

First Regular Session of the 124th General Assembly (2025)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2024 Regular Session of the General Assembly.

SENATE ENROLLED ACT No. 448

AN ACT to amend the Indiana Code concerning higher education.

Be it enacted by the General Assembly of the State of Indiana:

SECTION 1. IC 4-3-26-10, AS AMENDED BY P.L.216-2021, SECTION 1, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2025]: Sec. 10. The MPH shall do the following:

- (1) Establish and maintain a program to collect, analyze, and exchange government information in carrying out the powers and duties of the OMB and the powers and duties of the executive state agency sharing the data. In carrying out this program, the MPH may, in accordance with IC 4-1-6, obtain government information from each executive state agency.
- (2) In accordance with IC 4-1-6 and IC 5-14-3, establish and maintain a program to make government information available to executive state agencies, political subdivisions, educational institutions, researchers, nongovernmental organizations, and the general public, subject to the following:
 - (A) A request for data subject to IC 4-1-6-8.6 shall be made in conformance with that section.
 - (B) A program established and maintained under this chapter must include policies governing access to government information held by the MPH under this chapter. Government information may be made available only in accordance with applicable confidentiality and disclosure laws.
- (3) Establish privacy and quality policies for government information that comply with all applicable Indiana and federal

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laws, rules, and policies.

(4) In accordance with standards developed by the office of technology established by IC 4-13.1-2-1, establish and maintain a program to ensure the security of government information under this chapter.

(5) Conduct operational and procedural audits of executive state agencies.

(6) Perform financial planning and design and implement efficiency projects for executive state agencies.

(7) Advise and assist each executive state agency to identify and implement continuous process improvement in state government.

(8) Carry out such other responsibilities as may be designated by the director of the OMB or the chief data officer to carry out the responsibilities of the OMB or the chief data officer.

(9) ~~Collect income data of or by a student upon the student's graduation from high school that can be linked to the student's kindergarten through grade 12 student identification number necessary for the department to carry out IC 20-19-3-22.3. The MPH may not disclose any personal, identifiable information to the department.~~

SECTION 2. IC 4-3-27-3.2 IS ADDED TO THE INDIANA CODE AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2025]: **Sec. 3.2. The cabinet shall do the following:**

(1) Coordinate data analysis on education, workforce training, and labor market alignment.

(2) Translate relevant data insights to talent development partners, policymakers, and consumers.

(3) Provide a unified, consistent source of information and analysis for policy development and implementation of coordinated talent development efforts that are aligned with Indiana's economic and workforce development priorities.

(4) Work in collaboration with the management performance hub, the commission for higher education, institutions of higher education, the department of education, the department of workforce development, and other relevant entities, as needed, to do the following:

(A) Ensure access and transparency to state longitudinal data systems and state agency data sets related to education, workforce, and economic development in accordance with applicable confidentiality and disclosure laws.

(B) Develop an annual research agenda in alignment with



Indiana's economic and workforce development priorities.

(C) Offer to talent development partners, policymakers, and consumers resources and expertise related to education and labor market analysis.

(5) Work jointly with the management performance hub, the commission for higher education, the department of workforce development, and the department of education and in collaboration with institutions of higher education and other relevant entities, as needed, to develop a unified comprehensive statewide talent plan that:

(A) incorporates labor market information, including supply and demand analyses produced by the cabinet, to identify and address gaps in Indiana's talent pipeline;

(B) reflects the needs and workforce priorities of Indiana employers through input and feedback from statewide business associations, industry sector associations, and other relevant entities as necessary;

(C) includes a guide for talent development efforts across kindergarten through grade 12, higher education, workforce development, and economic development at the state and regional levels;

(D) includes a plan for joint areas of focus across state agencies and promotes cross sector coordination and alignment between Indiana's public and private sectors; and

(E) provides recommendations for using legislative and executive means, as well as the formation of public private partnerships, to improve system alignment, accountability, efficiency, and effectiveness on an ongoing basis.

(6) Submit the plan developed under subdivision (5) to the following:

(A) The governor.

(B) The general assembly in an electronic format under IC 5-14-6.

(7) Update the plan jointly and collaboratively with the entities described in subdivision (5) biennially.

(8) Coordinate with the management performance hub to ensure that:

(A) all public facing data products, dashboards, or reports are subject to de-identification, aggregation, and disclosure suppression standards consistent with the data governance, privacy, and quality policies established by the



- management performance hub under IC 4-3-26-10(4);
- (B) access to confidential data is subject to review, approval, and contractual safeguards in accordance with IC 4-1-6-8.6; and
- (C) all exchanges of data collected by the cabinet are in compliance with the form and process prescribed by IC 4-3-26-14.

SECTION 3. IC 20-19-3-36.5 IS ADDED TO THE INDIANA CODE AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2025]: **Sec. 36.5. (a) Not later than November 1, 2025, the secretary of education shall do the following:**

- (1) Prepare a plan to develop a market driven stackable credentials and qualifications framework that is aligned with the International Standard Classification of Education (ISCED). The plan must:
 - (A) identify at least three (3) priority employment sectors;
 - (B) outline, based on collaboration with each priority employment sector, the:
 - (i) knowledge and skills necessary for an employee to enter each employment sector; and
 - (ii) knowledge and skills necessary for an employee to advance in the employee's career within each priority employment sector; and
 - (C) include recommendations regarding employer identified programs and systems that must be developed at the secondary and postsecondary education levels to equip individuals with the knowledge and skills described in clause (B).
- (2) Submit the plan prepared under subdivision (1) to the general assembly in an electronic format under IC 5-14-6.
- (b) This section expires July 1, 2026.

SECTION 4. IC 20-19-3-37.2 IS ADDED TO THE INDIANA CODE AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2025]: **Sec. 37.2. (a) As used in this section, "management performance hub" refers to the management performance hub established by IC 4-3-26-8.**

- (b) The management performance hub, in collaboration with the department and commission for higher education, shall do the following:
 - (1) Collect income data of or by a student upon the student's graduation from high school that can be linked to the student's kindergarten through grade 12 student



identification number necessary for the department to carry out its responsibilities under section 22.3 of this chapter. The management performance hub may not disclose any personal, identifiable information to the department under this subdivision.

(2) Compile into a data product on the department's and commission for higher education's websites the data from all available and relevant sources, including:

(A) the number and type of credentials needed to fill employment openings in Indiana;

(B) the number and type of credentials earned by individuals in Indiana; and

(C) employment outcomes for both high school graduates and earners of postsecondary credentials in Indiana.

(c) The data product under subsection (b)(2) must include:

(1) interactive visuals; and

(2) an aggregate, downloadable public use data set.

SECTION 5. IC 21-18-9-5, AS AMENDED BY P.L.101-2012, SECTION 1, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2025]: Sec. 5. (a) **Subject to subsection (b)**, the commission ~~may~~ **shall** approve or disapprove the:

(1) establishment of any new branches, regional or other campuses, or extension centers;

(2) establishment of any new college or school; or

(3) offering of any proposed or existing:

(A) associate, baccalaureate, or graduate degree; or

(B) program leading to a certificate or other indication of accomplishment.

(b) **Before the commission approves or disapproves a degree or program under subsection (a)(3), a state educational institution shall provide, and the commission shall consider, the following with regard to the degree or program:**

(1) **The proposed curriculum.**

(2) **The labor market supply and demand.**

(3) **The current or projected:**

(A) **enrollment;**

(B) **completion and completion rate;**

(C) **program cost;**

(D) **total student debt and average monthly student debt;**

(E) **job placement rate;**

(F) **job placement rate related to a student's education or training;**



- (G) graduate retention rate; and
 - (H) estimated:
 - (i) starting compensation;
 - (ii) compensation three (3) years after graduation;
 - (iii) compensation five (5) years after graduation; and
 - (iv) compensation ten (10) years after graduation.
 - (4) The opportunity for embedded, stackable degrees and credentials.
 - (5) An experiential or work based learning requirement.
 - (6) Options for veterans to receive credit for military service.
 - (7) Options for credit for prior workforce experience with Indiana based employers.
 - (8) Options for accelerated degree delivery.
 - (9) Defined pathways for high school, returning, and adult students.
 - (10) The opportunity to:
 - (A) advise students on career exploration and planning;
 - (B) provide students with timely information about the labor market and career pathways; and
 - (C) connect students with employment opportunities.
 - (c) In addition to considering the information under subsection (b), before the commission approves or disapproves a degree or program, the commission shall consider the information reported under IC 21-14-15-1 with regard to the degree or program.
 - (d) A state educational institution shall provide the information described in subsection (b) in the manner and form prescribed by the commission.
 - (e) The commission, or a committee established by the commission, shall take official action on the approval or disapproval of a degree or program under subsection (a)(3) within ninety (90) days of the state educational institution providing the commission with the full and complete information described in subsections (b) and (c).
- SECTION 6. IC 21-18-9-5.5 IS ADDED TO THE INDIANA CODE AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2025]: **Sec. 5.5. (a)** For a degree or program approved under section 5 of this chapter before July 1, 2025, the commission shall review the degree or program for approval or disapproval not later than July 1, 2035.
- (b)** After the review under subsection (a) for degrees and programs described in subsection (a) and for any degree or program approved under section 5 of this chapter after June 30,



2025, the commission shall review each degree and program for approval or disapproval at least one (1) time every ten (10) years.

(c) The commission shall do the following:

- (1) Outline a process for degree or program monitoring, improvement, suspension, and closure.**
- (2) Publish quantitative information on a dashboard that is available to the public to ensure accountability and transparency.**
- (3) Publish a credit for prior learning inventory, including information provided under section 5(b)(6) and 5(b)(7) of this chapter.**

SECTION 7. IC 21-39.5-2-2, AS ADDED BY P.L.113-2024, SECTION 11, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2025]: Sec. 2. (a) Not later than five (5) years after the date that a faculty member is granted tenure by an institution and not later than every five (5) years thereafter, the board of trustees of an institution shall review and determine whether the faculty member has met the following criteria:

- (1) Helped the institution foster a culture of free inquiry, free expression, and intellectual diversity within the institution.
- (2) Introduced students to scholarly works from a variety of political or ideological frameworks that may exist within the curricula established by the:
 - (A) board of trustees of the institution under IC 21-41-2-1(b); or
 - (B) faculty of the institution acting under authority delegated by the board of trustees of the institution.
- (3) While performing teaching duties within the scope of the faculty member's employment, refrained from subjecting students to views and opinions concerning matters not related to the faculty member's academic discipline or assigned course of instruction.
- (4) Adequately performed academic duties and obligations.
- (5) Met any other criteria established by the board of trustees.

(b) When reviewing a faculty member under subsection (a), the board of trustees of an institution shall assess and review the staffing needs of the institution based on the:

- (1) branches, campuses, extension centers, colleges, and schools of the institution; and**
- (2) degrees or programs of the institution approved by the commission for higher education under IC 21-18-9-5.**

~~(b)~~ (c) If the board of trustees of an institution reviews and makes



a determination that a faculty member meets the criteria under subsection (a), the board of trustees shall certify that the board reviewed and made a determination that the faculty member met the criteria.

~~(c)~~ **(d)** In determining whether a faculty member has adequately met the criteria under subsection (a), the board of trustees of an institution may not consider the following actions by a faculty member:

- (1) Expressing dissent or engaging in research or public commentary on subjects.
- (2) Criticizing the institution's leadership.
- (3) Engaging in any political activity conducted outside the faculty member's teaching duties at the institution.

~~(d)~~ **(e)** The institution shall adopt a policy that establishes disciplinary actions, including:

- (1) termination;
- (2) demotion;
- (3) salary reduction;
- (4) other disciplinary action as determined by the institution; or
- (5) any combination of subdivisions (1) through (4);

that the institution will take if the board of trustees determines in a review conducted under subsection (a) that a tenured faculty member has failed to meet one (1) or more of the criteria described in subsection (a)(1) through (a)(5).

~~(e)~~ **(f)** The board of trustees of each institution shall, at least every five (5) years, review and renew or amend:

- (1) the process for reviewing and making a determination under subsection (a); and
- (2) any criteria established under subsection (a)(5).

(g) A board of trustees of an institution shall submit to the commission for higher education the process and criteria described in subsection (f) each time the process and criteria are reviewed, renewed, or amended by the board of trustees.

(h) The commission for higher education shall promptly do the following:

- (1) Review the process and criteria submitted by a board of trustees under subsection (g).**
- (2) Provide feedback for the board of trustees to consider as the board exercises its statutory responsibility to ensure the requirements of this chapter are satisfied.**

SECTION 8. IC 21-40-4-7 IS ADDED TO THE INDIANA CODE AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2025]: **Sec. 7. (a) Subject to subsection (c), a state educational**



institution shall approve for admission an Indiana resident who:

- (1) graduates with an Indiana diploma established under IC 20-19-2-21(c);
- (2) meets the diploma designation described in IC 20-19-2-21(e)(2) and the requirements for the designation under 511 IAC 6-7.2-21(b)(2); and
- (3) submits a nationally recognized college entrance exam score to the state educational institution to which the resident is applying.

(b) Admission approval provided by a state educational institution to an Indiana resident under subsection (a) does not guarantee the resident admission to a specific academic degree or program of the state educational institution.

(c) For purposes of admission under subsection (a), the commission for higher education, in coordination with state educational institutions, may establish additional admission conditions based on academic dishonesty or other misconduct.

SECTION 9. IC 21-40-6 IS ADDED TO THE INDIANA CODE AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2025]:

Chapter 6. Student Enrollment Reporting

Sec. 1. (a) Not later than November 1, 2025, and each November 1 thereafter, the commission for higher education shall prepare a report regarding student enrollment data for:

- (1) each state educational institution; and
- (2) each state educational institution's college or program of:
 - (A) engineering; and
 - (B) computer science;
 if the institution offers a college or program described in this subdivision.

(b) The report described in subsection (a) must include the following information:

- (1) The total number of students enrolled in the institution, college, or program, not including students enrolled in a dual credit offering or a dual enrollment course, disaggregated by the following:
 - (A) The number and percentage of enrolled students who:
 - (i) are Indiana residents; and
 - (ii) are not Indiana residents.
 - (B) The number and percentage of enrolled students who:
 - (i) are United States citizens; and
 - (ii) are not United States citizens.



- (C) The number and percentage of enrolled students described under clause (B)(ii) disaggregated by the student's country of origin.**
- (2) The total number of students enrolled in a dual credit offering or a dual enrollment course from the institution, college, or program.**
- (c) The commission for higher education shall:**
 - (1) submit the report required under subsection (a) to the legislative council in an electronic format under IC 5-14-6; and**
 - (2) publish the report on the commission's website.**

SECTION 10. IC 22-4.1-4-1.5, AS AMENDED BY P.L.152-2018, SECTION 23, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2025]: Sec. 1.5. (a) The department shall do the following:

- (1) Administer the Wagner-Peyser program, the WIOA, a free public labor exchange, and related federal and state employment and training programs as directed by the governor.
- (2) Formulate and implement an employment and training plan as required by the WIOA, and the Wagner-Peyser Act (29 U.S.C. 49 et seq.).
- (3) Coordinate activities with all state agencies and departments that either provide employment and training related services or operate appropriate resources or facilities, to maximize Indiana's efforts to provide employment opportunities for economically disadvantaged individuals, dislocated workers, and others with substantial barriers to employment.
- (4) Apply for, receive, disburse, allocate, and account for all funds, grants, gifts, and contributions of money, property, labor, and other things of value from public and private sources, including grants from agencies and instrumentalities of the state and the federal government.
- (5) Enter into agreements with the United States government that may be required as a condition of obtaining federal funds related to activities of the department.
- (6) Enter into contracts or agreements and cooperate with local governmental units or corporations, including profit or nonprofit corporations, or combinations of units and corporations to carry out the duties of the department imposed by this chapter, including contracts for the establishment and administration of employment and training offices and the delegation of the department's administrative, monitoring, and program responsibilities and duties set forth in this article.



(7) Perform other services and activities that are specified in contracts for payments or reimbursement of the costs made with the Secretary of Labor, any federal, state, or local public agency or administrative entity, or a private for-profit or nonprofit organization under the WIOA.

(8) Enter into contracts or agreements and cooperate with entities that provide career and technical education to carry out the duties imposed by this article.

(b) The department shall distribute federal funds made available for employment training in accordance with:

(1) the WIOA, and other applicable federal laws; and

(2) the plan prepared by the cabinet under subsection (c)(1).

(c) In addition to the duties prescribed in subsections (a) and (b), the department shall do the following:

(1) Implement the postsecondary career and technical education programming plan prepared by the cabinet under IC 22-4.1-19-4.

(2) Upon request of the budget director, prepare a legislative budget request for state and federal funds for employment training. The budget director shall determine the period to be covered by the budget request.

(3) Make or cause to be made studies of the needs for various types of programs that are related to employment training and authorized under the WIOA.

(4) Distribute state funds made available for employment training that have been appropriated by the general assembly in accordance with the general assembly appropriation.

(5) Collect from each employer subject to IC 22-4 the following information in the form and manner prescribed by the department:

(A) The Standard Occupational Classification code applicable to each employee as prescribed by the Bureau of Labor Statistics of the United States Department of Labor or primary job title as recorded and reported by the employer.

(B) Whether each employee is:

(i) classified by the employer as full-time, part-time, intern, or apprentice; or

(ii) designated as a seasonal worker pursuant to a decision issued by the department.

(C) The hourly rate of pay for each employee.

(6) Enter into data sharing agreements and transmit the data collected under subdivision (5), in addition to any other



relevant data, to agencies deemed appropriate by the department for:

- (A) assessing outcomes of education and workforce programs;
 - (B) evaluating educational and workforce training investments;
 - (C) informing labor market analysis; and
 - (D) conducting economic research.
- (7) Minimize employer reporting burdens, where feasible, through:
- (A) aligning and streamlining definitions and requirements for quarterly wage and employment reports;
 - (B) deploying user friendly application programming interfaces; and
 - (C) other means to simplify reporting processes.
- (8) Establish an employer outreach and communications campaign in collaboration with statewide business and industry associations to increase the number of employers that report accurate data under subdivision (5).



President of the Senate

President Pro Tempore

Speaker of the House of Representatives

Governor of the State of Indiana

Date: _____ Time: _____

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