



Chairperson Arlyn Uhrmacher called the regular meeting of the Southeast Community College Board of Governors to order at 3:02 p.m. on Tuesday, December 16, 2025, at the Lincoln Campus, 8800 O Street, Lincoln, NE.

ROLL CALL:

Present:

Kathy Boellstorff, Johnson
Chuck Byers, McCool Junction
Matthew Haden, Lincoln
Vicki Haskell, Fairbury
Joann H. Pitcher, Lincoln
Carina McCormick, Lincoln
Nancy Seim, Lincoln
James Sherwood, Lincoln
Neal Stenberg, Lincoln
Linda Hartman, Faculty Representative
Arlyn Uhrmacher, Lincoln

Absent:

Brandon Gunther, Hickman

PUBLIC MEETING LAW COMPLIANCE STATEMENT

Chairperson Uhrmacher stated the public meeting notice had been published in the Lincoln Journal Star on Tuesday, December 9, 2025, 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 Uhrmacher 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 10. 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.

CONSENT AGENDA

Mr. Byers moved approval of the consent agenda. Seconded by Ms. Haskell.

- 1) Approval of Agenda as Presented
- 2) Approval of Minutes of November 18, 2025 Work Session and 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
- 6) Board Participation Report: Hospitalization, Medical, Surgical, Accident, Sickness, or Term Life Coverage (LB256 Compliance Report for Fiscal Year 2025-2026 Quarter 2)

Chairperson Uhrmacher asked for discussion. There were none.

Roll call vote follows:

<u>FOR (11):</u>	<u>AGAINST (0):</u>	<u>ABSENT (0):</u>
Byers		
Haskell		
Seim		
Boellstorff		Gunther
Haden		
Stenberg		
Pitcher		
McCormick		
Sherwood		
Uhrmacher		

Motion Carried

Ms. Haskell:

Mister President, with regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to voucher number V0932109 and vote to approve all other bills and claims and all other Consent Agenda items.

Ms. Boellstorff:

Mister President, with regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to voucher number V0932978 and vote to approve all other bills and claims and all other Consent Agenda items.

Mr. Uhrmacher:

Mister President, with regard to the Consent Agenda item for Bills and Claims, I abstain from the action with regard to voucher number V0932100 and vote to approve all other bills and claims and all other Consent Agenda items.

FINANCIAL REPORT

Unaudited Cash Basis Financial Summary through November 30, 2025

General Fund	Budget 25-26	Year to Date through November 30, 2025			
		<u>Budget</u>	<u>Actual</u>	<u>Variance</u>	<u>% Variance</u>
<u>Revenues:</u>					
State aid	31,565,827	9,469,748	9,469,748	-	--
CCFF	71,181,055	21,354,317	21,354,317	-	--
Tuition	18,129,212	12,690,448	13,883,685	1,193,237	9.40%
Other	995,988	414,995	921,442	506,447	122.04%
Total Revenues	121,872,082	43,929,508	45,629,192	1,699,684	3.87%
<u>Expenses:</u>					
Personal services	95,743,799	39,893,250	34,948,109	(4,945,141)	-12.4%
Operating	21,279,396	8,866,415	12,860,795	3,994,380	45.1%
Travel	716,387	298,494	147,677	(150,817)	-50.5%
Equipment	4,132,500	2,152,556	2,152,556	-	0.0%
Total Expenses	121,872,082	51,210,715	50,109,137	(1,101,578)	-2.2%
Net Position	-	(7,281,207)	(4,479,945)	2,801,262	

Dr. Illich reviewed the unaudited financial report for the period through November 30, 2025. He also reviewed the investment accounts.

The budget report ending November 30, 2025 showed:

Percentage of Budget year: 41.7%
 Percentage of Budget spent: 41.1%
 Percentage of Board budget spent: 24.5%

Ms. Boellstorff moved acceptance of the unaudited financial report. Seconded by Ms. Pitcher.

Chairperson Uhrmacher asked for discussion. There were none.

Roll call vote follows:

<u>FOR (11):</u>	<u>AGAINST (0)</u>	<u>ABSENT (0):</u>
Boellstorff		
Pitcher		
McCormick		
Stenberg		
Byers		
Haden		
Sherwood		
Haskell		
Seim		
Uhrmacher		Gunther

Motion Carried

NPPD Check Presentation: Mary Harding and Gary Thompson

Nebraska Public Power District representatives Mary Harding and Gary Thompson presented scholarship awards from the proceeds of the 34th fundraising golf tournament held in September. They gave three checks, totaling \$15,000, one for Milford, Beatrice, and Lincoln campuses. They were very honored and appreciative of everything Southeast Community College does.

BOARD MEMBER REPORTS

Mr. Byers, Dr. McCormick, and Dr. Sherwood reported that they attended Fall Commencement.

Ms. Boellstorff reported that she attended Fall Commencement, which included approximately 400 students. She also attended Dr. Illich's holiday party and the Nebraska Agriculture Expo booth. Additionally, she noted that Jon Kisby, Associate Vice President of the Milford Campus, received his 20-year service recognition with SCC.

Ms. Hartman reported that she attended Fall Commencement and the UNL Transfer Retreat, which included approximately 85 attendees.

Ms. Pitcher and Mr. Haden reported that they attended Fall Commencement and the holiday party.

Mr. Uhrmacher reported that he attended Fall Commencement and the TCA meeting on December 10th.

BOARD TEAM REPORTS

Executive. Chairperson Uhrmacher stated that the Executive Team met prior to the Board meeting, on December 1st, to set the meeting agenda. He reported that the team also discussed the timeline for voting on the open Board seat.

Human Resources. Mr. Stenberg stated that the team met and discussed three matters. First, reimbursement (Item 11a); a policy and procedure related to board expenses will be brought to the Board for approval in February. Second, a short policy was adopted along with an administrative procedure related to discrimination. The policy and procedure will be presented to the Board in early January, with an administrative discussion during the January meeting and the policy brought forward for Board approval in February. Mr. Stenberg also reviewed the E18 document and stated that it aligns well with compliance requirements under the 2020 sexual harassment regulations. Third, Item B2, the organizational chart; later in the meeting, the Board will receive a presentation on the organizational chart and the changes that were made.

Finance & Facilities. Ms. Boellstorff stated that the team met prior to the Board meeting. She provided an overview of the status of projects included on the Facilities Project Status chart and discussed upcoming projects for each campus. She noted that each campus is at a different stage of development.

Planning. Ms. Seim stated that the team met prior to the Board meeting. She reported that a Board retreat is being considered for March 17th at Homestead Monument Park. She also noted that the team discussed the frequency of holding retreats and conducting Board evaluations.

NCCA Representative. Mr. Byers mentioned that the group has not met. He noted that their next meeting is scheduled for January 30th. He also reported that Legislative Day will be held in February, and the Legislative National Summit is scheduled for February 8–10th.

TCA Joint Board. Chairperson Uhrmacher stated that the TCA Joint Board met on December 10th. He reported that there are 672 registered students for the spring semester and provided an update on the Early Childhood–Child Development Associate Program.

PRESIDENT'S REPORT

Dr. Illich reported on the following:

- Enrollment
 - Up 700 students for the spring
 - Fourth consecutive spring semester increase
- COPS Financing
 - Financing finalized
 - Projects to begin in March
 - Scott Keene to present to the Board
- Pixie Grant
 - Absolute priority for shorter-term programs still in process
 - Application submitted
- Safety and Security Council
- Fall Commencement
 - Speaker: Diane Timme
 - Coins made by TMCO were given to all students
- Tour
 - Discussion of the new Strategic Plan
- HLC Site Visit
 - 10 off-campus locations evaluated
 - Part of the HLC accreditation 10-year cycle
 - Open pathways
 - Currently in year 3 of 10
 - Site visits occur in years 3 and 8
 - Positive review – “stellar adequate”
- York Community Fundraising
 - Progressing well

- Kiwanis Group
 - Met at the welding facility
 - Attended their holiday party
 - Sponsored a booth
 - Culinary student was the recipient
 - Dr. Illich served as keynote speaker

Ms. Seim asked where the proceeds from the ESQ building would be allocated? Dr. Illich stated that some of the proceeds can be used for capital construction and that they were incorporated into the financial model.

STUDENT ACTIVITIES REPORT

Davyd Samoilenko, Lincoln Student Senate President, provided an update on the Lincoln campus. He reported that a procedure has been implemented to assist future Student Senate Presidents with a smooth transition. Activities on the Lincoln campus included an election, a Bingo drive, a second blood drive, an off-campus ice skating event, two relaxation days, and welcome days.

On the Milford campus, there has been growth in SkillsUSA. On the Beatrice campus, the Student Senate completed its first clothing drive for low-income and out-of-state students, organized a study night, held a Christmas ornament event, and conducted another election. Mr. Samoilenko noted that he received his diploma in Computer Information Technology and will continue at SCC to take additional courses before transferring to a four-year university to obtain his bachelor's degree.

He stated that Heaven would provide Blanca Padilla, Executive Assistant with the student activities report. Mr. Samoilenko proposed providing a written report to the Board. Chairperson Uhrmacher expressed support for a written report and suggested coordinating with Ms. Padilla to ensure information is shared with the Board of Governors ahead of time.

PUBLIC COMMENT

Chairperson Uhrmacher asked for public comment. There was none.

ADMINISTRATIVE PRESENTATION/BOARD REVIEW

Office Professional

The Office Professional Program (BSAD), represented by Mary Schieke and Chris Cummins will be providing a demonstration of how immersive learning experiences through virtual and augmented reality applications are used in this program.

- Our virtual Reality Journey
 - Early VR Exploration (2018-2020)
 - Expanded VR Integration (2020-2024)

- Future VR Initiatives (2025-2026+)
- Strategic Goals and Objectives
 - Goal 1
 - 1.5
 - Goal 8
 - 8.5
- The genesis of our VR soft skills course
 - Identifying the skills
 - Initial course development
 - Discovering body swaps
- Introducing Bodyswaps: VR-powered soft skills training
 - What is Bodyswaps - An innovative VR platform for soft skills development through immersive roleplay scenarios. Accessible via VR headsets, laptops, desktops, or mobile devices.
 - Core Competencies Developed
 - Active listening – Engaging fully with others' perspectives
 - Growth mindset – Embracing challenges and continuous improvement
 - Conflict management – Navigating difficult conversations constructively
 - Giving and receiving feedback – Building effective communication loops
 - The Bodyswaps Advantage - Students practice workplace skills in a low-stakes environment. AI analyzes eye contact, facial expressions, and voice tone, providing immediate, actionable feedback.
- Bodyswaps in action
 - Immersive learning environment
 - AI-powered feedback
 - Safe Practice space
- The key parts of our pedagogy
 - Scripted learning
 - Customizable practice and evaluation
- Student Feedback
- Expanding impacts across programs and division
 - Continuous Platform Evolution
 - Employment Techniques Integration
 - Healthcare Leadership Training
 - Strategic Academic Positioning

Ms. Boellstorff noted that this appears to be something beneficial for everyone and asked how it could be implemented across the board? Ms. Schieke responded that one challenge is that it would need to be a general education course and transferable to a four-year university. Another challenge is determining the appropriate credit hour. She stated that her goal is to make this a required course.

Mr. Haden asked which devices are currently being used? Mr. Cummins stated that they are using Quest but are exploring other vendors, with Pico currently at the top of the list.

Chairperson Uhrmacher declared the Board in recess at 4:50 p.m.

Chairperson Uhrmacher declared the Board in regular session at 5:00 p.m.

Organizational Chart

Dr. Illich, Dr. Bev Cummins, Vice President Campus Operations & Development, and Cory Scott, Chief Informational Officer provided the board with an updated organizational chart.

- Reorganization Update
 - Reorganizational task force rationale
 - 2025–2030 Strategic Plan Objectives
 - ❖ 4.6 Evaluate and align staffing levels across the College to promote strategic priorities and institutional growth.
 - ❖ 9.1 Strengthen internal communication strategies to promote transparency, engagement, institutional alignment, and collaboration across all locations and departments.
 - President’s Annual Goals
 - ❖ Review reporting structure to the President and consider opportunities for enhancing efficiencies.
- Taskforce activities (2024)
 - Weekly 90-minute meetings
 - Reviewed 59 organizational charts (60 with SCC)
- Comparing and contrasting organizational
 - Comparison Group
 - Enrollment size
 - Types
- From the data: number of direct reports
 - Average of Direct Reports to Presidents across the nation: 7
 - Number of Direct Reports Dr. Illich has: 13+
- Phase I: Organizational restructure
 - Transition from 13+ to 10 Direct Reports/8 Primary Divisions
 - Associate Vice President of Campus Operations for each campus
 - Vice President of Campus Operations & Development
 - IT Services aligned under Vice President Administrative Services
- President’s administrative structure
 - Campus Operations & Development Division
 - VP Campus Operations and development administrative structure
 - Roles of campus operations and development
 - VP Administrative Services & CFO Division
 - Chief Information Officer
 - ❖ Admin Director Client Services
 - ❖ Admin Director Infrastructure
 - ❖ Admin Director Information Systems

❖ Information Security Analyst

Dr. Illich mentioned that the remaining changes would be presented to the Board at a later time.

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

New Programs 26-27

At the November board meeting, Dr. Joel Michaelis, Vice President Instruction, provided an overview of new programs that will be submitted to the Coordinating Commission for their consideration. College administration seeks approval of these new programs.

Dr. Sherwood motioned to approve new programs as presented, with such changes are deemed necessary and in the best interest of the College and approved by the College President, and to authorize, direct and delegate authority to the College President, or his designees, to take or cause to be taken all necessary and appropriate action deemed in the best interest of the College to implement and carry such new programs into effect for and on behalf of the College. Seconded by Ms. Seim.

Chairperson Uhrmacher asked for discussion.

Ms. Pitcher inquired about the workload for instructors. Dr. Michaelis stated that, according to their contracts, instructors are compensated per credit hour. If the workload becomes excessive, adjunct faculty may be used to assist, or full-time staff may be hired to support program offerings. He emphasized that the focus is on meeting student needs. Dr. Illich added that in expanded projects, faculty assignments are planned to ensure appropriate compensation for programs with high demand.

Roll call vote follows:

FOR (10):

Sherwood
Seim
Stenberg
Byers
Haskell
Pitcher
Haden
Boellstorff
McCormick
Uhrmacher

AGAINST (0)

ABSENT (0)

Gunther

LEGAL COUNSEL REPORT

Derek Aldridge, Legal Counsel, stated there was no report.

TIME AND PLACE FOR JANUARY MEETING

Chairperson Uhrmacher stated that the next regular Board meeting is scheduled for January 27, 2026, at 3:00 p.m., in rooms A & B of the Dunlap Center on the Milford Campus.

GOOD OF THE ORDER AND PUBLIC COMMENT

Mr. Byers mentioned that the early registration deadline for the Legislative Summit Conference is January 18th.

Mr. Uhrmacher mentioned that anyone planning to attend should contact Ms. Padilla for travel reservations.

Ms. Hartman mentioned that she received an email from Michelle Birkel indicating that Ms. Helen Griffin had a scholarship fund.

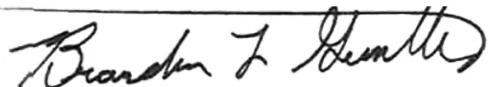
Mr. Uhrmacher mentioned that he received the Velocity magazine and found it impressive.

Mr. Uhrmacher mentioned that he received an invitation to the graduation ceremony for the Prison Education program and thanked the association for the plants. He also noted that team interest forms need to be submitted by the deadline, and that the leadership form is optional.

ADJOURNMENT

Chairperson Uhrmacher adjourned the meeting at 5:26 p.m.

Brandon Gunther

A handwritten signature in black ink, appearing to read "Brandon Gunther".

Secretary

SOUTHEAST COMMUNITY COLLEGE
BOARD OF GOVERNORS REGULAR MEETING

Tuesday, December 16, 2025

Southeast Community College
 Lincoln Campus
 8800 O Street, Lincoln, Nebraska
 Rooms C316

1) Meeting Called to Order	3:00 p.m.
2) Roll Call	3:03
3) Public Meeting Law Compliance Statement	3:05
4) Consent Agenda	3:07
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 November 18, 2025, Regular 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	
6) Board Participation Report: Hospitalization, Medical, Surgical, Accident, Sickness, or Term Life Coverage (LB256 Compliance Report for Fiscal Year 2025-2026 Quarter 2)	
5) Financial Report	3:12
6) Board Member Reports	3:22
7) Board Team Reports	3:32
8) President's Report	3:42
9) Student Activities Report	3:57
10) Public Comment	4:02
11) Administrative Presentation/Board Review	
a. NPPD Check Presentation: Mary Harding and Ron Mogul (8.4)	4:07
BREAK	4:17
b. Office Professional - Mary Schieke and Chris Cummins	4:27
c. Organizational chart	4:42
13) DISCUSS, CONSIDER AND TAKE ALL NECESSARY ACTION WITH REGARD TO:	
a. New Programs 26-27	5:07

14. Legal Counsel Report	5:12
15. Time and Place for January Regular Meeting	5:15
16. Good of the Order	5:17
17. Adjournment	5:20

NOTE: 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.



Beatrice 4771 W. Scott Rd. Beatrice, NE 68310 800-233-5027
Lincoln 8800 O St. Lincoln, NE 68520 800-642-4075
Milford 600 State St. Milford, NE 68405 800-933-7223

Learning Centers
Falls City, Hebron, Nebraska City,
Plattsmouth, Wahoo, and York.

TDD
402-437-2702

» southeast.edu

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State of Florida, County of Orange, ss:

Edmar Corachia, being first duly sworn, deposes and says: That (s)he is a duly authorized signatory of Column Software, PBC, duly authorized agent of The Lincoln Journal Star, a legal newspaper printed, published and having a general circulation in the County of Lancaster as that 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 statute 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.

PUBLICATION DATES:

Dec. 9, 2025

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NOTICE NAME: Dec 16, 2025, Regular Meeting

Publication Fee: \$19.79

Edmar Corachia

(Signed) _____

VERIFICATION

State of Florida
County of Orange

Subscribed in my presence and sworn to before me on this: 12/09/2025



Notary Public
Notarized remotely online using communication technology via Proof.

**NOTICE OF THE
MEETING OF
THE BOARD OF
GOVERNORS OF
THE SOUTHEAST
COMMUNITY
COLLEGE AREA**

**December 16, 2025
3:00 P.M.**

**Location: Lincoln Campus
Rooms C316
8800 O St., Lincoln, Nebraska**

Notice is hereby given that the regular meeting of the Board of Governors of the Southeast Community College Area, will be held at 3:00 p.m. on December 16, 2025, at the Southeast Community College Lincoln Campus, rooms C316, or other location therein, 8800 O Street, Lincoln, NE. The agenda for the meeting, kept continuously current, is available for public inspection during regular business hours at the Southeast Community College – Lincoln Campus, 8800 "O" Street, Lincoln, Nebraska.

**THE BOARD OF GOVERNORS
OF THE SOUTHEAST COMMU-
NITY COLLEGE AREA
COL-NE-1007410 12/9 ZNEZ**

