 12 - FDSH State Marching Band October 13 - South Hamilton HS (Jewell) - Fall marching concert October 17 - West Marshall HS (State Center) - Fall marching contest (5 bands) October 22 - Athletic Band virtual visit night October 29 - Newell Fonda HS - fall concert November 5 - Humboldt HS, student visit December 7 - Indianola HS Band virtual concert December 15 - Roland Story, Woodward Grainger, Belmond Klemme, AP virtual concerts December 20 - FDSH Winter Concert, FDMS December 21 - SEVHS Virtual concert January 7 - Triton Virtual Jazz Festival Concert January 9 - NCIBA district meeting - online February 1 - IHSMA State Jazz contest February 28 - FDSH Springtasia February 28 - Athletic Band virtual visit night March 2 - SCC, South Hamilton, West Delaware, IKM virtual concerts March 5 - FDSH Jazz Perspectives March 8 - Indianola, Webster City virtual concerts March 9 - Iowa City, Storm Lake virtual concerts March 21 - Athletic Band virtual visit night March 23 - Boyer Valley virtual concert March 25 - SEV virtual concert April 22 - Storm Lake Virtual Concert May 2 - FDSH Springtasia Concert May 3 - Carroll HS Virtual concert May 6 - Indianola Parade of bands May 8 - ISHMA Large Group contest May 10 - Greene County HS virtual concert

3 Outcomes
List Measurable Goals
Mail campaign to prospective HS senior list (approx. 180 to start and growing) changed from 3x per year to monthly. July 2020 - initial contact. August 2020 - campus visit and Bandwindow launch. October - virtual band visit night. November - housing/campus visit reminder. December - Families and Fort Dodge. January - Social Media. Future to include visit days, sharing social media links, FAFSA, test scores and housing reminder, enrollment, and parent contact. Summer 2021 - enrollment followup and orientation items Campus visits - 5 per month goal. Grade checks to retain and graduate current members.
Outcomes

Community Outreach

Increase student performer awareness of and involvement in community activities and events representing Iowa Central Community College. Fall semester plans are to collect granola bars to donate to the Triton Pantry (COVID willing), participate in the Algona Band Day (Recorded - Best Parade That Never Was), Exhibition at the North Central Iowa Marching Festival in Fort Dodge (CANCELLED), FDSH Homecoming parade in Fort Dodge and Webster City (BOTH CANCELLED), and run out exhibitions to various high schools. (POSTPONED) Fall rehearsal (with dance team) held at Veterans Park to do photo/video shoot "concert" and help students learn about the community they’re a part of. Recording of band in Decker Aud for Virtual Veterans Day program. Bell ringing for Salvation Army - Thursday December 10 from 1-3pm. Raised $140.

Project Attachments (53)

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Enrollment Management Plan - Athletics - Rodeo

Program Enrollment Data
2020-21 Goal for recruits: 44
2020-21 Actual for recruits: 33

2019-20 Goal for recruits: 50
2019-20 Actual for recruits: 29

Outcomes
Total number of high schools and or events you plan to visit
1. at least 6 events or high school rodeos is the goal for the 20-21 school year.

Goals
1.1 At least 3 high school rodeos or schools to be visited for the fall semester
   High School National Finals in Guthrie, OK Shawnee, Oklahoma for the International Finals
   Rodeo Dayton, IA Bulls and Broncs 2 in August Amateur Rodeos in Iowa, Missouri, Nebraska,
   Kansas, Minnesota Dayton, IA Bulls and Broncs 2 in July

Action Plan

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Measures

Outcomes
List Recruitment Activities
Endless phone calls and text messages Faculty calling nights High school rodeos Amateur rodeos Youth Rodeos Facebook Messaging Rodeo recruitment forms available on the Iowa Central Rodeo website National High School Finals college fair Current athletes advise me on upcoming talent in
their local areas

2.1 Goals
Attending as many as we can on the youth and high school rodeos. Attending as many Amateur rodeos and meeting with the family’s as i can in the summers, spring and fall International Finals High School Rodeo, Shawnee, Oklahoma National High School Finals Rodeo Guthrie, Oklahoma High School Rodeo Marshalltown, Iowa Amateur rodeos in Iowa and the surrounding states Junior High School Rodeo Marshalltown, Iowa High School Rodeo Granite Falls, Minnesota High School Rodeo Moville, Iowa Amateru and summer rodeos i attended for recruiting Lake City, IA Exira, IA Whiting, IA Bloomfield, IA Ottumwa, IA Leon, IA Mt. Ayr, IA Rockwell City, IA Dayton, IA Rolfe, IA Eagle Grove, IA Centerville, IA Boone, IA Pleasant Hill, MO Pilot Grove, MO Sebetha, KS Greenfield, IA Afton, IA Indianola, IA Lenox. IA Moville, IA Toledo, IA Maxwell, IA Sedalia, MO Allendale, MO Auburn, NE Grand River, IA Winterset, IA Nevada, IA Chariton, IA

3 Outcomes
List Measurable Goals
Seeing our Athletes succeed in and out of the arena

3.1 Goals
looks at grades at least twice a week and get a hold of them if grades are bad.
We start this right at the beginning for the year and do not stop until the year is over. If there is no improvement with in the weeks ahead we sign up for tutors

4 Outcomes
Community Outreach
1. Putting on the Triton college rodeo at the Webster County Fairgrounds where 15 other colleges come in from Nebraska, North Dakota, South Dakota, Wisconsin and Iowa to compete against each other in the Great Plains region 2. In Dayton team puts on youth clinics to teach the kids in the community and surrounding community about rodeo and the individual events. 3. Help with the Match of the broncs in Dayton where they buck out bulls and horses

4.1 Goals
Teach our students the hard work and dedication it takes in this sport to be successful
Enrollment Management Plan - Business - Accounting Associate 2020-2021

Completed 3 GOALS 0 OUTCOMES 0 MEASURES 0 TARGETS 0 FINDINGS 0 ATTACHMENTS

Program Enrollment Data
Accounting Assistant ACC.DIPL
2020-21 Goal Day 1 - 20
2020-21 Goal Day 10 - 19
2020-21 Actual Day 10 - 19
2020-21 Goal End of Semester (EOS) - 18
2020-21 Actual End of Semester (EOS) - 15

Accounting Associate ACC.APS
2020-21 Goal Day 1 - 35
2020-21 Goal Day 10 - 33
2020-21 Actual Day 10 - 23
2020-21 Goal End of Semester (EOS) - 32
2020-21 Actual End of Semester (EOS) - 22

Accounting Associate ACCN.APS
2020-21 Goal Day 1 - 3
2020-21 Goal Day 10 - 3
2020-21 Actual Day 10 - 1
2020-21 Goal End of Semester (EOS) - 3
2020-21 Actual End of Semester (EOS) - 1

Previous Year
Accounting Assistant ACC.DIPL
2019-20 Goal Day 1 - 17
2019-20 Goal Day 10 - 16
2019-20 Actual Day 10 - 19
2019-20 Goal End of Semester (EOS) - 15
2019-20 Actual End of Semester EOS - 22
Outcomes
Recruitment Activities (Who, What, Where, When & How)
Niki Johnson will be holding a total of five Zoom meetings with area high school accounting instructors and their class to discuss the opportunities at Iowa Central. A sophomore student will also be involved in the Zoom meeting to talk to students about their perspective of the college experience in the Accounting Associate program. Will also be doing some work with Paul Decoursey to work on marketing the Numbers at Night Program to remind the community that we have another option for the Accounting Program to be completed at night - mostly virtual.

Outcomes
Retention Activities (Who, What, Where, When & How)
Every Accounting Major will be (or already has) met with Niki Johnson to complete a degree audit, discussion of transfer/workforce plans, and internship opportunities. This is also a great time to have a private conversation of how they feel classes are going and where they are headed in the future. Since the Accounting and Business Club is on hold for the 2020-2021 school year due to Covid-19, we will be having speakers (such as the Controller at Hostess) speak to the class via Zoom about their position.

Outcomes
Community Outreach (Program Awareness in the Community)
The VITA program for tax preparation is possibly on hold for the 2021 spring, however, we are looking
into the potential of meeting with clients via Zoom to complete tax returns. TBD at a later date.
Program Enrollment Data

Computer Integrated Fabrication MFG.AAS

2020-21 Goal Day 1 - 10
2020-21 Goal Day 10 - 9
2020-21 Actual Day 10 - 12
2020-21 Goal End of Semester (EOS) - 9
2020-21 Actual End of Semester (EOS) - 12

Previous Year

Computer Integrated Fabrication MFG.AAS

2019-20 Goal Day 1 - 6
2019-20 Goal Day 10 - 6
2019-20 Actual Day 10 - 9
2019-20 Goal End of Semester (EOS) - 6
2019-20 Actual End of Semester (EOS) - 8

Outcomes

Recruitment Activities (Who, What, Where, When & How)
Joel will visit as many high schools as are allowed with the covid pandemic. We will be having a virtual career day on October 29th to reach as many students as possible during the pandemic.

Goals
Joel was only able to visit one high school and that was only to a few students. Covid made it very difficult to get into high schools to see students.

Outcomes

Retention Activities (Who, What, Where, When & How)
Struggling students will be contacted by Joel or Jeff to try and get students back on track. Students that are attending regularly but are struggling will be assigned to sophomore students to help them with their courses and a place for them to go for advice.

Goals

Enrollment Management Plan - Industrial Technology - Computer Integrated Fabrication

2020-2021 Completed

3 GOALS 3 OUTCOMES 0 MEASURES 0 TARGETS 0 FINDINGS 0 ATTACHMENTS
Retention this semester was fairly good. We lost some freshman students after the first semester due to a very strong job market. Hard to convince students to stay in classes when they are being offered top wages to go right to the workforce after gaining basic skills.

3 Outcomes
Community Outreach (Program Awareness in Community)
The program is working on some non-credit classes to generate more interest in the program. The first of these will be in Laurens which has a high need for program graduates.

3.1 Goals
Joel completed the class in Laurens. There were 10 students who started and 7 finished the class.
Program Enrollment Data

Humanities

2020-21 Goal Day 1 - 5636.6
2020-21 Goal Day 10 - 5368.2
2020-21 Actual Day 10 - 4276.0
2020-21 Goal End of Semester (EOS) - 5099.7
2020-21 Actual End of Semester (EOS) - 3690.0

Previous Year

Humanities

2019-20 Goal Day 1 - 5354.5
2019-20 Goal Day 10 - 5099.5
2019-20 Actual Day 10 - 5315.0
2019-20 Goal End of Semester (EOS) - 4844.5
2019-20 Actual End of Semester (EOS) - 4573.0

Outcomes

Recruitment Activities (Who, What, Where, When, How)

Goals

1.1 Kara Weyand: Participate in visit days and individual student visits.

Visit Days: was available for Virtual Visit Nights in both fall and spring semester, although no students attended. I also went to speak at a breakout during the spring visit day on 4/23, but students didn’t show or attended other sessions. Also presented at Virtual Visual Arts/Tech/Communication Career Day in fall semester.

Action Plan

(Enter action items to show what you specifically will do and when)

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### Action Item 1
Check on status of visit days; sign up if possible
- **Created:** 9/21/2020
- **Due:** 9/25/2020
- **Status:** Complete

### Action Item 2
Remind admissions that I am available for individual visits
- **Created:** 9/21/2020
- **Due:** 10/2/2020
- **Status:** Complete

---

### 1.2 Goals
Jennifer Dutcher and Kara Weyand: Share virtual show information on social media, etc. to advertise our courses
- Virtual Art Show info was emailed out to students and staff and shared on social media by various instructors.

### Action Plan

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### Action Item 1
Share virtual shows on Humanities FB page
- **Created:** 9/21/2020
- **Due:** 11/20/2020
- **Status:** Planned

---

### 1.3 Goals
Andrea Estling Create the Hispanic Heritage Month (virtual)
- Students in Spanish and History class created videos with different topics about Latin America. Worked with High schools and Universities in a video. Put all the videos from the students in the Facebook (Focus Festival Page).

### Action Plan

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### Action Item 1
Posted videos in the Focus International (Facebook page)
- **Created:** 9/21/2020
- **Due:** Planned
1.4 Goals
Jennifer Dutcher and Kara Weyand: Offer scholarships to students interested in Visual Arts
Scholarships were offered to winners in both fall and spring virtual art shows, and will be offered to Twin Lakes High School Art Conference winners. Merit scholarship offered to a visual arts student for next year.

1.5 Goals
Jennifer Dutcher: Participate in visit days and individual student visits
Visual Arts, Tech & Communication Event

Supported Initiatives (2)

INSTITUTIONAL PRIORITIES
- Documentation of an assessment that was modified as a result of COVID-19 changes.

STRATEGIC INITIATIVES
- The college will further develop collaborative relationships and collaborations with internal and external constituents to promote education and workplace services.

Action Plan

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1.5.1 Measures
Visual Arts, Tech & Communication Event (see attached)
Regional HS participating students and instructors participated in a virtual “tour” of professions in the Visual Arts ranging from traditional media to those professions driven by technology.

1.5.1.1 Targets
This event provided students and instructors a view at careers in the visual arts- from traditional mediums to the ever-changing field of graphic arts/ technology.

TARGET
Regional schools participated in this virtual event.

FINDINGS
This event was well attended, students also asked questions at the end of the presentation. (see attached)

ANALYSIS OF FINDINGS
This will continue to be an option to reach regional students to explore visually driven careers.
1.6 Goals
Jennifer Dutcher: Generate Virtual Show promotional materials
Promotional materials are posted around campus, mailed to Regional High Schools, distributed to students as well as faculty and staff, and shared on multiple social media platforms.

Supported Initiatives (4)

GENERAL EDUCATION
- Initiative to consistently meet or exceed stated expectations over time.

INSTITUTIONAL PRIORITIES
- Integrate new techniques/technology/practices/research from industry that impacts student learning in the learning environment.
- Documentation of an assessment that was modified as a result of COVID-19 changes.

STRATEGIC INITIATIVES
- The college will provide services and support to students for them to achieve their goals.

1.6.1 Measures
Virtual Show Promotional Materials (Attached)
Promotional materials are posted around campus, mailed to Regional High Schools, distributed to students as well as faculty and staff, and shared on multiple social media platforms.

1.6.1.1 Targets
Promotional materials are posted around campus, mailed to Regional High Schools, distributed to students as well as faculty and staff, and shared on multiple social media platforms. Met

TARGET
Students, faculty, staff, regional high school students and instructors

FINDINGS
See attached.

ANALYSIS OF FINDINGS
Due to COVID 19, our Fall and Spring student art shows were virtual. This is an opportunity to showcase student work. It serves as a means to retain and recruit students. This also serves as a summative assessment. I worked to generate all promotional materials for the Fall 2020 Photography & Art Show.
1.7 Goals
Jennifer Dutcher: Display student work on campus and via social media
Promotion of student work hanging on campus walls as well as via social medial platforms.

Supported Initiatives (2)

GENERAL EDUCATION
- Information, thoughts, feelings, attitudes, or beliefs transferred either verbally or nonverbally through a medium in which the intended meaning is clearly and correctly understood by the recipient with the expectation of feedback.

STRATEGIC INITIATIVES
- The college will continue to improve institutional infrastructure, effectiveness, and excellence.

1.7.1 Measures
Student work showcased on social media
Sharing images of student work in progress via social media.

1.7.1.1 Targets
Targeted both students and used as a means to promote their work on social media.

TARGET
- Students and general public

FINDINGS
- See attached

ANALYSIS OF FINDINGS
- Reached 99 views, 13 engagements on Facebook.

1.8 Goals
Will Lopes: Connect students to our program and events
Long range plan is to work with students as they enter middle school to create a lasting music connection through ”Summer Camp” and ”Triton Kids” so as they get into HS they have already a strong connection with our program

Supported Initiatives (3)

GENERAL EDUCATION
- Information, thoughts, feelings, attitudes, or beliefs transferred either verbally or nonverbally through a medium in which the intended meaning is clearly and correctly understood by the recipient with the expectation of feedback.

INSTITUTIONAL PRIORITIES
- Increase service learning opportunities and work experiences in class sections, courses, or programs.
- Documentation of an assessment that was modified as a result of COVID-19 changes.

1.8.1 **Measures**
This has been put on pause due to COVID-19

1.8.1.1 **Targets**
**Not Met**

---

1.9 **Goals**
Will Lopes: Host virtual audition day
Music and Theatre audition days

1.9.1 **Measures**
We scheduled 3 (three) virtual audition days
Students were able to schedule auditions using a link provided. We had 3 (three) days they could pick from: 02/26, 03/26 and 04/21

1.9.1.1 **Targets**
Students interested in Music and Theatre were able to audition for scholarships **Met**

---

TARGET
Students joining Iowa Central starting on Fall 2021

FINDINGS
Many students took advantage of this opportunity. However, due to COVID, maybe prospective students are still unsure if they want to be involved due to the possible restrictions

ANALYSIS OF FINDINGS
We will continue to pursue these students and keep them updated on the new possible guidelines for the Fall 2021
1.10 Goals
Will Lopes: Create Virtual and Live performances for our ensembles and singers

All vocal ensembles will have the opportunity to perform live and virtually throughout the semester.

Supported Initiatives (2)

INSTITUTIONAL PRIORITIES

- Increase service learning opportunities and work experiences in class sections, courses, or programs.
- Integrate new techniques/technology/practices/research from industry that impacts student learning in the learning environment.

Action Plan

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1.10.1 Measures

Spring Showcase
All ensembles were able to record their sets for the Spring showcase.

1.11 Goals
Will Lopes: Be a guest clinician @ local schools (virtually or live)
Visit regional schools as a guest clinician

Supported Initiatives (1)

INSTITUTIONAL PRIORITIES

- Documentation of an assessment that was modified as a result of COVID-19 changes.

Action Plan

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1.11.1 Measures
This has been postponed due to COVID
1.12 **Goals**
Will Lopes: Share performances and musical experiences via social media
Throughout the Spring 2021 we will share our virtual performances using our social media

**Supported Initiatives (2)**

**INSTITUTIONAL PRIORITIES**
- Increase service learning opportunities and work experiences in class sections, courses, or programs.
- Documentation of an assessment that was modified as a result of COVID-19 changes.

### Action Plan

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1.12.1 **Measures**
Black History month concert

1.12.1.1 **Targets**

**TARGET**

**FINDINGS**

**ANALYSIS OF FINDINGS**

1.13 **Goals**
Rochelle Green: Create more exhibit areas across campus and in our community.

1.14 **Goals**
Teresa Jackson: Meet individually with all campus visits who are interested in theatre--either live or via zoom.

1.15 **Goals**
Teresa Jackson: Hold individual scholarship auditions for students interested in theatre.

1.16 **Goals**
Teresa Jackson: Visit area schools and work with high school students preparing for the Iowa High School Speech Association contest season.
Iowa High School Speech Association contest season.

1.17 Goals
Teresa Jackson: Renew judging certification and serve as a Judge for District, State and All-State contests in IHSSA--both in Large Group and in Individual Events.

1.18 Goals
Teresa Jackson: Attend as many high school theatre productions as I can and visit with student performers after the show or with follow up emails and messages.

1.19 Goals
Teresa Jackson: Publicize our streamed Iowa Central Play Production of "Solos" to all area schools, to students interested in theatre and in our community and beyond.

1.20 Goals
Ashley Garst: Get judging certification for IHSSA in order in interact with high school students who are interested in theatre.

1.21 Goals
Ashley Garst: Attend campus visits for prospective students to introduce them to all the opportunities in Iowa Central’s Music and Theatre programs.

1.22 Goals
Ashley Garst: Work to schedule and host scholarship auditions for students interested in vocal music, instrumental music, and theatre.

1.23 Goals
Ashley Garst: Attend high school theatre productions in order to meet with prospective performers and technicians and explain to them how they may continue their performance career at Iowa Central.

1.24 Goals
Ashley Garst: Create music and theatre productions that may be shared beyond just our stage. Streaming to the walls beyond our stage.

1.25 Goals
Paul Bloomquist: Calling Nights and beyond. Connect with any student that has an interest in music.

1.26 Goals
Paul Bloomquist: Promote the college and department through networking with the directors at the schools. Utilizing this network to get leads on potential students.

1.27 Goals
Paul Bloomquist: Award scholarships to worthy current and incoming students.
1.28 **Goals**
Paul Bloomquist: Public Performance (virtual or otherwise) that demonstrates the quality of the program.

1.29 **Goals**
Paul Bloomquist: Offer musical experience to area schools as a guest clinician (virtual or otherwise).

2 **Outcomes**
Retention (Who, What, Where, When, How)
Enter your retention strategies/activities as individual goals below.

2.1 **Goals**
Kara Weyand: assist as a co-sponsor of Culture Club to create events that encourage students to make new connections on campus with students and other faculty
Offered a variety of virtual events this year--students were able to connect via virtual watch parties, workshops, and socially-distanced workshops as well. Events were offered monthly during both the fall and spring semesters. See materials attached.

2.2 **Goals**
Kara Weyand: Require participation in a virtual art show for our college art students
Due to pandemic, we offered virtual art shows, utilizing a website gallery to exhibit work. We also videoed our awards ceremony and streamed them live on Facebook and YouTube. All students in studio art courses participate in the end-of-semester show.

2.3 **Goals**
Kara Weyand: Offer scholarships to students who excel in Visual Arts to encourage them to continue their art education
Offered scholarships to college art show award winners during both fall and spring semester.
Assisted current student with merit scholarship process.

2.4 **Goals**
Kara Weyand: Adopt new strategies to keep students engaged and safe in the event of necessary virtual learning
Modified lesson plans in courses to make virtual learning more "hands on", such as art activities that could be created with everyday household objects and cell phone photography. (Added approximately 10 new art activities in Art History 2, a lecture course, alone.) Also learned to utilize chat functions in Zoom more effectively to keep students engaged.
Encouraged students to use virtual options to fulfill Cultural Component assignments, and created an event list for them.
### Action Plan

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### Goals

2.5 Jennifer Dutcher: assist as a co-sponsor of Culture Club to create events that encourage students to make new connections on campus with students and other faculty. Culture Club hosted face-to-face as well as virtual events for students.

### Supported Initiatives (4)

**GENERAL EDUCATION**

- The ability to dissect a multitude of incoming information, sorting the pertinent from the irrelevant, in order to analyze, evaluate, synthesize, or apply the information to a defendable conclusion.
- Information, thoughts, feelings, attitudes, or beliefs transferred either verbally or nonverbally through a medium in which the intended meaning is clearly and correctly understood by the recipient with the expectation of feedback.
- Initiative to consistently meet or exceed stated expectations over time.

**INSTITUTIONAL PRIORITIES**

- Documentation of an assessment that was modified as a result of COVID-19 changes.

### Measures

2.5.1 Culture Club Events: Fall 2020 & Spring 2021

Various Events were held for students to participate such as: * Organizational Meetings * Architecture Walk * Virtual Movie Events * Sketchbook Events * Live Museum Lectures * Fibers Events * Photography Events

### Targets

2.5.1.1 Culture Club Events: Fall 2020 & Spring 2021

**TARGET**

Current and prospective students

**FINDINGS**

See attached.

**ANALYSIS OF FINDINGS**

Students attended both face-to-face as well as virtual events throughout the academic year. Participation varied among the events. The goal of the group was to gather to experience cultural events which covered a variety of topics. Some events were hands-on while others were demonstrative/lecture based. We hope to...
continue more events for students to explore ways to be creative beyond the classroom for years to come.

2.6 Goals
Jennifer Dutcher: Offer scholarships to students who excel in Visual Arts
Scholarships are awarded to the visual arts students selected by jurors in both spring and fall.

Supported Initiatives (3)

GENERAL EDUCATION

- The ability to dissect a multitude of incoming information, sorting the pertinent from the irrelevant, in order to analyze, evaluate, synthesize, or apply the information to a defendable conclusion.
- Information, thoughts, feelings, attitudes, or beliefs transferred either verbally or nonverbally through a medium in which the intended meaning is clearly and correctly understood by the recipient with the expectation of feedback.
- Initiative to consistently meet or exceed stated expectations over time.

2.6.1 Measures
Students are awarded Iowa Central scholarships based on guest juror selections. All students enrolled in a Visual Arts studio course participate in the Visual Arts Fall & Spring Shows.

2.6.1.1 Targets
All students enrolled in a Visual Arts studio course participate in the Visual Arts Fall & Spring Shows. Students are awarded scholarships based on juror selections. Selections are based off of medium and are awarded to outstanding work. Met

TARGET: Current Studio Arts students

FINDINGS: See attached Awards/ Scholarship information.

ANALYSIS OF FINDINGS: The Visual Arts & Photography Show is an excellent means to display student work, recognize achievement, and it also serves as a course requirement for studio courses.

2.7 Goals
Will Lopes: Host the mini retreat Fall and Spring retreat to foster friendships and music partnership
2.8 Goals
Will Lopes: Create performing opportunities for students (ie: Broadway & Beyond, Virtual Concert, Holiday and Spring Showcase)

2.9 Goals
Will Lopes: Offer scholarship and work study opportunity for students who are pursuing music as their pathway

2.10 Goals
Rochelle Green: Attend virtual photography conferences and bring in working artists into the classes via zoom.
ARTIST: Naomi Friend 9.24.20 Adobe Maxx Conference

2.11 Goals
Rochelle Green: Offer scholarship and work study opportunities for our students.

2.12 Goals
Teresa Jackson: Brainstorm ways to combine Music and Theatre in a streaming format so that students have performance opportunities in spite of COVID restrictions for the Spring 2021 semester.

2.13 Goals
Teresa Jackson: Offer theatre scholarship auditions for students who return to Iowa Central for the 2021-2022 school year.

2.14 Goals
Teresa Jackson: Attend as many performing and visual arts student productions as I can and visit with participating students at the end of the performances/art shows.

2.15 Goals
Ashley Garst: Meet with current students to discuss their progress in the semester and how we in the performing arts may help them be successful.

2.16 Goals
Ashley Garst: Schedule events for our students to be able to build together and create pieces that will enhance our productions.

2.17 Goals
Ashley Garst: Create scholarship opportunities for our students to be able to apply their skills and talents, sharing their gifts with others around them.

2.18 Goals
Paul Bloomquist: Foster a community within the community college by nurturing performance ensembles that work towards the goal of perfecting music for performance (virtual or otherwise)
2.19 **Goals**
Paul Bloomquist: Allow students the outlet of music to reduce the stress of being in a "pandemic".

2.20 **Goals**
Kara Weyand: Offer work study position for student interested in visual arts, to gain work experience and provide financial support
Work study student during this year assisted with a variety of studio tasks

2.21 **Goals**
Kara Weyand: Find new opportunities to enrich instruction
Worked with Rusty Farrington on gift from Richard Black estate, which would provide students with opportunities to explore printmaking techniques in our studio art courses.

3 **Outcomes**
Community Outreach (program awareness in community)
Enter individual goals about how you will reach the community this year below.

3.1 **Goals**
Kara Weyand: Host virtual art shows for area schools
Twin Lakes High School Art Conference continued with a virtual version this year. We have stayed in contact with this group so that we can work with them in the future.

3.2 **Goals**
Kara Weyand: Show my own artwork within the community
Art on display at lobby of Decker Auditorium for duration of school year. Also have pieces on display at Fort Dodge Fine Arts Association Gallery.

3.3 **Goals**
Kara Weyand: Attend community art events
Judged the 2021 Iowa Artists Region 5 show on April 10, 2021 in Ogden. (First place winners advance to state fair.) Attended virtual Blanden tour as part of Culture Club activities.

3.4 **Goals**
Jennifer Dutcher: Currently sitting on various art and philanthropy boards and committees in the region
Blanden Memorial Art Museum Board of Directors, Blanden Collections and Conservation Committee, Smeltzer Arts and Culture Committee, Fort Dodge Study Club Women’s Philanthropy Group Member, PEO Chapter MT Philanthropy Group Member, Floyd of Rosedale Sculpture Project Committee, Fort Dodge Fine Arts Association Liaison, Fort Dodge
Public Art Commission Executive Board Member, Legacy Learning Visual Art Instructor, Saint Edmond Elementary School Volunteer, Fort Dodge Community School District Volunteer, Blanden Memorial Art Museum Visual Art Instructor

Supported Initiatives (1)

STRATEGIC INITIATIVES

- The college will further develop collaborative relationships and collaborations with internal and external constituents to promote education and workplace services.

3.4.1 Measures

Community Outreach and Involvement

Participation throughout the academic year with the following: Blanden Memorial Art Museum Board of Directors, Blanden Collections and Conservation Committee, Smeltzer Arts and Culture Committee, Fort Dodge Study Club Women’s Philanthropy Group Member, Floyd of Rosedale Sculpture Project Committee, Fort Dodge Fine Arts Association Liaison, Fort Dodge Public Art Commission Executive Board Member, Saint Edmond Elementary School Volunteer, Fort Dodge Community School District Volunteer, Pick It Up Fort Dodge Committee and Volunteer.

3.4.1.1 Targets

All committees and organizations listed above are completely a volunteer effort on my part. All groups met various times throughout this academic school year.

TARGET

Regional stakeholders with particular interest in the Visual Arts.

FINDINGS

See attached in reference to Pick It Up Fort Dodge: Community Clean Up initiative. This was a project involving community youth to color/design trash receptacle art.

ANALYSIS OF FINDINGS

My participation is strong and varied among regional organizations, committees, and K-12 schools.

3.5 Goals

Will Lopes: Broadway and Beyond Concert @ the Oleson Park Bandshell

3.6 Goals

Will Lopes: Friendship Haven virtual performances
3.7 Goals
Rochelle Green: Currently sitting on various art and philanthropy boards and committees in the region.
Blanden Memorial Art Museum Board of Directors, Blanden Education liaison, Fort Dodge Fine Arts Association, Fort Dodge Public Art Commission liaison, Stage Door Productions Vice President, Fort Dodge Camera Club

3.8 Goals
Rochelle Green: Create and employ Community Service outreach projects.

3.9 Goals
Rochelle Green: assist as a co-sponsor of Culture Club to create events that encourage students to make new connections on campus with students and other faculty.

3.10 Goals
Teresa Jackson: Write articles for Twist and Shout and the Messenger and work closely with Paul DeCoursey to publicize our theatre performances within our region and beyond.

3.11 Goals
Ashley Garst: Brainstorm performance opportunities for our students that would benefit charities or service organizations in the community.

3.12 Goals
Ashley Garst: With our virtual performances, use the community as a background of the production, introducing students to what is around them and showcasing to the community where they live.

3.13 Goals
Paul Bloomquist: Participate in the music of the Fort Dodge Area as a representative of the college. This includes, but is not limited to: Karl King Municipal Band, Jive for Five Brass Ensemble, Area church festivities (ie. Holy Trinity Parish), Brushy Creek Honor Flight Band, etc.

3.14 Goals
Paul Bloomquist: Broadway and Beyond Concert at Oleson Park Banshell.

3.15 Goals
Teresa Jackson: Work with Friendship Haven to offer our streamed theatrical production of Solos on their communal television station due to COVID restrictions.

3.16 Goals
Jennifer Dutcher: Service Learning Project
PIANO PAINTING: Coordinated a service learning project for students. Due to COVID 19, only one student could participate this year while maintaining COVID 19 protocol. This was a
Supported Initiatives (3)

GENERAL EDUCATION

- Initiative to consistently meet or exceed stated expectations over time.

INSTITUTIONAL PRIORITIES

- Documentation of an assessment that was modified as a result of COVID-19 changes.

STRATEGIC INITIATIVES

- The college will further develop collaborative relationships and collaborations with internal and external constituents to promote education and workplace services.

3.16.1 Measures

Sports Theme Piano Painting

PIANO PAINTING: Coordinated a service learning project for students. Due to COVID 19, only one student could participate this year while maintaining COVID 19 protocol. This was a collaborative project involving the Fort Dodge Fine Arts Association and Sports Page Bar and Grill Restaurant. The piano was donated and painted by an Iowa Central student and myself. The piano was a sports theme to coordinate with the restaurant’s aesthetic.

3.16.1.1 Targets

Iowa Central, FDFAA, and restaurant patrons Met

TARGET

Iowa Central Student

FINDINGS

See attached

ANALYSIS OF FINDINGS

Due to COVID 19, only one student could participate this year while maintaining COVID 19 protocol. This was a collaborative project involving the Fort Dodge Fine Arts Association and Sports Page Bar and Grill Restaurant. The piano was donated and painted by an Iowa Central student and myself. The piano was a sports theme to coordinate with the restaurant’s aesthetic.

4 Outcomes

4.1 Goals
Outcomes
Special Presentation for International Focus
I presented an hour-long power point slide show on Irish American History and Culture in March 2021. This event was held on Zoom and sponsored by Iowa Central’s International Focus Team. The event was publicized in the community and open to anyone, including prospective students. Over fifty students and prospective students attended the event.

Project Attachments (24)

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Program Enrollment Data

This program has a maximum of 30 students for this program.

Dental Hygiene DH.AAS

2020-21 Goal Day 1 - 32
2020-21 Goal Day 10 - 30
2020-21 Actual Day 10 - 15
2020-21 Goal End of Semester (EOS) - 29
2020-21 Actual End of Semester (EOS) - 15

Previous Year

Dental Hygiene DH.AAS

2019-20 Goal Day 1 - 30
2019-20 Goal Day 10 - 30
2019-20 Actual Day 10 - 30
2019-20 Goal End of Semester (EOS) - 27
2019-20 Actual End of Semester (EOS) - 30

Outcomes

Recruitment Activities (Who, What, Where, When & How)

• Prospective campus student visits faculty Coordinator.
• Pre-DH orientation-coordinator
• Reach out to alternates-coordinator
• Send post cards/texts post visit-coordinator

Goals

1.1 Piper- Virtual campus and 3-5-21 face to face campus visits

Sent post card

Measures
Outcomes
Retention Activities (Who, What, Where, When & How)
• 5 and 10 week conferences with students and faculty to assess clinic and class progress and to
  address areas that need improvement • Halloween Party/Ugly Sweater contest student and faculty •
  Increased communication and patient opportunities Program Coordinator and faculty

Outcomes
Community Outreach (Program Awareness in Community)
OHANAW was cancelled due to COVID The Share Your Smile event was cancelled due to COVID
Halloween Party and Ugly sweater cancelled due to COVID Halloween Candy buy Back event-
November 2, 2021 -students Piper 5 and 10 week conferences were completed and documented -
students are meeting benchmarks-Major/Elbert Patient communications have increased due to the
online health histories and appointment confirmation technologies in place the clinic -Angie
Richardson/Piper Head Start Fluoride varnished completed Major clinical faculty Community Health
Center Fort Dodge rotation completed- students rotated through the CHC weekly

Outcomes
Student rotations CHC- HS fl varnishes- Dentrix software for increased patient communication

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Project Attachments (1)

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Program Enrollment Data
Industrial Automation & Robotics ATRAAS
2020-21 Goal Day 1 - 12
2020-21 Goal Day 10 - 11
2020-21 Actual Day 10 - 8
2020-21 Goal End of Semester (EOS) - 11
2020-21 Actual End of Semester (EOS) - 8

Previous Year
Industrial Automation & Robotics ATRAAS
2019-20 Goal Day 1 - 12
2019-20 Goal Day 10 - 11
2019-20 Actual Day 10 - 11
2019-20 Goal End of Semester (EOS) - 11
2019-20 Actual End of Semester (EOS) - 11

Outcomes
Recruitment Activities (Who, What, Where, When & How)
Visited South Central Calhoun Middle School for short demo of the Industrial Robotics and Automation program and display of the new video.

1.1 Goals
Visit more schools with industrial demo robot

1.1.1 Measures
Visited South Central Calhoun Middle School for short demo of the Industrial Robotics and Automation program and display of the new video.
Conducted a virtual visit day for local schools, in which students were able to see ABB's simulation software and watch the new video for the ATR program

1.2 Goals
Continue to attend industrial competition days at various high schools
1.3 Goals
Increase campus awareness by inviting other programs to the lab
Discuss the outline of the Industrial Robotics and Automation program with Electrical Tech students. Displayed and discussed Robotics lab for them. Two Robotics students displayed current programs for Electrical Tech students

1.3.1 Measures
Four Electrical Tech students inquired about returning for a third year, to complete the Industrial Robotics and Automation A.A.S.
Four Electrical Tech students inquired about returning for a third year, to complete the Industrial Robotics and Automation A.A.S.

1.4 Goals
Speak with students in other programs about returning an extra year for the Robotics degree
Discuss the outline of the Industrial Robotics and Automation program with Electrical Tech students. Displayed and discussed Robotics lab for them. Two Robotics students displayed current programs for Electrical Tech students

1.4.1 Measures
Four Electrical Tech students inquired about returning for a third year, to complete the Industrial Robotics and Automation A.A.S.
Four Electrical Tech students inquired about returning for a third year, to complete the Industrial Robotics and Automation A.A.S.

2 Outcomes
Retention Activities (Who, What, Where, When & How)

2.1 Goals
Continue to sell Robotics T-shirts

2.1.1 Measures
Sold multiple T-shirts, following COVID-19 protocol
Sold multiple T-shirts, following COVID-19 protocol
2.2 Goals
Exhibit robots at Iowa’s STEAMfest event, hosted by ICCC

2.3 Goals
Increase student awareness of the versatility and value of the robotics field through presentations

2.3.1 Measures
Produced YouTube video of Industrial Robotics and Automation program

2.4 Goals
Continue student projects to improve lab space and student experience

2.4.1 Measures
Relocated welding robot from AST 132B to AST 131, via the assistance of students
Relocated welding robot from AST 132B to AST 131, via the assistance of students

3 Outcomes
Community Outreach (Program Awareness In Community)

3.1 Goals
Allow students to participate in ICCC Christmas display at John F. Kennedy National Park

3.2 Goals
Attend annual robotics competition at Fort Dodge Senior High

3.3 Goals
Allow students to assist engineers in the installation of public light displays and music synchronization at JFK state park

3.4 Goals
Take students on a field trip to an industrial facility
Program Enrollment Data
N / A

1 Outcomes
Recruitment

1.1 Goals
Website Refresh
Refresh the Iowa Central Community College Academic Resource Center’s website to promote services within the ARC to current and prospective students as well as individuals in business and industry.

1.1.1 Measures
Develop video content for web page
Produce a minimum of three videos to be placed on web site for the ARC

1.1.1.1 Targets
Video content has been created by using second-year student testimonials regarding the ARC services. Waiting for the new website to be launched to determine where the content will fit. Attached is a copy of the video that was produced for the website.

2 Outcomes
Retention

2.1 Goals
Enhance the Marketing Outreach of ARC Services
Visit a variety of courses throughout the 2020-2021 academic year to explain services offered from the ARC
2.1.1 **Measures**
Document the number of classrooms visited throughout the 2020-2021 year to promote ARC services

Between the Fall 2020 & Spring 2021 a total number of 21 presentations were provided to individual courses for students to learn about the services the ARC provides. This number does not reflect the amount we wanted to provide throughout the year. Next year we would like to create a plan and try to reach more classes.

3 **Outcomes**
Program Awareness and Community

Provide testing opportunities for individuals and businesses throughout the ICCC region and beyond.

3.1 **Goals**
Integrate PSI testing within the testing center

3.1.1 **Measures**
Document the number of PSI exams delivered through the 2020-2021 year

Back in August of 2020 I reached out to PSI site administration about becoming a testing site for PSI in order to give the Commercial Drone Pilot Certificate – the FAA Part 107 exam. There were lots of documents, pictures, and trainings that needed completed before we would be approved for a site. Finally, January 14, 2021 we were able to administer our first PSI (ATLAS) exam. On April 14, 2021 we were approved for PSI (True Talent) testing which allows us to administer the FAA exams. We had our final steps to complete and opened PSI (True Talent) testing the week of May 10th. We gave our first Commercial Drone Pilot Certificate – the FAA Part 107 exam on May 11. We plan to offer the True Talent tests at minimum 3 days per week. We hope to open more seats as the social distancing restrictions are altered/removed. As of May 11, 2021 we have given 24 ATLAS exams and 3 True Talent exams, one of those being the Part 107 Exam. I would like to repeat this assessment to get a better gauge at the center running at full capacity and for a full year.
<table>
<thead>
<tr>
<th>College</th>
<th>General Aid</th>
<th>Workforce Training and Economic Development</th>
<th>Adult Literacy for the Workforce</th>
<th>ACE Infrastructure</th>
<th>PACE</th>
<th>Gap Tuition Assistance</th>
<th>Total</th>
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<tbody>
<tr>
<td>Northeast Iowa - 01</td>
<td>$10,591,082</td>
<td>$631,763</td>
<td>$191,438</td>
<td>$400,000</td>
<td>$233,637</td>
<td>$98,603</td>
<td>$12,146,523</td>
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<td>10,697,391</td>
<td>544,997</td>
<td>193,746</td>
<td>400,000</td>
<td>230,281</td>
<td>99,792</td>
<td>12,166,206</td>
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<tr>
<td>Iowa Lakes - 03</td>
<td>9,874,933</td>
<td>434,169</td>
<td>179,136</td>
<td>400,000</td>
<td>208,355</td>
<td>92,267</td>
<td>11,188,859</td>
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<tr>
<td>Northwest - 04</td>
<td>4,885,250</td>
<td>281,640</td>
<td>88,343</td>
<td>400,000</td>
<td>107,169</td>
<td>45,503</td>
<td>5,807,905</td>
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<td>220,044</td>
<td>400,000</td>
<td>276,035</td>
<td>113,337</td>
<td>14,163,540</td>
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<tr>
<td>Iowa Valley - 06</td>
<td>9,495,500</td>
<td>486,887</td>
<td>171,965</td>
<td>400,000</td>
<td>204,599</td>
<td>88,573</td>
<td>10,847,524</td>
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<td>Hawkeye - 07</td>
<td>14,478,952</td>
<td>870,517</td>
<td>261,684</td>
<td>400,000</td>
<td>319,821</td>
<td>134,784</td>
<td>16,465,760</td>
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<tr>
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<td>1,164,874</td>
<td>331,645</td>
<td>400,000</td>
<td>409,356</td>
<td>170,819</td>
<td>20,840,570</td>
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<td>2,184,350</td>
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<td>400,000</td>
<td>750,946</td>
<td>312,717</td>
<td>37,881,833</td>
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<td>400,000</td>
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<td>336,022</td>
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<td>400,000</td>
<td>268,094</td>
<td>110,985</td>
<td>13,770,610</td>
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<td>Iowa Western - 13</td>
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<td>1,124,024</td>
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<td>400,000</td>
<td>297,488</td>
<td>120,711</td>
<td>15,199,365</td>
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<tr>
<td>Southwestern - 14</td>
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<td>90,059</td>
<td>400,000</td>
<td>108,951</td>
<td>46,386</td>
<td>5,906,999</td>
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<td>333,637</td>
<td>145,439</td>
<td>17,509,263</td>
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<td>Southeastern - 16</td>
<td>9,012,010</td>
<td>462,533</td>
<td>163,207</td>
<td>400,000</td>
<td>194,208</td>
<td>84,062</td>
<td>10,316,020</td>
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<td><strong>Total</strong></td>
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<td><strong>$15,000,000</strong></td>
<td><strong>$3,883,001</strong></td>
<td><strong>$6,000,000</strong></td>
<td><strong>$4,800,000</strong></td>
<td><strong>$2,000,000</strong></td>
<td><strong>$246,841,162</strong></td>
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Source: Department of Education, Division of Community Colleges & Workforce Preparation
<table>
<thead>
<tr>
<th>Community College</th>
<th>FY 2022 State Gen Acc</th>
<th>FY 2022 SGA and Prop Tax</th>
<th>FY 2023 SGA and Prop Tax</th>
<th>Support per FTE</th>
<th>FTE</th>
<th>Marginal Cost Adjustment by FTE</th>
<th>Total Needed to Reach Avg</th>
<th>Total Needed for Pet of Total Needed</th>
<th>FTE Distribution</th>
<th>Additional by FTE</th>
<th>Adjust for Extraordinary Growth</th>
<th>Remaining by FTE</th>
<th>Pet Total SGA</th>
<th>New SGA</th>
<th>Pet Total SGA</th>
</tr>
</thead>
</table>
| NICC - 01        | 1,189,467            | 1,349,180               | 1,418,823              | 1,666,550      | 201 | 141,602                    | 1,666,550         | 1,666,550                   | 1,666,550     | 1,666,550    | 1,666,550              | 1,666,550      | 1,666,550   | 1,666,550
| NWCC - 02        | 1,268,624            | 1,374,982               | 1,484,034              | 1,709,463      | 201 | 141,602                    | 1,709,463         | 1,709,463                   | 1,709,463     | 1,709,463    | 1,709,463              | 1,709,463      | 1,709,463   | 1,709,463
| NWC - 03         | 962,548              | 1,195,205               | 1,318,079              | 1,558,959      | 201 | 141,602                    | 1,558,959         | 1,558,959                   | 1,558,959     | 1,558,959    | 1,558,959              | 1,558,959      | 1,558,959   | 1,558,959
| NWC - 04         | 1,106,556            | 1,287,186               | 1,455,679              | 1,757,925      | 201 | 141,602                    | 1,757,925         | 1,757,925                   | 1,757,925     | 1,757,925    | 1,757,925              | 1,757,925      | 1,757,925   | 1,757,925
| NWC - 05         | 1,150,087            | 1,191,424               | 1,328,357              | 1,571,023      | 201 | 141,602                    | 1,571,023         | 1,571,023                   | 1,571,023     | 1,571,023    | 1,571,023              | 1,571,023      | 1,571,023   | 1,571,023
| NWC - 06         | 1,322,572            | 1,374,128               | 1,539,665              | 1,815,093      | 201 | 141,602                    | 1,815,093         | 1,815,093                   | 1,815,093     | 1,815,093    | 1,815,093              | 1,815,093      | 1,815,093   | 1,815,093
| NWC - 07         | 1,377,374            | 1,530,666               | 1,780,692              | 2,081,779      | 201 | 141,602                    | 2,081,779         | 2,081,779                   | 2,081,779     | 2,081,779    | 2,081,779              | 2,081,779      | 2,081,779   | 2,081,779
| NWC - 08         | 1,452,854            | 1,615,524               | 1,901,666              | 2,239,079      | 201 | 141,602                    | 2,239,079         | 2,239,079                   | 2,239,079     | 2,239,079    | 2,239,079              | 2,239,079      | 2,239,079   | 2,239,079
| NWCC - 10        | 1,712,504            | 1,878,589               | 2,163,737              | 2,646,827      | 201 | 141,602                    | 2,646,827         | 2,646,827                   | 2,646,827     | 2,646,827    | 2,646,827              | 2,646,827      | 2,646,827   | 2,646,827
| NWCC - 11        | 1,776,840            | 1,945,452               | 2,226,547              | 2,742,358      | 201 | 141,602                    | 2,742,358         | 2,742,358                   | 2,742,358     | 2,742,358    | 2,742,358              | 2,742,358      | 2,742,358   | 2,742,358
| NWCC - 12        | 1,840,834            | 2,011,011               | 2,299,790              | 2,830,323      | 201 | 141,602                    | 2,830,323         | 2,830,323                   | 2,830,323     | 2,830,323    | 2,830,323              | 2,830,323      | 2,830,323   | 2,830,323
| NWCC - 13        | 1,904,714            | 2,078,022               | 2,371,468              | 3,008,634      | 201 | 141,602                    | 3,008,634         | 3,008,634                   | 3,008,634     | 3,008,634    | 3,008,634              | 3,008,634      | 3,008,634   | 3,008,634
| Total            | 7,927,416            | 8,988,608               | 10,407,321             | 12,943,087     | 201 | 141,602                    | 12,943,087        | 12,943,087                  | 12,943,087    | 12,943,087   | 12,943,087              | 12,943,087     | 12,943,087 | 12,943,087

SGA & Prop Tax per Avg FTE: $3,053.34

Slows:
1. Base Funding Allocation
2. Marginal Cost Adjustment
3. Three-Year Rising Average of Full-Time Equivalent Enrollment
4. Extraordinary Growth Adjustment
5. Additional Three-Year Rising Average FTE Allocation

Iowa Department of Education, Division of Community Colleges 2021-05-21 FY22 SGA FIV08 plus 6/27/2021

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### Iowa Community Colleges

State General Aid Distribution under Proposed Formula - Inflation 1.4% January 2020 through December 2020

Fiscal Year 2022 - HF688 (as of 5/21/21 - not signed by IGov)

**TABLE 2**  
New State General Aid

<table>
<thead>
<tr>
<th>Community College</th>
<th>FY 2021 State Gen Aid</th>
<th>2.00% Marginal Cost</th>
<th>1.00% FTEE</th>
<th>1.00% 40% Ext</th>
<th>1.00% 60% Ext</th>
<th>0.00% Inflation</th>
<th>$0 Remaining</th>
<th>New SGA</th>
<th>Total SGA</th>
<th>Final State General Aid - Adjusted for</th>
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<tbody>
<tr>
<td>NICC - 01</td>
<td>$10,256,756</td>
<td>$208,776</td>
<td>$52,855</td>
<td>$3,676</td>
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<td>$0</td>
<td>$0</td>
<td>$302,306</td>
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<td>$0</td>
<td>$0</td>
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<td>$0</td>
<td>$0</td>
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<td>$0</td>
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<td>$10,257</td>
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<td>$0</td>
<td>$383,674</td>
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<td>$2,606</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$253,289</td>
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<td>HCC - 07</td>
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<td>$0</td>
<td>$0</td>
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<tr>
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<td>$176,209</td>
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<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$539,670</td>
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<td>$327,724</td>
<td>$12,974</td>
<td>$2,796</td>
<td>$0</td>
<td>$0</td>
<td>$996,106</td>
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<td>$520,495</td>
<td>$20,606</td>
<td>$89,211</td>
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<td>$0</td>
<td>$1,331,558</td>
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<td>$231,615</td>
<td>$121,574</td>
<td>$4,813</td>
<td>$4,316</td>
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<td>$0</td>
<td>$362,318</td>
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<td>$0</td>
<td>$0</td>
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<td>$1,603</td>
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<td>$0</td>
<td>$0</td>
<td>$138,890</td>
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<td>$0</td>
<td>$0</td>
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<tr>
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<td>$0</td>
<td>$0</td>
<td>$240,489</td>
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<td>$0</td>
<td>$6,467,722</td>
<td>$215,158,161</td>
<td>215,158,161</td>
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</table>

**Final State General Aid - Adjusted for**

- NICC - 01: 10,591,082
- NIACC - 02: 10,697,391
- ILCC - 03: 9,874,933
- NCC - 04: 4,885,250
- ICC - 05: 12,209,880
- IVCCD - 06: 9,495,500
- HCC - 07: 14,478,952
- EICCD - 09: 18,363,876
- KCC - 10: 33,626,681
- DMACC - 11: 36,393,873
- WITCC - 12: 11,943,091
- IWCC - 13: 13,022,781
- SWCC - 14: 4,979,075
- IHCC - 15: 15,583,807
- SCC - 16: 9,012,010
- Total: 215,158,161

Iowa Department of Education, Division of Community Colleges 2021-05-21 FY22 SGA HF688.xlsx 6/4/2021

Return to Agenda
## 3-Year Average FTEE

<table>
<thead>
<tr>
<th></th>
<th>FY 2018 FTEE</th>
<th>FY 2019 FTEE</th>
<th>FY 2020 FTEE</th>
<th>3-Year Average</th>
<th>% of Total</th>
<th>3-Year Average</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>NICC - 01</td>
<td>3,626.02</td>
<td>3,570.62</td>
<td>3,364.66</td>
<td>3,520.43</td>
<td>4.494%</td>
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<td>3,928.10</td>
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<tr>
<td>NIACC - 02</td>
<td>2,755.47</td>
<td>2,878.05</td>
<td>2,715.11</td>
<td>2,782.88</td>
<td>3.517%</td>
<td>NIACC - 02</td>
<td>2,813.77</td>
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<tr>
<td>ILCC - 03</td>
<td>2,086.58</td>
<td>2,050.10</td>
<td>1,853.59</td>
<td>1,996.76</td>
<td>2.523%</td>
<td>ILCC - 03</td>
<td>2,157.38</td>
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<tr>
<td>NCC - 04</td>
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<td>1,564.59</td>
<td>1,541.53</td>
<td>1,542.75</td>
<td>1.949%</td>
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<tr>
<td>ICCC - 05</td>
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<tr>
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<td>3.154%</td>
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<tr>
<td>HCC - 07</td>
<td>5,126.41</td>
<td>4,920.79</td>
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<tr>
<td>EICCD - 09</td>
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<tr>
<td>KCC - 10</td>
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<tr>
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<td>19,238.49</td>
<td>19,733.65</td>
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</tr>
<tr>
<td>WITCC - 12</td>
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<td>4,638.02</td>
<td>4,549.07</td>
<td>4,609.26</td>
<td>5.825%</td>
<td>WITCC - 12</td>
<td>5,015.99</td>
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<tr>
<td>IWCC - 13</td>
<td>6,052.40</td>
<td>5,776.14</td>
<td>5,447.80</td>
<td>5,758.78</td>
<td>7.278%</td>
<td>IWCC - 13</td>
<td>6,533.41</td>
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<tr>
<td>SWCC - 14</td>
<td>1,583.22</td>
<td>1,555.19</td>
<td>1,466.17</td>
<td>1,534.86</td>
<td>1.939%</td>
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<td>1,642.93</td>
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<tr>
<td>SCC - 16</td>
<td>2,455.01</td>
<td>2,403.90</td>
<td>2,259.09</td>
<td>2,372.66</td>
<td>2.998%</td>
<td>SCC - 16</td>
<td>2,591.07</td>
</tr>
</tbody>
</table>

Total 81,627.42 79,739.12 75,997.89 79,121.48 100.0000%

### FY20 FY21 FY22

| IWCC - 13 | 6,533.41 | 6,010.42 | 5,758.78 |
State General Aid
Appropriates $215,158,161 in state general aid (SGA) to the Department of Education for the Community Colleges. This represents a 3.1% increase, $6,467,272, over the with the FY2021 appropriation. The FY2022 distribution is displayed below. See attached DE Table 1 for the detailed individual Community College FY2022 Distribution.

<table>
<thead>
<tr>
<th>Institution</th>
<th>FY 2021 SGA Appropriation</th>
<th>FY 2022 SGA Appropriation</th>
<th>Increase/Reduction from FY 2021 Appropriation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast Iowa</td>
<td>$10,228,776</td>
<td>$10,591,082</td>
<td>$302,306</td>
</tr>
<tr>
<td>North Iowa Area</td>
<td>$10,412,827</td>
<td>$10,697,391</td>
<td>$284,564</td>
</tr>
<tr>
<td>Iowa Lakes</td>
<td>$9,627,629</td>
<td>$9,874,933</td>
<td>$247,304</td>
</tr>
<tr>
<td>Northwest</td>
<td>$4,747,988</td>
<td>$4,885,250</td>
<td>$137,262</td>
</tr>
<tr>
<td>Iowa Central</td>
<td>$11,826,186</td>
<td>$12,209,860</td>
<td>$383,674</td>
</tr>
<tr>
<td>Iowa Valley</td>
<td>$9,242,211</td>
<td>$9,495,500</td>
<td>$253,289</td>
</tr>
<tr>
<td>Hawkeye</td>
<td>$14,064,146</td>
<td>$14,478,952</td>
<td>$414,807</td>
</tr>
<tr>
<td>Eastern Iowa</td>
<td>$17,824,206</td>
<td>$18,363,876</td>
<td>$539,670</td>
</tr>
<tr>
<td>Kirkwood</td>
<td>$32,630,575</td>
<td>$33,626,681</td>
<td>$996,106</td>
</tr>
<tr>
<td>Des Moines Area</td>
<td>$35,062,314</td>
<td>$36,393,873</td>
<td>$1,331,558</td>
</tr>
<tr>
<td>Western Iowa Tech</td>
<td>$11,580,773</td>
<td>$11,943,091</td>
<td>$362,318</td>
</tr>
<tr>
<td>Iowa Western</td>
<td>$12,595,615</td>
<td>$13,022,781</td>
<td>$427,166</td>
</tr>
<tr>
<td>Southwestern</td>
<td>$4,840,185</td>
<td>$4,979,075</td>
<td>$138,890</td>
</tr>
<tr>
<td>Indian Hills</td>
<td>$15,175,939</td>
<td>$15,583,807</td>
<td>$407,868</td>
</tr>
<tr>
<td>Southeastern</td>
<td>$8,771,520</td>
<td>$9,012,010</td>
<td>$240,489</td>
</tr>
</tbody>
</table>
On behalf of all the parents of the Manson Northwest Webster After Prom Party Committee, we thank you for supporting our 2021 event on April 17th. The success of this event was made possible by the generous business and community supporters like you.

The main objective for our committee was to plan and host safe, engaging, and fun activities for the high school students to participate in after the formal prom. Your donation of funds, merchandise, or promotional goods were used for rental of the venue for entertainment, refreshments, and prizes for the juniors and seniors of the event.

Thank you for your donation and for your support to the kids of Manson Northwest Webster Community School.

Sincerely,

MNW 2021 After Prom Party Committee

Questions or comments may be directed to Lisa Westering, chairperson of donations for the after prom party. 515-571-0673
Dear Administration & Staff,

Thank you so much for the plant & condolences at my Father's passing. The kind expression of sympathy is gratefully appreciated.

Thank you for such kind support.

Sincerely,

Aithia Rouse

Thank you for the beautiful plant that was delivered to my house for the sudden passing of my mother.

Fondly,

Jason, Joel, Maddy & Brady Rouse
St. Paul Lutheran Church & School
Growing Saints for Christ Auction
1217 4th Avenue South
Fort Dodge, IA 50501

Fed Tax ID # 42-0757428

May 16, 2021

Iowa Central Community College
1 Triton Circle
Fort Dodge, IA 50501

Dear Iowa Central Community College,

Thank you for your generous donation of

Tuition Certificate - $400.00

to St. Paul Growing Saints for Christ Dinner & Auction.

With your help, we raised over $34,000. We are tremendously grateful for your support in helping us exceed our fundraising goal.

Year after year, the Auction plays a vital role in funding improvements for St. Paul Lutheran School. The proceeds from this year’s event will support the staff, students, and families at St. Paul. We could not do it without the generosity of donors like you.

Once again, we thank you for your kindness and for helping us to make a positive impact on the lives of the students.

Please retain this letter as a receipt for your contribution.

Sincerely,
Growing Saints for Christ
Auction Committee
Thank you very much for the plant for my father-in-law's funeral.

Allen Johnson

For all the kindness you have shown,
We thank you very much,
For sympathy in sorrowing days,
For friendship's healing touch
With gratitude our hearts are full,
Though words cannot convey
The tender thoughts and thankfulness
We hold for you today

By the family of

Gerald Thomas