



Chairperson Neal Stenberg called the regular meeting of the Southeast Community College Board of Governors to order at 3:04p.m. on Tuesday, January 17, 2023, at the Milford Campus, 600 State Street, Milford, NE

SWEARING IN OF NEWLY ELECTED BOARD MEMBERS AND INTRODUCTION

ROLL CALL:

Present:

Nancy A. Seim, Lincoln
Brandon Gunther, Hickman
Kathy Boellstorff, Johnson
Arlyn Uhrmacher, Lincoln
Chuck Byers, McCool Junction
Kristin Yates, Lincoln
Joann Herrington, Lincoln
James Sherwood, Lincoln
Carina McCormick, Lincoln
Linda Hartman, Faculty Representative
Neal Stenberg, Lincoln

Absent:

Sandi Hoffman, Beatrice

Chairperson Stenberg welcomed everyone to the meeting and stated Dr. Illich would not be in attendance.

PUBLIC MEETING LAW COMPLIANCE STATEMENT

Chairperson Stenberg stated the public meeting notice had been published in the Lincoln Journal Star on Tuesday, January 11, 2023, as well as posted on the bulletin board in the Area Office and on the website. He indicated that the meeting is conducted according to the principles of the revised *Robert's Rules of Order*.

Chairperson Stenberg indicated that supplementary materials were available for the public, along with a copy of the Open Meetings Law. A specific agenda item is reserved for Public Comment, item number 13. To testify during this time any member of the audience may approach the Board. In general, oral testimony by individuals is limited to five minutes. Written testimony will also be accepted for the public record.

REORGANIZATION OF BOARD OF GOVERNORS

Election of Officers for 2023

Chairperson Stenberg briefly explained the process of election of officers as Chair, Vice Chair, Secretary, and Treasurer. One vote was cast per officer, by paper ballot, collected and tallied Derek Aldridge, Legal Counsel. Record of ballots will be kept electronically.

Chairperson

Chairperson Stenberg asked for nominations for Chairperson.

Ms. Seim nominated Mr. Stenberg.

Dr. Yates nominated Mr. Byers.

Chairperson Stenberg asked for additional nominations. There were none.

Chairperson Stenberg closed the nomination and temporarily relinquished Chair position to Mr. Aldridge for the discussions and voting process.

Mr. Aldridge, Legal Counsel asked for discussions. Dr. Yates elaborated on the nomination of Mr. Byers. Mr. Aldridge, Legal Counsel asked for additional discussions. There was none.

Ballots were cast and were collected and counted by Mr. Aldridge.

Ballot Count

Neal Stenberg - 9

Chuck Byers - 1

The majority of votes were for Mr. Stenberg.

Vice Chairperson

Chairperson Stenberg declared that nominations for Vice Chairperson were now open and asked for nominations.

Ms. Herrington nominated Mr. Uhrmacher.

Chairperson Stenberg asked for additional nominations. There were none.

Chairperson Stenberg asked for any discussions. There was none.

Chairperson Stenberg closed the nomination. Ballots were cast and were collected and counted by Mr. Aldridge.

Ballot Count

Arlyn Uhrmacher - 10

All votes were for Mr. Uhrmacher.

Secretary

Chairperson Stenberg declared that nominations for Secretary were now open and asked for nominations.

Mr. Byers nominated Ms. Seim.
Dr. Yates nominated Dr. Sherwood.
Dr. McCormick nominated Ms. Boellstorff.

Chairperson Stenberg asked for additional nominations. There were none.

Chairperson Stenberg asked for discussions. Mr. Uhrmacher indicated support of the nomination for Dr. Sherwood.

Dr. McCormick requested clarification of the duties and responsibilities of the Secretary and Treasurer. Clarification was given by Chairperson Stenberg.

Chairperson Stenberg asked for additional discussions. There was none.

Chairperson Stenberg closed the nomination. Ballot were cast and collected and counted by Mr. Aldridge.

Ballot Count

Nancy Seim -4
James Sherwood -5
Kathy Boellstorff -1

There was no majority vote.

Chairperson Stenberg closed the nomination again and asked for additional discussions. There was none. Ballots were cast and collected and counted by Mr. Aldridge.

Ballot Count

Nancy Seim -4
James Sherwood - 6
Kathy Boellstorff - 0

The majority of votes were for Dr. Sherwood.

Treasurer

Chairperson Stenberg asked for nominations for Treasurer.

Mr. Byers nominated Dr. Yates
Ms. Seim nominated Ms. Boellstorff
Ms. Boellstorff nominated Ms. Seim

Chairperson Stenberg asked for additional nominations. There were none.

Chairperson Stenberg asked for discussion. Dr. Sherwood and Chairperson Stenberg elaborated on nomination of Dr. Yates.

Chairperson Stenberg closed the nominations. Ballots were cast and collected and counted by Mr. Aldridge.

Ballot Count

Kristin Yates -7

Kathy Boellstorff -2

Nancy Seim -1

The majority of votes were for Dr. Yates.

Officers for 2023:

Chairperson: Mr. Neal Stenberg

Vice Chairperson: Mr. Arlyn Uhrmacher

Secretary: Dr. James Sherwood

Treasurer: Dr. Kristin Yates

Team Membership Solicitation

Chairperson Stenberg requested each board member complete and return the provided sheet indicating team interest by the end of the meeting. He noted that all board members should indicate their first, second, and third choices.

CONSENT AGENDA

Mr. Byers moved approval of the consent agenda. Seconded by Dr. Sherwood.

- 1) Approval of Agenda as Presented or Amended
- 2) Approval of Minutes of December 13, 2022, Regular Board Meeting
- 3) Approval and Ratification of Bills and Claims
- 4) Approval of Personnel Changes for College Administrative and Support Personnel
- 5) Approval of Hiring / Resignations / Terminations of Instructional Staff

Chairperson Stenberg asked for discussion. Mr. Uhrmacher asked December 13, 2022, minutes be corrected to reflect the correct meeting. There was no further discussions.

Roll call vote follows:

FOR (10):

Byers

Sherwood

Seim

AGAINST (0)

ABSENT (1):

Boellstorff
Gunther
Yates
Uhrmacher
Herrington
McCormick
Stenberg

Hoffman

Motion Carried

Mr. Uhrmacher stated:

Mister President, with regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to voucher number V0837221 and V0838014 and vote to approve all other bills and claims and all other Consent Agenda items.

Dr. Sherwood stated:

Mister President, with regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to voucher number V0838013 and vote to approve all other bills and claims and all other Consent Agenda items.

Ms. Seim stated:

Mister President, with regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to voucher number V0838309, and V0837900 and vote to approve all other bills and claims and all other Consent Agenda items.

Chairperson Stenberg stated:

With regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to voucher number V0837899 and vote to approve all other bills and claims and all other Consent Agenda items.

FINANCIAL REPORT

Financial Summary through December 31, 2022

General Fund	Budget <u>22-23</u>	Year to Date through December 31, 2022			
		<u>Budget</u>	<u>Actual</u>	<u>Variance</u>	<u>% Variance</u>
Revenues:					
State aid	29,873,785	11,949,514	11,949,514	-	--
Local taxes	50,778,465	17,059,147	16,748,561	(310,586)	-1.82%
Tuition	16,352,786	13,736,340	13,534,882	(201,458)	-1.47%
Other	800,000	400,000	1,083,863	683,863	170.97%
Total Revenues	97,805,036	43,145,001	43,316,820	171,819	0.40%
Expenses					
Personal services	79,558,385	39,779,194	36,055,502	(3,723,692)	-9.4%
Operating	16,842,756	8,421,380	9,986,617	1,565,237	18.6%
Travel	391,555	195,779	113,090	(82,689)	-42.2%
Equipment	1,012,340	498,937	1,110,342	611,405	122.5%
Total Expenses	97,805,036	48,895,290	47,265,551	(1,629,739)	-3.3%
Net Position	-	(5,750,289)	(3,948,731)	1,801,558	

Amy Jorgens reviewed the financial report for the period through December 31, 2022. She also reviewed the investment accounts.

The budget report ending December 31, 2022 showed:

- Percentage of Budget year: 50%
- Percentage of Budget spent: 48.3%
- Percentage of Board budget spent: 52.3%

Ms. Boellstorff moved acceptance of the financial report. Seconded by Mr. Uhrmacher.

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

FOR (10):

- Boellstorff
- Uhrmacher
- Yates
- Sherwood
- McCormick
- Seim
- Gunther
- Byers
- Herrington
- Stenberg

AGAINST (0)

ABSENT (1):

Hoffman

Motion Carried

BOARD MEMBER REPORTS

Mr. Uhrmacher discussed legislative bills that could affect the College if passed.

Information on legislative bills can be found at nebraskalegislature.gov/bills

Chairperson Stenberg reminded the board that the NCCA Legislative Day is scheduled for February 22nd. Chairperson Stenberg indicated Mr. Uhrmacher, Mr. Byers, and himself attended last year and recommended Board Members attend.

Ms. Boellstorff indicated the Unicameral magazine and Alumni News had great articles for update.

Dr. Sherwood recommended campus tours for new Board Members.

Chairperson Stenberg indicated Agriculture Exposition would be taking place Beatrice Campus on February 7.

BOARD TEAM REPORTS

Executive. Chairperson Stenberg stated the Executive Team met prior to the Board meeting and set the agenda.

Equity and Human Resources. Team did not meet prior to the Board meeting.

Finance & Facilities. Ms. Boellstorff indicated the Finance & Facilities team did not have a formal meeting but the facilities project status report was included in the board packet.

Planning Team. Team did not meet prior to the Board meeting.

NCCA Representative. NCCA did not meet.

The Career Academy Joint Board. Team did not meet.

PRESIDENT'S REPORT

President's report was presented by Bev Cummins, Vice President Program Development, Lincoln Campus Director in Dr. Illich's absence and included the following:

- Talking to Senators
 - Carrying a bill that would give the board greater flexibility in its use of authority for capital construction.
- Working closely with NCCA Courtney Wittstruck

- How to best pursue the legislative bill previously titled LB 60.
- Higher Learning Center
 - Shawna Herwick, Administrative Director, Accreditation, Institutional Assessment , and Planning will be giving an update on the HLC site visit scheduled for April.
- Admin Team
 - Meeting next week to discuss the HLC visit in April more in depth.
- February workshop
 - Discuss Board related components of HLC visit.
 - SCC is getting closer to the public announcement of face of the EMPOWERED Campaign.
- Enrollment
 - Enrollment has been trending upward. Final numbers will be provided after the census date.

FACULTY ASSOCIATION REPORT

Theresa Hruza, Faculty Association Area President, presented information on the Foundation for Supporting Service-Learning having animals.

Ms. Hartman stated that state wide curriculum meeting would be held next Friday and that additional information could be found at Statewidecourses.org

STUDENT ACTIVITIES REPORT

There was none.

PUBLIC COMMENT

Chairperson Stenberg asked for public comment. There was none.

Chairperson Stenberg declared the Board in recess at 4:46 p.m.

Chairperson Stenberg declared the Board in session at 5:10 p.m.

ADMINISTRATIVE PRESENTATION/BOARD REVIEW

2023-2024 Budget Calendar (Goal 8.6)

Amy Jorgens, Vice President of Administrative Services, reviewed the 2023-2024 budget calendar in preparation of initiating the annual College budget process and shared preliminary guidelines.

2021-2022 Financial & FTE/REU Audit Presentation

The completed 2021-2022 financial audit was presented by Amy Jorgens, Vice President of Administrative Services, and the representing auditor from Dana F. Cole and Company. The completed 2021-2022 FTE/REU audit reports were presented by Robin Moore, Administrative Director, Institutional Effectiveness & Research and the representing auditor from Dana F. Cole and Company. The audit reports included summary letters regarding the audit and internal controls.

HLC Criteria

Shawna Herwick, Director of Accreditation and Planning discussed the upcoming HLC comprehensive evaluation. She stated that SCC maintains accreditation through the Higher Learning Commission. She also stated that in 2017, the HLC removed the monitoring of SCC and has since maintained a strong partnership. She stated SCC adheres to those common practices striving to improve and meet the needs of 15-county service area and maintain accreditation, authorizing federal financial aid and discussed accreditation topics including:

- Accreditation is a process of external review.
 - 10 year review cycle
 - Site visit April 24 - 25
 - Criteria accreditation
 - Federal compliance
 - Six peer reviewers coming from across different state
 - More information can be found at sccaccreditation.com
- Two years of focus with the meeting team.
 - Communication and engagement strategies
 - Monthly newsletter
 - Passport challenges to educate the college community on criteria accreditation

Ms. Hartman has been working with the Marketing and Communications Team.

Criterion:

- SCC Institutional Research Team has designed ways to promote collaboration and competition among different groups and tracking individuals' participation.

Criterion 22A.1:

- The institution establishes and follows policies and processes to ensure fair and ethical behavior on the part of its governing board, administration, faculty, and staff.
- The institution develops and the governing board adopts the mission.

- The governing board of the institution is autonomous to make decisions in the best interests of the institution in compliance with board policies and to ensure the institutions integrity.
- HLC wants to understand how the board considers and balances the interests of community members, business leaders, students, the entire campus community, internal and external, and how they weigh those decisions.
- The board preserves its independence from undue influence on a part of donors elected, officials, or the interests of other external groups and how the board delegates day-to-day management of the institution’s administration and how the faculty oversees academic matters.
- The report talks about how the board in collaboration with Dr. Illich and NCCA work collaboratively with our state legislature to ensure the needs are met and carried out throughout the 15-county service area.

Criterion 55A1 overview: Shared Governance.

Dr. Illich’s guidance has made a difference in getting off of monitoring and has been transparent with where improvements need to be made, and also included detailed plans for how to improve.

Board Members commented on the process as reviewed by Ms. Herwick and thanked the Team for their work.

DISCUSS, CONSIDER AND TAKE ALL NECESSARY ACTION WITH REGARD TO:

2023-2024 Budget Calendar

The College budget calendar was reviewed earlier in this meeting as agenda item 13d.

Ms. Seim motioned to adopt the 2023-2024 College budget calendar. Seconded by Dr. Sherwood.

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

FOR (10):	AGAINST (0)	ABSENT (1)
Seim		
Sherwood		
McCormick		
Uhrmacher		
Boellstorff		
Byers		
Yates		
Herrington		

Gunther
Stenberg

Hoffman

Motion Carried

2021-2022 Financial Audit

The 2021-2022 Financial Audit was reviewed earlier in this meeting as agenda item 14b.

Ms. Boellstorff moved to accept the 2021-2022 Financial Audit. Seconded by Ms. Herrington.

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

FOR (10):	AGAINST (0)	ABSENT (1)
Boellstorff		
Herrington		
Seim		
Gunther		
Uhrmacher		
McCormick		
Byers		
Sherwood		
Yates		
Stenberg		

Hoffman

Motion Carried

2021-2022 FTE/REU Audit

The 2021-2022 FTE/REU Audit was reviewed earlier in this meeting as agenda item 14b.

Mr. Uhrmacher moved to accept the 2021-2022 FTE/REU Audit Report. Seconded by Dr. Sherwood.

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

FOR (10):	AGAINST (0)	ABSENT (1)
Uhrmacher		

Sherwood
Gunther
Byers
Herrington
Yates
Boellstorff
McCormick
Seim
Stenberg

Hoffman

Motion Carried

Room and Board Rates

The 2023-2024 Room and Board Rates were reviewed at the December board meeting.

Dr. McCormick motioned remove the Lincoln dorm rates from consideration from this action for further discussion at the February board meeting. There was no second to the motion.

Chairperson Stenberg stated the motion failed.

Mr. Byers motioned to approve the 2023-2024 room and board rates as presented. Seconded by Mr. Uhrmacher.

Chairperson Stenberg asked for discussion.

Mr. Byers thanked Ms. Jorgens for the updated table on the room and board rates.

Chairperson Stenberg asked for any additional discussion.

Dr. McCormick expressed the opinion of a need for a larger room rate difference in the new Lincoln dormitory.

Chairperson Stenberg asked for any additional discussion. There was none.

Roll call vote follows:

FOR (9):

Byers
Uhrmacher
Sherwood
Herrington
Boellstorff
Seim

AGAINST (1)

ABSENT (1)

Gunther
Yates

McCormick

Stenberg

Hoffman

Motion Carried

LEGAL COUNSEL REPORT

Mr. Aldridge indicated there was no report.

TIME AND PLACE FOR FEBRUARY MEETING

Chairperson Stenberg stated the next regular Board meeting is scheduled for February 21, 2023, in Lincoln at the Jack J. Huck Continuing Education Center, Rooms 303 & 304 at 3:00 p.m.

GOOD OF THE ORDER

Chairperson Stenberg discussed the SCC Alumni News Publication.

ADJOURNMENT

Chairperson Stenberg adjourned the meeting at 6:19 p.m.

James Sherwood

A handwritten signature in cursive script that reads "James E. Sherwood". The signature is written in black ink and is positioned below the printed name.

Secretary

**SOUTHEAST COMMUNITY COLLEGE
BOARD OF GOVERNORS**

Tuesday, January 17, 2023

Southeast Community College
Milford Campus
600 State Street, Milford, Nebraska
Dunlap Center - Rooms A & B

REGULAR MEETING AGENDA – 3:00 P.M.

- | | |
|---|-----------|
| 1. Meeting Called to Order | 3:00 p.m. |
| 2. Swearing In of Newly Elected Board Members and Introductions | 3:03 |
| 3. Roll Call | 3:33 |
| 4. Public Meeting Law Compliance Statement | 3:35 |
| 5. Reorganization of Board of Governors | 3:37 |
| a. Election of Officers for 2023 | |
| b. Team Membership Solicitation | |
| 6. Consent Agenda | 3:42 |
| a. Action Item - Review Agenda; Move Action Items to Regular Agenda and/or Approve Consent Agenda Items | |
| 1) Approval of Agenda as Presented | |
| 2) Approval of Minutes of December 13, 2022, Regular Board Meeting | |
| 3) Approval and Ratification of Bills and Claims | |
| 4) Approval of Personnel Changes for College Administrative and Support Personnel | |
| 5) Approval of Hiring / Resignations / Terminations of Instructional Staff | |
| 7. Financial Report | 3:45 |
| 8. Board Member Reports | 3:55 |
| 9. Board Team Reports | 4:00 |
| 10. President's Report | 4:10 |
| 11. Faculty Association Report | 4:25 |
| 12. Student Activities Report | 4:30 |
| 13. Public Comment | 4:35 |
| Break | |
| 14. Administrative Presentation/Board Review | |
| a. 2023-2024 Budget Calendar (Goal 8.6) | 4:50 |
| b. 2021-2022 Financial & FTE/REU Audit Presentation | 5:00 |
| c. Board Related HLC Criteria: Shawna Herwick (Goal 9.4) | 5:10 |

- 15. **DISCUSS, CONSIDER AND TAKE ALL NECESSARY ACTION WITH REGARD TO:**
 - a. 2023-2024 Budget Calendar 5:25
 - b. 2021-2022 Financial Audit 5:30
 - c. 2021-2022 FTE/REU Audit 5:35
 - d. 2023-2024 Room and Board Rates 5:40
- 16. Legal Counsel Report 5:45
- 17. Time and Place for February Meeting 5:47
- 18. Good of the Order 5:49
- 19. Adjournment 5:50

The Southeast Community College (SCC) Board of Governors reserves the right and is empowered to discuss, consider and take action on (a) any item listed on the Agenda, and (b) at any time during the meeting, irrespective of the time or order listed. In addition, the Open Meetings Act requires and the intention of the Board is that agenda items be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. The SCC Board of Governors releases its agenda well in advance of most meetings and desires that all interested persons are fully informed. Any interested person who has a question or needs clarification about the sufficiency of a descriptive item should contact the Office of the President.

*** Proof of Publication ***

State of Nebraska)
Lancaster County) SS.

**NOTICE OF THE MEETING
OF THE BOARD OF GOVERNORS
OF THE SOUTHEAST
COMMUNITY COLLEGE AREA**
January 17, 2023 3:00 P.M.
Location: Southeast Community
College –Milford Campus
Dunlap Center, Rooms A & B
600 State Street, Milford, NE
Notice is hereby given that the
regular meeting of the Board of
Governors of the Southeast Com-
munity College Area, will be held at
3:00 p.m. on January 17, 2023, in
the Southeast Community College
Area – Milford Campus, 600 State
Street, Milford, NE – Dunlap
Center, rooms A & B. The agenda
for the meeting, kept continuously
current, is available for public
inspection during regular business
hours at the Jack J. Huck Continu-
ing Education Center, 301 South
68th Street Place, Lincoln, Nebras-
ka.
THE BOARD OF GOVERNORS OF
THE SOUTHEAST COMMUNITY
COLLEGE AREA
1131532 1:10 ZNEZ

SOUTHEAST COMMUNITY COLLEGE-LINCOLN

301 S 68TH ST PLACE Floor 5
LINCOLN, NE 68510

ORDER NUMBER 1131532

The undersigned, being first duly sworn, deposes and says that she/he is a Clerk of the Lincoln Journal Star, legal newspaper printed, published and having a general circulation in the County of Lancaster and State of Nebraska, and that the attached printed notice was published in said newspaper and that said newspaper is the legal newspaper under the statues of the State of Nebraska.

The above facts are within my personal knowledge and are further verified by my personal inspection of each notice in each of said issues.

Clerk of the Lincoln Journal Star

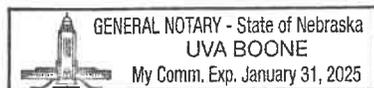
Signature Mary Wilson Date 1/10/23

Section: Class Legals
Category: 0099 LEGALS
PUBLISHED ON: 01/10/2023

TOTAL AD COST: 36.39
FILED ON: 1/10/2023

Subscribed in my presence and sworn to before me on

Jan 10, 2023
U. Boone Notary Public



**SOUTHEAST COMMUNITY COLLEGE
Personnel Changes**

January 11, 2023

Personnel Report: Staff (Non-Faculty)									
ACTION TAKEN									
NAME	ASSIGNMENT	RANK	SALARY	AD	RP	RS	TR	EFFECTIVE DATE	COMMENT
Armstead, Demetric	Assistant Director, Adult Education-Lincoln	P02			X			1/03/23	Replacing
Deger, Korenn	From: PT Admin Assistant I, Registration-Lincoln to Administrative Assistant I, Registration & Records-Lincoln (Evenings)	N08			X			1/03/23	Replacing
Elsener, Michael	Admissions Counselor-Lincoln	P02			X		X	1/03/23	Transfer to Replace
Hauder, Taylor	Admissions Technician-Milford	N15			X		X	1/04/23	Transfer to Replace
Himmelberg, Marguerite	Executive Director-Work Based Learning-Area	A02		X			X	1/03/23	Transfer to New/Grant Funded Position
Kerner, Tracy	Scott Pathway Director-Milford	A06		X			X	2/06/23	Transfer to New/Grant Funded Position
McKee, Tanya	Financial Aid Technician-Lincoln	N10			X		X	12/19/22	Transfer to Replace
Padilla Palacios, Juan	College Advisor-Milford	P02				X		1/13/23	Resignation

AD=Addition RP=Replacement RS=Resignation TR=Transfer

**SOUTHEAST COMMUNITY COLLEGE
Personnel Changes**

January 11, 2023

Personnel Report: Staff (Faculty)

Personnel Report: Staff (Faculty)								
ACTION TAKEN								
NAME	ASSIGNMENT	SALARY	AD	RP	RS	TR	EFFECTIVE DATE	COMMENT
Collins, Troy	Instructor, Professional Truck Driver Training-Milford			X			1/03/23	Replacing
Nennemann, Emma	Instructor, Pastry Chef-Lincoln			X			1/03/23	Replacing
Sand, Kendra	Instructor, Criminal Justice-Beatrice			X			1/03/23	Replacing
Sanchez, Brenda	Instructor, Developmental-Lincoln					X	1/03/23	Temporary reduction in contract
Sears, Jared	Instructor, Automotive Technology-Milford			X			1/03/23	Replacing

AD=Addition

RP=Replacement

RS=Resignation

TR=Transfer

Board Report	SOUTHEAST COMMUNITY COLLEGE		
	Approved Position Requisitions		
Application Deadline Date	Job Title	Justification	Status as of 1/10/2023
Open until Filled	Instructor, Programming	Replacement	
Open until Filled	Learning Center Coordinator (Wahoo)	Replacement	
11/28/2022	Associate Director of Registration and Records	Replacement	Recommendation
12/1/2022	Instructor, Emergency Medical Services/Paramedic	Replacement	To Team
12/7/2022	Campus Operations Assistant	Replacement	To Team
12/16/2022	Administrative Assistant I - Financial Aid (evenings)	Replacement	Recommendation
12/19/2022	Student Affairs Technician - Beatrice	Replacement	To Team
12/19/2022	Administrative Assistant II - Business Division	Replacement	To Team
1/2/2023	Account Clerk III	Replacement	To Team
1/3/2023	Associate Dean	Replacement	To Team
1/3/2023	Associate Director, Institutional Research and Data Analytics	Replacement	To Team
1/3/2023	Data Analyst	Replacement	To Team
1/3/2023	Dean of Students/Assistant Athletic Director	Replacement	To Team
1/4/2023	Residence Life Manager	Replacement	To Team
1/5/2023	Navigator, English Language Learners	Replacement	To Team
1/5/2023	Computer Applications Workforce Trainer	New Grant Funded Position	To Team
1/8/2023	Career Services Specialist/Athletic Coach	Replacement	To Team
1/8/2023	Human Resources Coordinator	Replacement	To Team
1/10/2023	Instructor, Practical Nursing - Beatrice and Milford	Replacement	
1/10/2023	Instructor, ADN/LPN Nursing	Replacement	